



Sustainability Report

2024

For the period covering 01 Jan 2024 – 31 Dec 2024



H P Construction & Engineering Pte Ltd

Corporate Registration Number:

199604762K

Address of Principal Executive Offices:

**60 UBI CRESCENT #01-11
SINGAPORE (408569)**

State of Jurisdiction of Incorporation



Singapore

Fiscal Year Ending

Dec 2024

Table of Contents

	Leadership & Overview
4	• Managing Director Statement
5	• About this Report
6	• About Us
	Recognitions & Engagement
7	• Awards and Certifications
9	• Key Initiatives
14	• Industry Memberships
	Our Sustainability Approach
15	• Material topics
16	ESG Performance Highlights
	Environmental Stewardship
17	• Managing our Environmental Impact
19	• Tracking Our Carbon Footprint
	Social Responsibility
21	• Building a Diverse and Inclusive Workplace
22	• Supporting Employee Well-being
24	• Health and Safety at Work
25	• Training and Development
	Governance & Ethics
26	• Upholding Integrity
27	GRI Content Index
30	Contact Us

Managing Director Statement

It gives me great pleasure to present H P Construction & Engineering's inaugural sustainability report, signifying a significant step in our journey towards greater accountability, transparency, and long-term value creation.

Since our founding in 1996, we have remained committed to delivering high-quality construction and engineering solutions across Singapore. Today, we recognize that building for the future means going beyond technical excellence, it means integrating sustainability into the way we plan, operate, and grow.

This report reflects our first effort to formally measure and communicate our performance across key Environmental, Social, and Governance (ESG) areas. We are taking stock of where we stand, identifying opportunities to improve, and setting the foundation for responsible business practices that will guide us forward.

On the environmental front, we are mindful of the impact our operations have on energy consumption, resource use, and waste generation. We are beginning to track our emissions and utilities usage more systematically, and we aim to work towards greater efficiency and environmental stewardship on all project sites.

Socially, our people remain at the heart of what we do. From skilled workers to engineers and project managers, we are committed to creating a safe, inclusive, and supportive workplace for all. Training, well-being, and safety protocols are integral to our operations, and we continuously invest in our workforce to ensure that we meet the expectations of our clients and the communities we serve.

Good governance underpins our approach to sustainability. We are strengthening internal policies, improving oversight mechanisms, and embedding ESG considerations into decision-making at all levels of the company.

This report is just the beginning. As we grow, we will refine our processes, improve data quality, and set clearer targets in line with national and global sustainability standards. We are excited to take these steps with the support of our team, partners, and clients.

Thank you for your continued trust in H P Construction & Engineering.

Seah Hwa Peng

Managing Director
H P Construction & Engineering Pte Ltd

About this Report

This report covers **HP Construction & Engineering Pte Ltd's** sustainability performance from **01 Jan 2024 to 31 Dec 2024**.

Reporting Frameworks (GRI 2-3)



The report was meticulously crafted with reference to the Global Reporting Initiative (GRI) standard ensuring comprehensive coverage and alignment with internationally recognized sustainability reporting practices.



GREENHOUSE
GAS PROTOCOL

Our carbon accounting processes is aligned with the GHG Protocol methodology, ensuring a comprehensive, transparent, and standardized disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.

External Assurance (GRI 2-5)

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

H P Construction & Engineering Pte Ltd

✉ Contact: sales@hpconstn.com.sg

📍 Address: 60 Ubi Crescent #01-11 Singapore (408569)

🌐 Website: <https://hpconstn.com.sg/>

About Us

H P Construction & Engineering Pte Ltd was first registered in 1996 as SEAH HOE PENG Construction Pte Ltd. As a BCA registered contractor, we have achieved many certifications and accreditations, which is evidence of our professionalism, reliability, and commitment to quality.

With a team of experienced project managers, engineers and skilled workers, we work closely with consultants to meet our clients' needs and objectives. Equipped with professional knowledge and technical skills, we are well-positioned to respond quickly and effectively to each and every project requirements and timeline.

