



HUATIANG Global Limited

SUSTAINABILITY REPORT 2020

Date: 31 May 2021

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MESSAGE FROM THE CHAIRMAN



Dear Valued Stakeholders,

On behalf of the Board of Directors (“Board”), I am pleased to present our Sustainability Report (“SR”) for Huatong Global Limited (“Huatong” and together with our subsidiaries, the “Group”) for the financial year ended 31 December 2020 (“FY2020”).

This report aims to communicate our Group’s sustainable practices in terms of environmental, social and governance (“ESG”) aspects which we have embedded into our business operations.

The Board is committed to sustainability as part of our business operations and fully supports the adoption of the Singapore Exchange Securities Trading Limited (the “SGX-ST”) sustainability reporting guidelines for all listed companies. Our Board also overseeing our overall sustainability direction and strategies and evaluate the sustainable practices from time to time to ensure that these practices are of continued relevance to our operations.

The COVID-19 pandemic has impacted our industry severely in year 2020 as it caused delays to projects with unforeseen project stoppages. However, we are glad to announce that the Group is in the midst of completing a post COVID-19 designed dormitory which will house 10,400 pax, where the management and operations will be fully handled by our Group’s subsidiary in 2021. Phase 1 of the dormitory is now in operation. We expect the Dormitory Business to contribute positively to our FY2021 results.

As our business practices evolve through this challenging business environment, we are grateful to all stakeholders who have supported us through this journey of discovery and how we emerge stronger to a more sustainable and resilient future.

Mr. Ng Hai Liong
Executive Chairman

ABOUT THIS REPORT

Report Methodology

This report is prepared in accordance with Rules 711A and 711B of the SGX-ST Listing Manual Section B: Rules of Catalist (“Catalist Rules”) and the Global Reporting Initiative (“GRI”) Standards Sustainability Reporting Guidelines 2016 - Core Option and its reporting principles.

We have adopted the GRI reporting framework for its robust regime and detailed guidance on which offers an internationally-recognised benchmark for the disclosure of governance approaches, the environmental, social and economic performance and impacts on organisations. The GRI content index and relevant references are provided at the end of this report.

Reporting boundaries

The report is prepared in accordance with GRI Principles for defining report content including:

Materiality

- Focusing on issues that impact business growth and are of utmost importance to stakeholders.

Stakeholders Inclusiveness

- Responding to stakeholder expectations and interest.

Sustainability Context

- Presenting performance in the wider context of sustainability.

Completeness

- Including all information that is of significant economic, environmental, social and governance impact to enable stakeholders to assess our Group's performance.

Report Scope

This report covers the period from 1 January 2020 to 31 December 2020, which is in line with our Group's financial year end. Our Group has not sought any external assurance for this sustainability report. As part of our conservation efforts to go paperless, this report is provided in electronic format only and is available for download on our website at <http://www.huatong-global.com> and at SGXNet.

Report Contact and Feedback

We value your feedback as part of our continued efforts to improve our sustainability initiatives and we encourage you to contact us through the following channels:

- In writing to: Huatong Global Limited No. 9 Benoi Crescent Singapore 629972
- Via our contact page at <http://www.huatong-global.com/contact.html>

ORGANISATIONAL PROFILE

Background

Our Group is one of the leading civil engineering service providers, with over 30 years of presence and track record in large infrastructure projects in Singapore.

Founded in 1983 and listed on the Catalist of the SGX-ST since 9 December 2014, Huationg Global Limited is headquartered in Singapore and focusing on the following 3 pillars which drive our businesses along the sustainability journey.



CIVIL ENGINEERING SERVICES



INLAND LOGISTIC SUPPORT



SALE OF CONSTRUCTION MATERIALS

CIVIL ENGINEERING SERVICES

We provide a full range of civil engineering services from earthworks, infrastructure works, external works, demolition and excavation works, site clearance, drainage works, reinforcing bar installation, formwork, concrete installation, backfill and compaction to final handover.

