



YOUR PARTNER IN
GROUND
ENGINEERING

CSC HOLDINGS LIMITED
SUSTAINABILITY REPORT FY 2023

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Statement from our Board

The Board of Directors (the “Board”) of CSC Holding Limited (“CSC” or the “Company”) is pleased to present the Company’s Sustainability Report for the financial year ended 31 March 2023 (“FY 2023”), which formalises and demonstrates our commitment towards building a more sustainable future. In fiscal year 2023, the construction industry in both Malaysia and Singapore has experienced a significant resurgence, primarily attributed to the easing of COVID-19 measures. This positive development has helped the construction industry to be more stable in terms of its business activity as restrictions related to the pandemic gradually subsided.

CSC continues to enhance its sustainability strategy by integrating sustainability goals into our business imperatives, to ensure long-term success and by considering by integrating the sustainability risks into its long-term strategy. We also continue to harness innovation to enhance our core competencies, competitiveness, and operational resilience.

Our Board directly oversees the Company’s overall sustainability efforts, supported by the Group Chief Executive Officer (“CEO”), Deputy Group CEO (“DCEO”)/Group Chief Operating Officer (“COO”)/Chief Sustainability Officer (“CSO”) and Group Chief Financial Officer (“CFO”) to identify material environmental, social and governance (“ESG”) matters in the formulation of Group strategy, as well as develop sustainability policies and plans.

This Sustainability Report complements our financial and corporate governance disclosures in our Annual Report as an expression of our firm belief in doing business with integrity and innovation to deliver quality services to our clients.

In addition, CSC believes that consideration of sustainability risk into its business operation and strategy is pivotal. In FY 2023, CSC has started to adopt the Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations in a phased approach. This report includes our first TCFD section based on our preliminary analysis of potential climate-related risks for our business. As CSC matures in our TCFD reporting journey, we will conduct a detailed climate scenario analysis to broaden and deepen our assessment and develop a strategy to manage climate-related risks over the short, medium, and long term.

Moving forward, CSC will build on the foundation of this Sustainability Report and work with our stakeholders and business partners to continuously improve our business models and ESG performance to build a sustainable and resilient business.

About this Report

This Sustainability Report sets out our efforts towards contributing to a sustainable built environment.

We have adhered to the principles set out in Singapore Exchange Limited (“SGX”) Listing Rules for Sustainability Reporting and applied the Global Reporting Initiative (“GRI”) Reporting Principles for Defining Report Content and Quality.

We have chosen GRI Standards to be the reporting framework as it is an internationally recognised sustainability framework with robust guidelines and provides suitability to our business model. The report has been prepared in accordance with the GRI Standards 2021. Please refer to the GRI Content Index attached at the end of this report for more information.

This report also takes guidance from the TCFD recommendations, which support the assessment and management of climate risks. This will provide useful climate-related financial information for CSC’s stakeholders.

As our Singapore foundation operations (CSBP, CSCG, LMFS and DWF) contributes approximately 60% of the Group’s annual turnover, this report will only cover the significant foundation operations in Singapore, our headquarters, and reflect our sustainability performance in FY 2023 relating to the following entities, with data from the previous year for comparison purposes (to the extent possible).

Entities	Principal Operations
CS Bored Pile System Pte Ltd (CSBP)	Foundation and Geotechnical Engineering Works
CS Construction & Geotechnic Pte Ltd (CSCG)	Foundation and Geotechnical Engineering Works
L&M Foundation Specialist Pte Ltd (LMFS)	Foundation and Geotechnical Engineering Works
DW Foundation Pte Ltd (DWF)	Foundation and Geotechnical Engineering Works

For future sustainability reporting, the Group will consider expanding our reporting scope to cover more of our operations in overseas markets.

CSC has not sought external assurance for this Sustainability Report and may seek full assurance for future sustainability reports as its reporting matures over time. Nonetheless, an internal audit review of the sustainability reporting and monitoring process was conducted by an external consultant to fulfil the requirements of the Sustainability Reporting Guide set out in Singapore Exchange Securities Trading Limited (“SGX-ST”)’s Practice Note 7.6 to ensure the accuracy and reliability of the sustainability information disclosed in the report.

We value feedback from all our stakeholders on this report. You may email us your comments and suggestion at corp@cchl.com.sg.

Introduction

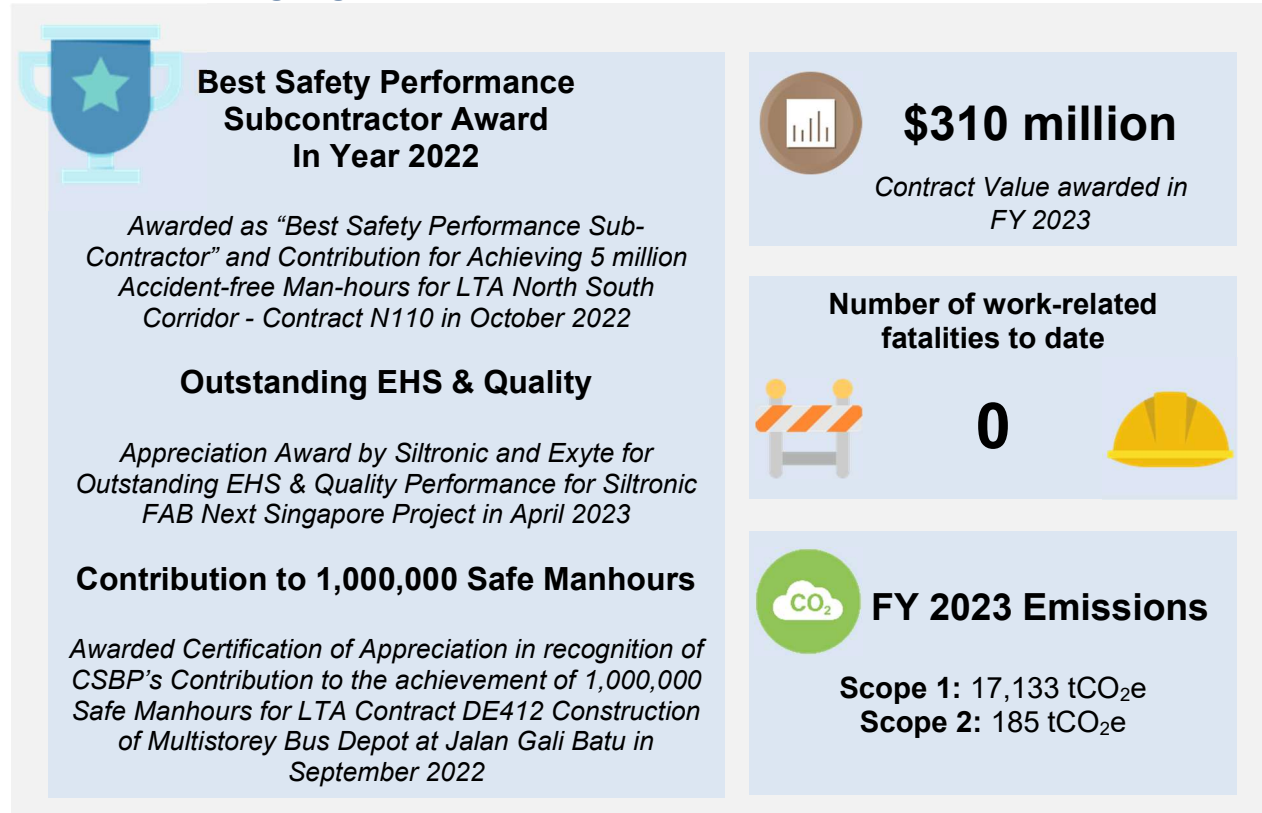
About CSC

CSC Holdings Limited Group of companies (the “Group”) is Singapore’s leading foundation and geotechnical specialist and the region’s leading ground engineering solutions provider for public and private sector works which include residential, commercial, industrial and infrastructure projects. The Group recorded revenue of \$264.6 million in FY 2023. As a member of the Geotechnical Society of Singapore, CSC seeks to advance and promote geotechnical engineering in Singapore.

The Group operates principally as foundation and geotechnical specialists and offers a full range of capabilities in this field, from the construction and installation of large diameter bored piles, jack-in piles, micro piles, soil investigation, pile testing and instrumentation services to automatic underground tunnel monitoring and engineering surveys.

With a total regional workforce of around 1,300 employees, the Group currently operates in Singapore, Malaysia, Thailand, Hong Kong, Philippines, Myanmar, India, and Vietnam. Our clients include transport, utilities and institutional providers, commercial, residential, and industrial property developers and other construction and civil engineering related customers.

Performance Highlights



Our People

At CSC, our organisation is shaped by the individuals who comprise it. We are dedicated to fair employment practices throughout our hiring process and maintain zero tolerance of any form of discrimination. We firmly believe in offering equal opportunities to all our employees, enabling them to reach their utmost potential.

From FY 2022 to FY 2023, our full-time employee numbers (in Singapore) decreased from 819 to 815 while the number of temporary non-employee supply workers we engaged for site-work increased from 26 to 30. For CSC, there were no part-time employees or non-guaranteed hours employees.

The Company saw a total of 125 staff leaving from across employment grade categories. However, the Company also hired 121 more staff during the year to support its business operations. By FY 2023 end, there were a total of 815 employees, with 12 from Grade A (Management), 48 in Grade B (Managers), 104 in Grade C (Executives), 110 in Grade D (all other monthly rated employees excluding NTS employees) and 541 Grade NTS (Non-Traditional Source Employees).

Owing to our nature of services, i.e., a company providing ground engineering solutions, which our operations are labour-intensive, leading to significant participation of males in our workforce.