We specialize in Building Construction, Interior Renovation, General Construction and Civil Engineering Works that include:

- HDB BTO projects
- LUP projects
- MOHH Projects: Polyclinic and Nursing Home
- HIP projects
- Schools upgrading projects
- A&A to government projects
- HUP – Upgrading of hawker centres
- Design & construction for Town Council projects
- Factory projects
- Multi-storey carpark / linkbridge
- Overhaul of land use from wet market to retail shops for shopping centre
- A&A to boarding house for hostels
- Conservation of shophouses
- Showflats and sales offices for private property projects
- Building of bungalows, semi-detached and terrace houses, churches, and more

H P Construction & Engineering has demonstrated its commitment to providing customers with the highest standards of workmanship and will continue to provide its current and future customers with the most innovative and cost effective solutions in execution of works.

Location of operations

**Headquarters and
Main Operating
Location:**



Singapore

Awards and Certifications



**ISO 9001: 2015
Quality Management
System**



**ISO 14001: 2015
Environmental Management
System**



**ISO 45001: 2018
Occupational Health and
Safety Management
System**



**Green and Gracious Builder
Award: Excellent**



BizSafe Level STAR

Awards and Certifications



**Certificate of Merit
(Construction)**
- Teck Whye View (Housing)



Certificate of Merit
- Khatib Polyclinic



**HDB Construction Safety
Award 2023 (Merit)**
- Choa Chu Kang Neighbourhood 1
Contract 16



3PS Award: Gold
- Chin Cheng Avenue
Nursing Home

Key Initiatives



Waste Reduction and Recycling Practices

At HPCE, we are committed to sustainable construction practices through our active implementation of Reduce, Reuse, and Recycle (3R) measures. As part of our green initiatives, we have integrated waste management practices into both our construction sites and office operations. This includes the systematic separation, reduction, and recycling of construction waste such as timber, plastic packaging, and other related materials, helping to minimise our environmental footprint and promote resource efficiency throughout our operations.



Key Initiatives



Sustainable Use of Concrete Pumps

To reduce concrete waste and enhance environmental performance on-site, HPCE leverages concrete pumps as part of our sustainable construction approach. Concrete pumps are considered environmentally friendly as they help minimise material wastage, improve energy efficiency, and reduce carbon emissions. Additionally, their use leads to less site disturbance and supports the recycling and reuse of concrete, contributing to cleaner and more efficient construction processes.



Key Initiatives



Energy Efficiency Measures

HPCE actively adopts energy-saving measures to reduce overall consumption and promote environmental responsibility within our site offices. This includes the use of energy-efficient light bulbs and motion sensor lighting systems in meeting rooms and toilets to minimise unnecessary electricity usage. Additionally, we utilise energy-efficient air conditioning units to further reduce energy consumption, reinforcing our commitment to sustainable and responsible resource management.



Adoption of Renewable Energy Solutions

As part of our commitment to sustainable practices, HPCE incorporates the use of alternative energy sources to power site equipment. We utilise solar panels to operate noise monitoring machines and CCTV systems, reducing reliance on conventional energy sources and lowering our carbon footprint. This approach supports our goal of integrating clean energy into construction operations while enhancing efficiency and environmental performance.



Key Initiatives



Fostering Employee Engagement and Well-being

At HPCE, we believe in building a supportive and inclusive workplace culture by fostering strong relationships among employees and their families. We host annual events such as the HPCE Dinner & Dance, which welcomes all employees along with their families, creating opportunities for bonding and appreciation. Additionally, festive gatherings like the Chinese New Year lunch celebration are organised to recognise our team's contributions and to strengthen camaraderie across the organisation.



Key Initiatives



WSH Influencer Programme

HPCE is proud to be an active participant in the Workplace Safety and Health (WSH) Influencer programme, a national initiative led by the WSH Council aimed at fostering a progressive safety culture through peer engagement.

As part of this programme, we have appointed safety champions at every level from senior leadership to on-site workers who model exemplary WSH behaviours, engage peers in best practices, and act as trusted voices for safety awareness.

