

# BENG SOON MACHINERY HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1987

## 2022

### ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022

## TABLE OF CONTENTS

<b>ABOUT THIS REPORT</b>	<b>2</b>
Report Profile	2
Reporting Scope	2
Reporting Framework	2
Information and Feedback	2
Board Approval	3
<b>STAKEHOLDER ENGAGEMENT</b>	<b>3</b>
ESG Governance	4
ESG Governance Structure	4
Materiality Assessment	5
<b>The GROUP AND THE ENVIRONMENT</b>	<b>6</b>
Overview	6
Air Emissions	7
Greenhouse Gas Emissions	7
Waste Management	8
Energy Consumption	9
Water Usage	10
The Environment and Natural Resources	10
Climate Change	11
<b>THE GROUP AND THE SOCIETY</b>	<b>12</b>
Employment	12
Compensation Package	13
Equal Opportunity, diversity and Anti-discrimination	14
Health and Safety	14
Development and Training	15
Labour Standards	16
Supply Chain Management	17
Product and Service Responsibility	17
Complaints Handling Procedures	17
Protection of Customers' Data	18
Anti-corruption	18
Community Investment	18
<b>HKEX Environmental, Social and Governance Guide</b>	<b>19</b>
<b>Content Index</b>	

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

## ABOUT THIS REPORT

### Report Profile

Beng Soon Machinery Holdings Limited (hereafter, the “Company”, “we” or “us”) and its subsidiaries (collectively known as the “Group”) are pleased to present our Environmental, Social and Governance (“ESG”) Report. The content of this ESG Report herein focuses on providing an overview of the ESG performance of our major operations from 1 January 2022 to 31 December 2022 (the “Reporting Period”).

The principal activity of the Group is demolition services. The Group is principally engaged in the demolition of various types of buildings and structures including power stations, chemical plants, high-rise commercial and residential properties, bridges and marine structures, and to a lesser extent, in the leasing and selling of machinery in the Republic of Singapore (“Singapore”) during the Reporting Period.

### Reporting Scope

The ESG Report covers the overall environmental and social performances of the core businesses of the Group’s headquarter located in Singapore during the Reporting Period.

### Reporting Framework

The ESG Report has been prepared in accordance with the ESG Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The ESG Report complies with the ESG reporting principles of materiality, quantitative, balance and consistency. In preparing the ESG Report, we have adopted the international standards and emission factors specified in the guidance materials on ESG issued by the Stock Exchange for computing the relevant Key Performance Indicators (“KPIs”), and there is no change from the previous year in the way the ESG Report has been prepared, unless otherwise stated. The application of materiality is detailed in the section headed “Materiality Assessment”.

The ESG Report provides an unbiased picture of the Group’s performance within the Reporting Period, avoiding selections, omissions, or presentation formats that may inappropriately influence a decision or judgement by the reader. The Group will maintain the consistency of the methodologies and key performance indicators of the Reporting Period and that of the future reporting period, to allow for meaningful comparisons over time.

The two ESG subject areas, namely Environmental and Social, are disclosed separately, highlighting the impacts of the operations of the Group in Singapore in the Reporting Period. In order to have a thorough performance review, we have compared the data in the Reporting Period to the data during the year ended 31 December 2021.

We have also provided the ESG content index that includes KPIs for the ESG Reporting Guide and it is set out on page 19–23 of this ESG Report.

### Information and Feedback

For detailed information regarding the financial performance and corporate governance of the Group during the Reporting Period, please visit our official website (<http://www.bsm.com.sg>) and our annual report. Your opinion is highly valued, should you have any suggestions or comments, please email us at [info@bsm.com](mailto:info@bsm.com) or post at our headquarters in Singapore.



## Board Approval

The board of directors (the “Board”) of the Group approved the ESG Report on 28 April 2023.

## STAKEHOLDER ENGAGEMENT

As stakeholders play a crucial role in sustaining the success of our business, we make use of various communication channels to understand our stakeholders. The following table provides an overview of the Group’s key stakeholders and various approaches adopted by the Group to communicate with different key stakeholders:

Stakeholders	Possible incidental issues	Communication and response
Stock Exchange	Compliance with the Listing Rules, publishing announcements in a timely and accurate manner.	Meetings, trainings, seminars, updating website and announcements.
Governments	Compliance with laws and regulations, social welfare, and prevention of tax evasion.	Interaction and visits, government inspections, tax returns and other information.
Suppliers	Payment schedule and supply stability.	Site visits.
Investors	Corporate governance system, business strategies and performance, and investment return.	Organization and participation of general meetings, issue financial reports or business updates for investors, press and analysts.
Media	Corporate governance, environmental protection, and human rights.	Issue newsletters on the Company’s website.
Customers	Product/service quality, fair and reasonable pricing, value of service, protection for the labour force and work safety.	Site visits and after-sale services.
Employees	Rights and benefits, employee compensation, training and development, working hours and working environment.	Conducting team activities, training, interviews, issuing staff manuals and internal memorandums.
Community	Community environment, employment and community development, and social welfare services.	Organizing community activities, employees volunteering activities and community welfare services, sponsorship and donations.

