



偉合控股有限公司
WEE HUR HOLDINGS LTD

SUSTAINABILITY

REPORT 2020



Our Vision

To enlarge our presence
in the real estate and built
environment in Singapore
and beyond.

精步
益步
求意
精營

Our Mission

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



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Chairman's Message

Dear Stakeholders,

I am pleased to share with you the Sustainability Report of Wee Hur Holdings Ltd ("**the Company**" or "**Wee Hur**") and its subsidiaries ("**the Group**") for the financial year ended 31 December 2020 ("**FY2020**").

In FY2020, the COVID-19 pandemic impacted the built environment industry greatly and affected the process of construction projects due to the passing laws or regulations implemented to address the pandemic, such as the Circuit Breaker and quarantined foreign workers. During the year, we had seven properties under development (three in Singapore and four in Australia), ten construction projects in Singapore and four investment properties (one in Singapore and three in Australia).

Despite all the challenges we faced amid this COVID-19, the safety and welfare of our staff and workers remain our top priority in these trying times. All necessary measures to stop the transmitting the virus imposed by the authority will be strictly complied with.

The Group is committed to providing a safe working environment for all employees. Our health and safety performance have significantly improved since 2018, and we achieved zero fatalities and no stop-work days in FY2020. Our Workplace Injury Rate ("**WIR**") also reduced from 925 in FY2019 to 716 in FY2020. We will continue to stay committed to prioritising the health and safety of our staff and workers.

I am thankful to our shareholders, business associates, consultants, sub-contractors, suppliers, staff and other stakeholders that have supported us and contributed in making our progress possible. I am also grateful to the Board for their guidance and support. Thank you for your interest in Wee Hur's sustainability journey. 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.

Wee Hur firmly believes in the value of sustainable practices in property, construction and development. As a testament to our beliefs, the Group has aligned with the United Nations' 17 Sustainable Development Goals ("SDG") which define global priorities for sustainability until 2030. Through the 2020 Sustainability Report, we wish to articulate our commitment to the following 4 SDG:



The Group will continue to promote responsible practices by further improving our water and waste management capabilities. We prioritise industry innovation in our projects and firmly believe that the cities of the future are smart and green. By contributing to better sustainability practices in the industry, we are capable of making a greater impact on the global movement to combat climate change. We have embraced the United Nation's call to action and will strive for continual enhancement of our sustainable practices.

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

Sustainability Targets

The economic landscape for properties under development, construction and investment property markets has been impacted by the COVID-19 outbreak. As such, we will continue to adopt a prudent and cautious approach towards making investment decisions. We are progressively diversifying our businesses beyond Singapore to propel our growth.

We aim for zero fatality and injuries to foster a safe and healthy workplace environment. Our suppliers will also be subject to more robust assessment regarding their socioeconomic compliance and environmental practices.

We shall continue to maintain and uphold our energy saving standards and performances in workers' dormitory and PBSA. 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.

Wee Hur's Sustainability Story

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

Environmental Performance in FY2020		
Segment	FY2020 Target	Performance Update
Construction	Energy consumption and emissions lower than target.	There were no completed construction projects in FY2020.
	Water consumption lower than target.	
	Waste generation lower than target.	
	Screen 80% of new suppliers using environmental criteria.	
Investment Property (Workers' Dormitory)	Energy intensity of 433.3 kWh per occupant.	Due to COVID-19, the number of workers residing in worker dormitories decreased in FY2020 compared to F2019 due to regulatory requirements. Energy consumed remained constant despite lower occupant numbers. Hence, energy consumption did not fall as drastically as the number of occupants, causing energy intensity ¹ to increase. Energy intensity rose to 549.5 kWh per occupant.
	Water intensity of 66.7 m ³ per occupant.	Due to COVID-19, there was a significant increase in disinfection and cleaning frequency in areas with frequent physical contact to limit the spread of infection, leading to higher water consumption in FY2020. Combined with a drop in occupancy rates due to regulations, the water intensity ² had increased. Water intensity rose to 94.9 m ³ per occupant.
Investment Property (PBSA)	Energy intensity of 2,605 kWh per occupant.	Energy intensity was 3,104.6 kWh per occupant. Further details are provided in the Investment Property section.
	Water intensity of 53 m ³ per occupant.	Water intensity was 67.1 m ³ per occupant. Further details are provided in the Investment Property section.
Group-level	Zero incidents of environmental non-compliance.	Achieved zero incidents of environmental non-compliance.
	Zero incidents of environmental non-compliance along supply chain.	Achieved zero incidents of environmental non-compliance along supply chain.

¹ Energy Intensity = $\frac{\text{Energy Consumption}}{\text{Number of Occupants}}$

² Water Intensity = $\frac{\text{Water Consumption}}{\text{Number of Occupants}}$

Wee Hur's Sustainability Story

Environmental Targets for FY2021		
Segment	FY2021 Target	
Construction	Energy consumption and emissions lower than target.	
	Water consumption lower than target.	
	Waste generation lower than target.	
	Screen 80% of new suppliers using environmental criteria.	
Investment Property (Workers' Dormitory)	Energy intensity of 510 kWh per occupant.	
	Water intensity of 80 m³ per occupant.	
Investment Property (PBSA)	UniLodge Park Central	UniLodge City Gardens
	Energy intensity of 3,105 kWh per occupant.	Energy intensity of 2,789 kWh per occupant.
	Water intensity of 68 m³ per occupant.	Water intensity of 65 m³ per occupant.
Group-level	Zero incidents of environmental non-compliance.	
	Zero incidents of environmental non-compliance along supply chain.	
Social Performance in FY2020		
Segment	FY2020 Target	Performance Update
Construction	Zero occupational health and safety incidents.	Achieved zero fatal workplace safety incidents.
	Screen 80% of new subcontractors using social criteria.	There were no completed construction projects in FY2020.
Investment Property (Workers' Dormitory & PBSA)	Zero occupational health and safety incidents.	Achieved zero occupant health and safety incidents.
Group-level	Zero incidents of socioeconomic non-compliance.	Achieved zero incidents of socioeconomic non-compliance.
Social Targets for FY2021		
Segment	FY2021 Target	
Construction	Zero occupational health and safety incidents.	
	Screen 80% of new subcontractors using social criteria.	
Investment Property (Workers' Dormitory & PBSA)	Zero occupant health and safety incidents.	
Group-level	Zero incidents of socioeconomic non-compliance.	

