



盛和建筑私人有限公司  
VICO CONSTRUCTION PTE LTD

# Sustainability Report

**2024**

For the period covering 01 Oct 2023 - 30 Sep 2024





# VICO Construction Pte Ltd

Corporate Registration Number:  
**200819948C**

Address of Principal Executive Offices:  
**11 Irving Place #11-02 Tai Seng Point Singapore  
(369551)**

State of Jurisdiction of Incorporation



**Singapore**

Fiscal Year Ending  
**Sep 2024**





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# A Message From Our CEO



At VICO Construction, sustainability and safety are embedded in our corporate culture, forming the core of every project we undertake. Our dedication goes beyond compliance; it is about leading responsibly, innovating proactively, and building sustainably.

We are committed to:

Ensuring uncompromising safety standards on all our project sites, recognizing that no deadline or objective outweighs the well-being of our people.

Cultivating a positive workplace culture where safety is celebrated, respected, and actively practiced every day, enabling our teams to thrive and return home safely.

Embracing sustainable construction methodologies and innovative solutions that reduce our environmental footprint and contribute positively to the communities we serve.

Encouraging transparency, accountability, and efficiency throughout our operations, underpinned by robust governance and proactive management strategies.

Investing continuously in training and empowering our workforce, equipping every individual with the necessary skills, awareness, and motivation to uphold our safety and sustainability commitments.

At VICO Construction, we believe in constructing more than buildings—we build trust, resilience, and a sustainable future.

**Mr. Zuo Haibin**

Chief Executive Officer  
VICO Construction Pte Ltd

# About this Report

This report covers **VICO Construction Pte Ltd's** sustainability performance from **01 Oct 2023 to 30 Sep 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:

VICO Construction Pte Ltd

✉ Contact: [contact@vicoep.com](mailto:contact@vicoep.com)

📍 Address: 11 Irving Place #11-02 Tai Seng Point Singapore (369551)

🌐 Website: <https://www.facebook.com/vicoep/>



# Who We Are: About VICO



VICO Construction Pte Ltd is a Singapore-based building contractor. We are currently delivering approximately 5,000 units of public housing with some projects already completed and others actively underway.

Led by founder and CEO Mr. Zuo Haibin, who brings over 2 decades of experience in construction and development, VICO has a proven track record in completing residential and industrial projects across both public and government sectors.

At VICO Construction, safety is paramount. We are committed to fostering a workplace where the well-being of our workers and employees is our top priority. We strive to be at the forefront of safety initiatives, continuously improving our practices, investing in training, and implementing advanced safety technologies to ensure a secure and accident-free work environment. Our goal is to lead the industry in best practices that protect lives while delivering excellence in construction.

VICO Construction's unwavering commitment to safety and innovation has been consistently recognized through numerous prestigious awards. These include the bizSAFE Enterprise Exemplary Award, multiple Workplace Safety and Health (WSH) awards such as the SHARP and CARE awards, and commendations for outstanding performance in safety practices. Additionally, our active participation in national safety committees and task forces highlights our influential role in shaping industry safety standards. These accolades affirm our dedication to maintaining the highest levels of safety, quality, and excellence in construction.

## Location of operations

Headquarters

Regional presence in:

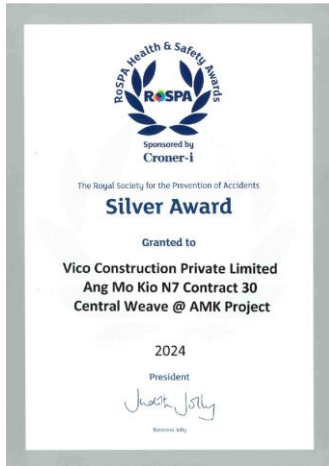


Singapore

**This report specifically addresses the operations conducted in Singapore.**



# Awards Attained



**RoSPA Health & Safety Awards 2024: Silver Award**

**AMK N7 Contract 30 Central Weave @ AMK Project**

**RoSPA Health & Safety Awards 2024: Silver Award**

**Tampines N9 Contract 15 & 16 Tampines Green Opal Project**

**RoSPA Health & Safety Awards 2024: Silver Award**

**Jurong West N3 Contract 31 & 32 Lakeside View Project**

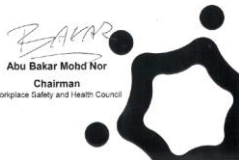


**Safety and Health Award Recognition for Projects (SHARP) 2023**

This Certificate of Award is presented to

**VICO Construction Private Limited  
Tampines Green Opal BTO Project**

for your commitment in achieving excellence in Workplace Safety and Health



**Safety and Health Award Recognition for Projects (SHARP) 2024**

This Certificate of Award is presented to

**VICO Construction Pte Ltd  
Tampines Green Opal BTO Project**

for your commitment in achieving excellence in Workplace Safety and Health

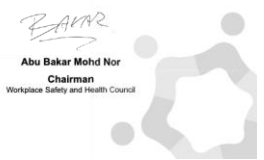


**Safety and Health Award Recognition for Projects (SHARP) 2024**

This Certificate of Award is presented to

**VICO Construction Pte Ltd  
Central Weave @ AMK BTO Project**

for your commitment in achieving excellence in Workplace Safety and Health



**SHARP 2023**

**Tampines Green Opal BTO Project**

**SHARP 2024**



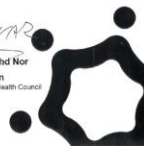


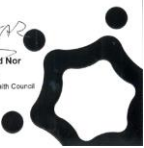














**Tampines Green Opal BTO Project**

**SHARP 2024**

**Central Weave @ AMK BTO Project**



# Awards Attained

  <p><b>Culture of Acceptance, Respect and Empathy (CARE) Award 2023</b></p> <p>This Certificate of Award is presented to</p> <p><b>VICO Construction Private Limited</b></p> <p>for your commitment in achieving excellence in Workplace Safety and Health</p>  <p><b>Abu Bakar Mohd Nor</b> Chairman Workplace Safety and Health Council</p> 	  <p><b>WSH Performance Award 2023 (Silver)</b></p> <p>This Certificate of Award is presented to</p> <p><b>VICO Construction Private Limited</b></p> <p>for your commitment in achieving excellence in Workplace Safety and Health</p>  <p><b>Abu Bakar Mohd Nor</b> Chairman Workplace Safety and Health Council</p> 	  <p><b>WSH Performance Award 2024 (Silver)</b></p> <p>This Certificate of Award is presented to</p> <p><b>VICO Construction Pte Ltd</b></p> <p>for your commitment in achieving excellence in Workplace Safety and Health</p>  <p><b>Abu Bakar Mohd Nor</b> Chairman Workplace Safety and Health Council</p> 
<p><b>CARE Award 2023</b></p>	<p><b>WSH Performance Award 2023</b></p>	<p><b>WSH Performance Award 2024</b></p>
  <p><b>Certificate of Participation</b></p> <p>This Certificate is presented to</p> <p><b>VICO Construction Pte Ltd Jurong West N3 C31 &amp; C32</b></p> <p>for your participation in Workplace Safety and Health Awards 2024</p>  <p><b>Melvin Yong</b> Co-Chairman WSH Council (Engagement and Outreach Committee)</p>  <p><b>Simon Goh</b> Co-Chairman WSH Council (Engagement and Outreach Committee)</p>	  <p><b>Certificate of Participation</b></p> <p>This Certificate is presented to</p> <p><b>VICO Construction Pte Ltd Enhancement Design of the Wall Mounted Soa Panel</b></p> <p>for your participation in Workplace Safety and Health Awards 2024</p>  <p><b>Melvin Yong</b> Co-Chairman WSH Council (Engagement and Outreach Committee)</p>  <p><b>Simon Goh</b> Co-Chairman WSH Council (Engagement and Outreach Committee)</p>	  <p><b>Certificate of Commendation for WSH Tech Awards</b></p> <p>This Certificate commends</p> <p><b>VICO Construction Pte Ltd</b></p> <p>for your commitment to Workplace Safety and Health</p>  <p><b>Melvin Yong</b> Co-Chairman WSH Council (Engagement and Outreach Committee)</p>  <p><b>Simon Goh</b> Co-Chairman WSH Council (Engagement and Outreach Committee)</p>
<p><b>Certificate of Participation WSH Awards 2024</b></p> <p><b>Jurong West N3 C31 &amp; C32</b></p>	<p><b>Certificate of Participation WSH Awards 2024</b></p> <p><b>Enhancement Design of the Wall Mounted Soa Panel</b></p>	<p><b>Certificate of Commendation for WSH Tech Awards 2024</b></p>