Employee Numbers (Singapore operations only)		
Female	Male	Total for FY 2023
Number of full-time employees		
65	750	815
Number of permanent full-time employees		
63	743	806
Number of temporary full-time employees		
2	7	9
Number of temporary non-employee supply workers		
0	30	30

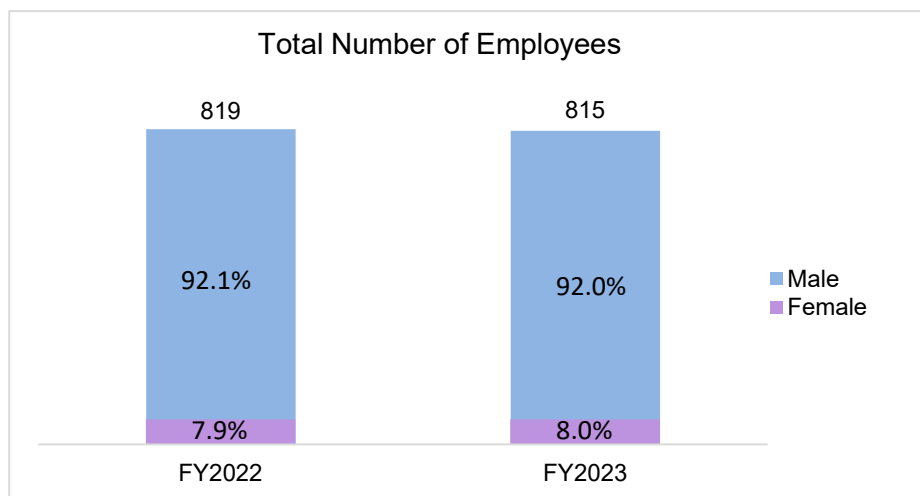


Figure 1: Employee Numbers at CSC's headquarters and four entities in Singapore only.

Sustainability Approach at CSC

As one of the leading geotechnical engineering solutions provider and specialist, CSC is committed to uphold their commitment to sustainability seriously. CSC complies to Precautionary Principle through responsible controls and system of risk management.

The Group adopts international best practice, being accredited with ISO 14001:2015, ISO 9001:2015 and ISO 45001:2018 for the design and installation of bored piles. Additional accreditations include the Building and Construction Authority (BCA)'s Contractors Registration System, bizSAFE programme, and strict adherence to the Code of Corporate Governance 2018 (last amended 11 January 2023) (the "Code") as set out by the Monetary Authority of Singapore.

The Board has collective oversight of the Group's sustainability strategy and works closely with Management to ensure sustainability matters are considered as part of its business strategy. The Board will also review and approve CSC's sustainability report and ensures that all material topics remain relevant to CSC.

At the senior management level, the Board is supported by the CEO, DCEO/COO/CSO and CFO. The CEO, DCEO/COO/CSO and CFO are responsible for 5 primary areas:

1. Decision-making on economic, environmental, and social topics
2. Setting sustainability policies and strategies
3. Investment decisions or directions for major innovations relating to sustainability
4. Reviewing progress quarterly to ensure that the best practices of sustainability are embedded across the Group
5. Overseeing the overall sustainability initiatives reporting of CSC and climate related risk and opportunities with respect to all stakeholders.

A Sustainability Committee that works across the Group's core business and operations units reports to the CEO, DCEO/COO/CSO and CFO. The sustainability committee comprises of CFO, Head of Group HR & Admin, QEHS Manager, Head of subsidiaries, and Group SR coordinator. Sustainability Committee's main duty are:

1. Ensure that CSC complies to SGX listing rules and other global acknowledged requirement such as GRI Standard 2021 in regard to sustainability reporting
2. Communicating internal stakeholders to report on material ESG factors i.e., collection of data, alignment of the target to stakeholders and review of target set.
3. Conduct materiality assessment for sustainability reporting.
4. Monitoring of material ESG factors.

In FY 2023, CSC has also developed the Sustainability Reporting Policies and Procedures policy to outline the framework, critical processes, and delegation of authority with management approval of the Sustainability Reporting ("SR") of the Group.

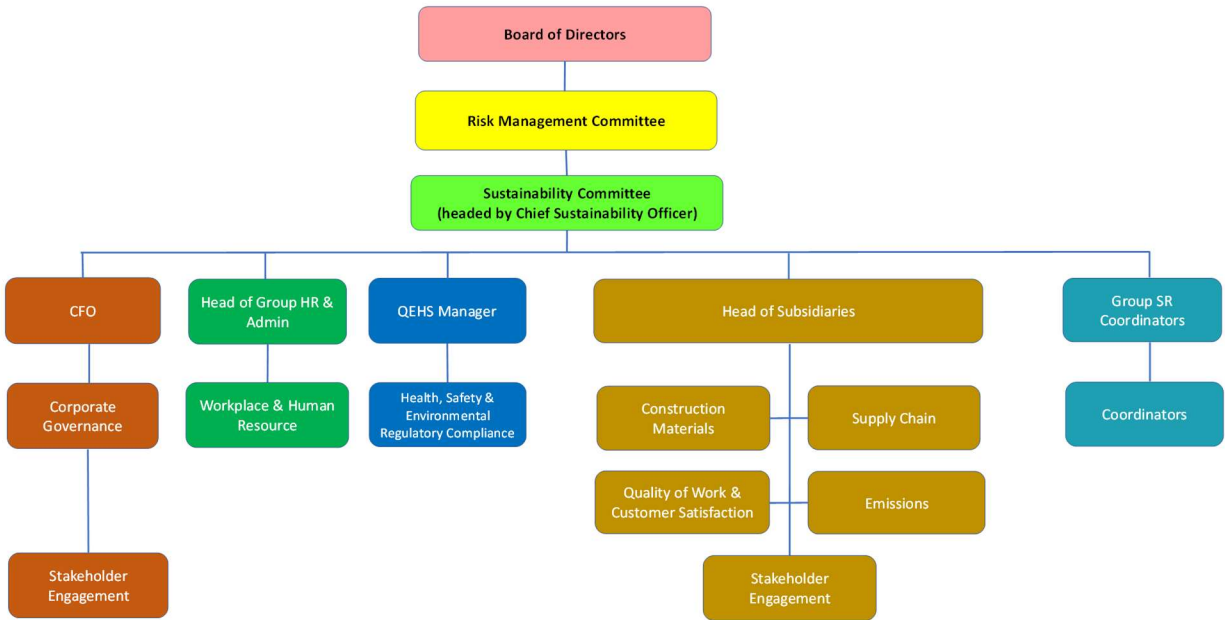
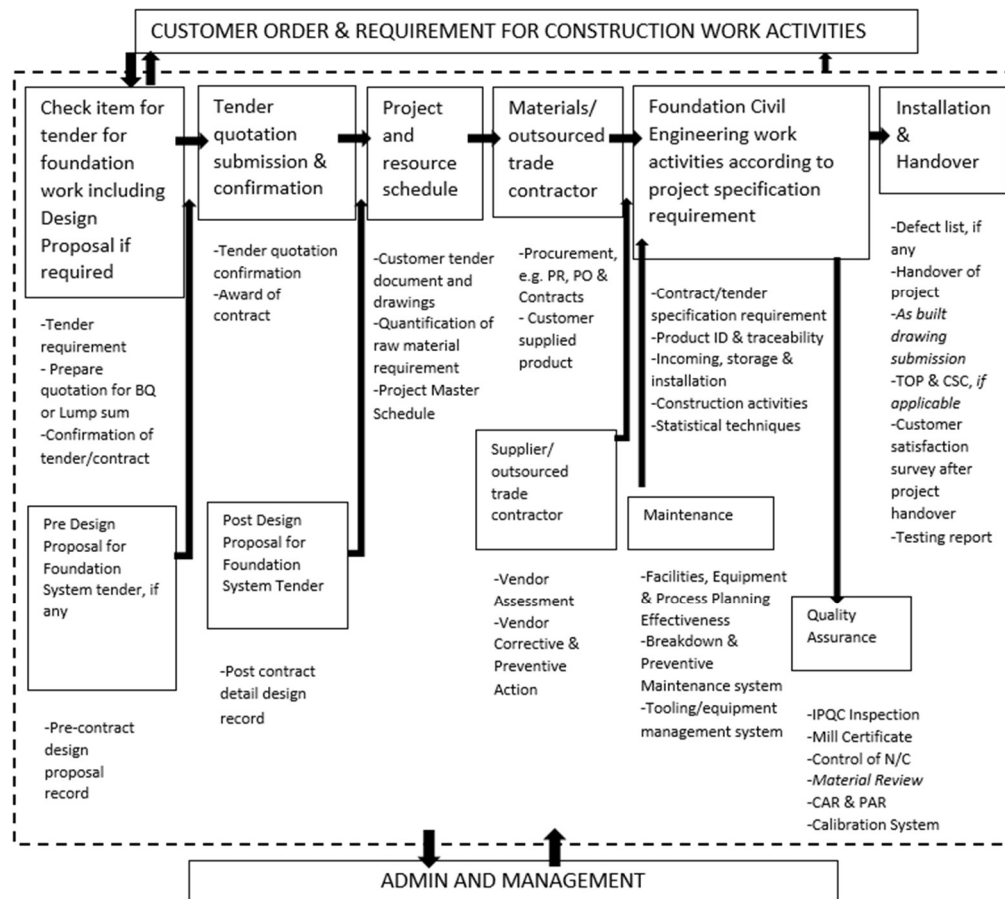


Figure 2: Sustainability Governance Structure of CSC

Our Supply Chain

Our commitment lies in integrating sustainability principles throughout our entire supply chain, aiming to cultivate lasting environmental, social, and economic value for all stakeholders. The primary suppliers for our Group are infrastructure service providers.

In pursuit of our mission, we have implemented purchasing processes, procedures, and guidelines to operate an effective and efficient purchasing system and ensure the quality of our suppliers. The figure below (Figure 3) illustrates our business process flow and interaction chart to ensure all purchasing activities are carried out with the highest professional, ethical, and legal standards.