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 Group'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. No reports were received by the Group under the whistle-blowing policy during FY2020.

Anti-corruption

(GRI 205-1, 205-2, 205-3)

Wee Hur is committed to running our business operations on a foundation of Integrity, Transparency and Honesty. The Company will devise and improve our processes continuously to prevent direct or indirect bribery, in order to safeguard and uphold our values.

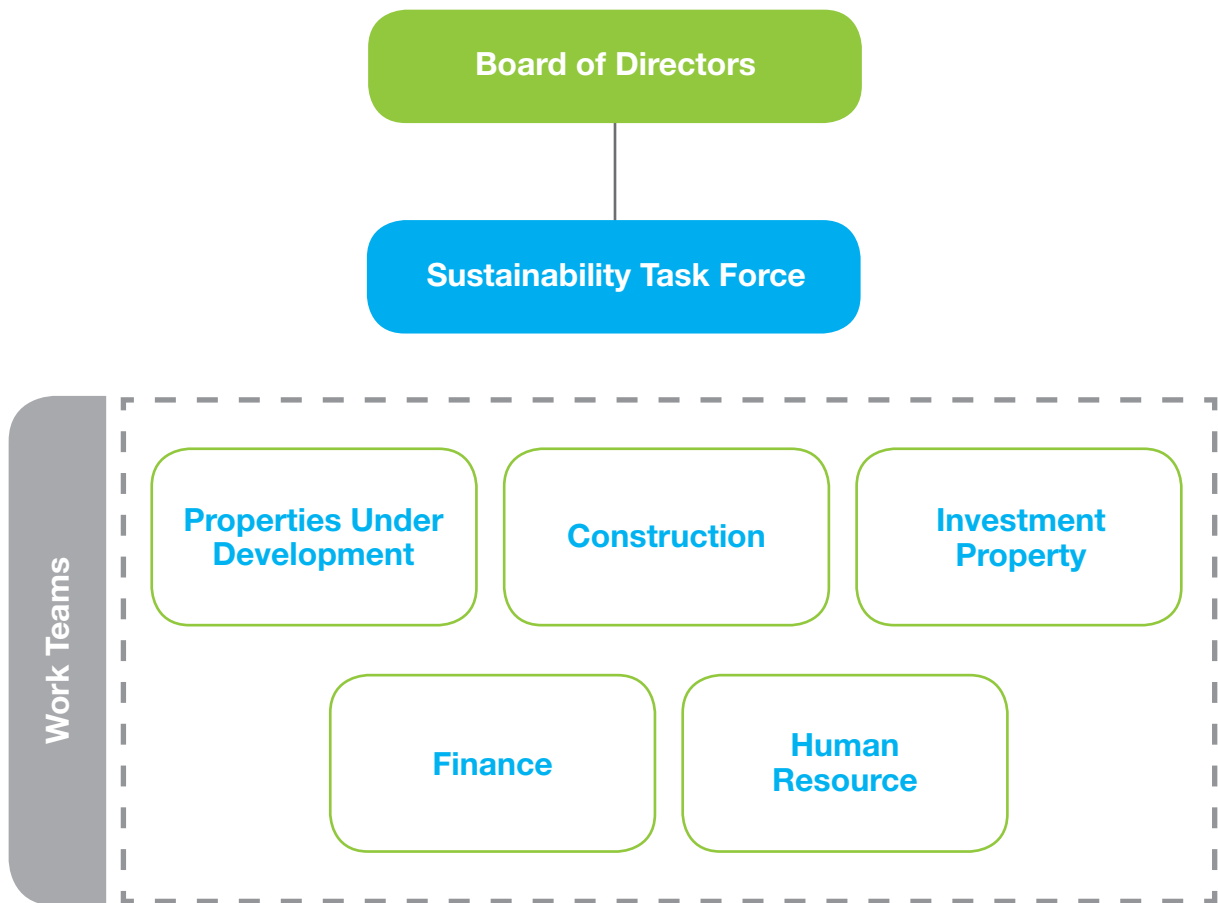
We adopt a zero-tolerance policy towards any forms of corruption and bribery in our business. The Company and employees have to observe and comply with the anti-bribery and anti-corruption legislations and regulations in the countries where we have business activities in.

We have an internal reporting structure, procedures and channels that are secure and accessible for our employees to raise concerns and report violations or suspicious activity. The Company will also strive to ensure that our business partners share our zero-tolerance policy against corruption and bribery. The Company will avoid engaging in business dealings with those known or reasonably suspected to be engaging in corruption and bribery.

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

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



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

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

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

Please refer to the Corporate Governance Report in our FY2020 Annual Report for more information on corporate governance practices and risk management structure.

Stakeholder Engagement

We value input from all of our stakeholder groups and use a variety of channels to engage with them as well as receive their feedback. We identify stakeholders as groups that have an impact or have the potential to be impacted by our business, as well as 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	Issues of Concern	Engagement Platforms	Read more in the following sections
Employees	<ul style="list-style-type: none"> • Remuneration and Benefits • Trainings and Development • Ethics and Conduct • COVID-19 Safety Measures 	<ul style="list-style-type: none"> • Open annual performance appraisal system to link performance with remuneration • Trainings 	<ul style="list-style-type: none"> • Employee Diversity • Employee Benefits • Employee Development • Safe Measures against COVID-19
Contractors, suppliers and subcontractors	<ul style="list-style-type: none"> • Health and Safety • Environmental Compliance • COVID-19 Safety Measures 	<ul style="list-style-type: none"> • Contractual agreements • Regular meetings 	<ul style="list-style-type: none"> • Managing our Suppliers • Workplace Health and Safety • Safe Measures against COVID-19
Occupants	<ul style="list-style-type: none"> • Data Privacy • Quality of occupants' living conditions 	<ul style="list-style-type: none"> • Dialogues and feedback 	<ul style="list-style-type: none"> • Customer Privacy and Data • Occupant Health and Safety
Governments and Regulators	<ul style="list-style-type: none"> • Environmental Compliance • Regulatory and Industrial Requirements 	<ul style="list-style-type: none"> • Sustainability Reporting • Ongoing dialogues • Applications for necessary permits from relevant authorities 	<ul style="list-style-type: none"> • Fines or Penalty • Anti-corruption
Community	<ul style="list-style-type: none"> • Social Development • Noise Management • Vector Controls' • Public Safety 	<ul style="list-style-type: none"> • Community services engagement 	<ul style="list-style-type: none"> • Giving Back to our Community • Noise Management • Vector Control
Shareholders and investors	<ul style="list-style-type: none"> • Economic Performance • Corporate Governance • Anti-Corruption 	<ul style="list-style-type: none"> • Annual Reports • Investor relations management • Annual General Meeting ("AGM") 	<ul style="list-style-type: none"> • FY2020 Annual Report • Anti-corruption