# Sustainability Certificates

 <p><b>CERTIFICATE OF REGISTRATION</b> This certifies that <b>VICO CONSTRUCTION PTE. LTD.</b> 11 IRVING PLACE #11-02, TAI SENG POINT, SINGAPORE 369551 has been assessed for the following scope of registration <b>GENERAL BUILDING &amp; CONSTRUCTION</b> As conforming to the requirements of <b>ISO 9001:2015</b> <b>QUALITY MANAGEMENT SYSTEM</b> Certificate Number : QMS-2022-154    Validity Period : 24 JAN 2025 TO 23 JAN 2028 Revision Number : NA    Originality Issued : 03 MARCH 2019 Address: G Milton Director</p>	 <p><b>CERTIFICATE OF REGISTRATION</b> This certifies that <b>VICO CONSTRUCTION PTE. LTD.</b> 11 IRVING PLACE #11-02, TAI SENG POINT, SINGAPORE 369551 has been assessed for the following scope of registration <b>GENERAL BUILDING &amp; CONSTRUCTION</b> As conforming to the requirements of <b>ISO 14001:2015</b> <b>ENVIRONMENTAL MANAGEMENT SYSTEM</b> Certificate Number : EMS-2022-095    Validity Period : 24 JAN 2025 TO 23 JAN 2028 Revision Number : NA    Originality Issued : 03 MARCH 2019 Address: G Milton Director</p>	 <p><b>CERTIFICATE OF REGISTRATION</b> This certifies that <b>VICO CONSTRUCTION PTE. LTD.</b> 11 IRVING PLACE #11-02, TAI SENG POINT, SINGAPORE 369551 has been assessed for the following scope of registration <b>GENERAL BUILDING &amp; CONSTRUCTION</b> As conforming to the requirements of <b>ISO 45001:2018</b> <b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM</b> Certificate Number : OHSMS-2022-184    Validity Period : 24 JAN 2025 TO 23 JAN 2028 Revision Number : NA    Originality Issued : 03 MARCH 2019 Address: G Milton Director</p>
<p><b>ISO 9001: 2015</b> <b>Quality Management System</b></p>	<p><b>ISO 14001: 2015</b> <b>Environmental Management System</b></p>	<p><b>ISO 45001: 2015</b> <b>Occupational Health and Safety Management System</b></p>
 <p><b>GREEN AND GRACIOUS BUILDER Award</b> <b>BCA GREEN AND GRACIOUS BUILDER AWARD</b> Presented to <b>VICO CONSTRUCTION PTE LTD</b> In the category <b>EXCELLENT</b> Mr Ng Yak Meng President The Singapore Contractors Association Ltd Louise Chua Executive Director The Singapore Contractors Association Ltd Certificate No: 454    Original Issue Date: 26 April 2017    Issue Date: 29 April 2023    Expiry Date: 29 April 2026</p>	 <p>Date of Issue: 04/03/2022 <b>WHS COUNCIL</b> <b>bizSAFE STAR</b> <b>CERTIFICATE</b> The Workplace Safety and Health Council is pleased to certify that <b>VICO CONSTRUCTION PTE. LTD.</b> has fulfilled the requirements to attain bizSAFE Level Star This certificate is valid till 2/3/2025 Christopher Koh General Manager Workplace Safety and Health Council Certificate No. E31633</p>	
<p><b>BCA Green and Gracious Builder Award (Excellent)</b></p>	<p><b>bizSafe Level Star</b></p>	

# Initiatives Driving Change



## Waste Segregation & Recycling



Segregation of general waste



Segregation of recyclable waste



Segregation of metal scrap waste



Segregation of recyclable office waste



Segregation of food waste



Monthly Mass Talk conducted to cultivate recycling mindset in workers



# Initiatives Driving Change



## Use of Concrete Pump to reduce concrete waste



## Use of System Formwork to reduce timber waste



# Initiatives Driving Change



## Usage of Solar Power for equipment usage & energy saving equipment

Use of solar panel for construction plant or equipment used on site



Using energy saving device / equipment for Site Office



Inverter Air-con using at Site Office



Photo showed the label for the TL5 fluorescent lighting using for site office



Energy efficient fridge for storage of ice and cold water for heat stress management



Energy saving printer using at Site Office



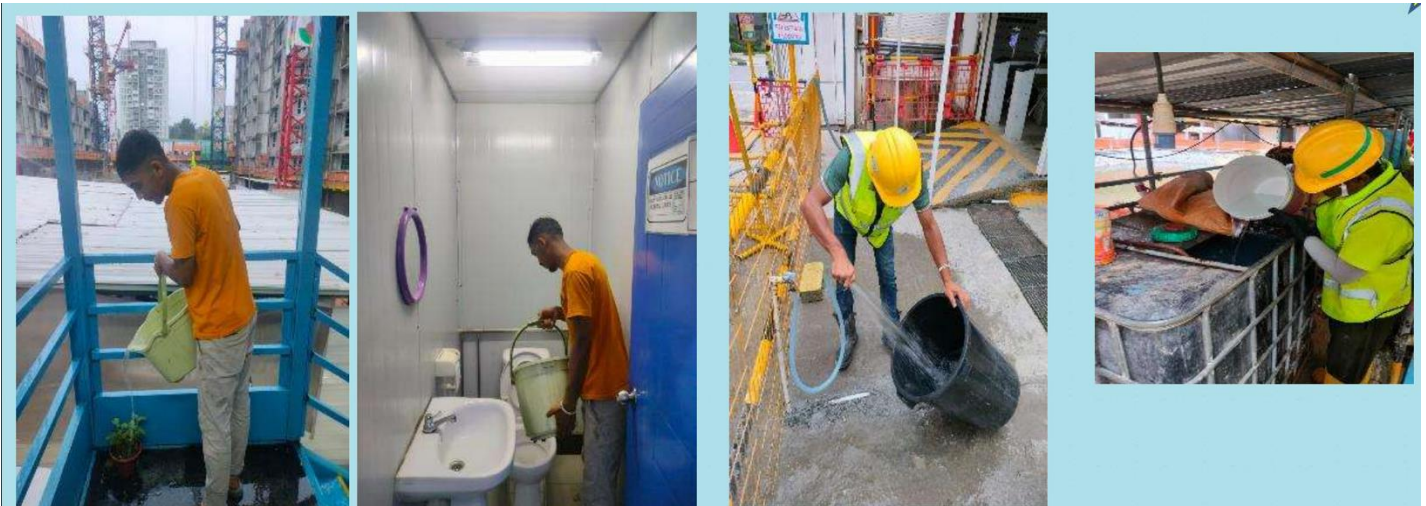
# Initiatives Driving Change



## Reusing water for other activities



ECM treated water use for dust control



Rain water (not ECM treated) used for watering of plans, toilet cleaning, bin cleaning and chemical mixing in ECM.