Organisation Context and Leadership

- Context of Organisation
- Leadership
- Customer Focus
- Communicating Quality Policy
- Roles Responsibility & Authority

Planning

- Action address Risk & Opportunity
- Objectives and its planning

Support

- Skills Training & Certification
- Training Needs
- Infrastructure, IT system
- Work environment
- Documented information

Performance Evaluation & Improvement

- Action address Risk & Opportunity
- Objectives and its planning

Figure 3. Our Value Chain



Community Involvement




CSC strongly believes in maximising the full potential of our children and youth. Since 2011, CSC has made annual contributions of \$10,000 to the Business & Community Partners (BCP) Programme at the Nanyang Technological University (NTU). Funds in the programme go towards supporting the university studies of financially disadvantaged students. For its contributions, CSC continues to be recognised as a silver partner and loyal donor by NTU.



In FY 2023, CSBP donated \$500 to SBF Foundation Limited in support of MigrantWell Singapore, a charity that supports the health and well-being of migrant workers.

Stakeholder Engagement

Creating value for CSC's stakeholders is of utmost importance to us. These stakeholders can either be directly impacted by the company's activities or have the potential to influence the company's ability to operate effectively. Setting the ground right, we actively engage with our stakeholders to understand their needs and form strategic partnerships through various platforms.

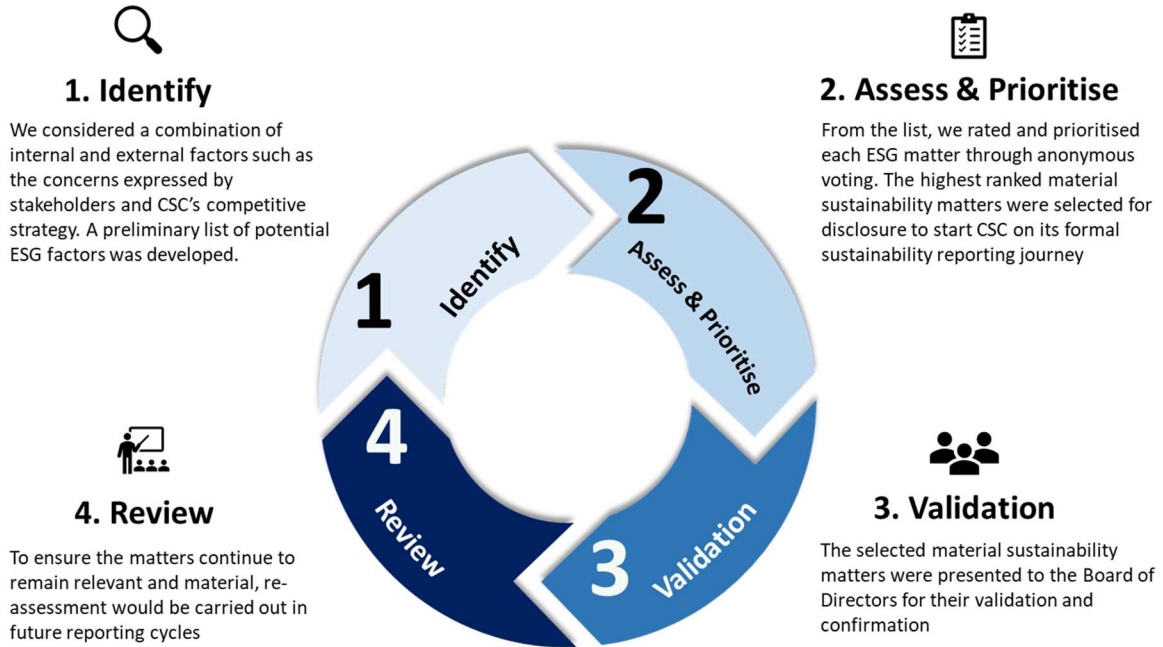
Stakeholder	Goal	Key Concerns	Our Approach	Mode and Frequency
Investors 	<ul style="list-style-type: none"> To provide regular updates on financial performance, business strategies and other issues 	<ul style="list-style-type: none"> Clear and timely communication on operational and financial performance 	<ul style="list-style-type: none"> All shareholders are informed of all major developments that impact the Group or Company Price-sensitive announcements, including half-year and full-year results and press release are released to shareholders through SGXNET and can also be found on our website The Annual Report shall set out the steps taken to solicit and understand the view of investors 	<ul style="list-style-type: none"> Half-Year and Full-Year Financial Results Announcements Annual General Meeting Regular updates via corporate website Announcements and press releases throughout the year Annual Reports
Employees 	<ul style="list-style-type: none"> To enhance employee knowledge and skills To strengthen safety culture within the organisation Career development 	<ul style="list-style-type: none"> Continuous training to address high staff turnover rate for experienced employees Staff motivation and ensuring safety standards are constantly maintained Ensuring safety awareness and practices at all times 	<ul style="list-style-type: none"> Adequate training to ensure staff are equipped with required knowledge and skills to perform their duties and responsibilities competently Annual review of performance 	<ul style="list-style-type: none"> Allocate training budget annually for employee training and development Annual Safety Award for individuals and teams Enrol operations staff into appropriate courses as and when required

Stakeholder	Goal	Key Concerns	Our Approach	Mode and Frequency
		<ul style="list-style-type: none"> Fair remuneration and recognition 		<ul style="list-style-type: none"> Annual staff appraisal
Customers (main contractors/ sub-contractors) 	<ul style="list-style-type: none"> To offer a full range of capabilities in foundation and geotechnical engineering field with high level of expertise To deliver the highest quality of work through identification of customer needs and statutory requirements 	<ul style="list-style-type: none"> Delivery on schedule with satisfactory quality, good safety record 	<ul style="list-style-type: none"> Weekly on-site meeting with client to monitor progress of the project On-site inspection by senior management and dedicated engineers/project managers Sound safety management system Timely communication with the customers when technical issues or unforeseeable circumstances arise which may cause a delay in completion or require additional time and resources to resolve 	<ul style="list-style-type: none"> Participate in industry events Weekly regular meetings and communication, as necessary
Suppliers 	<ul style="list-style-type: none"> To forge strategic partnerships To promote overall safe condition of works through providing and maintaining sufficient resources for timely completion for sub-contractors 	<ul style="list-style-type: none"> Transparent and fair procurement and other business practices Compliance with terms and conditions of business contracts 	<ul style="list-style-type: none"> Transparent business processes in the selection of tenders Avenues to report incidents of abuse and corruption Whistle-blowing policy 	<ul style="list-style-type: none"> Meetings with suppliers for market updates or addressing concerns, as necessary throughout the year Weekly regular meetings with sub-contractors; and as necessary
Our Community 	<ul style="list-style-type: none"> To create economic, social and environmental value that benefits the local communities 	<ul style="list-style-type: none"> Minimise any negative social, public health or environmental impact 	<ul style="list-style-type: none"> Ensure outputs of all work activities do not cause undue pollution to society to provide a sustainable built environment Community involvement 	<ul style="list-style-type: none"> Future periodic reporting on our sustainability performance Annual corporate social

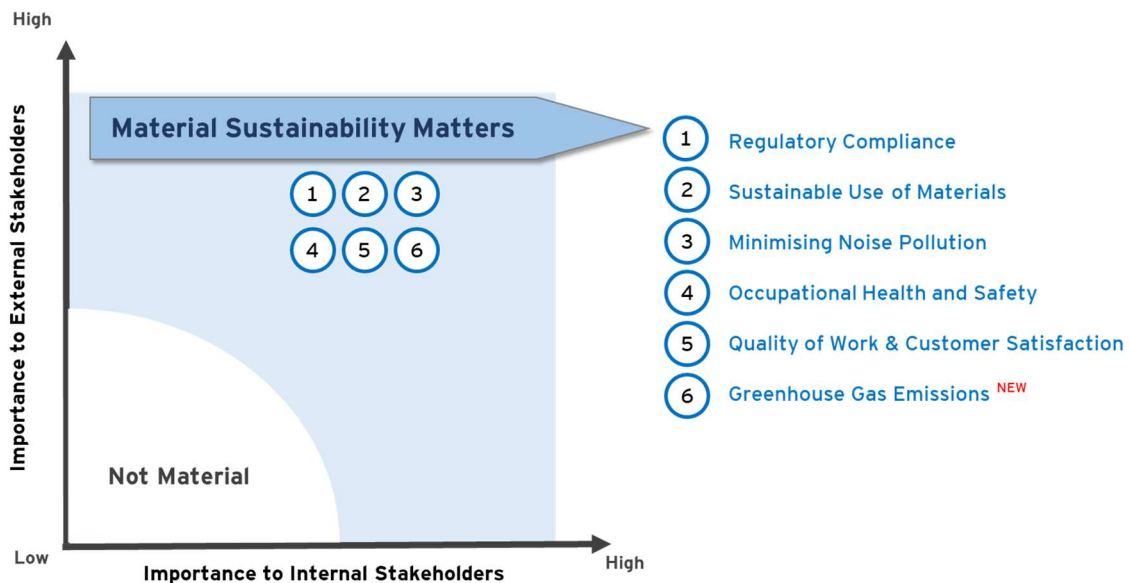
Stakeholder	Goal	Key Concerns	Our Approach	Mode and Frequency
		<ul style="list-style-type: none"> Support deserving community efforts and underprivileged groups 		responsibility initiatives
Government agencies (BCA, MOM, NEA, LTA, PUB) 	<ul style="list-style-type: none"> To comply with applicable laws and regulations Zero Reportable Accident, free of infringement and ensuring works do not damage properties Keep noise within prescribed limits Ensure works do not damage or affect sewers and services 	<ul style="list-style-type: none"> Statutory compliance in terms of Quality, Environmental, Health & Safety 	<ul style="list-style-type: none"> Quality, Environmental, Health & Safety policy and objectives are clearly defined Management strives to provide an accident-free workplace for all employees and interested parties The Group strives to prevent environmental, health & safety hazards that are undesirable to employees, and interested parties through continuous reviews and improvement of its integrated management system and complying with the applicable regulations as required 	<ul style="list-style-type: none"> Attending workshops and seminars organised by government agencies as required Regular communication and visits to sites as required
Regulators (SGX, MAS, ACRA) 	<ul style="list-style-type: none"> To comply with applicable laws and regulations 	<ul style="list-style-type: none"> Regulatory compliance 	<ul style="list-style-type: none"> All financial results, including price-sensitive information, are released in a timely manner Maintain high standard of corporate governance Seek professional assistance when required on compliance matters 	<ul style="list-style-type: none"> Half-year and full-year financial reporting Attend seminars and workshops organised by regulators as required

Materiality Assessment

CSC has adopted the following four-step process to determine the relevant material sustainability topics that are key areas of interest to our stakeholders and involve substantive impacts from our business activities.