Wee Hur will continue to engage our suppliers and stakeholders to drive and facilitate sustainability. Taking collective action for sustainability management requires working closely with our suppliers to effectively reduce the environmental impacts of our construction materials. Findings derived from our supply chain and sustainability analysis highlight the need to push for the use of sustainable building materials and innovative technological advancements. Wee Hur will leverage on our existing expertise and knowledge to align and extend our sustainability strategy and initiatives with our stakeholders, to achieve our sustainability goals.

Reporting Practice

This sustainability report is produced in accordance with the GRI standards “Core” option covering the Group’s performance from 1 January 2020 to 31 December 2020.

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.

Under Practice Note 7.6 and GRI guidelines, external assurance is not mandatory in the process of sustainability reporting. The Sustainability Task Force has assessed that external assurance is not required as the Group wishes to strengthen the sustainability reporting framework for this year.

This report supplements the Group’s FY2020 Annual Report and is available online at:
www.weehur.com.sg/investor-relations/annual-reports/

Detailed section reference with GRI Standards is found at GRI Index page.

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	Properties Under Development	Construction	Investment Property	Group-Level
ECONOMIC				
Indirect Economic Impacts		•		
Anti-corruption				•
ENVIRONMENTAL				
Materials	•	•		
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		•		

Properties under Development

The Group has properties under development in Singapore and overseas. The following illustration showcases our properties currently being developed.

Local Property Under Development



Parc Botannia
Condominium Development



Residential Development at Jalan Bunga Rampai
Residential Development



Pioneer Lodge
Workers' Dormitory

Overseas Property Under Development



A'Beckett Street, Melbourne
PBSA



Gibbons Street, Sydney
PBSA



Moore Street, Canberra
PBSA



Regent Street, Sydney
PBSA

Sustainable Development of Local and Overseas Properties

At Wee Hur, we are committed to develop green and sustainable properties that are safe for occupants. We strictly comply with local environmental regulations to ensure that our buildings have minimal impacts on the surrounding environment and community. Our overarching commitment towards sustainability includes:

- 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.

Our buildings are designed in accordance with the Ecologically Sustainable Development (“**ESD**”) framework with the following key objectives in mind:



Reduce the environmental footprint of the building and its occupants by implementing energy and water management initiatives



Enhance occupant well-being

We strictly comply with applicable environmental and social regulations and review our initiatives annually to continuously improve on our processes and measures.

Properties under Development

Energy, Emissions and Water Management (GRI 302-5, 303-1, 305-5)

We incorporate various initiatives in our building designs to conserve energy and enhance indoor environmental quality for our occupants.

Energy Management	<ul style="list-style-type: none"> • Building orientation to reduce solar heating. • Use of efficient glazing to achieve good thermal performance of building envelope. • Energy efficient lighting design. • Alternate circuit to lighting system at common areas to reduce energy consumption. • Elevators are SS 550:2009 compliant with a variable voltage variable frequency system and regenerative power features.
Water Management	<ul style="list-style-type: none"> • Water efficient fittings having Public Utilities Board (“PUB”) Water Efficiency Labelling Scheme (“WELS”) “Very Good” (2 ticks) rating or at least better.

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

A waste management consultant is commissioned in early design stages to formulate a waste management system for the building.

Key elements of a waste management plan include:

- Besides co-mingled recycling bins, organics recycling collection points have been introduced to enable occupants and retail tenants to consolidate food wastes more efficiently.
- Cardboard recycling points are introduced to retail tenancies.
- Education of occupants on segregation of garbage and recyclable materials or food waste.
- Engaging a competent cleaning company with sufficient resources to ensure cleanliness and good waste management for the building.
- Locating bin chute rooms centrally to minimise likelihood of spillage and increase convenience to occupants.

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

We endeavour to use environmentally friendly materials whenever possible, such as taking the extra step to source for timber and composite timber products from a combination of post-consumer re-used timber or Forest Stewardship Council (“**FSC**”) certified Timber.

Design for Safety (GRI 416-1)

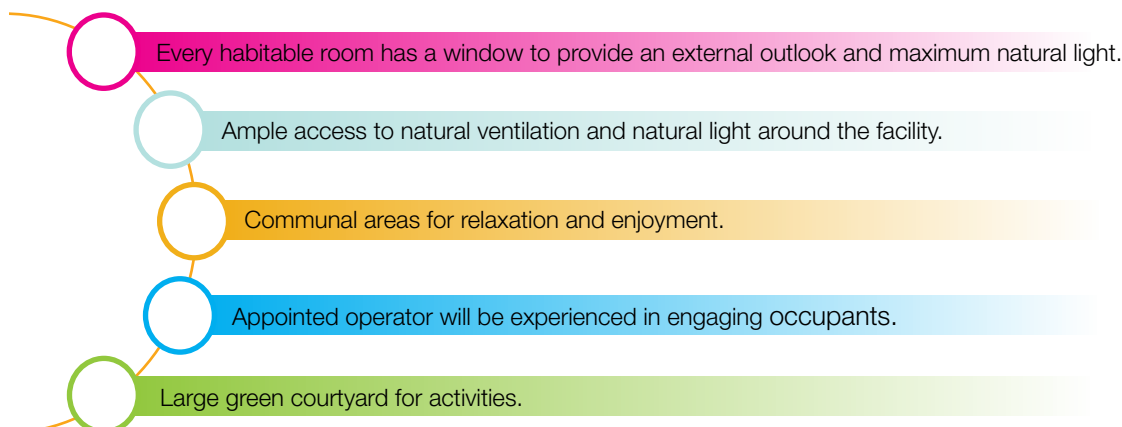
We design for occupant safety and well-being, and our measures include:

Well-being	<ul style="list-style-type: none"> • Development of adjacent park with lush greenery and facilities for occupants.
Health and Safety	<ul style="list-style-type: none"> • Assessment of foreseeable design risks in our development and incorporate measures to reduce such risks. • Creation of barrier-free design for people with disabilities. • Implementation of traffic management measures. • Cat ladders and safety hooks are provided to minimise risk of fall. • Flooring materials are selected to minimise slip and fall.

Properties under Development

Sustainable Accommodations (GRI 203-1, 416-1)

We prioritise the well-being of our occupants. Some of the initiatives that we have taken to enhance well-being of our occupants include:



Sustainable Development of PBSA Properties

The following sustainable development principles were incorporated during the design phase:

- Each development is designed to achieve the required Environmental Sustainability standards in each respective local government jurisdiction prior to construction. For example, the A'Beckett development in Melbourne will achieve a 5-star standard in the GreenStar Rating system.
- Low VOC paints and adhesives are being used in the construction of all our developments.
- Deployment of drought resistant plants for landscape works to control the water consumption especially during dry seasons.
- Main corridors in of all our developments are designed to be naturally ventilated instead of being air-conditioned space to reduce overall energy consumption in our buildings.
- Air-conditioning is based on highly efficient air-cooled and water-cooled Variable Refrigerant Flow ("VRF").
- Lifts will be installed with regenerative drives to convert the excess energy generated into reusable energy.
- Energy efficient lighting was adopted. This comprises fluorescent and LED lighting at student accommodation units with a minimum output of 27 lumens per Watt.
- Motion detectors or occupancy sensors in common areas will be used to provide responsive, demand-controlled and energy efficient amenity.
- Every habitable room has a window to provide a great view and maximum natural light.
- Ample access to natural ventilation and daylight around the facility.
- Large green courtyard for activities.
- Sky gardens for communal activities.
- Use of green facade provides passive shading to East and West facing facades in UniLodge City Gardens.
- Airflow between green facade and the external skin of the building promotes energy efficiency by natural cooling effects.
- Capture rainfall and slow its entry into the storm water system.
- Swipe card system which controls the power supply to lights and air-conditioning in each apartment.

Furthermore, by selecting efficient water fittings and water management measures incorporated in the design, the predicted water consumption fares better than the average residential water consumption rates.

	Average House		PBSA		
Equipment	Flow Rate (litres/minute)	Daily Consumption (litres)	Water Efficiency Labelling Scheme (WELS)	Flow Rate (litres/minute)	Daily Consumption (litres)
Taps	9.0	48	5-star	4.5	24
Water Closets	8.0	48	4-star	3.5	21
Showers	15.0	135	3-star	7.5	67.5
Total		231			112.5

Construction

Our Quality, Environmental, Health and Safety (“**QEHS**”) policy provides the overall framework to ensure that natural resources are efficiently used through conserving energy and water, minimising waste generation by reducing, reusing and recycling where possible.

- 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.

Energy, Emissions and Water Management (GRI 302-1, 302-3, 302-4, 303-1, 303-3, 305-2, 305-4, 305-5)

Electricity and water metres are installed at every project site to track and monitor our electricity and water usage. The Group is committed to educate our employees and workers on good environmental practices.

Water is recycled and reused at project sites to wash vehicles exiting construction site. Water reducers are fitted at taps to reduce water usage, and regular on-site checks are conducted at all water outlets to ensure that there are no water leakages.

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 before being discharged into the common public drainage.

There were ten construction projects in FY2020:



Parc Botannia



St John's-
St Margaret's Church



Workshop, Car Showroom
and Ancillary Office



Nursing Home at
Potong Pasir Avenue 1



Poultry Farm



Tanglin Trust School



Macpherson Blossom



Residential Development at
Jalan Bunga Rampai



Pioneer Lodge Dormitory

Design and Build of Upgrading Projects
for G28 and Contingency Works

Construction

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.

Public Safety (GRI 413-1)

We are aware that construction sites can be dangerous for the public, and we take full responsibility and precaution towards ensuring public safety. We strictly comply with relevant Health and Safety regulations and endeavour to reduce safety risks as is reasonably practicable.

Our public safety measures include managing site access to ensure that site boundaries are clearly and physically defined with suitable fencing, such as installing netting and toe-boards on scaffolds. We also ensure that scaffolding is properly constructed and maintained, and open floor edges are properly blocked off with barriers or suitable covering.

Noise Management (GRI 413-1)

We proactively engage occupants of any upcoming construction works in the vicinity and where possible, minimise the inconvenience to the occupants. Any feedback received is acted promptly.

We have also 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.
- Where possible, we adopt alternative construction methods to reduce level of 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 complaints or feedback are acted on promptly.

In FY2020, our construction projects exceeded the permissible noise limits set by the National Environmental Agency (“NEA”) on 2 occasions.

Construction

Vector Control (GRI 413-1)

Vector control plans are implemented at every construction site to prevent mosquito breeding. NEA officers are invited to give talks during our annual campaign to eradicate mosquito breeding. The worksites are divided into different zones, with personnel in-charge assigned for each zone to monitor and take action to prevent any forms of mosquito breeding.

We have also implemented cross-checking of sites for mosquito breeding to remain vigilant. External pest control companies are also engaged to carry out checks and regular insecticide spray to control mosquito breeding.

We take a serious view on mosquito breeding as it might lead to a health hazard for our workers like dengue fever. Six instances of mosquito breeding were discovered at our project sites in FY2020.