# Initiatives Driving Change



## Using Green-certified materials/items



**SINGAPORE GREEN BUILDING PRODUCT CERTIFICATE**

AWARDED TO  
**Renditec Marketing Pte Ltd**  
19 Bangay Kuala Street #  
Singapore 728684

FOR THE PRODUCT  
**Tile System - Tile Adhesive (Cementitious)**

PRODUCT BRAND  
**RENDETEC**

PRODUCT MODEL  
**R-CRETE ECO TILEBOND PLUS**

THE PRODUCT HAS BEEN ASSESSED ACCORDING TO THE ASSOCIATED CODES OF PRACTICE, GUIDELINES AND PRODUCT CERTIFICATION SCHEME OF THE SGCB AWARDED THE MARKING



CEO  
**SGBC Pte Ltd**

Certificate Number	Original Issue Date	Revised Date	Valid To
SGBP 3388	12 March 2025	14 April 2025	11 March 2027



**SINGAPORE GREEN BUILDING PRODUCT CERTIFICATE**

AWARDED TO  
**Renditec Marketing Pte Ltd**  
19 Bangay Kuala Street #  
Singapore 728684

FOR THE PRODUCT  
**Render**

PRODUCT BRAND  
**RENDETEC**

PRODUCT MODEL  
**R-CRETE ECO RENDER PLUS**

THE PRODUCT HAS BEEN ASSESSED ACCORDING TO THE ASSOCIATED CODES OF PRACTICE, GUIDELINES AND PRODUCT CERTIFICATION SCHEME OF THE SGCB AWARDED THE MARKING



CEO  
**SGBC Pte Ltd**

Certificate Number	Original Issue Date	Revised Date	Valid To
SGBP 3386	12 March 2025	14 April 2025	11 March 2027



**SINGAPORE GREEN BUILDING PRODUCT CERTIFICATE**

AWARDED TO  
**Renditec Marketing Pte Ltd**  
19 Bangay Kuala Street #  
Singapore 728684

FOR THE PRODUCT  
**Plaster**

PRODUCT BRAND  
**RENDETEC**

PRODUCT MODEL  
**R-CRETE ECO SKIM PLUS**

THE PRODUCT HAS BEEN ASSESSED ACCORDING TO THE ASSOCIATED CODES OF PRACTICE, GUIDELINES AND PRODUCT CERTIFICATION SCHEME OF THE SGCB AWARDED THE MARKING



CEO  
**SGBC Pte Ltd**

Certificate Number	Original Issue Date	Revised Date	Valid To
SGBP 3384	12 March 2025	14 April 2025	11 March 2027

**Products with "Green" label has been considered in our supplier selection process**



"DAVCO ECO Friendly premixed coarse mortar Plaster"



"R-CRETE ECO SCREED" Floor Screed cement



"PROTEC" PRO Tilebond H-ECO



Temephos 1% Sand Granule

# Initiatives Driving Change



## Conduct of Cohesion Activities: Indoor Carrom and Football Competition



## Conduct of Safety Campaigns to reinforce Safety Measures





# Memberships

**VICO Construction** is an active member of various notable organizations that contribute significantly towards sustainability initiatives:

## The Singapore Contractors Association Ltd

The Singapore Contractors Association Limited (SCAL) is a not-for-profit organisation representing more than 3,000 construction firms and allied businesses in Singapore. Since 1937, SCAL plays a pivotal role in being the voice of the construction industry in Singapore through facilitating in various platforms such as bridging closer working relationships between businesses and government agencies, networking events for members, recognition and awards platforms and administering programmes to drive business success.



