

# Sustainability Report

**2024**

For the period covering 01 April 2024 – 31 March 2025



# Utracon Structural Systems Pte Ltd

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Corporate Registration Number:

**199800740E**

Address of Principal Executive Offices:

**5 Joo Koon Way, Singapore 628944**

State of Jurisdiction of Incorporation



**Singapore**

Fiscal Year Ending

**March 2025**

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# Director, Singapore Operations Statement

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We are proud to present Utracon's inaugural Sustainability Report, a milestone that reflects our deep commitment to responsible growth, environmental stewardship, and long-term value creation.

As a leading specialist engineering firm in Singapore, Utracon recognises the critical role we play in shaping a sustainable built environment. Sustainability is not a standalone initiative. It is a core responsibility that informs every decision we make. This report marks the beginning of a more structured, data-driven approach to integrating Environmental, Social, and Governance (ESG) principles across our operations.

We are actively aligning with the Singapore Green Plan 2030 and global climate goals by advancing sustainable construction practices, reducing material waste, and managing our greenhouse gas (GHG) emissions through robust monitoring frameworks. These efforts allow us to minimise our environmental impact while driving continuous improvement.

Our people remain at the heart of our success. We are proud of the strong culture we have built, rooted in integrity, teamwork, and professional growth. Through ongoing training, safety initiatives, and wellness programmes, we are investing in a future-ready workforce while fostering a supportive and inclusive workplace.

This report is more than a reflection of our progress. It is a clear signal of our intent to lead sustainability efforts in the construction industry. We would like to thank our employees, clients, and partners for their continued trust and collaboration as we build a better, more sustainable future together.

**Benny Ho**

Director, Singapore Operations  
Utracon Structural Systems Pte Ltd

**Gary Soon**

Director, Singapore Operations  
Utracon Structural Systems Pte Ltd



# About this Report

This report covers **Utracon Structural Systems Pte Ltd's** sustainability performance from **01 April 2024 to 31 March 2025**.

## 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 recognised sustainability reporting practices.



GREENHOUSE  
GAS PROTOCOL

Our carbon accounting processes is 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.

## External Assurance

(GRI 2-5)

Scope 1 and 2 data and Emission Intensity in this report are externally assured by Singapore Environmental Council.

## 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:

Utracon Structural Systems Pte Ltd

✉ Contact: 6415 3078

📍 Address: 5 Joo Koon Way, Singapore 628944

🌐 Website: <https://utracon.com/ucplwp/>

# About Us



Founded in 1998 as a local start-up in Singapore, Utraccon entered the competitive post-tensioning market, competing with well-established specialists predominantly from Europe. We rapidly gained the trust of clients and steadily emerged as a strong and reliable post-tensioning contractor. Within a short period of 5 years, Utraccon had become Singapore's largest post-tensioning specialist contractor.

As the company grew, Utraccon also gained inroads into other specialist engineering fields, namely bridge construction, precasting, structural strengthening, formwork/falsework, etc. We also began our internationalisation quest, expanding into Malaysia in the early 2000s, and then further setting up subsidiaries in countries around the region.

Today, Utraccon is a leading specialist engineering firm with a robust workforce of over 1,000 workforces and have a presence in more than 15 countries. Other than the 10 offices, we have had projects in UAE, Algeria, Uganda, Bangladesh, Brunei, and Laos. We had endured and overcome difficult and challenging periods since our incorporation and had never failed to deliver our works even in regions as far away as the African continent.

We could proudly claim to be Singapore's few local specialist contractors that had successfully ventured overseas. As we worked relentlessly to improve our technology via R&D and innovation, we continue to search for opportunities to make Utraccon an even better place for aspiring engineers and other professionals to work in!

