



2025

2025

# SUSTAINABILITY REPORT

For the period covering **1 January 2025 – 31 December 2025**

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# MANAGING DIRECTOR STATEMENT

This Sustainability Report reflects our continued commitment to building responsibly and delivering long-term value. At H P Construction & Engineering, sustainability is not just a requirement. It is embedded in how we plan, execute, and deliver our projects every day.

Since our founding in 1996, we have remained committed to delivering quality construction and engineering solutions across Singapore. Today, we recognise that building for the future goes beyond technical excellence. It requires us to integrate sustainability into how we plan, operate, and grow.

Over the past year, we have taken meaningful steps to strengthen our Environmental, Social, and Governance (ESG) practices. This includes improving how we track resource consumption, enhancing site-level safety practices, and strengthening internal processes to support more responsible decision-making.

On the environmental front, we are placing greater focus on reducing energy usage, managing waste more effectively, and improving resource efficiency across our project sites. We have also begun establishing more structured monitoring of utilities and emissions to identify opportunities for continuous improvement.

Our people remain at the core of our business. We continue to foster a culture where safety is a priority and not a compromise. Every worker is equipped, trained, and empowered to work safely. At the same time, we are strengthening employee engagement and development to support long-term capability building. In governance, we are enhancing internal controls, improving transparency, and embedding ESG considerations into our operational and management processes to ensure accountability and resilience.

This report marks another step forward in our sustainability journey. While we recognise there is more to be done, we remain committed to continuous improvement and setting clearer targets as we progress. I would like to thank our clients, business partner, and employees for their continued trust and support as we work together towards a safer and more sustainable built environment.

**SEAH HWA PENG**

MANAGING DIRECTOR  
H P CONSTRUCTION & ENGINEERING PTE LTD



# ABOUT THIS REPORT

This report covers **HP Construction's** sustainability performance from:

**1 January 2025 –  
31 December 2025**

## Reporting framework



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



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



This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

## External assurance

**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:

✉ **Contact:** [sales@hpconstn.com.sg](mailto:sales@hpconstn.com.sg)

📍 **Address:** Blk 60 Ubi Crescent #01-11 Ubi Techpark  
Singapore 408569

🌐 **Website:** <https://hpconstn.com.sg/>



## HP Construction

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

## Location of Operations Reported



Headquarters:  
**Singapore**

# COMMITMENT TO UNSDGs

At H P Construction, sustainability is embedded in how we plan, build, and operate. Our initiatives contribute to global progress by aligning with the United Nations Sustainable Development Goals (SDGs). The overview below highlights how our projects and commitments support key environmental and social priorities, driving a more resilient and responsible future.

## Our Sustainable Development Goals

| SDG                                                                                 | Our Contributions                                                                                                                       |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
|    | Ensuring workplace safety through strong health and safety practices, regular training, and proactive risk management across all sites. |
|   | Promoting gender diversity and equal opportunities, including in traditionally male-dominated roles.                                    |
|  | Upholding fair employment practices while supporting workforce development and local economic growth.                                   |
|  | Adopting innovative methods and sustainable materials to improve construction quality and efficiency.                                   |
|  | Delivering safe and sustainable built environments aligned with green building standards.                                               |
|  | Reducing environmental impact through emissions management, energy efficiency, and low-carbon practices.                                |

# AWARDS & CERTIFICATIONS



**ISO 14001:2015**  
Environmental  
Management System



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



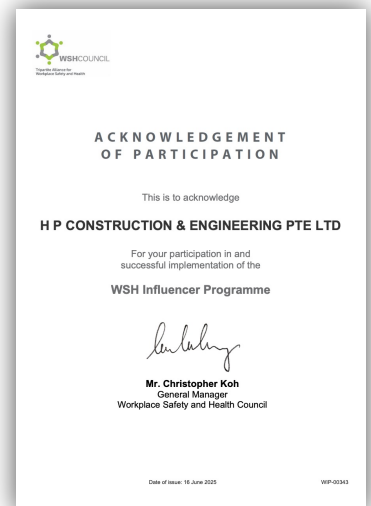
**ISO 9001:2015**  
Quality  
Management System



**Green and Gracious  
Builder Award**  
Excellent



**bizSAFE**  
Star



**WSH Influencer  
Programme**

# AWARDS & CERTIFICATIONS



**BCA CONQUAS**



**HDB Awards  
Certificate of Merit  
(Construction)**



**HDB Construction  
Safety Award**

# AWARDS & CERTIFICATIONS



**MOHH HIRA Award**



**MOHH SAFE Award**



**MOHH Certificate of Merit**

# Memberships

H P Construction is an active member of this association:



## **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 Topic Overview

Identifying material sustainability topics is essential to ensure our reporting addresses the most relevant issues for our business and stakeholders. As this is H P Construction's second year of sustainability reporting, we have refined our material topics through continued industry benchmarking and reference to sectoral best practices. Moving forward, we aim to further strengthen our materiality assessment by engaging both internal and external stakeholders to ensure a more comprehensive and inclusive perspective.

