



偉合控股有限公司
WEE HUR HOLDINGS LTD



OUR VISION

To be one of the leading providers of reliable and quality construction services and to enlarge our presence in the real estate market in Singapore and beyond.

OUR MISSION

“Prudence in our ways;
Excellence is our aim.”

精步
益步
求為
精營

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Chairman's Message



Dear Stakeholders,

Welcome to Wee Hur's 2016 maiden sustainability report. We are proud to share with you our sustainability efforts and achievements to drive Wee Hur's business and sustainability performance.

Our commitment to leadership in sustainability is rooted in our corporate values and governance. We ensure open communication and a strong corporate governance structure to uphold ethical standards and business conduct.

Wee Hur strives to provide quality and fair benefits to all employees, who are our valuable assets. Our sustainability practices are embedded into employee training and their career development.

We shall continue to have active dialogues with our key stakeholders such as regulators, customers, subcontractors, suppliers and shareholders. Their concerns are addressed and reflected in the way we assess material issues relevant to them. In addition, we recognise the need to continue embracing and adapting to changes by empowering our employees and driving sustainable practices with passion and commitment.

Thank you for your interest in Wee Hur's sustainability initiative. I hope you enjoy reading this report.

Sincerely,

GOH YEOW LIAN

Executive Chairman and Managing Director

Wee Hur's Sustainability Story

At Wee Hur, we are committed to playing our part for society through meaningful partnerships with local communities and various institutions.

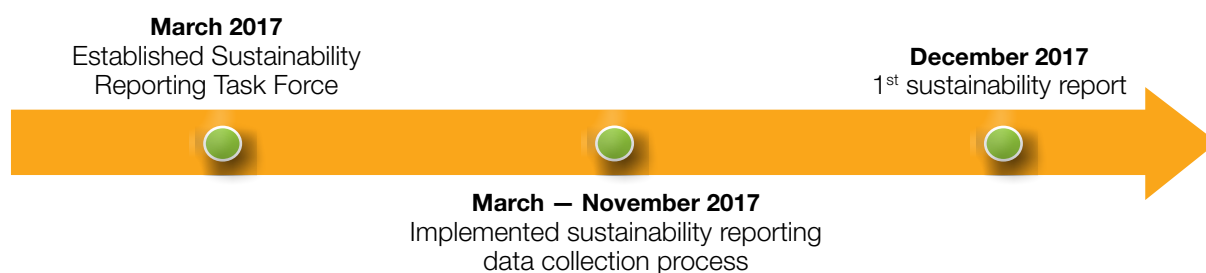
This year, the Group initiated an organised effort to move beyond doing good to instil a culture of sustainability in our people. We are committed to incorporating and improving sustainability practices throughout our organisation.

At the Forefront

A dedicated task force comprising key management personnel has been established to spearhead sustainable initiatives throughout our organisation. The Sustainability Task Force meets regularly to plan and review the progress of Wee Hur's sustainability initiatives.

Milestone Achievements

We have implemented a framework for regular reporting of sustainability matters and the data collection process began in March 2017. Our inaugural sustainability report is made available to our stakeholders in December 2017.



Sustainability Targets

The economic landscape for property development, construction and investment property markets remain competitive. We will continue to adopt a prudent and cautious approach towards making investment decisions. We believe that we could navigate through the present complex business environment and achieve consistent fruitful yields for the coming years.

For environmental topics, we shall continue to maintain and uphold our energy saving standards and performances in dormitory and investment properties. We target to adopt innovative technologies within the next few years with the aim to lower our greenhouse gas emission and energy intensity ratio.

We will continue to develop more meaningful partnership 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. We also aim for zero fatality and injuries to provide even higher occupational health and safety environment. Our suppliers will also be subject to more robust assessment in respect of their socioeconomic compliance and environmental practices.



Wee Hur's Sustainability Story

Noteworthy Awards

Wee Hur Holdings was selected to be among **Forbes Asia's 200 Best under a Billion for 2013 and 2015**. We made it into this prestigious list, among just a few other companies from Singapore. These 200 companies were selected among thousands from Asia Pacific. This accolade serves as a testament to our strong growth and financial performance through the years.

Besides, we were listed by **Brand Finance** to be among Top 100 Singapore Brands 2012 to 2016.



Our development arm, Wee Hur Development had been awarded with the following awards:

PARC CENTROS, received the **BCA Green Mark Goldplus Award 2013**

URBAN RESIDENCES, received the **BCA Quality Mark "STAR" Award 2014**



Our construction arm, Wee Hur Construction had garnered several prestigious awards and accolades from local government agencies:

- We received four awards for **Construction Excellence** and one award for **Certificate of Merit** from the Building and Construction Authority and Construction Industry Development Board, respectively. These awards are testimony to our high standard of workmanship, project management and technical input in completed projects.
- We received three **Architectural Heritage Awards** conferred by Urban Redevelopment Authority in recognition of our outstanding performance in carrying out restoration and conservations projects.
- We were ranked amongst the **Enterprise 50** list which represents the cream of Singapore entrepreneurship for five consecutive years. We were bestowed the honour of **Enterprise 50 Five Years Award** for winning the **Enterprise 50** for five times in a row.

In addition to the above, Wee Hur Construction also bagged two additional awards in 2016 namely:

BCA Construction Excellence Awards 2016
Certificate of Merit –
Nexus@One North at Fusionopolis Link

BCA Green and Gracious Builder STAR Award 2016
in promoting environment protection and gracious practices during the construction phase of projects.



Organisation Profile

Company Name: Wee Hur Holdings Ltd

Company Headquarter: Singapore

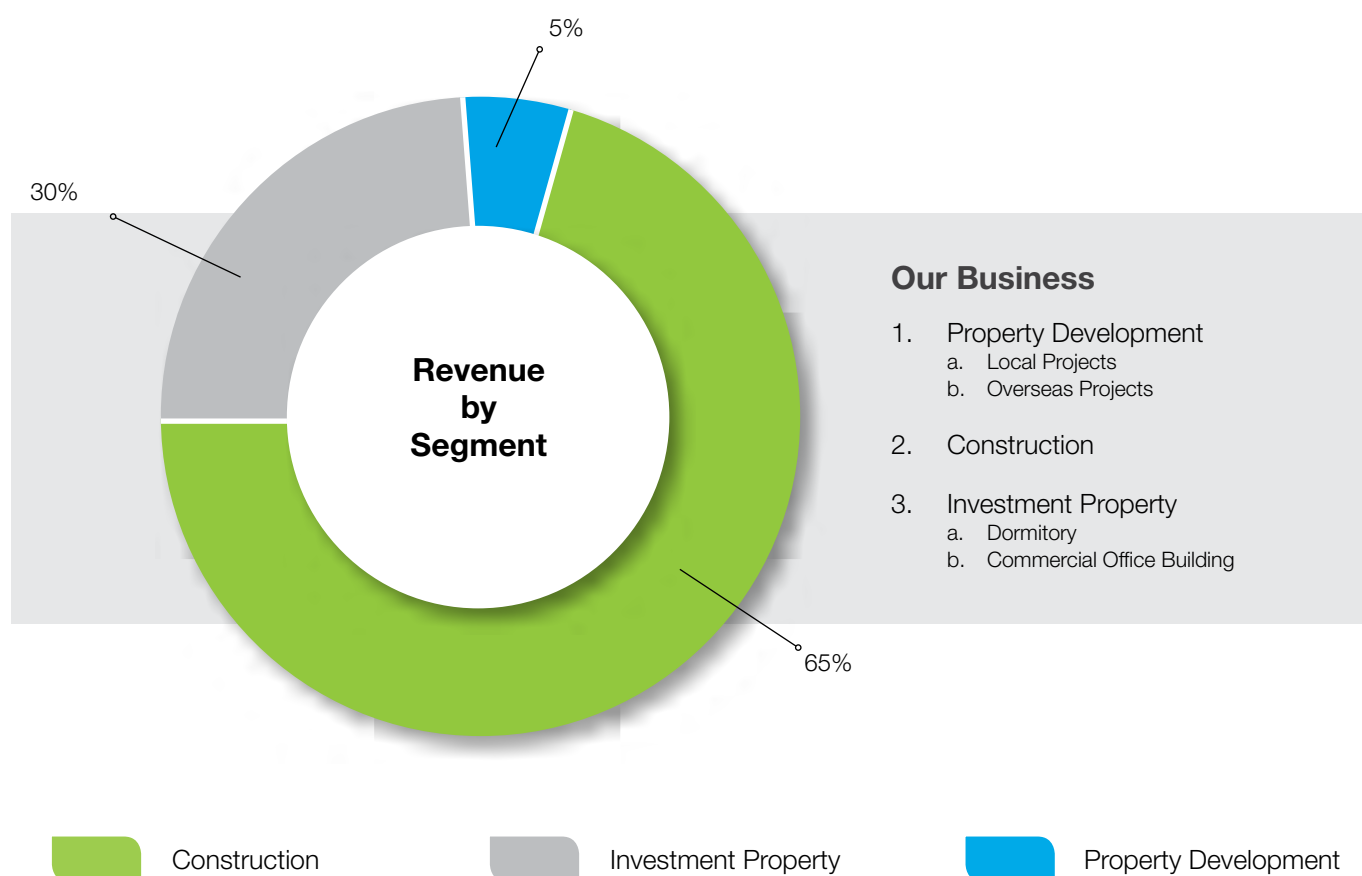
Founded: 1980

Market Capitalisation: S\$216 million
(as at 30 November 2017)