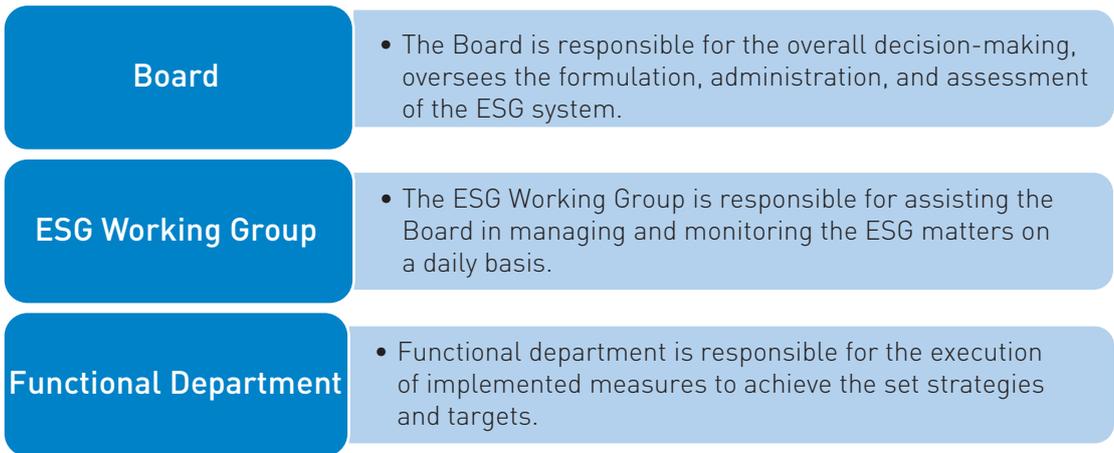
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

## ESG Governance

The Group believes that prudent management of environmental and social issues is one of the key factors for long-term success in this rapidly changing world. To better understand the risks and opportunities for environmental protection, the Group closely conforms with the requirements and expectations of regulatory authorities through efficient operation management, well-established policies and procedures as well as setting higher standards of energy efficient measures and waste treatment. The Group believes that its expertise, capabilities and ownership patterns can be part of the solution to some of the challenges faced by the Group.

In order to carry out the Group’s sustainability strategy from top to bottom, the Board of Directors (the “Board”) of the Company has the ultimate responsibility for ensuring the effectiveness of the Group’s environmental, social and governance policies. The Group has established a governance structure to enhance its management of ESG issues. The Group has established an ESG working group, which composes of diversified members from different departments in order to tackle the ESG issue(s). The ESG working group contains 5 staff members, which include the Director, Procurement Manager, Accounts Manager, Accounts Executive & Human Resources Executive. The Board has overall responsibility for overseeing the Group’s ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets of the Group, reviewing the Group’s performance annually against the ESG-related targets and revising the ESG-related strategies as appropriate if significant variance from the ESG-related target is identified.

