

TIONG SENG GROUP

Sustainability Report

For the year ended 31 December 2017

CONTENT PAGE

BOARD STATEMENT	3
ABOUT TIONG SENG	4
OUR SUSTAINABILITY HIGHLIGHTS – 2017	5
ABOUT THIS REPORT	6
Reporting Scope and Period	6
Reporting Standard	6
ASSESSING MATERIALITY	7
Engaging with Our Stakeholders	7
Materiality Assessment.....	7
ENERGY AND POLLUTION	9
WATER.....	11
EFFLUENTS AND WASTE.....	13
HEALTH & SAFETY	16
Employee Health & Safety	16
Sub-contractor Health & Safety	17
HUMAN CAPITAL ASSETS	20
LOCAL COMMUNITY.....	22
COMPLIANCE AND ANTI-CORRUPTION.....	24

BOARD STATEMENT

Dear Shareholders,

The Board of Tiong Seng is pleased to present our first Sustainability Report. Tiong Seng seeks to be the trusted investment choice in the real estate and built environment through delivering excellence and creating stakeholder value. The Board considers sustainability as an integral part of our strategic formulation.

Board Assurance

Sustainability governance contributes to the overall good governance of the Group and ensures a more holistic, long-term business strategy. As such, the Board has reviewed and verified the Group's material environmental, social and governance (ESG) factors following a materiality assessment conducted earlier this year and oversees the management of these factors within the company. The following sustainability report is aligned to the Singapore Exchange (SGX); SGX-ST Listing Rules 711A and 711B, and references the internationally recognised Global Reporting Initiative (GRI) Standards (2016).

Sustainability Initiatives

In our role as a main contractor, Tiong Seng prides itself on being an innovator and champion of practices to shape a safe, high quality and sustainable built environment. We are aware of the impacts that our activities may have on society and the environment and continually strive to mitigate any such repercussions. We focus on the areas of most impact, which include developing comprehensive monitoring systems, streamlining our work processes, using more efficient and sustainable construction methods, and thus reducing reliance on less sustainable resources.

We believe that every little act counts, and this is a goal shared by all our staff. Our staff have been instrumental in furthering our commitment to the environment, from using recyclable materials to cutting down on noise generated by our activities, to reducing paper consumption in the workplace and usage of recycled water, from our Water Recycling Plant, to replace the use of PUB supplied water.

While we continually strive to improve our internal environment, we are also outwards looking and work closely with our suppliers, contractors and sub-contractors to identify areas where sustainability-related improvements can be made.

In 2017, Tiong Seng established the 'Tiong Seng Bursary' at the Singapore Institute of Technology in support of deserving and financially disadvantaged students seeking to pursue a full-time undergraduate degree programme in engineering. The bursary would be used for the recipient's educational expenses as well as other educational activities organised by the institute. In addition to our ongoing efforts to raise environmental and occupational health and safety standards in all our projects, we have also set-up satellite EHS training centres at several of our project sites across Singapore to provide specialized training for our site staff, workers and sub-contractor's personnel.

We believe that our sustainability management efforts will contribute to our mission to strengthen the Group, deliver excellence and improve stakeholder value.

ABOUT TIONG SENG

Tiong Seng is a homegrown leading construction and civil engineering company in Singapore and a niche real estate developer in the People's Republic of China ("China"), developing the residential and commercial properties in various second-and-third tier cities in China, such as Tianjin and Yangzhou. In the last year, the property development business has expanded into the Singapore market.

With close to 60 years of established track record, the Tiong Seng Group seeks to be the trusted investment choice in the real estate and built environment through delivering excellence and creating stakeholder value.

In 2010, Tiong Seng achieved a milestone by becoming a public listed entity on the Singapore Stock Exchange.



OUR SUSTAINABILITY HIGHLIGHTS – 2017

<p>Electricity consumption and intensity has decreased 33% from 2016 levels</p>	<p>Diesel consumption and intensity reduced 23% from 2016 levels</p>	<p>GHG emissions intensity reduced by 34% from 2016 levels</p>
<p>Water consumption during construction has dropped 33% from 2016 levels.</p>	<p>Awarded 8 scholarships to deserving students in 2017</p>	
<p>100% sub-contractors BizSafe Level 3 and above</p>	<p>No incidents that resulted in employee permanent disability or fatality</p>	<p>Remain well below the construction industry accident frequency rate for Singapore in 2017</p>

ABOUT THIS REPORT

Reporting Scope and Period

Although we practice sustainability throughout our entire business, the performance data in our first sustainability report encompasses operations that are most material for Tiong Seng.

As a first time reporter, we have decided to limit the scope of this report to our most material activities in Singapore, namely construction projects at The Executive Condominium Housing Development in Choa Chu Kang, the Jurong Town Council (JTC) Industrial Park in Tuas, the Public Housing Development in Woodlands (N7C29C30), the Artra Condominium in Redhill, and The Panorama Condominium in Ang Mo Kio. The energy, water, human resource and safety data include operations on these projects and the human resource data also includes Singapore head office staff.