Through this initiative, HPCE gains formal recognition and access to a community of organisations dedicated to enhancing safety culture, enabling us to share insights and adopt industry-leading approaches.

One focus has been empowering our influencers to facilitate open communication, hazard observation, and peer coaching reinforcing safety as a lived value, not just policy.



ACKNOWLEDGEMENT OF PARTICIPATION

This is to acknowledge

H P CONSTRUCTION & ENGINEERING PTE LTD

For your participation in and
successful implementation of the

WSH Influencer Programme



Mr. Christopher Koh
General Manager
Workplace Safety and Health Council

Industry Memberships

H P Construction & Engineering is an active member of various notable organizations that contribute significantly towards sustainability initiatives:

The Singapore Business Federation

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 32,000 companies, as well as key local and foreign business chambers.



Material Topics

Material Topics Overview

Identifying material topics is a critical step in ensuring our sustainability reporting reflects the most important environmental, social, and governance issues affecting both our business and stakeholders. For this inaugural ESG report, **H P Construction & Engineering** conducted an internal materiality assessment involving key departments and leadership teams to determine the issues most relevant to our operations. As we continue to mature in our ESG journey, we intend to expand this process to include external stakeholders, enabling us to capture a more holistic and balanced perspective in future assessments.

Methodology and Standards

We aligned our materiality assessment with reference to the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines, which helped us identify the most material topics relevant to our industry. We also identified commonly disclosed topics in sustainability reports published by companies in the same Construction industry.

- Anti-corruption (GRI 205)
- Energy (GRI 302)
- Water and Effluents (GRI 303)
- Emissions (GRI 305)
- Waste (GRI 306)
- Employment (GRI 401)
- Occupational Health & Safety (GRI 403)
- Training and Education (GRI 404)
- Diversity & Equal Opportunity (GRI 405)

ESG Performance Highlights

Environmental

FY 2024 Progress

Total Electricity Consumption

256,888 kWh

Total absolute GHG emissions of Scope 1 and Scope 2

678 tCO₂e

Total Water Consumption

37,046 m³

Social

FY 2024 Progress

Average training hours per employee is: **4.18**

Ratio of male to female employees: **8 : 1***

Ratio of young to older employees**: **1 : 3***

Governance

FY 2024 Progress

24/7 access to whistleblowing channel to every employee

0 incident relating to corruption and/or bribery

*Estimated ratio

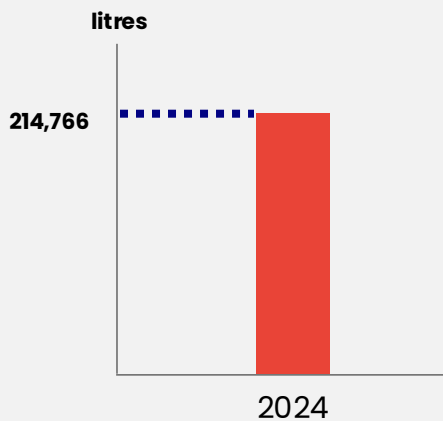
**Young: under 30 years old, Older: over 30 years old

Environmental Stewardship

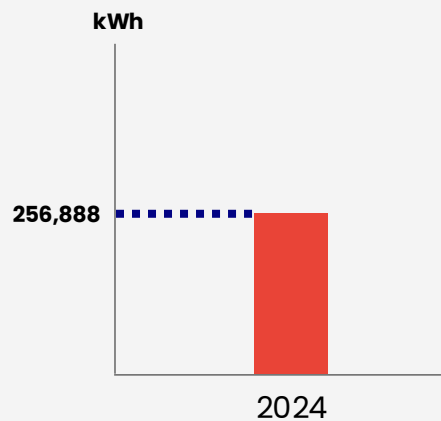
Managing our Environmental Impact

Since 2024 marks our first year of tracking emissions data, it will serve as our baseline year. This baseline provides a foundational reference point, allowing us to measure and assess the effectiveness of future sustainability initiatives and improvements in reducing our carbon footprint. By establishing this baseline, we can set more informed and ambitious reduction targets moving forward.

