



TRITECH GROUP LIMITED

CREATING SUSTAINABLE VALUE

SUSTAINABILITY REPORT FY2019

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ABOUT THIS REPORT

Tritech Group Limited (hereafter referred to as “**Tritech**” or “**Company**” together with its subsidiaries “**Group**”) has always recognised the importance of sustainability for the purpose of long-term value creation both in terms of profitable growth as well as considering environmental and social impact of our operations. We are pleased to report on our Sustainability Practices for the financial year from 01 April 2018 to 31 March 2019 (“**FY2019**”).

We had prepared our Sustainability Report for FY2019 by reference to the *Global Reporting Initiative (“GRI”) – G4 Sustainability Reporting Guidelines* issued by the Global Sustainability Standards Board. We are also guided by Practice Note 7F of the *Sustainability Reporting Guide* under the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”), in particular, paragraph 4 therein. Based on the GRI’s recommended approach to sustainability reporting and SGX-ST’s *Sustainability Reporting Guide*, this report covers key areas of sustainability namely, environmental, social and governance (“**ESG**”) factors.

The key material ESG factors for the Group have been identified and were reviewed by the Chairman and the Managing Director (“**MD**”). The Board of Directors (the “**Board**”) of the Company oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group’s strategic direction and policies. Sustainability is a part of the Group’s wider strategy to create long term value for all its stakeholders.

BOARD STATEMENT

Tritech's goal is to become a leading water and environmental group by having a unique platform to provide total solutions for water, environmental and urban infrastructure problems. We do so by owning and operating large, low-cost, and expandable long-life assets diversified by our Water & Environmental Protection and Urban & Environmental Infrastructure business.

Tritech's strategy of owning and operating long-life assets means that we need to think and plan in decades. We can create long-term value only if we safeguard the sustainability of our operations with the support of the communities in which we work. To do that, we must form and maintain deep, authentic and respectful relationships with all of our stakeholders. Sustainability is one of our core values. To us, sustainability means putting health and safety first, being environmentally responsible and supporting our communities. The well-being of our people, the community and the environment is considered in everything that we do.

TARGET

While drafting the first sustainability report in 2018, Tritech had identified the factors necessary for sustainability. With minor targets set for 2019, Tritech has successfully attained those targets and will continue to do the same for targets set for 2020.

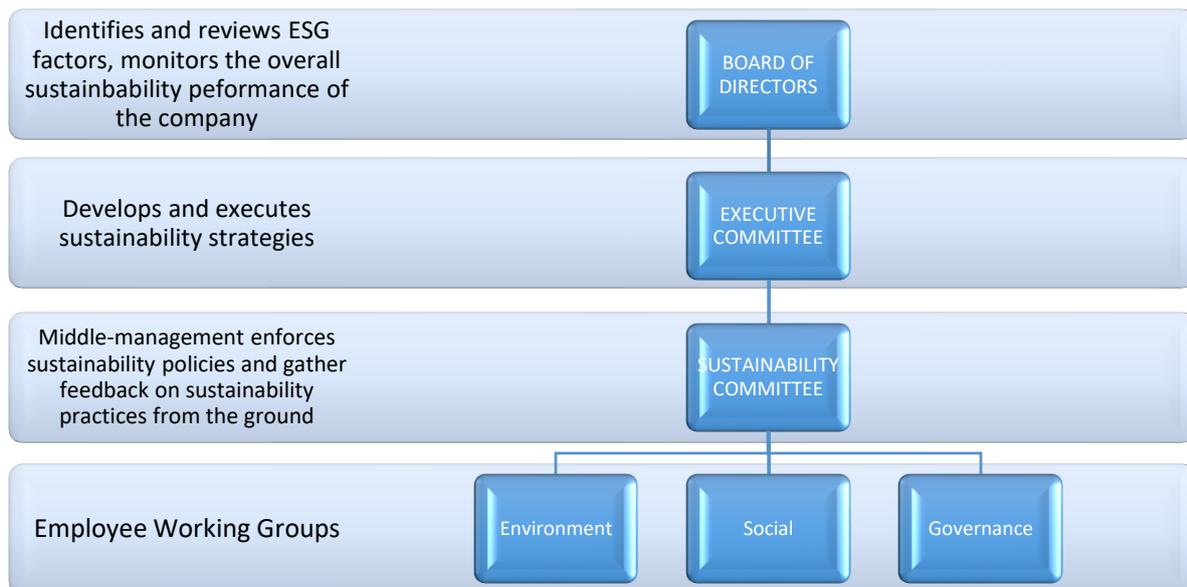
We affirm our commitment to sustainability with the publication of the Company's first sustainability report guided by the Global Reporting Initiative Standards (2016). We have been deeply involved in developing the content of this sustainability report, including the development of material ESG factors, and will continue to monitor, review and update our material ESG factors from time to time, and improve on our sustainability reporting to create value for our shareholders and various stakeholders.