## Location of operations

### Headquarters

Regional presence in:



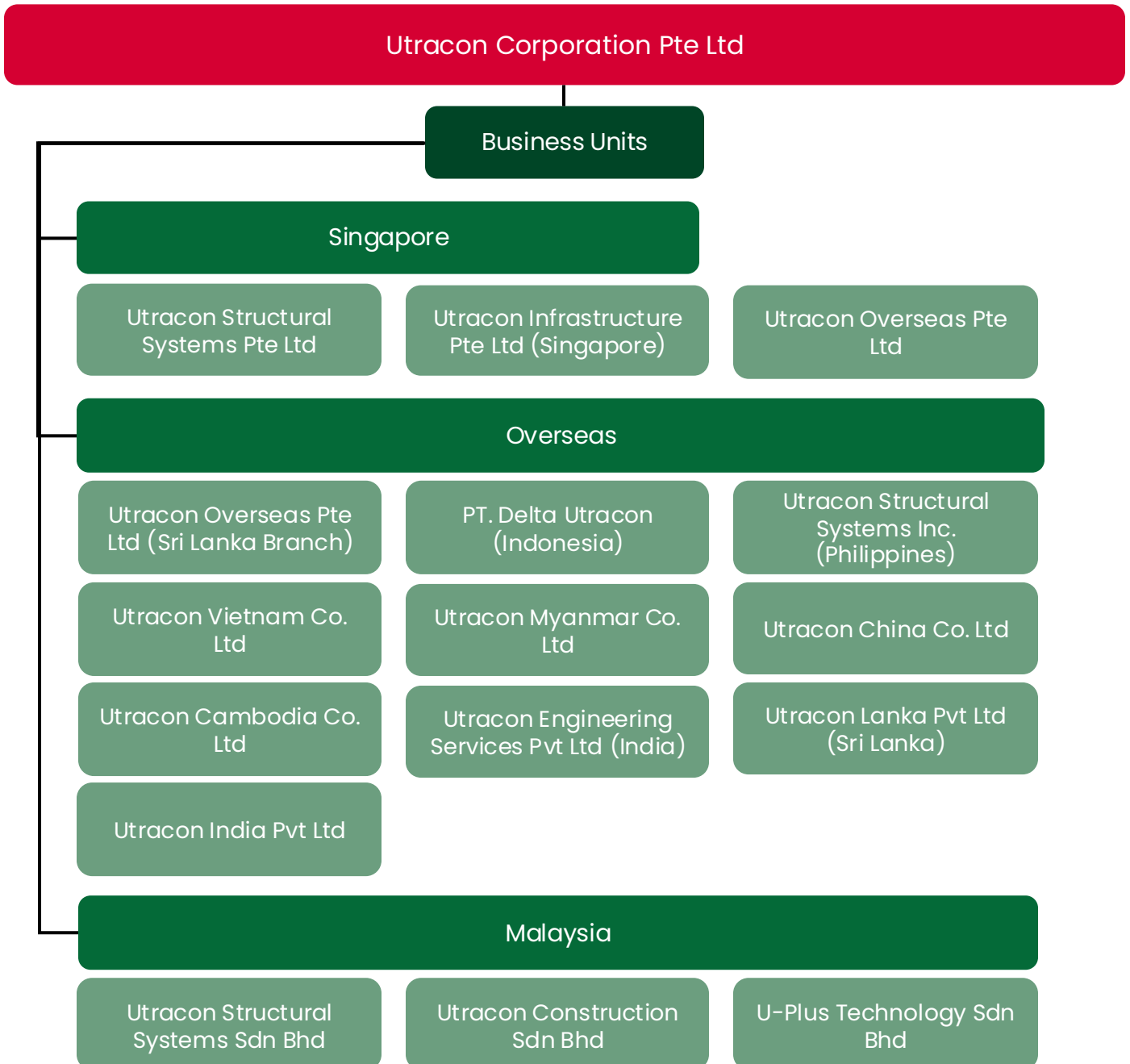
Singapore

This report specifically addresses the operations conducted in Singapore.



