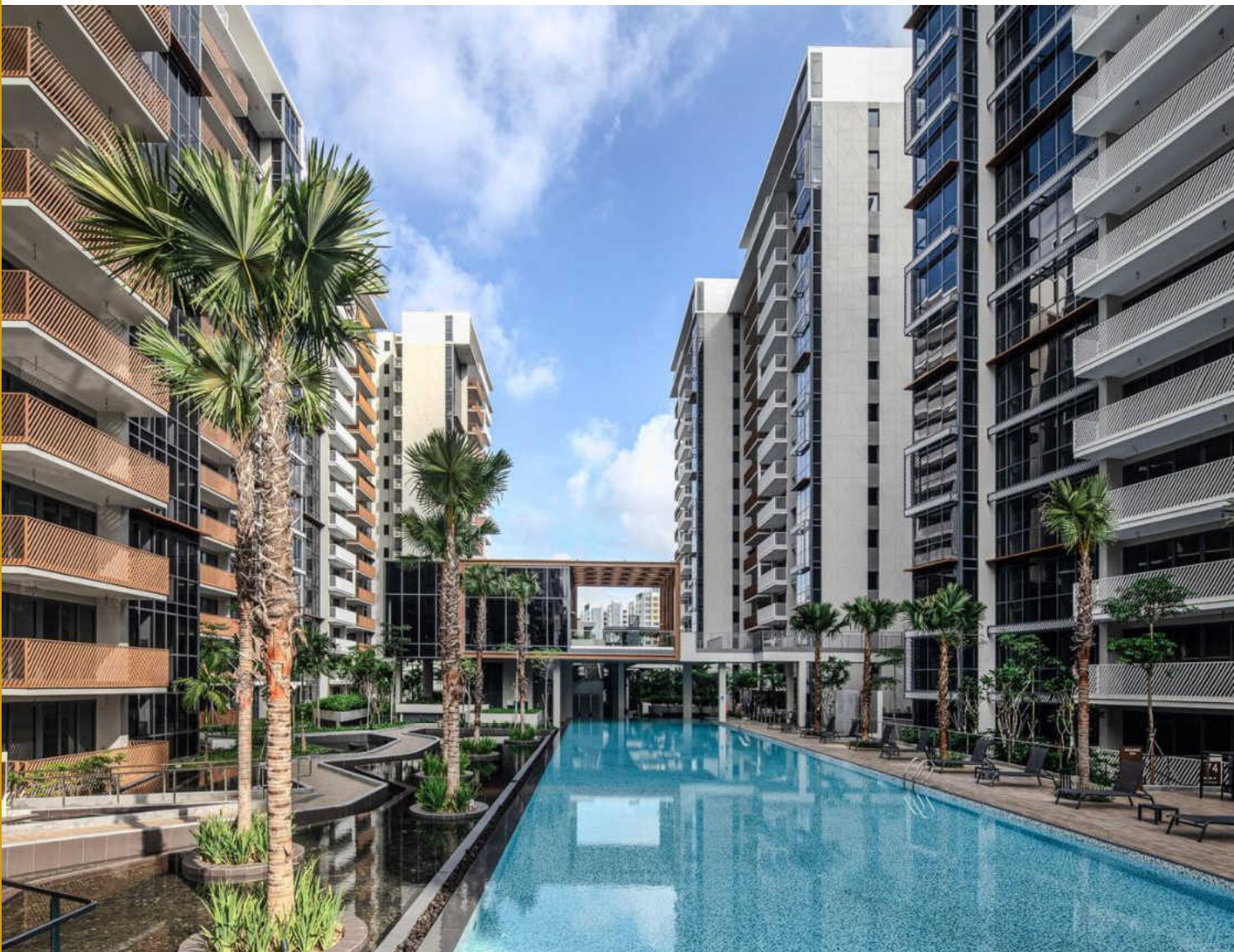




# Sustainability Report

2024

For the period covering 01 Jan 2024 - 31 Dec 2024



# Ho Lee Group Pte Ltd

---

Corporate Registration Number:  
**199600831K**

Address of Principal Executive Offices:  
**200 Jln Sultan, #04-25 Textile Centre,  
Singapore 199018**

State of Jurisdiction of Incorporation



Fiscal Year Ending  
**Dec 2024**



# Table of Contents

4	<b><u>Managing Director Statement</u></b>
5	<b><u>About this report</u></b>
6	<b><u>About Ho Lee Construction</u></b>
7	<b><u>About Wee Poh Construction</u></b>
8	<b><u>Sustainability Certifications</u></b>
10	<b><u>Sustainability Initiatives</u></b>
13	<b><u>Memberships</u></b>
14	<b><u>Material topics</u></b>
15	<b><u>Key ESG Metrics</u></b>
17	<b><u>Environmental Metrics</u></b>
	<ul style="list-style-type: none"><li>• Climate-related Data</li><li>• GHG Emissions</li></ul>
25	<b><u>Social Metrics</u></b>
	<ul style="list-style-type: none"><li>• Diversity and Equal Opportunity</li><li>• Employment</li><li>• Occupational Health &amp; Safety</li><li>• Training and Education</li><li>• Child and Forced Labour</li></ul>
35	<b><u>Governance Metrics</u></b>
	<ul style="list-style-type: none"><li>• Anti-Corruption</li></ul>
36	<b><u>GRI Content Index</u></b>
40	<b><u>Contact Us</u></b>

# Managing Director Statement

Dear Valued Partners, Associates, Colleagues and Stakeholders,

As we continue to navigate the complexities of the construction industry, our company remains committed to adopting sustainable practices that minimize our environmental footprint, promote social responsibility, and ensure economic viability. In this pursuit, we are embracing the principles of Environmental, Social, and Governance (ESG) as a matrix to measure our sustainability performance.

At its core, sustainability refers to the ability to meet the needs of the present without compromising the ability of future generations to meet their own needs. In the context of construction, sustainability encompasses not only environmental considerations but also social and economic factors. ESG, on the other hand, provides a framework for evaluating an organization's performance across these three dimensions.

The distinction between sustainability and ESG is important. Sustainability is the overarching goal, while ESG provides the metrics and benchmarks to measure progress toward achieving that goal. By adopting ESG as our framework, we aim to integrate sustainability into every aspect of our business, from project design and planning to execution and delivery.

Our vision is to become a leader in sustainable construction practices, recognized for our commitment to minimizing waste, reducing carbon emissions, and promoting social responsibility.