SUSTAINABILITY REPORTING FRAMEWORK

The Group has adopted the GRI (Global Reporting Initiative) framework as it is currently the most widely adopted sustainability reporting framework. The GRI reporting framework provides flexibility to the reporters so that they can connect reporting to their strategic targets and sustainability impacts.

This reporting process helps us to gain a comprehensive understanding of the risks and opportunities for the business. Sharing information about policies and performance on environmental, social and governance issues helps the Company to build trust with our customers and partners, monitor and mitigate risk, and find ways to improve efficiency, resulting in a positive impact on the financial results.

As seen below, our sustainability reporting framework involves all echelons of the Group as we believe that everyone should have a role in advancing our sustainability goals.



STAKEHOLDER ENGAGEMENT

We engage with our key stakeholders continuously to align our sustainability approach with their expectations and to better understand what material topic will affect them.

Key Stakeholders	Key Issues Raised	Methods of Engagement
Employees	<ul style="list-style-type: none"> • Employment and career advancement • Training and Education • Health and safety 	<ul style="list-style-type: none"> • Performance reviews • Internal/external trainings • Workplace health and safety activities
Suppliers and Contractors	<ul style="list-style-type: none"> • Economic Performance • Procurement Practices 	<ul style="list-style-type: none"> • Regular site visits • Face-to-face meetings and phone calls • Email updates
Government and Regulatory Bodies	<ul style="list-style-type: none"> • Regulatory compliance 	<ul style="list-style-type: none"> • Meeting with authorities • Attendance at seminars and workshops organized by regulatory bodies
Investors and Shareholders	<ul style="list-style-type: none"> • Economic Performance • Growth strategy and future outlook 	<ul style="list-style-type: none"> • Annual General Meeting (“AGM”) • Annual report • SGXNet announcements • One-on-one investor meeting

OUR MATERIAL FACTORS

We are of the view that sustainability should be a core to the long-term viability of our organisation. We have identified the material factors that are important to the sustainability of our organisation, namely environmental, social and governance. We seek to address sustainability issues by aligning our business practices to these factors as guidance. At the same time, we remain vigilant in mitigating the risks that may come with changes in our external environment.



POLICIES, PRACTICES AND PERFORMANCE

1. ENVIRONMENTAL

In Singapore, the government has accelerated action with the announcement of “Carbon tax” and a mandatory electrical and electronic waste management system by 2021. It has also named 2018 the ‘Year of Climate Action’ for Singapore.

As part of our first wave of initiatives to reduce our environmental impact, we have been monitoring our energy, paper and water consumption trends and endeavour to have a marked reduction of usage for each of these categories. This monitoring and reporting of our consumption trends would be set out according to the GRI guidelines.

