

STRUCTURES THAT
SHAPE THE **FUTURE**



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Chairman's Message

Dear Stakeholders,

Welcome to the Sustainability Report of T T J Holdings Limited ("the Group" or "T T J"). We are proud to share with you our sustainability efforts and performance from 1 August 2018 to 31 July 2019 ("FY2019" or "the reporting period").

Our strong commitment towards improving our sustainability performance was reflected in our new initiatives and development strategies to adopt more technology innovations in our business. We have continued to leverage on technology to improve productivity in our structural steel operations. In 2019, we paved the way for the undertaking of a wood pellet manufacturing business to jumpstart our foray into the waste management industry. We endeavour to venture into the business of sustainable alternative fuel sources in the near future.

We continue our efforts in carrying out our projects in an environmentally sustainable manner, and we review our environmental policies and performance to ensure that our practices and measures effectively mitigate environmental risks.

The Group greatly prioritises occupational health and safety and we have implemented adequate safety measures and policies to ensure that we minimise workplace safety risks. We have attained the certification for OHSAS-18001 for Occupational Health & Safety Management and are also certified with bizSAFE Star from the Workplace and Safety and Health Council. Our health and safety performance has also significantly improved since 2018. We have seen a reduced number of injuries and zero fatalities in FY2019.

On behalf of the Board, I would like to express my gratitude to our clients, business partners and shareholders for their unwavering support. We look forward to your continual support as we strive to develop a more sustainable environment for all.

Sincerely,

Mr Teo Hock Chwee

Chairman and Managing Director

Organisation Profile

Established in 1981 and listed on the Mainboard of the Singapore Stock Exchange on 1 April 2010, T T J Holdings Limited (“T T J” or the “Group”) is widely acknowledged as one of the largest structural steel fabricators in Singapore. To diversify income streams from its core structural steel business, the Group has also expanded its business into waste management in Singapore and Thailand in 2018, which is still in its nascent stage. It currently owns a wood pellet manufacturing factory in Thailand, while another factory is in the midst of being constructed in Singapore.

The Group, equipped with a S1-grading by the Singapore Structural Steel Society and a Specialist Builder license for structural steelwork by the Building and Construction Authority of Singapore (“BCA”), has two fabrication facilities in Singapore and Johor, Malaysia respectively, with a combined annual production capacity of 42,000 tonnes for normal structural steel. As a reputed leading structural steel specialist, both of T T J’s facilities are specially designed around an in-line production concept based on Computerised Numerically Controlled (“CNC”) machineries. In addition, T T J’s headquarter at 57 Pioneer Road, Singapore 628508, has a waterfront loading area which enables the loading of heavy materials and large assemblies onto barges for transport by sea.

A testament to its strong commitment to quality, T T J is ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007 certified. It has also received In-Principle Acceptance from the BCA for the supply of steel Prefabricated Prefinished Volumetric Construction (“PPVC”) systems and has obtained the Provisional Certification for PPVC Manufacturer Accreditation Scheme (“MAS”).

Over the years, T T J has built up substantial experience and expertise which has allowed it to deliver highly sophisticated structural steel solutions to its customers in Singapore and Malaysia. T T J’s solutions are used in a wide array of industries such as construction, oil & gas, marine offshore, pharmaceutical and petrochemical & powerplant industries. Iconic landmark projects include the National Art Gallery, the Orchard Gateway bridge, the SuperTrees and OCBC Skyway at Gardens by the Bay, The Helix at Marina Bay, Pinnacle@Duxton, Henderson Waves, the Supreme Court and Changi Airport Terminals 2 and 3, among others.

Our Sustainability Story

As a responsible corporate citizen, T T J is committed to operating in an economically, socially and environmentally responsible manner for the long-term sustainability of our businesses, the environment and the community at large.

This report, in conjunction with the Corporate Governance Report, provides details to the Group’s material Environmental, Social and Governance (“ESG”) topics in its sustainability journey.

Sustainability Targets

The economic landscape for the steel structure fabricating market remains competitive. We will continue to adopt a prudent and cautious approach towards making investment decisions, and we continue to diversify our businesses beyond Singapore to propel our growth.