## 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, **VICO Construction** 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 At a Glance: Our Progress

## Environmental

FY 2024 Progress

Total Electricity Consumption

**946,591 kWh**

Total absolute GHG emissions of  
Scope 1 and Scope 2

**3,173 tCO<sub>2</sub>e**

Total Water Consumption

**996,863 m<sup>3</sup>**

## Social

FY 2024 Progress

Average training hours  
per employee is: **6.2**

Ratio of male  
to female employees: **14 : 1\***

Ratio of young to  
older employees\*\*: **3 : 7\***

## Governance

FY 2024 Progress

**24/7** access to whistleblowing  
channel to every employee

**0** incident relating to  
corruption and/or bribery

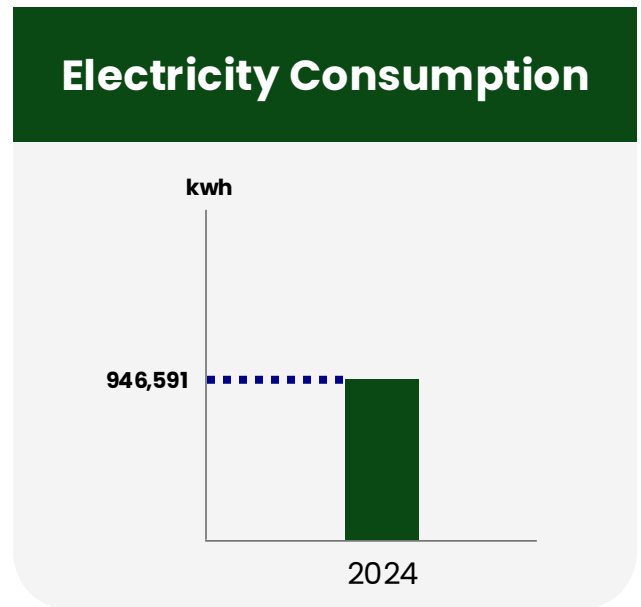
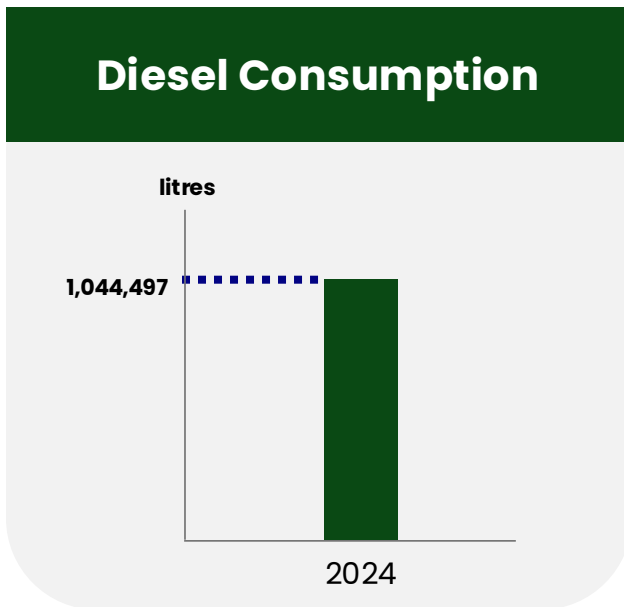
\*Estimated ratio

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

# Environmental Impact

## 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.



S/N	Item	Datapoint	Units	Alignment to standards
1	Diesel Consumption	1,044,497	Litres	GRI 302-1
2	Electricity Usage	946,591	kWh	GRI 302-1

### Diesel Consumption

At VICO Construction, diesel continues to play a vital role in powering on-site machinery, heavy equipment, and temporary generators. As part of our broader sustainability strategy, we are committed to reducing our reliance on fossil fuels. This includes transitioning toward lower-emission alternatives such as electric and hybrid construction machinery, and investing in newer, more energy-efficient equipment that delivers high performance with reduced fuel consumption.

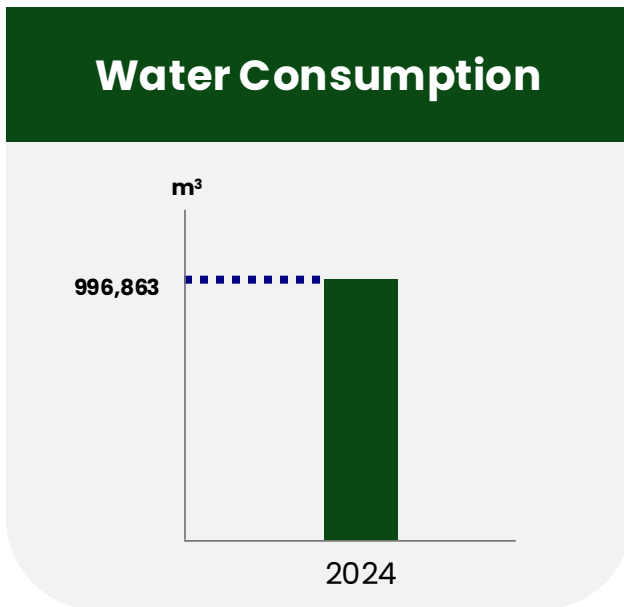
### Electricity Consumption

Our construction sites primarily draw electricity from local substations to power operations, site offices, and temporary infrastructure. To promote more responsible energy use, VICO has implemented power-saving measures across project sites. These include installing energy-efficient lighting, solar panels and upgraded electrical systems, all aimed at reducing energy wastage and improving operational sustainability.