This report covers the period from 1 January 2017 to 31 Dec 2017, with one year comparative data when relevant

This report was compiled with advice from an external sustainability consultant who was appointed last year.

Financial statements of our businesses can be found in our Annual Report 2017.

Reporting Standard

Our sustainability report is in line with the Singapore Exchange (SGX) sustainability reporting listing requirements and references the Global Reporting Initiative (GRI) Standards 2016.

Feedback

Tiong Seng welcomes all feedback to help us improve our sustainability practices. Please send your questions or feedback to enquiry@tongseng.com.sg.

ASSESSING MATERIALITY

Engaging with Our Stakeholders

Our stakeholders are important to us. They provide valuable insights into the business, ones that may not otherwise be highlighted, and allow management to identify areas and opportunities for improvement. Key stakeholders such as our customers, investor, employees, business partners and suppliers are important to the success of the business, and for this reason, we make great efforts to listen to their opinions and concerns.

Our stakeholder outreach is detailed below:

Stakeholder	Engagement methods	Frequency
Customers	<ul style="list-style-type: none"> Customer surveys Regular dialogues, briefings and debriefings 	<ul style="list-style-type: none"> Throughout the year
Investors	<ul style="list-style-type: none"> Financial results and announcements Business developments, press releases, and other relevant disclosures via SGXNet and website Annual General Meeting 	<ul style="list-style-type: none"> Quarterly Throughout the year Annually
Employees	<ul style="list-style-type: none"> Employee satisfaction survey 	<ul style="list-style-type: none"> Annually
Business partners, Sub-contractors, Suppliers	<ul style="list-style-type: none"> Clients – project sites Project co-ordination meetings with the Project Team, EHS, Sub-contractors, and Suppliers (when required) 	<ul style="list-style-type: none"> Weekly
Govt agencies	<ul style="list-style-type: none"> Meetings 	<ul style="list-style-type: none"> When required
Public	<ul style="list-style-type: none"> Public notices and updates of critical activities to the neighbourhood and community Community outreach and festive celebrations with the surrounding neighbourhood Management Corporation Strata Title (MCST) engagement Town Council meetings 	<ul style="list-style-type: none"> Throughout the year

Materiality Assessment

In order to manage sustainability in a strategic and organised manner, Tiong Seng conducted a materiality assessment that allowed us to identify the sustainability topics that were of significant relevance to our business. In doing so, we would be able to focus our sustainability efforts in a manner to yield the most impact and optimal results. We followed the GRI materiality approach to gather input from stakeholders whilst looking at trends and developments in the construction and real estate development sectors, as well as global and local sustainability issues. With these inputs, we were able to identify and prioritise the sustainability issues most relevant to us before validating the results with our Board of Directors.

	Activities conducted
Step 1 Identify material ESG factors	<ul style="list-style-type: none"> ▪ Background research on trends in the real estate development industry and global and local sustainability trends ▪ Input gathered from engagement with stakeholders
Step 2 Prioritise material ESG factors	<ul style="list-style-type: none"> ▪ Sustainability reporting workshop attended by members of the SSC, which includes C-suite representation from Tiong Seng
Step 3 Validate material ESG factors	<ul style="list-style-type: none"> ▪ Approval and validation by the Board

Material Factors for Tiong Seng

Economic	Environmental	Social
<ul style="list-style-type: none"> • Anti-corruption 	<ul style="list-style-type: none"> • Energy and Pollution • Water • Effluents and waste • Compliance 	<ul style="list-style-type: none"> • Health and safety – Occupational, Customer, and Supplier assessment • Human Capital Assets - Training and Education, Employment, and Diversity and Equal Opportunity • Local community

Our supply chain

As the main contractor, we rely on our suppliers and sub-contractors to provide a variety of resources and products for our work. Without reliable, quality suppliers and sub-contractors for the various construction and building materials and services, our business activities will risk possible delays, safety and quality issues. As such, we conduct an assessment of our suppliers and sub-contractors according to our sub-contractor assessment which includes the evaluation of their financial capacity and business track record, human resource capability, quality of works, and other relevant criteria, such as environment, health and safety records, before engaging their services. An assessment of the performance of our suppliers and sub-contractors is also conducted regularly to determine if we continue to engage them for future projects.