Innovation and Excellence (GRI 203-2)

We adopted the use of biometric authentication system for all our construction projects. The system allows capturing of entry and exit of personnel at the worksite automatically using biometric authentication, thereby increasing security and reducing the need for manual recording and compilation of reports.

In FY2019, we successfully implemented a web-based mobile application to manage our Permit-to-Work system, site safety inspections and corrective actions. This replaces the traditional paper-based system and allows the safety team to perform more efficiently and productively in their work.

Workplace Health and Safety (GRI 403-1, 403-2, 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.

For all new workers, they will undergo a safety induction briefing conducted by the project safety team before being allowed to commence work on site. For contractors, all personnel and workers entering construction sites will undergo a safety orientation by the site WSHO before they are allowed to work. Daily toolbox meetings are conducted to remind workers to thoroughly review the work for the day and the safety issues to look out for.

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. For all high-risk activities, a permission-to-work system is in place and the checklist will need to be checked by the Safety Assessor before approval from the project manager is obtained for the work. Site safety is reviewed monthly during the senior management review meeting for every site, where project managers report on the safety performance of their projects.

Regular safety promotion campaigns are also conducted at project sites to raise awareness and remind workers of the best practices expected of them. Emergency drills are conducted to instil the level of vigilance in our workers to respond effectively to emergencies at construction sites.

Construction

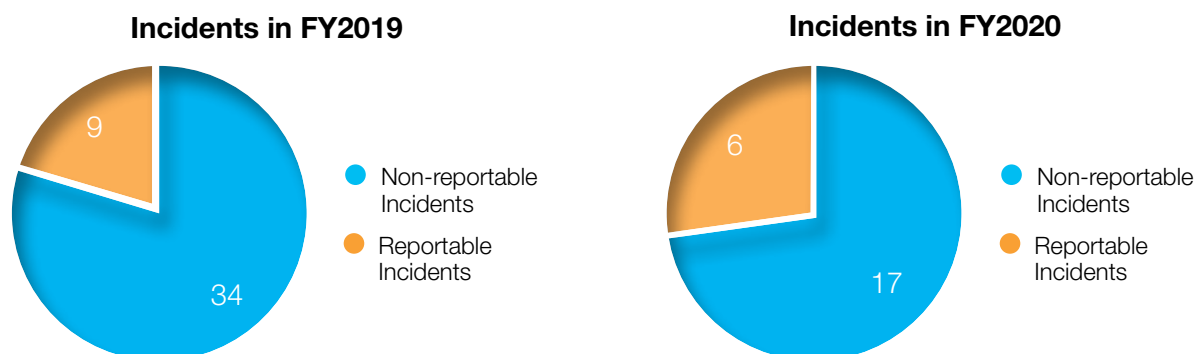
To further promote safety awareness, we have started the monthly evaluation of site safety performance. Corporate Safety will conduct monthly safety audits and evaluate the safety performance at every site. The performance of every site will be circulated to all teams to encourage them to perform well in safety, and areas for improvement will be highlighted.

For project sites with poorer safety performance, the frequency of corporate safety inspection and audit will be increased. Close guidance will be given to the team to improve their safety performance in the shortest time possible.

In FY2020, there were 6 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 incident happens. The Group abides by MOM regulations regarding the reporting requirements for work related incidents. There were zero near misses in FY2020.

Our health and safety performance has improved since FY2019. We saw 6 reportable incidents, zero fatalities in our projects. However, there were 2 stop-work incidents resulting in 13 stop-work days in FY2020.

Description	2015	2016	2017	2018	2019	2020
Number of fatalities	0	1	0	0	0	0
Number of occupational diseases	0	0	0	0	0	0
Total number of stop-work days	6	61	0	0	0	13



The occurrence of non-reportable and reportable incidents decreased from 43 in FY2019 to 23 in FY2020.

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

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.

We have included environmental and social criteria in the evaluation of our new suppliers and subcontractors in FY2020. Suppliers were assessed on whether they carry Green Label products as endorsed by Singapore Green Labelling Scheme (“**SGLS**”), and whether subcontractors have the workplace safety and health capabilities to meet the standards of “**Bizsafe level 3**”.

Fines or Penalty (GRI 307-1, 308-2, 414-2, 419-1)

Wee Hur received fines of S\$55,500 in FY2020, which was significantly higher than S\$37,200 in FY2019. We have an overall monitoring structure to ensure that corrective actions have been implemented to effectively reduce future occurrences.

Investment Property

Currently, the Group's investment properties include Tuas View Dormitory, UniLodge Park Central, UniLodge City Gardens and the recently completed Y Suites on Waymouth (all three being PBSA properties).



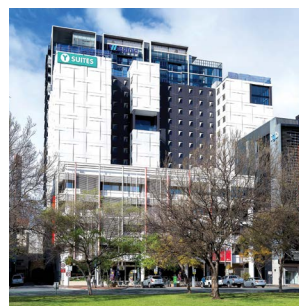
Tuas View Dormitory



UniLodge Park Central,
Brisbane



UniLodge City Gardens,
Adelaide



Y Suites on Waymouth,
Adelaide

We are 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 occupant health and safety.

Energy, Emissions and Water Management

We establish energy conservation programmes at our investment properties, and we educate and inculcate energy and water conservation habits in our occupants.

Waste Management

The sewage and sanitary drainage systems are designed and operated in compliance with requirements and provisions of each state, namely Plumbing and Drainage Act in Queensland and South Australian Public Health (Wastewater) Regulations 2013 in South Australia.

Occupant Health and Safety

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



The Group strictly complies with all applicable environmental and social regulations, and we will continue to review our initiatives annually to continuously improve on our measures and practices.

Investment Property

Tuas View Dormitory



Tuas View Dormitory is one of the largest workers' dormitories 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. It also comes with an indoor recreational/multi-purpose room, reading rooms and TV rooms as well as two indoor gymnasiums and at least two outdoor game courts. There are also commercial amenities such as minimarts, a canteen and other retail shops to provide greater convenience to the occupants.

Tuas View Dormitory was granted an extension on its land lease for another three years on 1 November 2020. To comply with the new requirements for workers' dormitories, Tuas View dormitory had its capacity reduced to 11,808 beds from 16,800 beds.