We aim for zero fatality and injuries to foster a safe and healthy workplace environment. Our suppliers are also subjected to more robust assessment regarding their socioeconomic compliance and environmental practices to ensure a sustainable supply chain.

We will continue to develop more meaningful partnerships with charitable organisations and various institutions to improve the welfare of the community. We aim to bring more diversity in terms of gender, race and age groups to build a capable and diverse workforce.

Below is a summary table of the Group’s sustainability targets and performance during the reporting period.

Environmental Performance in FY2019	
Segment	Performance Update
Group-level	Achieved zero incidents of environmental non-compliance
Environmental Targets for FY2020	
Group-level	Zero incidents of environmental non-compliance
	Zero incidents of environmental non-compliance along the supply chain
Social Performance in FY2019	
Segment	Performance Update
Steel Prefabrication	Zero incidents of socioeconomic non-compliance
Social Targets for FY2020	
Group-level	Zero occupational health and safety incidents
	Zero user safety incidents
	Zero incidents of socioeconomic non-compliance

Noteworthy Awards

- BCA Construction Productivity Award 2019 – Advocates (Specialist Contractor) Gold
- President Awards
- Construction Industry Council Provisional Certificate of Labelling – Outstanding

Ethics and Integrity

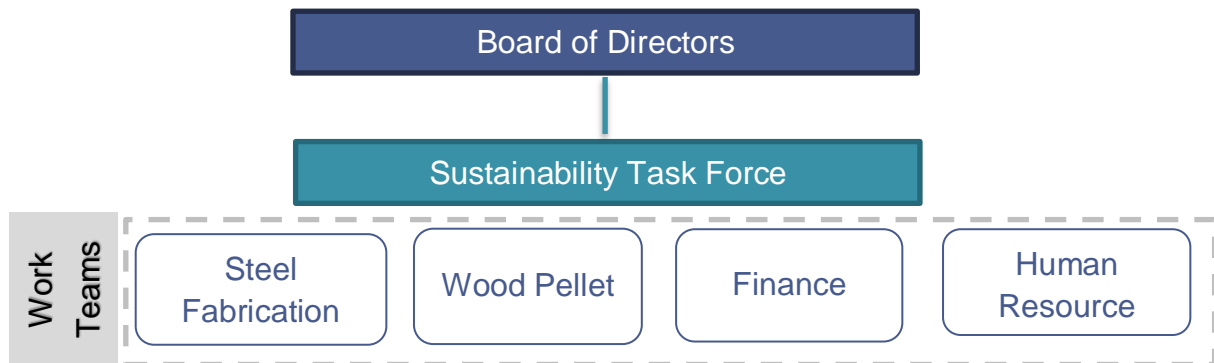
Anti-corruption

The Group has a strong stance against corruption in our operations, and in our bid to ensure that our employees operate with integrity, we require all employees and directors to declare potential conflicts of interest via the Declaration of Potential Conflict of Interest Form disseminated to all employees and directors for their self-declaration.

There were zero reported incidents of corruption in FY2019.

Governance and Statement of the Board

The Board has considered sustainability issues as part of the strategic formulation of the Group. We established the Sustainability Task Force comprising of senior management to oversee the efforts of work teams from different business units.



The Sustainability Task Force reviews the Group's sustainability objectives, challenges, targets and progress to align with the strategic direction of the Group, and supervises the work teams in implementing and tracking sustainability data and progress.

The Board incorporates sustainability issues into the strategic formulation of the Group. The Board with the assistance of the Sustainability Task Force determines the material environmental, social and economic factors, and ensures that the factors identified are well-managed and monitored.

The Group adopts a precautionary approach in strategic decision and day-to-day operation by implementing a comprehensive risk management framework.

Please refer to the Corporate Governance Report in our 2019 Annual Report for more information on corporate governance practices and risk management structure.

Stakeholder Engagement

We value input from all of our stakeholder groups and use a variety of channels to engage with them as well as receive their feedback. We identify stakeholders as groups that have an impact, or have the potential to be impacted by our business, as well as external organisations that have expertise in aspects that we consider material. The feedback we receive from our stakeholders helps us to determine our material topics and identify our focus areas.