Diesel Consumption



Electricity Consumption



S/N	Item	Datapoint	Units	Alignment to standards
1	Diesel Consumption	214,766	Litres	GRI 302-1
2	Electricity Usage	256,888	kWh	GRI 302-1

Reducing Diesel Dependence for Low-Carbon Operations

Diesel has long been the primary energy source across HPCE's worksites, powering generators, lifting equipment, and heavy machinery. However, recognising its environmental impact particularly in terms of carbon emissions and local air pollution, HPCE is proactively exploring alternatives as part of our sustainability strategy.

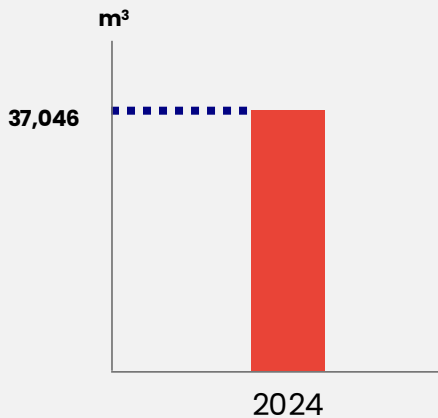
We are currently evaluating the use of Battery Energy Storage Systems (BESS) to enhance energy efficiency, especially during peak demand periods or in off-grid areas. In parallel, we are closely tracking advancements in electric construction equipment, which offer a promising route to reduce on-site emissions while maintaining productivity. Although full electrification is an ongoing journey, these efforts mark our commitment to embracing cleaner, low-carbon construction solutions.

Environmental Stewardship

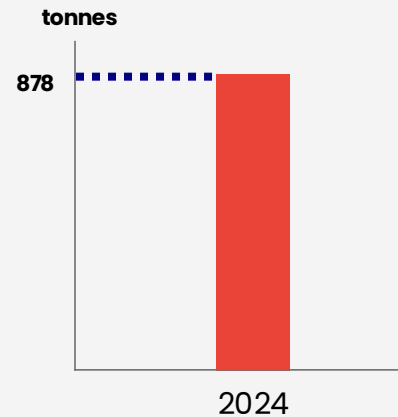
Managing our Environmental Impact

Since 2024 marks our first year of tracking emissions data, it will serve as our baseline year. This baseline provides a foundational reference point, allowing us to measure and assess the effectiveness of future sustainability initiatives and improvements in reducing our carbon footprint. By establishing this baseline, we can set more informed and ambitious reduction targets moving forward.

Water Consumption



Waste Disposed



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption	37,046	m³	GRI 303-5
2	General Waste Disposed	878	tonnes	GRI 306-3