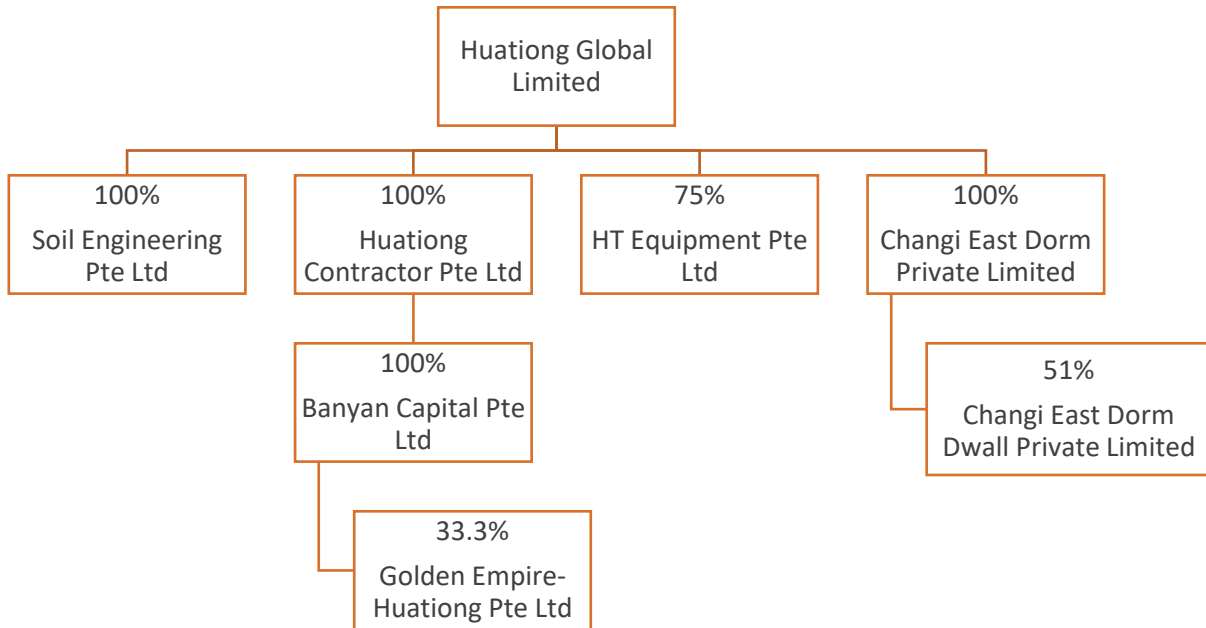
INLAND LOGISTIC SUPPORT

We provide inland logistics support through the provision of a wide range of construction equipment, including, among others, tipper trucks, compactors, excavators, concrete pumps.

SALE OF CONSTRUCTION MATERIALS

We sell construction materials such as sand and granite aggregates, recycled concrete aggregates and Liquefied Stabilised Soil ("LSS"). We also manufacture and supply LSS, a self-flowable, self-compacting and self-leveling alternative to conventional compacted fill.

Corporate Structure



OUR VISION

Provision of value-added integrated solutions in civil engineering to various stakeholders and safely deliver projects on time for our customers.

We also strive to enhance growth of our industry by fostering new ideas and innovation, creating long-term value for our stakeholders.

OUR CORE VALUE



Teamwork



Integrity



Excellence



**Employee
Recognition**



Safety



Innovation

Supply Chain

Huatiang believes that sustainable supply chain management can be a robust driver of value and success for our business. However, our supply chain had been severely impacted by the COVID-19 pandemic throughout the financial year. During these challenging times, we recognise the importance to maintain a sustainable supply chain by working closely and maintaining collaborative relationship with our partners, suppliers and subcontractors.

In order to resolve the disruption caused by the COVID-19 pandemic, our operation team has switched the shipping method of raw materials from sea shipping to air freight and also increased the inventory holding level of raw material to ensure projects can continue with minimal disruptions.

SUPPLY CHAIN ASSURANCE

A set of stringent selection and evaluation criteria has been established to assess and ensure the suppliers and subcontractors' performance align with our quality standards, social and environmental principles. The criteria that we examine our key suppliers and subcontractors includes the quality of the products and services provided, financial health, reputation in the industry and market, and sustainability efforts undertaken by our suppliers and subcontractors such as effective health and safety system, environmental management and ethical conduct. This supplier selection process also ensures that we provide equal and fair treatment to all our suppliers and subcontractors.

We also recognise the importance of performing periodic checks and assessments for our existing suppliers to ensure that the products and services provided by them have maintained its quality consistently and aligned with our business requirements and sustainability objectives.

Awards, Certificates and Memberships of Association

As testament to our commitment towards maintaining high standards of environmental, safety compliance and management, our Group has received numerous awards and accreditations such as BizSAFE Level Star and BCA Green and Gracious Builder Award.



Some subsidiaries of our Group are registered with Singapore Contractors Association Ltd under the following trade registrations:



These subsidiaries are admitted to the Registry of Singapore List of Trade Subcontractors.

In addition, we support the objective of Waste Management & Recycling Association of Singapore (the "WMRAS") to promote recycling in order to create a more sustainable living environment and one of our subsidiaries is also an ordinary member of the WMRAS.

OUR APPROACH TO SUSTAINABILITY

Sustainability Approach

Under the leadership of our Board, we integrate sustainability principles into our businesses. Our Board oversees our sustainability direction, strategies and is supported by our management team.

The Board

- Provides strategic direction and specifically considers sustainability issues as part of its strategic formulation
- Determines material ESG factors and ensures that they are monitored and managed
- Evaluate the sustainable practices from time to time to ensure that these practices are of continued relevance to our operations

Management team

- Assists the Board in fulfilling its responsibilities for our Group's sustainability initiatives
- Implement sustainability related initiatives cascaded from the Board, ensuring a clear and consistent approach across our Group

We actively engage our key stakeholders, especially during this period of volatility to understand and evaluate their needs to ensure their expectations are in line with our value creation strategy.

Corporate Governance

Our Group is committed to maintaining a high standard of corporate governance and business conduct to ensure our Group's long-term success, as well as safeguarding the interests and maximising value for our stakeholders. We strive to conduct our business activities in a socially and environmentally sustainable matter. We understand the importance of good corporate governance, greater transparency and accountability in our businesses.

Our Group have adopted a framework of corporate governance policies and practices in line with the principles and provisions set out in the Code of Corporate Governance 2018 (the "2018 Code"). Details of our compliance to each of the principles and provisions listed in the 2018 Code are disclosed in the corporate governance report of our Annual Report. Any deviations from the guidelines in the Code, if any, will be duly explained.