Listed on SGX: 2008

FY2016 Financial Reviews

Revenue: S\$164,251,000	Dividend pay out: S\$5,516,000
Gross profit: S\$36,090,000	Earnings per share: 1.88 cents
Profit after tax: S\$17,399,000	Net profit attributable to shareholders: S\$17,267,000



Our Business

1. Property Development

a. Local Projects



Mega@Woodlands – 8-storey multiple-user clean, light and general industrial factory development (total 512 units) with commercial uses (clinic and minimart), 2 canteens, 120 heavy vehicle parking lots and other ancillary facilities at Woodlands Close.

Expected Temporary Occupation Permit (“TOP”):
1st quarter of 2018



Parc Botannia – 4 blocks of 22-storey (735 units) condominium with carparks at basement level and 1st storey, 1 childcare centre, swimming pool and communal facilities at Fernvale Street/ Fernvale Road.

Expected TOP: 2020



Parc Centros – 8 blocks of 16-storey (618 units) condominium with 2 basement carparks, tennis court, swimming pool and clubhouse facilities at Punggol Central / Punggol Place.

TOP obtained: Mid-2016

Our Business

b. Overseas Projects



Park Central: Masterplan



Unilodge@Park Central – This is our first Purpose-Built Student Accommodation and is currently under construction. It consists of 2 blocks of purpose-built student accommodation housing (1,578 rooms) with common basement carpark, bicycle storage facilities, ground floor retail with cross block link and common student amenities at podium level.

Expected Completion: 1st half of 2018



Park Central – The heart of the masterplan, featuring 2 blocks of residential apartments, ground and 1st floor retail, 5-storey commercial office building and multiple plaza areas.

Status: In the planning stage



Park Central One – 168 1 & 2 bedroom luxury residences rising 18 levels plus a private rooftop taking in spectacular views of the city and surrounds. An easy 7 minutes to the Brisbane central business district, residents can come home to the private rooftop deck for a swim or a workout in the fully equipped gym, or bat the breeze on the deck and admire the breathtaking city views.

Expected Completion: End-2019

Our Business

2. Construction

As at 31 December 2016, the order book stood at S\$199 million. New project secured is a S\$82.2 million contract to design and construct a single user 5-storey warehouse with industrial canteen at Pioneer Road.

Projects undertaken in FY2016 include:



Church of Our Saviour – Additions, alternations and extension to existing 3-storey church building involving a 4-storey extension with roof terrace and 4 levels of basement.

Client: Church Of Our Saviour
Expected Completion: 1st quarter of 2018



Fernvale Riverwalk – Public housing in Sengkang neighbourhood 4 Contract 19.

Client: Housing and Development Board
Completion: 2017



Matilda Court – Public housing in Punggol West Contract 40.

Client: Housing and Development Board
Completion: 2017



Mega@Woodlands – 8-storey multiple-user clean, light and general industrial factory development (total 512 units) with commercial uses (clinic and minimart), 2 canteens, 120 heavy vehicle parking lots and other ancillary facilities at Woodlands Close.

Client: Wee Hur (Woodlands 12) Pte Ltd
Expected Completion: 1st quarter of 2018



5-Storey Warehouse at Pioneer Road – 5-Storey warehouse development with industrial canteen at Pioneer Road.

Client: Mapletree Logistics Trust
Completion: 2017

Our Business

3. Investment Property



Tuas View Dormitory

a. **Dormitory**

At a capacity of 16,800 beds, Tuas View Dormitory is one of the largest workers' dormitory in Singapore. This dormitory is a self-contained living quarters equipped with common toilets, designated cooking and food preparation area, laundry area and common dining cum interacting area. Catering to the need for rest and recreation, there is an indoor recreational/multi-purpose room, reading rooms and TV rooms as well as two indoor gymnasiums and at least two outdoor game courts. Besides, there are also commercial amenities such as minimarts, a canteen and other retail shops to provide greater convenience to the occupants.



Ann Street

b. **Commercial Office Building**

A commercial office building fronting Ann Street fully leased to Queensland State Government for rental income and lease expired on 30 April 2017. The Group had entered into a Put and Call Option Agreement to sell the entire plot of land on 6 December 2017.

Ethics and Integrity

Ethics and Compliance

Wee Hur places high value and importance over ethics management. Our ethics and compliance programme plays an integral role in the Company's operations. We work diligently to ensure our employees understand and comply with applicable laws and policies and adhere to the highest standards of ethics and integrity.

Whistle-blowing Policy

The Company has put in place a whistle-blowing policy since 2008. This policy will provide well-defined and accessible channels in the Group through which employees and third parties may raise concerns about improper conduct within the Group. Our employees are educated on whistle-blowing policy to facilitate the reporting of suspected case of conduct against our Group values and ethics.

Interested Person Transactions

The Company has set out procedures governing all interested person transactions to ensure that they are carried out on an arm's length basis, on normal commercial terms and will not be prejudicial to the interests of the Company and its shareholders.

Please refer to the disclosure according to the Rule 907 of the SGX-ST Listing Manual in respect of interested person transactions for the financial year 2016 stated in the Annual Report.

Dealing in Securities

The Company has adopted an internal code which prohibits dealings in the securities of the Company by Directors and Officers of the Group while in possession of price-sensitive information. Under this code, the Company, Directors and employees of the Group are not permitted to deal with the securities of the Company during the period beginning two weeks and one month before the announcement of the quarterly and annual results respectively, and ending on the date of the announcement. In addition, Directors and Officers are expected to observe insider trading laws at all times even when dealing in securities within the permitted trading period.

Directors and employees are also discouraged from dealing in the Company's securities on short-term consideration.

Anti-corruption *(GRI 205-2)*

Wee Hur takes a strong stance against corruption and malpractice in the Group. We provide an avenue for employees of the Group and third parties to raise concerns about wrongdoing, malpractice or misconduct within the Company and the Group.