Electricity & Paper & Water Consumption in FY2019

Category	FY2019
Electricity consumption	S\$146,504.54
Paper consumption	S\$8,330.07
Water consumption	S\$57,167.46

Comparison between FY2018 & FY2019

Category	FY2018	FY2019	%Reduction
Electricity consumption	S\$160,054.00	S\$146,504.54	9.46%
Paper consumption	S\$8,453.00	S\$8,330.07	1.45%
Water consumption	S\$91,519.00	S\$57,167.46	37.43%

In recognition that improvements can be made throughout these areas, the executive committee, in consultation with the Board of Directors, had developed a plan in Year 2018, aimed to reduce energy usage by 10% for the year of 2019. From the above figures, we are glad to show that the target has been achieved in both electricity and water consumption. Unfortunately, we couldn't meet with the target set for paper consumption as some of the work still includes project reports to be submitted on a regular basis. Therefore we have revised our targets for FY2020 and will aim to slowly reduce paper consumption steadily over the next few years. As the existing strategies for energy has yielded successful results, Tritech aims to further reduce the energy usage to match with the predictive values below.

Electricity, Paper & Water Prediction Consumption in FY2020

Category	FY2020
Electricity consumption	S\$145,000
Paper consumption	S\$8,200
Water consumption	S\$56,000

With energy conservation targets achieved in FY2019, Trittech will sustain the energy conservation goal by setting and achieving realistic targets using the existing strategies. Trittech will increase the effectiveness of the existing strategies to achieve the targets set for FY2020 by closer management and supervision.

Water Management and Efficiency

Being an environmental company, Trittech understands the importance of water conservation. The target to achieve in FY2019 was to reduce water consumption of 10% from FY2018.

Since Trittech had merged into a single office location during FY2019 (as compared to multiple offices during FY2018), water management became easier to control. This explains the drastic reduction in water consumption for FY2019 and exceeding the expectations set for the year.

Trittech constantly monitors the water consumption level and is following the below effective ways to minimise water wastage.

- Flow regulators;
- Self-closing delayed action faucets/motion-activated faucets; and
- Dual flush/low flush toilets.

In addition to the above methods, awareness is created among the employees on the importance of water conservation. This is done by having water conservation posters in pantry and in toilets.

Paper Management and Efficiency

Paper management is another important aspect in contributing towards a greener environment. The selection of reduced paper printing, encouraging e-copy and paper recycling are becoming more viable. These savings are attributable to the conscious effort taken by every staff to reduce paper usage.

Despite following paper management measures, Trittech was able to achieve only a reduction of 1.45% compared to FY2018. Some of the reasons includes: submission of reports for multiple project site locations, and different sizing printing based on different requirements. Trittech understands that it may be difficult having an immediate reduction in the usage of papers and will instead target to gradually improve paper conservation over the next few years using its established paper management and recycling programme. Work processes are increasingly made available online to avoid paper consumption. Default settings for double-sided and non-colour printing, use of emails and tracking of paper consumption are some measures implemented by our staff to consume less paper. In addition, Trittech also actively promotes the use of environmental-friendly paper.

For FY2020 target, Trittech expects similar attributes regarding paper consumption. Trittech will also look into various other paper management strategies to improve paper conservation as part of its duties of being environmentally friendly.

Electricity Management and Efficiency

As part of energy management and conservation, Trittech had set a realistic target of reducing 10% electricity consumption used in FY2018. This was achieved due to some of the practices mentioned below:

- Savings on electricity consumption by natural ventilation to reduce air-conditioning demands;
- Sun shading, cool paints to reduce heat gain;
- Use of daylight, sun pipes/light shelves to reduce the need for artificial lighting;
- Usage of light efficient LED bulbs instead of fluorescent bulbs in office spaces – as they produce the same amount of light as incandescent using less energy;

While office spaces uses LED lights for energy saving, the usage of automated sensors can also be considered as mentioned below:

- Using occupancy sensors - They provide convenience by turning lights on automatically when someone enters a room. They reduce lighting energy use by turning lights off soon after the last occupant has left the room.

2. SOCIAL

2.1 Employee Development

We place great emphasis on our employees' progress and development within our Group and we seek to enhance their capabilities and work prospects through various internal and external programmes.