Code of Conduct

Our Group's Code of Conduct is established in the Employees' Handbook which is made known to all our employees. It serves as a central guide and reference to our employees on our expectations and principles of workplace behaviours. Our Group advocates a "zero tolerance" and strict stance against bribery and corruption. All employees are expected to fully comply with the Code of Conduct.

Declaration of Conflict of Interest

Our Group have established a set of policy and procedures on declaration of potential conflict of interests for our employees to abide by. All employees of our Group are required to declare and disclose any situation where their private businesses or personal interest conflict with those of our Group.

Whistle-Blowing Policy

Huatiang promotes constructive dialog with employees and provides avenues for employees to raise their concerns, suspected fraud, corruption, and dishonest practices. Our Group has a whistle-blowing policy whereby employees may, in confidence, raise concerns about possible irregularities in financial reporting and/or other matters. The policy defines the processes clearly to ensure independent investigation of such matters and permits whistle blowers to report directly via email to any of the Whistle-Blowing Committee members.

Our whistle-blowing policy also defines the processes clearly to give insights to our employees on the types of incidents that are reportable. A copy of our whistle-blowing policy can be found in our Employee Handbook, which is made known to all our employees.

The Whistle-Blowing Committee comprises of all members of the Audit Committee, of which all are Non-Executive and Independent Directors. The whistle-blowing committee will direct an independent investigation to be conducted on the complaint when received. The Audit Committee (the "AC") has the power to conduct or authorise investigations into any matter within the AC's scope of responsibility, and if it deems appropriate, may engage independent advisors at our Group's expense for the purpose of resolving the complaint. Findings from any investigations shall be reported to the AC for their further action.

Enterprise Risk Management Framework

Our Group strives for sustainable business growth through strict corporate governance compliance and risk management practices. Risk management is a vital aspect of our business activities and decision-making process.

An Enterprise Risk Management (“ERM”) framework was established to identify, manage and mitigate any significant risks of our Group, as well as to capture opportunities that our Group can potentially leverage on to meet our business objectives. The Risk Committee, comprising our Chief Executive Officer as the Chairman and 3 independent directors as members, oversees the risk management of our Group. Regular reviews on our Group’s strategic, financial, operational and compliance risks are carried out through a precautionary approach.

ERM OBJECTIVES



The ERM framework includes half-yearly reports to our Board regarding current and emerging risks and mitigating measures in place. This enables us to be vigilant and prepared while managing recognised risks in an efficient and structured manner.

STAKEHOLDER ENGAGEMENT

Huatong values all stakeholders and their feedback as integral parts of our business. We actively engage our key stakeholders through various channels to understand their concerns in order to align the business interest and ultimately to generate sustainable value in the long-run. We have identified 6 stakeholder groups who are significant to the Group's business and operations. The key topics and the engagement platforms are as follows:

Stakeholders	Key Topics	Engagement Platform
Employees 	<ul style="list-style-type: none"> • Occupational health and safety • Fair employment practices and compensation • Training & development • Performance • Work-from-home arrangement • Staggered working hours 	<ul style="list-style-type: none"> • Employee Handbook • Trainings • Performance appraisals • Grievance / feedback channels • Internal communication through emails • Team bonding activities • Annual appreciation dinner • Staff exit interviews
Customers 	<ul style="list-style-type: none"> • Product / Service quality • Project timeliness, requirements and specifications • Workplace safety • Information and data security • Feedback on completed projects 	<ul style="list-style-type: none"> • Regular meetings • Feedback channels such as email and telephone communications • Corporate website • Site visits • Virtual meetings
Suppliers/ Consultants/ Subcontractors 	<ul style="list-style-type: none"> • Product / Service quality • Project timeliness, requirements and specifications • Workplace safety • Pricing and payment terms 	<ul style="list-style-type: none"> • Regular meetings • Timely feedback regarding material/services provided • Site visits • Virtual meetings
Shareholders & Investors 	<ul style="list-style-type: none"> • Business strategy and directions • Financial performance • Dividend pay-out 	<ul style="list-style-type: none"> • Shareholders' meetings • SGX announcements • Corporate website and email
Government & Regulators 	<ul style="list-style-type: none"> • Corporate governance • Compliance with rules and regulations • Sharing of industry best practices 	<ul style="list-style-type: none"> • Government publication / written communication • Industry networking functions • Seminars conducted by the regulators • SGXNet
Community 	<ul style="list-style-type: none"> • Clean and safe environment for the community • Keep neighbours informed of possible disruption in their lives • Green and gracious environment 	<ul style="list-style-type: none"> • Meetings • Notices • Charity events

IDENTIFYING OUR FOCUS

With continuous engagement with our stakeholders and ERM procedures in place, we have assessed the following 5 material aspects continues to be relevant and important to our business model and strategy.