## Methodology and Standards

We aligned our materiality assessment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines to identify the most relevant topics for our industry. We also reviewed sustainability disclosures from peers within the construction sector to ensure alignment with industry best practices.



### Material Topics

Energy (GRI 302)

Water consumption (GRI 303)

Emissions (GRI 305)

Waste generated (GRI 306)

Employment (GRI 401)

Occupational health & safety (GRI 403)

Training & education (GRI 404)

Diversity & equal opportunity (GRI 405)

Anti-corruption (GRI 205)

# SUSTAINABILITY INITIATIVES

## Community Engagement

### ***CSR & WSH Community Outreach Programme***

H P Construction actively contributes to the community through its CSR and Workplace Safety & Health (WSH) outreach initiatives, as demonstrated by the HPCE Cares Community Clean-Up Programme. Employees, including top management, participated in a coordinated clean-up effort to remove debris and mitigate trip hazards along public walkways, promoting a safer and cleaner environment for the community. This initiative reflects our commitment to environmental stewardship, workplace safety, and fostering a strong culture of volunteerism and social responsibility.



### ***Engaging Children: Safety and Environmental Awareness***

H P Construction initiated an engaging programme to promote safety and environmental awareness among children at a nearby childcare centre. Through interactive sessions, children are introduced to key safety practices and environmental responsibility in a fun and accessible way. The programme uses creative materials and storytelling to effectively communicate important safety do's and don'ts, as well as broader sustainability concepts. To reinforce learning, a simple quiz with small gifts is included to reward understanding and encourage participation, helping to foster early awareness and strengthen community engagement.



# SUSTAINABILITY INITIATIVES

## Environmental Green Practices



### *Reduce, Reuse, Recycle*

Measures to reduce, reuse and recycle construction and office waste are an integral part of our green practices. We separate, recycle and reduce construction waste such as timber, plastic packaging and other related waste.



### *Environmentally Friendly Technology*

Concrete pumps, auto wheel washers and mass climbers are used to reduce material wastage and are more energy efficient, promoting sustainability and efficient resource management.



### *Sustainable Materials*

Sustainable materials such as lightweight precast concrete is used, which require less material, use less energy and minimise construction waste. They can also be designed for reuse, promoting sustainability.



### *Energy Saving Appliances*

We implement energy-efficient appliances across operations to reduce energy consumption and improve overall operational efficiency.

# CURRENT PROGRESS

FY 2025



## ENVIRONMENTAL

Total Energy Consumption

7,193.76

GJ

Total absolute GHG emissions (Scope 1 and 2)