Energy, Emissions and Water Management (GRI 302-1, 302-3, 302-5, 303-1, 305-2, 305-4, 305-5)

Total energy consumption decreased whereas water consumption increased in FY2020 compared to FY2019. The intensity of energy and water consumption increased in FY2020 compared to FY2019.

	Actual Consumption		Intensity Ratio (per occupant)	
	2019	2020	2019	2020
Energy (kWh)	6,436,156	6,254,678	479.4	549.5
CO₂ (kg)	4,550,620	4,432,581	339.0	389.4
Water (m³)	1,058,885	1,079,735	78.9	94.9

The increase in water intensity was due to a lower number of occupants from regulatory requirements during FY2020 and the increase in the frequency of cleaning and disinfection due to COVID-19. For energy intensity, the drop in energy consumption did not decrease as drastically as total occupant numbers, leading to an increase compared to FY2019. We have in place a robust energy and water management policy and will continue our efforts to minimise consumption.

Waste Management (GRI 306-1)

The sewage and sanitary drainage system at Tuas View Dormitory is designed and operated in accordance with the requirements and provisions of the Sewerage and Drainage Act. All wastewater generated from the dormitory are discharged into the public sewer according to the requirements and provisions of the Sewerage and Drainage Act.

Occupant Health and Safety (GRI 416-1)

Induction programmes are conducted for occupants 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 tenants in different languages to educate them of safety precautions. Regulatory bodies such as the Singapore Police Force, NEA and MOM are invited to conduct roadshows to engage with the occupants to educate on safety and legal obligations in Singapore.

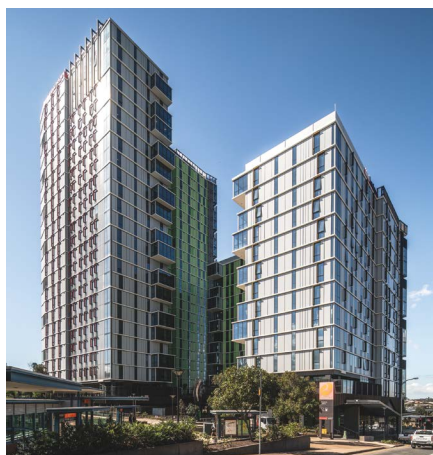
Wee Hur takes a firm stand towards complying with legal and regulatory requirements and ensures that treatment for fogging, larviciding and treatments for rats, cockroaches and mosquitoes are conducted to ensure cleanliness of premises. Clean room awards are given to occupants who display outstanding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

Investment Property

In FY2020, a COVID-19 cluster was confirmed at the Tuas View Dormitory. The operator that manages the Tuas View Dormitory will continue to maintain strict compliance with COVID-19 safety regulations as mandated by authorities to ensure the safety of dormitory inhabitants.

UniLodge Park Central, Brisbane

The PBSA property has two towers, namely the Metro Tower which has 437 beds and Sky Tower which has 1,141 beds, totalling 1,578 beds. Due to the ongoing pandemic, we experienced a drop of annualised occupancy from 80% in FY2019 to 57% in FY2020.



Energy, Emissions and Water Management (GRI 302-1, 302-3, 302-5, 303-1, 305-2, 305-4, 305-5)

The energy and water consumption at UniLodge Park Central in FY2020 are summarised in the table below:

	Actual Consumption		Intensity Ratio (per occupant)	
	2019	2020	2019	2020
Energy (kWh)	3,490,400	2,797,212	2,765	3,105
CO₂ (kg)	2,467,852	1,982,335	1,955	2,200
Water (m³)	67,672	60,480	53	67

Total energy and water consumption decreased in FY2020 compared to FY2019. However, energy and water intensity increased in FY2020 compared to FY2019 due to the COVID-19 global pandemic which has limited the ability of students to meet physically for classroom learning and moved many mediums for teaching and learning online, resulting in higher usage within the dormitories. Occupancy has also been impacted due to restrictions placed on international travel. Due to the smaller tenant base, the fixed energy consumption required to power common areas and equipment has been allocated to a smaller number of occupants, causing energy and water intensity to appear disproportionately higher.

Moving forward, we will continue our efforts to minimise consumption and encourage occupants to live sustainably. The Group will be embarking on various initiatives to help reduce consumption at the property. We have been exploring the options of installing water efficient equipment and fittings at taps and showerheads. Initiatives such as raising the environmental awareness of our occupants through targeted campaigns to incentivise residents to reduce their consumption are also on our roadmap as well.

Investment Property

Waste Management (GRI 306-1, 306-3, 306-4, 306-5)

At UniLodge Park Central, we promote recycling and endeavour to minimise waste generation. We provide dual recycling bins and general waste chutes at each floor which encourages residents to separate their wastes and dispose accordingly. Furthermore, we have two designated areas for large waste disposals located at the carpark and loading bay which facilitate the collection of waste and recycled materials.

The waste generated at UniLodge Park Central in FY2020 is summarised in the table below:

Waste Types	Waste Generated (metric tonnes)	Intensity Ratio (metric tonnes per occupant)
Comingled waste	35.85	0.040
General waste	275.49	0.306

There was a 33% increase in waste generated from 0.26MT per occupant to 0.35MT in FY2020. This was directly attributable to more parcel deliveries during COVID-19 where online deliveries became the main mode for purchases during lockdowns. For instance, our data revealed that UniLodge Park Central registered approximately 1,150 parcels in December 2020 at 35% occupancy compared to only 390 parcels in December 2019 at a much higher occupancy of 75%. We continue to be relentless in our efforts to educate residents on recycling and are exploring the use of technological advancements to help recycle and reuse cardboard waste.

UniLodge City Gardens, Adelaide

The PBSA property has 772 beds. Due to the ongoing pandemic, we ended FY2020 with an annualised occupancy of 52%.