In FY 2023, a landscape research of construction industry and peer benchmarking of sustainability practices was done to ensure that the material ESG matters continue to be relevant to CSC's sustainability priorities for the current year. The review concluded that the existing list of material ESG matters, and performance targets set continue to be relevant. In addition, GHG emission was identified as a new material matter. This was presented and approved by the Board.





Summary of Targets and Performance

CSC recognises the important role all companies can play in contributing to the SDGs and aims to align its sustainability efforts to the world’s sustainable development agenda. As such, its material sustainability matters are mapped to specific GRI Topic Disclosures with alignment to relevant UN SDGs.

CSC’s performance in FY 2023 and targets regarding each material sustainability matter is summarised in the table below. All target years are fiscal end. All reporting data is through fiscal year (31 March 2023), unless otherwise stated.

Material Matter	Mapped UN SDGs	FY 2023 Goals / Targets	FY 2023 Performance	FY 2024 Goals / Targets
Regulatory Compliance		<ul style="list-style-type: none"> • [Perpetual] Zero fine from NEA for non-compliance to the EPMA 	<ul style="list-style-type: none"> • No fines from NEA for environmental violation. 	<ul style="list-style-type: none"> • [Perpetual] Zero fine from NEA for non-compliance to the EPMA
Sustainable Use of Materials		<ul style="list-style-type: none"> • Tolerable wastage for Precast Piles at average of 13% for FY 2023 • Tolerable wastage for Concrete at average of 15% for FY 2023 	<ul style="list-style-type: none"> • Average Precast Pile wastage is within the tolerable threshold set (8%) • Average Concrete wastage is within the tolerable threshold (12%) 	<ul style="list-style-type: none"> • Tolerable wastage for Precast Piles at average of 12% for FY 2024 • Tolerable wastage for Concrete at average of 14% for FY 2024
Minimising Noise and Pollution		<ul style="list-style-type: none"> • [Perpetual] Zero incident of fines for noise violations 	<ul style="list-style-type: none"> • Zero fines from NEA for noise violation 	<ul style="list-style-type: none"> • [Perpetual] Zero incident of fines for noise violations
Occupational Health and Safety		<ul style="list-style-type: none"> • [Perpetual] Zero fatal incidents in all CSC projects for FY 2023 • Maintain Accident Frequency Rate at less than 2.4 for FY 2023 • [Perpetual] Zero financial penalties from Ministry of Manpower (MOM) for EHS violations 	<ul style="list-style-type: none"> • Zero fatal incident • Accident frequency rate for the FY 2023 is less than the objective value of 2.4. • No penalty from Ministry of Manpower for non-compliance to WSH Act. 	<ul style="list-style-type: none"> • [Perpetual] Zero fatal incidents in all CSC projects • Maintain Accident Frequency Rate at less than 2.35 for FY 2024 • [Perpetual] Zero financial penalties & demerit point from Ministry of Manpower (MOM) for EHS violations

Material Matter	Mapped UN SDGs	FY 2023 Goals / Targets	FY 2023 Performance	FY 2024 Goals / Targets
Quality of Work & Customer Satisfaction		<ul style="list-style-type: none"> • [Perpetual] Ensure 100% assessment of operational services • [Perpetual] Zero incidents of non-compliance with regulations concerning health and safety impacts of our services 	<ul style="list-style-type: none"> • Assessed that 100% of its foundation and geotechnical services are assessed for improvement for health and safety impacts • Zero incidents of non-compliance with regulations concerning health and safety impacts of our services 	<ul style="list-style-type: none"> • [Perpetual] Ensure 100% assessment of operational services • [Perpetual] Zero incidents of non-compliance with regulations concerning health and safety impacts of our services
Greenhouse Gas Emission		<ul style="list-style-type: none"> • N.A. - New material matter 	<ul style="list-style-type: none"> • Scope 1 GHG emissions: 17,133 tCO₂e • Scope 2 GHG emissions: 185 tCO₂e 	<ul style="list-style-type: none"> • To continue monitoring and tracking Scope 1 and Scope 2 GHG emissions across Singapore operations

Corporate Governance

The Board is also responsible for maintaining a high standard of corporate governance and to protect stakeholders' interests and enhance the stakeholder value in the long term. The Board consists of six (6) Directors, one (1) executive director, the CEO, two (2) non-executive directors and three (3) independent non-executive directors. To discharge the duties of the Board, all Board members maintain independent judgment, diversified knowledge, experience, and expertise to address issues of strategy, performance, resources, and the standards of conduct of the Company. As fiduciaries in the interests of the Company, all Directors are expected to discharge their duties and responsibilities objectively.

Certain functions of the Board are delegated to the Audit Committee, Nominating Committee, Risk Management Committee and Remuneration Committee, which would make recommendations to the Board. Each committee has clearly defined terms of reference and operating procedures which reviewed on a regular basis to adhere the Code, SGX-ST's Listing Manual and applicable rule/regulations.

The Board holds formal meetings at least quarterly or convenes additional ad-hoc meetings when circumstances require to review and evaluate Group's operation and performance and to address key matters of the Group, where necessary. Where a physical board meeting is not possible, the Board can communicate through electronic means or via circulation of written resolutions for approval.

For a full report on our corporate governance practices, please refer to our Corporate Governance Report 2023, which can be found in our Annual Report 2023.

Our Ethics and Values

Integrity shapes the foundation of our business practices, aligning with the highest ethical standards and adhering to all the applicable laws and regulations. The Company strongly believes that the action and conduct of all employees of the Group, as well as other person acting on behalf of the Company and/or its subsidiaries, are essential to maintaining these standards.

CSC has in place a Whistle-Blowing Policy and an employee Code of Conduct and Discipline. The Whistle-Blowing Policy is developed based on the recommendations of the Singapore Code of Corporate Governance, which is reviewed and recommended by the Audit Committee and subsequently approved by the Board. It offers a platform for employees within the Group, as well as other individuals, to raise concerns in a trustworthy manner, with the assurance of protection against retaliation or mistreatment. This framework also ensures the existence of mechanisms for conducting independent investigations into such matters, followed by appropriate actions to address them. The Code of Conduct and Discipline and Whistle-Blowing Policy is made available to all employees and communicated regularly to stress their importance and maintain awareness of the Board's commitment. All new employees are also briefed on them as part of their orientation program.

The management of CSC welcomes feedback from the public and its employees as a valuable tool to enhance its services and operations. Grievance mechanisms are also available at the organisation level through phone calls and emails.

The Company has established the **Quality, Environmental, Health & Safety (QEHS) Policy** in an integrated management system, which has been updated as of 14 April 2023.

To ensure it is in tune with the company's strategic direction that is consistent with the purpose and context of CSC, top management at CSC will review the policy periodically to ensure objectives are being achieved. The CEO and DCEO/COO/CSO are directly responsible for the implementation of the QEHS.

This policy references the Workplace Safety and Health (WSH) Act, Environmental Protection Management Act (EPMA), ISO 9001, ISO 14001, ISO 45001 as well as relevant code of practices.

CSC takes proactive measures to effectively communicate this information to our stakeholders, ensuring a comprehensive understanding. We actively seek their input and engage in dialogue through various channels, including notice boards, informative talks, promotional activities, as well as conducting general awareness training for existing staff and orientation training for new staff members.

Quality, Environmental, Health & Safety Policy

To deliver the highest quality of works by complying with customer and statutory requirements.

We shall strive to protect our environment from harm and degradation by ensuring that work processes do not cause undue pollution to the society, and, the outputs of all work activities are sustainable green. We shall do our utmost to provide an environment friendly workplace for all employees and interested parties.

We shall also strive to mitigate occupational, health & safety hazard exposures to our employees and interested parties.

We are committed to continually improving our processes by encouraging open communication, eliminating hazards and reducing OH&S risks to promote consultation and participation of workers and conducting risk & data analysis.

We shall embrace SG Secure movement so as to sensitize, train and mobilize our organization to better protect our staff from a terrorist attack.

We shall equip our staff with knowledge and skills necessary to prevent, responds to, and bounce back from a terror attack.