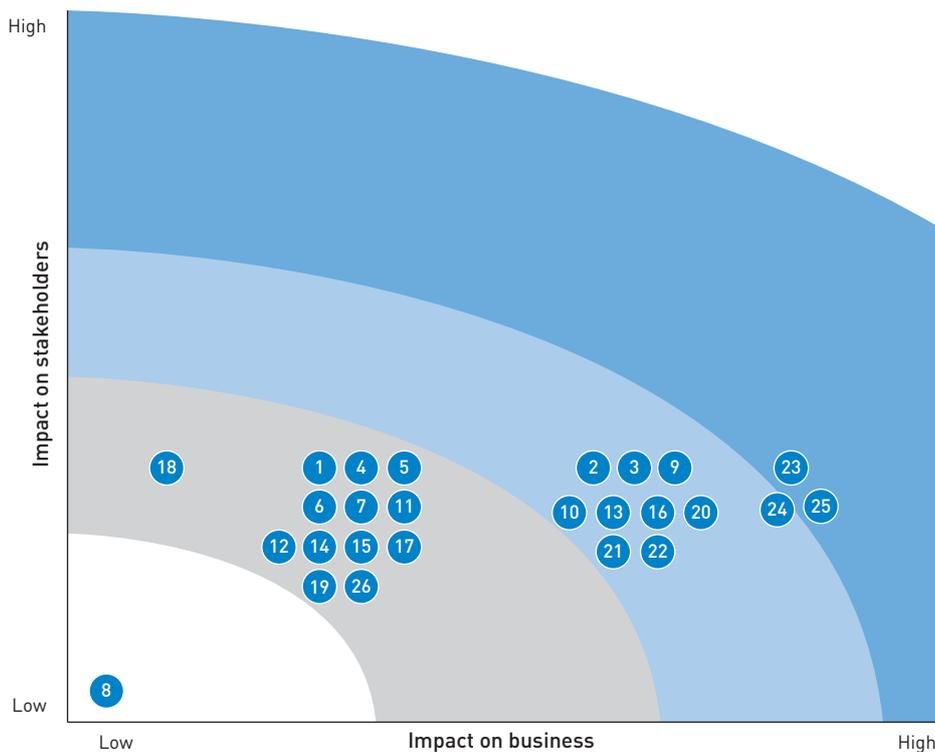
## ESG Governance Structure





### Materiality Assessment

The Group has identified ESG issues that may have a potential impact on its sustainable development from various sources, including issues identified and included in the Group’s previous ESG report and internal policies, and some reflected by industry trends, the areas of ESG concerns raised by the Group’s stakeholders as set out above, and the Sustainability Accounting Standards Board’s Materiality Map<sup>1</sup>. Such ESG issues have been analysed with reference to an array of factors, including the Group’s overall strategy, development, goals and targets. The Group has conducted a materiality assessment to rate the identified ESG issues that are pertinent to its business and stakeholders, and their respective levels of impact. The Group has adopted relevant measures to cope with these factors, and therefore, the Group believes that these factors do not have a material impact on the financial and operational performance of the Group. The results of the materiality assessment on the identified ESG issues are set out in the table below:



<sup>1</sup> Sustainability Accounting Standards Board’s Materiality Map, <https://materiality.sasb.org/>

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

ESG Issues	ESG issues
1 Emissions	14 Work Injuries
2 Greenhouse Gas Emissions	15 Development and Training
3 Hazardous Waste	16 Labour Standards
4 Non-Hazardous Waste	17 Supply Chain Management
5 Energy Consumption	18 Supplier Location
6 Water Consumption	19 Supplier Engagement
7 Water Sourcing	20 Product and Service Responsibility
8 Packaging Material Consumption	21 Product Recall
9 Environment & Natural Resources	22 Product and Service Related Complaints
10 Climate Change	23 Privacy Protection
11 Employment	24 Anti-corruption Awareness
12 Employee Turnover	25 Corruption Case
13 Health and Safety	26 Community Investment

## THE GROUP AND THE ENVIRONMENT

### Overview

The Group acknowledges that a healthy environment is crucial to the well-being of society, people and businesses. Our commitment to environmental stewardship and sustainability encompasses each of our businesses. We are dedicated to maintaining a low level of energy consumption and emission in every single step of our operations. We also strive to enhance operational efficiency and carry out measures to reduce the impacts of our daily operations on the environment. To present a comprehensive emission overview, we compared the emission figures and relevant intensities of the Reporting Period to the year ended 31 December 2021 ("Last Year").

During the Reporting Period, the Group fully complied with all applicable requirements as set up by the laws and regulations regarding air and greenhouse gas ("GHG") emissions including but not limited to the "Environmental Public Health Act (Chapter 95)", "Environmental Protection and Management Act (Chapter 94A)", "Environmental Public Health (General Waste Collection) Regulations" and "Environmental Protection and Management (Control of Noise at Construction Sites) Regulations" of Singapore.



## Air Emissions

The usage of motor vehicles during the Group's daily operations is the major source of air pollutants, including nitrogen oxides (NOx), sulphur oxides (SOx) and Particulate Matter (PM). During the Reporting Period, we own 17 (2021: 18) motor vehicles and the air emissions data is as follows:

Year ended 31 December	2022 <sup>2</sup> Tonnes	2021 <sup>3</sup> Tonnes
NOx emission	1.40	1.61
SOx emission	0.0016	0.0019
PM emission	0.11	0.12

The target set by the Group in the previous reporting period was to maintain a level of air emissions no greater than that of 2021, has been achieved in terms of NOx emission, SOx emission and PM emission. To uphold the principles of sustainable development, the Group targets to maintain the level of air emissions at a level no greater than that of the year 2022 in the next reporting period. For fleet management, regular maintenance checks are performed for all the vehicles to enhance fuel consumption efficiency, ensure road safety and keep emissions at their minimum.

## Greenhouse Gas Emissions

GHG generated from human activities are one of the significant drivers of global warming, which affect the lives of the present and future generations. Therefore, the Group is highly concerned about the importance of monitoring and mitigating the GHG emissions in our operations. The stationary combustion source (i.e. machinery and excavators) and mobile combustion source (i.e. motor vehicles) are the major activities that generate direct emissions from operations. Meanwhile, indirect GHG emissions are mainly caused by the consumption of electricity within the Group. The statistics of GHG emissions recorded during the current Reporting Period are detailed below.

Year ended 31 December	2022 Tonnes of CO <sub>2</sub> e	2021 Tonnes of CO <sub>2</sub> e
<b>Scope of GHG Emissions</b>		
<b>Scope 1 — Direct Emissions</b>		
Stationary Combustion Source	4,064.23	3,158.81
Mobile Combustion Source	274.58	314.11
<b>Scope 2 — Indirect Emissions</b>		
Purchased Electricity <sup>4</sup>	64.43	72.92
<b>Total Emissions</b>		
Total GHG emissions	4,403.24	3,545.84
Total GHG emissions intensity (in tonnes CO <sub>2</sub> e/employee)	35.23	30.83

<sup>2</sup> The vehicles used by the Group during the Reporting Period were comprised of 12 light goods vehicles and 5 heavy goods vehicles that consume diesel as the major fuel.