ENERGY AND POLLUTION

2017 Highlights

Indicator	Performance	2018 Target(s)
Energy consumption (electricity and diesel)	363,098 kWh of electricity 1,963,235 litres of diesel	<ul style="list-style-type: none"> ▪ Electricity intensity of less than 12 kWh/ m² of project GFA, and ▪ Diesel intensity of less than 6 litres/ m² of project GFA.
Energy intensity (electricity and diesel)	0.7 kWh/m ² 3.6 litres/m ²	
GHG emissions	159,380 tCO ^{2e}	
GHG emissions intensity	0.3 tCO ₂ e per m ²	

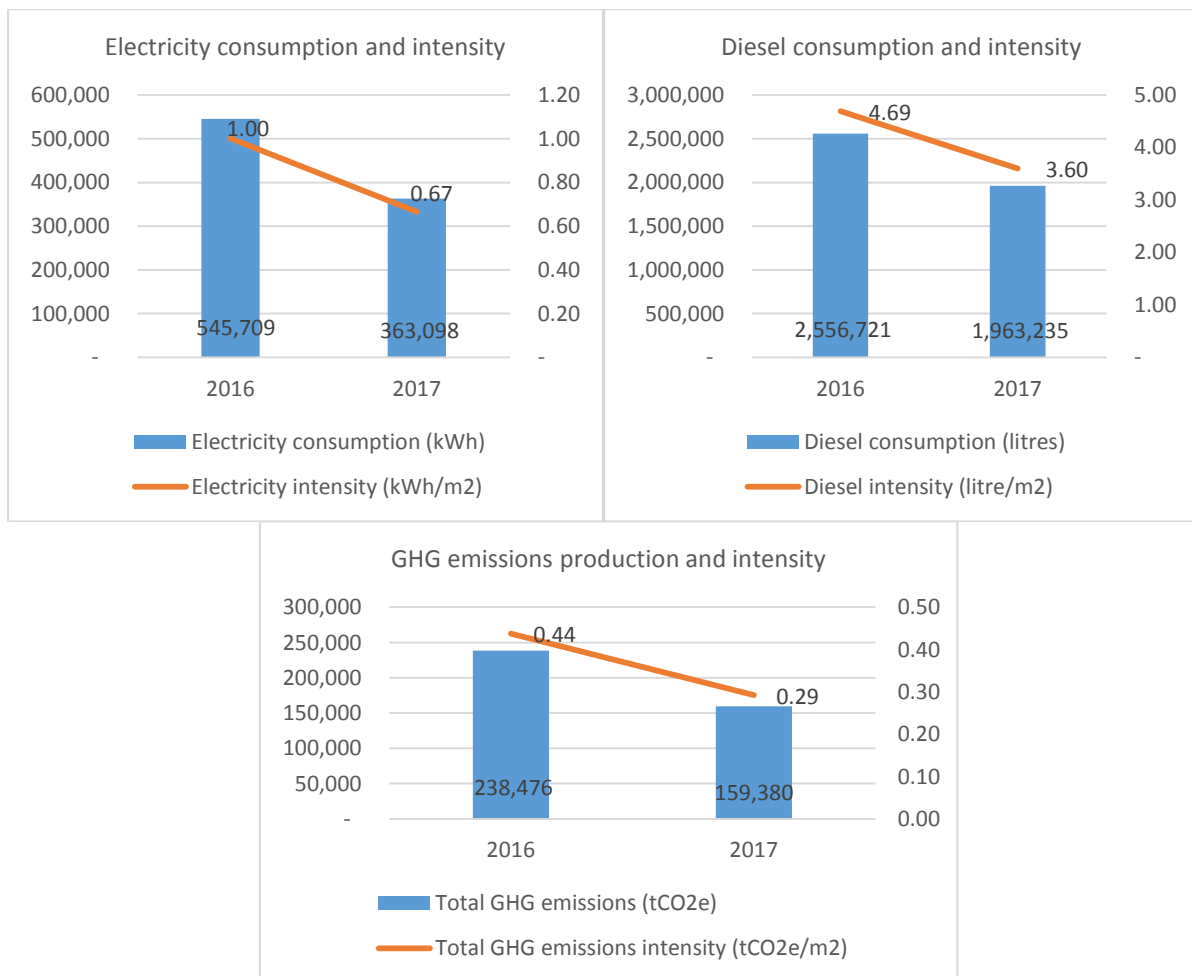
Tiong Seng's business operations consume energy in various forms, such as diesel and electricity. The use of these energy sources result in the production of Green House Gas (GHG) emissions such as carbon dioxide which can have a detrimental impact on the environment. Using energy more efficiently and opting for renewable energy sources is essential for combating climate change and for lowering our overall environmental footprint. We are committed to implementing best practices, innovations and technologies to reduce energy consumption and expenditure in our operations.

During the course of our business, our activities and operations also create dust and exhaust emissions which can be a health hazard for workers on site, as well have a negative impact on the air quality to the surrounding environment. Noise and vibration generated by tools and machines during construction activities are also detrimental to the well-being of people over time. Reduction and control of these undesirable by-products of our activities can lead to improved health conditions for workers and local communities and can enhance relations with affected stakeholders. We are committed to implementing practical pollution and noise control measures in line with the National Environment Agency (NEA) regulations and industry standards in order to safeguard the environment and improve air quality. This includes the use of instrumentation devices to measure and monitor defined parameters of air quality and noise emission. We target to always keep air quality to less than 50 PSI and average noise emission of less than 75 dB(A) in the day (7am to 7pm) and less than 65 dB(A) in the night (7pm to 10pm), at applicable sites.