 See Yen Tarn
 Group Chief Executive Officer


 Koo Chung Chong
 Deputy Group Chief Executive Officer



CSC Holdings Ltd
(Your Partner in Ground Engineering)

14th April 2023

Our Quality, Environmental, Health & Safety Statement		
<i>We shall always strive to achieve the following:</i>		
Quality	Environment	Health & Safety
<ul style="list-style-type: none"> Hand over projects within the contract period Score average or above in customers' work assessment on us Compensating piles annually not exceeding: <ul style="list-style-type: none"> 0.60 % for precast piles 0.25 % for bored piles Diaphragm wall rectification costs not exceeding 5.5 % of the contract value (without customer supplied material) 	<ul style="list-style-type: none"> Minimise material wastages not exceeding pre-determined value for each project <ul style="list-style-type: none"> Pile sections for precast piles Cement for micropiles Concrete for bored piles and diaphragm wall Ensuring noise generated from worksites is below the allowable level from regulations by National Environment Agency (NEA) 	<ul style="list-style-type: none"> Zero fatal accident Accident frequency rate of less than 2.35 for our subsidiaries: CSBP, CSCG, DWF & LMFS Promotion of safety awareness through training

CSC assesses our approach to addressing our quality, environmental, health and safety issues through various means. The table below details how we conduct the assessment and the identified improvement opportunities:

Method of assessment	Improvements
<p>Internal Audits</p> <ul style="list-style-type: none"> Environmental Health & Safety (EHS) inspections by EHS managers, WSH officers and WSH coordinators ISO 14001 audit by trained internal auditors at selected projects 	<p>Any non-conformance found during inspection and audit will be rectified with appropriate control measures and trainings.</p>
<p>External Audits</p> <ul style="list-style-type: none"> Integrated management system (ISO 9001, ISO 14001, ISO 45001) surveillance and renewal audits by a registered external auditing firm 	<p>If system lapses are identified, it will be corrected with appropriate preventive actions, i.e., risk assessments, introduction of new method.</p> <p>Consider continual improvement of the system.</p> <p>Good practices from industry stakeholders were shared among the work group to enhance the safety & health standard.</p>
<p>Measurement Systems</p> <ul style="list-style-type: none"> Number of Corrective and Preventive Action (CAPA) and observations issued by the auditors Suggestions and area of improvements given by the auditors Company's incident trend and statistics safety trainings 	<p>Employees are carefully selected and sent for EHS trainings as required by law / clients.</p> <p>Feedback obtained from employees through issuance of "Training Evaluation Form".</p>
<p>External performance ratings</p> <ul style="list-style-type: none"> Subcontractor's performance evaluation from main-contractors and/or clients Safety recognition award or commendation letter from main contractors and/or clients 	<p>External performance ratings given from main-contractors and clients through "Customer feedback form" helps CSC identify its strengths, weaknesses, and areas for improvement.</p>
<p>Benchmarking</p> <ul style="list-style-type: none"> WSH Act & Subsidiary regulations Approved code of practices Environmental Protection & Management Act Competitors 	<p>CSC has committed and set benchmark to comply with WSH Act and other relevant Acts of Singapore (as minimum standard). Adopting industry good practices has been acknowledged by our leading clients, e.g., Singapore's Land Transport Authority (LTA) and Housing & Development Board (HDB), other government and private projects.</p>
<p>Stakeholder feedback</p> <p>Feedback from stakeholders is requested during meetings and trainings, e.g., toolbox meeting, in-house training, EHS committee meetings, etc.</p> <p>Company has feedback management plan to receive and address grievances from stakeholders on quality, EHS and productivity matters.</p>	<p>Stakeholder (i.e., clients, public, and employees) feedback is registered and addressed diligently. This improves stakeholder confidence in CSC.</p>

Governance



Regulatory Compliance

CSC places great importance on the preservation of the natural environment, striving to prevent any harm caused by its operations and products, while also actively seeking opportunities to minimise environmental and social impact. In line with our commitment, CSC has been adopting ISO 14001 in compliance with globally set standards as well as the EPMA in Singapore. These initiatives are diligently monitored through robust systems and regular audits conducted by both internal and external auditors. With these initiatives, we are targeting to not receive any fine from NEA for non-compliance to the EPMA and not exceeding the pre-determined value for each project by minimising material wastage for FY 2023.

To manage our compliance with environmental regulations, we have provided silt water treatment plants and implemented a test bed of separation system for slurry water management. Regular maintenance of our machinery is conducted to minimise smoke emissions and reduce the consumption of diesel, water, and power. Furthermore, we employ noise monitoring meters and utilise noise barriers for heavy or noisy equipment to mitigate potential noise disturbances.

Our performance on compliance is internally and externally scrutinised and verified. Our EHS managers, WSH officers and WSH coordinators perform internal inspections while a registered auditing firm carries out surveillance on ISO 14001 and renewal audits.

In FY 2022, noise levels were found to be in violation of regulations at 2 project sites. Consequently, a total fine of \$20,000 was imposed by the authority. Appropriate measures have been taken to rectify the problem. We take a serious view of such offences and have taken concerted steps to prevent their re-occurrence.

Through best efforts, CSC has not violated EPMA noise control measures in FY 2023.

We will continue to strive to maintain noise standards at our work sites through stepping up site inspections and environmental audits.

Case Study: Housing Development Board (“HDB”) Project - Jurong West N3C31&32

CSBP introduced localised inflatable noise barriers for piling works at HDB Project - Jurong West N3C31&32 as the site is located very close to the residential buildings.

The inflatable noise barriers are placed closer to the piling area so as to reduce the noise from the source. It is an additional noise control measures to the existing control measures such as perimeter noise barriers and rotary head cover.

Environment



Sustainable Use of Materials

CSC strives to minimise material wastage and mitigate the environmental footprint resulting from our operations, particularly the use of precast piles and concrete. We acknowledge that geotechnical engineering carries substantial resource demands and can significantly influence the sustainability of the built environment, as it occupies a crucial position at the upstream stage of the construction process. CSC has in place an organisational structure for reporting on the consumption of materials. Senior management and the operations team provide feedback through regular reporting cycles, including daily, weekly, and monthly reports. Project managers, project engineers, site coordinators and site supervisors, together with the purchaser report to the director or head of subsidiary company. The director or head of subsidiary company is accountable to the CEO, DCEO/COO/CSO and CFO which will in turn update the Board. This ensures that material use is tracked for every project so that we remain viable in the long-term.

CSC also complies with the code of practice for materials and grade based on contract requirements for steel, reinforcement steel bars, structural steel materials and ready mixed concrete. Each CSC contract includes a specified percentage for tolerable wastage. If the actual wastage is higher than the tolerable wastage, it will be investigated. In our commitment to environmental stewardship, we strive to manage waste effectively and minimise our impact. During the reporting period, we generated average percentage of wastage for precast piles is below 8% and concrete is below 12%. We acknowledge the significant waste-related impacts, including pollution and resource depletion, and implement waste management measures to mitigate these impacts. We reduce precast pile wastages by using dolly pile, a re-usable steel extension, when the pile set or cut-off level is below the ground level. We also control the excessive use of concrete beyond the pile cut-off level during bored pile formation.

Currently, CSC only uses non-renewable materials in its operations. The total volume of precast piles and concrete used in cubic meters (m³) are as follows:

Volume usage	FY 2022	FY 2023
Precast Piles	53,200 m ³	23,500 m ³
Concrete	131,200 m ³	139,100 m ³

The table below details our average percentage of wastage for precast piles and concrete over FY 2022 and FY 2023. Looking ahead, we aim to keep the average waste rate of precast piles below 12% and the average waste rate of concrete below 14%.

Average wastage	FY 2022	FY 2023
Precast Piles	Below 7%	Below 8%
Concrete	Below 14%	Below 12%

Case Study: Industrial Project - Sanofi Evolutive Vaccine Facility

Reinforced concrete square piles were designed for the Sanofi Project. These piles were installed using the driven piling method. With the aid/utilisation of dolly piles, CSCG successfully controlled the pile wastages within expected the pre-determined allowed pile wastage rate of 11%. Therefore, in addition to cost control, minimizing pile wastage also contributes to a greener and sustainable environment.



Minimising Noise Pollution

CSC's work entails the utilisation of heavy machinery, including cranes and piling rigs, which generate noise during their operation. Given the dense urban environment in Singapore, CSC recognises the heightened need for sensitivity to the potential disruption our activities can cause negative impact on health wellness of nearby residents. Besides the social impact on residents, prolonged exposure to elevated noise levels may also negatively affect the well-being of our workers. Furthermore, stringent legislation regulates the allowable noise exposure limits, backed by penalties for non-compliance. Repeated violations would significantly impact CSC's business operations and reputation within the industry.

To manage this, the aforementioned QEHS policy guides our approach to minimising noise pollution. Investing in noise-mitigating equipment is an essential part of our efforts. For example, noise meters are installed for projects where workplaces are registered as an occupier, while noise barrier enclosures are erected for piling rigs and generators. In line with regulations, piling work activities are restricted beyond 10:00 p.m. if the project site is located within 150m from any residential, school and hospital environment. Real-time noise monitoring system further alerts CSC to potential violations that can be rectified immediately.

We conduct regular training in ISO 14001 for our operational staff as well as noise management briefings for our workers. Noise-related hazards are thoroughly considered and integrated into the risk assessments conducted, with clear communication provided to workers. At project sites where noise and vibration issues are particularly sensitive, temporary short casings are installed to minimise the prolong use of vibro-hammers. This effective measure significantly reduces noise emissions. However, the implementation of this approach is selective and reserved for situations where the anticipated impacts of noise and vibration on nearby residents and buildings are substantial, as it necessitates additional time and resources.

We cease all piling rig operations based on statutory requirements to contain the noise level from heavy piling rigs where the project site is within 150m from any residential, school and hospital environment. For diaphragm wall works, bored piling, precast piling and bored micropile work, equipment and stationary machines are located away from residents and engines are undergo regular maintenance to minimise noises. We will continue to pay close attention to keep noise levels to a minimum and strive for zero incident of fines.

Additionally, to promote reuse or recycling, all noise barrier materials are reused for multiple projects.

Case Study: Infrastructure Project - Tampines North Station and Tunnels CR109 on the Cross Island Line

LMFS has been using inflatable noise barriers to reduce the noise level when works are carried out near the residential area.

In addition to cranes and grab machines, noise barriers are erected for generators and de-sander plant equipment. This control measures are being implemented from the beginning of the project and found to be very effective as the works at the site is carried out 24 hours.



Greenhouse Gas Emissions

CSC holds deep concern for the condition of our natural environment and recognises an increasing responsibility towards its preservation. CSC has acknowledged and identified the negative impact of the high contribution of Scope 1 and Scope 2 emissions. With a firm commitment to this cause, CSC takes measures to ensure that its work activities and products do not inflict any harm and actively seeks opportunities to mitigate environmental impact.