Energy, Emissions and Water Management (GRI 302-1, 302-3, 302-5, 303-1, 305-2, 305-4, 305-5)

The energy and water consumption at UniLodge City Gardens in FY2020 are summarised in the table below:

	Actual Consumption	Intensity Ratio (per occupant)
Energy (kWh)	1,126,581	2,789
CO ₂ (kg)	798,388	1,976
Water (m ³)	25,937	64

We will continue our efforts to minimise energy and water consumption in the property.

Investment Property

Waste Management (GRI 306-1, 306-3, 306-4, 306-5)

At UniLodge City Gardens, we promote recycling and endeavour to minimise waste generation through monitoring waste disposal on a daily basis. We provide dual recycling bins and general waste chutes at each floor to encourage residents to categorise and separate their waste before dispose. Furthermore, we perform waste compacting several times a day to maximise the usage of bin space and disassemble large or bulky items that have been placed into the bins.

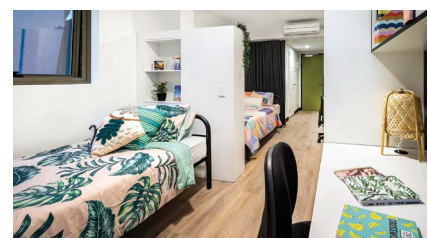
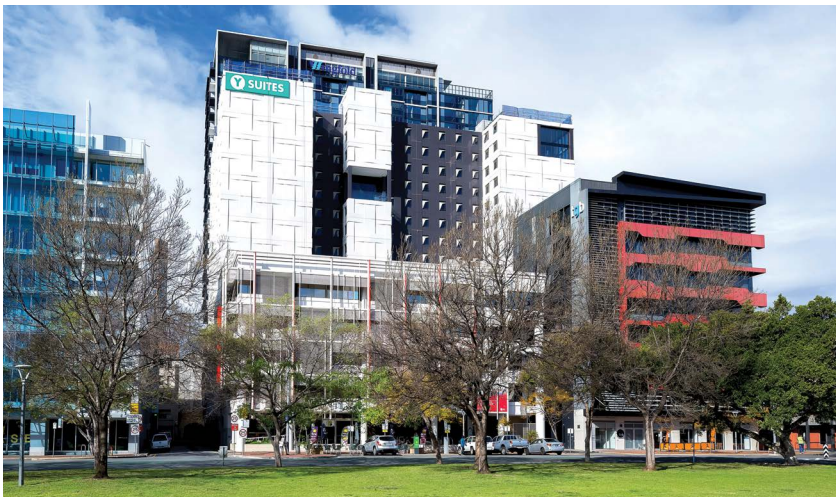
The waste generated at UniLodge City Gardens in FY2020 is summarised in the table below:

Waste Types	Waste Generated (metric tonnes)	Intensity Ratio (metric tonnes per occupant)
Comingled waste	14.72	0.036
General waste	82.52	0.205

The property generated 0.24MT of waste in FY2020 as a result of the property team's active efforts to reduce waste. We will continue to be relentless in our efforts to educate our residents on recycling and are exploring ways to help divert waste such as packaging cardboard from being directly disposed of.

Y Suites on Waymouth, Adelaide

The property along Waymouth Street in Adelaide will be the first to be launched under the Group's new Y Suites brand for our PBSA portfolio in Australia. The PBSA property has 811 beds and was due to commence operations in February 2021. However, due to the ongoing pandemic which has seen international borders in Australia being closed up till June 2021, we have yet to commence operations. We will accumulate the environmental data for the PBSA property which will be reported in FY2021, subject to the property commencing operations within the year.



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.

Safety Measures against COVID-19 (GRI 403-1, 403-4)

In FY2020, the COVID-19 outbreak resulted in a global pandemic which had an unprecedented impact worldwide. To contain the outbreak, the Singapore Government implemented measures including a circuit breaker, safe distancing and movement restrictions. During these unsettling times, we stay committed to prioritising the safety of our employees and workers.

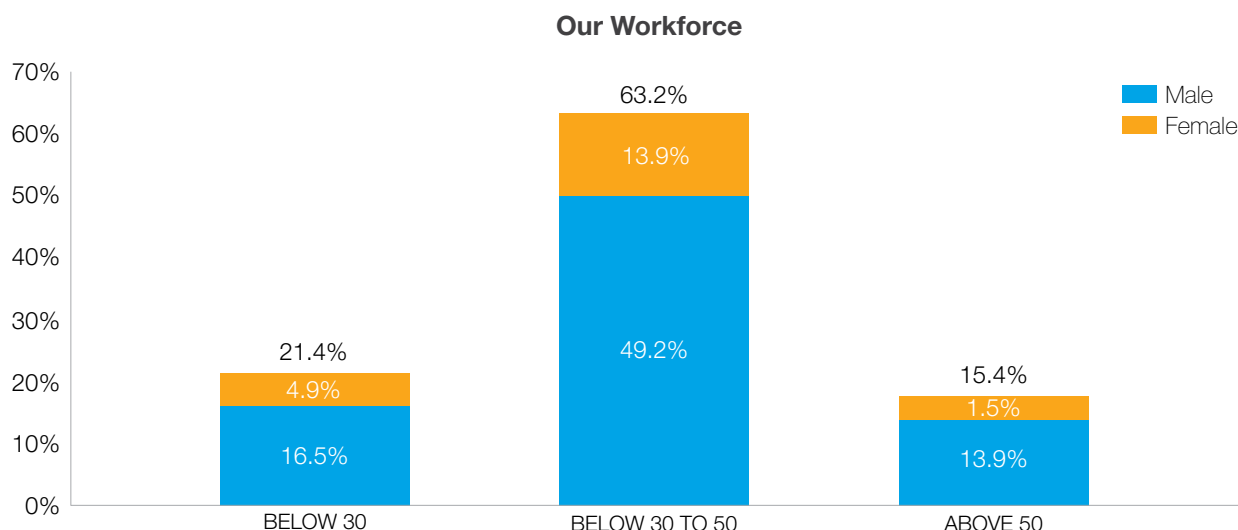
We implemented safe management measures ("SMM") and all employees were briefed on the SMM and required to ensure strict enforcement. Some of the SMM include putting in place SafeEntry visitor management and temperature screening for all entering our premises and work sites. We increased the frequency of cleaning and disinfection of our premises, especially areas with high contact points. In addition, a clear physical spacing of at least one metre must be kept between all persons at all times. In line with Government measures, the Group implemented alternative work arrangements and tele-conferencing to minimise physical contact.