Our electricity consumption has decreased 33% from 545,709 kWh in 2016 to 363,098 in 2017 due to our attention to electricity saving initiatives. Our electricity intensity has likewise reduced to 0.67 kWh per square metre of project area from 1.0 in 2016. Our diesel consumption has also reduced 23% to 1,963,235 litres per year in 2017 from 2,556,721 litres in 2016 with diesel intensity dropping to 3.60 litres per square metre of project area. Total GHG emissions from electricity and diesel have reduced from 238,476 tonnes of Carbon Dioxide equivalent (tCO_{2e}) in 2016 to 159,380 tCO_{2e} in 2017 and GHG emissions intensity has decreased from 0.4 tCO_{2e} per m² in 2016 to 0.3 tCO_{2e} per m² in 2017.

We aim to use no more than 12kWh electricity and no more than 6 litres of diesel per m² of GFA. This target was set as per requests from our customers, however, we note it is quite a bit higher than our current performance. Energy intensity varies on site depending on the phase of construction and if the sites include workers quarters or not. For sites with workers quarters, the amount of electricity used tends to increase substantially. Sites included in our FY16 and FY17 data have less or no workers quarters, hence the lower intensities recorded. Moving forward, our Projects team will continue to review the data trends and adjust our targets accordingly.



WATER

2017 Highlights

Indicator	Performance	2018 Target(s)
Water consumption	75,095 m ³	<ul style="list-style-type: none"> Water intensity of less than 1m³/ m² of project GFA – inclusive of water from PUB and on-site Water Recycling Plant (WRP)
Water intensity	0.1 m ³ / m ²	

Excessive withdrawals from a water system can affect the environment by reducing the volume of water available for use, or otherwise altering the ability of an ecosystem to perform its functions. Such changes have wider impacts on the quality of life in the area, including economic and social consequences; and consequences for the local communities for whom the water source is important.

It is the collective responsibility of individuals as well as organizations to manage water usage efficiently, so as to secure a sustainable water supply for everyone. This is why at Tiong Seng, we are committed to implementing best practices, innovation, along with the introduction of water-saving features to reduce water consumption, as well as to recycle and reuse water where applicable.

We have switched to the use of NEWater in place of potable water at our work sites for construction purposes and have installed push-tap design water taps at all our worksite toilets and washrooms to further reduce water consumption.

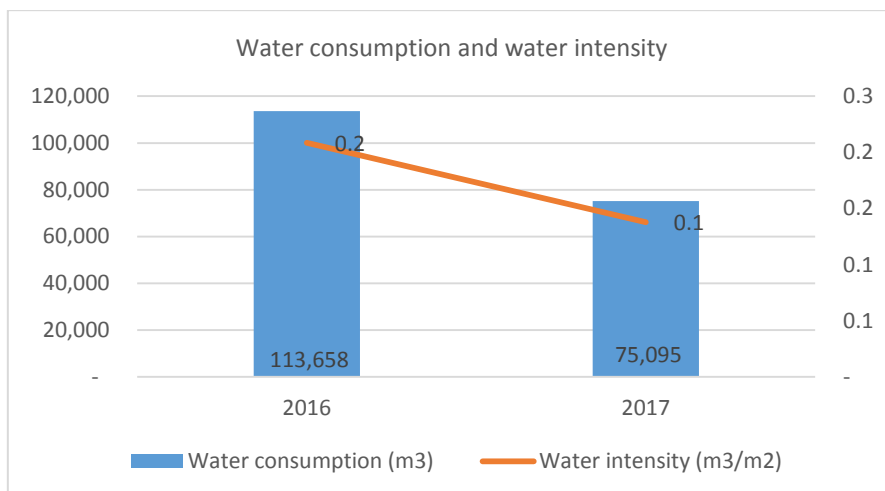


We have also aligned ourselves with the Singapore Government's policies and regulations to conserve water and to minimize water wastage. To this effect, we have installed Water Recycling Plants (WRP) at each and every project site. These WRPs use water collected from rain water and site run-offs, and runs the collected water through a filtration system before re-introduction for construction use. The filtered water is also used at the washing bays for cleaning of construction vehicles before they leave the work site and for the toilet flushing system. The remainder of the filtered water are discharged as "clean water" into the public drains.



We are pleased to see results from our water conservation activities and since 2016 our water consumption during construction has dropped 33% from 113,658 m³ to 75,095 m³ in 2017. Water intensity has followed suit by reducing to 0.1 m³ per square metre of project gross floor area in 2017.

In 2018, we aim to use no more than 1m³ per m² of GFA. As with energy, this target is set based on customer requests and our usage varies depending on the phase of construction and presence of workers quarters. Moving forward, our Projects team will continue to review the data trends and adjust our targets accordingly.