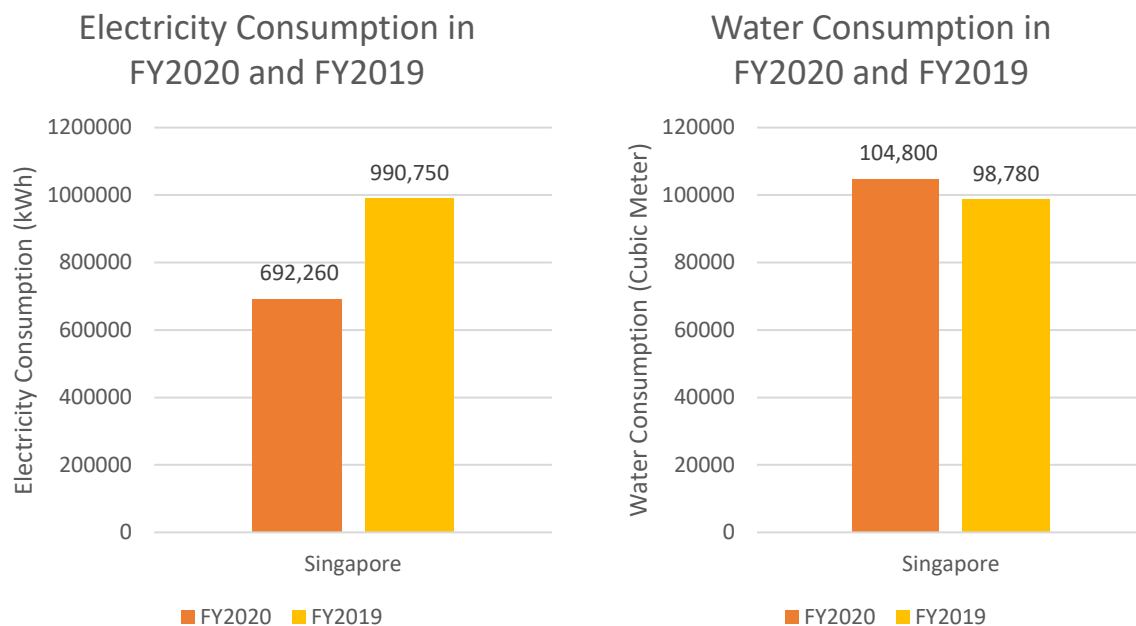
	Water and Energy Consumption
Waste Disposal and Management	
	Employment
Occupational Health and Safety	
	Training and Education

Water and Energy Consumption

Environmental sustainability is one of the key tenets to construction industries worldwide and our Group recognises how we can contribute positively and tackle issues such as water scarcity and global warming.

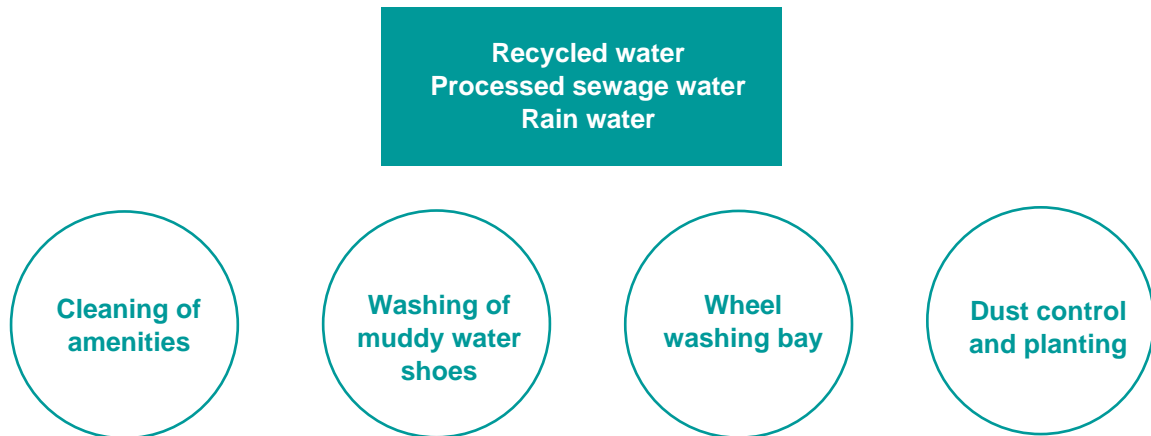
In water-scarce Singapore where Huatong's business is operating, effective management of both the consumption and quality of water at our project sites is extremely important and our Group continues to conserve and reduce water consumption through various initiatives.

A considerable amount of energy is required to run our operations involving construction activities. We recognise the importance of our role in managing energy consumption to promote environmental sustainability and cost savings.



In FY2020, we have consumed a total of approximately 692,260 kWh of electricity energy and 104,800 cubic meters of water. The reduction in electricity consumption was mainly due to the suspension of most construction projects during the Circuit Breaker. The slight increase in water consumption was in line with our project requirements.

Water Conservation Initiatives



Aside from using recycled water, we also process sewage water and rain-water for daily operation to minimise the use of fresh water. We encourage our employees and customers to cultivate water-saving habits by raising awareness on the importance of water conservation. Our offices use water efficient fittings that come with half-flush mechanism and self-release water taps.



Recycle water from ECM used for wheel washing bay

Electricity Conservation Initiatives

We adopt the usage of energy efficient equipment and incorporate eco-friendly practices in our business such as energy efficient lightings, inverter air conditioning systems and appliances endorsed with “Green Label”. We encourage our employees to switch off lights and electrical appliances in the office when not in use. Regular maintenance of our equipment was conducted to optimise energy efficiency.