In line with our commitment, CSC has been embarked on its second year of quantifying and first year of reporting its emissions. CSC monitors its emission through the usage of diesel oil for our equipment (Scope 1) and electricity consumption (Scope 2) in its business operation. In FY 2023, CSC's total Scope 1 consumption was 17,133 tonnes of carbon dioxide equivalent ("tCO₂e") and Scope 2 consumption was 185 tCO₂e.

Based on Figure 4 below, it was observed that there has been a significant reduction in both Scope 1 and 2 emissions from FY 2022 to FY 2023. The reduction in emissions were mainly due to CSC's reduced business activities in FY 2023. In addition, we have relocated our headquarters to 2 Tanjong Penjuru Crescent, a redevelopment building that has been awarded Building and Construction Authority (BCA)'s Green Mark Platinum rating. CSC has installed energy efficient lighting with motion sensors in its office premises to help reduce the electricity consumption.

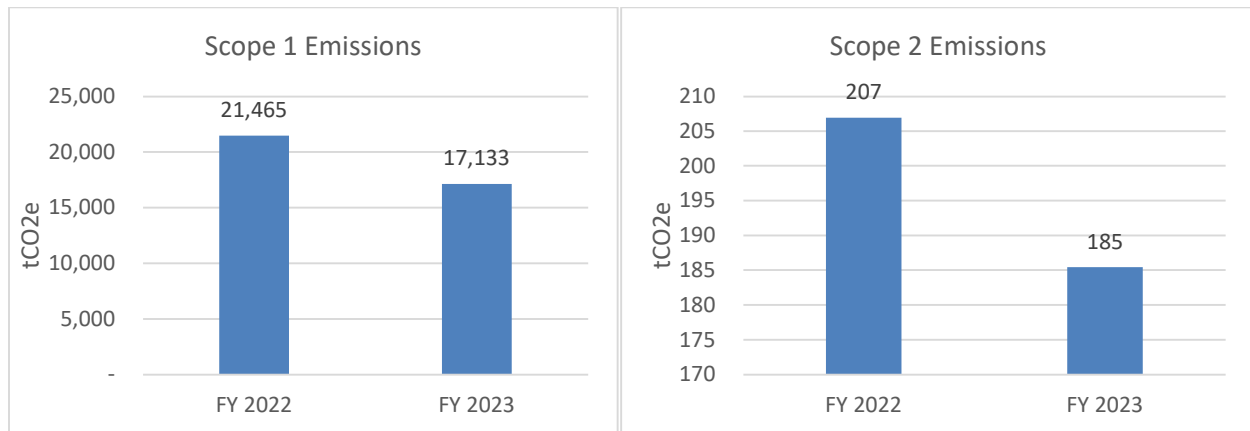


Figure 4: Scope 1 and Scope 2 emissions for FY 2022 and FY 2023

CSC is in the progress of determining the baseline for both Scope 1 and Scope 2 emissions. Once CSC has ascertained its baseline emissions, CSC will aim to set its targets for Scope 1 and 2 emissions and report them in the subsequent years. CSC's emissions will continue to be closely monitored through established systems.



As part of CSC's efforts to reduce its energy consumption and emissions, CSC has begun exploring converting some of our diesel-powered site container offices into solar-powered offices.



Climate Change Resilience

The TCFD recommendations are structured around four thematic areas that represent core elements of how organisations operate: governance, strategy, risk management, and metrics and targets. As part of the phased approach recommended by SGX, CSC will be taking guidance from Practice Note 7.6 on its journey on TCFD requirements starting from this report.

We are committed to transparent disclosures, addressing climate-related risks and opportunities, and, ultimately, building our resilience in the face of climate change. We strive to improve and refine our climate risk assessment approach and strategy, through conducting climate scenario analysis across various time horizons to better understand how these impacts may affect CSC’s operations and our value chain.

	TCFD Recommendation	CSC’s Response
 Governance	Describe the board’s oversight of climate-related risks and opportunities.	The Board is the highest governing body in CSC and considers climate-related issues when setting the Company’s long-term plan. It oversees the overall sustainability initiatives/reporting of the Company and climate-related risks and opportunities with respect to all stakeholders’ expectations and is informed of climate-related issues and risks at quarterly Risk Management Committee meetings. The Board is responsible for and reviewing sustainability report and significant issues (including climate-related risks) identified.
	Describe management’s role in assessing and managing climate-related risks and opportunities.	The Board is supported by the Risk Management Committee, a Board Committee that provides risk oversight and monitoring over risk including environmental risk issues. The Risk Management Committee continually monitors and reviews the development and implementation of sound framework, programs, and initiatives in managing sustainability related risks. Refer to page 8 for details on CSC’s sustainability governance structure.
 Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	In FY 2023, a desktop research exercise was conducted to identify the potential climate-related risks faced by CSC operations. The scope considered physical and transition risk related to construction and geo engineering industry within the current reporting scope, located in Malaysia, Philippines, Singapore, Thailand, Hongkong, Myanmar, Vietnam and India.

	TCFD Recommendation	CSC's Response				
		<p>The following risks have been identified:</p> <table border="1" data-bbox="651 331 1409 783"> <thead> <tr> <th data-bbox="651 331 1027 405">Physical¹ risks</th> <th data-bbox="1027 331 1409 405">Transition² risks</th> </tr> </thead> <tbody> <tr> <td data-bbox="651 405 1027 783"> <ul style="list-style-type: none"> • Change in average temperature (increase in global temperatures), • Change in precipitations, • Flooding • Drought </td> <td data-bbox="1027 405 1409 783"> <ul style="list-style-type: none"> • Increased pricing of carbon emissions • Costs associated with transition to low carbon economy • Market signals for green buildings/constructions • Increased of raw materials • Changes in stakeholder expectations </td> </tr> </tbody> </table> <p>Please refer below to the table below for case studies on key physical and transition risks identified for Singapore operations and actions taken by CSC.</p>	Physical ¹ risks	Transition ² risks	<ul style="list-style-type: none"> • Change in average temperature (increase in global temperatures), • Change in precipitations, • Flooding • Drought 	<ul style="list-style-type: none"> • Increased pricing of carbon emissions • Costs associated with transition to low carbon economy • Market signals for green buildings/constructions • Increased of raw materials • Changes in stakeholder expectations
Physical ¹ risks	Transition ² risks					
<ul style="list-style-type: none"> • Change in average temperature (increase in global temperatures), • Change in precipitations, • Flooding • Drought 	<ul style="list-style-type: none"> • Increased pricing of carbon emissions • Costs associated with transition to low carbon economy • Market signals for green buildings/constructions • Increased of raw materials • Changes in stakeholder expectations 					
	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	In line with SGX's phased implementation approach for TCFD adoption, CSC will conduct and incorporate scenario analysis into our strategy.				
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.					




¹ Physical risks arise from the impact of weather events and long-term or widespread environmental changes, which can include increased severity of extreme weather events such as floods, rising mean temperatures and sea levels, and weather patterns.



² Transition risks arise from the process of shifts towards a low-carbon economy, which can include regulatory changes, disruptive technological developments, and shifts in consumer and investor preferences.

	TCFD Recommendation	CSC's Response
 <p>Risk Management</p>	Describe the organisation's processes for identifying and assessing climate-related risks.	<p>CSC is dedicated to strengthening the climate resiliency of its operation through robust risk management framework. The Risk Management Committee conducts risk assessment to identify Company's overall risk that affects the board's decision making.</p> <p>In FY 2023, CSC developed a climate risk register to identify, monitor, and assess climate risks for new and existing assets based on their geographical locations. The identified climate risks will then be assessed based on the 1) likelihood of occurrence and 2) severity of potential impacts arising from the risks.</p>
	Describe the organisation's processes for managing climate-related risks.	<p>For the severity of the impact, CSC have assessed the impact of the risk to the relevant area that CSC has considered such as financial/business, regulatory/legal, public/staff OHS and environment. This process will act as an input for the Group to determine its risk management strategy.</p>
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	<p>The climate risk register is reviewed and planned to be circulated once a year especially to be updated with latest climate risk assessment, climate risks news and regulatory changes in the country where CSC is operating. The subsequent table outlines CSC's responses to address the impact of climate risks material to CSC.</p> <p>CSC is still in process of developing and conducting its inaugural scenario analysis. At the policy-level, CSC regularly reviews its ESG and investment policies to ensure that climate risk considerations are efficiently integrated into CSC's risk management processes.</p>
 <p>Metrics and Targets</p>	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>To demonstrate CSC's commitment in conducting a more climate resilient operation, we need an effective process of setting targets, measuring performance, and improving climate-related metrics. The TCFD framework forms the basis of our disclosure on material climate risks and impacts on CSC.</p> <p>As for FY 2023, CSC has started to disclose its Scope 1 and Scope 2 (please refer to section on Greenhouse Gas Emissions, page 23).</p> <p>Taking guidance from the TCFD recommendations, we are in the process of developing further metrics to monitor and manage climate-related risks and opportunities. This will allow CSC to better assess its target to meet our stakeholder expectations, our general exposure to climate-related issues, and our progress in managing or adapting to those issues. The set of metrics will be reported in the subsequent years, as relevant.</p>
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>CSC will also continue to monitor our environmental footprint, and implement energy efficiency measures, where applicable, throughout our business.</p>
	Describe the targets used by the organisation to manage climate-	

	TCFD Recommendation	CSC's Response
	related risks and opportunities and performance against targets.	