663.68

tCO<sub>2</sub>e

Total Water Consumption

31,909.10

m<sup>3</sup>


## SOCIAL

8.36



Average training hours

Gender ratio of male and female

7:1

Young to older employees\*

1:3

\*Young: Under 30 years old, Older: Over 30 years old



## GOVERNANCE

24/7



access to whistleblowing channel to every employee

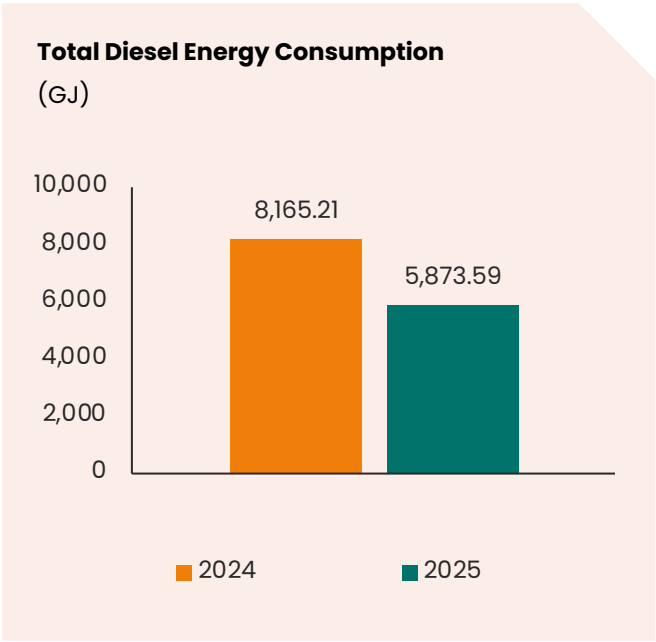
0



incident relating to corruption and/or bribery

# ENVIRONMENTAL METRICS

## Energy Consumption

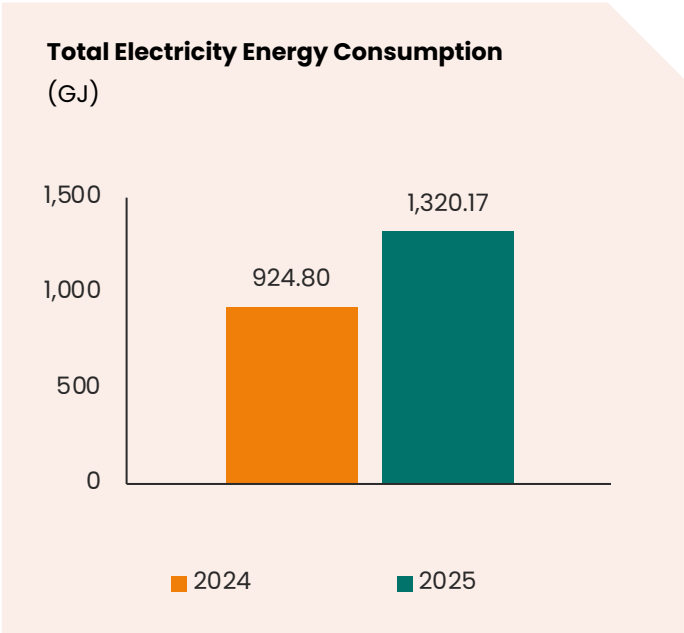


Diesel Energy Consumption **5,873.59**  
GJ

| Total Diesel Consumption in Litres |                 |
|------------------------------------|-----------------|
| Year                               | Diesel (litres) |
| 2024                               | 214,766.00      |
| 2025                               | 154,494.00      |

Electricity Energy Consumption **1,320.17**  
GJ

| Total Electricity Consumption in kWh |                   |
|--------------------------------------|-------------------|
| Year                                 | Electricity (kWh) |
| 2024                                 | 256,888.00        |
| 2025                                 | 366,712.75        |