Reminder to switch off power when not in use



Solar source for our noise monitoring system



Solar panel for robotic traffic controller

Our Group had adopted several on-going green initiatives to reduce its carbon footprint. Some initiatives include the selection of other electrical power supply such as AC Grid power supply and the installation of solar panel system to supply clean power for our site equipment such as total suspended solids monitoring devices, CCTV, robotic traffic control and noise monitoring system.

We constantly educate our employees on how to implement the Reduce, Reuse and Recycle (“3Rs”) initiatives in their daily work operations, energy saving tips on using less air-conditioning and the benefits of car-pooling.

Subsequent reporting for FY2021

Moving forward, we strive to continue monitoring the level of water and electricity consumption in FY2021 and identify new initiatives to improve efficiency in water and energy management.

Waste Disposal and Management

Waste management is one of the biggest challenges that Singapore is facing. We, as a responsible corporation, are committed to manage and minimise the impact of our business operations on the environment by actively minimising waste produced during our operations.

Our approach to waste management starts with using natural resources wisely and efficiently, accompanied with the conservation of energy and water. Our Group minimises waste through the 3Rs' approach - reduce, reuse and recycle. Disposal containers are placed around the project sites at designated areas for proper waste disposal.



Recycle Waste Bin



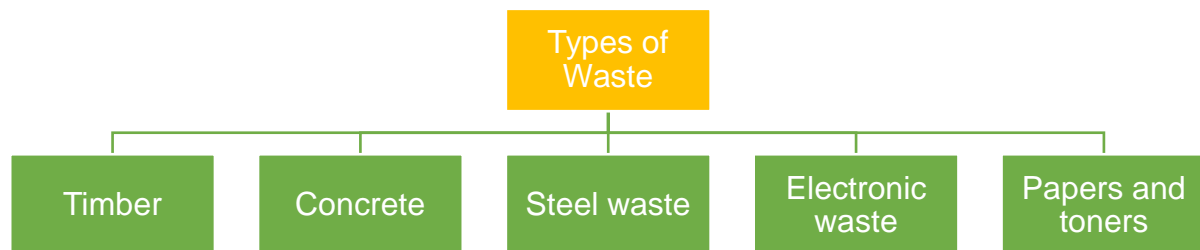
Metal Waste Bin



Wood Waste Bin



General Waste Bin



Briefings were conducted regularly to guide workers for proper disposal of waste at the project sites. Materials such as timber and metal were reused at our site where possible or otherwise, sent for recycling and other non-recyclable construction wastes were collected by licensed



Guide worker on proper disposal of different types of waste

contractors. Construction waste collected by these contractors will be segregated accordingly at respective sites before being transported to government landfills or incinerators.

Our Group has established a Green and Gracious Best Practices (“GGBS”) Operations Manual, including a detailed policy and procedures for waste disposal and management as well as our 3Rs Programme, which is disseminated to all our employees for adherence.

We have ongoing programs to raise awareness and encourage the employees and contractors to participate in our 3Rs Programme and responsible waste management initiatives. Through GGBS Awareness Quiz, we monitor our employees’ awareness on the GGBS and improve their knowledge and competency on the GGBS.

Since 2004, we have been recycling construction waste and aggregates to produce recycled concrete aggregates, which are typically used for road construction or trench backfilling.

We also manufacture and supply Liquefied Soil Stabilizer (“LSS”), a self-flowable, self-compacting and self-levelling alternative to conventional compacted fill. LSS, the environmentally friendly material can be use as non-structural fill for buildings and other structures, as well as for backfill in utility and road construction. LSS reuses soil that has been excavated in construction projects and which would otherwise be discarded as waste. Compared to conventional compacted fill, LSS also has its advantage of being excavated again easily. Such practice serves to reduce the environmental impact with decreased dependence on non-recyclable materials.



Use of system formwork to reduce timber usage



Use of sustainable material LSS for slope protection

In addition to efforts to reduce waste disposal, the Group has also adopted the following initiatives that are both environmentally friendly and productivity driven.

Adoption of system formwork for its better casting quality and productivity, shorter assembling and dismantling time, environmental friendly due to its reusability and safer to use as compared to the conventional formwork

Adoption of pre-fabricated RC drains for easy installation, higher structural and architectural standards and less concrete wastage at site when compared to the conventional cast-in-situ drains

Adoption of high efficiency screener technology to separate rocks, soil, stones and rebar for reuse. The tier 3 engine ensures lower fuel consumption, thus reducing carbon footprint



Huatong Global Limited
Sustainability Report 2020

Our sites have been using recycled and sustainable materials for non-structural applications such as making signages using excess rebars, timber and concrete, and making helmet racks, shoe racks using excess metal poles. We reuse safety helmets as flowerpots.



Recycle GI Pipe for fire extinguisher stand



Recycle drum used for ECM water pump for protect from mud

Our suppliers and subcontractors also play a role in helping us achieve our sustainability efforts. This, we have included the Green and Gracious Builder Scheme as one of the considerations during selection of suppliers and subcontractors. Our supplier evaluation form include scoring for suppliers' Environmental, Health and Safety performance.