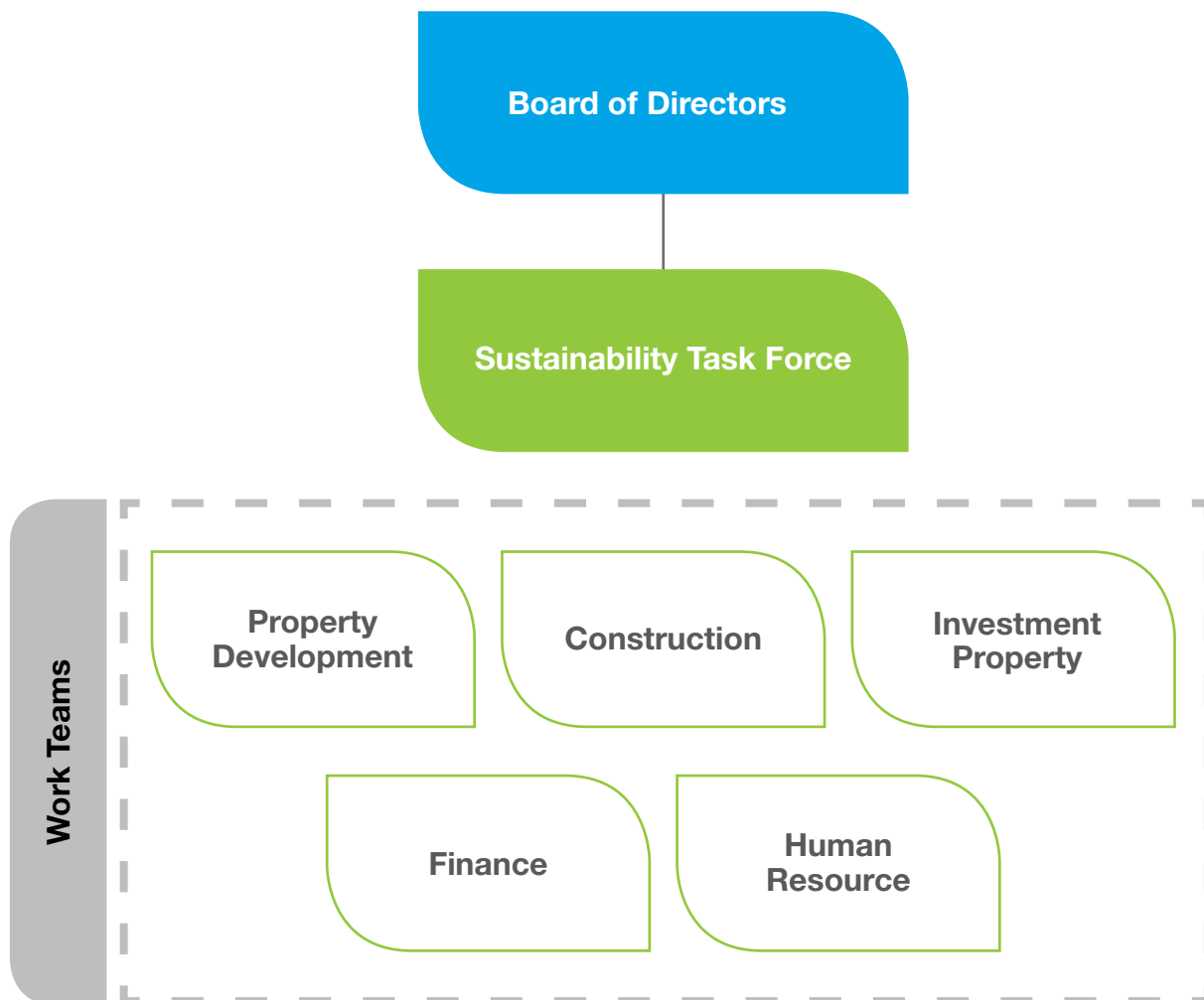
New employees are trained on the Code of Conduct and Ethics and the Group's zero tolerance for corruption practices.

Independent investigations are carried out in an appropriate and timely manner. Appropriate action is taken to correct the weaknesses in internal controls and policies which allowed the perpetration of fraud or misconduct or both, and to prevent a recurrence.

There have been no incidents of corruption and no public legal cases brought against the organisation or its employees. We currently have no risk of corruption but we continue to be vigilant in ensuring our employees conduct themselves with the highest integrity.

Governance and Statement of the Board

Wee Hur's 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 task force reviews the Group's sustainability objectives, challenges, targets and progress to align with strategic direction of the Group, and supervises the work teams in implementing and tracking sustainability data and progress. The Board oversees the process to engage stakeholders and identify material topics. It approves the material environmental, social and economic topics identified by the task force.

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 those 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
Employees	<ul style="list-style-type: none"> Open annual performance appraisal system to link performance with remuneration Trainings 	<ul style="list-style-type: none"> Remuneration and Benefits Trainings and development Ethics and conduct 	<ul style="list-style-type: none"> Employee Ratio Employee Benefits Pro-family policy Training and Education Diversity in the Workforce Fair and Competitive Remuneration
Suppliers and Subcontractors	<ul style="list-style-type: none"> Immediate notification from subcontractors on occurrence of accidents 	<ul style="list-style-type: none"> Health and safety Environmental compliance 	<ul style="list-style-type: none"> Managing our Suppliers Workplace Health and Safety Injury and Incidents
Customers	<ul style="list-style-type: none"> Ongoing dialogues 	<ul style="list-style-type: none"> Data privacy 	<ul style="list-style-type: none"> Customer Privacy and Data
Tenants	<ul style="list-style-type: none"> Ongoing dialogues 	<ul style="list-style-type: none"> Quality of tenants' living conditions 	<ul style="list-style-type: none"> Health and Safety
Industrial organisations	<ul style="list-style-type: none"> Annual Reports Conferences and Seminars 	<ul style="list-style-type: none"> Bargaining power and supply chain sustainability 	<ul style="list-style-type: none"> Financial Assistance Received from Government

(Continue at following page)

Stakeholder Engagement

Stakeholders	Engagement platforms	Issues of Concern	Read more in the following sections
Regulators	<ul style="list-style-type: none"> SGX quarterly announcements Annual Reports Sustainability Reporting Ongoing dialogues 	<ul style="list-style-type: none"> Environmental compliance with National Environmental Agency (NEA) Regulatory and Industrial requirements under Building and Construction Authority (BCA), Ministry of Manpower (MOM) and Building Code of Australia Environmental compliance with ESD requirements (Environmentally or Ecologically Sustainable Development) National Australian Built Environment Rating System (NABERS) Energy rating which is a building energy efficiency rating Green Star Rating which is a rating issued by Green Building Council of Australia (GBCA) certifying that the environmental design and performance of the building for the purposes of the project achieves 5 stars 	<ul style="list-style-type: none"> Fines or Penalty
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"> Annual Reports Investor relations management 	<ul style="list-style-type: none"> Economic performance Corporate governance 	<ul style="list-style-type: none"> Direct Economic Value Generated and Distributed Ethics and integrity

Reporting Practice

Our first sustainability report is produced in accordance to the GRI standards “Core” option covering our Group’s performance from 1 January 2016 to 31 December 2016.

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.

Wee Hur Sustainability Task Force reviews the option for external assurance of its sustainability report annually. The committee 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 FY2016 Annual Report and is available online at: <http://www.weehur.com.sg/>. Detailed section reference with GRI Standards is found at GRI Standards Content Index.

Wee Hur’s material topics are identified based on their impacts on our internal and external stakeholders, as outlined in the Stakeholder Engagement section.

Applicable Segments				
Material Topics	Property Development	Construction	Investment Property	Group-Level
ECONOMIC				
Economic Performance				•
Anti-corruption				•
ENVIRONMENTAL				
Material	•			
Energy	•	•	•	
Emission	•	•	•	
Water	•	•	•	
Effluents and Waste	•	•	•	
Environmental Compliance	•	•		
Supplier Environment Assessment		•		
SOCIAL				
Employment				•
Occupational Health and Safety		•		
Training and Education				•
Diversity and Equal Opportunity				•
Local Community				•
Supplier Social Assessment		•		
Customer Health and Safety	•		•	
Customer Privacy				•
Socioeconomic compliance		•		

Financial Highlights

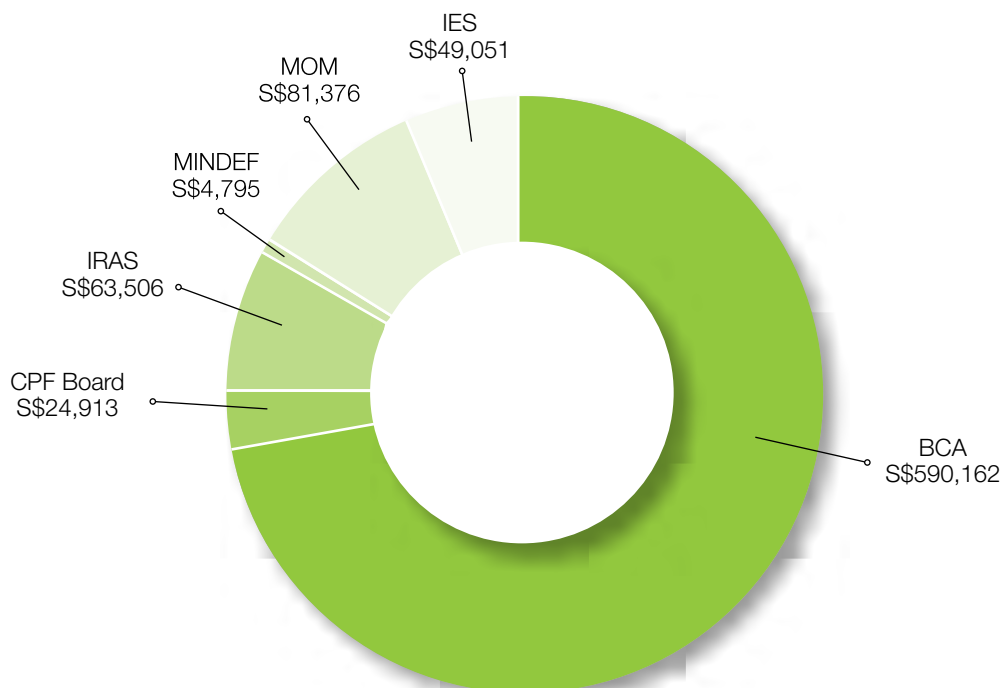
The financial health of our Group directly impacts our key stakeholders, including employees, customers, suppliers and investors. We continue to focus on being the best performing Group for our customers, while continuing to drive operational and financial improvements.