Stakeholders	Engagement Platforms	Issues of Concern	Read more in the following sections
Customers	<ul style="list-style-type: none"> Regular dialogues Meetings Emails/Telephone communications Corporate website 	<ul style="list-style-type: none"> Quality and services Productivity and efficiency Health and safety 	<ul style="list-style-type: none"> Product Safety
Employees	<ul style="list-style-type: none"> Open annual performance appraisal Trainings Meetings 	<ul style="list-style-type: none"> Remuneration and benefit Training and development 	<ul style="list-style-type: none"> Employee Benefits Employee Development Employee Diversity
Suppliers and Subcontractors	<ul style="list-style-type: none"> Emails/Telephone communications Toolbox meetings 	<ul style="list-style-type: none"> Specifications compliance Safe and conducive workplace Environmental compliance 	<ul style="list-style-type: none"> Sustainable Supply Chain
Community	<ul style="list-style-type: none"> Community services engagement 	<ul style="list-style-type: none"> Social development 	<ul style="list-style-type: none"> Giving Back to our Community
Shareholders and investors	<ul style="list-style-type: none"> Media release Annual Reports Annual General meetings Analyst briefing Website 	<ul style="list-style-type: none"> Financial performance Dividend pay-out 	<ul style="list-style-type: none"> Anti-corruption 2019 Annual Report

Reporting Practice

This sustainability report is produced in accordance to the GRI standards “Core” option covering our Group’s performance from 1 August 2018 to 31 July 2019.

The GRI standards represent the global best practices for reporting on economic, environmental and social topics.

The report also incorporates the primary components of report content as set out by the SGX’s “Comply or Explain” requirements on sustainability reporting under Listing Rule 711B.

The Sustainability Task Force has assessed that external assurance is not required as the Group wishes to strengthen the sustainability reporting framework for this year.

This report supplements the Group’s FY2019 Annual Report and is available online at: <http://www.ttj.com.sg/>. Detailed section reference with GRI Standards is found at GRI Index Page.

T T J’s material topics are identified based on their impacts on our internal and external stakeholders, as outlined in the Stakeholders Engagement section.

Steel Fabrication

At T T J, we are committed to being a responsible corporate citizen by ensuring safe, efficient and environmentally friendly processes. Our overarching commitment towards sustainability includes:

- Compliance with regulatory requirements/guidelines
- Energy and water efficiency subject to workshop utilisation
- Environmentally friendly waste management
- Selection of sustainable materials

Waste Management

GRI 306-2

Our steel fabrication operations do not generate any hazardous waste.

We also use alternative cutting gas such as oxygen Liquefied Petroleum Gas to reduce the fumes produced. Licensed toxic waste collectors are also engaged to dispose containers for flammable gases, paints and coolant used during the course of our fabrication processes. To ensure the efficient use of steel in our operations and minimise any wastage, the Group's Materials Planning Department uses a wide array of advanced software such as structural steel computer-aided design ("CAD") and Building Information Modelling ("BIM") technology for 3D digital representation of the physical and functional characteristics of our structure. In the event of any scrap that remains, it will be disposed and sold to recycling companies.

Product Safety

GRI 416-1

T T J ensures that each steel component is fabricated in accordance to project specifications and we strictly comply with industrial quality and safety standards. We have independent quality inspections conducted by dedicated Quality Check teams and 3rd party inspectors to ensure that product quality is in accordance to required standards and compliances.

Workplace Health and Safety

GRI 403-1, 403-2

Safety is of utmost importance in T T J and we spare no effort to ensure that all risks are mitigated to the largest extent.

The Group ensures that the conduct of our operations is in accordance with all applicable environmental and occupational health and safety regulations, with an effective Integrated Management System covering Quality, Environmental and Occupational Health & Safety Management to support our Company's growth and emphasize our commitment to meeting customer needs and requirements.

We have attained the OHSAS-18001 certification for Occupational Health & Safety Management and are also certified with bizSAFE Star from the Workplace and Safety and Health Council. Our Safety and Health Management System is regularly updated and audited by both internal and external parties to make sure that the management and staff are committed to continually improving our conduct in this regard in conformance with the established standards set for Quality (ISO9001), Environmental (ISO 14001) and Occupational Health and Safety (OHSAS 18001).