# Organisational Structure

**Utracon Corporation Pte Ltd** operates as the parent company, overseeing a structured network of subsidiaries. This report focuses exclusively on the operations and sustainability performance of **Utracon Structural Systems Singapore**.



# Certifications



## ISO 9001 Quality Management Systems



## ISO 14001 Environmental Management Systems



## ISO 45001 Occupational Health and Safety Management Systems





# Awards



**Best Safety Performance Award 2024**



**Merit BCA Green and Gracious Builder Award 2024**



**Project 1 Million Safe Man Hours Without Loss Time Incident Achievement 2024**



**BOUSTEAD Projects Safe Worksite Appreciation 2024**



# Key Initiatives



## Electric Trolley and Battery Forklift



We use cost-effective electric trolleys and battery-powered forklifts to support material handling operations. These energy-efficient solutions reduce fuel costs and lower emissions compared to traditional equipment. By investing in sustainable transport options, we improve operational efficiency and environmental performance.

## Greenery for Environmental Initiatives

We promote green campaigns by incorporating more greenery into our building facilities. This supports broader environmental initiatives and improves the aesthetic and ecological value of our spaces. By integrating plants and green spaces, we help reduce carbon emissions and foster a healthier environment.





# Key Initiatives



## Energy-Efficient Equipment



We use energy-efficient air-conditioners, refrigerators, photocopiers and LED lights at our office and project sites. This helps lower our overall energy consumption and operational costs. By choosing energy efficient equipment, we are reducing our environmental impact and supporting sustainable practices.

## Waste Segregation and Disposal

We segregate and properly dispose of recyclables, general waste, metal waste, and food waste at our project sites. This organised approach ensures each waste type is managed responsibly and sent to the appropriate recycling or disposal facilities. By improving waste handling practices, we reduce environmental impact and promote a cleaner, safer work environment.

## Water-Efficient Measures

We implement water-efficient measures at our facilities by using press taps and dual-flush water cisterns. These fittings help reduce overall water consumption without compromising functionality. By conserving water, we support sustainability goals and lower utility costs.



# Key Initiatives



## Employee Engagement and Wellness Activities



We organise monthly events to give employees a chance to unwind, socialise, and enjoy themselves. These include occasion celebrations, healthy lifestyle activities, and company outings that strengthen team bonds. Our company's OASIS Club House offers a dedicated space for staff to relax and recharge during breaks. By promoting work-life balance, we support employee well-being and job satisfaction. These initiatives help create a positive, motivated, and collaborative workplace culture.

# Industry Memberships

**Utracon Structural Systems** is an active member of various notable organisations that contribute significantly towards sustainability initiatives:

## The Singapore Business Federation

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



## 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 Concrete Institute

The Singapore Concrete Institute (SCI), established in July 1978, is a non-profit organisation dedicated to upholding standards of excellence in the use of concrete, improving concrete technology and encouraging its application. It enables individuals interested in concrete technology to meet and communicate, while also facilitating the interchange of ideas and coordinating and disseminating information on topics related to concrete. SCI publishes papers, periodicals, and books on concrete technology and practice, and actively undertakes and encourages research in the field. In addition, it supports education by establishing study grants and scholarships for students and members pursuing relevant studies, and rewards individuals and organisations with prizes and other forms of recognition for outstanding performance and achievements in concrete technology and practice.





# 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, **Utracon Structural Systems Pte Ltd** 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 and Safety (GRI 403)
- Training and Education (GRI 404)
- Diversity and Equal Opportunity (GRI 405)