Based on the risk identification conducted by CSC in FY 2023, some of the select key climate risks applicable to our Singapore operations are identified in the table below:

Type of Risks	Description of risks	Key Mitigation Measures
<p>Transition Risk (Market) - Increased cost of raw materials</p>  <p>Risk Rating: Low</p>	<ul style="list-style-type: none"> The construction sector relies extensively on raw materials; as such the impact of climate change on the unpredictability around availability, quality and price will impact the sector significantly. For CSC, it was identified that the consequence and impact is low as CSC has factored in the rising cost of materials through mitigation measures. 	<ul style="list-style-type: none"> CSC ensures that its contracts with the material suppliers are relatively short (3 to 6 months) and will be able to adjust quickly to the rising cost of materials when required.
<p>Transition Risk (Policy & Legal) - Increased pricing of GHG emissions</p>  <p>Risk Rating: Low</p>	<ul style="list-style-type: none"> Exposure to carbon pricing mechanisms, such as carbon tax, results in increased construction and operational costs, which in turn leads to increased cost for purchased goods and services that will be passed on to CSC's clients (e.g. diesel costs). For CSC, it was identified that the consequence and impact is low as CSC are not directly affected by carbon tax given they are a downstream organisation. 	<ul style="list-style-type: none"> CSC will explore the use energy efficient equipment or renewable energy powered equipment that is available in the market. For example, if the equipment can be solar-powered, it will help to reduce the diesel consumption and therefore the downstream costs incurred due to carbon tax.
<p>Transition Risk (Technology) - Costs to transition to lower emissions technology</p>  <p>Risk Rating: Low</p>	<ul style="list-style-type: none"> Installation and maintenance of lower emission technology could be costly and requiring significant capital expenditure, which could lead to increase for construction cost and maintenance cost of the buildings that will be passed on to CSC's clients. For CSC, it was identified that the consequence and impact is low as CSC has reduced the risk of this particular risk by starting to conduct any research and development regarding these topics. 	<ul style="list-style-type: none"> CSC will try to initiate research and development project to electrify their small machineries and to reduce the use of welding machines for precast pile installation works. Additionally, CSC will invest in any green machinery that is applicable to its trade and leasing operation.

Type of Risks	Description of risks	Key Mitigation Measures
<p>Physical Risk (Acute) - Extreme temperature spells</p>  <p>Risk Rating: Medium</p>	<ul style="list-style-type: none"> Increases in global temperatures will bring about increases in cooling loads. Higher temperatures could also lead to bodily stress and result in increase in heat exhaustion or heat stroke, thus reducing employee productivity and tenant satisfaction. For CSC, it was identified that the consequence and impact was medium as CSC has in place existing mitigation measures to mitigate the risk of higher temperatures. 	<ul style="list-style-type: none"> CSC monitors temperature on the construction sites to ensure that all construction work will be stopped when the temperature exceeds 40°C CSC will also ensure that their workers consume enough water on a frequent basis.
<p>Physical Risk (Chronic) - Sea Level Rise</p>  <p>Risk Rating: Medium</p>	<ul style="list-style-type: none"> Increased capital expenditure costs to retrofit existing property to withstand the rising sea levels Increase in insurance premiums for buildings Reduced revenue from damage to property or operational disruptions. For CSC, it was identified that the consequence and impact was medium as CSC has in place existing mitigation measures to mitigate the risk of higher temperatures. 	<ul style="list-style-type: none"> CSC reviews its insurance coverage annually to ensure its major assets are adequately covered.

Social



Occupational Health and Safety

Worker safety is of paramount importance to us at CSC. Workers are the assets of our company. Their understanding in safety is vitally important to us.

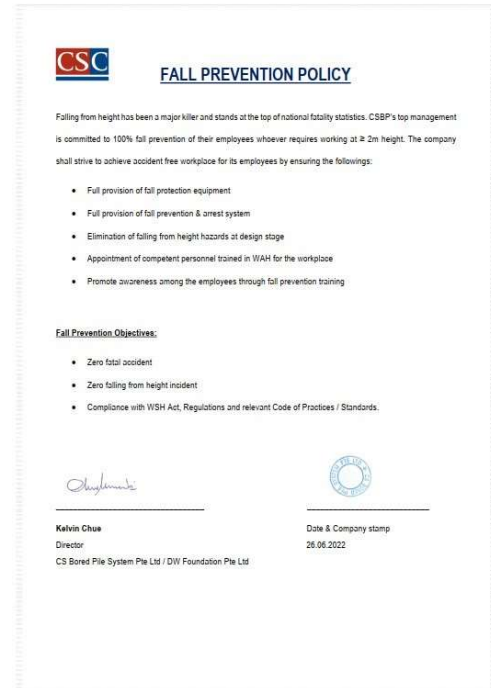
CSC takes pride in assuming a prominent position in enhancing construction safety throughout the industry. At CSC, our mission is centred around safeguarding our most cherished asset - our people - from any potential harm that may arise from work activities. CSC has implemented occupational health and safety management system (**please refer to section Our Ethics and Values on page 17**) that covers all of CSC's employee and subcontractors. CSC also has adopted a Fall Prevention Policy since 30 August 2017 and was last updated on 26 June 2022, which is overseen by the director or head of subsidiary company.

Our commitment to health & safety also extends to all our customers. To ensure the safety of our employees and customers, we have a system in place to identify the risk, assess and investigate the incidents. CSC has consistently supplied competent professionals and expertise to carry out our operations. Each project is equipped with qualified safety professionals and an operations team who is responsible for meticulously analysing and mitigating any hazards and risks associated with the project. This is achieved through a thorough examination of the site-specific operations, the surrounding environment, and aligning with the occupational health and safety expectations of our valued customers.

All operation staff³ undergo mandatory safety training in accordance with their designation and job requirements. In addition, in-house trainings are also conducted on a regular basis to enhance the safety awareness of our employees. Some examples of such trainings include construction safety course for project managers, risk management courses for project managers, engineers, and safety personnel, WSH officer course, manage work at height course, operator's course, and supervisory courses.

In addition to the above trainings, CSC also provides non-occupational medical and healthcare services by building dormitories with welfare facilities like canteen, gym, cricket playgrounds and will also conduct various non-work-related health risk awareness programmes such as dengue prevention, mental well-being, heat disorders and SGSecure matters to promote worker's health.

Improvements for CSC's OHS system is heavily affected by the contribution of the employees. Worker representatives attend all EHS committee meetings to discuss project safety issues. Workers are asked for feedback daily during toolbox meetings. Workers are strongly encouraged to discuss safety observations submitted through the online QR code system with supervisors. The company treats people of all nationalities with equal respect and care. We keep workers informed about work-related incidents by



³ This include employees, worker who are not employees but whose work/workplace is controlled by CSC, workers who are not employees and whose work and workplace are not controlled by CSC, but the CSC's operations, products or services are directly linked to significant occupational health and safety impacts on business relationships

sharing bulletin across all projects, daily toolbox meetings, safety training, displaying safety news on bulletin boards and weekly operations meetings.

In the case where CSC has no control over both the work and workplace, CSC mitigates OHS negative impacts through setting clear and straight-forward work procedures for the workers, such as simple instructions and work demonstrations prior to proceeding with the tasks, engaging competent supervisors to oversee the processes and ensuring the OHS management system is continuously updated and strengthened.

Our safety track record shows that for FY 2023, there have been zero work-related fatalities and only one reported case of high-consequence injury for one male employee. The one reported high-consequence injury was related to an employee’s fractured shin bone caused by a flying object (bolt) during the movement of piling rig. In addition, there were 2 recordable work-related injuries for employees in FY 2023. Both cases reported were due to either a road accident or workshop-related accident which resulted minor injuries.

Indicator	FY 2022				FY 2023			
	Full-time Employees		Temporary Non-Employee Supply Workers		Employees		Temporary Non-Employee Supply Workers	
	Number of Injuries	Rate of Injuries	Number of Injuries	Rate of Injuries	Number of Injuries	Rate of Injuries	Number of Injuries	Rate of Injuries
Fatalities	-	-	-	-	-	-	-	-
High-consequence Injuries	-	-	-	-	1	0.39	-	-
Recordable Injuries	-	-	-	-	2	0.79	-	-

To ensure less work-related injuries, CSC will continue to provide health and safety trainings to our employees to ensure that the safe work procedures are always adhered at the worksite. We value the safety of all our workers and will continue to uphold the strictest safety standards.



Quality of Work and Customer Satisfaction

CSC is unwavering in its dedication to our valued customers. We consistently deliver the expertise of competent professionals to carry out our operations with the utmost safety. We believe that a systematic Operational Health & Safety (OHS) system will help uphold the company brand reputation with our employee and customers.

For each project, we ensure the deployment of qualified safety professionals and an operations team to thoroughly analyse and mitigate any hazards and risks involved. This is achieved through a meticulous study of the site-specific operations, surrounding environment, and the occupational health and safety (OHS) expectations of our esteemed customers. By delivering services of the utmost quality, we not only provide assurance to our customers but also contribute to our financial sustainability. In FY 2023, CSC has assessed that 100% of its foundation and geotechnical services are assessed for improvement for health and safety impacts.

Employees and customers are able to voice out concerns and grievances relating to our quality of work through our general corporate relation channels. The management at CSC welcomes feedback as invaluable to further improving our services and operations. Within FY 2023, there were no incidents of non-compliance with regulations concerning health and safety impacts of our services.

Staff on site are provided with tablets to conduct safety works, such as electronic inspections or application of electronic permits. We have also introduced the Global Navigation Satellite System (GNSS) for the set-up of pile positions in selective projects. This technology detects the pile position automatically, thus reducing the manpower previously required by surveyors to set up the piles physically.

Collectively, the QEHS policy sets out our targets towards maintaining the highest quality standards and guides our practices towards satisfying our customers' needs.