(S\$'000)	2016	2015
Revenue	164,251	412,838
Other income	4,847	3,515
Total economic value generated (GRI 201-1)	169,098	416,353
Operating costs	137,164	316,794
Employee wages and benefits	9,876	14,187
Payments to providers of capital	11,270	26,981
Payments to governments including royalties and taxes	6,107	14,765
Community investment	48	41
Total economic value distributed (GRI 201-1)	164,465	372,768
Total economic value retained	4,633	43,585

Financial Assistance Received from Government (GRI 201-4)

We have tapped on S\$813,803 worth of grants and schemes for our organisation initiatives and projects in FY2016.

Government Grants obtained in FY2016



Property Development

At Wee Hur, we are committed to being a responsible partner in the communities we operate in by ensuring safe, efficient and environmentally friendly processes. Our overarching commitment towards sustainability include:

- Compliance with regulatory requirements/guidelines
- Energy and water efficiency
- Environmentally friendly waste management
- Accessible and safe design for end-users
- Ease and safety for maintenance
- Efficient structural system that boosts construction productivity
- Selection of sustainable materials
- Engagement and communication with surrounding communities

Feature Story: Mega@Woodlands

Energy and water efficiency initiatives have been incorporated in Mega@Woodlands. (GRI 302-4)



Mega@Woodlands



Rooftop Gardens



Gymnasium

Energy management

- Good thermal performance of building envelope
- Energy efficient lighting design
- Ventilation in carparks with carbon monoxide sensors
- Reduction of solar heating from western sun on facade as general building orientation is southwest and northeast, with no direct west-facing facade
- Better grade thermal insulation material used for metal roof to reduce heat absorption
- Alternate circuit to lighting system at common areas to reduce energy consumption

Water management

- Water efficient fittings having Public Utilities Board (PUB) Water Efficiency Labelling Scheme (WELS) "Very Good" (2 ticks) rating or at least better

Beyond the requirements, we target to achieve Green Mark Gold standard for Mega@Woodlands.

The building also boosts dedicated facilities to improve lifestyle. Rooftop gardens are situated on the 2nd and 8th storeys of the building with facilities such as a jogging trail, pavilions, water feature, outdoor fitness stations and barbeque pits. The building is also equipped with a gym, conference and meeting rooms to provide the perfect space for a healthy work-life balance.

Property Development

Feature Story: Parc Botannia

At Parc Botannia, energy and water efficiency initiatives have been incorporated in our designs to achieve and comply with Green Mark Gold Plus standard:

- **Energy management initiatives (GRI 302-4)** : accommodation of more daylighting, natural ventilation and energy efficient fittings
- **Water management initiatives** : water efficiency fittings, monitoring of water usage and implementing an irrigation system

We have assessed foreseeable design risks in our development and will incorporate measures to reduce such risks (GRI 416-1).



Parc Botannia



Interior



Interior



Exterior



Exterior

Examples of possible measures include the following:

Design Risk	Possible Measures
Voids at common areas	Careful treatment of such voids so that we can prevent debris and falling objects. An example might be placing metal mesh on void that is able to endure the weight of a human being.
Access for maintenance of generator above transformer room	Access will be secured.
Ingress/Egress height	There will be signages to alert users of ingress/egress height.
Location of lightings for maintenance purpose	Lightings will be located at safe levels to reduce risk of maintenance at high levels.

Property Development

We endeavour to create a barrier-free design for people with disabilities. We will also implement traffic management measures for our residents.

Examples of possible measures include the following:

Aspect	Possible Measures
In areas of high traffic and have potential crossing of traffic	Zebra crossing and pedestrian signage are in place. There will be designated location for visitor drop off/taxi and pick up.
Pedestrian path at basement carpark	Marking along pedestrian path will be in place.
Safety of pedestrian to childcare centre	There will be sufficient way finding signage provided for visitors/parents.

Feature Story: **Unilodge@Park Central**

Our Purpose-Built Student Accommodation (PBSA) project in Brisbane is designed in accordance to the Ecologically Sustainable Development (ESD) framework.



UniLodge @ Park Central



Lounge



Interior

Use of Eco-friendly Building Materials *(GRI 301-2)*

Timber and composite timber products are sourced from either or a combination of post-consumer re-used timber; or Forest Stewardship Council (FSC) certified timber.

Energy, Water and Waste Management Initiatives

(GRI 302-1, 302-3, 302-4, 302-5, 305-2, 305-4, 305-5)

Some of our energy conservation measures include installing energy sub meters for general power consumption in common areas, coupled with an effective mechanism in place for monitoring energy consumption data used within the building.

Property Development

The use of treated glazing, such as low-E or tinted glass allows minimum 40% visual light transmission

Use of solar reflective blinds reduce air-conditioning energy use

Focus on lighting design prior to construction has resulted in a potential 50% energy savings

Air-conditioning system is set up to maintain a range of 18 degrees to 26 degrees, depending on the season of the year, in order to minimise energy wastage

Efficient gas hot water systems will be used

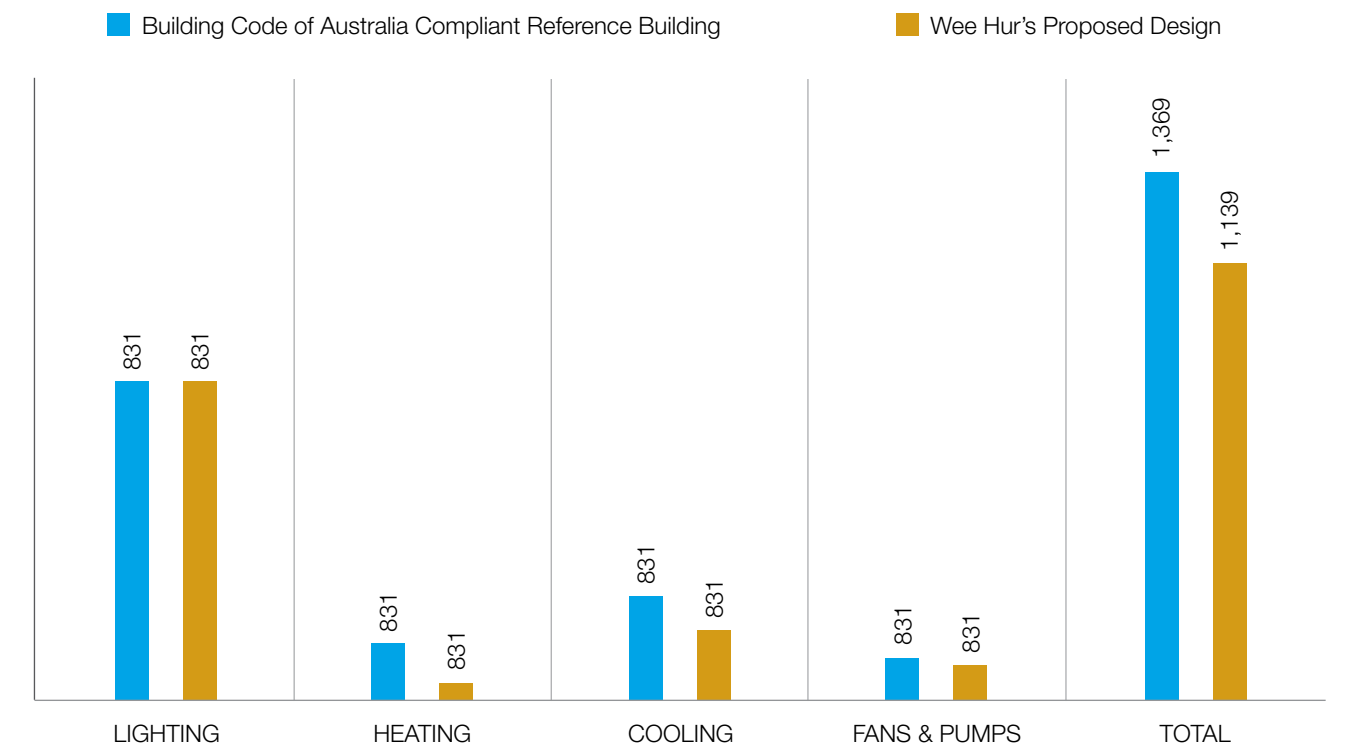
Lifts will be installed with regenerative drives to convert the excess energy generated

Motion detectors or occupancy sensors in common areas will be used to provide responsive, demand-controlled and energy efficient amenity

Reed switches installed to windows to cut off electrical supply to air conditioning if the window is open

Hotel-style card holder in every habitable room to ensure electricity is supplied to the room only when resident is in the room

The proposed design for our building improves energy usage by a further 16.8% when compared to Building Code of Australia as shown below.