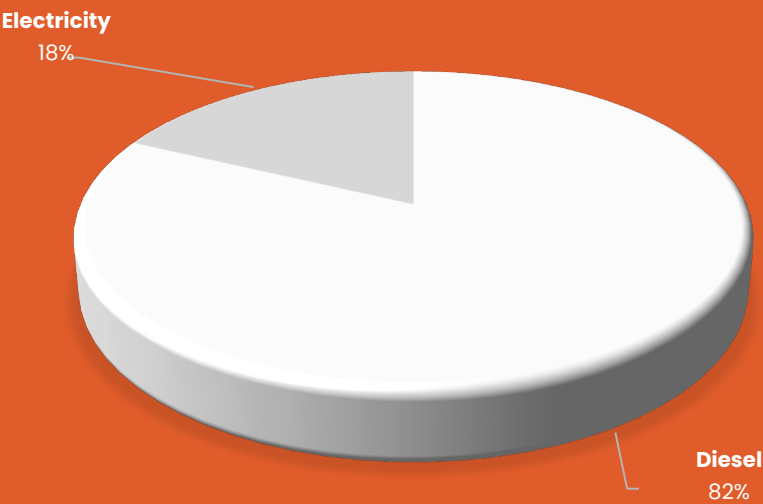


# ENVIRONMENTAL METRICS

Total Energy Consumption

7,193.76  
GJ

Breakdown of Energy Consumption

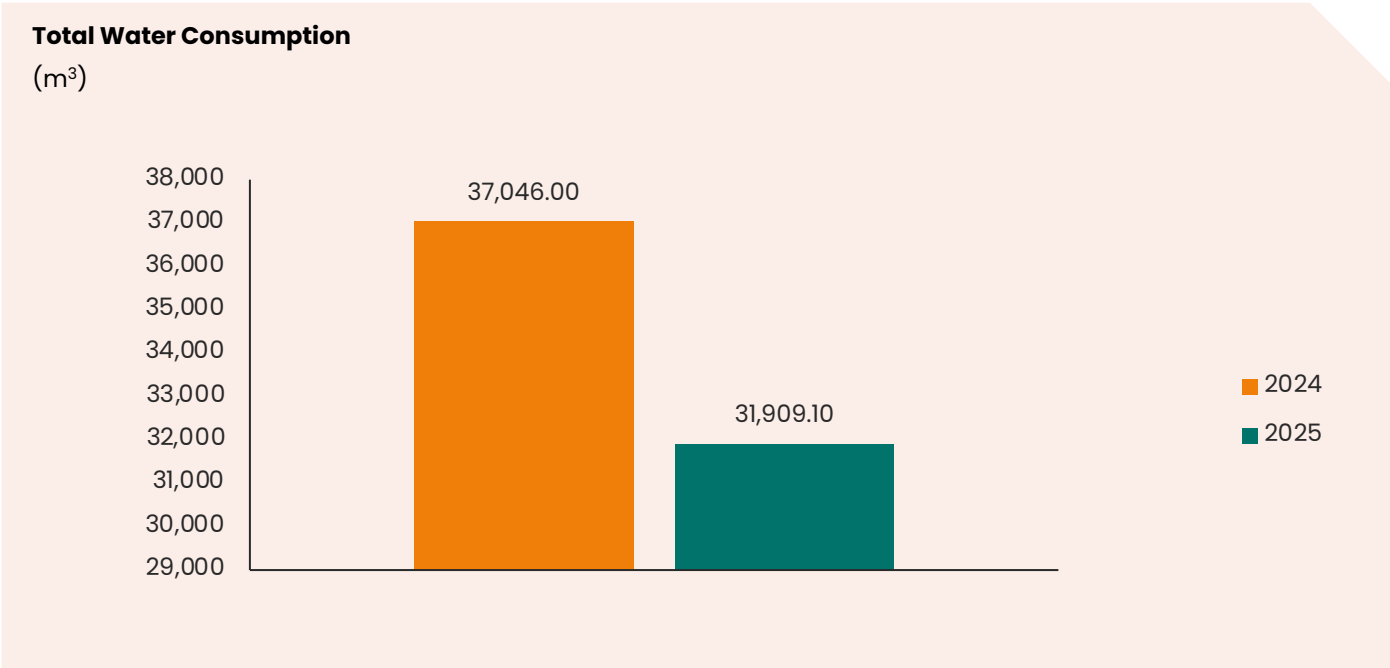


At H P Construction, we recorded energy use from diesel and electricity across our operations. Diesel consumption from non-stationary combustion occurred at project sites, where generators were used to provide power during the early stages of construction.