All staff sign employment contracts with the key employment terms and conditions clearly spelt out, so that staff fully understands what the terms and conditions mean. This allows staff to understand their rights and obligations as well as those of the company, thus minimising potential employment disputes in future. Key employment terms specified in the employment contract include the job title and description, duration of employment, working hours, salary and allowances, contributions/deductions, leave entitlements, probation and notice periods, key insurance and medical benefits etc.

All regular full-time staff undergo an annual performance review where there is an open discussion on the staff's performance, areas for improvement, developmental needs and career plans. Our employees are encouraged to participate in training and development programmes such as professional training, executive and leadership development as well as technical seminars, for career growth and personal development. In particular, we have organised these courses for our employees. Please refer to Appendix A for the [list of training and courses attended by our employees in FY2019](#).

During FY2019, Trittech employees attended various training courses for a combined 118 training days. This helps to keep them updated with the latest technologies which is used in their respective field of work. Some of them undergo safety certification courses as well, in order to be certified for certain specialized tasks. For FY2020, Trittech will try to follow similar guidelines as FY2019. The goal is to ensure that the employees are trained with the latest advancements in technologies and with relevant certifications for skilled works. For FY2020, Trittech will aim to increase the combined training days to exceed the number which was achieved in FY2019.

The safety and health of our employees and workers may affect their performance and productivity. It is therefore important to manage occupational health and safety risks whilst

promoting healthy lifestyles and holistic wellness at the workplace. We are committed to ensuring a safe workplace environment for all our employees and workers.

As most of the company activities are outdoor (construction sites), efforts are made to control incidents/accidents rate within three cases per year. In FY2019, there was only one minor incident which is explained below.

The injury was attained by the worker during drilling operation works. The worker was treated at the nearby hospital and stayed over a night for observation. The worker was then discharged the next day with the relevant medical certificate. To prevent similar recurrence of the incident, some recommendations were implemented such as:

- a. Briefing of the activity's Risk Assessment and relevant safety procedures;
- b. Drilling crew to wear personal protective equipment at all times within the working zone; and
- c. Working with due diligence and ensuring safety measures are in place before and during site works.

The Group follows proper Incident Management procedures that establish guidelines for carrying out thorough investigation after the occurrence of an accident, incident or emergency. In FY2020, the Group aims to reduce injury rates to achieve a zero-harm policy.

Apart from this, we had also arranged a quality, environmental, health and safety ("QEHS") campaign. This campaign aims to empower colleagues and build customer confidence to ensure management responsibilities and awareness. It also helps in risk management awareness to improve our benchmark in quality standards. Please refer to Appendix B for details of the [QEHS campaign held in 2019 \("2019 Annual QEHS Campaign"\)](#).