EFFLUENTS AND WASTE

2017 Highlights

Indicator	Performance	2018 Target(s)
Weight of waste produced, general waste, timber and plywood	General construction waste - 2,155,480 kg Timber waste - 193,920 kg Rebar waste - 826,400 kg Concrete waste- 35,970 kg Plywood waste - 650 kg	<ul style="list-style-type: none"> ▪ General construction waste of less than 6Kg/ m² of project GFA. ▪ Wastage for timber and plywood to be less than 5Kg/m² of project GFA ▪ Wastage for Rebar to be less than 3% of total procurement¹.
Waste intensity	General construction waste intensity - 3.95 kg per m ² Rebar waste intensity – 1.52 kg per m ² Timber waste intensity - 0.36 kg per m ² Plywood waste intensity is negligible	

The discharge of unmanaged effluents with a high chemical or nutrient load (principally nitrogen, phosphorous, or potassium) can affect aquatic habitats, the quality of an available water supply, and an organisation's relationship with communities and other water users.

The generation, treatment and disposal of waste can potentially have a negative impact to human health and the environment. The generation of excessive waste through construction activities puts a strain on the supply of finite natural resources and material as well as energy used to yield, process and transport these resources and materials.



¹ Materials wastage is measured either at point of procurement or point of construction as appropriate for the usage of the material.



We regularly check and test the discharge water from the Water Recycling Plant (WRP) to ensure compliance to discharge quality standards. We have installed Total Suspended Solids (TSS) Meters at the water discharge points for continuous monitoring of the quality of the water into public drains. This monitoring is conducted via Closed-circuit Television (CCTV) feed and together with online monitoring of the TSS meter readings.



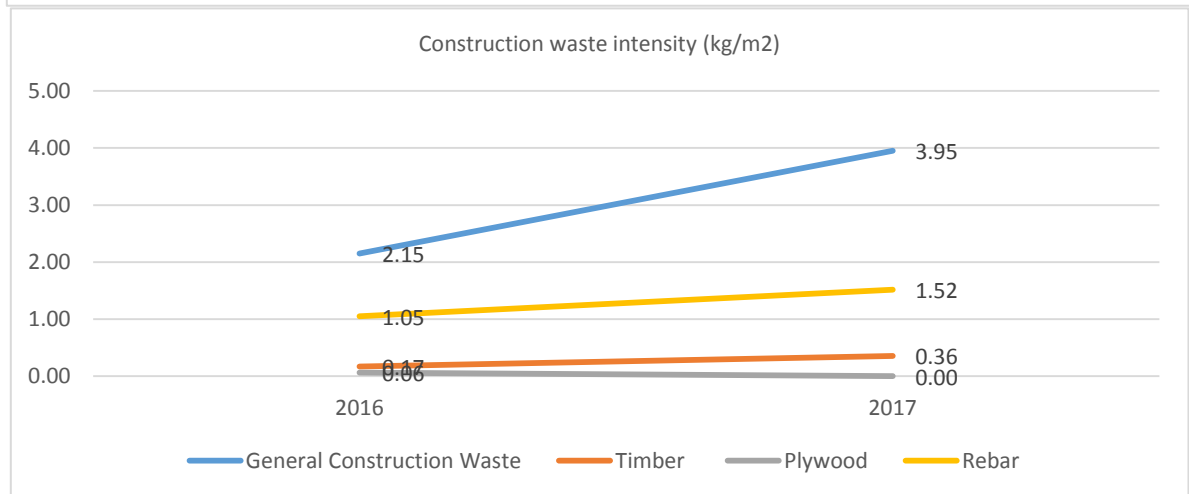
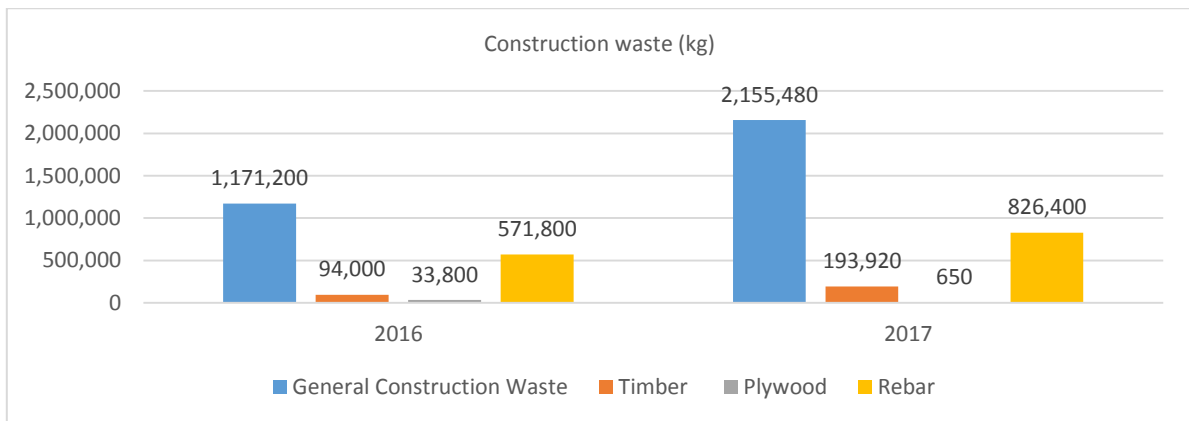
We have put in place a robust framework and plan for reducing, reusing and recycling of construction waste, including the implementation of waste monitoring measures. We have placed several types of waste bins at our sites for the various types of construction wastes - general construction waste, steel, timber, and food waste. To facilitate the monitoring of the waste vis-a-vis our performance targets, vehicles carrying waste are weighed at the work site's weighing bridge before they leave for the respective disposal sites. To ensure that the waste are properly disposed of, we engage the service of NEA-licenced waste collectors.