<sup>3</sup> The vehicles used by the Group last year were comprised of 12 light goods vehicles and 6 heavy goods vehicles that consume diesel as the major fuel.

<sup>4</sup> For Scope 2 GHG emission (indirect emission from consumption of purchased electricity), according to Energy Market Authority of Singapore, the Average Operating Margin Grid Emission Factor of Singapore was 0.4057 kg CO<sub>2</sub>/kWh in 2021.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

During the Reporting Period, the Group's GHG emissions intensity increased. This is mainly due to more ongoing projects as the pandemic situation gradually relieved, which led to an increased need to deploy the use of machinery during the Reporting Period. The Group endeavors to reduce energy consumption and emissions, which are closely related to GHG emissions. In light of reducing GHG emissions, the Group adopts green practices in its daily operations, and the target set by the Group in the previous reporting period, which was to maintain GHG emissions intensity levels below 55 tonnes CO<sub>2</sub>e per unit of employee has been achieved. The Group will continue to strive to reduce GHG emissions, aiming to maintain GHG emissions intensity levels below 50 tonnes of CO<sub>2</sub>e per unit of employee in the next reporting period.

For the details of energy efficient practices, please refer to the section "Energy Consumption" of this report.

### Waste Management

During the Reporting Period, the Group fully complied with all applicable requirements as set up by the laws and regulations regarding the generation of hazardous waste and non-hazardous waste including but not limited to "Environmental Protection and Management Act (Chapter 94A)" and "Environmental Public Health (Chapter 95) Regulations" of Singapore. The environmental management system of our Group is certified to be in compliance with the standard under ISO 14001:2015 since 2016.

During the Reporting Period, the Group obtained the General Waste Collector (Class A) license issued under the "Environmental Public Health (Chapter 95) Regulations" for waste treatment. The hazardous wastes of the Group are mainly asbestos. For non-hazardous waste, the major sources are general waste, rubber, pallet waste, wood waste, tree waste and horticultural waste. The details of hazardous and non-hazardous wastes generated during the Reporting Period are as follows:

Year ended 31 December	2022	2021
<b>Hazardous and non-hazardous wastes</b>		
Total hazardous waste (in tonnes)	526.05	2,122.17
Total hazardous waste intensity (in tonnes/employee)	4.21	18.45
Total non-hazardous waste (in tonnes)	1,424.67	1,289.59
Total non-hazardous waste intensity (in tonnes/employee)	11.40	11.21

During the Reporting Period, the hazardous waste intensity decreased by 77%, which the target achieved. Meanwhile, the non-hazardous waste intensity slightly increased by 2% during the Reporting Period. The Group has more business during the Reporting Period, which requires the demolition of the building and waste disposal from building structures. Since most of the wastes are non-hazardous and fewer hazardous wastes are produced at the same time, the Group has disposed of slightly more non-hazardous waste compared to the last reporting period.

Considering the difficulty in predicting the number and respective characteristics of future projects, we will strive to maintain the hazardous waste intensity between 90% to 130% of the level of the baseline year ended 31 December 2022 in the next reporting period. On the other hand, the Group continues to implement the reduction targets for non-hazardous waste such as the non-hazardous waste intensity between 90% to 130% of the level of the baseline year ended 31 December 2022 in the next reporting period, and constantly maximizing recycling work during the course of demolition work based on the Building and Construction Authority of Singapore's ("BCA") demolition protocol.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

In response to environmental protection, our environmental management system includes specific operational procedures covering various aspects of control including air pollution control, noise pollution control, waste management and resource conservation for our employees to observe. The Group strongly advocates the 4R principles of reduce, reuse, recycle and replace. As a demolition services provider, we provide removal of salvage materials services by collecting recyclable demolition waste such as ferrous metal, non-ferrous metal and recycled concrete aggregate. We have contracted a waste management company to recycle salvage materials including but not limited to tree waste, wood waste and rubber. Our Group adheres to its commitment to engage approved waste collectors for the treatment or disposal of hazardous waste as our production of waste, particularly hazardous waste, greatly depends upon the number and specific requirements of our projects.

To reduce the general waste in our office, we encourage the reuse of office stationery and reduce the use of copier paper for administrative work. The following are the measures adopted during our daily operations:

- Double-sided printing is set as the default setting on computers, single-sided printing has to be manually selected;
- Any paper that has been used for single-sided printing, should be reused when there is no confidential information on the printed side of the paper; and
- Staff members are encouraged to circulate documents through electronic means such as email or encrypted universal serial bus ("USB").

### Energy Consumption

The Group is concerned with energy consumption, which the diesel consumption for vehicles and machinery, as well as the electricity consumption, are the major sources of energy consumption for office operations. The following shows the details of energy consumption during the Reporting Period.