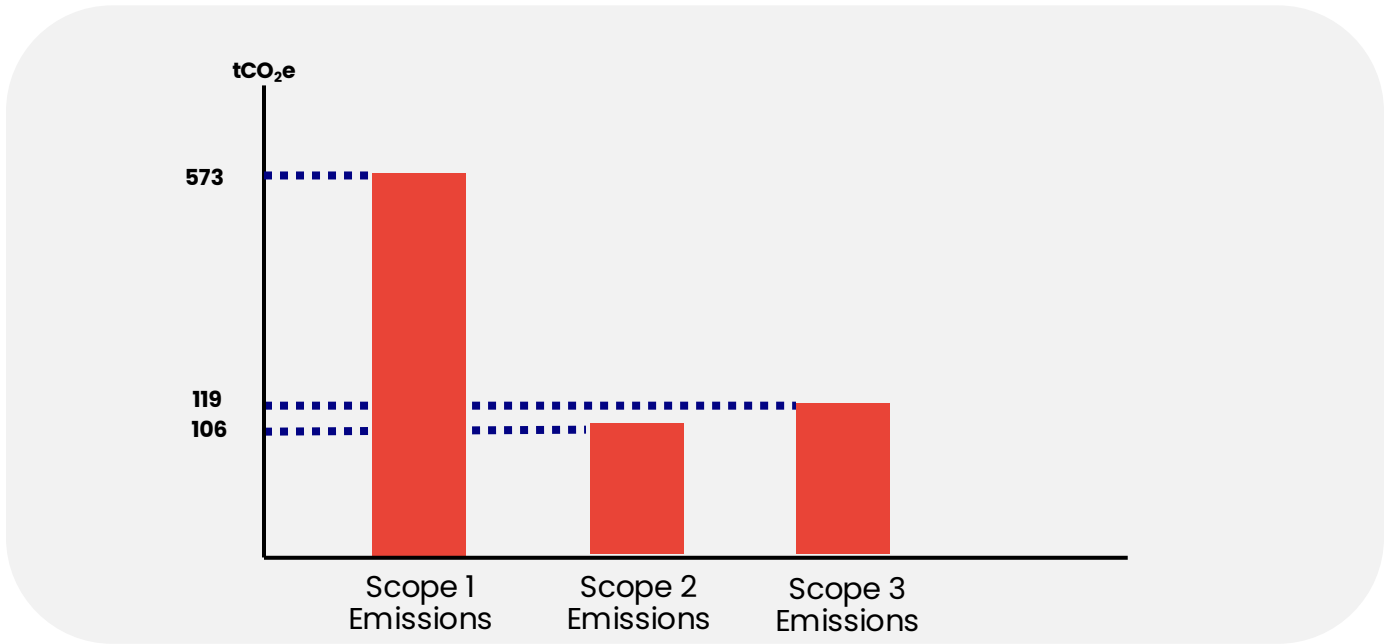
Sustainable Water and Waste Management

At HPCE, we recognise the vital role of water in construction from site activities and equipment cleaning to supporting worker welfare. To ensure responsible usage, we are implementing water-saving measures and exploring closed-loop systems to enable water recycling wherever feasible. Alongside water conservation, we are strengthening our waste management practices by adhering to the principles of reduce, reuse, and recycle (3R).

Construction waste streams such as concrete, timber, and packaging materials are carefully segregated and managed, with a growing emphasis on the use of green building materials. These integrated efforts reflect our commitment to minimising environmental impact and upholding sustainability standards across all project sites.

Environmental Stewardship

Tracking Our Carbon Footprint



S/N	Item	Datapoint	Units	Alignment to standards
1	Scope 1 Emissions	572.255	tCO ₂ e	GRI 305-1
2	Scope 2 Emissions	105.838	tCO ₂ e	GRI 305-2
3	Scope 3 Emissions	118.775	tCO ₂ e	GRI 305-3

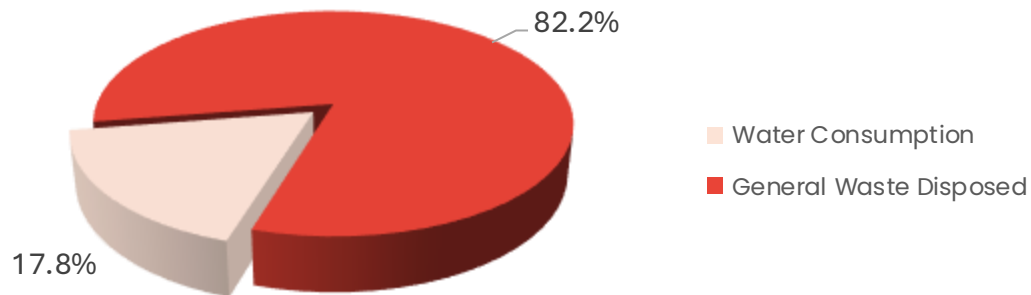
Our emissions are calculated using the emission factors from Singapore Emission Factors Registry (SEFR) launched by the Singapore Business Federation.¹

¹<https://sefr.netzerohub.sg/>

Environmental Stewardship

Tracking Our Carbon Footprint (Breakdown of Scope 3 Emissions)