As a testament to our efforts, CSC and our subsidiaries have been recognised with the following awards:



CSCG: Appreciation Award by Siltronic and Exyte for Outstanding EHS & Quality Performance for Siltronic FAB Next Singapore Project in April 2023

CSCG: In Recognition Towards CSCG's Contribution to Safety, Health & Environment 100,000 Safe Man-hours for Metallocene Catalyst Expansion Project (MET-X) in December 2022

LMFS: Awarded as "Best Safety Performance Sub-Contractor" and Contribution for Achieving 5 million Accident-free Man-hours for LTA North South Corridor - Contract N110 in October 2022

CSBP: Awarded Certification of Appreciation in recognition of CSBP's Contribution to the achievement of 1,000,000 Safe Manhours for LTA Contract DE412 Construction of Multistorey Bus Depot at Jalan Gali Batu in September 2022

CSCG: Awarded Certificate of Commendation in recognition of CSCG's Exceptional Work Done Resulted in a Safe & Secure Work Environment for MSD MK5475 DPI Project in September 2022

CSCG: Appreciation Award by Pfizer and Exyte for Excellent EHS & Contribution Towards 3 Million Safe Work Hours for API Expansion Project in May 2022

LMFS: China Communications Construction Company Limited's Best Sub Contractor Award for Changi ARC Package 3 Project in 2022

CSCG: MCC Singapore's Best Subcontractor Award in Year 2021 for Executive Condominium Housing Development at Canberra Link in January 2022

CSBP: Awarded Certification of Appreciation in recognition of CSBP's Contribution to the achievement of 500,000 Safe Manhours for LTA Contract DE412 Construction of Multistorey Bus Depot at Jalan Gabi Batu in December 2021

CSCG: Achievement of 900,000 Accident-Free Manhours and JTC Construction Safety Award 2021 for Jurong Rock Caverns, Jurong Island Project in November 2021

LMFS: Awarded "Best Housekeeping Contractor Award" for Jurong Region Line-J102 in August 2021

CSBP: Exyte Singapore Pte Ltd's Innovation Certificate in 2021 for Fall Arrest Work Platform (FAWP) in June 2021

CSCG: Achievement of 500,000 Safe Manhours in March 2021 and awarded Certificate of Commendation for Excellent Performance in Health, Safety, Security, Environment & Quality for Arkema's Symphony Project in 2020

CSCG: Achievement of 100,000 Safe Manhours Without Loss-time-incidents for Exyte Singapore Pte Ltd's Pfizer API Expansion Project in February 2021

CSCG: Awarded Certification of Appreciation in recognition of CSCG's Contribution to Workplace, Safety, Health for Pipenet & APECO's Jurong Rock Caverns Project in August 2020

Methodological Review

This section explains the key definitions and methodologies applicable to CSC FY 2023 Sustainability Report. These definition and methodologies are aligned with GRI Standards Glossary, and the Reporting Requirements, Recommendations and Guidance set out in the respective disclosures.

Social

Employees

Employees are defined as full time staff and temporary workers that are employed for CSC's projects.

Full Time Employees

Full time employees are defined as employees whose working hours per week, month, or year are defined according to national law or practice regarding worktime for CSC's project. Full time employees comprise of permanent- and temporary-employee.

Temporary Workers

Temporary workers are defined as employees with a contract for a limited period that specifically employed for doing site work for CSC's project.

Occupational Health Services

Services entrusted with essentially preventive functions, and responsible for advising the employer, the workers, and their representatives in the undertaking, on the requirements for establishing and maintaining a safe and healthy work environment, which will facilitate optimal physical and mental health in relation to work and the adaptation of work to the capabilities of workers in the light of their state of physical and mental health.

Fatalities

Fatalities are defined as accidents which lead to death or causes permanent disability.

Rate of injuries for fatalities resulted by work injuries is calculated by the number of new fatalities caused by work-related injury divide by total of number of hours worked multiplied by 1,000,000.

High Consequence Injuries

High consequence injuries are defined as work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

Rate of injuries for high consequence injuries resulted by work injuries is calculated by the number of new high consequence injury caused by work-related injury divide by total of number of hours worked multiplied by 1,000,000.

Recordable Injuries

Recordable injuries are defined as work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

Rate of injuries for recordable injuries resulted by work injuries is calculated by the number of new recordable injury caused by work-related injury divide by total of number of hours worked multiplied by 1,000,000.

Environment

Consolidation Approach

The operational control approach, as outlined in the GHG Protocol Corporate Standard, is used to determine organisational boundaries for CSC's environmental reporting. Operational control reflects the full authority to introduce and implement operating policies at the operation of its properties and is accountable for 100% of its emissions. CSC has operational control of its premises relevant to the entities included in this Sustainability Report. In total, there are 1 office, 2 workshops, 4 yards and 2 rented dormitories located in Singapore included in this sustainability report.

Calculation Approach

Scope 1 GHG emissions are emissions from sources that are owned or controlled by the organisation. In the scope of reporting, this relates to natural gas, cooking gas and diesel fuel consumed, and it is expressed in tonnes of CO₂. The fossil fuels' emission factors follow the from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

Scope 2 GHG emissions are emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organisation. In the scope of reporting, this only relates to purchased electricity and is expressed in tonnes of CO₂.

A location-based method is adopted, which reflects the GHG emissions of the grids on which energy consumption occurs. In Singapore, the emission factor used is obtained from "Singapore Energy Statistics 2021" published by the Energy Market Authority in 2022.

GRI Content Index

Statement of use	CSC Holdings Limited has reported the information cited in this GRI content index for the period from 1 April 2022 to 31 March 2023 in accordance the GRI Standards
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	No applicable Sector Standard(s) available as at date of publication

GRI Standard	Disclosure	Location	Section / Page Number	Omissions / Reason / Explanation (where applicable)
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organisational details	About CSC	SR Page 5	
	2-2 Entities included in the organisation's sustainability reporting	About this Report	SR Page 4	
	2-3 Reporting period, frequency, and contact point	Statement from our Board	SR Page 3	The FY 2023 Sustainability Report is published on 31 July 2023. CSC's reporting cycle is annually.
	2-4 Restatements of Information	Within GRI Content Index		No information was restated in the year.
	2-5 External Assurance	Within GRI Content Index		CSC has not sought external assurance for this report but will consider it for future reports.
	2-6 Activities, value chain and other business relationships	About CSC	SR Page 5	
	2-7 Employees	Our People	SR Page 6	
	2-8 Workers who are not employees	Our People	SR Page 6	
	2-9 Governance structure and composition	Annual Report 2023	AR Page 19, 48-70	
	2-10 Nomination and selection of the highest governance body	Annual Report 2023	AR Page 49	
	2-11 Chair of the highest governance body	Annual Report 2023	AR Page 48	
	2-12 Role of the highest governance body in	Annual Report 2023	AR Page 48-70	

GRI Standard	Disclosure	Location	Section / Page Number	Omissions / Reason / Explanation (where applicable)
	overseeing the management of impacts			
	2-13 Delegation of responsibility for managing impacts	Annual Report 2023	AR Page 48-70	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Approach at CSC	SR Page 7-8	
	2-15 Conflicts of interest	Annual Report 2023	AR Page 42,48-51,70	
	2-16 Communication of critical concerns	Stakeholder Engagement, Annual Report 2023	SR Page 11-13, AR Page 66	
	2-17 Collective knowledge of the highest governance body	Annual Report 2023	AR Page 42	
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2023	AR Page 55-56	
	2-19 Remuneration policies	Annual Report 2023	AR Page 56-60	
	2-20 Process to determine remuneration	Annual Report 2023	AR Page 56-60	
	2-21 Annual total compensation ratio	Annual Report 2023	AR Page 56-60	
	2-22 Statement on sustainable development strategy	Statement from our Board, Sustainability Approach at CSC	SR Pages 3,7-8	
	2-23 Policy commitments	Our Ethics and Values	SR Page 17-19	
	2-24 Embedding policy commitments	Respective sections for material topics	SR Pages 20-32	
	2-25 Processes to remediate negative impacts	Respective sections for material topics	SR Pages 20-32	
	2-26 Mechanisms for seeking advice and raising concerns	About this Report, Stakeholder Engagement	SR Pages 4, 11-13	
	2-27 Compliance with laws and regulations	Regulatory Compliance	SR Page 20	
	2-28 Membership associations	About CSC	SR Page 5	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	SR Page 11-13	

GRI Standard	Disclosure	Location	Section / Page Number	Omissions / Reason / Explanation (where applicable)
	2-30 Collective bargaining agreements	Within GRI Content Index		Not applicable as none of CSC's employees and workers are covered by collective bargaining agreements.
GRI 3: Material topics 2021	3-1 Process to determine material topics	Materiality Assessment	SR Page 14	
	3-2 List of material topics	Materiality Assessment	SR Page 14	
Material topics				
Regulatory Compliance				
GRI 3: Material topics 2021	3-3 Management of material topics	Regulatory Compliance	SR Page 20	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Regulatory Compliance	SR Page 20	
Greenhouse Gas Emissions				
GRI 3: Material topics 2021	3-3 Management of material topics	Greenhouse Gas Emissions	SR Page 23	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions	SR Page 23	
GRI 305: Emissions 2016	305-2 Energy Indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions	SR Page 23	
Sustainable Use of Materials				
GRI 3: Material topics 2021	3-3 Management of material topics	Sustainable Use of Materials	SR Page 21	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainable Use of Materials	SR Page 21	
Minimising Noise Pollution				
GRI 3: Material topics 2021	3-3 Management of material topics	Minimising Noise Pollution	SR Page 22	
Occupational Health and Safety				
GRI 3: Material topics 2021	3-3 Management of material topics	Occupational Health and Safety	SR Pages 29-30	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our Ethics and Values, Occupational Health and Safety	SR Pages 18, 29-30	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	SR Pages 29-30	

GRI Standard	Disclosure	Location	Section / Page Number	Omissions / Reason / Explanation (where applicable)
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Occupational Health and Safety	SR Pages 29-30	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	SR Pages 29-30	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	SR Pages 29-30	
	403-6 Promotion of worker health	Occupational Health and Safety	SR Pages 29-30	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	SR Pages 29-30	
	403-9 Work-related injuries	Occupational Health and Safety	SR Pages 29-30	
Quality of Work and Customer Satisfaction				
GRI 3: Material topics 2021	3-3 Management of material topics	Quality of Work and Customer Satisfaction	SR Pages 31-32	
GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	Quality of Work and Customer Satisfaction	SR Pages 31-32	
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	Quality of Work and Customer Satisfaction	SR Pages 31-32	