Year ended 31 December	2022	2021
<b>Energy consumption and intensity</b>		
Diesel consumption for vehicles (MWh)	1,085	1,245
Diesel consumption for machinery (MWh)	16,625	12,921
Electricity consumption (MWh)	159	179
Total Energy Consumption (MWh)	17,869	14,345
Energy Consumption Intensity (MWh/employee)	143	125

With an aim to reduce energy consumption and emissions, the Group has implemented various energy-saving measures in its offices and demolition sites, and encouraged our staff members to save electricity at the workplace. We have installed motion sensors to automatically turn the lights off when they are not in use. We inform our staff members to turn off the lights during lunch hours and after working hours. Moreover, the electrical appliances should be turned off when not in use. Written notices such as "Save Energy" are put on the walls at the workplace to remind our staff members to build a healthier environment. The indoor temperature is maintained at 24 degrees Celsius or above to reduce the unnecessary use of energy.

Due to the above measures, the Group has been maintaining a relatively stable level of energy consumption. The Group aims to continue to maintain the energy consumption intensity at 150 MWh per unit of employee and participate in the Earth Hour campaign in the next reporting period.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

### Water Usage

The Group has complied with the “Environmental Protection and Management Act (Chapter 94A)” with an aim to prevent and control water pollution, protect and improve the environment and ensure the safety of drinking water. During the Reporting Period, we had no issue in sourcing water that is fit for purpose.

The Group treasures the preciousness of water resources. The Group is committed to achieving water conservation under the principle of saving, purifying and recycling:

- Any water wastage phenomenon is prohibited;
- Water is used for washing hands or fruit is used to flush the toilet;
- Any water leakage, breakage or other potential damage to water pipes is regularly inspected and identified;
- Meter reading is checked constantly for revealing any hidden leakage phenomena;
- Water-saving education and water-saving concepts are continuously promoted among our employees.

The Group emphasizes the importance of raising the employees’ awareness of water conservation initiatives and reducing water consumption in the long run. During the Reporting Period, the intensity of water consumption decreased by approximately 37% compared to the previous reporting period, achieving the target set. The Group has proposed a water efficiency target to maintain water consumption intensity between 90% to 120% of the level of the baseline year ended 31 December 2022 in the next reporting period.

During the Reporting Period, the water consumption condition is shown as follows:

Year ended 31 December	2022	2021
<b>Water consumption and intensity</b>		
Water consumption (m <sup>3</sup> )	13,244.30	19,310.70
Intensity (m <sup>3</sup> /employee)	105.95	167.92

### The Environment and Natural Resources

As a demolition services provider, there is no significant consumption of natural resources and therefore the Group’s activities do not have any significant impact on the environment. Notwithstanding the aforementioned, the Group strives to enhance environmental sustainability and environmental awareness of its employees. We have adopted an environmental management system and policies certified to be in compliance with the standard under ISO 14001:2015 since 2016 including air pollution control, noise pollution control, waste management and resources conservation to protect the environment. We will continue to review our environmental policies and green practices from time to time.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

However, the use of heavy machinery and equipment inevitably generates noise pollution at construction sites. Our Group is fully aware of the impact that our activities have on the environment and is committed to protecting our employees from excessive noise in their working environment. Measures were taken by the Group to combat this include noise tests and controls, which are performed on a regular basis before construction work commences to ensure that the noise generated is within acceptable parameters in compliance with Environmental Protection and Management (Control of Noise at Construction Sites) Regulations.

### Climate Change

The Group has considered the potential climate-related risks in respect of the recommendations of the Task Force on Climate-related Financial Disclosures, in which potential physical risks and transition risks from climate change may pose adverse financial impacts on the Group's businesses. Acute physical risks can arise from extreme weather conditions such as storms while transition risks may result from changes in environmental-related regulations and increased negative stakeholder feedback(s). The summary of those physical risks and transition risks are as below:

Risk Type	Risks	Potential Financial Impact	Short (current Reporting Period)	Medium (one to three years)	Long (four to ten years)	Mitigation Strategy
Physical Risks	<ul style="list-style-type: none"> <li>Extreme weather conditions such as flooding and typhoon</li> </ul>	<ul style="list-style-type: none"> <li>Reduced revenue from business</li> <li>Disruption and suspension to the Group's demolition activities</li> </ul>	✓			<ul style="list-style-type: none"> <li>Maintaining a large customer base</li> <li>Customers switching costs are high as the demolition service providers in Singapore are limited</li> <li>Establishing our offices in top tier cities</li> <li>Establishing an adverse weather condition policy</li> </ul>
Transition Risks	<ul style="list-style-type: none"> <li>Changes in environmental-related regulations</li> <li>Increased negative stakeholder feedback(s)</li> </ul>	<ul style="list-style-type: none"> <li>Higher operating costs to adopt new practices</li> <li>Reputation risk</li> </ul>		✓	✓	<ul style="list-style-type: none"> <li>Continuing to monitor the regulatory environment to ensure that the Group meets the expectations of regulatory authorities and complying with environmental-related laws and regulations.</li> <li>Creating communication channels for different stakeholder to express their opinion</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

## THE GROUP AND THE SOCIETY

### Employment

Our employees are recognized as the most valuable assets that drive the Group's business performance. During the Reporting Period, the Group strictly complied with all relevant employment laws and regulations, including but not limited to the "Employment Act", "Employees' Compensation Ordinance", "Work Injury Compensation Act (Chapter 354)", and "Central Provident Fund Act (Chapter 36)" of Singapore. Employment of foreign workers is subject to all regulations and policies including but not limited to the "Immigration Act (Chapter 133)" and "Employment of Foreign Manpower Act (Chapter 91A)" of Singapore. In accordance with the aforementioned laws and regulations, the Group has established the 'Human Resources and Payroll Policies and Procedures' to ensure employment protection with regard to compensation and termination, recruitment and promotion, working hours and rest periods, payroll and compensation, training programmes, staff insurance, and compliance with labour laws and relevant regulations to promote equal opportunity, diversity and anti-discrimination among employees.