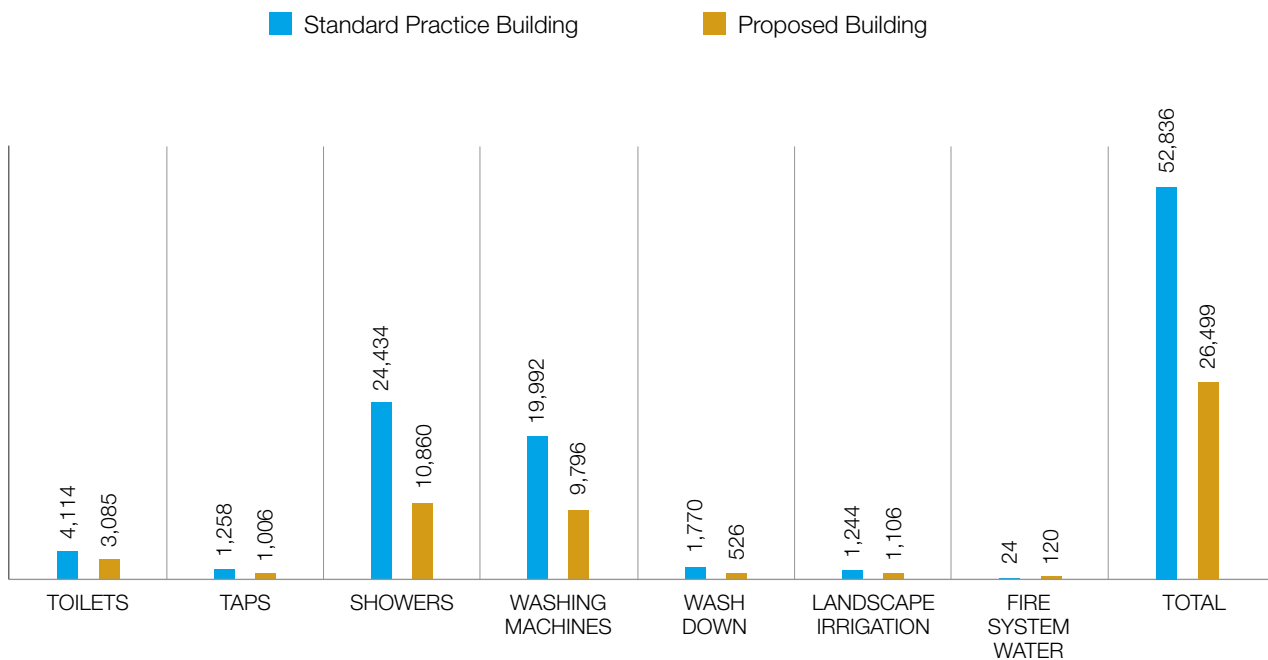
Property Development

We have implemented the following water-saving initiatives for our PBSA (GRI 303-1, 303-3):

- Water meters for all major water uses and effective mechanism in place for monitoring water consumption data will be used in the building
- Rainwater collection from the roof will be used for irrigation. A 25,000-litre rainwater harvesting tank has been incorporated into the basement for irrigation. The system has a capacity to capture approximately 240,000 litres of water to be used for irrigation. An efficient irrigation system will be installed which incorporates a drip system with moisture controls and timed release
- 5 star taps (maximum flow of 4.5 litre/min), 4 star rated toilets and 3 star rated shower (7.5 litre/min) under the water efficiency labelling scheme (WELS) will be used in all student accommodation units
- Clothes washers installed as part of the base building works will be at or within one point of the highest available rating under the Australian's Government water efficiency labelling scheme rating system

Based on the Green Star potable water calculation, the incorporation of the above efficient fixtures and fittings will result in a 50% reduction of annual potable water use compared to the standard practice.

Annual Water Demand From Potable Water Use Based On Fixtures And Fittings ('000 Litre/Year)



Gross pollutant trap in the basement area for treatment of storm water prior to discharge will prevent runoff to the podium areas.

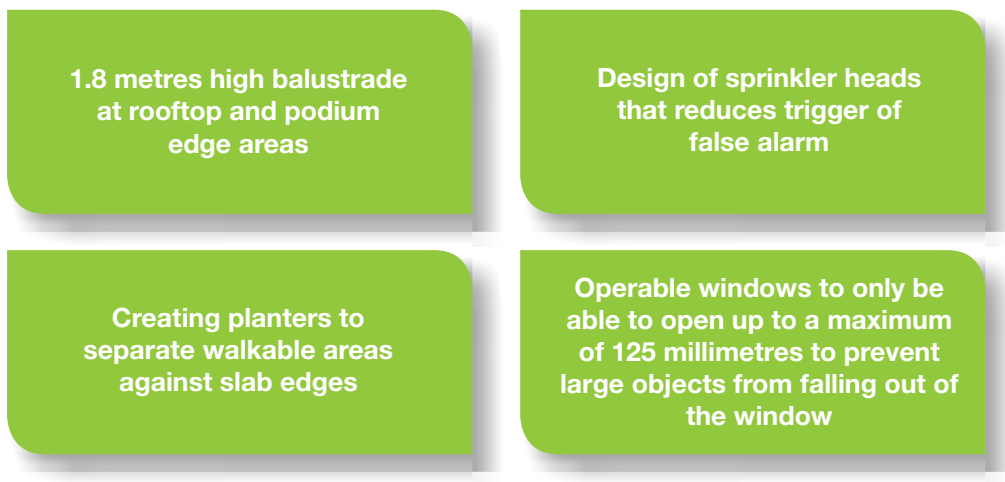
Property Development

Supporting Green Transport

At PBSA, we have created over 800 secure bicycle parking spaces for students in a central bicycle centre, and additional bicycle parking spaces are available for visitors and staff of retail users distributed around the landscape. Moreover, student accommodation units will be located right next to the existing Buranda bus and train stations. Therefore, the convenience of alternative forms of transportation reduces the reliance on privately-owned cars.

Health and Safety (GRI 416-1)

External consultants are appointed to analyse the health and safety aspects of the building design. Some of the key design initiatives to enhance safety for residents include:



Waste Management (GRI 306-1, 306-2)

A waste management consultant was appointed for PBSA to design a waste management plan to achieve 3 key objectives:



Some of the design initiatives incorporated include:

- Having building managers/cleaners at all time to ensure cleanliness and good waste management for its residents
- Producing monthly reports on equipment movements and weights of waste and recycle products
- Educating residents on correct separation of garbage and recycling items, and how to prevent damage to rubbish chutes
- Providing an eDiverter chute system to allow for garbage/recycling materials using a single chute system
- Having a detailed residential and retail waste plan to plan for adequate amounts of bins and collection frequencies

Construction

Our Quality, Environmental, Health and Safety (QEHS) policy provides the overall framework to ensure that natural resources are efficiently used and health and safety practices are upheld. We strive to achieve the following at all our construction sites:

- Compliance with regulatory requirements/guidelines
- Energy and water conservation
- Minimisation of waste generation through reduce, reuse and recycle
- Minimisation of injury and incident rates through upholding of health and safety best practices
- Management and monitoring of our suppliers and subcontractors
- Use of sustainable materials
- Noise and vector management programmes
- Engagement and communication with surrounding communities

Electricity metres are installed at every project site to track and monitor our electricity usage. Energy saving and green label appliances are installed. The Group is also committed to inculcate our employees and workers with good energy saving habits (GRI 302-4).

There were 5 ongoing construction projects in FY2016:



Church of Our Saviour



Fernvale Riverwalk



Matilda Court



Mega@Woodlands



5-Storey Warehouse at Pioneer Road

The Parc Centros project was completed in FY2016 with a total gross floor area of 59,464 m². Over the lifecycle of the project, a total of 176,412 kWh was consumed and this is 74.9% less than our target consumption (GRI 302-1, 302-3, 305-2, 305-4, 305-5).