We will introduce measurable targets and key performance indicators (KPIs) to track our progress toward achieving sustainability. These metrics will enable us to assess our ESG performance, identify areas for improvement, and make data-driven decisions that support our sustainability goals.

We believe that embracing ESG will not only enhance our sustainability performance but also contribute to long-term value creation for our stakeholders. We look forward to sharing our progress and achievements with you in the months and years ahead.

Thank you for your continued support.

**Benjamin Tan**  
**Managing Director**  
**Ho Lee Construction /**  
**Wee Poh Construction**

# About this Report

This report covers **Ho Lee Construction and Wee Poh Construction'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 and the International Financial Reporting Standard S2, 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:

Ho Lee Group Pte Ltd

✉ Contact: [enquiry@holeegroup.com.sg](mailto:enquiry@holeegroup.com.sg)

📍 Address: 200 Jln Sultan, #04-25 Textile Centre, Singapore 199018

🌐 Website: <https://holeegroup.com.sg/>

# About Ho Lee Construction



Established in 1971 as Ho Lee Construction Co, HLC initially specialized in sanitary and plumbing works. Following its incorporation in 1980 as Ho Lee Construction Pte Ltd (HLC), the company expanded its scope to include general building construction as a Main Building Contractor. Over the years, HLC has developed core competencies in building construction, earning recognition from the Building and Construction Authority (BCA) and esteemed clients.

Currently, HLC holds the prestigious Grade A1 Contractor certification under the BCA's CW01 (General Building) workhead, as well as a B1 Contractor grading under the CW02 (Civil Engineering) workhead. The company is also a Registered BCA Licensed Builder in the categories of GB1 (General Builder Class 1) workhead.

As a leading construction company, HLC has built a reputation for delivering high-quality buildings for both public and private projects. Our corporate culture emphasizes the importance of our people, fostering a positive attitude among our staff that complements our business strategies, extensive experience, and robust financial position.

## Location of operations

### Headquarters

Regional presence in:  Singapore

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

# About Wee Poh Construction



Incorporated in 1977, Wee Poh Construction specializes in infrastructure works for the public sector. WPC has achieved certification for compliance with the current ISO Integrated Quality and Safety Management System. The company holds a Grade A1 Contractor registration with the BCA under the CW01 workhead, a B1 grading under the CW02 (Civil Engineering) workhead and is also a GB1 Licensed Builder under General Builder Class 1.

WPC has successfully completed numerous projects as both a specialist trade sub-contractor and Main Contractor.

As WPC continues to build on its expertise and reputation, the company remains poised to capitalize on emerging opportunities in the construction sector. With its robust capabilities and commitment to quality, WPC is well-positioned to secure new projects and drive growth in the years to come.

## Location of operations

Headquarters

Regional presence in:  Singapore

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

# Sustainability Certifications

For Ho Lee Construction		
 <p><b>CERTIFICATE OF REGISTRATION</b> Certificate No. 760798 The Quality Management Systems of <b>Ho Lee Construction Pte Ltd</b> 300 Jalan Sultan #04-25 Teckle Centre Singapore 130018 has been audited and found to conform to <b>ISO 9001:2015</b> for the following activities: <b>Design, Building and Civil Engineering Construction Services</b></p>	 <p><b>CERTIFICATE OF REGISTRATION</b> Certificate No. 784263 The Environmental Management Systems of <b>Ho Lee Construction Pte Ltd</b> 300 Jalan Sultan #04-25 Teckle Centre Singapore 130018 has been audited and found to conform to <b>ISO 14001:2015</b> for the following activities: <b>Design, Building and Civil Engineering Construction Services</b></p>	 <p><b>CERTIFICATE OF REGISTRATION</b> Certificate No. 760217 The Occupational Health and Safety Management Systems of <b>Ho Lee Construction Pte Ltd</b> 300 Jalan Sultan #04-25 Teckle Centre Singapore 130018 has been audited and found to conform to <b>ISO 45001:2018</b> for the following activities: <b>Design, Building and Civil Engineering Construction Services</b></p>
<b>ISO 9001:2015</b>	<b>ISO 14001:2015</b>	<b>ISO 45001:2018</b>
 <p>Only Valid Until: 15/03/2025 <b>bizSAFE</b> S T A R <b>CERTIFICATE</b> The Workplace Safety and Health Council is pleased to certify that <b>HO LEE CONSTRUCTION PTE LTD</b> has fulfilled the requirements to obtain bizSAFE Level Star This certificate is valid till 15/03/2025</p>	 <p><b>BCA GREEN MARK</b> (AM10-2021) <b>2021</b> <b>CERTIFICATE</b> <b>Gold Plus</b> presented to <b>Garden Vines</b> Tengah Garden Walk / Plantation Crescent / Tengah Drive</p>	 <p><b>BCA GREEN MARK</b> (AM10-2024) <b>2022</b> <b>CERTIFICATE</b> <b>Gold Plus</b> presented to <b>Garden Vale</b> Plantation Crescent / Tengah Boulevard / Tengah Drive</p>
<b>Bizsafe Star</b>	<b>BCA Green Mark 2021</b>	<b>BCA Green Mark 2022</b>
 <p><b>GREEN AND GRACIOUS BUILDER AWARD</b> Presented to <b>HO LEE CONSTRUCTION PTE LTD</b> in the category <b>STAR</b></p>	 <p><b>PWV</b> Progressive Wage <b>PROGRESSIVE WAGE MARK</b> This is to certify that <b>HO LEE CONSTRUCTION PTE LTD</b> UEN: 198000034Z is accredited with the Progressive Wage Mark for paying Progressive Wages to split lower-wage workers. Accreditation Number: 24198000034Z Validity: 08 March 2024 to 07 March 2025</p>	 <p><b>Eco Office</b> Presented to <b>Ho Lee Construction Pte Ltd</b> Lot 07630X MK 23 at Hougang Street 13 for demonstrating excellence in accordance to SEC's Eco Office assessment framework Validity period: 9 October 2024 - 8 October 2028</p>
<b>BCA Green And Gracious Builder Award (Star)</b>	<b>Progressive Wage Mark</b>	<b>Eco Office (Excellence)</b>



# Sustainability Initiatives



At Ho Lee Group, sustainability is at the core of our mission. Our initiatives are designed to create lasting positive impacts in the communities we serve and the environment we protect.

## Rooftop Solar Panels

The integrated 1.074 MWp solar PV system on the rooftop of Ho Lee Construction House has reduced our reliance on grid electricity, lowering energy costs and minimizing environmental impact. An estimated solar output of 1,335,000 kWh will be generated annually, supporting 100% of our building's daytime needs with renewable energy.