We have implemented the use of innovative technologies and processes (e.g. pre-cast system, system formwork, DfMA solutions, etc.) to reduce waste. Design for Manufacture and Assembly (DfMA) and pre-cast off-site production are used to replace conventional construction methods to reduce the need for onsite wet works. System formwork replaces conventional metal and timber formworks, which can re-used.



We keep track of our waste management by conducting monthly reviews, together with our annual submission to BCA under the Green and Gracious Builder Scheme.

Our construction waste has increased since 2017, with general waste increasing from 1,171,200 kg in 2016 to 2,155,480 kg in 2017. Wastage of timber and rebar has also increased from 94,000 kg and 571,800 kg respectively in 2016 to 193,920 kg and 826,400 kg in 2017. However plywood wastage has decreased from 33,800 kg in 2016 to 650 kg in 2017. General construction waste intensity has increased from 2.15 kg per m² in 2016 to 3.95 kg per m² in 2017. Other materials waste intensity have also increased, except for plywood which is negligible in 2017 at 0.00 kg per m².



HEALTH & SAFETY

2017 Highlights

Indicator	Performance	2018 Target(s)
Number of fatalities	No incidents that resulted in employee permanent disability or fatality	Maintain zero incidents resulting in employee permanent disability or fatality
Accident Frequency Rate (AFR) ²	0.5 accidents per million man-hours	
Number of new suppliers monitored using health and safety criteria	92 existing total – all BizSafe Level 3 and above	Continue to only take on sub-contractors with a minimum of Bizsafe level 3 certification or those who intend to achieve this within 3 months of beginning work

Health and safety at Tiong Seng covers two main groups. These groups are our own employees and our sub-contractors.

Employee Health & Safety

We have an occupational health and safety policy in place which covers all our employees and all staff are kept informed and updated on this policy. New staff and workers on site receive a First-Day Environment, Health and Safety Induction. In addition, a corporate Quality, Environmental, Occupational Health & Safety (QEHS) Induction is provided to all new staff. Corporate EHS team attends forums and seminars to keep up to date on the latest regulations and regularly reassess our policy to ensure regulatory compliance.

We share safety updates, initiatives and our corporate health and safety targets with staff in daily tool box meetings and monthly EHS committee meeting at all project sites and we encourage staff to take part in safety initiatives. These include quarterly safety rewards, demonstrations, talks, and safety posters. Yearly safety awards for projects with the best safety record. Staff and workers attend trainings relevant to their work scope and we offer yearly health reviews for eligible staff.

At Tiong Seng we are diligent in ensuring that all equipment used by staff are in sound condition and we carry out regular Risk Assessments and safety inspections as well as 6 monthly Construction Safety Audit Scoring System (ConsASS) audits. We also assess the welfare of the workers' quarters and the quality of the toilets.

Despite our safety precautions, we have seen an increase in accident frequency rate from 2016 from 0.3 accidents per million man-hours to 0.5 accidents per million man-hours. However, this is still below the construction industry rate for Singapore, which was 1.6 in 2017.

² Excludes injuries that resulted in less than 3 days medical certificate, as per Ministry of Manpower definition. Data includes all workers and staff under Tiong Seng Group employment at the stated projects and Singapore head office.



Sub-contractor Health & Safety

As partners to our sub-contractors, we choose to take responsibility for the safety of the employees of our sub-contractors, and we do all we can to encourage safe working conditions of our work sites. We also regularly assess the safety performance of our sub-contractors.

All our sub-contractors are made aware of Tiong Seng's Environment, Health and Safety policy and health and safety targets before and during commencement of work. We keep regular dialogues open with all sub-contractors and we share experiences and incidents with them at our daily tool box meetings and monthly EHS committee meetings at all project sites.