During the Reporting Period, the employee profiles by gender, age, rank and geographical location are shown as follows:

As at 31 December	2022
Total workforce	125
Type of employment	Full time
Breakdowns by gender	
Male	113
Female	12
Breakdowns by age	
< 25	4
25–29	6
30–39	43
40–49	32
≥ 50	40
Breakdowns by rank	
Top management	10
Middle management	77
General staff	38
Breakdowns by geographical location	
Hong Kong	–
Singapore	28
Others: Malaysia, India, Thailand & Myanmar	97

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)



During the Reporting Period, 15 employees leaving the employment of the Group. The employee turnover rate by gender, age and geographical location are shown as follows:

<b>As at 31 December</b>	<b>2022</b>
Employee Turnover Rate	
Overall	12%
By gender	
Male	12%
Female	8%
By age	
< 25	0%
25–29	33%
30–39	12%
40–49	13%
≥ 50	10%
By geographical location	
Hong Kong <sup>5</sup>	N/A
Singapore	7%
Others: India, Thailand, Bangladesh & Myanmar	12%

### Compensation Package

The Group has established a fair and reasonable remuneration policy. Our employees are remunerated according to their qualifications, role and responsibilities and discretionary bonuses may be offered depending on their performance, the profitability of the Group and market conditions. We sponsor our employees to receive relevant training courses in relation to occupational health and safety required by the BCA and the Ministry of Manpower of Singapore ("MOM").

Our employees are enrolled in the Central Provident Fund Scheme of Singapore. They are entitled to all statutory holidays, leave and welfare as stipulated in the national and local laws and regulations, including but not limited to public holidays, sick leave and maternity leave. In addition, the Group believes that maintaining a good work-life balance is vital to the employees' physical and mental health.

Our Group also maintains a self-owned dormitory in the same building of our head office as accommodation for some of our foreign workers.

<sup>5</sup> During the Reporting Period, the Group has 1 employee located in Hong Kong who left during the period. As at 31 December 2022, the Group has no employee located in Hong Kong.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

### Equal Opportunity, diversity and Anti-discrimination

The Group is committed to providing a diverse and inclusive workplace where all employees are treated with dignity and respect. All employees are assessed based on their ability, job performance and contribution, irrespective of their nationality, race, religion, disability, sexual orientation, political opinion, gender, age or family status. The Group reinforces the policies on prohibiting bullying, discrimination and harassment.

### Health and Safety

During the Reporting Period, the Group has complied with the "Employment Act", and "Work Injury Compensation Act (Chapter 354)" of Singapore and other relevant laws and regulations, which stipulate requirements to maintain safe production conditions and to protect the occupational health of employees. In order to strengthen the Group's occupational safety and improve working conditions, the Group developed the "Occupational health and safety policy" in compliance with the standard under OHSAS 18001. The Group also has a system for handling and recording workplace accidents to ensure all workplace accidents are properly reported and investigated. The Group carries out health and safety risk assessments to identify potential hazards, which are conducted before the commencement of its work and regularly during the project execution stage. During the Reporting Period, the Group received HDB Construction Safety Award 2022 from the Housing and Development Board.

Within the "Occupational health and safety policy", our safety department, comprises one safety manager, two safety and health coordinators and six safety supervisors, who are responsible for monitoring and implementing our health and safety policies, preparing safety reports, accident records and safety training records, conducting daily site safety meetings, handling incident reporting to the relevant authorities and carrying out safety reviews and inspections.

At the site level, our project management team (including the on-site workplace safety and health officer) is responsible for overseeing health and safety issues. Apart from one-hour routine daily safety briefings, machinery check-ups and maintenance for each working day, safety supervisors are allocated to our projects to implement our occupational health and safety policies and environmental compliance policies including conducting regular site inspections and reviews to ensure occupational health and safety.

The Group maintains safety track records, safety reports and accident statistics. The Group has installed appropriate safety equipment such as reflective vests and safety helmets for accident prevention. The Group sponsors its employees to receive relevant training courses including courses in relation to occupational health and safety, work quality and compulsory courses required by the BCA and the MOM. We also hold regular internal and external safety meetings and conduct briefings on occupational health and safety for all levels of site personnel.