## Green Workforce Initiatives

Promoting green workforce initiatives through training and engagement creates a knowledgeable and environmentally conscious workforce. We invest in training and developing a green workforce, ensuring that our teams are equipped with the knowledge and skills to implement sustainable practices on-site. We have sent staff for courses such as Green Mark Accredited Professional and have trained workers in sustainable practices such as waste segregation and energy conservation. This has helped to foster a culture of sustainability on-site and adherence to green construction practices.



## Energy Efficiency

We prioritize the use of energy-efficient products in our offices such as solar-powered meters and lights, LED lighting with motion sensors and 5 ticks air conditioners. This has helped the company reduce energy consumption, lowers operational costs and contribute to long term environmental sustainability.



# Sustainability Initiatives



At Ho Lee Group, sustainability is at the core of our mission. Our initiatives are designed to create lasting positive impacts in the communities we serve and the environment we protect.

## Partnerships with Green Suppliers and Subcontractors

Our commitment to sustainability extends across our entire supply chain. We collaborate with subcontractors and suppliers who focus on sustainability and eco-friendly practices and support our drive as a Green and Gracious Builder.



## Green Spaces

Our commitment to sustainability extends across our entire supply chain. We collaborate with subcontractors and suppliers who focus on sustainability and eco-friendly practices and support our drive as a Green and Gracious Builder.



## Integrated Digital Delivery (IDD) implementation at all projects

We have adopted extensive IDD digital tools and processes for all our projects with the integration of various technologies such as BIM, project management software and digital collaboration platform. Implementing IDD has helped boost productivity by reducing errors, minimizing rework and enhancing coordination among all stakeholders.



## Sustainable Construction Materials

We are committed to sourcing and using construction materials with lower environmental impacts such as recycled steel, green concrete and Green Label-certified products.



# Sustainability Initiatives



At Ho Lee Group, sustainability is at the core of our mission. Our initiatives are designed to create lasting positive impacts in the communities we serve and the environment we protect.

## Water Conservation at all projects

We conserve natural resources by implementing water-saving measures at all our sites and protect water quality by reducing soil erosion. We harvest rainwater for washing, dust suppression and other non-potable site activities.



## Waste Reduction at all sites

Waste reduction is a cornerstone of our sustainability strategy. We actively incorporate 3R policy in our practices which lowers the carbon footprint of our projects.



## Prefabrication and Modular Construction

We use precast components extensively, which involves prefabricating components off-site in controlled environments before transporting them to site for final assembly. This approach minimizes waste generated on-site, reduces energy consumption and shortens construction timelines. Additionally, prefabricated components have enhanced quality control and promote efficiency in resource allocation.



# Memberships

**Ho Lee Group** is an active member of various notable organizations that contribute significantly towards sustainability initiatives:

## **Singapore Chinese Chamber of Commerce & Industry**

Established in 1906, the Singapore Chinese Chamber of Commerce & Industry (SCCCI) is an internationally renowned business organisation and the apex body of the Chinese business community in Singapore. It is the founder of the biennial World Chinese Entrepreneurs Convention and the World Chinese Business Network ([www.wcbs.com.sg](http://www.wcbs.com.sg)), a global online business information portal. It plays a key and pro-active role in representing the interests of the local business community.



**Ho Lee 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.



# Material Topics

## Material Topics Overview

In our sustainability reporting, identifying material topics is essential to focus on the most significant issues impacting our business and stakeholders. Ho Lee Group, comprising Ho Lee Construction and Wee Poh Construction, engaged internal stakeholders to determine these material topics for our initial sustainability report. Moving forward, we aim to incorporate both internal and external stakeholders in our materiality assessments for a more comprehensive perspective.

## 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.

- Energy (GRI 302-1)
- Emissions (GRI 305)
- Water consumption (GRI 303-5)
- Employment (GRI 401) & Employment Practices (GRI 401)
- Occupational health & safety (GRI 403)
- Training and Education (GRI 404)
- Diversity & equal opportunity (GRI 405)
- Anti-corruption (GRI 205)

# Key Metrics

Ho Lee Construction

## Environmental

FY 2024 Progress

Total Energy Consumption

**1,020,804.8 kWh**

Total absolute GHG emissions of Scope 1 and Scope 2

**3011.361 tCO<sub>2</sub>e**

Total Water Consumption

**157,443.3 m<sup>3</sup>**

## Social

FY 2024 Progress

Average training hours per employee is: **12.89**

Ratio of male to female employees: **8 : 3\***

Ratio of young to older employees\*\*: **1 : 2\***

## 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

# Key Metrics

Wee Poh Construction

## Environmental

FY 2024 Progress

Total Energy Consumption

129,511 kWh

Total absolute GHG emissions of Scope 1 and Scope 2

53.359 tCO<sub>2</sub>e

Total Water Consumption

34,822.7 m<sup>3</sup>

## Social

FY 2024 Progress

Average training hours per employee is: 8.53

Ratio of male to female employees: 7:1\*

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

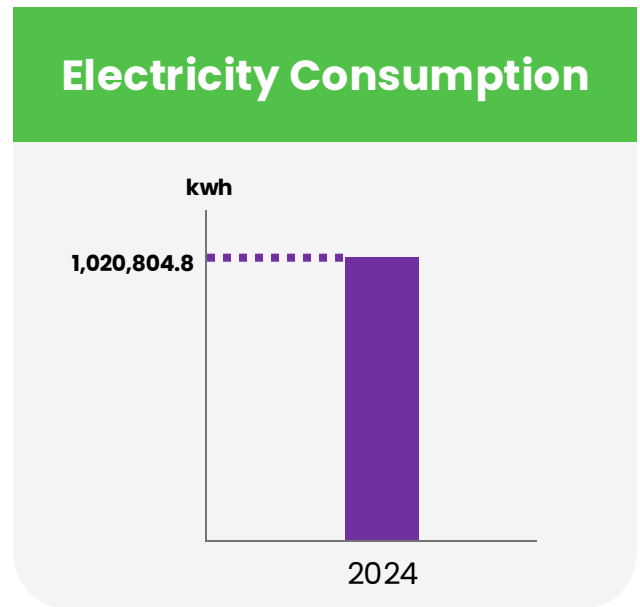
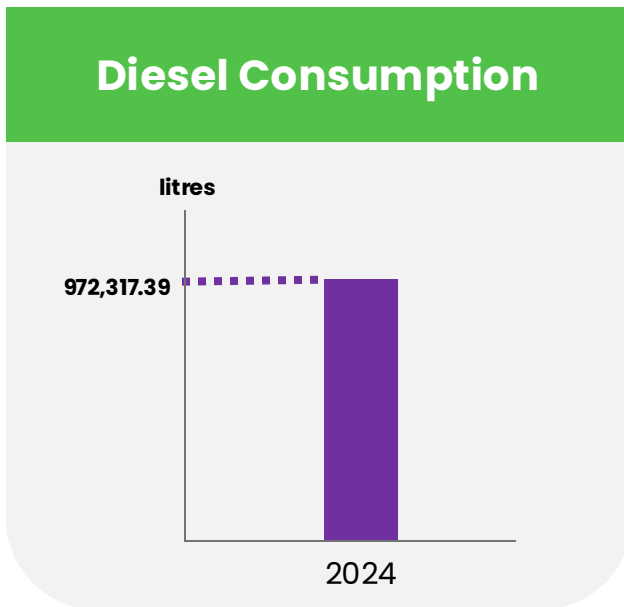
\*Estimated ratio