Aspect	Target ('000) Consumption	Actual ('000) Consumption	Intensity Ratio (per m ²)
Energy (kWh)	702	176	3.0
CO ₂ (kg)	522	131	2.2
Water (litres)	235,000	130,674	2,190.8

Construction

Water is recycled and reused at project sites to wash vehicles exiting construction site. Water reducers are fitted at taps to reduce water usage (GRI 303-1, 303-3). Regular on-site checks are also conducted at all water outlets to ensure no water leakages.

Targets for water usage are set and water meters are installed to track water usage at all project sites.

All our construction projects are equipped with Earth Control Measure (ECM) as part of the requirement to control earth and silt from being discharged into public drains that lead to water catchment areas. The collected water containing a mixture of mud and silt will be treated and filtered by the equipment before being discharged into the common public drainage.

Waste Management (GRI 306-1, 306-2)

Green practices adopted by the Group aims to control and manage concrete, rebar and other wastes. We work closely with disposal contractors to remove waste for proper disposal and processing.

Use of pre-fabrication to reduce waste

- Pre-cast elements are utilised to reduce usage of timber formwork.

Recycling of waste

- We encourage our subcontractors to recycle their waste materials such as short lengths of waste rebars used as hooks or level pegs.

Use of sustainable materials

- The use of construction materials which have obtained Green Labels from the Singapore Environment Council are prioritised.

Establish policies for our subcontractors

- We ensure that our subcontractors segregate waste for different materials on site such as hardcore waste, metal waste, general construction waste and food waste.

We have maintained a low waste level for our Parc Centros project in FY2016.

Type of Waste	Target Consumption	Actual Consumption
General and Hardcore Waste	S\$324,750	S\$292,821
Concrete Waste	2%	1.2%
Rebar Waste	2%	1.8%

Construction

Noise Management

Wee Hur has implemented a noise management programme to minimise noise levels at construction sites.

Identify Noise Levels

- Real time noise monitoring to ensure noise do not exceed allowable limit

Minimise Noise Impact

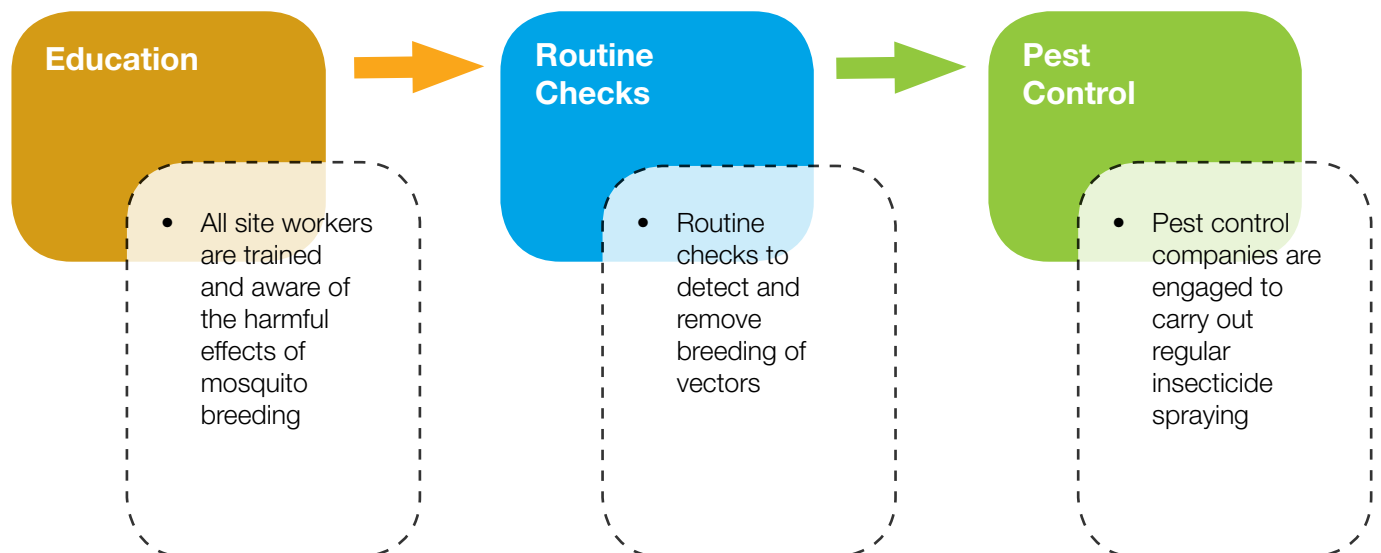
- Limit noisy activities to daytime and no noisy works at night
- Provide noise barrier and use silencer on equipment to reduce noise generated

Public Relations

- Engage members of the public residing in the surrounding areas to seek their understanding on the ongoing works
- Provide feedback avenue by displaying phone number of hotline and any complaint or feedback are acted on promptly

Vector Control

Vector control plans are implemented at every construction site to prevent mosquito breeding.



Construction

Managing our Suppliers *(GRI 308-1, 308-2, 414-1, 414-2)*

Wee Hur 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.

Workplace Health and Safety *(GRI 403-1, 403-4)*

Wee Hur has a risk management plan in place for our construction sites to identify, analyse and management the risks throughout the lifecycle of the project.

The project manager works closely with the project team members to ensure that risks are managed during the construction process. Risks will be identified as early as possible in the project so as to minimise their impact.

The health and safety of employees is our number one priority

The Group has implemented an Environment, Health and Safety (EHS) Management System to uphold best practices for workplace safety.

A safety committee is formed for every project site, chaired by the project manager and assisted by the Workplace Safety and Health Officer (WSHO). A Safety Committee site-walk and meeting is convened every fortnightly to ensure all procedures are in place. Non-compliances are identified and action plans are formulated to prevent recurrence.

All new staff are required to attend the safety induction where they will be briefed on the Group's safety policies, procedures and culture. For contractors, all personnel and workers entering construction sites will undergo a safety orientation by the site WSHO before being allowed to work.

We also conduct twice weekly mass exercise and safety talk at all project sites for all contractors. Safety briefings, demonstration and talk are given to all workers to educate and remind them on safety. Site safety is reviewed monthly during the senior management review meeting for every site, where project managers report on the safety performance of their project.

Raising Awareness

Safety promotion campaigns are conducted at project sites to raise awareness and remind workers on the best practices expected of them.

Emergency Preparedness

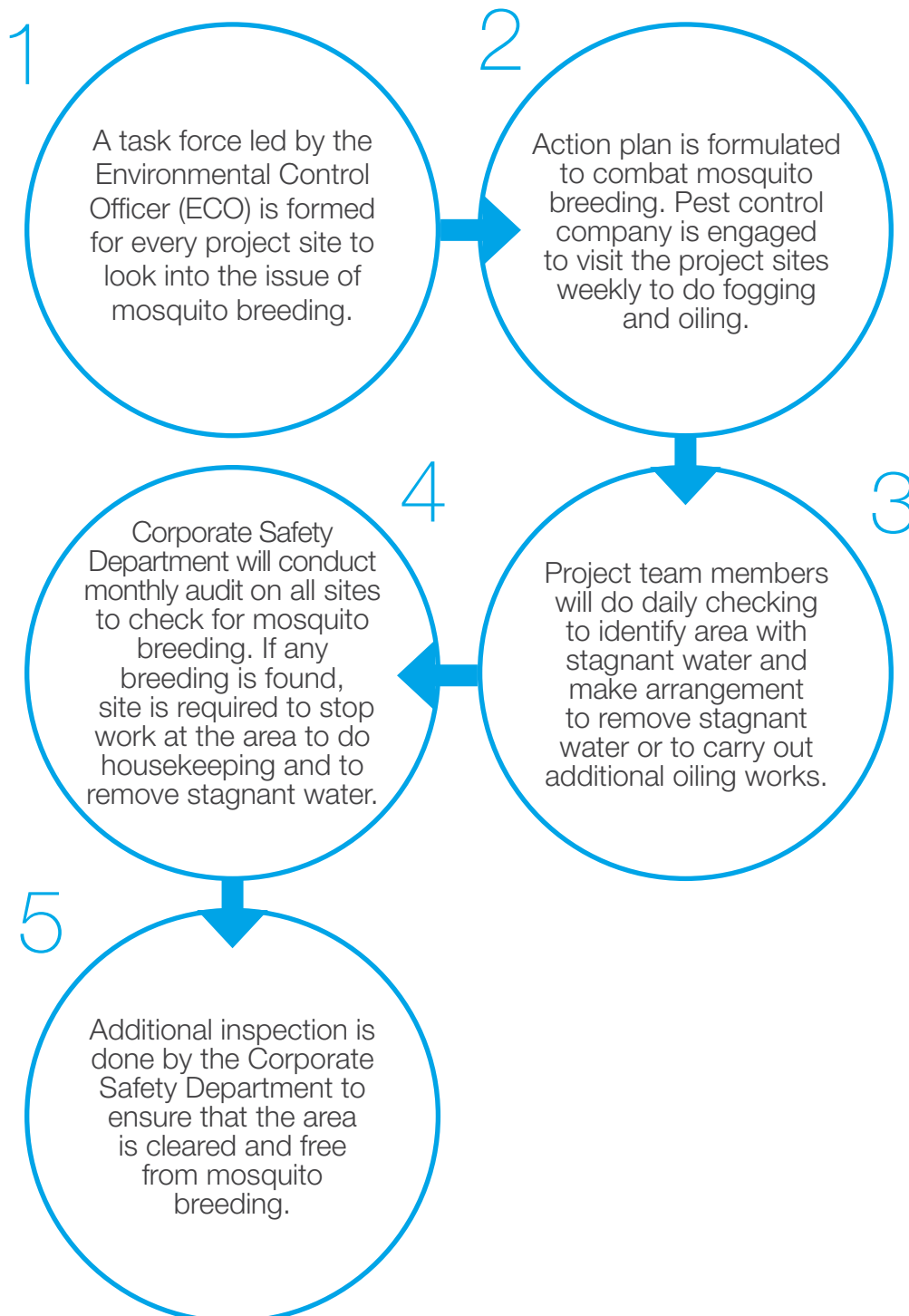
It is critical for all workers to be informed of the fundamental evacuation and rescue procedures in the event of an emergency. Emergency drills are conducted to instil the level of readiness in workers to respond actively to emergencies at construction sites.