Compulsory safety induction trainings/briefings with respect to occupational health and safety are provided to onsite staff, workers, contractors and subcontractors prior to their commencement of work. Employees are required to wear personal protection gear at work sites and in workshops at all times. In order to minimise the health effects of inhaling the welding fumes produced during the welding process on our employees, we provide respiratory masks and ensure sufficient ventilation in our workshop. Safe work procedures and risk assessments are also required to be in place before the start of a project and are regularly monitored and reviewed. Workers with outstanding safety awareness and behaviour are recognised and awarded to encourage effective implementation of our safety measures.

We carry out daily toolbox meetings with all workers prior to work commencement and weekly co-ordination meeting with all contractors/subcontractors on site to address all safety issues. Monthly Safety Committee meetings which consist of site walks are also carried out with the involvement of top management. Special training such as the use of the Automated External Defibrillator ("AED") and Cardiopulmonary Resuscitation ("CPR") is also provided to designated staff by external training providers.

Our health and safety performance has significantly improved since 2018. We have seen a reduced number of injuries and Accident Frequency Rate, as well as zero fatalities in 2019.

Occupational Incidents	FY2018	FY2019
No. of fatalities	0	0
No. of injury	4	3
No. of occupational diseases	0	0
Accident Frequency Rate	7.06	4.64

Sustainable Supply Chain

GRI 308-1, 414-1

T T J strives to ensure that suppliers throughout the supply chain meet the practices and standards expected by the Group.

Suppliers and subcontractors are required to declare and acknowledge their responsibilities in ensuring compliance to local regulations. Above and beyond, we comply with the ISO 14001 Environmental Management Standards and assess our suppliers and subcontractors based on their environmental and social obligations.

We strictly procure materials from suppliers that source in an environmentally sustainable manner, and the steel that we procure is green-labelled. In accordance to customer requirements, we make a conscientious effort to select suppliers that use recycled materials in their steel production.

Fines or Penalties

GRI 307-1, 419-1

T T J received zero fines in 2019. We have an overall monitoring structure to ensure that corrective actions have been implemented to effectively reduce future occurrences.

Wood Pellet

The Group ventured into the wood pellet manufacturing business in FY2019. We intend to upgrade and enhance the existing production line for the purpose of converting wood waste into wood pellets instead. We endeavour to achieve greater heights in the sustainable development of our business by gearing towards the manufacturing of wood pellet which will serve as an alternative green source of energy.

We target to launch the wood pellet manufacturing operations in Q4 2020.

Innovation and Excellence

GRI 203-2

T T J has been actively developing the technology in its wood pellet manufacturing business. Recently, we invested in new equipment to enhance efficiency and productivity at our factory in Thailand. We are also in the midst of constructing a new-build plant in Singapore. We will continue to focus our resources on the technological advancement of the wood pellet segment to improve the economic and environmental sustainability of this business.

Sustainable Materials

GRI 301-1, 301-2

During tree pruning and trimming, targeted removal of damaged and unwanted wood are disposed as wood waste. This wood waste will be processed to wood pellets in our wood pellet manufacturing operations.

With the nature of the wood pellet manufacturing operations, we envision 100% of wood waste being recycled and used in the production of wood pellets. With the induction of use of wood pellets as a source of green energy at biomass power plants, we endeavour to reduce the reliance of traditional power plants on coal and achieve an overall reduction in greenhouse gas emission in the future.

Sustainable Supply Chain

GRI 308-1, 414-1

We will assess our suppliers and ensure that all materials we procure are sourced in an environmentally sustainably manner, and that we only engage licensed suppliers of Forest Stewardship Council (“FSC”) certified wood.

Suppliers will be required to strictly comply with environmental and social laws and regulations.

Environmental Compliance

GRI 307-1

The Group will operate in strict compliance with environmental laws and regulations to achieve zero incident of environmental non-compliance.

Our People, Our Assets

Our employees are our greatest assets and are key resources to the long-term viability of our business. We greatly value diversity in our workforce and ensure that our employees' well-being and development are well taken care of.