# ESG Performance Highlights

## Environmental

FY 2024 Progress

Total Fuel Consumption

**136,481 Litres**

Total absolute GHG emissions of  
Scope 1 and Scope 2

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

Total Water Consumption

**4,442.493 m<sup>3</sup>**

Emission Intensity

**7.330 tCO<sub>2</sub>e / million SGD revenue**

## Social

FY 2024 Progress

Average training hours  
per employee is: **15.87**

Ratio of male  
to female employees: **11:1\***

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

## Governance

FY 2024 Progress

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

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

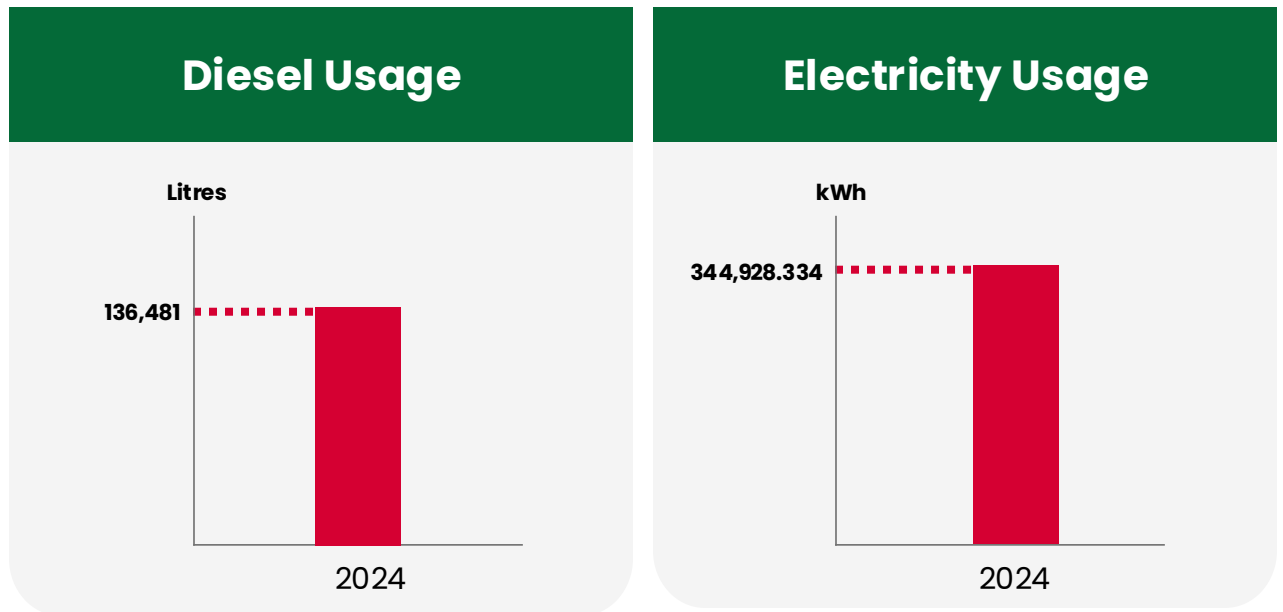
\*Estimated ratio

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

# Environmental Stewardship

## Managing our Environmental Impact

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



S/N	Item	Datapoint	Units	Alignment to standards
1	Diesel Consumption	136,481	Litres	GRI 302-1
2	Electricity Usage	344,928.334	kWh	GRI 302-1

Utracon is taking active steps to reduce reliance on diesel and grid electricity as part of our broader sustainability goals. At project sites, we have installed solar-powered surveillance systems to operate security monitoring equipment. This reduces the need for diesel-powered generators or conventional grid electricity, especially in remote locations, while ensuring uninterrupted operations.