# ENVIRONMENTAL METRICS

Water Consumption

31,909.10 m<sup>3</sup>



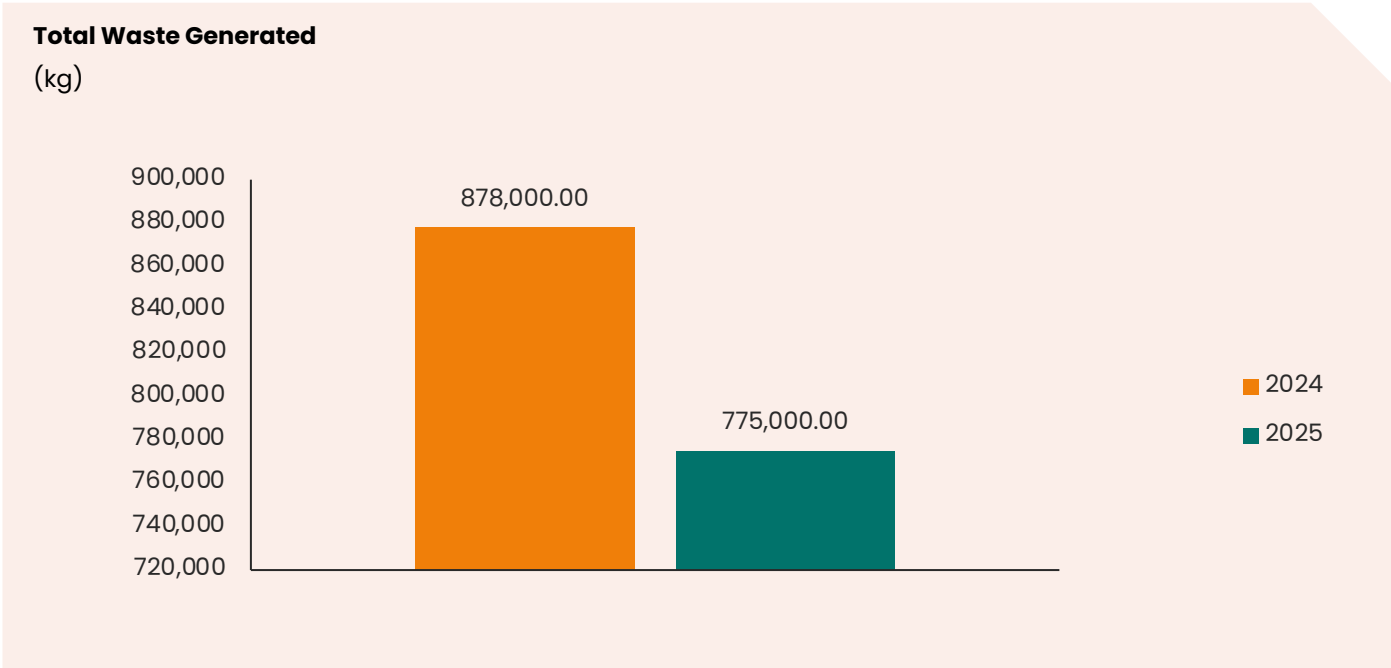
In 2025, H P Construction strengthened the efforts to improve water efficiency across the operations, achieving a reduction in total water consumption of 13.9%. This improvement reflects ongoing initiatives to promote responsible water use, including increased awareness among staff and the review of operational processes to identify opportunities for reduction. Through continuous monitoring and targeted conservation measures, we remain committed to enhancing water efficiency and minimising the environmental impact.



# ENVIRONMENTAL METRICS

Waste Generated

775,000.00 kg



In 2025, H P Construction recorded a reduction in waste disposed, decreasing from 878,000.00 kg in 2024 to 775,000.00 kg in 2025 – a reduction of approximately 11.7%.

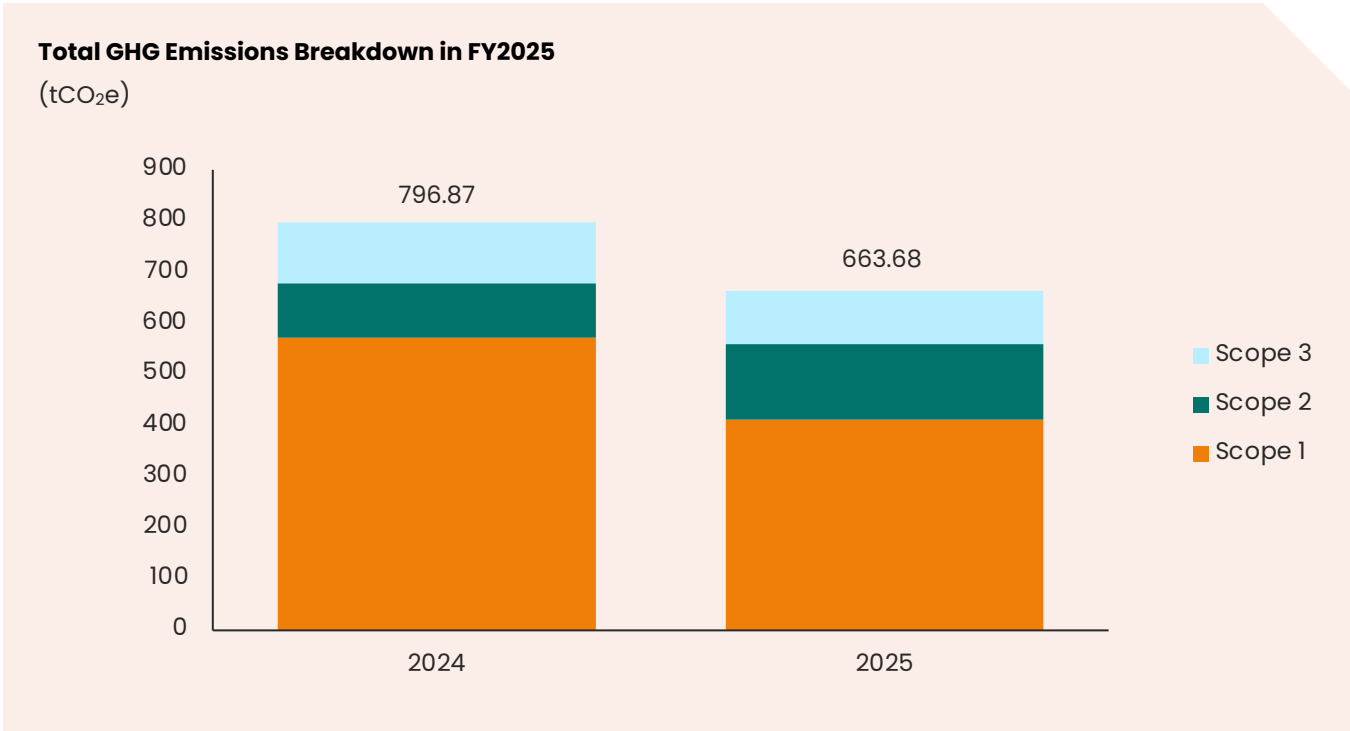
This improvement can be attributed to several key initiatives.