Scope 3 Carbon Emissions



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption (under Purchased Goods and Services)	21.116	tCO ₂ e	GRI 305-3
2	General Waste Disposed	97.658	tCO ₂ e	
Total Scope 3 Emissions		118.775	tCO ₂ e	

In 2024, we initiated the tracking of our Scope 3 carbon emissions, focusing on the following categories:

- Water consumption (under Category 1: Purchased Goods and Services)
- General Waste Disposed (under Category 5: Waste Generated in Operations)

In future reporting years, we aim to expand our tracking efforts to include additional data points within our Scope 3 carbon emissions.

Social Responsibility

Building a Diverse and Inclusive Workplace

S/N	Item	Datapoint	Alignment to standards
1	Current Employees by Age Group – Below 30 years old	96	GRI 405-1
	Current Employees by Age Group – Between 30 to 50	189	GRI 405-1
	Current Employees by Age Group – Above 50 years old	40	GRI 405-1
2	Current Employees by Gender – Male	286	GRI 405-1
	Current Employees by Gender – Female	39	GRI 405-1
3	Total Number of Current Employees*	325	GRI 2-7

*As at 31 December 2024

Workforce Composition and Diversity

This section provides an overview of HPCE's current workforce, highlighting employee distribution by age group and gender. Like many in the construction sector, our workforce remains predominantly male, reflecting the physical demands of on-site roles and longstanding industry norms. Nonetheless, HPCE is committed to fostering a more inclusive and balanced workforce.

By analysing our team's demographic profile, we aim to enhance workforce planning, cultivate a multigenerational workplace, and drive greater diversity across all functions. Regular monitoring of these indicators enables us to identify gaps, implement targeted initiatives, and ensure equitable opportunities for development and advancement regardless of age, gender, or background.

Social Responsibility

Supporting Employee Well-being

S/N	Item	Datapoint	Alignment to standards
1	Number of New Employee hires by age group		GRI 401-1
	Under 30 years old	11	
	30 – 50 years old	35	
	Over 50 years old	4	
2	Number of New Employee hires by gender group		
	Male	42	
	Female	8	

Empowering Our People for Long-Term Growth

At HPCE, we recognise that people are the foundation of every successful project. Our ability to deliver high-quality construction outcomes relies on a skilled, motivated, and values-driven workforce. As we grow our presence across Singapore and beyond, we continue to seek individuals who embody excellence, accountability, and a collaborative spirit.

New hires are welcomed through a structured onboarding programme that introduces them to HPCE's core values, safety standards, and operational systems ensuring a strong foundation from the outset. We also champion internal growth, offering clear progression pathways that reward both leadership and technical expertise. Employees are supported in their professional development and encouraged to take on new challenges in line with their performance and aspirations.

Our workplace culture is grounded in mutual respect, inclusivity, and shared responsibility. Whether in the field or in corporate functions, every team member is valued and empowered to contribute meaningfully while building a fulfilling and enduring career with HPCE.

Social Responsibility

Supporting Employee Well-being

S/N	Item	Datapoint	Alignment to standards
1	Number of employee turnover by age group		GRI 401-1
	Under 30 years old	18	
	30 – 50 years old	45	
	Over 50 years old	8	
2	Number of employee turnover by gender group		
	Male	63	
	Female	8	

Building a Stable and Committed Workforce

At HPCE, we recognise that retaining skilled and dedicated employees is essential to delivering consistent, high-quality project outcomes. In a dynamic and demanding industry, we believe workforce stability stems from meaningful engagement, ongoing development, and a workplace culture that respects and supports every individual.

Rather than depending on short-term labour arrangements, we invest in long-term employment opportunities that empower our people to grow with the company. Employees are encouraged to take on meaningful roles across diverse projects, allowing them to find purpose in their work and deepen their commitment to HPCE.