Construction

Fines or Penalty (GRI 307-1, 416-2, 419-1)

Wee Hur received fines of S\$42,000 in 2016. We have an overall monitoring structure to ensure that corrective actions have been implemented to effectively reduce future occurrences.

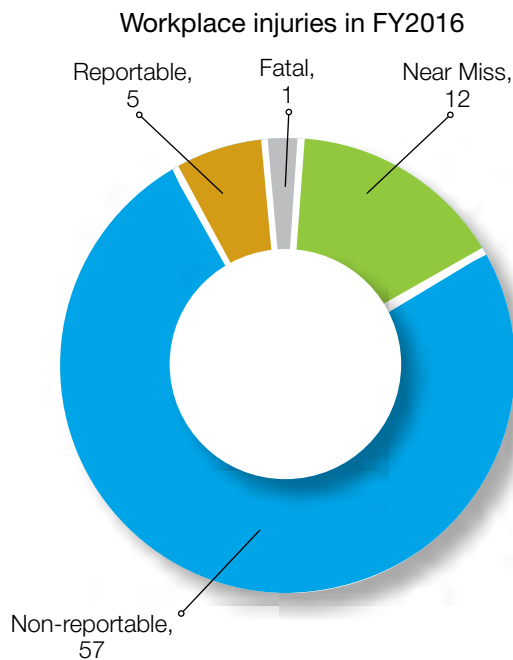
We take a serious view on mosquito breeding as it might lead to a health hazard for our workers like dengue fever. Four instances of mosquito breeding were discovered at our project sites in FY2016. We have since improved on an action plan to combat mosquito breeding.



Construction

Injury and Incidents (GRI 403-2, 403-3)

In FY2016, there were 5 reportable incidents at our construction sites. A near miss is an unplanned event that did not result in any injury, illness or damage, but had the potential to do so. By tracking near misses, we can take pre-emptive action before an accident happens. Our Group abides by the MOM regulations regarding the reporting requirements for work related accidents.



The number of stop-work days spiked in 2016 due to a fatal accident and mosquito breeding.

Description	2013	2014	2015	2016
Number of fatalities	0	0	0	1
Number of occupational diseases	0	0	0	0
Total number of stop-work days	0	6	6	61

Wee Hur has taken mitigating actions since then to reduce workplace accidents from occurring:



Investment Property

Wee Hur is committed to achieve the following goals in our investment properties:

- Compliance with regulatory requirements/guidelines
- Conducting energy and water conservation education programmes
- Waste management initiatives
- Ensuring resident health and safety

We have established an energy conservation programme at Tuas View Dormitory (GRI 302-4). Environmental awareness posters and educational talks for our residents help to educate and inculcate energy-saving habits in our residents and have resulted in a reduction of an estimated 10,000kWh per month (GRI 302-1, 302-3, 303-1, 303-3, 305-2, 305-4, 305-5).

Aspect	Actual Consumption ('000)	Intensity Ratio (per m ²)
Energy (kWh)	541	6.4
CO ₂ (kg)	380	4.5
Water (litres)	1,056,000	12,600

Waste Management (GRI 306-1, 306-2)

The sewage and sanitary drainage system at our dormitory is designed and operated in accordance to the requirements and provisions of the Sewerage and Drainage Act. All waste water generated from the dormitory are discharged into the public sewer according to the requirements and provisions of the Sewerage and Drainage Act.

Health and Safety (GRI 416-1)

Wee Hur places a lot of emphasis on resident health and safety. As such, we have a wide range of safety measures ranging from pest controls to risk assessment. Our Group also complies with the applicable legal and regulatory requirements.



Induction programmes are conducted for residents during check-in to inform them of the safety rules and regulations. Posters for safety and health awareness have also been placed around the residential area for residents in different languages to educate them of safety precautions. Regulatory bodies such as the Singapore Police Force, National Environmental Agency, Ministry of Manpower are invited to conduct roadshows to engage with the residents to educate on safety and legal obligations in Singapore.

Wee Hur takes a firm stand towards complying with legal and regulatory requirements and ensures that treatment for fogging, larviciding and treatments for rats, cockroaches and mosquitoes are conducted to ensure cleanliness of premises. Clean room awards are given to residents who display outstanding efforts in maintaining a hygienic premise.

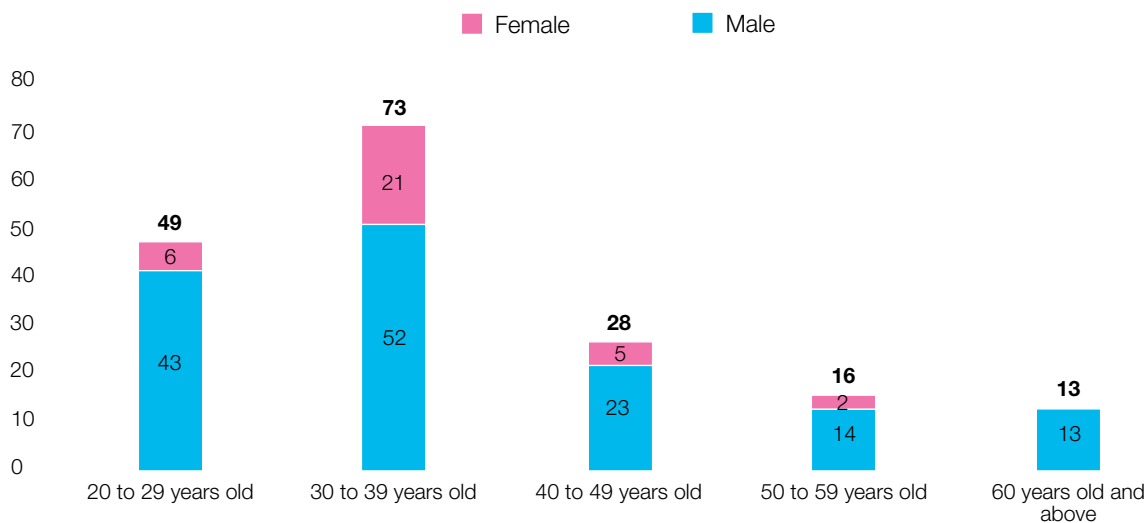
Our People, Our Assets

Our employees are our greatest assets and are key resources to the long-term viability of our business. Our key principles as a responsible employer include:

- Compliance with regulatory requirements/guidelines
- Empowerment of our employees
- Promotion of work-life balance
- Ensure employees' well-being and all-round development
- Upgrade employees' skills capabilities and ensure relevancy
- Value diversity in our workforce
- Provision of competitive remuneration packages

Employee Ratios

Our Employees by Gender and Age Group



There were a total of 35 new staff and 45 resigned staff in 2016. (GRI 401-1)

Employee Benefits (GRI 401-2)

All employees of Wee Hur, including both permanent and casual workers are treated fairly and are entitled to a range of additional benefits.