Firstly, the adoption of more sustainable procurement practices, including the use of materials such as lightweight precast concrete where feasible, has helped reduce material waste and improve resource efficiency.

In addition, we strengthened our waste segregation and recycling programmes across project sites, enabling more effective separation of recyclable materials from general waste. These efforts have contributed to diverting a greater proportion of waste from disposal, supporting our commitment to responsible waste management.

# ENVIRONMENTAL METRICS

## GHG Emissions



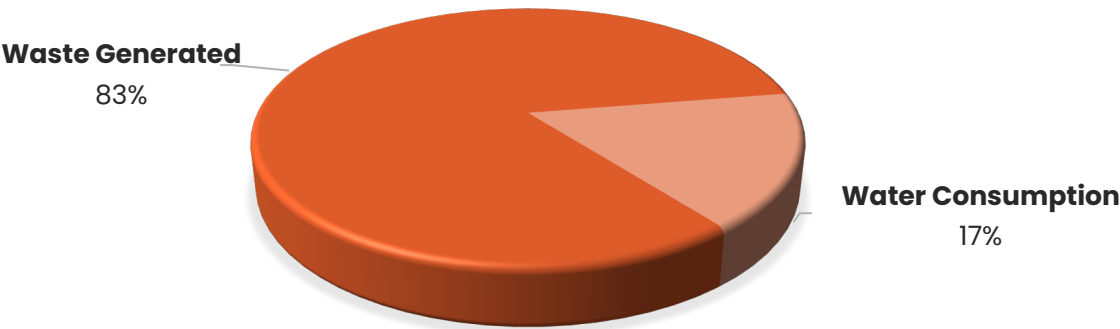
| Scope 1 Emissions  | Scope 2 Emissions  | Scope 3 Emissions  |
|--------------------|--------------------|--------------------|
| 411.66             | 142.42             | 104.60             |
| tCO <sub>2</sub> e | tCO <sub>2</sub> e | tCO <sub>2</sub> e |

As this is H P Construction’s second year of emissions reporting, we are able to track progress against our 2024 baseline. In 2025, total Scope 1–3 emissions decreased from 796.87 tCO<sub>2</sub>e to 663.68 tCO<sub>2</sub>e representing a reduction of approximately 16.7%. This improvement reflects our ongoing efforts to manage and reduce emissions across operations. With an established baseline and initial progress demonstrated, H P Construction is better positioned to set meaningful reduction targets and continue advancing toward our long-term climate goals.

# ENVIRONMENTAL METRICS

## GHG Emissions: Scope 3 Breakdown

Breakdown of Scope 3 Absolute Emission



| Scope 3 Emissions Breakdown (tCO <sub>2</sub> e) |       |
|--------------------------------------------------|-------|
| Water Consumption                                | 18.19 |
| Waste Generated                                  | 86.41 |

In FY2024, H P Construction began tracking Scope 3 carbon emissions, focusing on key categories such as water consumption (under Purchased Goods and Services) and waste generated. As part of our second year of reporting in 2025, we have continued to build on this foundation and will progressively expand Scope 3 tracking in the coming years to include additional relevant emission categories.