Our core values—respect, fairness, inclusivity, and safety form the foundation of our culture and play a key role in retention. Through open communication and a supportive environment, we foster a strong sense of belonging and trust. This is further reinforced by initiatives such as training programmes, career development pathways, employee recognition, and welfare support. Together, these efforts help us reduce turnover and cultivate a resilient, future-ready workforce prepared to meet evolving industry challenges.

Social Responsibility

Health and Safety at Work

S/N	Item	Datapoint	Alignment to standards
1	Number of fatalities as a result of work-related injury	0	GRI 403-9
2	Number of high-consequence work-related injuries	0	GRI 403-9
3	Number of recordable work-related injuries	2	GRI 403-9
4	Number of recordable work-related ill health cases	0	GRI 403-10

Our Commitment to Workplace Safety

At HPCE, creating a safe working environment goes beyond regulatory compliance, it is a fundamental commitment that shapes how we manage our people, processes, and projects. With teams operating across multiple sites and facing a range of construction-related risks, the well-being of every worker is central to both our values and our project success.

Safety is embedded into every stage of our operations, from initial planning and method statements to daily site activities and project close-out. We conduct regular inspections, implement job-specific risk controls, and facilitate ongoing safety briefings to ensure awareness and accountability at all levels. Daily toolbox talks further reinforce site-specific precautions and address emerging risks in real time.

We believe that a strong safety culture depends on active participation. All employees are encouraged to speak up, raise concerns, and take responsibility for maintaining a safe environment, not just for themselves but for their colleagues as well. Open reporting and transparent communication are critical to preventing incidents and fostering a culture of shared accountability.

Leadership plays a pivotal role in upholding these standards. Supervisors and project leads are expected to lead by example, actively support safe work practices, and engage closely with their teams. In the event of any incident, we respond decisively, investigating, addressing root causes, and ensuring continuous improvement.

Our objective is simple yet vital: to safeguard every person on-site and ensure they return home safely each day. This unwavering focus on safety defines HPCE as a responsible and trusted construction partner.

Social Responsibility

Training and Development

S/N	Item	Datapoint	Alignment to standards
1	Average training hours per employee	4.18	GRI 404-1
2	Average training hours per Male Employee	4.61	GRI 404-1
3	Average training hours per Female Employee	1.05	GRI 404-1

Continuous Learning and Workforce Development

At HPCE, we believe that true capability is not solely defined by years of experience, but by the opportunities individuals have to grow. In an industry where precision, adaptability, and innovation are essential, we view learning as a continuous journey that evolves alongside each project and technological advancement.

Our training philosophy is rooted in hands-on experience. Employees gain practical knowledge through site-based mentoring, real-time task execution, and exposure to complex project scenarios. This approach equips both new and experienced team members with the technical expertise and problem-solving skills required to thrive in dynamic construction environments.

We see ongoing development as key to future-proofing our workforce. HPCE invests in programmes that promote safe work practices, strengthen engineering competencies, and prepare employees for leadership roles. These initiatives ensure our people remain competitive, confident, and prepared for the industry's shifting demands.

A culture of continuous learning benefits the entire organisation. As our employees grow in capability, our projects benefit from improved performance, greater collaboration, and higher standards. This commitment not only enhances project outcomes but also cultivates the next generation of leaders in construction.

Governance & Ethics

Upholding Integrity

At HPCE, ethical conduct forms the foundation of our reputation and relationships. We are committed to operating with honesty, fairness, and accountability, earning the trust of clients, partners, and the wider community through every decision and action. Corruption and misconduct have no place in our organisation.

To reinforce this commitment, HPCE has established its own Anti-Corruption Policy, which outlines clear standards and expectations for ethical behaviour across all levels of the company. This policy is supported by detailed internal procedures that guide decision-making in areas such as tendering, procurement, and site-level operations, ensuring transparency and accountability throughout our business activities.

We take a proactive approach to promoting integrity. Employees are regularly reminded of the principles outlined in our Code of Conduct and receive training to recognise and address potential ethical risks. Regular audits and reviews help monitor compliance and strengthen internal safeguards where necessary.