Our Group is certified as operating an environmental management system which conforms to the requirements of ISO 14001:2015 in the scope of providing building construction and civil engineering services as well as the production and delivery of LSS. Our Group also received the Green and Gracious Builder Award from the Building and Construction Authority ("BCA").

Subsequent reporting for FY2021

Moving forward, our Group aim to continue identifying new initiatives to improve the effectiveness in waste disposal management. We will also continue to encourage and remind our employees to constantly practice the current initiatives in place.

Employment

Our employees are recognised as vital assets to us as they ensure smooth-running and innovative operation within our Group to achieve our business strategies and sustainable growth, and they serve as a point of contact between our customers and our management. Hence, we recognise the importance of attracting and retaining a diversified talent pool to help inject fresh ideas and perspectives into the Group.

We have in place integrated human capital strategies and policies to enhance our Group's ability to attract and retain top talents as well as to improve employees' overall performance. Our comprehensive Human Resource ("HR") Policy covers key areas such as staff recruitment and selection, remuneration and benefits, performance appraisals, career development and training, safety and security and cessation of employment.

Fair Employment Practices and Diversity

We reference our HR practices to the Fair and Progressive Employment Practices formulated by Singapore Tripartite Alliance which comprises the Ministry of Manpower (the "MOM"), Singapore National Employers Federation and National Trades Union Congress. We embrace diversity by hiring and retaining talents based on meritocracy as it ensures equal opportunities for growth and development. We recruit and select employees based on their merits, treat them fairly and offer equal opportunities for training and development. We conduct performance appraisal annually to evaluate the employees' performance which will increase their motivation to work towards achieving their self-development goals. Our Employee Handbook is in place and shared to all our employees, which allows for greater transparency of HR practices in our Group.

Open Communication and Timely Feedback



Suggestion box for site personnel to submit improvement ideas for the site or other concerns

In line with our commitment towards creating a conducive working environment, we constantly gather feedback from employees and communicate with them on their concerns and expectation through platforms such as departmental and project meetings, performance reviews and tea sessions. Through performance reviews and exit interviews, we gather feedback from our employees for the continuous improvement of our organisation. Furthermore, we establish a common understanding and promote an inclusive work environment based on mutual trust and respect by having open and effective communications with our employees. This is key to improving the effectiveness and efficiency of our business operations and management.

Work Environment

Our Group supports employee's mental and physical wellbeing through provision of secure and conducive working environment. We regularly monitor our performance in these areas and periodically review our policies so that we provide the best for our employees.

In addition to leave benefits mandated by governmental regulations, we go beyond by promoting work-life balance and a healthy lifestyle for our employees. We have a fitness gym and badminton courts located at our Headquarter where our employees can enjoy a change of pace by working out or playing a game of badminton with their colleagues.



Fitness Gym

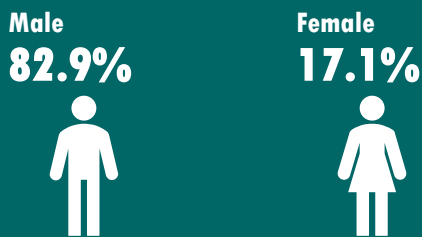


Conducive Dormitory

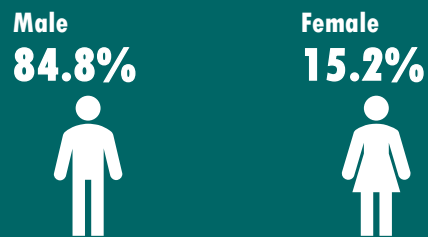
We have always been embracing the philosophy of giving back to the community. However, in the midst of the COVID-19 pandemic, involvement in physical charity events had been placed on hold.

Employee Statistic

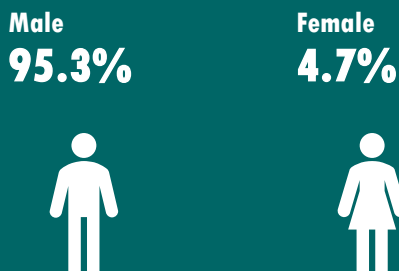
Senior Management by Gender in FY2020



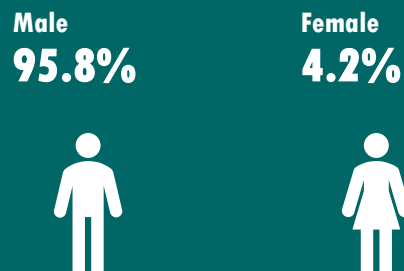
Senior Management by Gender in FY2019



Non-Managerial Staff by Gender in FY2020

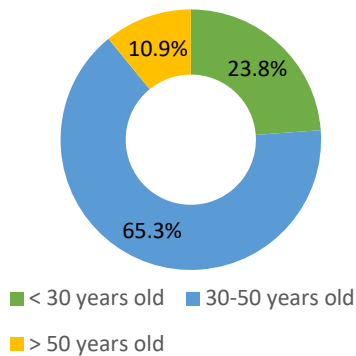


Non-Managerial Staff by Gender in FY2019

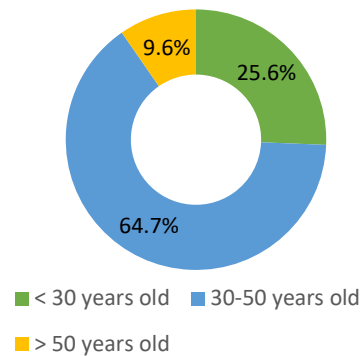


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Employee by Age Group in
FY2020



Employee by Age Group in
FY2019



Response to COVID-19 Pandemic

Our Group faced unprecedented challenges brought about by the COVID-19 pandemic where it drove us into a very difficult situation of revising our employees' remuneration for financial sustainability. We are glad that our employees have decided to remain and fight with us during these hard times.