**Water Consumption**  
(under Purchased Goods and Services)

**18.19** tCO<sub>2</sub>e

**Waste Generated**

**86.41** tCO<sub>2</sub>e

# SOCIAL METRICS

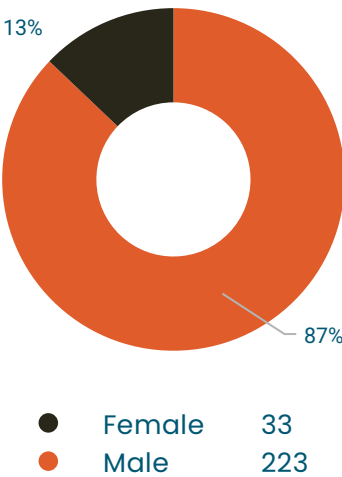
## Diversity and Equal Opportunity

Total Number of Current Employees<sup>1</sup>

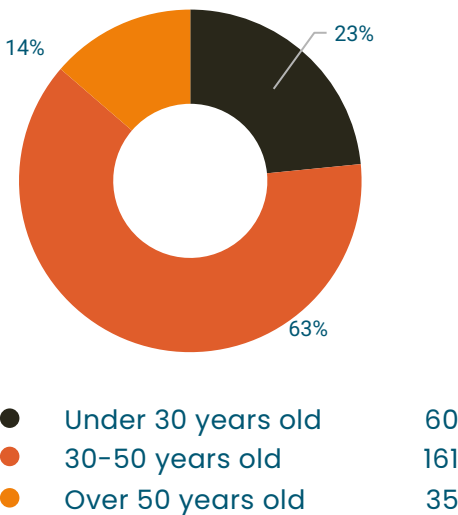
256

<sup>1</sup>As at 31 December 2025

Number of employees by Gender



Number of employees by Age Group



At H P Construction, we are committed to fostering a respectful and inclusive workplace where all employees are treated fairly and valued for their contributions, regardless of age or gender.

While the construction industry remains predominantly male, the company actively supports gender diversity and equal opportunities, ensuring that both men and women have the ability to grow, advance, and succeed across all areas of the business.

By embedding respect and inclusion into our culture, we empowers our workforce to perform at their best.

# SOCIAL METRICS

## Supporting Employee Well-being: New Hires

|  New Employee Hires |                            |        |      |
|------------------------------------------------------------------------------------------------------|----------------------------|--------|------|
| Category                                                                                             | Items                      | Number | Rate |
| By Age Group                                                                                         | Below 30 years old         | 1      | 2%   |
|                                                                                                      | Between 30 to 50 years old | 2      | 1%   |
|                                                                                                      | Above 50 years old         | 0      | 0%   |
| By Gender Group                                                                                      | Male                       | 1      | 0%   |
|                                                                                                      | Female                     | 2      | 6%   |

**Note:** Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

At H P Construction, we continue to strengthen our workforce by welcoming new talent who bring fresh perspectives, diverse experiences, and renewed energy to our teams. Each new hire supports ongoing innovation and enhances our capabilities as we grow. We remain committed to attracting and developing the next generation of professionals, ensuring a strong talent pipeline to support our long-term success and future growth.



# SOCIAL METRICS

## Supporting Employee Well-being: Retention

|  Employee Turnover |                            |        |      |
|-----------------------------------------------------------------------------------------------------|----------------------------|--------|------|
| Category                                                                                            | Items                      | Number | Rate |
| By Age Group                                                                                        | Below 30 years old         | 3      | 14%  |
|                                                                                                     | Between 30 to 50 years old | 25     | 14%  |
|                                                                                                     | Above 50 years old         | 9      | 9%   |
| By Gender Group                                                                                     | Male                       | 30     | 14%  |
|                                                                                                     | Female                     | 7      | 9%   |

**Note:** Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

At H P Construction, we recognise the importance of fostering a supportive workplace where employee well-being, development, and retention are key priorities. We are committed to creating an environment where individuals feel valued, secure, and motivated to grow within the organisation.

To support this, we offer a range of employee benefits, including healthcare coverage, parental leave, hospitalisation and surgical insurance, variable bonuses, and team-building activities. These benefits reflect our commitment to supporting our employees' well-being and strengthening a positive and engaged workplace culture.



## SOCIAL METRICS

### Occupational Health and Safety

**Number of fatalities as a result of work-related injury**

0



**Number of high-consequence work-related injuries**

0



**Number of recordable work-related injuries**

0



**Number of recordable work-related ill health cases**

0



Safety remains a top priority at H P Construction, particularly within the demanding construction environment. The company is committed to protecting its workforce through strict safety practices, clear site guidelines, and ongoing training.