Our contractors have a minimum BizSAFE Level 3 certification and they participate in Risk Assessment/Safe Work Procedure development and briefings, and attend trainings relevant to their work scope. Any new contractors who are not BizSAFE-Level 3 will only be taken on under the condition that they will achieve BizSAFE Level 3 within 6 months of the date of the new contract agreement. We also encourage all contractors to achieve Biz-SAFE- STAR status within 2 years of their Level 3 certification. Our second and third tier suppliers do not fall under this requirement, however, we track their certifications and encourage them to achieve this same level. We also ensure that equipment used by sub-contractors are in proper working condition and their needs are considered in our safety inspections and 6 monthly audits. We have a 360 training program for contractor management and conduct a sub-contractor evaluation on each contractor, which includes the sharing of best safety practices across the company.

Regrettably, in 2016, one of our sub-contractors suffered a fatality in their workforce at one of our sites. As a result of this, we have worked closely with this sub-contractor to assess why the incident happened and put into place a number of precautions to ensure it does not happen again. These precautions include additional trainings and management plans, a weekly inspection of our sites by our corporate EHS team, the introduction of Design for Safe Construction (DfSC) for our projects, introduction of Incident Blackbox Learning and a 360 degrees EHS programme. We are pleased there were no such incidents on our sites in 2017.



TSC EHS Satellite Training Centres

In our ongoing efforts to raise environmental and occupational health and safety standards in all our projects, we have also set-up satellite EHS training centres at several of our project sites across Singapore to provide specialized training for our site staff, workers and sub-contractor's personnel. The purpose of the EHS training is to train all workers and staff on the legal requirements, good site practices, and to continually improve our TSC in-house EHS training capability.



The training involves both class room based and practical sessions. The topics covered under the training range from working height safety/scaffolding safety, electrical safety, lifting safety, excavation safety, hot-work safety, confined space safety/ tunnel safety to good environmental practices. At the end of the training, all participants are put through a 30-minute theory test and practical work-at-height test. Participants who pass the test are issued with a helmet sticker.



HUMAN CAPITAL ASSETS

2017 Highlights

Indicator ³	Performance	2018 Target(s)
Average hours of training per employee	41 hours per employee per year	<ul style="list-style-type: none"> ▪ Employee training hours - Achieve at least an average of 35 hours per year per employee ▪ Maintain or reduce current turnover rate
Monthly rate of Employee Turnover	2.38%	

Training & Education

Our goal is for our employees to have the skills they need to do their jobs now and as they build a career with us. We recognise that our people underpin our operational and safety excellence. Hence, we continue to develop our human capital and cultivate a deep pool of talent that shares our core values to take Tiong Seng forward.

At Tiong Seng we ensure that our workers are sent for Coretrade Training to equip them with the specific skills they need based on their job scopes and we assist them to obtain certification to perform certain tasks or to operate certain machineries. On average, Tiong Seng employees each received 41 hours of training over the last year.

We have a Chargehand Grooming Program that caters various training programs to different groups of chargehands (i.e. worker leader) to learn specific skills, in order to lead other workers in those specific areas of work.



Tiong Seng also has a comprehensive Scholarship Training Program to develop the skills and career of our scholars, which includes an Immersion Program, Talent Development Program and Management Executive Program. Tiong Seng has in place a Talent Management Program for all staff levels and encourages access to Undergraduate, Diploma and ITE Scholarship Sponsorship Programs where appropriate. We also believe in empowering our workers by developing their talents and encouraging their career progression from worker to supervisory level.

³ Data includes all workers and staff under Tiong Seng Group employment at the stated projects and Singapore head office



Employment

Tiong Seng is fully committed to non-discriminatory employment practices. We will not discriminate against any employee or job applicant because of race, colour, sex/gender, religion, national origin, age, disability, genetic information, marital status, or any other classification protected by law. We will maintain a work environment that supports the success of all employees, including women, minorities, veterans and individuals with disabilities, and we are committed to using the full potential of all job applicants and employees.

In 2017, we employed 1,572 individuals, this is less than the 1,986 from 2016 due to fluctuations in our resource needs. As a reflection of this, our monthly turnover rate was 2.38%.⁴



Diversity and Equal Opportunity

Promoting diversity and equality at work, it can generate significant benefits for both Tiong Seng and our employees. For example, we can gain access to a larger and more diverse set of potential employees. These benefits also flow through to society in general, as greater equality promotes social stability and supports further economic development.

We employ staff based on technical competency and capabilities and thus, we have staff from a variety of different backgrounds. In order to ensure fair and equal progression, we have yearly staff and worker's performance reviews.



⁴ Data includes all workers and staff under Tiong Seng Contractors employment at the stated projects.

LOCAL COMMUNITY

2017 Highlights

Indicator	Performance	2018 Target(s)
Number of beneficiaries	SIT bursary - 0 Scholarship - 8	SIT bursary - 5 Scholarship - 10

Communities surrounding our developments can be affected both positively, such as through the eventual provision of updated and convenient facilities and housing, and negatively, such as through the inevitable disturbances caused by real estate development. We accept that we have a role in the communities in which we work as well as a responsibility to keep our negative impacts to a minimum.