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

# Environmental Metrics

## Climate-related Data (GRI 302-1, IFRS S2 29 (a) (iii) (1)) – Ho Lee Construction

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	972,317.39	Litres	GRI 305-1, IFRS S2 29 (a) (i) (1)
2	Electric Consumption	1,020,804.8	kWh	GRI 305-2, IFRS S2 29 (a) (i) (2)

### Diesel Consumption

Throughout the year, diesel consumption was primarily associated with on-site machinery and generators used for construction activities. Moving forward, the company aims to reduce reliance on diesel-powered equipment by progressively adopting electric and hybrid alternatives, integrating more energy-efficient machinery, and optimizing site operations to minimize fuel usage.

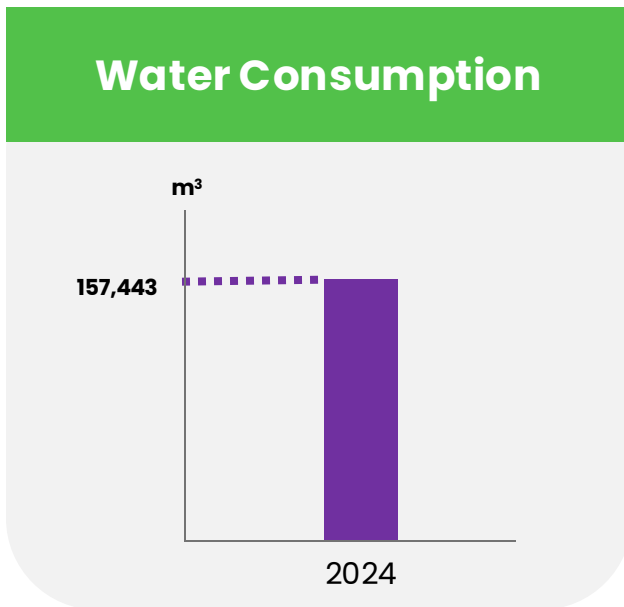
### Electricity Consumption

Electricity was sourced primarily from substations to power site operations, offices, and temporary facilities. Ho Lee Construction continuously seeks to enhance energy efficiency by integrating sustainable practices, such as utilizing energy-efficient lighting and equipment. As part of its commitment to sustainability, we will continue to explore alternative energy solutions and implement best practices to improve overall energy efficiency.

# Environmental Metrics

## Climate-related Data (GRI 302-1, IFRS S2 29 (a) (iii) (1)) – Ho Lee Construction

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	157,443	m³	GRI 305-1, IFRS S2 29 (a) (i) (1)
2	Food Waste Disposed	372	tonnes	GRI 305-2, IFRS S2 29 (a) (i) (2)
3	Other Waste Disposed	11,333	tonnes	GRI 305-2, IFRS S2 29 (a) (i) (2)

### Water Consumption

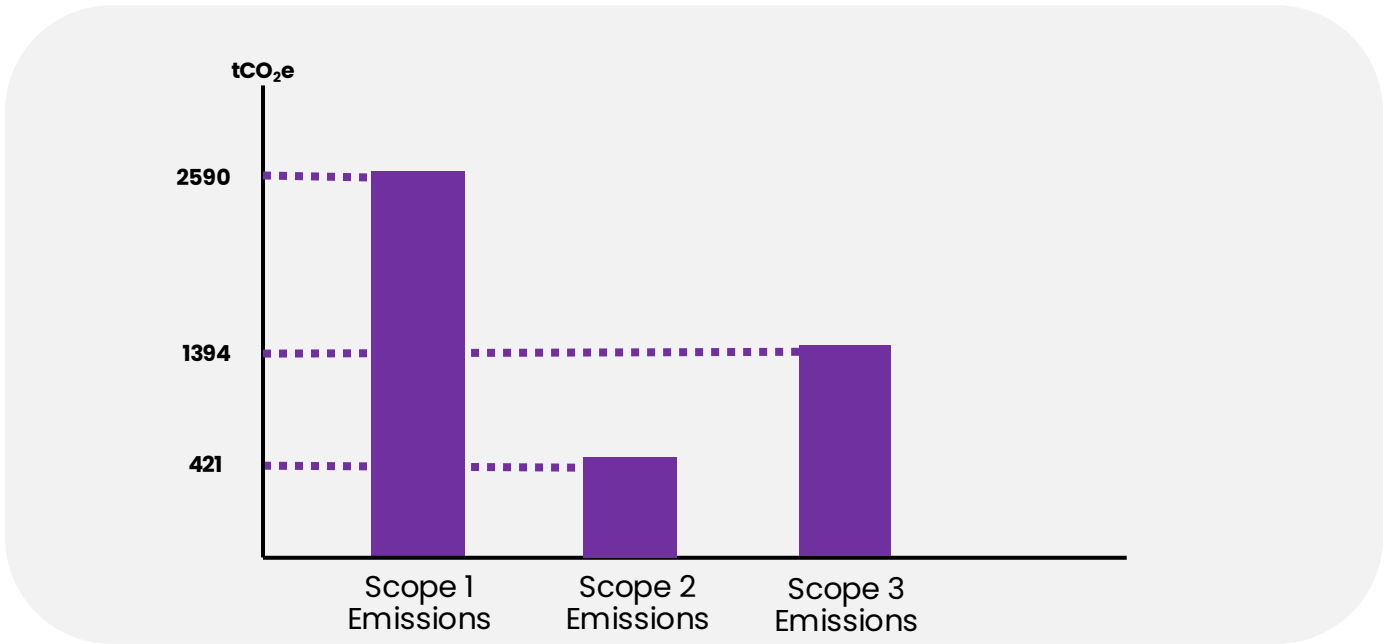
Water is primarily used for construction activities, worker facilities, and site maintenance. The company actively implements water conservation measures, such as utilizing water-efficient equipment, reusing water where feasible, and promoting awareness among workers to reduce unnecessary consumption.