In the event of incidents, thorough investigations are conducted to identify root causes and strengthen existing procedures. These continuous improvements support enhanced risk management, more robust safety systems, and the development of a stronger safety culture across all operations, ensuring that every employee feels protected and confident on site.

## SOCIAL METRICS

### Training and Education

#### Average Hours of Trainings per year per employee



**9.24 hours**  
Male



**2.36 hours**  
Female

At H P Construction, personal growth is a cornerstone of both employee development and the company's success. Continuous learning ensures that teams remain up to date with industry trends, technological advancements, and evolving best practices.

Employees are provided with access to a range of training opportunities, including technical and trade skills development through on-the-job training (OJT) and mentorship programmes. These initiatives support employees in enhancing their skills, advancing professionally, and contributing meaningfully to H P Construction's ongoing success.



# GOVERNANCE METRICS

## Board Composition

Number of Board of Directors

4

Number of Independent Board Directors

4

Number of Women on the Board of Directors

1

## Anti-Corruption

H P Construction maintains a strict zero-tolerance approach to corruption and confirms that **no incidents of corruption have been recorded.**

Bribery is prohibited in all jurisdictions in which we operate and is fundamentally inconsistent with ethical standards and business principles. At H P Construction, we define bribery as the direct or indirect offering of anything of value to obtain or retain an improper business advantage, and strictly prohibits such practices, including gifts, travel, entertainment, or cash equivalents intended to influence business decisions.

H P Construction competes fairly for all business opportunities and ensures that any engagement with business partners aligns with our integrity standards, avoiding third parties with a known history of corrupt practices. Employees are encouraged to report any suspicious behaviour to safeguard the company's reputation and uphold the commitment to ethical conduct and responsible business practices.

# GRI CONTENT INDEX

Statement of Use

H P Construction has reported the information cited in this GRI content index for the period of 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

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

## GRI 2: General Disclosures 2021

|      |                                                                  |           |
|------|------------------------------------------------------------------|-----------|
| 2-1  | Organisation details                                             | Pg. 5     |
| 2-2  | Entities included in the organisation's sustainability reporting | Pg. 5     |
| 2-3  | Reporting period, frequency and contact point                    | Pg. 4     |
| 2-5  | External assurance                                               | Pg. 4     |
| 2-7  | Employees                                                        | Pg. 21-25 |
| 2-9  | Governance structure and composition                             | Pg. 26    |
| 2-22 | Statement on sustainable development strategy                    | Pg. 3     |
| 2-28 | Membership Associations                                          | Pg. 10    |

## GRI 3: Material Topics 2021

|     |                                      |        |
|-----|--------------------------------------|--------|
| 3-1 | Process to determine material topics | Pg. 11 |
| 3-2 | List of material topics              | Pg. 11 |
| 3-3 | Management of material topics        | Pg. 11 |

# GRI CONTENT INDEX

| GRI Standard                         |                                                                          | Disclosure Requirements | Reference |
|--------------------------------------|--------------------------------------------------------------------------|-------------------------|-----------|
| <b>GRI 205: Anti-Corruption 2016</b> |                                                                          |                         |           |
| 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    |
| <b>GRI 302: Energy 2016</b>          |                                                                          |                         |           |
| 302-1                                | Energy Consumption within the organisation                               |                         | Pg. 15-16 |
| 302-4                                | Reduction of energy consumption                                          |                         | Pg. 15-16 |
| <b>GRI 303: Water and Effluents</b>  |                                                                          |                         |           |
| 303-5                                | Water consumption                                                        |                         | Pg. 17    |
| <b>GRI 305: Emissions 2016</b>       |                                                                          |                         |           |
| 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 |
| <b>GRI 306: Waste 2010</b>           |                                                                          |                         |           |
| 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  |
| GRI 403: Occupational Health and Safety 2018  |                                                  |                         |            |
| 403-1                                         | Occupational health and safety management system |                         | 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     |
| GRI 405: Diversity and Equal Opportunity 2016 |                                                  |                         |            |
| 405-1                                         | Diversity of governance bodies and employees     |                         | Pg. 21, 26 |

# CONTACT US



2025

## Main Office

Blk 60 Ubi Crescent #01-11 Ubi Techpark  
Singapore 408569

## Visit Us

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