As at 31 December 2020, we had 217 staff and 216 foreign workers under our care. In FY2020, there were 21 incidents of COVID-19 transmission among foreign workers and zero incidents of COVID-19 transmission among staff. There were 1,680-man days lost as a result of COVID-19. In addition, there was no reported incident of non-compliance with local COVID-19 laws and regulations regarding the living conditions of our foreign workers.

Employee Diversity (GRI 401-1, 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.



In FY2020, our total stood at 266 employees, with a new hire rate of 19.72% and turnover rate of 16.67%.

Our People, Our Assets

Employee Benefits (GRI 401-2, 401-3)

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.

Wee Hur supports the government's pro-family policies and follows MOM regulations with regards to parental leave. In FY2020, 38 employees were entitled to Parental Leave. As part of our employee welfare and to stay competitive with the current market, we have also increased the leave entitlement for all staff.

Employee Development (GRI 404-1, 404-2, 404-3)



Wee Hur understands that employees are the foundation of the 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 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 the Group's salary guide. Thus, this ensures our competitiveness in attracting talent which we believe is the key to our sustained growth.

Wee Hur recognises that our older workers bring with them a wealth of experience and we retain these workers if they choose to continue with the Group.

Our People, Our Assets

Giving Back to our Community (GRI 413-1)



Community building is a key focus of the Group's sustainability strategy. We actively reach out to the community and have built strong social capital and goodwill for the Group. The Group makes monetary donations to charity events or organisations every year as a humble gesture to give back to the community.

The Group has set up a S\$150,000 Wee Hur Scholarship with NUS to award one merit-based scholarship per academic year to Year Three student(s) in the BSc (Project and Facilities Management) Programme. We have since awarded this scholarship to two Year Three students. This scholarship provides an impetus for students to excel academically, support its mission to advance knowledge, foster innovation and nurture talented leaders of the future.

Year 2020

COVID-19 pandemic has resulted in many disruptions such as cancellation of many large charity events. However, we remain committed and continue to give back to the society. We donated to Red Cross Society in Hubei China to support the procurement of medical supplies in combating COVID-19 and also to help China overseas students with their housing and travel fund needs. We also extended financial assistance to overseas students studying in Australia who are affected by the pandemic due to closure of borders:

- Financial aid to one Singaporean student studying in Australia.
- Travel Fund Support for students from UniLodge Park Central, Brisbane.
- Travel Fund Support for students from UniLodge City Gardens, Adelaide.

We also give monetary and other donations to charitable organisations and tertiary institutions, such as the following:

- ARC Children's Centre – Banquet Govt/Association & Charity Awards
- Paya Lebar – Better Together Fund-Raising Dinner
- UOB Chinese New Year Charity Drive
- UOB Heartbeat COVID-19 Relief Fund Healthcare Face Shields Project and School Goodie Bag Programme
- Children's Aid Society
- POSB Passion Run for Kids 2020
- The New Charis Mission – 5 Pieces Puzzles for 14th Anniversary Virtual Celebration cum Fundraising
- ARC Children's Centre – Charity Golf 2020 at Sentosa Beach Resort
- Disabled People's Association
- Care Community Annual – Donation of three wheelchairs

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 were no reported breaches in FY2020.

SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> Properties Under 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 Properties Under 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
102-8	Information on employees and other workers	Employee Diversity
102-11	Precautionary principle or approach	Governance and Statement of the Board
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
203-1	Infrastructure investments and services supported	Sustainable Accommodation
203-2	Significant indirect economic impacts	Innovation and Excellence
205-1	Operations assessed for risks related to corruption	Ethics and Integrity
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity
205-3	Confirmed incidents of corruption and actions taken	Ethics and Integrity
301-2	Recycled input materials used	Use of Eco-friendly Building Materials
302-1	Energy consumption within the organisation	Energy, Emissions and Water Management
302-3	Energy intensity	Energy, Emissions and Water Management
302-4	Reduction of energy consumption	Energy, Emissions and Water Management

SGX Five Primary Components Index

GRI Standards	Disclosure Content	Section Reference
302-5	Reductions in energy requirements of products and services	Energy, Emissions and Water Management
303-1	Interactions with water as a shared resource	Energy, Emissions and Water Management
303-3	Water withdrawal	Energy, Emissions and Water Management
305-2	Energy Indirect Greenhouse Gas Emissions (Scope 2)	Energy, Emissions and Water Management
305-4	Greenhouse Gas Emissions Intensity	Energy, Emissions and Water Management
305-5	Reductions in GHG Emissions	Energy, Emissions and Water Management
306-1	Waste generation and significant waste-related impacts	Waste Management
306-3	Waste generated	Waste Management
306-4	Waste diverted from disposal	Waste Management
306-5	Waste directed to disposal	Waste Management
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Fines or Penalty
308-1	Percentage of new suppliers that were screened using environmental criteria	Managing our Suppliers
401-1	New employee hires and employee turnover	Employee Diversity
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Employee Benefits
401-3	Parental leave	Employee Benefits
403-1	Occupational health and safety management system	Workplace Health and Safety Safety Measures Against COVID-19
403-2	Hazard identification, risk assessment, and incident investigation	Workplace Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Workplace Health and Safety Safety Measures Against COVID-19
404-1	Average hours of training per year per employee	Employee Development
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development
404-3	Regular performance and career development Review	Employee Development
405-1	Diversity of governance bodies and employees	Employee Diversity
413-1	Operations with local community engagement, impact assessments, and development programs	Public Safety Noise Management Vector Control Giving Back to our Community
414-1	New suppliers that were screened using social criteria	Managing our Suppliers
416-1	Assessment of the health and safety impacts of product and service categories	Design for Safety Occupant Health and Safety Sustainable Accommodations
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy and Data
419-1	Non-compliance with laws and regulations in the social and economic area	Fines or Penalty



SUSTAINABILITY

REPORT 2020



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