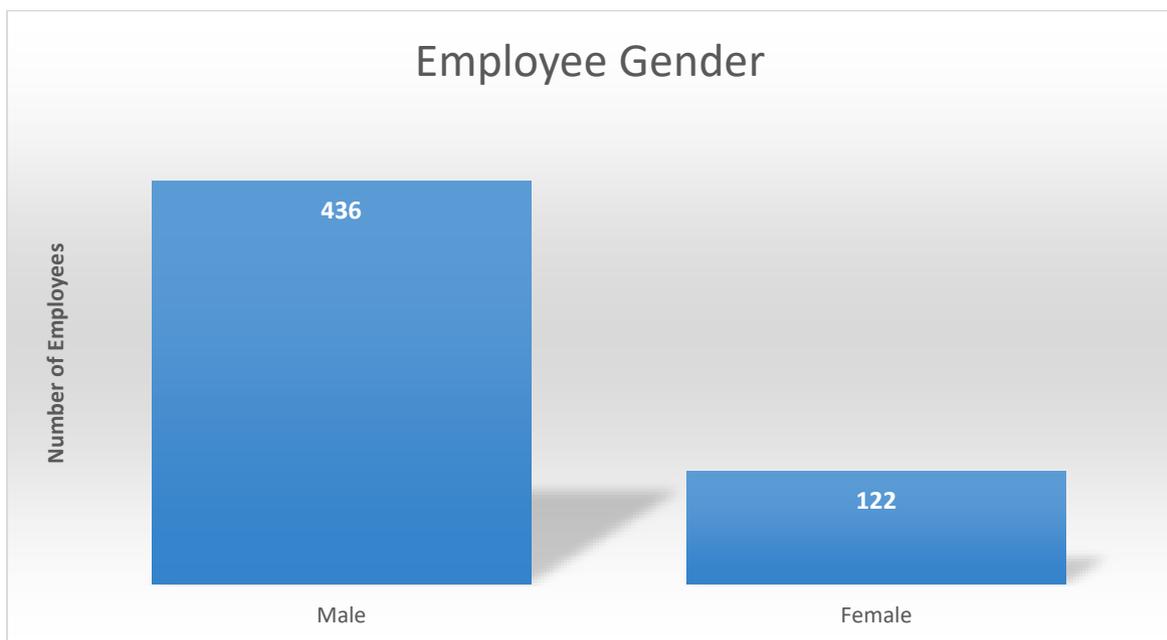
Tritech's care is not only restricted to our employees but also to their family members, their health and well-being. Our employees and their family members have access to annual complimentary basic health screenings. They are also offered comprehensive health screening packages at preferential corporate rates. We assist our employees to achieve a work-life balance by observing a five-day work week, having regard to the requirements of the Group and the exigencies of the business.

2.2 Diversity

We aim to maintain a reasonable balance in important societal aspects namely gender, educational level, age group, and race. This enables us to create a more flexible working environment for the Group and its workforce.

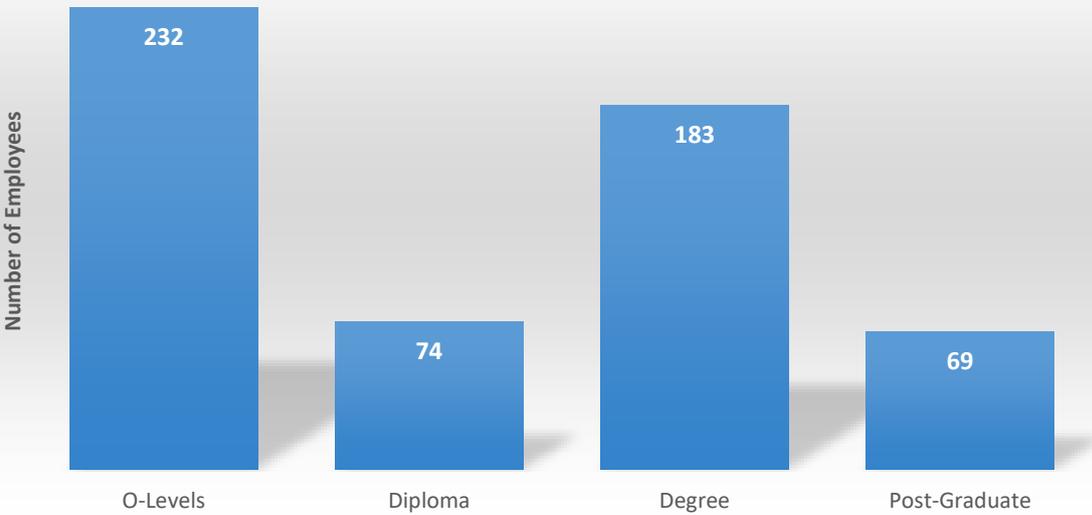
The graphs below show our current progress in meeting our diversity goals.