Healthcare	Disability and Invalidity Coverage	Parental Leave	Others
<ul style="list-style-type: none"> Staff are reimbursed for visits to the General Practitioner and Dentist, as well as covered under provision of medical insurance. 	<ul style="list-style-type: none"> Staff will be covered under Personal Accident Insurance and Work Injury Insurance. 	<ul style="list-style-type: none"> Eligible staff is entitled to Maternity Leave, Paternity Leave, Shared Parental Leave, Childcare Leave, Extended Childcare Leave, Unpaid Infant Care Leave and Adoption Leave where applicable. 	<ul style="list-style-type: none"> Staff are entitled to receive the following benefits: <ul style="list-style-type: none"> - Meal allowance - Sports allowance - Wedding and baby gifts - Zoo/River Safari corporate card - Annual dinner for staff and family members

By engaging staff, there will be more intra and inter-department interaction, as well as between staff and management. The Group has also rolled out initiatives like meals and sports allowances to promote cohesiveness amongst staff and to promote active and healthy lifestyles. With these initiatives, the Group ensures the staff's well-being and all-round personal development. Staff will also be able to better understand the Group's policies and direction and providing feedback or suggestions to improve areas that may be lacking.

Our People, Our Assets

Pro-family Policies (GRI 401-3)

Wee Hur supports the government's pro-family policies and follows MOM regulations with regards to parental leave. 91 employees are entitled to parental leave.

Training and Education (GRI 404-1, 404-2, 404-3)



Wee Hur understands that employees are the foundation of our Group and strives to improve and develop our employees to their fullest potential.

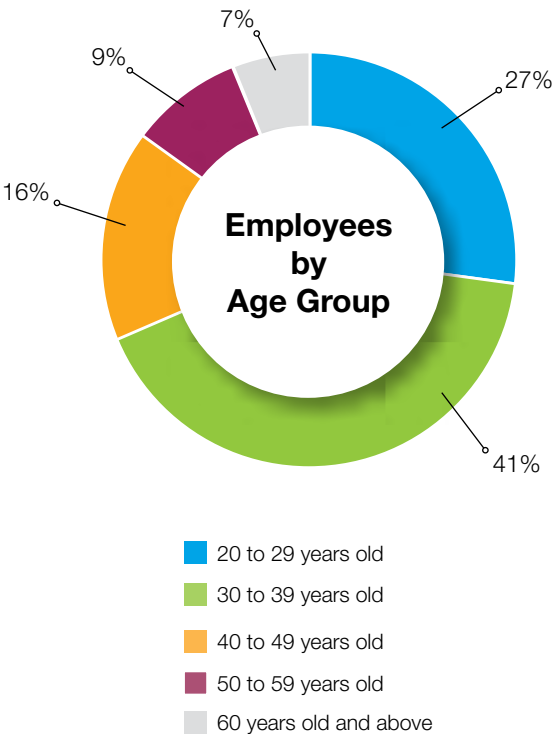
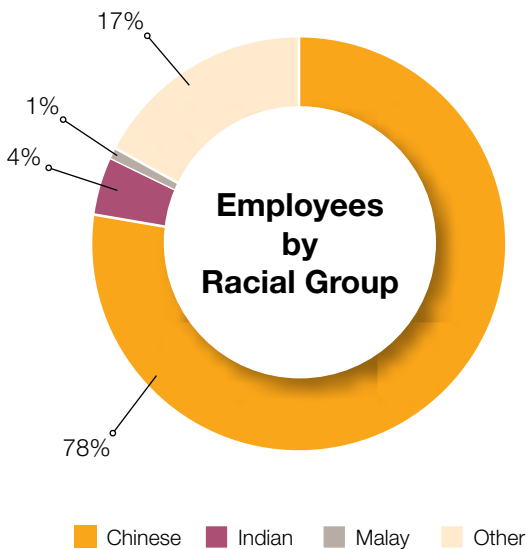
The Group sends staff for seminars/training to keep them abreast with latest technology, knowledge and work skills. Moreover, Wee Hur invests to upgrade our staff skills capability and increase work productivity.

Wee Hur recognises that our mature employees bring with them wealth of experience and we offer re-employment contracts to all employees who are medically fit to continue working and whose performance are assessed to be satisfactory or above.

Diversity in the Workforce (GRI 405-1)

Wee Hur values diversity. We have staff of different nationalities and we continuously cultivate interactions and understanding between nationalities.

While we do not have any female director at the board level currently, we are open to having one in the future if there is a suitable candidate.



Our People, Our Assets

Fair and Competitive Remuneration (GRI 405-2)

Wee Hur rewards good work performance by offering competitive remuneration packages. 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.

Moreover, our compensation packages are benchmarked against the market rate and aligned with our Group's salary guide. Thus, this ensures our competitiveness in attracting talent which we believe is the key to our sustained growth.

Giving Back to our Community (GRI 413-1)

Community building is a key focus of the Group's sustainability strategy. It has built very strong social capital and goodwill for the Group. Our Group makes monetary donations to charity events or organisations every year as a humble gesture to give back to the community. Our Group donated to support the charity event Wheel Walk or Jog event organised by the Handicaps Welfare Association which our senior management and staff had participated in. Furthermore, Wee Hur is liaising with various organisations to work on providing community service or donations to the less fortunate or charitable organisations which requires assistance.

Customer Privacy and Data (GRI 418-1)

Wee Hur takes utmost care in protecting our customers' privacy and data and is in compliance with the Personal Data Protection Act (2012). There have been no reported breaches in FY2016.

SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> Financial Highlights, Property Development, Construction, Investment Property, Our People, Our Assets Stakeholder Engagement
2	Policies, Practices and Performance	<ul style="list-style-type: none"> Chairman's Message Wee Hur's Sustainability Story Financial Highlights, Property Development, Construction, Investment Property, Our People, Our Assets
3	Board Statement	Governance and Statement of the Board
4	Targets	Wee Hur's 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	Our Business
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Our Business
102-5	Ownership and legal form	Organisation Profile
102-6	Markets served	Our Business
102-7	Scale of the organisation	Our Business
102-8	Information on employees and other workers	Organisation Profile
102-9	Supply chain	Organisation Profile
102-10	Significant changes to the organisation and its supply chain	Organisation Profile
102-11	Precautionary principle or approach	Organisation Profile
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, Wee Hur's 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
102-46	Defining report content and topic boundaries	Reporting Practice

GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
201-1	Direct economic value generated and distributed	Financial Highlights
201-4	Financial assistance received from government	Financial Highlights
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity
301-2	Recycled input materials used	Property Development
302-1	Energy consumption within the organisation	Property Development, Construction, Investment Property
302-3	Energy intensity	Property Development, Construction, Investment Property
302-4	Reduction of energy consumption	Property Development, Construction, Investment Property
302-5	Reductions in energy requirements of products and services	Property Development
303-1	Water withdrawal by source	Property Development, Construction, Investment Property
303-3	Water recycled and reused	Property Development, Construction, Investment Property
305-2	Energy Indirect Greenhouse Gas Emissions (Scope 2)	Property Development, Construction, Investment Property
305-4	Greenhouse Gas Emissions Intensity	Property Development, Construction, Investment Property
305-5	Reductions in GHG Emissions	Property Development, Construction, Investment Property
306-1	Total water discharged by quality and destination	Property Development, Construction, Investment Property
306-2	Waste by type and disposal method	Property Development, Construction, Investment Property
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Construction
308-1	Percentage of new suppliers that were screened using environmental criteria	Construction
308-2	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Construction

GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
401-1	New employee hires and employee turnover	Our People, Our Assets
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Our People, Our Assets
401-3	Parental leave	Our People, Our Assets
403-1	Formal joint management-worker health and safety committee	Construction
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Construction
403-3	Workers with high incidence or high risk of diseases related to her occupation	Construction
403-4	Health and safety topics covered in formal agreements with trade union	Construction
404-1	Average hours of training per year per employee	Our People, Our Assets
404-2	Programs for upgrading employee skills and transition assistance programs	Our People, Our Assets
404-3	Regular performance and career development review	Our People, Our Assets
405-1	Diversity of governance bodies and employees	Our People, Our Assets
405-2	Fair and competitive remuneration	Our People, Our Assets
413-1	Operations with local community engagement, impact assessments, and development programs	Our People, Our Assets
414-1	New suppliers screened	Construction
414-2	Negative social impacts in the supply chain and actions taken	Construction
416-1	Assessment of the health and safety impacts of product and service categories	Property Development, Investment Property
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Construction
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our People, Our Assets
419-1	Non-compliance with laws and regulations in the social and economic area	Construction



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