### Waste Disposal and Recycling

Ho Lee Construction adopts a structured waste management approach by segregating different waste streams, including construction debris, food waste, and general waste. Efforts are made to recycle materials such as wood, metal, and concrete where feasible.

# Environmental Metrics

## GHG Emissions – Ho Lee Construction



S/N	Item	Datapoint	Units	Alignment to standards
1	Scope 1 Emissions	2590.789	tCO <sub>2</sub> e	GRI 305-1, IFRS S2 29 (a) (i) (1)
2	Scope 2 Emissions	420.572	tCO <sub>2</sub> e	GRI 305-2, IFRS S2 29 (a) (i) (2)
3	Scope 3 Emissions	1,565,337.78	tCO <sub>2</sub> e	GRI 305-2, IFRS S2 29 (a) (i) (3)

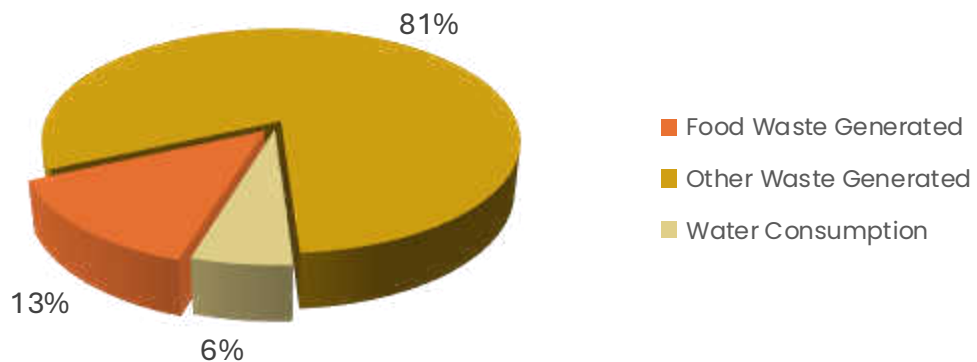
Our emissions are calculated using the emission factors from the newly launched Singapore Emission Factors Registry (SEFR) launched by the Singapore Business Federation.<sup>1</sup>

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

# Environmental Metrics

## GHG Emissions (Breakdown of Scope 3 Emissions) – Ho Lee Construction

Scope 3 Carbon Emissions



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption (under Purchased Goods and Services)	89,742.68	tCO <sub>2</sub> e	GRI 305-3, IFRS S2 29 (a) (i) (3)
2	Food Waste Generated	211,965.6	tCO <sub>2</sub> e	
3	Other Waste Generated	1,263,629.5	tCO <sub>2</sub> e	
Total Scope 3 Emissions		1,565,337.78	tCO <sub>2</sub> e	

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

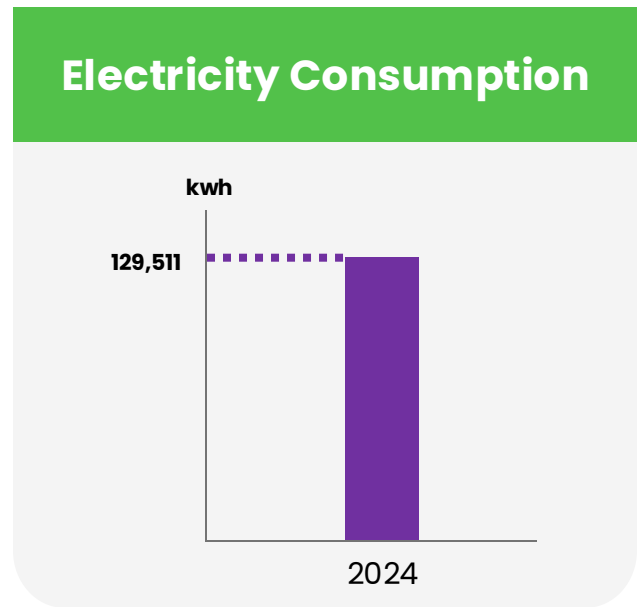
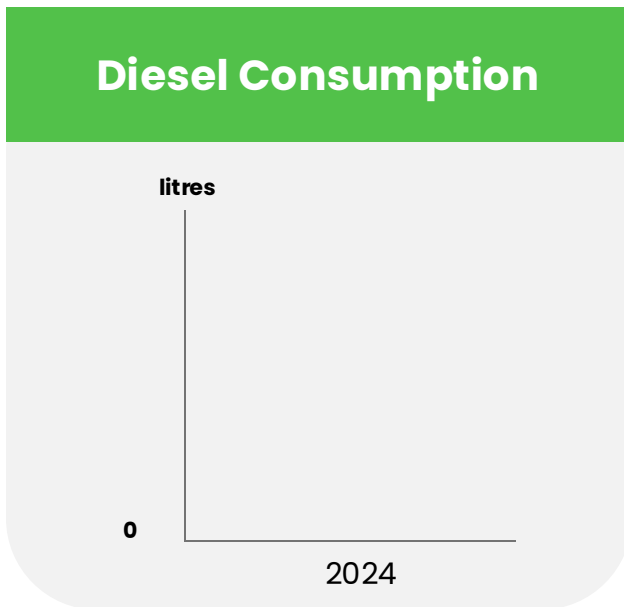
- Water consumption (under Category 1: Purchased Goods and Services)
- Food Waste generated (under Category 5: Waste Generated in Operations)
- Other Waste Generated (under Category 5: Waste Generated in Operations)

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

# Environmental Metrics

## Climate-related Data (GRI 302-1, IFRS S2 29 (a) (iii) (1)) – Wee Poh Construction

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.