Our ethical standards also apply to all external collaborators, including subcontractors and service providers, who are required to align with HPCE's Anti-Corruption Policy. Confidential reporting channels are available to both employees and third parties, allowing concerns to be raised safely and without retaliation.

In 2024, there were no reported cases of corruption at HPCE, an outcome that reflects not only the strength of our internal controls, but also the collective commitment of our workforce and partners to uphold integrity in every aspect of their work.



Dear All Employees,

ANTI-CORRUPTION POLICY

1. Policy Statement

H P CONSTRUCTION & ENGINEERING PTE LTD ("the Company") is committed to conducting its business in a fair, ethical, and transparent manner. We maintain a zero-tolerance stance towards corruption and bribery in any form, whether direct or indirect, and are fully committed to complying with the laws and regulations of Singapore, including the Prevention of Corruption Act (Cap. 241).

2. Scope

This policy applies to all employees (permanent, contract, and temporary), directors, business partners, subcontractors, suppliers, consultants, and any third parties acting on behalf of the Company.

3. Prohibited Conduct

Employees and associated parties must not, whether directly or indirectly:

- Offer, give, solicit, or receive bribes or kickbacks.
- Make facilitation payments to expedite routine processes.
- Offer gifts, hospitality, or entertainment intended to improperly influence a business decision.
- Engage in any act that may be perceived as corrupt under Singapore law.

4. Gifts and Hospitality

While the Company recognises that modest gifts and hospitality may be part of business practice, employees must exercise due caution. Any gift or hospitality:

- Must be reasonable and proportionate.
- Must not be intended to influence a business decision or gain an unfair advantage.
- Must be declared and approved in accordance with the Company's internal approval procedures.

5. Conflict of Interest

Employees must avoid situations where personal interests conflict or could appear to conflict with the interests of the Company. Any actual or potential conflict must be declared immediately to management.

GRI Content Index

Statement of Use	H P Construction & Engineering Pte Ltd has reported the information cited in this GRI content index for the period of 1 January 2024 to 31 December 2024with reference to the GRI Standards.
-------------------------	--

GRI 1 Used	GRI 1: Foundation 2021
-------------------	------------------------

GRI Standard	Disclosure Requirements	Reference
---------------------	--------------------------------	------------------

GRI 2: General Disclosures 2021

2-1	Organization details	Pg. 6
2-2	Entities included in the organization's sustainability reporting	Pg. 6
2-3	Reporting period, frequency and contact point	Pg. 5
2-5	External assurance	Pg. 5
2-7	Employees	Pg. 21
2-28	Membership Associations	Pg. 14
2-29	Stakeholder engagement	Pg. 12

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Pg. 15
3-2	List of material topics	Pg. 15
3-3	Management of material topics	Pg. 15

GRI Content Index

GRI Standard	Disclosure Requirements	Reference
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Pg. 26
205-2	Communication and training about anti-corruption policies and procedures	Pg. 26
205-3	Confirmed incidents of corruption and actions taken	Pg. 26
GRI 302: Energy 2016		
302-1	Energy Consumption within the organization	Pg. 17
GRI 303: Water and Effluents		
303-5	Water consumption	Pg. 18
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 19
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 19
305-3	Other indirect (Scope 3) GHG emissions	Pg. 19, 20
GRI 306: Waste 2010		
306-3	Waste Generated	Pg. 18

GRI Content Index

GRI Standard		Disclosure Requirements	Reference
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover		Pg. 22, 23
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Pg. 22, 23
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system		Pg. 24
403-2	Hazard identification, risk assessment, and incident investigation		Pg. 24
403-9	Work-related injuries		Pg. 24
403-10	Work-related ill health		Pg. 24
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee		Pg. 25
404-2	Programs for upgrading employee skills and transition assistance programs		Pg. 25
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees		Pg. 21

Contact Us



Main Office



60 Ubi Cres, #01-11 Ubi Techpark,
Singapore 408569

Visit Us



<https://hpconstn.com.sg/>



sales@hpconstn.com.sg