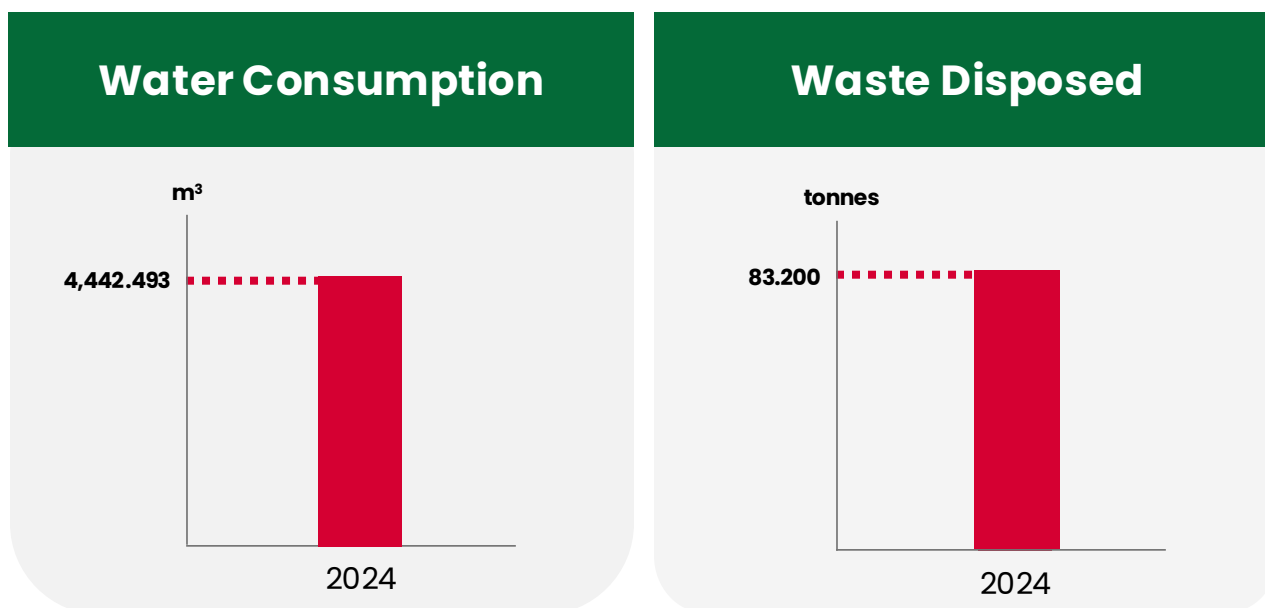
Across our offices and worksites, we also use energy-efficient equipment, including air-conditioners, refrigerators, photocopiers, and LED lighting. These upgrades help cut electricity usage, reduce emissions, and lower operational costs. Together, these initiatives reflect our commitment to reducing our environmental impact through practical, low-carbon solutions.



# Environmental Stewardship

## Managing our Environmental Impact

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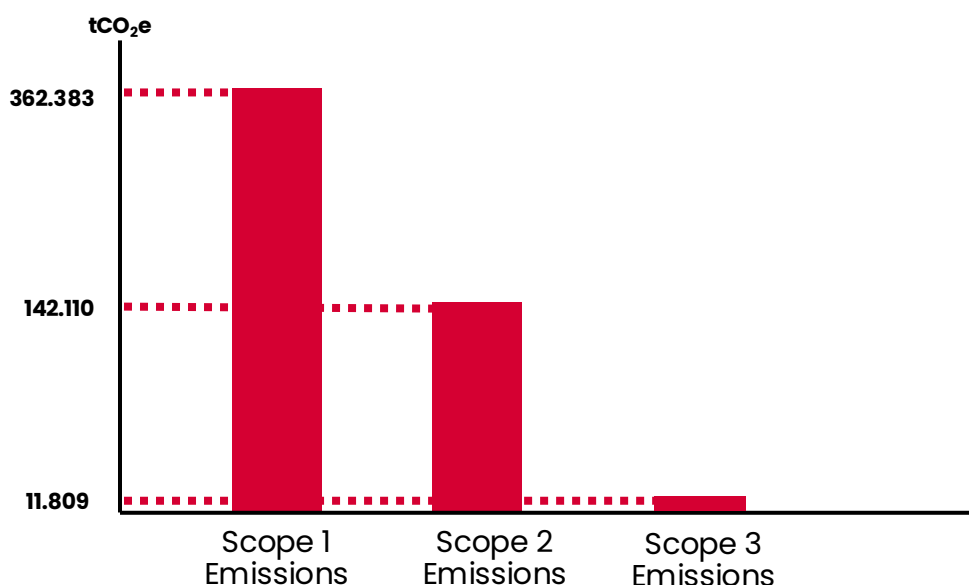
S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption	4,442.493	m <sup>3</sup>	GRI 303-5
2	Waste Disposed	83.200	tonnes	GRI 306-3