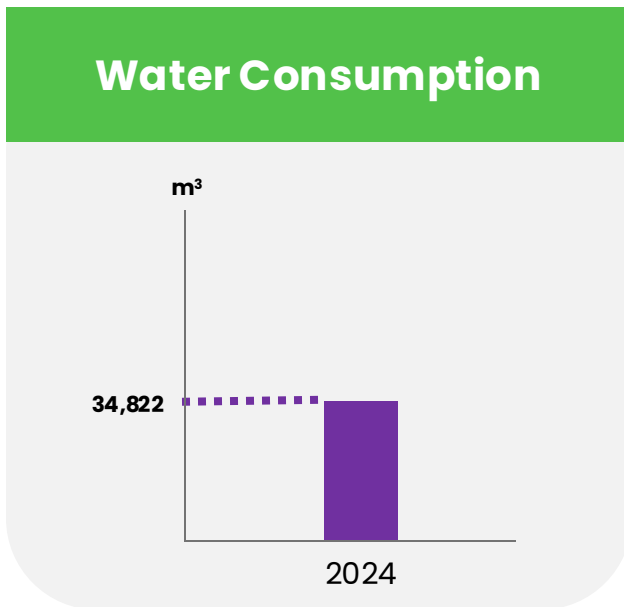
S/N	Item	Datapoint	Units	Alignment to standards
1	Diesel Consumption	0	Litres	GRI 305-1, IFRS S2 29 (a) (i) (1)
2	Electric Consumption	129,511	kWh	GRI 305-2, IFRS S2 29 (a) (i) (2)

For 2024, there was no diesel consumption for Wee Poh Construction since the projects under WPC were completed and remaining energy supply was mainly from substations. No diesel machineries were used in 2024.

# Environmental Metrics

## Climate-related Data (GRI 302-1, IFRS S2 29 (a) (iii) (1)) – Wee Poh Construction

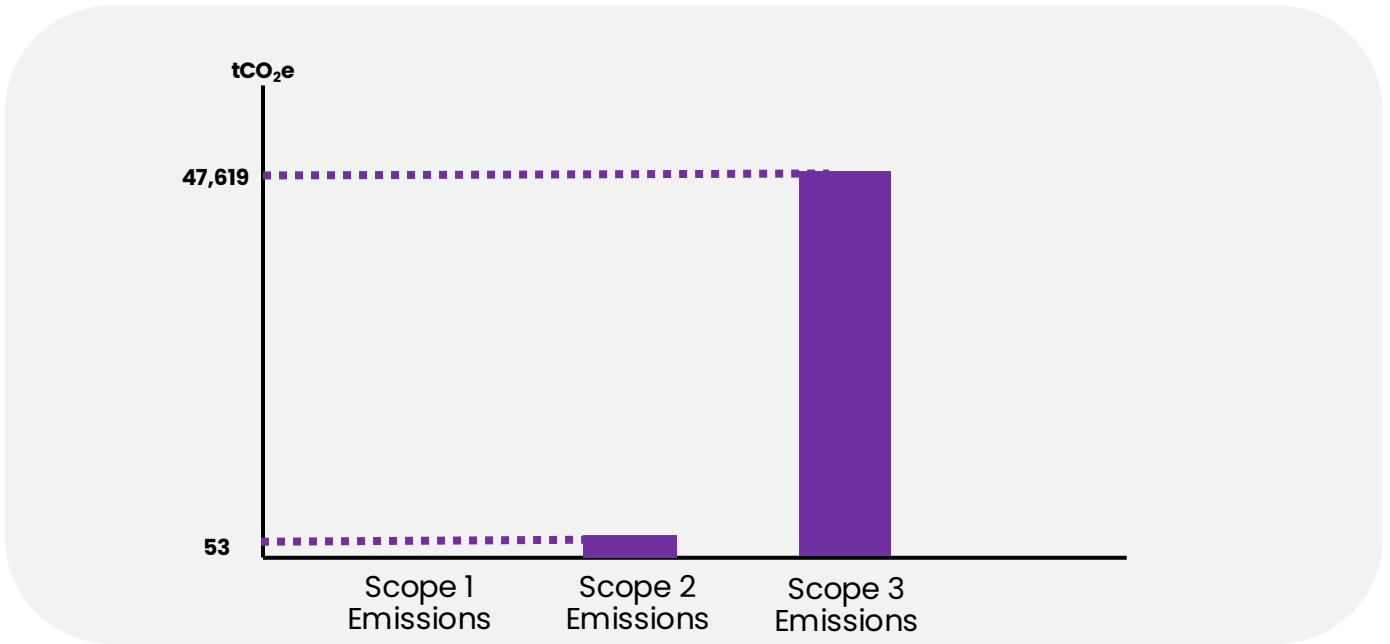
Since 2024 marks our first year of tracking emissions data, it will serve as our baseline year. This baseline provides a foundational reference point, allowing us to measure and assess the effectiveness of future sustainability initiatives and improvements in reducing our carbon footprint. By establishing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



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption	34,822.7	m <sup>3</sup>	GRI 305-1, IFRS S2 29 (a) (i) (1)
2	Food Waste Disposed	33	tonnes	GRI 305-2, IFRS S2 29 (a) (i) (2)
3	Other Waste Disposed	80.42	tonnes	GRI 305-2, IFRS S2 29 (a) (i) (2)

# Environmental Metrics

## GHG Emissions – Wee Poh Construction



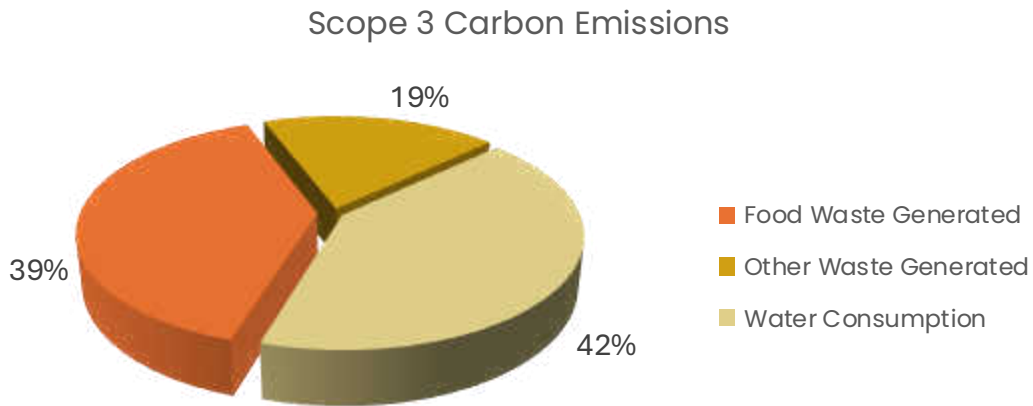
S/N	Item	Datapoint	Units	Alignment to standards
1	Scope 1 Emissions	0	tCO <sub>2</sub> e	GRI 305-1, IFRS S2 29 (a) (i) (1)
2	Scope 2 Emissions	53.359	tCO <sub>2</sub> e	GRI 305-2, IFRS S2 29 (a) (i) (2)
3	Scope 3 Emissions	47,619.17	tCO <sub>2</sub> e	GRI 305-2, IFRS S2 29 (a) (i) (3)