- i) Gender
- ii) Educational level
- iii) Age group
- iv) Race

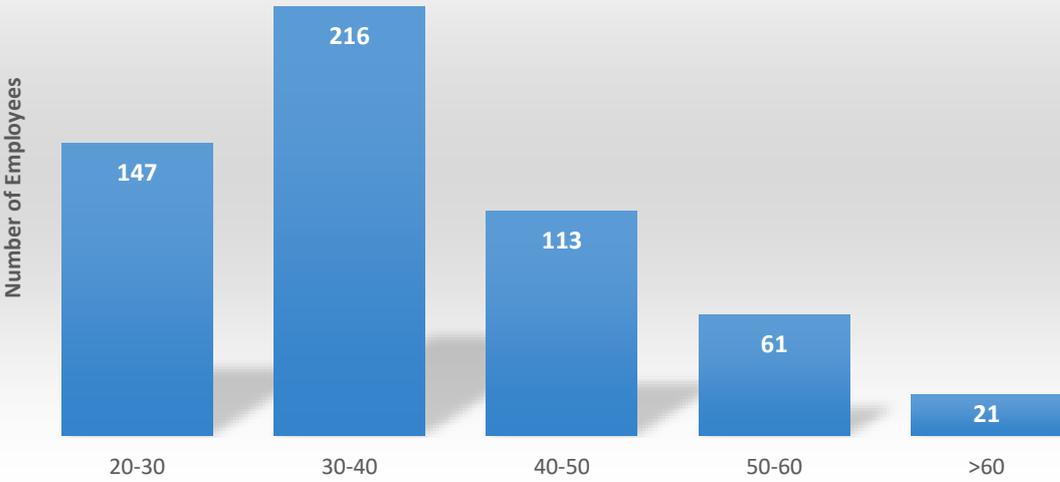


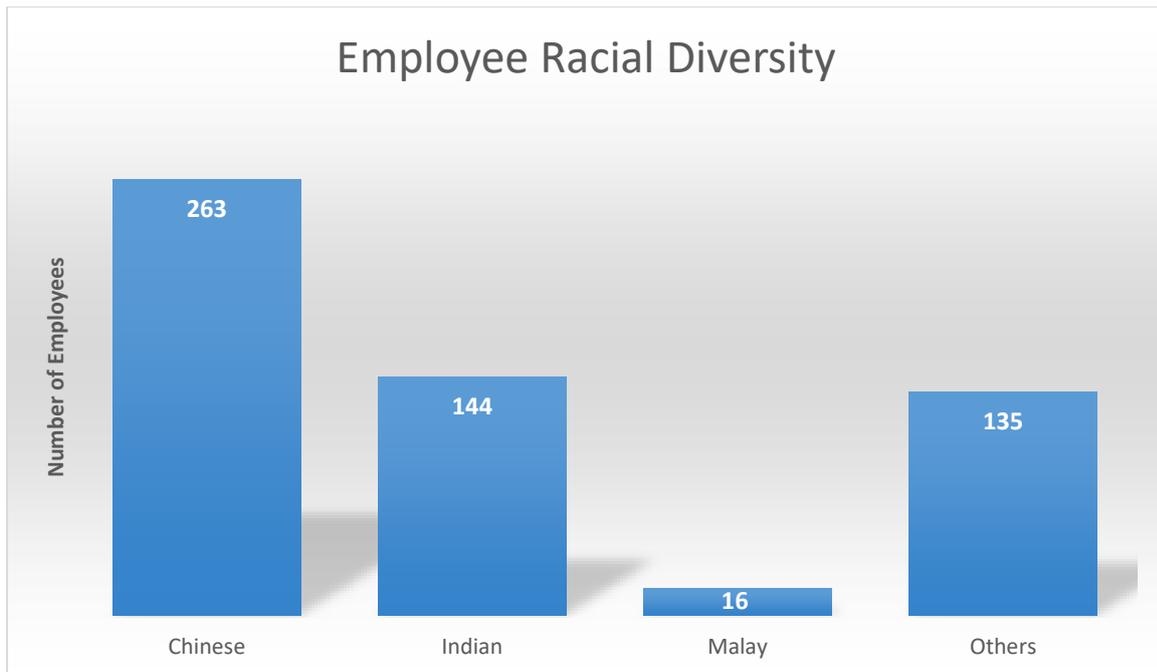
While we endeavour to do so as aforementioned, our hiring practices are limited due to the nature of the work we undertake and the availability of candidates appropriate for that work.