Safety around our sites

We acknowledge our responsibility for the safety and comfort of the communities around our sites. Our EHS policies including looking after their welfare and we established 24 hour hotline for communities to provide feedback to the company on issues such as unsafe practices, noise pollution or other disturbances.



Social Responsibility

Through our presence in these communities, we have been able to identify some of the needs and concerns and we gear our social responsibility towards addressing those needs. Our philanthropic activities are focused on a scholarship and bursaries, donations to community clubs and trade organisations. Beneficiaries include institutions of higher learning, and in the past we have donated and supported institutions such as Ngee Ann, Nanyang and Singapore Polytechnics, BCA Academy, ITE, NTU, NUS and SIT. In 2017, we contributed S\$335,000 towards the SIT bursary which would eventually benefit up to 5 SIT students on a yearly basis who may otherwise not have the financial means to attend university. In terms of scholarship, we have awarded to 8 students in 2017 and it is our aim to do more for society by bringing this higher to 10 in 2018.



We also like to share experiences with our real estate development community and we have taken up positions at the national or industry level in order to do this. As guest speaker at industry events and forums, we share our industry knowledge with the public, such as through the Lean Construction lead by the Ministry of Manpower and the HR Guidebook published by BCA to be launched by end of 2017. These sharing sessions help to increase the pool of technical expertise in the construction industry.

COMPLIANCE AND ANTI-CORRUPTION

2017 Highlights

Indicator	Performance	2018 Target(s)
Non-compliance with laws and/or regulations which resulted in significant fines and non-monetary sanctions	Zero incidence of such non-compliance during the year	Maintain zero incidence of such non-compliance in the next year
Non-compliance with environmental laws and/or regulations which resulted in significant fines and non-monetary sanctions	Zero incidence of such non-compliance during the year	Maintain zero incidence of such non-compliance in the next year
Confirmed incidents of corruption and actions taken	Zero confirmed incidents of corruption during the year	Maintain zero confirmed incidents of corruption in the next year

Compliance

Operating in the highly regulated construction industry, we are committed to safeguarding our interests and stakeholders interests by ensuring compliance with all relevant local laws and regulations. Our compliance relates to laws and regulations for the environment and the nature of our business activities, such as building regulations and technical requirements of various government agencies.



He makes sure his workers stay safe

By ELAINE LEE

Back home in Tamil Nadu, India, Mr. Francis, 42, would witness many fatal accidents on the roads.

Once, he saw a man fall off a vehicle and die after being hit by a bus.

The accidents left an indelible mark on him. When he came to Singapore 10 years ago and got a job as a construction worker, he made sure he stayed safe while working.

Now, as a senior safety supervisor of Young Sang Construction, he makes sure his fellow workers stay safe as well.

DEDICATION

It is for this dedication and attention to safety that Mr. Francis, 42, will be getting a WSH Supervisor Award, alongside 172 companies and individuals at the annual WSH Awards 2017 at Resorts World Sentosa today.

A spokesman for WSH said Mr. Francis had demonstrated care for workers under his charge by improving the WSH performance in his workplace.

It is the continued effort of people like him that has helped more than 100,000 of our foreign workers go home safely and in good health every day last year, the spokesman added.

Mr. Francis' daily tasks include inspecting his work site, making sure the work platform scaffolds are at least 0.5m wide and that the workers put on their safety goggles when performing grinding work.

At his current work site at Via Cheong Road, he holds daily



Mr. Francis, 42, will be getting a WSH Supervisor Award. (PHOTO: WENDY LIM)

morning safety briefings for the hundreds of workers.

He even keeps an eye on their mental health by chatting and checking in with them.

"I tell the workers not to bottle up their problems or feelings, but to share with their supervisors or colleagues when they trust," he said.

A father of two, Mr. Francis' eyes lit up when asked about his family back home.

He said: "My two teenage daughters will call me twice

every day to ask me how I'm doing. They know how risky working at a construction site can be and get worried if I don't call home."

His supervisor Edwin Lee, 50, a senior project manager, told The New Paper: "Francis performs one and above our expectations when it comes to safety, and he is also a earnest learner who is constantly upgrading himself."

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Our staff regularly attend seminars and forums to keep up-to-date on the latest regulations put in place by the authorities and we proactively engage with the various authorities to better understand and interpret the applicable laws and regulations. We practice strict enforcement and regular checks on site to ensure all works are in compliance with the relevant authorities' regulation, particularly in regards to health and safety.



Anti-corruption

At Tiong Seng, we believe in doing business ethically and honestly. We do not tolerate the use of our products or services in furtherance of financial crime, such as money laundering, financing of terrorism, fraud and bribery or corruption. Our stakeholders can rest assured that Tiong Seng engages in even-handed dealings.

We have numerous policies in place that help us to do this. These include:

- Whistle Blowing Policies
- Insider Trading Policies
- Gift Policies
- Conflict of Interests Policies
- Interested Parties Transaction Review & Reporting Policies