During the tough time, we also faced shortage of manpower due to the tight border control measures implemented. Our Group has been trying to hire local employees to replace those who have returned to their home country during the period.

In addition, the recent barring of workers from South Asia due to the rapidly deteriorating COVID-19 situation in those countries has exacerbated the acute manpower situation. To help the construction sector cope with the manpower crunch, BCA has provided a time-limited flexibility to recruit workers from the China without having to enrol in Overseas Testing Centres for skill certification. The Group will work with our subcontractors on ways to minimise the impact.

Subsequent reporting for FY2021

In FY2021, our Group will continue to practice meritocracy for recruitment and talent retention through maintaining open communication and perform periodical reviews for employees to ensure that career advancements are rewarded in a fair and just manner. We will also continue to take care of our employees' health and well-being and promote work life balance and health lifestyle for our employees.

Occupational Health and Safety

Employees' health and safety are the top priority of our Group given the industry that we are operating in has a higher risk of workplace accident as compared to the other industries. We are responsible and obligated to provide a safe and healthy environment for our employees, subcontractors and customers. The health and well-being of our people ultimately affect our Group's goals and objectives.

Workplace Safety Approach

Cultivate safety-oriented
management culture



We believe that safety education and accident prevention is everyone's responsibility. All employees, especially site workers are empowered with the skills and knowledge to take ownership of workplace safety. Our management takes responsibility to closely monitor the high-risk activities, share near miss accidents that could lead to an accident. We also engage with our contractors and consultants through risk reviews and monitoring of environmental, health and safety matters.

We educate and ensure our employees understand the safety rules and mandatory use of personal protective equipment to prevent injuries. It is compulsory for all our workers to attend regular safety and health trainings. These trainings present our WSH policy, highlight workplace hazards and potential risk areas of accidents that may occur and introduce our Occupational Health and Safety measures. Trainings for specific work activities, such as lifting, excavation, work at height, hot work confined space, are provided as and when required. These trainings help embed the fundamental concepts of safety into the culture and habits of our employees.



Fire Drill Exercise

Biannual fire drill exercises are conducted on site as well as in office as part of emergency preparedness procedure to ensure our employees are aware of the safety evacuation procedure.

Frequent reminders are given to employees on workplace safety. Safety measures and occupational health precautions are constantly conveyed to employees during the regular meetings such as daily toolbox meetings to ensure maximum safety protection at worksites. We circulate the WSH alerts issued by WSH Council to all the employees to remind them the importance of workplace safety. The alerts keep the Company and workers informed

of recent WSH incidents, learning points and provide recommendations on how similar incidents can be averted.



**Daily Toolbox Meeting –
Inspect and check PPE**

We are certified under ISO 45001-2018 in Occupational Health and Safety Management. We also received BizSAFE Level Star certificate in recognition of our ongoing commitment and efforts to health and safety. Safety recognition and certifications incentivise employees at construction sites to maintain and improve the standards of health and safety at the sites.

In addition, we have established exclusion zones to prohibit entry of non-authorized personnel. Pedestrian walkway and vehicular paths are clearly segregated with barricades to eliminate risk of accidents and anti-slip gloves are provided for handling glass. We also have implemented the use

of digital permit-to-work system for some of our projects. It is a versatile platform where digital permit-to-work can be submitted, validated and approved through the platform which allows easier monitoring of safety processes on site as all key stakeholders have real time access to the safety information on site.



Provided zinc sheet hoarding



Anti-slip gloves for handling glass



Quarterly Airport Safety Awards from Changi Airport Group

In 2020, our project manager, Mr Loi Kean Long received the Quarterly Airport Safety Awards from Changi Airport Group in recognition of his contribution for the Aggregate Landing Site. We implemented an automated system to monitor the position of the barge ramp door which rest on the floating pontoon for safe unloading operations. The automated system effectively reduced the safety risk by removing the need of an operator who had to stand on the pontoon to monitor the ramp door position and be exposed to weather condition and tipper truck.

In FY2020, there were two (2) work-related accidents reported as compared to one (1) accident reported in previous financial year.

Response to COVID-19 Pandemic

Since the outbreak of COVID-19 Pandemic in January 2020, our Group had taken precautionary measures and implemented operational protocols in our operations and dormitory where our workers stay. Safe Management Officer(s) are appointed to assist in the implementation, coordination and monitoring of the system of Safe Management Measures at the workplace ensure the safety and well-being of our employees. During the Circuit Breaker, construction work for most ongoing projects were suspended, as a responsible contractor, we have arranged for employees to periodically attend to construction sites for the supervision of essential activities including vector controls, earth control and safety measures.