# Environmental Impact

## 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.



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption	996,863	m³	GRI 303-5
2	General Waste Disposed	1,986	tonnes	GRI 306-3

### Water Consumption

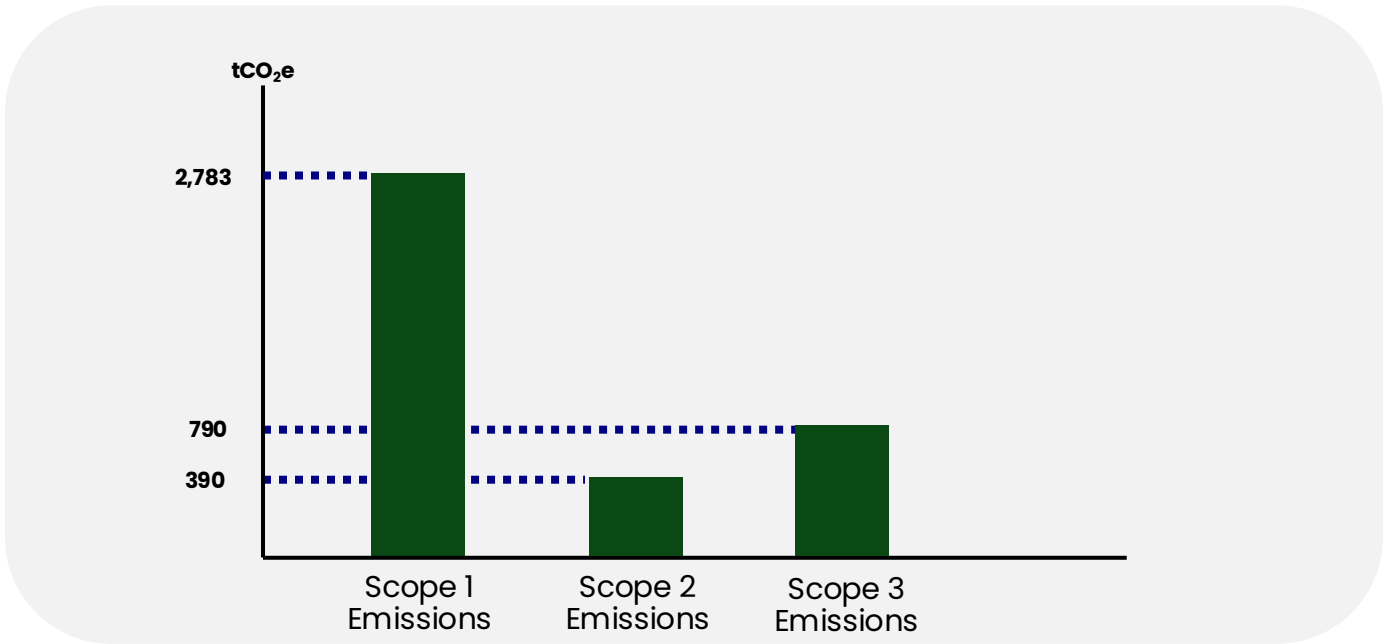
Water is an essential resource used for activities ranging from concrete mixing and dust suppression to worker welfare and sanitation. In response to increasing environmental pressures and growing demand, we are taking active steps to manage water usage more sustainably. Our initiatives include the use of water-saving fixtures, periodic monitoring of consumption, and recycling practices such as reusing treated water for non-potable construction activities.

### Waste Disposed

At VICO, we adopt a disciplined approach to waste management that emphasises reduction, segregation, and responsible disposal. Waste is sorted on-site to separate recyclable materials from general waste, and we work closely with licensed waste contractors to ensure proper disposal in accordance with regulatory requirements. Across our projects, we continuously seek to reduce landfill contribution by reusing materials where feasible.

# Environmental Impact

## Our Carbon Footprint



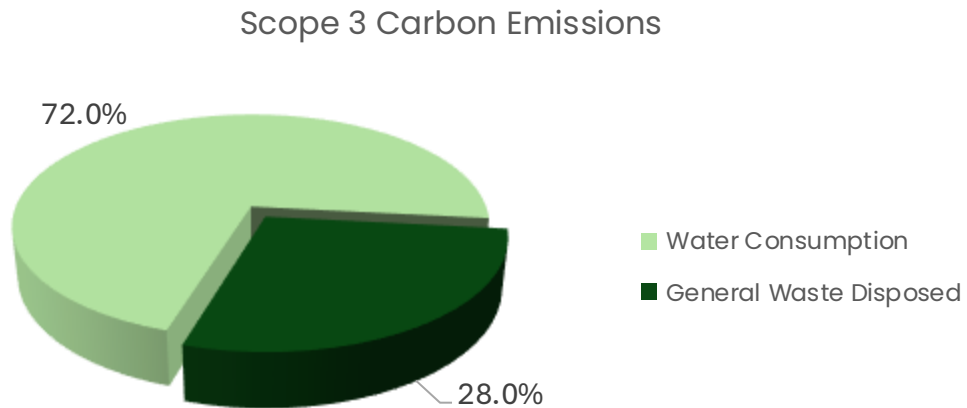
S/N	Item	Datapoint	Units	Alignment to standards
1	Scope 1 Emissions	2,783	tCO <sub>2</sub> e	GRI 305-1
2	Scope 2 Emissions	390	tCO <sub>2</sub> e	GRI 305-2
3	Scope 3 Emissions	790	tCO <sub>2</sub> e	GRI 305-3