Employee Education Level



Employee Age Group





Inclusion and diversity

We believe that all our people should have the opportunity to fulfil their potential and thrive in an inclusive and diverse workplace. This helps to promote safety, productivity and well-being within the company. We employ, develop and promote people based on merit and do not tolerate any form of unlawful discrimination, bullying or harassment. Our systems, processes and practices empower fair treatment to all.

Board Diversity

With regard to the Board composition, the Nominating Committee evaluates the diversity and balance of skills, gender, knowledge, experience and size of the Board which would facilitate decision-making. In the light of such evaluation and consultation with management, the Nominating Committee assesses if there is any inadequate representation in any of those attributes and if so, determines the role and the desirable competencies for a particular appointment.

Notwithstanding the above, the Nominating Committee recognises the merits of gender diversity in relation to the composition of the Board and in identifying candidates for new appointment to the Board, would consider suitable female candidates. Having said that, gender is but one aspect of diversity and new directors will continue to be selected based on

objective criteria set as part of the process for appointment of new directors and Board succession planning. For more information on the process of appointment of new directors, please refer to pages 33 to 35 of the Company's FY2019 annual report.

2.3 Work Benefits

Positive Work Environment

The Group recognises that a positive work environment is essential to attract, motivate and retain talent. A total well-being program has been put in place to promote personal development, health and work-life harmony. Initiatives include a flexible medical and benefits plan, flexible work arrangements and staff engagement initiatives. The Group advocates a pay-for-performance philosophy to drive ownership of collective goals leading to a high performance culture which creates long-term shareholder value. Its robust performance management system ensures that all staff receives regular performance and career development reviews.

Central Provident Fund (CPF) Scheme and Contributions

In Singapore, the CPF is a comprehensive social security savings plan introduced by the Singapore government to enforce savings by salaried workers for a more secure retirement. Under the CPF scheme, the Group and its staff make monthly contributions to the staff's CPF account in accordance with the prevailing regulations. Apart from complying with Singapore's statutory requirements on making monthly contributions to staff's CPF accounts, the Group also adheres to the respective social security contribution or pension plan obligations of the countries it operates in.

2.4 Community

We seek to build good relationships with our stakeholders based on mutual respect, transparency over our activities with open communication. Our practitioners use a range of tools that are tailored to the needs of our stakeholders. We plan, implement, evaluate and document stakeholder engagement activities which include a range of culturally and socially inclusive engagement activities and update our plans annually. Tools include stakeholder mapping, complaints and grievance reporting procedures, perception surveys, social impact and opportunity assessments and human rights impact assessments. Through these, we gain valuable insights into what we do well and where we need to improve our performance. We

also seek opportunities to actively participate in forums and discussions on themes that span our global communities such as environment, sustainable development, transparency and human rights.

3. GOVERNANCE

The Group conducts business with uncompromising honesty and integrity, adhering to laws, regulations, and our written Code of Conduct. Our commitment to combat bribery and corruption is fundamental to how we operate and is embedded into our key systems and programs.

3.1 Anti-Corruption

Corruption misallocates resources, reinforces poverty, undermines the integrity of the Company, community decision-making and wastes opportunities that arise from resource development. We are committed to contributing to the fight against corruption and working with business, government and civil society to support this effort. We also have a specific anti-corruption procedure that sets out mandatory requirements to identify and manage the risk of anti-corruption laws being breached. We prohibit authorising, offering, giving or promising anything of value directly or indirectly to a government official to influence official action, or to anyone to encourage them to perform their work disloyally or otherwise improperly. We also require our people to take care that third parties acting on our behalf do not violate anti-corruption laws. A breach of these requirements can result in disciplinary action, including dismissal. To date, there are no instances of corruption involving the Group. The Group will continue to strive to maintain zero corruption cases in FY2020.