We continue to encourage and remind employees to wear mask and maintain social distancing and split them into teams with staggered start times and break hours. We implemented Smart Pass Management Platform which tracks staff's or visitors' enter and exit time, performs contactless temperature screening, detects and reminds staff or visitor if they do not wear mask.

Following the Multi-Ministry Taskforce announced additional measures and restrictions under Phase 2 (Heightened Alert) to minimise transmission of the virus on 14 May 2021, we practice work-from-home measures and support as many employees in working from home as possible help to limit the number of employees exposed at the workplace at any point in time, and reduce crowding in common areas, e.g. lobbies, pantries, toilets. Having more employees work from home will also help sustain business operations should a case emerge at the workplace.

PRECAUTIONARY MEASURES



Safe Distance Practice



Smart Pass Management Platform – Temperature screening and reminder for mask wearing



Sanitising Toilet



Hand Sanitiser Provided



Daily Temperature Screening Exercise

Subsequent reporting for FY2021

Looking forward in FY2021, we aim to reduce the number of work-related accidents. We will also continue to increase our state of preparedness in the event of any emergency and ensure a safe and healthy working environment for our employees.

Training and Education

Our Group advocates continuous development and advancement for our employees through training programs as we believe that this equips employees with the necessary skillset and helps enhancing employees' competitiveness and productivity.

Our orientation programmes are conducted for new employees to familiarise themselves with our Group's key policies, general working environment, corporate culture, and service knowledge as well as quality requirements. Workers are briefed on the in-house safety rules and regulations regularly and during their first day of induction.

On-the-job trainings are provided by the employees' immediate supervisors, who share their experiences and knowledge, provide guidance and advice, as well as monitor performance of individual employee. Experienced workers are assigned to new worker as part of our buddy system program.



Training on Chemical Handling



Training at ATTC by Operator



**Training on Hydraulic Excavator
Operation at our ATTC**

We empower our staff with skills and experience through a range of learning and development programmes coordinated by our Group's Human Resource department or initialled by staff themselves. We regularly send our employees to attend seminars, conferences and trainings to improve their technical and functional skills, broaden their knowledge, and ultimately increase their productivity and efficiency at work. Our BCA Approved Training and Testing Centre ("ATTC") conducts courses on hydraulic excavator operation which is also opened to public. We will continue to impart knowledge and skills on handling the machineries, so as to help the workers to improve their work productivity and quality.

Huatong Global Limited
Sustainability Report 2020

In FY2020, our employees attended various trainings in both physical and virtual form as follows, to name a few:

Physical	Virtual
Occupational First Aid Course	Changi East On-Boarding Training
Operate Waste Collection Vehicle to Collect Waste	Continuing Education and Training for Gas Pipefitting Works
BCA-REDAS Built Environment and Property Prospects Seminar 2020	Continuing Education and Training for Core trade Supervisor
Building Control Regulations for Site Supervisors	Safe Management Officers (“SMOs” Course for Construction
Legal Impact Covid-19 ACT'20 on Construction and Other Contract	Safe Workplace Training for SMOs
Apply Workplace Safety and Health in Construction Site	Post Circuit Breakers – Safe Restart / Safe Workplaces - Training for SMOs

Due to Covid-19 Pandemic, all in-person trainings were suspended during Circuit Breaker and were only gradually resumed under phase three safe re-opening with strict adherence to the cohorting requirements must be observed. As a result, our employees had fulfilled less training hours in FY2020 as compared to FY2019. The average training hours per employee for FY2020 and FY2019 are as follows.

Training	FY2020	FY2019
Average hours of training per employee	5.5 hours	8.6 hours

Subsequent reporting for FY2021

Our Group aims to improve the quality of our training courses and increase the current level of training hours so that our employees are provided with the necessary competence and skills to perform their work in a safe and efficient manner.

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GRI Standard	Disclosure	Page Reference / Reason for Omission, if any
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102-3	Location of headquarters	Page 5
102-4	Location of operations	Page 5
102-5	Ownership and legal form	AR Section “Statistics of Shareholdings”
102-6	Markets served	Page 5
102-7	Scale of the organisation	AR Section “Operating and Financial Review”
102-8	Information on employees and other workers	Page 21-23 AR Section “Board of Directors and Key Executives”
102-9	Supply chain	Page 7
102-10	Significant changes to the organisation and its supply chain	Nil
102-11	Precautionary principle or approach	Page 9
102-12	External initiatives (Social initiatives)	Nil
102-13	Membership of associations	Page 8
Strategy		
102-14	Statement from senior decision maker	Page 3
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Page 6
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102-18	Governance structure	Page 9 AR Section “Corporate Governance Report”
Stakeholder Engagement		
102-40	List of stakeholder groups	Page 12
102-41	Collective bargaining agreements	Nil
102-42	Identifying and selecting stakeholders	Page 12
102-43	Approach to stakeholder engagement	Page 12
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Reporting Practice		
102-45	Entities included in the consolidated financial statements	Page 6
102-46	Defining report content and topic boundaries	Page 4
102-47	List of material topics	Page 13
102-48	Restatements of information	Nil
102-49	Changes in reporting	Nil
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103-2	The management approach and its components	
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405-1	Diversity of governance bodies and employees	Page 21-23