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

<sup>1</sup> <https://sefr.netzerohub.sg/>

# Environmental Impact

## Our Carbon Footprint (Breakdown of Scope 3 Emissions)



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption (under Purchased Goods and Services)	568.211	tCO <sub>2</sub> e	GRI 305-3
2	General Waste Disposed	221.439	tCO <sub>2</sub> e	
Total Scope 3 Emissions		789.650	tCO <sub>2</sub> 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 an Inclusive Workplace

S/N	Item	Datapoint	Alignment to standards
1	Current Employees by Age Group – Below 30 years old	115	GRI 405-1
	Current Employees by Age Group – Between 30 to 50	205	GRI 405-1
	Current Employees by Age Group – Above 50 years old	61	GRI 405-1
2	Current Employees by Gender – Male	356	GRI 405-1
	Current Employees by Gender – Female	25	GRI 405-1
3	Total Number of Current Employees*	381	GRI 2-7

\*As at 30 September 2024

At VICO Construction, we believe that diversity and inclusion are fundamental to building strong teams and achieving excellence across our projects. Our people are our strength, and fostering a respectful, equitable workplace helps us deliver greater value to clients, partners, and communities.

This section presents a consolidated view of our workforce, capturing both the scale and composition of our team. It reflects our ongoing commitment to fair employment practices, equal opportunity, and workforce diversity. By monitoring these indicators, we continuously strive to enhance a workplace culture that is inclusive, supportive, and empowering regardless of role, nationality, or background.

# Social Responsibility

## Caring for our People

S/N	Item	Datapoint	Alignment to standards
1	<b>Number of New Employee hires by age group</b>		GRI 401-1
	Under 30 years old	29	
	30 – 50 years old	42	
	Over 50 years old	15	
2	<b>Number of New Employee hires by gender group</b>		
	Male	77	
	Female	9	

At VICO Construction, our people are the driving force behind every successful project. As we continue to expand across Singapore and the region, we are committed to attracting new talent who share our values of integrity, craftsmanship, and teamwork. Supporting new employees from the outset is central to how we build a capable and committed workforce.

New hires at VICO benefit from a structured onboarding process designed to ease their transition into the organisation. They are introduced to our company values, safety-first culture, and project workflows, ensuring they feel prepared and aligned with how we operate from day one. This strong foundation allows them to quickly contribute meaningfully to their teams and the broader company mission.

Beyond onboarding, we provide targeted technical training and practical guidance to equip new team members with the skills needed for their specific roles. By fostering early development, we help them build confidence and navigate the dynamic challenges of the construction environment.

We also believe in growing careers from within. New hires are encouraged to explore clear development pathways, with opportunities for internal mobility and advancement based on performance and potential. Whether on-site or in support functions, our people are supported to take on greater responsibilities as they grow with the company.

Above all, VICO fosters a work culture where every employee—regardless of background or role—feels valued, respected, and supported. From day one, we aim to cultivate a safe and inclusive environment where our people can thrive, contribute fully, and take pride in the work we do together.



# Social Responsibility

## Caring for our People

S/N	Item	Datapoint	Alignment to standards
1	<b>Number of employee turnover by age group</b>		GRI 401-1
	Under 30 years old	35	
	30 – 50 years old	82	
	Over 50 years old	29	
2	<b>Number of employee turnover by gender group</b>		
	Male	115	
	Female	2	

We recognise that retaining skilled and motivated employees is just as important as attracting them. In a fast-evolving industry where projects are demanding and timelines are tight, we believe that long-term workforce stability stems from meaningful engagement, ongoing development, and a culture that values every individual.

Rather than relying on short-term labour strategies, we are committed to investing in the long-term growth of our team. We provide stable, purpose-driven employment across a wide range of regional projects, giving employees the opportunity to contribute to work that makes a lasting impact. This sense of purpose strengthens commitment and reduces turnover across all levels of our workforce.

At the core of our retention strategy is a culture built on mutual respect. We are committed to maintaining a workplace that upholds safety, fairness, and inclusivity, where every voice is heard and valued. Beyond the job itself, we prioritise the well-being of our employees and foster a supportive environment that encourages teamwork, accountability, and long-term belonging.

By embedding these principles into our day-to-day operations, VICO Construction not only builds infrastructure, but also enduring careers and resilient teams ready to grow with us.



# Social Responsibility

## Safe and Healthy Workplaces

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	0	GRI 403-9
4	Number of recordable work-related ill health cases	0	GRI 403-10

Safety is more than a requirement. It is a fundamental value that shapes the way we plan, build, and lead. With operations spanning diverse project sites and involving a wide-ranging workforce, we see the health and well-being of every worker as both a core responsibility and a measure of our operational excellence.