We are committed to using water resources efficiently across our sites and facilities. We have adopted water-efficient measures, including press taps and dual-flush cisterns, to reduce water consumption without affecting usability. These installations help lower utility usage and support our sustainability objectives.

In parallel, we promote responsible waste segregation and disposal practices at our project sites. Recyclables, metal waste, food waste, and general waste are separated and directed to appropriate recycling or disposal facilities. This structured approach helps minimise environmental impact, improves site cleanliness, and supports a safer, more sustainable work environment.

# Environmental Stewardship

## Tracking Our Carbon Footprint



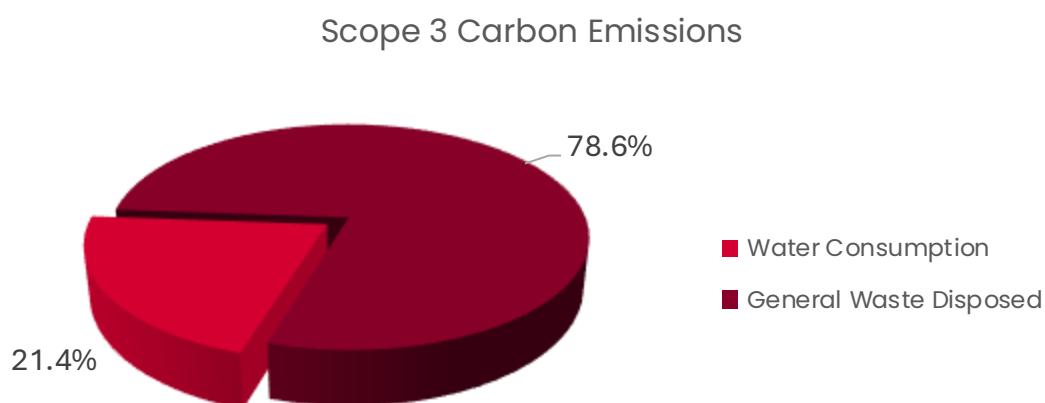
s/N	Item	Datapoint	Units	Alignment to standards
1	Scope 1 Emissions	362.383	tCO <sub>2</sub> e	GRI 305-1
2	Scope 2 Emissions	142.110	tCO <sub>2</sub> e	GRI 305-2
3	Scope 3 Emissions	11.809	tCO <sub>2</sub> e	GRI 305-3
4	Emission Intensity	7.330	tCO <sub>2</sub> e / million SGD revenue	GRI 305-4

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 Stewardship

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



S/N	Item	Datapoint	Units	Alignment to standards
1	Water Consumption (under Purchased Goods and Services)	2.532	tCO <sub>2</sub> e	GRI 305-3
2	Waste Disposed	9.277	tCO <sub>2</sub> e	
Total Scope 3 Emissions		11.809	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)
- Waste Disposed (under Category 5: Waste Generated in Operations)

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



# Social Responsibility

## Building a Diverse and Inclusive Workplace

S/N	Item	Datapoint	Alignment to standards
1	Current Employees by Age Group – Below 30 years old	127	GRI 405-1
	Current Employees by Age Group – Between 30 to 50 years old	322	GRI 405-1
	Current Employees by Age Group – Above 50 years old	77	GRI 405-1
2	Current Employees by Gender – Male	481	GRI 405-1
	Current Employees by Gender – Female	45	GRI 405-1
3	Total Number of Current Employees*	526	GRI 2-7

\*As at 31 March 2025

At Utracon, we believe that **diversity and inclusion are fundamental to building a resilient, innovative, and future-ready organisation**. As part of our ESG commitment, we strive to create a workplace where every employee, regardless of background, culture, or belief, is respected, valued, and empowered to succeed.