3.2 Whistle-blowing

The Group has a zero-tolerance policy towards fraud and corruption, and has established whistle-blowing procedures for employees and other persons to raise, in confidence, concerns of possible improprieties. Trittech's zero-tolerance policy towards fraud, bribery and corruption provides assurance to all our stakeholders including investors and customers.

Integrity and ethical behavior remain as the fundamental elements in the context of Code of Conduct and this has been cascaded from top to bottom and across all levels within the Group. In addition, we have a Whistle-blowing Policy in place to enable our employees and external

parties such as suppliers and customers to report any non-compliance or dishonest practices or signal serious matters that they may be aware of.

The key details on the Company's whistle-blowing policy are as follows:

- The Audit Committee (AC) has authority to investigate any matter including whistle-blowing within its Terms of Reference.
- All whistle-blower complaints will be reviewed by the AC to ensure independent and thorough investigation and adequate follow-up.
- The Company has maintained a whistle-blowing register to record all the whistle-blowing incidents.
- Reports made anonymously will not be considered unless as directed by the AC, having taken into account factors such as the severity of the matters raised/Anonymous disclosures will be accepted and anonymity and confidentiality will be honoured throughout the process.
- The contents including "nil" returns in the register is reviewed by the AC at its quarterly meetings.

In addition, the Group's staff and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle blowing report to the following members of the Audit Committee:

Director	Email
Prof. Yong Kwet Yong	uciyky@nus.edu.sg
Mr Aw Eng Hai	enghaiaw@yahoo.com.sg
Dr Loh Chang Kaan	lohck@tritech.com.sg

To-date, there were no whistle-blowing reports received. The Group will continue to strive for the highest level of governance, and to continue the zero incidence of whistle blowing for the upcoming years ahead.

Appendix A

List of Training & Courses in FY2019

Workplace Safety		
S/N	Course	Date
1	Site Safety Precaution	Apr 2018
2	Fire/Oil Prevention	Apr 2018
3	Structural Steel Works	May 2018
4	Hydraulic Excavator Operation	May 2018
5	WSQ Supervise Construction work for WSH	Jun 2018
6	Equipment Safety Training	Jul 2018
7	Electrical Safety	Aug 2018
8	WSQ Perform Work in Confined Space Operations	Aug 2018
9	Workplace Safety Precautions	Oct 2018
10	Construction Safety Course for Project Manager	Oct 2018
11	LTA Construction Safety Management Course for Qualified Site Supervisor	Jan 2019
12	WSD Apply Workplace Safety & Health	Jan 2019
13	Occupational First Aid Refresher with CPR & AEO	Feb 2019
14	Production Line Safety Training	Mar 2019

Product Training		
S/N	Course	Date
1	Tritech Membrane	Oct 2018

Seminars		
S/N	Course	Date
1	6 th International Symposium on Reliability/Engineering and Risk Management (ISRERM)	31 May 2018 – 1 June 2018

Auditing		
S/N	Course	Date
1	Internal Audit Course	September 2018

Geotechnical Instrumentation		
S/N	Course	Date
1	Building Construction Site Supervisor Course	Aug 2018
2	Registered Earthworks Supervisor Course	Nov 2018
3	TUCSS Underground Singapore 2018	Sep 2018
4	GEOSS On Design of Piled Foundations	Sep 2018
5	Certificate Course for Site Investigation Supervisors	Dec 2018

Appendix B

Annual QEHS Campaign FY2019

TITLE:	2019 ANNUAL QEHS CAMPAIGN
Date / Time:	17 November 2018 / 6pm
Location:	Sungei Tengah Lodge Workers' Quarters Function Room

S/NO:	PHOTO EVIDENCES	DESCRIPTION
1		Assembly of workers at Sungei Tengah Lodge Workers' Quarters Function Room before event.
2		Welcome Speech
3		QEHS Award 2019 – Certificate

4



Saying of Safety Pledge lead by MC Thiru.