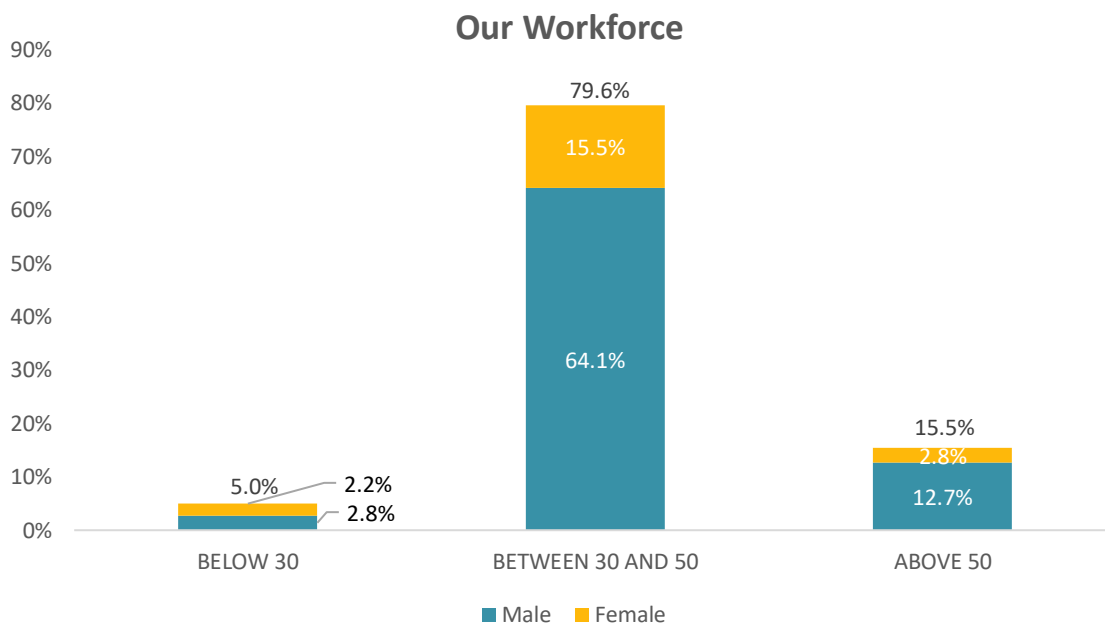
Employee Diversity

GRI 405-1, 405-2

T T J values diversity. In a male-dominated construction industry, we have female representation in our Board of Directors by Ms Chiong Su Been. With gender diversity in our Board representation, we believe that our leadership cultivates fairness and equality with the right tone set from the top. All employees are remunerated fairly, regardless of gender or age.

We have staff of different nationalities and we continuously cultivate interactions and understanding between nationalities. There is also minority representation in our senior management by Mr Elavarasu Somasundaram who is of Indian ethnicity.

In FY2019, our total staff strength stood at 181 employees.



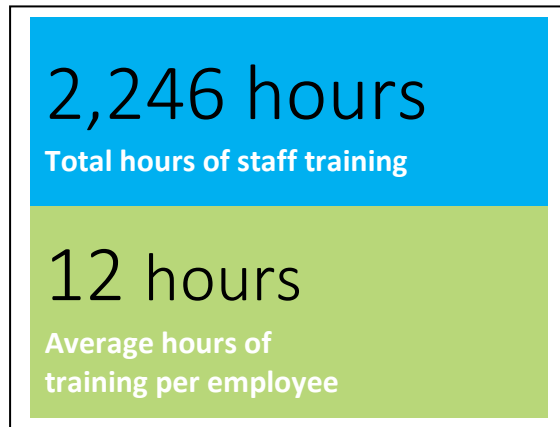
Employee Benefits

GRI 401-2, 401-3

All employees and workers of T T J are treated fairly and entitled to a range of employee benefits which include paternal leave, medical and dental benefits, as well as workmen injury compensation insurance.

Employee Development

GRI 404-1, 404-2,404-3



T T J strives to improve and develop our employees to their fullest potential.