Our workforce reflects a rich diversity of nationalities and perspectives, which we celebrate through regular cultural events and team-building activities that promote unity and cross-cultural understanding.

In 2024, a key highlight was the return of our **Utracon Group Annual Dinner**, held on 27 April at the Mandarin Oriental, Singapore. Themed “Netflix”, this memorable event brought together employees from across the region for an evening of celebration, creative expression, and recognition, including **service awards and the announcement of our Photography Competition winners**.



# Social Responsibility

## Supporting Employee Well-being

S/N	Item	Datapoint	Alignment to standards
1	Number of New Employee hires by age group		GRI 401-1
	Under 30 years old	44	
	30 – 50 years old	53	
	Over 50 years old	10	
2	Number of New Employee hires by gender group		
	Male	98	
	Female	9	

At Utracon, employee well-being is a key pillar of our sustainability strategy. We are committed to creating a safe, inclusive, and engaging work environment that supports the physical, mental, and emotional health of our people.

We adopt a proactive and holistic approach to well-being, integrating regular social and wellness activities that promote balance and connection. Monthly events, including festive celebrations, recreational outings, and themed programmes, help strengthen team spirit and create a vibrant workplace culture.

Our **OASIS Club House** provides a dedicated space for employees to relax and recharge during the workday. Designed to support mindfulness and reduce stress, it reflects our commitment to mental wellness and work-life balance.

We recognise and appreciate our employees through **service awards**, **performance-based incentives**, and **birthday celebrations**. These initiatives reinforce a culture of gratitude and strengthen employee engagement across all levels of the organisation.

# Social Responsibility

## Supporting Employee Well-Being

S/N	Item	Datapoint	Alignment to standards
1	Number of employee turnover by age group		GRI 401-1
	Under 30 years old	42	
	30 – 50 years old	78	
	Over 50 years old	15	
2	Number of employee turnover by gender group		
	Male	130	
	Female	5	

For colleagues working on overseas projects, we ensure their well-being through **structured support systems**, including **quality accommodations**, **consistent check-ins**, and **open communication**.

At Utracon, we believe that a healthy and supported workforce is essential to long-term resilience and success. By prioritising our people, we continue to build a workplace where individuals feel valued, motivated, and empowered to grow.

We also **marked key cultural and religious celebrations** throughout the year. This includes Chinese New Year, Hari Raya, Deepavali, and Christmas, with inclusive gatherings that encouraged connection, creativity, and learning. These initiatives help strengthen our identity as **One Utracon**, while nurturing a culture of respect and appreciation.

At Utracon, inclusion is not just a value. It's embedded in how we operate. Our focus on employee engagement and well-being is a vital part of our long-term ESG vision: to foster a workplace that celebrates diversity, encourages collaboration, and supports every individual's growth.



# Social Responsibility

## Health and Safety at Work

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

At Utracon, ensuring the health and safety of our employees is a core pillar of our sustainability strategy. We are committed to maintaining the highest safety standards across all project sites so every individual returns home safely each day.

Our safety-first culture is built on robust systems, proactive planning, and clear on-site execution. Worksites are organised with clean access points, visible signage, and designated walkways to promote efficient movement and reduce risks from the outset.

We implement **full-height safety netting and catch platforms** to mitigate the risk of falling objects, and use **barriers and alternate footpaths** to protect pedestrians around active construction zones.

Health promotion is integrated into our daily routines through **site housekeeping, blood pressure checks, and water parades**, especially during hot weather, to ensure a safe and supportive environment.

Daily **toolbox briefings** and consistent communication ensure all workers understand safety expectations, site protocols, and appropriate conduct.

By embedding strong safety practices into our operations, Utracon not only meets regulatory requirements but also lives out its ESG values: **protecting people, promoting well-being, and building a resilient, responsible organisation.**



# Social Responsibility

## Training and Development

S/N	Item	Datapoint	Alignment to standards
1	Average training hours per employee	15.97	GRI 404-1
2	Average training hours per Male Employee	15.98	GRI 404-1
3	Average training hours per Female Employee	15.87	GRI 404-1

At Utracon, we view **continuous learning as a foundation for sustainable growth** and operational excellence. As part of our ESG focus on human capital development, we invest in training and upskilling initiatives that prepare our people to perform safely, effectively, and confidently in a dynamic construction landscape.

Our programs support both regulatory compliance and career progression, reflecting our values of quality, safety, and innovation.

Office staff are equipped with internal auditor training aligned to ISO 9001, ISO 14001, and ISO 45001, along with courses in workplace safety and digital skills such as WSQ: Level Up Your Excel Skills. Participation in seminars like SCI X Leviat 2023 ensures exposure to industry advancements.

For site personnel, training focuses on technical proficiency and safety compliance. Courses include Rigger and Signalman Tasks, Confined Space Operation, Boom Lift Operation, and Traffic Control, while supervisors receive advanced training in Safe Lifting Operations and WSH Management.

These initiatives not only promote a **safe and competent workforce**, but also **foster accountability, leadership, and long-term resilience**.

By continuously investing in our people, Utracon strengthens its ability to deliver value to clients, projects, and the broader community. Today and into the future.

# Governance & Ethics

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## Anti-Corruption

Utracon Structural Systems is committed to conducting all business activities with the highest standards of integrity, transparency, and accountability. We maintain a **zero-tolerance policy** towards corruption, bribery, and unethical practices in all our operations.

Our comprehensive anti-corruption policy is established and regularly updated to align with relevant laws and regulations. All employees and stakeholders are required to comply with our Code of Conduct, which clearly prohibits any form of corrupt practices.

Any significant risks identified are promptly addressed through appropriate mitigation measures and enhanced controls. All board members and governance body members receive mandatory anti-corruption training that covers legal requirements, company policies, and ethical decision-making. Regular refresher sessions ensure continued awareness and compliance. Comprehensive anti-corruption training is also provided to all employees, with programmes covering recognition of corruption risks, reporting procedures, and ethical conduct. Regular updates and refresher training maintain high awareness levels across the organisation.

We maintain secure and accessible reporting channels for employees to report suspected violations without fear of retaliation. All reports are investigated thoroughly and appropriate action is taken when necessary. Our anti-corruption framework is continuously evaluated and strengthened to address emerging risks and maintain the highest ethical standards across all business operations.

# GRI Content Index

## Statement of Use

Utracon Structural Systems Pte Ltd has reported the information cited in this GRI content index for the period of 1 April 2024 to 31 March 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. 6
2-2	Entities included in the organisation's sustainability reporting	Pg. 6
2-3	Reporting period, frequency and contact point	Pg. 5
2-5	External assurance	Pg. 5
2-7	Employees	Pg. 21
2-28	Membership associations	Pg. 14

## GRI 3: Material Topics 2021

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

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GRI Standard	Disclosure Requirements	Reference
<b>GRI 302: Energy 2016</b>		
302-1	Energy Consumption within the organisation	Pg. 17
<b>GRI 303: Water and Effluents</b>		
303-5	Water consumption	Pg. 18
<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
305-4	GHG Emissions Intensity	Pg. 16, 19
<b>GRI 306: Waste 2010</b>		
306-3	Waste generated	Pg. 18
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	Pg. 22, 23
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 22, 23



# GRI 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. 24
403-2	Hazard identification, risk assessment, and incident investigation	Pg. 24
403-9	Work-related injuries	Pg. 24
403-10	Work-related ill health	Pg. 24
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	Pg. 25
404-2	Programs for upgrading employee skills and transition assistance programs	Pg. 25
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Pg. 21