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

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

# Environmental Metrics

## GHG Emissions (Breakdown of Scope 3 Emissions) – Wee Poh Construction



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption (under Purchased Goods and Services)	19,848.94	tCO <sub>2</sub> e	GRI 305-3, IFRS S2 29 (a) (i) (3)
2	Food Waste Generated	18,803.4	tCO <sub>2</sub> e	
3	Other Waste Generated	8,966.83	tCO <sub>2</sub> e	
Total Scope 3 Emissions		47,619.17	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 Purchased Goods and Services)
- Food Waste generated (under Category 5: Waste Generated in Operations)
- Other Waste Generated (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 Metrics

## Diversity and Equal Opportunity – Ho Lee Construction

S/N	Item	Datapoint	Alignment to standards
1	Current Employees by Age Group – Below 30 years old	36	GRI 405-1
	Current Employees by Age Group – Between 30 to 50	51	GRI 405-1
	Current Employees by Age Group – Above 50 years old	27	GRI 405-1
2	Current Employees by Gender – Male	82	GRI 405-1
	Current Employees by Gender – Female	32	GRI 405-1
3	Total Number of Current Employees*	114	GRI 2-7

\*As at 31 December 2024

### Building an Inclusive and Ethical Workplace at Ho Lee Group

At Ho Lee Group, we recognize that the construction industry thrives on teamwork, safety, and respect. Our success is built on the dedication of our workforce, and we are committed to fostering an environment where every employee—whether on-site or in the office—feels valued, respected, and empowered to contribute.

### Commitment to Fair and Inclusive Employment

We uphold fair employment practices that comply with all labour laws and industry regulations. Discrimination of any kind—based on age, race, nationality, religion, gender, marital status, disability, or any other characteristic—has no place in our company. We celebrate diversity, recognizing that different perspectives drive innovation and problem-solving in our projects.

### Creating a Safe and Supportive Work Environment

We expect all employees, from site workers to management, to foster a culture of mutual respect. This includes ensuring a workplace free from harassment, intimidation, or retaliation. Supervisors must lead by example, providing clear guidance without undue pressure that could compromise ethical decision-making or safety standards.

# Social Metrics

## Diversity and Equal Opportunity – Wee Poh Construction

S/N	Item	Datapoint	Alignment to standards
1	Current Employees by Age Group – Below 30 years old	22	GRI 405-1
	Current Employees by Age Group – Between 30 to 50	45	GRI 405-1
	Current Employees by Age Group – Above 50 years old	15	GRI 405-1
2	Current Employees by Gender – Male	71	GRI 405-1
	Current Employees by Gender – Female	11	GRI 405-1
3	Total Number of Current Employees*	82	GRI 2-7

\*As at 31 December 2024

# Social Metrics

## Employment – Ho Lee Construction

S/N	Item	Datapoint	Alignment to standards
1	<b>Number of New Employee hires by age group</b>		GRI 2-7
	Under 30 years old	18	
	30 – 50 years old	31	
	Over 50 years old	6	
2	<b>Number of New Employee hires by gender group</b>		
	Male	35	
	Female	20	

At Ho Lee Group, we recognize that our people are our greatest asset. As we continue to grow, we are committed to attracting and retaining skilled professionals who share our values of integrity, teamwork, and excellence in construction.

### Welcoming New Employees

New hires at Ho Lee Group undergo a structured onboarding program to ensure they integrate seamlessly into our workforce. This includes:

- **Comprehensive Orientation:** Providing an overview of our company’s culture, safety protocols, and operational standards.
- **On-the-Job Training:** Equipping employees with the necessary skills and knowledge to perform their roles effectively.
- **Mentorship and Guidance:** Assigning experienced team members to support and guide new hires during their transition.

We believe in creating a work environment where employees, regardless of their background or experience, feel valued and motivated to succeed.

# Social Metrics

## Employment – Wee Poh Construction

S/N	Item	Datapoint	Alignment to standards
1	<b>Number of New Employee hires by age group</b>		GRI 2-7
	Under 30 years old	14	
	30 – 50 years old	20	
	Over 50 years old	3	
2	<b>Number of New Employee hires by gender group</b>		
	Male	27	
	Female	1	

## Employment Benefits (GRI 401)

Ho Lee Group is committed to offering competitive employment benefits that support the well-being and professional growth of our employees. These include:

- **Competitive Salaries:** Fair and industry-aligned wages based on skills and experience.
- **Health and Safety Protection:** Comprehensive workplace safety programs and medical benefits.
- **Training and Upskilling:** Continuous learning opportunities, including technical certifications and leadership development.
- **Career Advancement Opportunities:** Clear career progression pathways for employees to grow within the company.
- **Work-Life Balance:** Policies that promote a healthy balance between work and personal life.

By investing in our workforce, Ho Lee Group not only strengthens its capabilities but also ensures long-term success in delivering quality construction projects. We are committed to fostering a workplace where employees can build a fulfilling and rewarding career.

# Social Metrics

## Employment – Ho Lee Construction

S/N	Item	Datapoint	Alignment to standards
1	<b>Number of employee turnover by age group</b>		GRI 2-7
	Under 30 years old	97	
	30 – 50 years old	84	
	Over 50 years old	5	
2	<b>Number of employee turnover by gender group</b>		
	Male	166	
	Female	20	

At Ho Lee Group, we recognize that retaining a skilled and motivated workforce is essential to delivering high-quality construction projects.

While the construction industry often faces challenges with workforce turnover, we are committed to fostering a stable and engaged team through competitive benefits, career development opportunities, and a positive work culture. By prioritizing employee well-being, investing in continuous training, and providing clear career progression pathways, we aim to reduce turnover and build long-term careers within the company.

Open communication, fair employment practices, and a strong emphasis on safety and teamwork further reinforce our commitment to employee retention, ensuring that our workforce remains dedicated, experienced, and aligned with our company’s vision for sustainable growth.

