



GREEN AND GRACIOUS POLICY STATEMENT

To Adopt Green and Gracious Practices in our Operations and Stakeholder Interactions

We believe strongly in the protection of the environment and promoting the wellbeing of our stakeholders. Consequently, we seek to adopt Green and Gracious practices in the conduct of our business and in our interactions with stakeholders. We strive towards continual improvements on our Green and Gracious journey, and raising the awareness of Green and Gracious practices amongst all our employees. With the ultimate objective of creating and sustaining an exemplary safe, Green and Gracious work place, we commit to the following;

- Communicating the above policy and promoting awareness of Green and Gracious practices to all personnel working under the control of our Company, including but not limited to our employees and sub-contractors
- Provision of sufficient competent and trained personnel to proactively manage and take the lead on matters relating to WSH and environmental control at the respective sites
- Reduction of our operations' adverse impact to the environment via Reuse, Reduce and Recycle
- Establish specific KPIs for energy consumption, resource wastage control, environmental protection, noise and vibration control, as well as electricity and water consumption
- Implementing good housekeeping measures at site
- Compliance with the relevant regulations relating to EHS
- Ensure effective control and minimization of dust, pollutants, noise and vibration generated from our construction works
- Ensure that public safety and accessibility is not compromised, and take measures to minimize public inconvenience(s) during the conduct of our operations
- Provision of a safe, conducive, Green and Gracious working environment for all site personnel and person(s) working on our projects
- Maintain appropriate on-boarding processes to facilitate the familiarization of new employees as well as facilitate employee development through related training(s)
- Provide sufficient employee feedback channel(s)
- Establishment of HR practices for fair performance assessment, rewards and compensation review, employee training and upskilling support, enhancement of employee well-being, and to guide recruitment practices
- Support the implementation of Green and Gracious programme to promote and enhance the awareness of exemplary Green and Gracious practices and inculcate a Green and Gracious mindset amongst our employees
- Cultivate a proactive workforce that cares for the environment
- Ensuring our suppliers and sub-contractors conform to the Company's Green and Gracious requirement and practices
- Ensure sufficient resources to support, communicate and implement safe management measures to mitigate the risk of widespread of COVID19 in the community
- Review the Company's Green and Gracious Builder Scheme performance at regular intervals
- This policy shall be made accessible to all interested parties.

JASMINE NG
Director

01 Mar 2022
Date