The Group is committed to ensuring it maintains its leadership in structural steel solutions by staying updated on the latest technology and technical know-how in the industry. We are also equally committed in ensuring that our employees, who are our greatest asset, are equipped with the skills and knowledge for us to better serve our

customers. The Group sponsors employees for skills upgrading in areas which are identified to be relevant by their respective Head of Departments and we encourage our employees to develop their skill sets and expertise as well.

Staff remuneration is compensated based on employees' performance, expected roles and responsibilities. This is reinforced by a well-structured and open annual performance appraisal system to link performance with remuneration.

Giving Back to our Community

GRI 413-1

From the beginning, we have recognised that giving back to our community is an ongoing commitment and a significant part of our efforts to make a difference to society. In FY2019, we encouraged our staff to actively participate in various charity events such as setting up popcorn and candy floss carnival stalls at Walk for Children 2018 and celebrating Chinese New Year and Dumpling Festival with the residents at St John's Home.

We also made donations to various charitable and social causes such as Singapore Cancer Society in the Race Against Cancer 2018, Singapore Association for Mental Health in the MINDSET Challenge & Carnival 2018, Singapore Children Society in the Walk for Children 2018 and 2019, Lion Befrienders Service Association and Muscular Dystrophy Association.

The Group has also been channelling a significant part of our efforts and resources into developing the talent pool for our country. In FY2019, the Group has donated educational institutes including the Educational Foundation under Promisedland Community Services and Nanyang Technological University. We endeavour to contribute to the growth of our country through the development of our future.

SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> Steel Fabrication, Wood Pellet, Our People, Our Assets Stakeholder Engagement
2	Policies, Practices and Performance	<ul style="list-style-type: none"> Chairman's Message Our Sustainability Story Steel Fabrication, Wood Pellet, Our People, Our Assets
3	Board Statement	Governance and Statement of the Board
4	Targets	Our Sustainability Story
5	Framework	Reporting Practice

GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Organisation Profile
102-2	Activities, brands, products, and services	Organisation Profile
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Organisation Profile
102-5	Ownership and legal form	Organisation Profile
102-6	Markets served	Organisation Profile
102-7	Scale of the organisation	Organisation Profile
102-8	Information on employees and other workers	Employee Diversity
102-9	Supply chain	Sustainable Supply Chain
102-10	Significant changes to the organisation and its supply chain	Organisation Profile
102-11	Precautionary principle or approach	Governance and Statement of Board
102-12	External initiatives	Organisation Profile
102-13	Membership of associations	Organisation Profile
102-14	Statement from senior decision-maker	Chairman's Message
102-15	Key impacts, risks, and opportunities	Chairman's Message, Our Sustainability Story
102-16	Values, principles, standards, and norms of behaviour	Ethics and Integrity
102-17	Mechanisms for advice and concerns about ethics	Ethics and Integrity
102-18	Governance structure	Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement

GRI Standards	Disclosure Content	Section Reference
102-46	Defining report content and topic boundaries	Reporting Practice
201-1	Direct economic value generated and distributed	Annual Report 2019
203-2	Significant indirect economic impacts	Innovation and Excellence
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
301-1	Materials used by weight or volume	Sustainable Materials
301-2	Recycled input materials used	Sustainable Materials
306-2	Waste by type and disposal method	Waste Management
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Fines or Penalties Environmental Compliance
308-1	Percentage of new suppliers that were screened using environmental criteria	Sustainable Supply Chain
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Employee Benefits
401-3	Parental leave	Employee Benefits
403-1	Workers representation in formal joint management-worker health and safety committees	Workplace Health and Safety
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Workplace Health and Safety
404-1	Average hours of training per year per employee	Employee Development
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development
404-3	Regular performance and career development Review	Employee Development
405-1	Diversity of governance bodies and employees	Employee Diversity
405-2	Ratio of the basic salary and remuneration of women to men	Employee Diversity
413-1	Operations with local community engagement, impact assessments, and development programs	Giving Back to our Community
414-1	New suppliers screened	Sustainable Supply Chain
416-1	Assessment of the health and safety impacts of product and service categories	Product Safety
419-1	Non-compliance with laws and regulations in the social and economic area	Fines or Penalties