# Social Metrics

## Employment – Wee Poh Construction

S/N	Item	Datapoint	Alignment to standards
1	<b>Number of employee turnover by age group</b>		GRI 2-7
	Under 30 years old	25	
	30 – 50 years old	24	
	Over 50 years old	5	
2	<b>Number of employee turnover by gender group</b>		
	Male	49	
	Female	5	

# Social Metrics

## Occupational Health and Safety – Ho Lee Construction

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

At Ho Lee Group, ensuring the health and safety of our employees, subcontractors, and stakeholders is our highest priority. We believe that all workplace incidents, injuries, and occupational illnesses are preventable, and we are committed to fostering a culture where safety is embedded in every aspect of our operations. Our vision is to achieve an accident-free workplace through proactive risk management, stringent safety protocols, and continuous employee engagement.

To uphold our commitment to occupational health and safety, we focus on:

- **Regulatory Compliance & Best Practices** – Strict adherence to workplace safety laws, regulations, and industry best practices to maintain a safe working environment.
- **Workplace Safety Culture** – Encouraging every employee to take ownership of their own safety and that of their colleagues, fostering a mindset of vigilance and responsibility.
- **Risk Prevention & Hazard Control** – Identifying potential hazards, assessing risks, and implementing effective control measures to mitigate workplace dangers.
- **Training & Competency Development** – Providing ongoing safety training, emergency preparedness programs, and the necessary resources to ensure all employees are equipped to work safely.
- **Incident Reporting & Continuous Improvement** – Establishing transparent reporting mechanisms for workplace hazards and near-miss incidents, with a structured review process to drive safety improvements.
- **Leadership & Accountability** – Ensuring that management leads by example, enforces safety standards, and promotes open communication to encourage proactive safety practices.

At Ho Lee Group, safety is not just a policy—it is a core value that guides our daily operations. By prioritizing occupational health and safety, we aim to create a workplace where every individual feels secure, supported, and empowered to perform their job without compromise.

# Social Metrics

## Occupational Health and Safety – Wee Poh Construction

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

# Social Metrics

## Training and Education – Ho Lee Construction

S/N	Item	Datapoint	Alignment to standards
1	Average training hours per employee	12.89	GRI 404-1
2	Average training hours per Male Employee	14.14	GRI 404-1
3	Average training hours per Female Employee	9.54	GRI 404-1

We provide continuous learning opportunities to enhance skills, improve safety practices, and support career advancement. Our training programs focus on technical skills, safety compliance, and leadership development, ensuring employees are well-prepared to meet industry challenges.

We emphasize hands-on, on-the-job training, mentorship, and ongoing evaluation to ensure our workforce remains capable, motivated, and aligned with the company's goals. By investing in training and education, we foster a culture of growth and excellence that empowers our employees to reach their full potential.

# Social Metrics

## Training and Education – Wee Poh Construction

S/N	Item	Datapoint	Alignment to standards
1	Average training hours per employee	8.53	GRI 404-1
2	Average training hours per Male Employee	8.75	GRI 404-1
3	Average training hours per Female Employee	8.94	GRI 404-1

# Governance Metrics

---

## Anti-Corruption (GRI 205)

The company currently does not have any incidents of corruption.

At Ho Lee Group, we are committed to maintaining the highest standards of integrity in all our construction projects. Corruption, bribery, and unethical behaviour have no place in our operations. Any form of bribery—whether offering or receiving gifts, money, or other incentives to gain a business advantage—is strictly prohibited and can lead to legal consequences and severe damage to our reputation.

In the construction industry, where transparency and fairness are critical, we compete solely on the merits of our work. We do not offer or accept gifts, travel, entertainment, or any other forms of value with the intention to influence decisions or gain an unfair advantage in securing contracts or projects. Cash gifts or equivalents are strictly forbidden. Any business gained through unethical means undermines our values and will not be tolerated.

We encourage our employees to report any suspicious behaviour or practices that could compromise our ethical standards. This ensures that we maintain a strong reputation for fairness and accountability within the construction sector. We also expect our business partners, subcontractors, and suppliers to uphold the same commitment to integrity, and we will not engage with third parties known to engage in corrupt practices.

# GRI Content Index

**Statement of Use** Ho Lee Group has reported in accordance with the GRI standards for the period of 1 January 2024 to 31 December 2024.

**GRI Used** GRI 1: Foundation 2021

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

## GRI 2: General Disclosures 2021

2-1	Organization details	Pg. 6,7
2-2	Entities included in the organization's sustainability reporting	Pg. 6,7
2-3	Reporting period, frequency and contact point	Pg. 5
2-5	External assurance	Pg. 5
2-7	Employees	Pg. 25-30
2-29	Stakeholder engagement	Pg. 7, 9

# GRI Content Index

GRI Standard	Disclosure Requirements	Reference
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	Pg. 14
3-2	List of material topics	Pg. 14
3-3	Management of material topics	Pg. 14
<b>GRI 205: Anti-Corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	Pg. 35
205-2	Communication and training about anti-corruption policies and procedures	Pg. 35
205-3	Confirmed incidents of corruption and actions taken	Pg. 35
<b>GRI 302: Energy 2016</b>		
302-1	Energy Consumption within the organization	Pg. 17,18
302-4	Reduction of energy consumption	Pg. 10,11,12
302-5	Reductions in energy requirements of products and services	Pg. 10,11,12

# GRI Content Index

GRI Standard	Disclosure Requirements	Reference
<b>GRI 303: Water and Effluents</b>		
303-5	Water consumption	Pg. 18, 22
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Pg. 19, 23
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 19, 23
305-3	Other indirect (Scope 3) GHG emissions	Pg. 19, 23
<b>GRI 306: Waste 2010</b>		
306-3	Waste Generated	Pg. 18, 22
<b>GRI 401: Employment 2016</b>		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 28

# GRI Content Index

GRI Standard	Disclosure Requirements	Reference
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	Pg. 31,32
403-2	Hazard identification, risk assessment, and incident investigation	Pg. 31,32
403-3	Occupational health services	Pg. 31,32
403-8	Workers covered by an occupational health and safety management system	Pg. 31,32
403-9	Work-related injuries	Pg. 31,32
403-10	Work-related ill health	Pg. 31,32
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	Pg. 33,34
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Pg. 25,26

# Contact



## Main Office



200 Jln Sultan, #04-25 Textile Centre,  
Singapore 199018

## Visit Us



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



[enquiry@holeegroup.com.sg](mailto:enquiry@holeegroup.com.sg)