Our safety-first approach is embedded into every stage of the construction process from pre-construction planning and risk assessments to site execution and post-project reviews. We implement strict safety protocols, conduct routine site inspections, and tailor hazard mitigation strategies to the unique demands of each site. Daily toolbox meetings and targeted briefings ensure that safety remains top-of-mind for every team member.

We believe that building a truly safe work environment requires collective ownership. At VICO, every employee is empowered to speak up, report unsafe conditions or near misses, and take proactive steps to safeguard themselves and others. This open and collaborative culture helps us prevent incidents before they occur and reinforces shared accountability on-site.

Leadership plays a pivotal role in sustaining this commitment. Our site supervisors and project managers set the tone by modelling best practices, closely monitoring compliance, and engaging directly with workers to address risks in real time. In the rare event of a safety incident, we respond with transparency, using each case as an opportunity to strengthen our processes and prevent recurrence.

By making health and safety a shared responsibility and an organisational priority, VICO Construction ensures that every worker returns home safe, every day, on every site.

# Social Responsibility

## Growing Together

S/N	Item	Datapoint	Alignment to standards
1	Average training hours per employee	6.2	GRI 404-1
2	Average training hours per Male Employee	6.0	GRI 404-1
3	Average training hours per Female Employee	8.6	GRI 404-1

We believe that experience alone does not define a strong workforce, opportunity does. In an industry where precision, adaptability, and technical expertise are vital, we see learning as a continuous journey, shaped by each new project, challenge, and innovation.

Our training philosophy goes beyond the conventional classroom. Learning at VICO is deeply rooted in real-world application, through on-site mentoring, live project exposure, and hands-on guidance that develop both technical capabilities and soft skills. New team members gain early immersion into practical environments, while experienced staff are consistently upskilled to meet evolving industry demands and technologies.

We view every investment in training as an investment in our future. From reinforcing critical safety behaviours to advancing engineering skills and nurturing future leaders, we are committed to building strength from within. This ensures that our workforce remains agile, empowered, and ready to lead in a fast-changing construction landscape.

By fostering a culture of continuous development and mutual growth, VICO Construction is not only building projects, we are building people who are equipped to shape the future of the industry.



# Governance & Ethics

## Zero Tolerance for Corruption

We maintain a firm zero-tolerance stance against all forms of corruption, bribery, and unethical practices, recognising that such behaviours not only undermine trust, but also compromise the integrity of the construction industry as a whole.

Our anti-corruption approach is supported by a clear governance framework that promotes transparency, accountability, and compliance across all levels of the organisation. From project bidding and procurement to subcontractor engagement and daily operations, we uphold strict ethical standards to ensure that every action taken reflects our values.

All employees are expected to adhere to our Code of Conduct, which outlines the behaviours and responsibilities required to maintain a fair and honest working environment. Regular training, internal audits, and risk assessments are conducted to reinforce awareness and ensure vigilance across our workforce.

We also extend these expectations to our external partners. Subcontractors, suppliers, and vendors working with VICO must comply with our anti-bribery policies and uphold the same standards of ethical business conduct. A confidential reporting channel is available for all stakeholders to voice concerns or report misconduct without fear of retaliation.

In 2024, VICO Construction recorded **zero** cases of corruption across all our operations, a clear testament to the strength of our internal controls, our ethical culture, and our unwavering commitment to integrity at every level of the organisation.



# GRI Content Index

**Statement of Use** VICO Construction Pte Ltd has reported the information cited in this GRI content index for the period of 1 October 2023 to 30 September 2024 with reference to the GRI Standards.

**GRI 1 Used** GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
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## 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. 23
2-28	Membership Associations	Pg. 16
2-29	Stakeholder engagement	Pg. 15

## GRI 3: Material Topics 2021

3-1	Process to determine material topics	Pg. 17
3-2	List of material topics	Pg. 17
3-3	Management of material topics	Pg. 17



# 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. 28
205-2	Communication and training about anti-corruption policies and procedures	Pg. 28
205-3	Confirmed incidents of corruption and actions taken	Pg. 28
<b>GRI 302: Energy 2016</b>		
302-1	Energy Consumption within the organization	Pg. 19
<b>GRI 303: Water and Effluents</b>		
303-5	Water consumption	Pg. 20
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Pg. 21
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 21
305-3	Other indirect (Scope 3) GHG emissions	Pg. 21, 22
<b>GRI 306: Waste 2010</b>		
306-3	Waste Generated	Pg. 20



# GRI Content Index

GRI Standard	Disclosure Requirements	Reference
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	Pg. 24, 25
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 24, 25
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	Pg. 26
403-2	Hazard identification, risk assessment, and incident investigation	Pg. 26
403-9	Work-related injuries	Pg. 26
403-10	Work-related ill health	Pg. 26
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	Pg. 27
404-2	Programs for upgrading employee skills and transition assistance programs	Pg. 27
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Pg. 23



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