As a result of our constant effort to promote health and safety, our Group was awarded the bizSAFE Level Star. During the Reporting Period, there were no work-related fatalities, 1 work-related injury case and 32 working days were lost. The Group continues to reflect on its existing safety policies and is committed to continuously adapting and improving its occupational safety measures as would be necessary.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

During the Reporting Period, the number of deaths due to work injury, number of reported injuries and the number of lost days due to work injury are shown as follows:

As at 31 December	2022	2021	2020
Number of deaths due to work injury	0	0	0
Number of reported injuries	1	0	0
Number of lost days due to work injury	32	0	0

In response to the Coronavirus disease 2019 ("COVID-19") pandemic, the Group implemented COVID-19 measures to minimize the risk of the virus spreading within both the office and worksites. At the office, our Group implemented a safe entry system, safe distancing at the workplace, stagger work hours and stagger lunch hours.

At the worksites, our Group implemented Safe Management Measures in accordance with BCA & MOM regulations. For example, there will be a Safe Management Officer (SMO), Safe Distancing Officer (SDO) and COVID-19 Safe Work Leaders (CSWL) to monitor the hygiene conditions within the worksites. Safe entry check-ins, pre-screening of all workers and visitors to the site, safe distancing at the workplace, a site utilization plan for guard house, an isolation room, toilet facilities and an escape route plan have been implemented. The Group will go through the contact details of all its employees in an emergency contact list and has imposed an emergency plan to inform the rest of its employees of the recommended course of action in the event of any confirmed positive COVID-19 case. Moreover, safe accommodation and transportation to or from the site are provided for all workers and the workers are separated into different teams for all site activities. Furthermore, the Group is responsible to present a daily report to the BCA of a list of workers who have entered the site and ensuring all workers attend the bi-weekly swab test arranged by MOH/MOM.

The Singaporean Government also announced the implementation of work from home (WFH) arrangements, which applied to all firms in Singapore. The Group has strictly followed and complied with the regulations of the Singaporean Government.

### Development and Training

The Group provides a series of training to our employees classified as orientation training, on-job training and specialized training, each of them caters for our employees' personal growth and job requirements. We provide a construction safety orientation course training and safety induction briefing to all foreign workers and new workers (including our subcontractors). On-job training would be provided to employees on various aspects including hazardous material transport driving, occupational first aid and machinery operation. We sponsor our employees to receive training courses in relation to work quality and compulsory courses required by the BCA and the MOM.

In particular, all of our factory employees are well-trained for their upcoming job nature and requirements as they are required to attend briefing sessions conducted by their seniors who explain the operation techniques and precaution measures to be taken. These daily briefings are crucial for preventing operation accidents, reducing unqualified products that lead to wastage and ensuring the quality of our final output to enhance customers' satisfaction.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

During the Reporting Period, we have provided staff training for a total of 745 hours. The total percentage of employees trained is 45% and the average hours of training per employee is 5.96 hours. Statistics related to development and training is detailed as follows:

Year ended 31 December	2022
<b>Average hours of training per employee</b>	
<i>By gender</i>	
Male	6.47
Female	1.08
<i>By employment category</i>	
Entry level	6.83
Middle level	6.01
Management level	2.20

Year ended 31 December	2022
<b>Percentage of employees trained</b>	
<i>By gender</i>	
Male	96%
Female	4%
<i>By employee category</i>	
Entry level	41%
Middle level	54%
Management level	5%

### Labour Standards

During the Reporting Period, we have complied with all relevant laws and regulations such as "Employment Act", "Employees' Compensation Ordinance" of Singapore. Employment of foreign workers is subject to all regulations and policies including but not limited to the "Immigration Act (Chapter 133)" and the "Employment of Foreign Manpower Act (Chapter 91A)" of Singapore.

The Group is well aware that child and forced labour violate fundamental human rights. Therefore, we prohibit all forms of child or forced labour. In order to prevent such occurrences, the responsible staff members perform detailed screening procedures during the staff recruitment process. Original identify proof from each candidate will be collected and carefully scrutinized to verify the legitimacy of respective documents and ensure that their age meets the requirements stipulated in the Employment Act of Singapore.

If any child and forced labour is discovered, the Group will terminate the contract of the relevant staff with immediate effect and investigate the such incident(s) in order to prevent such incident(s) from occurring again.

During the Reporting Period, no case related to child or forced labour was found.



## Supply Chain Management

Region	Number of supplier(s)
Singapore	264
Japan	1
Total number	265

Our Group emphasizes that responsible supply chain management is vital to our business. We can minimize our impact on the environment by selecting established and authorized suppliers. We also continuously monitor and review the performances of our suppliers, to ensure that the suppliers are performing in line with our business commitments and complying with relevant legal and regulatory requirements.

The Group maintains an approved supplier list and informs suppliers of the Group's expectations and requirements that the suppliers must abide by. The assessment criteria for selecting suppliers are under government control. Moreover, the Group conducts a regular review based on the quality of services, social and environmental responsibility and business ethics through face-to-face interviews, site visits, web browsing or perusal of their annual report. The quality of services and environmental preferability of products, social responsibility and business ethics are also the key criterion for the selection of suppliers.

