



Every Green Step

Builds a Better
Tomorrow

FY2025
ITE Environmental Sustainability
Disclosures

This marks ITE’s fourth year of publishing our Environmental Sustainability Disclosures, following our inaugural disclosures for FY2022.

Prepared entirely in-house, our disclosures reflect ITE’s practical, hands-on approach to sustainability. Through learning, sharing and application, our staff deepen their understanding of key sustainability concepts and strengthen the way we measure, track and act on them. This builds ownership, grows capability and brings sustainability closer to everyday work across ITE. Guided by our 4Cs Framework — Campus, Curriculum, Culture and Collaboration — the report captures not only our progress, but our shared commitment to keep improving together.

Aligned with the Accountant-General’s Guidelines for Environmental Sustainability Disclosure Requirements and GreenGov.SG initiatives and targets, this report extends beyond environmental measures to reflect our role and impact as an education institution. It captures the collective efforts of our staff and students for the period 1 Apr 2025 to 31 Mar 2026, supported by our partners and stakeholders.

Designed to be an easy read, we hope you enjoy this report.

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OUR COMMITMENT

ITE's commitment to environmental sustainability is reflected in its leadership direction and organisational actions.



The imperative to protect our environment and ensure a sustainable future is a responsibility that rests upon us.

Singapore's pledge to achieve net zero emissions by 2050 highlights the crucial need for every sector of society to embrace sustainability and actively reduce carbon emissions. We are fully committed to supporting this national goal.

We have made significant progress in integrating sustainability in our core activities and mindset. We have embedded sustainability into our operations, practices, curriculum, programmes and decision-making. By doing so, we inspire our students to develop sustainability literacy and skills, and empower our staff to embrace sustainability.

We remain dedicated to advancing our sustainability journey through collaboration, innovation and steadfast commitment to continuous improvement, ensuring a positive impact for both our community and future generations.

Andrew Chong
Chairman
ITE Board of Governors

At ITE, sustainability begins with the people we nurture. As a key provider of technical and vocational education and training in Singapore, we prepare learners with the practical skills, confidence and values to support a greener economy — from maintaining sustainable infrastructure to developing and operating low-carbon solutions.

Our 4Cs Sustainability Framework gives shape to this commitment. Through our Campuses, we make sustainability visible and experiential by turning learning spaces into testbeds for green technology. Through our Curriculum, we embed green skills and sustainability mindsets into training. Through Culture, we encourage staff and students to take ownership of sustainable practices. Through Collaboration, we work with industry to co-create solutions and strengthen the green skills ecosystem.

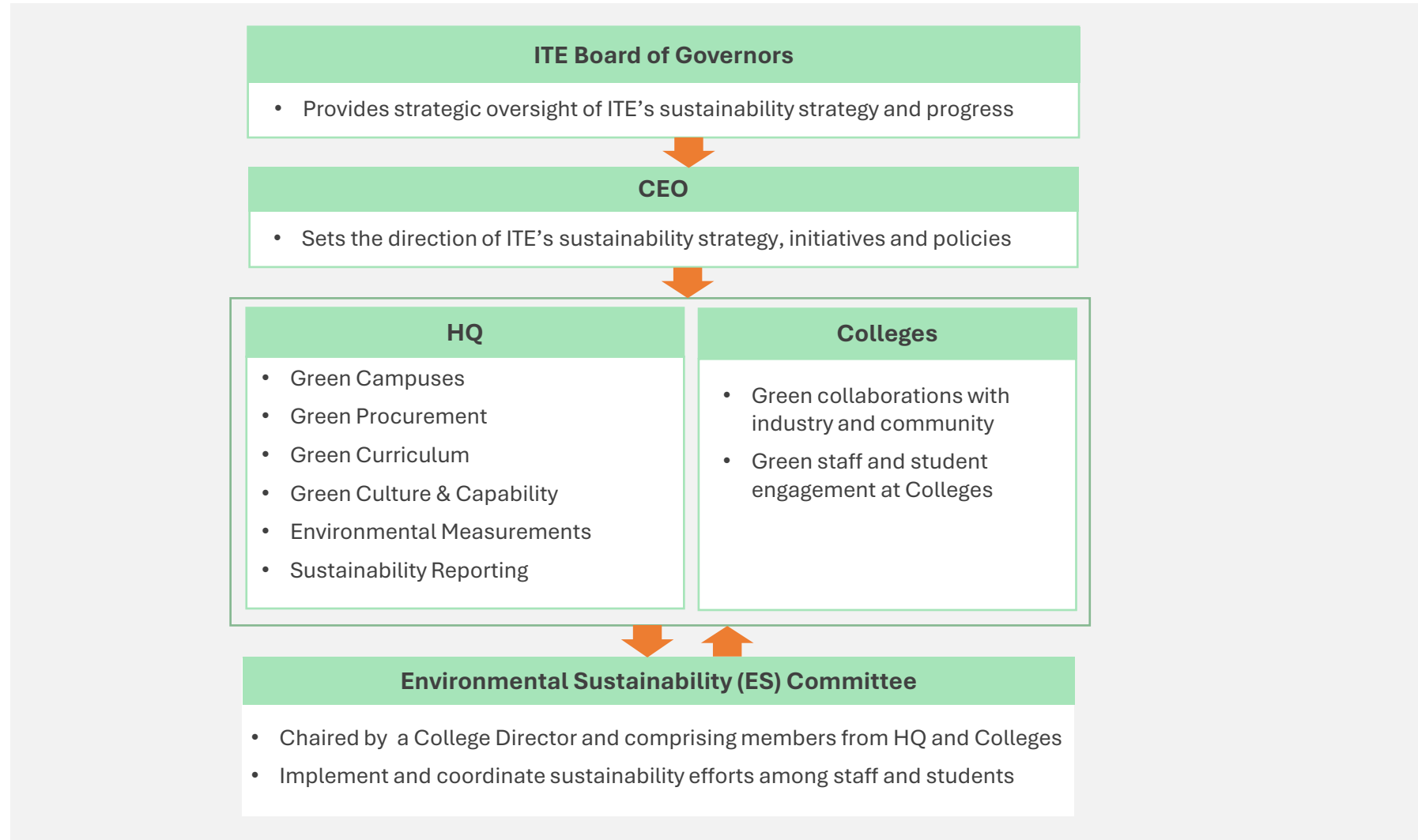
With every step, we reaffirm our commitment to sustainability — building on progress today to create a greener, more resilient tomorrow.

Peter Lam
Chief Executive Officer
ITE



ENVIRONMENTAL SUSTAINABILITY STRUCTURE

We believe in collective ownership of sustainability and have organised ourselves to work as one to achieve our sustainability ambitions, along with active ground-up initiatives and efforts by staff and students, via the following structure.



FY2025 HIGHLIGHTS

Some highlights of our key achievements in FY2025, including what we have done for and with students, staff, industry and the community, are summarised below:

CAMPUS

**ALL ITE Colleges
are SLE-certified!**



Attained **BCA Green Mark Platinum Super Low Energy (SLE) Certification** for ITE HQ & College Central and ITE College West

12.1% ▲

increase in
Waste Disposal
from Baseline (FY2022)

41,450kg
of food waste digested

19.2% ▼

reduction in
Energy Usage from
Baseline [FY18-20 (avg)]

8,024

Solar Panels generating
approximately **4,470 MWh**
of **Solar Energy** annually
(across all 3 Colleges)

12.6% ▼

decrease in
Water Efficiency Index
from Baseline [FY18-20 (avg)]

7,500kg

of waste recycled

CURRICULUM

100%

PET Students attend
**Eco-Sustainability
LifeSkills Module**

61

**Sustainability-related
PET Modules/ Electives**

1

**New Technical
Diploma in Electrical
Engineering (Clean
Energy)**

27

**Sustainability-related
CET Courses** (including
MLCs)

CULTURE

84%

Employee Engagement
(3% point above Public
Sector Norm)

468

Innovation Projects
[Of which **10%** are on
Sustainability-related
Projects]

58.5%

Academic Staff
participated in **Industry
Engagement and
Attachments**

0

**Major
Workplace Injury**

COLLABORATION

6,106

Industry Partners

57

Overseas

Partners in 17 Countries

2,615

Staff and Students involved
in **Technology, Innovation
and Enterprise (TIE)**
Projects/Activities

> 153 ITE students
partnered with **46
companies** in the 3rd phase
of the HSBC-National Youth
Achievement Award Council-
ITE Sustainability Initiative

OUR SUSTAINABILITY APPROACH – THE 4 Cs

Our **4Cs (Campus, Curriculum, Culture, Collaboration) Sustainability Framework** (see Chart below) continues to guide us in our sustainability pursuits, aligned with the relevant United Nations Sustainable Development Goals (UNSDGs). We are pleased to share our progress on each of the 4Cs in the ensuing segments.



Building a Greener, More Sustainable Campus

In FY2025, ITE Headquarters & College Central (HQ&CC) and ITE College West (CW) achieved the **BCA Green Mark Platinum Super Low Energy (SLE) Certification** standards. Alongside ITE College East (CE) which had already achieved BCA SLE in 2023, all our campuses have now attained the pinnacle level of certification for buildings that demonstrate best-in-class energy performance and efficiency. This resource efficiency was achieved, in part, through the **8,000 solar panels** (of which 3,600 solar panels were newly installed and deployed at ITE HQ&CC in 2025) that generate close to 4,500 MWh of energy per year, enough to power approximately 800 HDB flats for a year. Other enhancements to reduce energy consumption include optimising the efficiency of our chiller plants, and upgrading our Air Handling Units (AHUs) with Electronically Commutated (EC) Fans at ITE CC and CW. We have also increased the set-point temperature to 25°C for all facilities in general, and piloted hybrid cooling at selected classrooms, where we installed fans at classrooms so that the air-con temperature can be increased. The year also saw ITE CE receiving a Commemorative at the Singapore Green Building Council (SGBC) Gala Dinner on 11 Jul 2025, in recognition of our consistent and long-term commitment in maintaining the highest Green Mark rating across multiple certification cycles.

Strengthening Water Conservation

During the year, ITE went further to attain the **ISO 46001:2019 Water Efficiency Management System**, which requires organisations to put in place systems and processes for monitoring and optimising water use. We have identified areas of major water use such as the cooling tower which consumes up to 45% of total water consumption, and built action plans such as implementing a rainwater harvesting system in ITE HQ&CC and CE.

Embedding the 3Rs in Campus Life – Reduce, Reuse, Recycle

To encourage waste reduction and recycling habits in a more targeted manner, we have commenced waste audits across all three colleges to track waste patterns, analyse contents, and identify areas for improvement.

We also deployed additional recycling bins across ITE HQ&CC and CE, and stepped up our communication to staff and students to encourage greater recycling efforts. About 7,500kg of waste were recycled in FY2025, 40% more than the 5,300kg of waste recycled in FY2024. In addition, the food waste digesters installed across our three campuses have enabled us to convert about 41,450kg of food waste into solid compost in FY2025 – around 16% increase from 35,707kg in FY2024.



“Smarter Energy for Smarter Workspaces”

In addition, various projects by staff focusing on green campus further contributed to ITE’s sustainability drive. For example, the “Immersive Dashboard for Sustainability” by ITE CC saw the implementation of an in-house wireless sustainability solution: a photo-realistic 3D digital twin with real-time energy and water monitoring. Non-invasive IoT sensors and LoRa technology replace manual meter reading with automated monitoring, anomaly detection, and instant alerts, improving efficiency, reducing manpower, and saving about \$70,000 annually. It also serves as a ‘living lab’ for students and offers a scalable, vendor-independent solution aligned with institutional green goals.



CAMPUS

Co-Creating Green Training Facilities as Living Labs

We continued to renew and co-create new learning facilities incorporating emerging green technologies and processes with our partners, to ensure that our staff and students keep up to date with latest trends and developments. These include:

Sustainable Built Environment Hub



Spanning 2,000m², this centre provides training of advanced skills for the built environment industry, including the use of digital tools and AI. It is the first facility of its kind at an educational institution in Singapore to offer one-stop integrated learning across the entire building lifecycle, including design, construction, operations, and maintenance.

Credit: Photo from Straits Times

TenagaVault Battery Energy Storage System (BESS)



Developed by Green Tenaga in partnership with ITE and Narada Asia Pacific, this 10-foot, all-in-one commercial-grade BESS, installed at CE campus, serves as a live clean-energy facility that stores solar power and manages grid load balancing on campus. It also acts as a real-world training testbed for ITE engineering and clean energy students to gain hands-on experience in battery technology, energy management, and smart grid operations to support Singapore's green economy transition.

Onboarding@SKILL



The Onboarding@SKILL facility utilises digital simulators and paperless smart technologies to perform engine testing and maintenance training without physical fuel consumption or material waste. By integrating advanced repair techniques like additive manufacturing, it fosters a sustainable local talent pipeline to support eco-friendly aerospace maintenance.

The first Google AI Living Lab launched by Google in partnership with MOE, this facility serves as an applied innovation hub and sandbox to give students, educators, and local industry partners hands-on exposure to artificial intelligence technologies. Through hands-on capstone projects, it prepares future talent to build efficient, tech-driven workflows that optimise resource use and advance Singapore's green economy goals.

Google AI Living Lab



In partnership with Mushroom World Academy, this Mushroom Farm serves as a learning space for sustainable urban food production and gives students hands-on experience in cultivation techniques and agri-tech innovation.

Mushroom Farm



CURRICULUM

Shaping Green Curriculum for the Future Economy

In tandem with Singapore's green transition, our curriculum has continued to evolve, deepening our students' understanding of how industries are pivoting towards more sustainable practices. Beyond rolling out a baseline sustainability module in FY2023 for all students, we also implemented a "Chemistry Fuels Green Innovation" module to show students how fuels impact the environment and sustainability, so that they can better understand Singapore's decarbonisation journey.

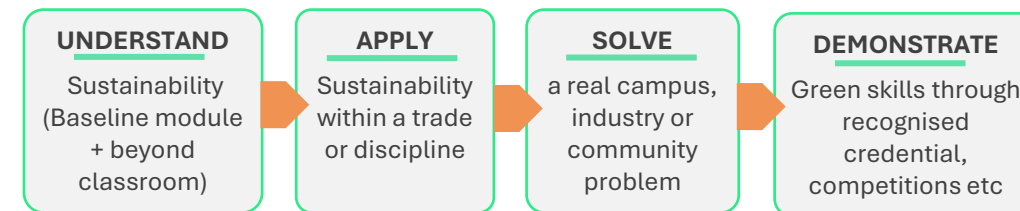
We infused all our 3-year *Higher Nitec* courses with industry-specific applications through company case-studies in relevant modules in sustainability. In FY2025, we have **61** core modules and electives in sustainability-related areas, including new electives and cross-disciplinary modules such as "Design for Sustainable Future" which equips students to apply sustainable practices in design and media; "Sustainable Tourism Operations" which covers sustainable tourism frameworks and responsible tourism practices; and "Introduction to Native Biodiversity" which supports learners in planning and implementing native biodiversity enhancement programmes.

A new **Technical Diploma in Electrical Engineering (Clean Energy)** was also launched in Apr 2025, in collaboration with Ministry of Education, Youth and Sports (KM) of Baden-Württemberg, Germany, to prepare students for careers which support Singapore's sustainable development.

ITE Technical Diploma in
Electrical Engineering (Clean Energy)



Our students' sustainability learning journey in ITE is broadly depicted below:



Digital Transformation in Education

To enhance teaching and learning, we leveraged AI-powered platforms such as the AI-Enabled Marking for Computer-Aided Drawings (AMCAD) and AI-Assisted Mechanical Computer-Aided Machining (AMCAM) which not only provides automated personalised feedback, but also simulates industrial environments for students to diagnose, optimise, and innovate in sustainability-focused projects, thereby optimising material usage and reducing energy consumption.

In recognition of its efforts in pedagogical innovation, digital transformation, and hands-on sustainability projects, ITE CC was awarded First Prize in the **Digital Transformation for Sustainovation** category at the Eurocham Sustainability Awards 2025.

We also launched **5 new gamified learning packages in our sustainability modules**, in courses such as engineering, nursing and opticiancy. These packages leverage AI to create learner-centric personalised learning paths and visually engaging company case studies on sustainability.

CURRICULUM

Extending Sustainability beyond the Classroom

Students further deepened their exposure to sustainability via a range of programmes that go beyond the classroom – from talks, seminars and learning journeys to industry, to getting hands-on involvement in company and community projects and participating in challenges, competitions and hackathons.

For instance, ITE and Lenovo launched the Clean, Secure & Renew (CSR) Programme on 23 Jul 2025, allowing students to gain hands-on experience in managing e-waste and secure data destruction as well as develop laptop refurbishment skills for the circular economy. More than 200 students have been certified under the **Lenovo Certified Technician Programme**.

Lenovo CSR Programme



Our students also devised novel solutions to real-world problems that require more efficient and sustainable processes. Their projects were showcased at events such as ITE's annual Student Leaders Forum, the ITE Digitalisation and Sustainability Challenge, as well as external competitions such as the Engineering Innovation Challenge (EIC) 2025.



This project at the ITE Digitalisation and Sustainability Challenge addresses food waste by empowering students to repurpose leftover ingredients using AI.



ITE CE Engineering students **placed First at EIC 2025** for their project which used shell powder from treated shellfish waste as a partial replacement for Portland cement.

Equipping Adult Learners with Green Skills

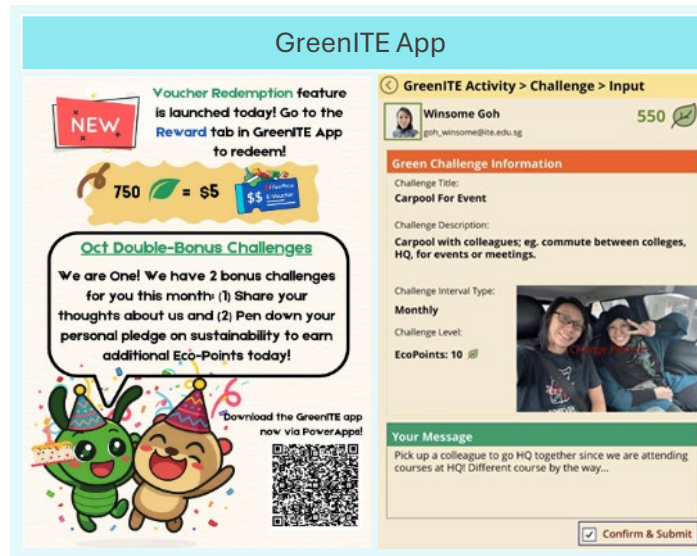
For adult learners, we have expanded our range of Continuing Education and Training (CET) courses to include **27** courses in the form of Certificates of Competency (CoC) (eg. Battery Energy Storage Systems, Food Sustainability), Short Courses and Micro-Learning Courses (MLCs). Some of these courses were developed in collaboration with industry partners, such as the “AI-Driven Carbon Emissions” MLC with Amazon PartyRock on measuring carbon emissions using AI-powered tools. These courses benefitted more than 800 adult learners during the year.

CULTURE

Cultivating a Culture of Sustainability

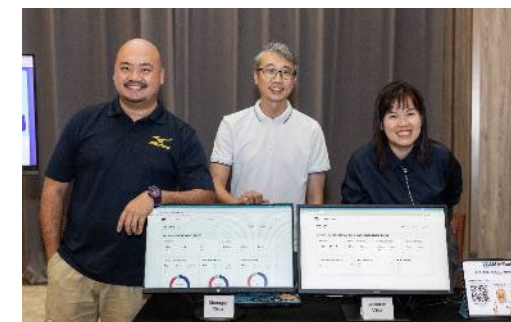
To build a culture where everyone takes active steps to embrace green practices, the ITE's GreenITE App, first launched in FY2024 for all staff, was enhanced with a new voucher redemption feature based on the number of green points accumulated. The GreenITE app has gained traction among staff as a fun way to motivate one another to go green.

We also launched various challenges and competitions for staff and students, such as ITE CE's TikTok Sustainability Video Challenge 2025, themed "Small Actions, Big Impact," for students to creatively showcase ways to promote green habits and environmental initiatives, as well as ITE CC's sustainability mascot design competition to create a cohesive and long-term visual identity for ITE CC's sustainability initiatives. Students also produced videos on the ways to fulfill our green responsibilities.



Promoting and Celebrating Innovations

On top of cultivating green habits, staff have embarked on various sustainability-related projects as part of improving work or industry processes. We organised platforms such as Smartathon 2025 and ITE Care & Innovation Fiesta 2025 to recognise, celebrate and drive green innovations on the ground. For example, a winning Smartathon project titled *EAE Intake Interview Digitalisation* introduces a digital intake web app to replace paper rubrics with secure online forms and automated scoring, saving over 30 hours annually, cutting the need to print over 200+ sheets of paper, minimising errors, and improving transparency.



Smartathon Project:
EAE Intake Interview Digitalisation



Smartathon Project:
Implementing S.M.A.R.T in Food
Sustainability Education

In addition, out of the 468 innovation projects submitted by staff in FY2025, 46 (10%) were related to sustainability. These projects include industry applications such as an engineered high-performance zinc alloy designed to replace traditional brass and copper in the electrical industry which would significantly reduce production costs while minimising environmental impact; and projects on workplace applications, such as energy monitoring apps for staff to track their usage of electricity and to automatically turn on and switch off smart devices at their desks.

CULTURE

Building Green Capabilities within ITE

To further enhance staff capabilities in sustainability and the green economy, we ran in-house courses such as *Fundamentals of Carbon Reporting*, *Sustainability 101 for the Green Economy* and *Sustainability at Our Core*, which saw hundreds of training places taken up. In addition, 58.5% of our academic staff also took part in industry engagement and attachments, bringing current industry practice back into their modules.

Through sustainability-related workshops, seminars and dialogues, staff and students also networked with industry thought leaders and experts, and learn about emerging green developments and technologies being deployed in industry, such as the use of Generative AI in Building Design and Construction. Some of these events include the ITE Land Transport Engineering Conference held at ITE CW, and the Sustainable Energy Solutions Seminar 2025 and Sustainable Built Environment Seminar 2025 which were held at ITE CE.

Sustainable Energy Solutions Seminar 2025



ITE Land Transport Engineering Conference



In addition, multiple learning journeys were organised for staff and students to visit industry and experience first-hand how organisations are incorporating green innovations into their day-to-day operations and activities, including destinations such as the Solar Energy Research Institute of Singapore (SERIS), Sembcorp Tengeh Floating solar farm, CREUSE, Virogreen, and the Singapore Institute of Technology (SIT).

SIT Campus Tour



Sustainable Singapore Gallery



Empowering Student Sustainability Advocates

Under the ITE Environmental Stewardship Programme, about 30 students visited Malacca to learn about mangrove conservation, food security and farm operations, and organise beach clean-up activities. This programme aims to train Green Ambassador Club (GAC) student leaders to become sustainability advocates through planning sustainability workshops, and other events and activities, for their fellow students.

Our students also organised a range of activities such as the Pre-Love Bazaar at ITE CE and the Thrift Donation Drive at ITE CW to raise sustainability awareness amongst staff and students, and galvanise them to play their part for the environment, including donating their pre-loved items to the community. [Other examples of students co-creating green solutions with industry and the community are featured on page 14.]

COLLABORATION

Fostering Strong Industry Partnerships in Sustainability

ITE's sustainability journey hinges on strong partnerships with various stakeholders and organisations to grow Singapore's green movement. Our 305 MOU partners have provided strong support in infusing sustainability content into our curriculum, building green training facilities, and providing learning and development opportunities for staff and students. Some of the new MOU partners whom we have started collaborating in 2025 include:

- Green Tenaga Pte Ltd & Narada Asia Pacific Pte Ltd, in the field of sustainable energy solutions
- Evotion Labs Pte Ltd, in the field of automotive engineering and land transport systems for two-wheelers
- Singapore Institute of Building Limited (SIBL), in the field of built environment, and sustainable building practices
- Singapore Manufacturing Federation (SMF) to co-develop industry-relevant curriculum in Sustainability and AI
- Mushroom World Academy in the field of sustainable food production

MOUs with Industry Partners



In addition to MOU partners, we work closely with over 6,000 companies participating in our internship and Work-Study Diploma (WSDip) programmes. These companies provide valuable placement opportunities for our students, enabling them to contribute to the workforce while exposing them to green developments and sustainable practices in industry.

Donors and other agencies also support our students' sustainability pursuits. For example, 82 ITE students were awarded the **NParks-Peter Lim Scholarship (NPPLS) 2026**, empowering them to pursue green careers. At the Award Ceremony held at ITE CE, Minister for National Development, Mr Chee Hong Tat, highlighted how people remain at the heart of Singapore's transformation from a Garden City to a City in Nature, and how strong partnerships with foundations, industry partners, educators and families are investments in our youths who aspire to contribute to the greenery and animal science sectors.

Translating Green Expertise into Green Solutions and Innovations for Industry

ITE also leverages on its expertise to offer practical and innovative solutions to industry, especially SMEs, through our Colleges and the Technology Development Centre (TDC), which include sustainability projects. More than 2,615 staff and students were involved in Technology, Innovation and Enterprise (TIE) Projects/Activities in FY2025.

Automated Kerb Maintenance



For instance, ITE's TDC worked with Gim Tian Civil Engineering Pte Ltd to develop a robotic system which automates the washing of roadside kerbs, significantly reducing dependence on manual labour and enhancing safety. It also reduces water wastage by 10% (roughly 60L per hour) by redirecting the idle water directly back into the truck's water tank, using a modified waterjet valve system.

COLLABORATION

Students Co-Creating Green Solutions with Industry

Our students also learned through opportunities to work on green projects with industry. A total of 153 ITE students partnered with 46 companies to co-create green solutions in the 3rd phase of the **HSBC-National Youth Achievement Award (NYAA)-ITE Sustainability Initiative**, which gives students real-world experience in driving sustainability and reducing carbon footprints across industries. The First Prize went to a duo from ITE CW who partnered with BMS Engineering & Trading to develop a Smart Refrigerant Detector to detect refrigerant leaks, projected to avoid up to 5,097 tonnes of CO₂ emissions. This partnership between NYAA, HSBC Singapore and ITE, entitled “Towards A Sustainable Future”, was recognised by the Singapore International Chamber of Commerce (SICC) as a Finalist in their *Most Scalable Collaboration* awards.

Other notable industry collaborations include Virogreen’s partnership with ITE to design and run their E-Waste Visitor Centre. Apart from contributing exhibits to the Centre, ITE students were also trained to conduct educational tours regarding Singapore's e-waste management and recycling processes.

First Prize at HSBC-NYAA-ITE:
Smart Refrigerant Detector



ITE Student Ambassadors at
Virogreen E-Waste Visitor Centre



Community Partnerships to Advance Sustainability

Through partnerships with local grassroots and even overseas institutions, our students get to learn and contribute their skills to bring sustainability to different communities. As part of SG60 celebrations, ITE CE launched **Project HomeGlow**, where student volunteers applied their engineering skills to install energy-saving lights and water-efficient devices to 60 student families. And at the Brickland Green Festival 2025 organised by the Brickland Sustainability Workgroup, ITE CW students led terrarium workshops and setup booths on food sustainability.

Brickland Green Festival 2025



BreadCycle Challenge @ Ignite 2025



At ITE’s annual **IgnITE Skills Challenge 2025**, a total of 1,767 secondary school students participated in the competition, which saw six new Skills Challenges focusing on sustainability being introduced. These include the BreadCycle Challenge where participants were tasked to upcycle day-old bread, and Eco Racer where students designed and constructed solar-powered race cars using recycled materials, leveraging Generative AI tools to enhance performance.

Students from the Green Ambassadors Club also collaborated with overseas school communities. For instance, they engaged over 250 learners at Malinao Elementary School (Siargao, Philippines) through hands-on sustainability activities such as nature-based farming, and biodiversity workshops.



FY2025 Environmental Sustainability Impact and Outcomes

ENVIRONMENTAL IMPACT



Our efforts in sustainability over the last one year have contributed to positive environmental and social impact, with scope for further learning and improvements in some areas.

Aligned to GreenGov.SG, our Environmental Measures comprise the following:

- a) Carbon Emissions (Scope 1 and Scope 2)
- b) Electricity Consumption
- c) Water Consumption
- d) Waste Management

[Note: ITE's baseline for items a), b) and c) is the average of FY2018 to FY2020. Baseline for item d) is FY2022]

Carbon Emissions

Our carbon emissions have reduced by 19.4% compared to baseline. Chiller plants energy consumption remains the main contributor to Scope 2 emissions, followed by refrigerant use, which together represent 99.8% of the total carbon footprint.

The reductions in carbon emissions are largely attributed to measures mentioned in page 17.

(a) CARBON EMISSIONS (CO₂e)

Total emissions down 19.4% against baseline

13.49 M kg CO₂e

FY2025 total emissions (Scope 1 + 2)

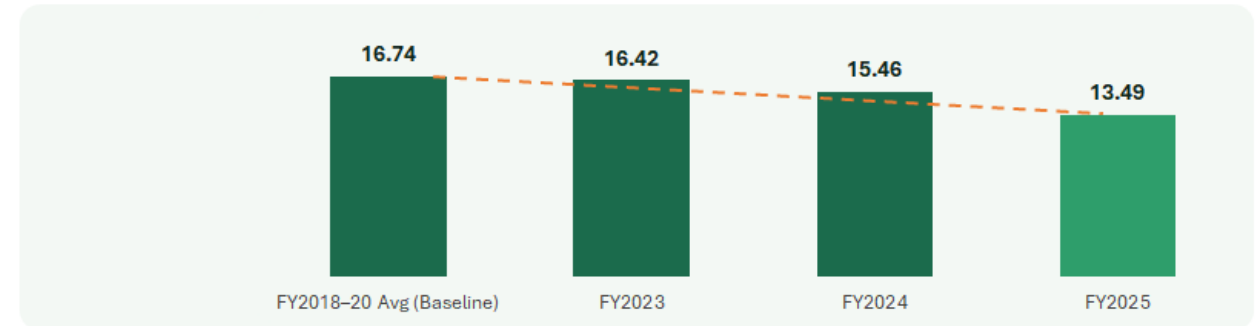
-19.4 %

Reduction from FY2018–20 baseline

99.8%

Share of footprint from electricity (Scope 2)

Total Emissions (Scope 1 + 2), million kg CO₂e



Measurement	FY2018-20 (Average)	FY2023	FY2024	FY2025
Scope 1 (Gas)	30,096	22,696	21,602	22,386
Scope 2 (Electricity)	16,709,473	16,392,695	15,437,922	13,462,872 ▼

Scope 1 (gas) contributes just 22,386 kg CO₂e in FY2025 — under 0.2% of the total footprint.

ENVIRONMENTAL IMPACT



Electricity Consumption in ITE Campuses

The overall FY2025's electricity consumption for ITE premises (HQ&CC, CE, and CW) was significantly lower when compared with FY2024's consumption figures. This can mainly be attributed mainly to the following

- **Newly installed Solar Panels** at ITE CC (around 3,600) generated substantial solar energy which reduced our need to purchase energy from the grid
- **Reduced operating time of the campus chilling system** by starting it later and shutting it down earlier and **increased set-point temperature to 25°C**
- **Upgrading of Air Handling Units (AHUs) with EC Fans**, for ITE CC and CW

With these new measures and initiatives taken in FY2025, we obtained **Green Mark SLE for ITEHQ&CC and CW** and have already **exceeded our FY2030 target of achieving 15% reduction** of electricity consumption (from baseline) – five years ahead of target and exceeding the GreenGov.SG's target of 10% reduction from baseline.

(b) ELECTRICITY CONSUMPTION

FY2030 energy intensity target met five years early

33.49 M kWh

FY2025 electricity usage, down
18.7% from baseline

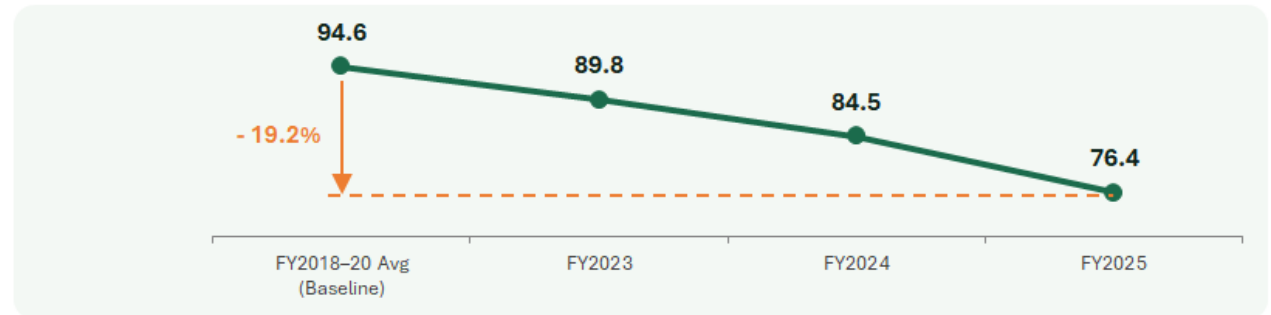
- 19.2% EUI

Reduction from FY2018–20 baseline

80.4 EXCEEDED
FY2030 Target

FY2030 Target — 15% reduction
from baseline

Energy Utilisation Index (EUI)



Measurement	FY2018-20 (Average)	FY2023	FY2024	FY2025
Electricity Usage (in kWh)	41,186,772	39,329,883	37,039,160	33,489,732 ▼

ENVIRONMENTAL IMPACT



Water Consumption in ITE Campuses

While the overall FY2025's water consumption for ITE (HQ&CC, CE, and CW) has increased from FY2024 (the lower reading in FY2024 was due to a previously faulty water meter), our Water Efficiency Index (WEI) is now close to the target of 16.15 (a 15% reduction from the baseline figure of 19.0 in FY2018-20).

For our efforts in water management, we attained the **ISO 46001:2019 Water Efficiency Management System**, which certifies that we have a robust system to monitor and track water use, as well as develop plans to address it.

In trying to bridge our 0.45 gap in terms of WEI from FY2030 target, we have devised measures to bring down water consumption, such as installing IoT sensors for water leak detection, developing a dashboard for monitoring of water consumption, and setting up a rainwater harvesting capacity at ITE HQ&CC and ITE CE.

(c) WATER CONSUMPTION

Water intensity improving but still short of target

301,740 m³

FY2025 water consumption, **4.6%** above baseline

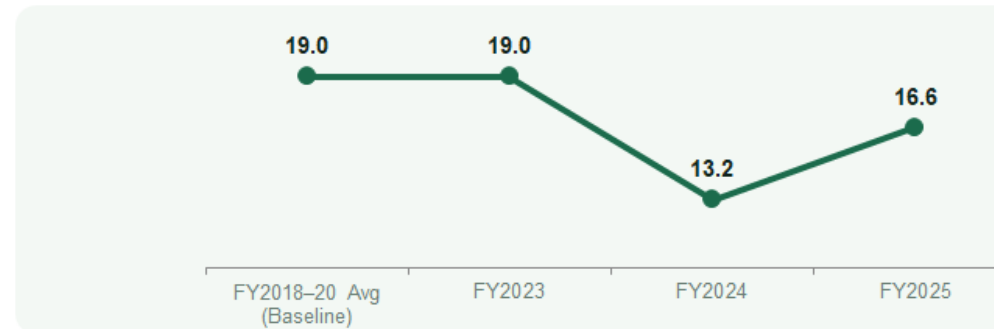
-12.6% WEI

Reduction from FY2018–20 baseline

16.15 Target

FY2030 goal — **15% reduction** from baseline

Water Efficiency Index (WEI)



Measurement	FY2018-20 (Average)	FY2023	FY2024	FY2025
Water Consumption (in m ³)	288,419	376,276	264,772	301,740 ▲

0.45

gap in WEI between FY2025 and the FY2030 target of 16.15

ENVIRONMENTAL IMPACT



Waste Disposal and Reduction

The amount of waste generated has increased in FY2025, in part due to the stark increase in external events held across the three Colleges. To recycle and minimise waste, we have been installing additional recycling bins across campus, and the amount of recycled material has gone up from around 5,300kg in FY2024 to 7,500kg in FY2025.

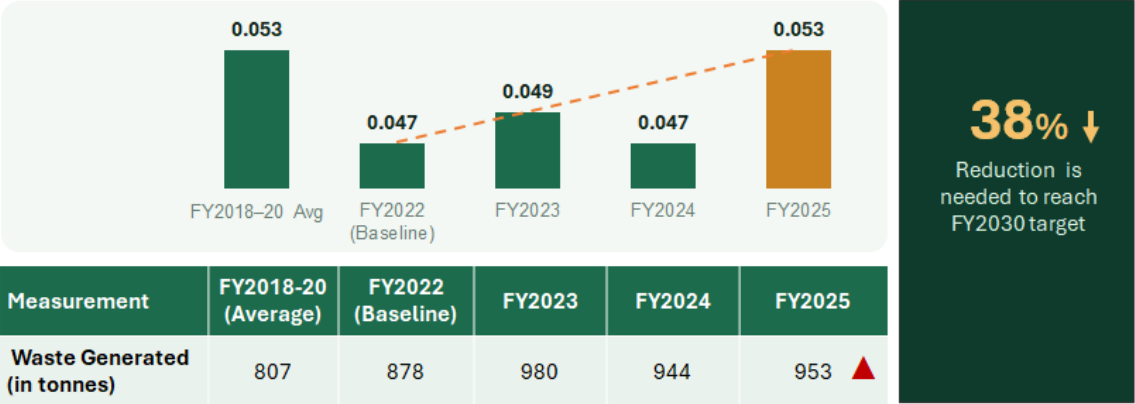
Our target, aligned with GreenGov.SG, is to achieve **30% reduction** from baseline FY2022 figure by 2030. With 38% gap away from FY2030 target, we are intensifying our communication to promote more responsible consumption and waste management. We also have embarked on a comprehensive audit to analyse the waste composition across all three campuses. This will allow ITE to develop targeted waste management strategies, and the resultant waste reduction measures would be communicated to staff once the audit findings are available.

(d) WASTE DISPOSAL

Waste intensity has returned to pre-baseline levels



Waste Disposal Index (WDI)



(e) WASTE COLLECTION

Measurements	FY2023	FY2024	F2025
Recoverable Waste (including e-waste, paper, plastics, etc.) collected and recycled (kg)	7,378	5,273	7,514
Textiles collected and recycled (kg)	3,681	5,717	5,686
Total material recycled	11,059	10,990	13,199 ▲

SOCIAL IMPACT

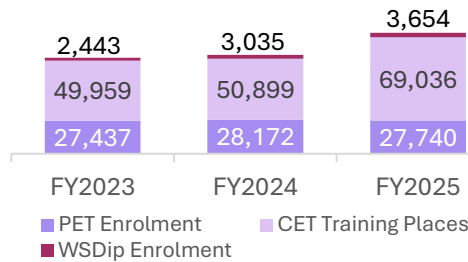


Besides environmental measures, we also assess our social impact on people, culture and the communities, via the following measures:

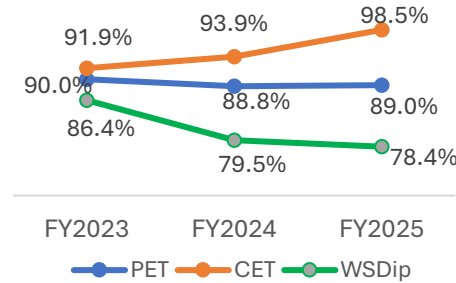
Quality Education & Economic Growth

In line with our education and social mission, we continue to attract both PET and CET learners into our wide range of programmes. Our students and graduates continued to enjoy high success rates, with an increasing number of them progressing through our WSDip pathway and enjoying good employment outcomes.

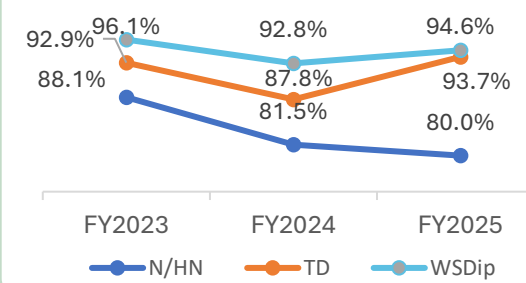
ENROLMENT



STUDENT SUCCESS



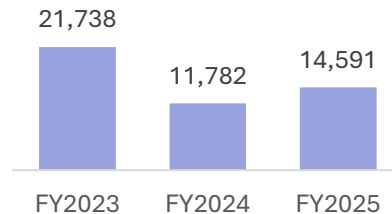
EMPLOYMENT RATE



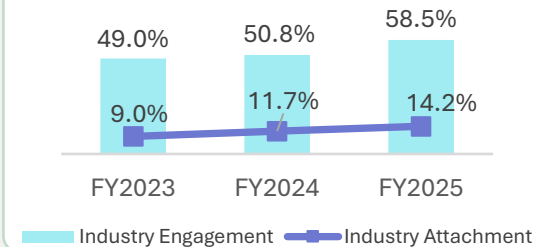
Sustainable Human Capital

To stay relevant and up-to-date, our staff continued to grow with new learning opportunities, with higher number of them participating in industry experience and attachments, and innovating through projects.

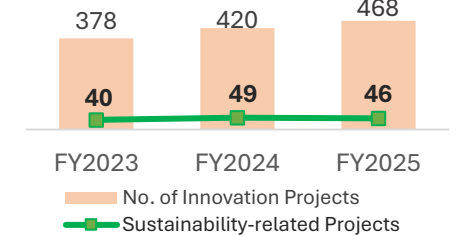
STAFF LEARNING PLACES



STAFF INDUSTRY EXPERIENCE



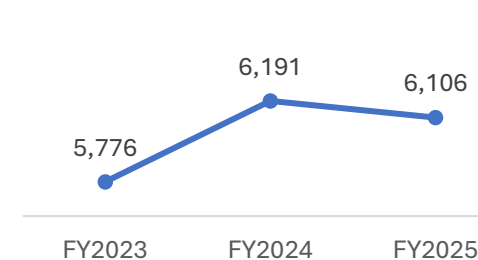
STAFF INNOVATION PROJECTS



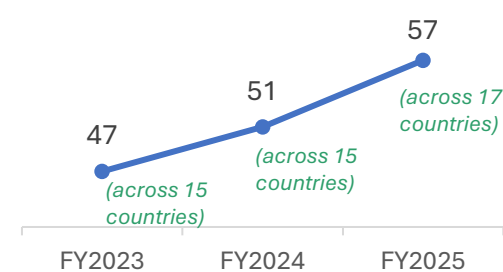
Partnerships On Sustainability & Innovations

Our strong network of partners enabled us to collaborate with them to enrich student learning, accelerate technology transfer and enhance staff capability. Our staff and students also participated in TIE projects resulting in innovations that created sustainable outcomes and impact.

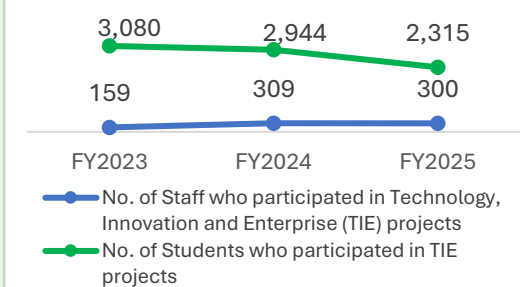
NO. OF INDUSTRY PARTNERS



NO. OF INTERNATIONAL PARTNERS



PARTICIPATION IN TIE* PROJECTS



STAKEHOLDERS' VOICES



CAMPUS

“Over the past six years of auditing ITE across its ISO management system standards, what has consistently stood out is that sustainability at ITE is not treated as a standalone initiative or a compliance exercise. Rather, it is embedded into the way the organisation plans, manages and continually improves its operations. Beyond its internal operations, sustainability is also visibly infused into the learning environment.”

Mr Saju Pillai
Deputy Managing Director/
Lead Assessor
ISOCert Pte Ltd



CURRICULUM

“The sustainability module taught me that there are tiers to sustainability and to recognise the difference between short-term and long-term results. Sustainability is more than just a word or a set of initiatives. It’s about shifting mindsets and focusing on actions that truly drive meaningful change.”

Mr Reyniery Maulana Affanny
3-year *Higher Nitec* in Tourism
Student/ITE College West
Green Ambassador Club (GAC)
Chairman of Community Service



CULTURE

“I am encouraged by our organisation’s efforts in creating awareness and opportunities for staff to practise sustainability in meaningful ways. By practising mindful daily habits such as reducing waste and switching off electricity when not in use and sharing “go green” efforts through the GreenITE app, I hope to contribute positively and continuously towards the ITE green culture.”

Ms Winsome Goh
Assistant Director/
Academic Services
ITE College East



COLLABORATION

“Collaborating with ITE on this industry-relevant innovation brings substantial benefits to our operations. ITE’s technical expertise and collaborative approach are helping us introduce automation that reduces manual labour, while directly supporting our sustainability goals by recirculating discharged water back into the reservoir system to eliminate water wastage.”

Mr Sathish Kumar
Project Director
Gim Tian Civil Engineering Pte Ltd

FUTURE PLANS

Turning Green Steps into Greater Impact

Over the last four years, ITE's sustainability journey has given us valuable lessons and helped us lay a strong foundation across the key pillars of our framework. Building on this progress, we will continue to sharpen our sustainability ambitions and roadmap, including strengthening our environmental sustainability structure and governance to drive greater impact and stronger outcomes.

We will continue to enhance our campuses with smart technologies and sensors, greener facilities, and more efficient use of energy, water and resources. This includes finalising our Data Centre downsizing strategy.

Our three campuses will increasingly serve as living labs. Through data-driven monitoring, intelligent controls and green facilities, we can better understand resource use, identify improvements and test practical solutions. Students will not only learn from our green buildings, but also play a part in keeping them green and liveable.

Just as important, if not more so, is the heartware. As climate challenges become more pressing, our staff and students must play their part by consuming responsibly, practising good waste management, and saving water and energy on campus and beyond. Our waste audits will help us improve everyday waste habits. We will also build staff capabilities to use AI, including Agentic AI, to improve teaching, work processes, energy use, waste reduction and operations.

For students, sustainability education will increasingly move from awareness to application, in line with our goal to train a career-ready workforce for the green economy. Through sustainability-driven skills in the curriculum, competitions, workshops, student-led projects, green facilities, and industry and community challenges, students will have more opportunities to develop practical solutions and apply these capabilities in their future workplaces.

Collaboration with industry and the wider community will remain central to this journey. As sectors go green, ITE will connect its hands-on expertise, campuses, staff and students with industry and community needs to co-create solutions, assess outcomes and support wider adoption.

Together, these green steps can add up to lasting impact — for ITE, our communities and the future workforce we serve.



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A GREENER Campus. A LIVELIER Community

Every step counts... Join us in building a better tomorrow!