## Product and Service Responsibility

The Group aspires to improve its brand reputation by ensuring the quality of products and services. For our quality control over demolition services provision and the sale and leasing of machinery and equipment, we only use or sell our machinery and equipment and machinery parts manufactured by established brands, which are sourced from authorized dealers or machinery suppliers. We also have our own team of machinery and equipment operators and an in-house maintenance team responsible for regular checks and maintenance of our machinery and equipment. For any recall of sold products, we would investigate and perform checks to recall products to maintain our line of quality products and services.

As a result of the continual efforts on quality management, the Group has obtained ISO 9001 since 2003.

During the Reporting Period, there were no products sold or shipped subject to recalls for safety or health reasons.

## Complaints Handling Procedures

Customers' opinions and feedback help to drive continuous improvement of the Group and are vital to our pursuit of excellence. Various communication channels (e.g. via website and email) have been established, aiming to better address customers' concerns.

The Group makes every effort to promptly investigate and resolve all disputes and complaints lodged by customers. Upon the receipt of a complaint, the responsible person will investigate the matter and appropriate action will be taken in a timely manner.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

During the Reporting Period, we did not receive any material complaint or request for any kind of compensation from our customers due to quality issues in relation to services provided by us or work performed by our subcontractors.

### Protection of Customers' Data

The Group places vast effort in protecting the privacy of its customers, partners and employees during the collection, process and use of personal data. The Group adheres to the relevant regulations, such as the "Personal Data Protection Act" of Singapore to ensure that its customers' personal data is securely kept and processed only for the purpose of which it has been collected.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with relevant regulations and codes concerning health and safety, advertising, labelling and privacy matters relating to the provision of the Group's products and services. Simultaneously, the Group received no complaint or litigation due to violation of any national or regional laws and regulations in relation to the provision of commercial services.

### Anti-corruption

The Group is committed to conduct its businesses with integrity and high ethical standards. We have strictly complied with all relevant laws and regulations relating to bribery, extortion, fraud and money laundering, including but not limited to, the "Prevention of Corruption Act" and "Corruption, Drug Trafficking and Other Serious Crimes (Confiscation of Benefits) Act" of Singapore.

Our Group prohibits all forms of bribery and corruption, and ensures our anti-corruption policy is clearly communicated to all our employees. We have an independent internal audit function, which supervises, evaluates and reviews our internal control systems to detect conflicts of interest. No employees are permitted to solicit or accept any advantage for themselves directly or indirectly. Directors and staff should avoid any conflicts of interest, where their private interest conflicts with the Group's interest.

The Group has provided anti-corruption training to the directors and staff from time to time to ensure all staff have complied with the code of conduct and prohibit any bribery, extortion, fraud and money laundering in relation to the Group. The Group closely monitors regulatory developments and will arrange relevant training for the Directors and its staff, where necessary.

During the Reporting Period, no corruption case was noted or reported.

### Community Investment

The Group is well aware of the responsibilities we owe to the community at large. During the Reporting Period, the Group donated a total amount of SGD25,000 (HKD\$142,000) to Jurong Spring CCC Community Development and Welfare Fund and Kaki Bukit CCC Community Development and Welfare Fund to support the society. In recognition of our social duty as a good corporate citizen, we endeavor to give back to society and continue to explore different opportunities to incorporate environmental and social elements into our operations and investment decisions. We also encourage employees to take part in community services to foster sustainable harmony in our society.



## HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE GUIDE CONTENT INDEX

Aspect	Description	Chapter/Section(s)	Remarks
<b>A. Environmental</b>			
<b>A1 Emissions</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Overview	
KPI A1.1	The types of emissions and respective emissions data.	Air Emissions	
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Greenhouse Gas Emissions	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management	
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Air Emissions, Greenhouse Gas Emissions, Energy Consumption	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management	

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

Aspect	Description	Chapter/Section(s)	Remarks
<b>A2 Use of Resources</b>			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Consumption, Water Usage	
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Consumption	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Usage	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Consumption	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Usage	
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Waste Management	No packaging materials used
<b>A3 The Environment and Natural Resources</b>			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources	
<b>A4 Climate Change</b>			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change	
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change	

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)



Aspect	Description	Chapter/Section(s)	Remarks
<b>B. Social</b>			
<b>B1 Employment</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment; Compensation Package; Equal Opportunity, diversity and Anti- discrimination	
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employment	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment	
<b>B2 Health and Safety</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period.	Health and Safety	
KPI B2.2	Lost days due to work injury.	Health and Safety	
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety	
<b>B3 Development and Training</b>			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training	
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training	
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training	

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)

Aspect	Description	Chapter/Section(s)	Remarks
<b>B4 Labour Standards</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Labour Standards	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards	
<b>B5 Supply Chain Management</b>			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management	
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management	
<b>B6 Product and Service Responsibility</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Complaints Handling Procedures, Protection of Customers' Data	

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022 (CONTINUED)



Aspect	Description	Chapter/Section(s)	Remarks
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product and Service Responsibility	
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product and Service Responsibility	
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product and Service Responsibility	
KPI B6.4	Description of quality assurance process and recall procedures.	Product and Service Responsibility	
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product and Service Responsibility	
<b>B7 Anti-corruption</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption	
<b>B8 Community Investment</b>			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment	