REPUBLIC POLYTECHNIC



Sustainability Report

Education Beyond Campus:
Sustainability Outreach & Impact

2024



About Republic Polytechnic

Established in 2002, Republic Polytechnic (RP) is Singapore's youngest polytechnic. RP offers over 40 full-time courses across diverse fields, including Applied Science, Business, Engineering, Hospitality, Infocomm, Sports and Health, and Technology for Arts, Media and Design. With its "Becoming Greater Me" framework, RP endeavours to spark joy in learning by helping students discover their purpose and aligning their goals and passions with both academic and life pursuits.

RP adopts effective learner-centred pedagogies to equip students with a wide range of skills needed to thrive in an ever-evolving world. The polytechnic envisions its graduates as Articulate Self-Starters, Passionate Community Builders, and Purposeful Game-Changers. For graduates and adult learners, RP's Academy for Continuing Education offers a comprehensive suite of lifelong learning programmes for upskilling.

About this Report

This Sustainability Report is prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. While environmental sustainability remains the core focus, RP is progressively broadening its scope to include social and governance considerations.



Reporting Scope

This report covers RP's ESG performance from 1 April 2024 to 31 March 2025 and should be read together with our FY2024 Annual Report and other disclosures on our website.

Reporting Standards & Guiding Principle

Prepared with reference to the GRI[1] Standards 2021 and the UN SDGs[2], this report aligns with the GHG[3] Protocol for Scope 1 and 2 emissions. Disclosures are guided by GreenGov.SG, SGX[4] Listing Rule 711 (A) & (B), and the Accountant -General's Guidelines.

Assurance

Independent assurance was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000) and ISO 14064-3:2019.

Feedback

We welcome feedback on this report. For enquiries or suggestions, please contact us at sustainability@rp.edu.sg.

[1] GRI: Global Reporting Initiative
[2] UN SGDs: United Nations Sustainable Development Goals
[3] GHG: Greenhouse Gas
[4] SGX: Singapore Exchange

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01 Chairman & PCEO Statement

In a time of intensifying global challenges, RP remains steadfast in advancing sustainability through education, innovation, and community outreach. Guided by our RP Green Plan and with key initiatives across the four pillars of Campus, Education, Industry, and Community, we are extending our impact well beyond our campus.

Educating for a Sustainable Future

Education remains a key enabler of sustainable development. In FY2024, sustainability was integrated in all our Pre-Employment Training (PET) diplomas. We also launched the Designing Your Life programme, the first of its kind in Singapore, to guide youth in shaping purposeful, values-driven pathways, extending RP's community impact through life design and sustainability-focused education.



Ms Jeanne Liew
Principal &
Chief Executive Officer

Extending Community Reach

RP was privileged to be the first polytechnic to be conferred the President's Volunteerism & Philanthropy Award (PVPA) under the Organisations of Good (Public Institution) category, affirming our values-driven approach to linking sustainability, education, and community impact.

As part of the Company of Good recognition framework by NVPC, RP was also honoured as a Champion of Good in FY2024, in recognition of our holistic contributions across People, Society, Governance, Environment, and Economic stewardship. This year, our staff and students contributed over 44,000 hours to community sustainability and social impact activities, including upcycling workshops, green campus tours, and the Make A Difference (M.A.D.) series.

We will continue to deepen our educational reach, strengthen innovation, and work closely with partners to build a more sustainable and inclusive future. On behalf of the RP Board and Management, we thank our students, staff, alumni, and partners for their continued support and shared commitment to sustainability.



Mr Abel Ang
Chairman
RP Board of Governors



02 Key Highlights FY24

ENVIRONMENTAL

Achieved a 42% improvement in Carbon Emission Intensity (CEI)

Achieved a 37% improvement in Energy Utilisation Index (EUI)

1,348 solar panels generating 1.04 GWh of solar energy

Achieved a 47% improvement in Water Efficiency Index (WEI)

Achieved a 29% improvement in Waste Disposal Index (WDI)



BCA[1] Green Mark 20th Anniversary Award
One of only 11 Showcase Building Projects in Singapore to be conferred

[1]BCA - Building & Construction Authority

EDUCATION

100% of diplomas integrated sustainability-themed curriculum across all schools

31 students graduated with a **Minor in Sustainability**

108 average training hours per employee

Awarded ***SEC[3] Best 3R Award*** & the ***Vanda Miss Joaquim Sustained Achievement Award***

[2]ECOLE - Education & Competencies for a Liveable Earth
[3]SEC - Singapore Environment Council

COMMUNITY

1,717 Total Employees[4]

48% of women in Management[5]

> 9,000 students & staff contributed close to 35,000 hours at 84 sustainability-related activities/ events

[4]Employees: Total headcount of Full-time, Adjunct Lecturers & Associate Counsellors
[5]Management: Assistant Director & above

INDUSTRY

> 770 funded projects with 3 projects that received the Public Sector Transformation Awards

Received more than S$ 1 million of sustainability-related research grant

>91,000 training hours for sustainability related courses

8 new CET courses related to sustainability



Conferred the ***President's Volunteerism and Philanthropy Awards*** & ***Champion of Good Award*** by **NVPC[6]**

Awarded the ***Community Spirit Merit Award*** by ***PA[7]***

Recognised as the ***Outstanding Partner Gold Award*** by ***NWCDC[8]***

[6] PA: People's Association
[7] NVPC: National Volunteerism & Philanthropy Centre
[8] NWCDC: North-West Community Development Council



Our Sustainability Journey & Approach

Rooted in our ‘Campus in a Park’ design, RP’s sustainability journey reflects a deep commitment to harmonising learning with nature, embedding environmental stewardship into every facet of campus life.



Figure 1 - Recognition over the Years

2025
- President’s Volunteerism & Philanthropy Awards
- Champion of Good
- Green Mark 20th Anniversary Building Project

2024
- BCA’s Green Mark Platinum Super Low Energy (SLE)

2023
- First batch of students graduated with a Minor in Sustainability

2021
- BCA’s Green Mark Platinum Award

2009
- 9th Architectural Design Award
- President’s Design Award

2008
- ASEAN Best Practice for Energy Efficient Building

2006
- BCA’s Green Mark Platinum Award

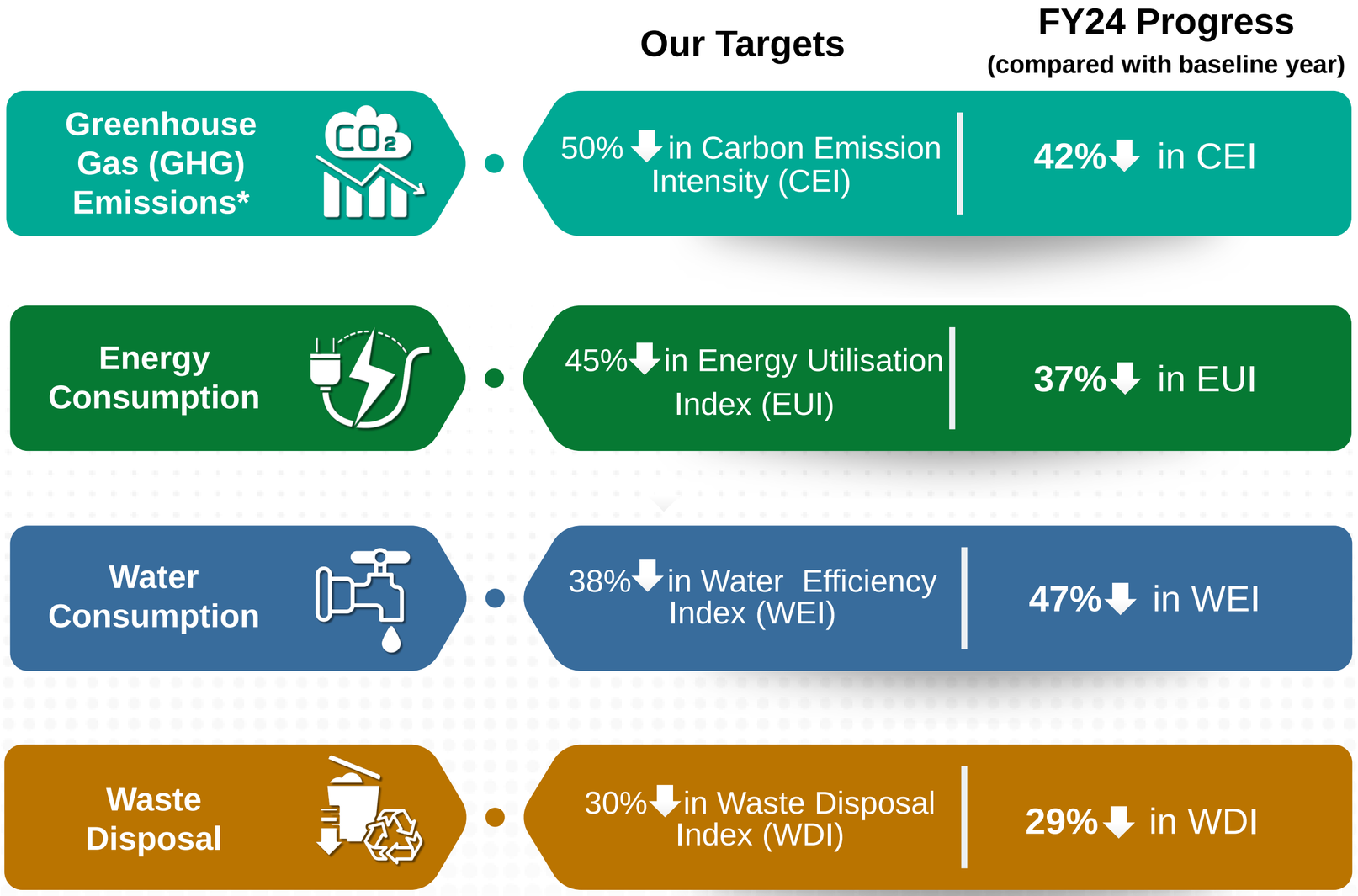
Our Goals & Progress

RP continued to build on its strong sustainability momentum in FY2024, having already surpassed three of the 2030 GreenGov.SG targets in FY2023. As we set even more ambitious internal benchmarks, our performance in FY2024 continued to surpass expectations, driven by sustained infrastructure enhancements, data-informed energy optimisation, and behavioural shifts across campus.

We remain focused on strengthening our ESG data systems to support more robust target-setting and alignment with best practices as disclosure standards evolve.

For detailed information on these metrics, formulas, and additional data, please refer to Page 40 and Page 45.

Figure 2 - Summary of Environmental Metrics Performance



**GHG emissions tracking currently covers Scope 1 and 2 only*

Our Framework & Approach

RP adopts an institution-wide approach to sustainability, underpinned by the RP Green Plan. This plan articulates RP's long-term sustainability vision and serves as a strategic framework to embed Environmental, Social, and Governance (ESG) principles across all aspects of campus life. Structured around four strategic pillars (Campus, Education, Industry, and Community), the RP Green Plan provides a coherent roadmap to drive progress in areas such as resource efficiency, climate action, curriculum integration, and external partnerships.

As a signatory of the UN Global Compact since 2019, our sustainability framework aligns with its Ten Principles and the 2030 UN Sustainable Development Goals (SDGs).

Aligned with NVPC's Company of Good Recognition System, RP aims to create holistic community value across five areas: People, Society, Governance, Environment, and Economic Stewardship. We are honoured to have been recognised as a Champion of Good and to be the first polytechnic awarded the President's Volunteerism & Philanthropy Award (PVPA). These accolades highlight RP's dedication to education, sustainability, and community engagement within an ESG-driven framework.

Figure 2 - RP Green Plan



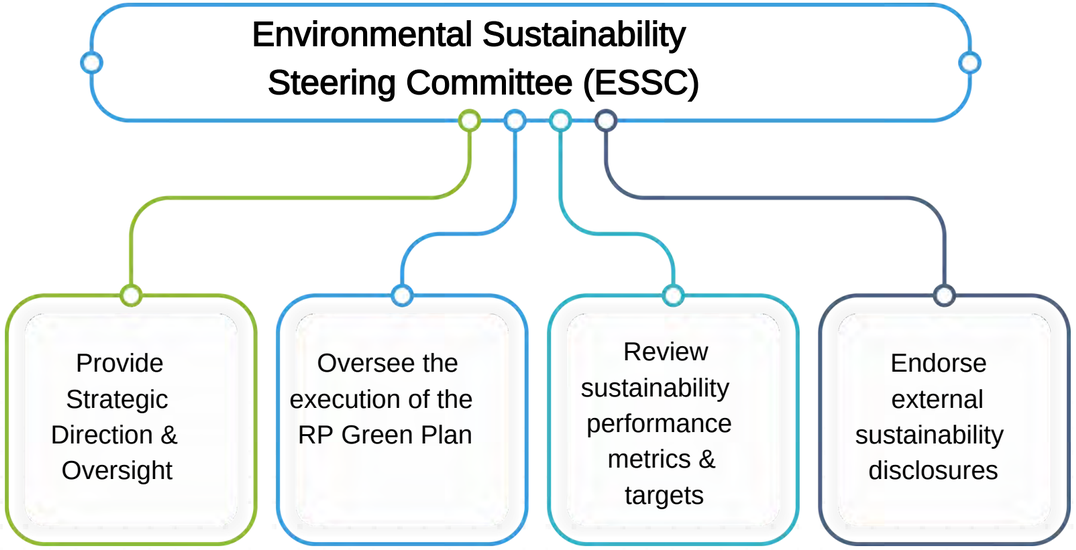
Governance Structure

Sustainability at RP is governed through a multi-tiered framework to ensure strategic alignment and institutional accountability. At the apex, the Environmental Sustainability Steering Committee (ESSC), comprising senior leadership and chaired by a member of the Executive Committee, provides strategic oversight and policy direction.



Supporting the ESSC are cross-functional workgroups made up of representatives from various schools and corporate departments. These groups coordinate activities under the RP Green Plan and report to senior management and the Board of Governors. Their role is to monitor progress, identify risks, and guide resource allocation. This framework integrates sustainability into all operations, promoting clear accountability and collaboration.

Figure 3 - Key Objectives of ESSC



Ethics & Compliance

RP enforces a strict zero-tolerance policy on corruption, bribery, fraud, and unethical conduct, reinforced by mandatory training, strong internal controls, and a confidential whistleblowing channel. In FY2024, RP recorded zero incidents of corruption or bribery, underscoring our commitment to integrity and ethical business practices.

As a commitment to a safe, healthy, and ethically governed work environment, RP is certified under ISO 45001, Together, these measures underscore our dedication to trust, accountability, and responsible institutional conduct.

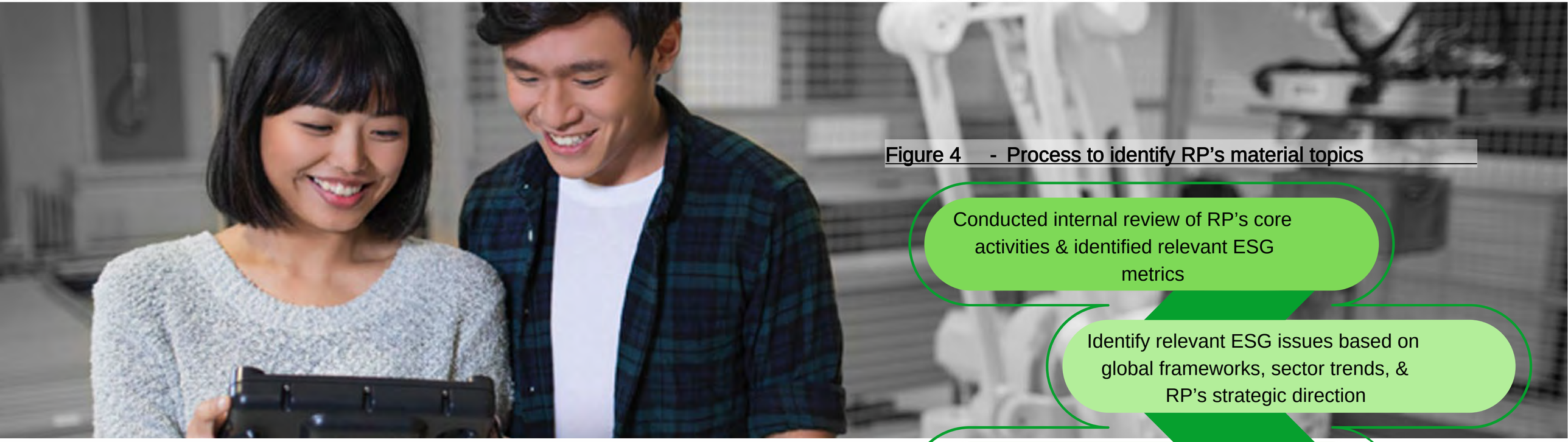
Stakeholder Engagement

RP prioritises proactive stakeholder engagement as a key element of our sustainability strategy. Our engagement efforts involve a diverse range of internal and external stakeholders, including students, staff, industry partners, community organisations, and government agencies.

By incorporating stakeholder viewpoints into our sustainability planning and implementation, RP enhances relevance, promotes shared ownership, and solidifies its position as a trusted partner in driving environmental and social impact.

Table 1 – Stakeholder Engagement

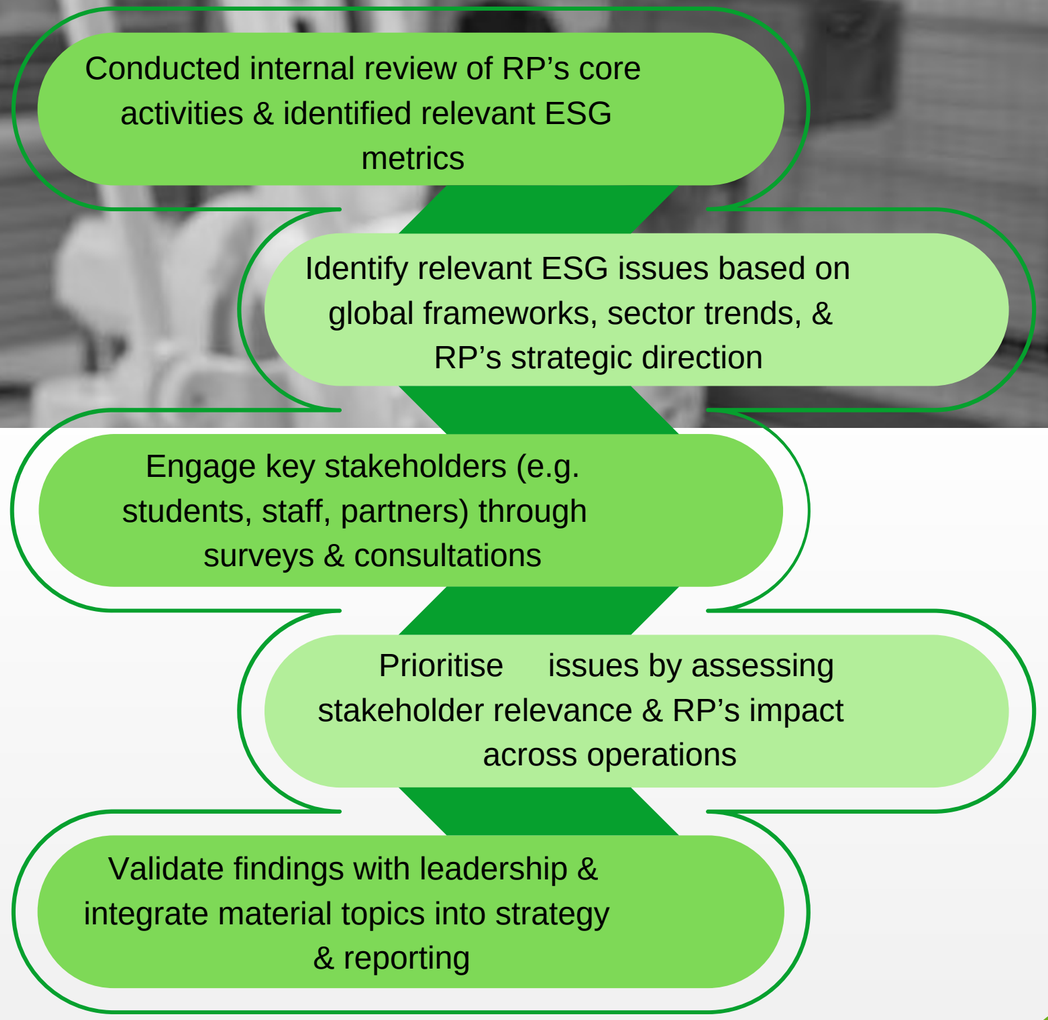
Stakeholder Group	Key Engagement Topics	Mode of Engagement
Students 	ESG curriculum, applied learning projects, green habits, feedback on facilities	Module feedback, student engagement survey, sharing sessions with student leaders
Staff (Academic & Corporate) 	Sustainable operations, capability building, workplace ESG practices	Briefings, training, audits, sustainability forum, staff engagement survey, go green commute day
Industry Partners 	Applied R&D, internships, low-carbon technology, ESG capability building	Joint projects, industry dialogues, staff industry attachment
Government Agencies 	ESG alignment, compliance, national goals, reporting standards	Strategic meetings, sharings & regulatory submissions
Community & Public 	Awareness programmes, social inclusion, climate action	Sustainability workshops, green tours, service-learning projects
Vendors & Contractors 	Sustainable procurement, waste segregation, safety & compliance	Vendor briefings, focus group discussion



Materiality Assessment

RP conducts materiality assessments at regular intervals to identify the most salient sustainability topics in relation to its institutional mission and stakeholder expectations. These assessments are guided by globally recognised frameworks, including the GRI Standards, and evaluate the significance of ESG impact across RP's value chain. Insights from the materiality process help inform policy direction, resource allocation, and sustainability disclosures, ensuring that RP's efforts remain focused, responsive, and aligned with both national priorities and the broader global sustainability agenda.

Figure 4 - Process to identify RP's material topics



Our Ten Material Topics

Campus

- Climate Change & Environment
- Waste & Resource Circularity
- Water Stewardship

Education

- ESG Education & Curriculum
- Green Skills Development



Industry

- ESG Innovation & Partnerships
- Green Skills & Workforce Readiness

Community

- Community Engagement
- Responsible Governance & Ethics
- Staff Development & Inclusive Leadership



Our Campus & Environment

GRI 3 | GRI 302 | GRI 303 | GRI 305 | GRI 306

RP's commitment to green infrastructure has been consistently recognised. In 2024, RP was conferred the Green Mark Platinum Super Low Energy (SLE) Award. This year, RP is proud to be recognised by BCA as one of only 11 "Showcase Building Projects" for its Green Mark 20th Anniversary Awards, and as a leading model for sustainable campus design and operations.

RP has made significant progress in sustainability for our key environmental indicators: Carbon Emissions Intensity, Energy Utilisation Index, Water Efficiency Index, and Waste Disposal Index in FY2024. Achieving the FY2030 targets for these indicators are central to RP's support for GreenGov.SG's goal of net zero emissions around 2045.



Recognised as one of only 11 Green Mark Showcase Building Projects in Singapore by BCA

Greenhouse Gas Emissions & Carbon Intensity Reduction

RP has made continued progress in reducing its GHG emissions and carbon intensity across operations. RP recorded a 6% reduction in total Scope 1 and 2 emissions between FY2023 and FY2024, from 7,437.35 to 6,970.80 tonnes CO_2e. This reduction was driven by a significant 80% cut in Scope 1 emissions, achieved through improved refrigerant management, close monitoring of cleanroom emissions, and minimising leakage during equipment maintenance. Scope 2 emissions also declined by 4% compared to FY2023, largely due to the retrofitting of air handling units (AHU) and energy optimisation efforts.

RP achieved a 42% reduction in Carbon Emissions Intensity (CEI) in FY2024 from the FY2018 peak, lowering emissions from 0.053 to 0.031 tonnes CO_2e /m². This significant improvement underscores RP's ongoing commitment to enhancing energy efficiency and embedding climate-conscious design and operations across its campus.

Figure 5 - Total GHG Emissions & CEI

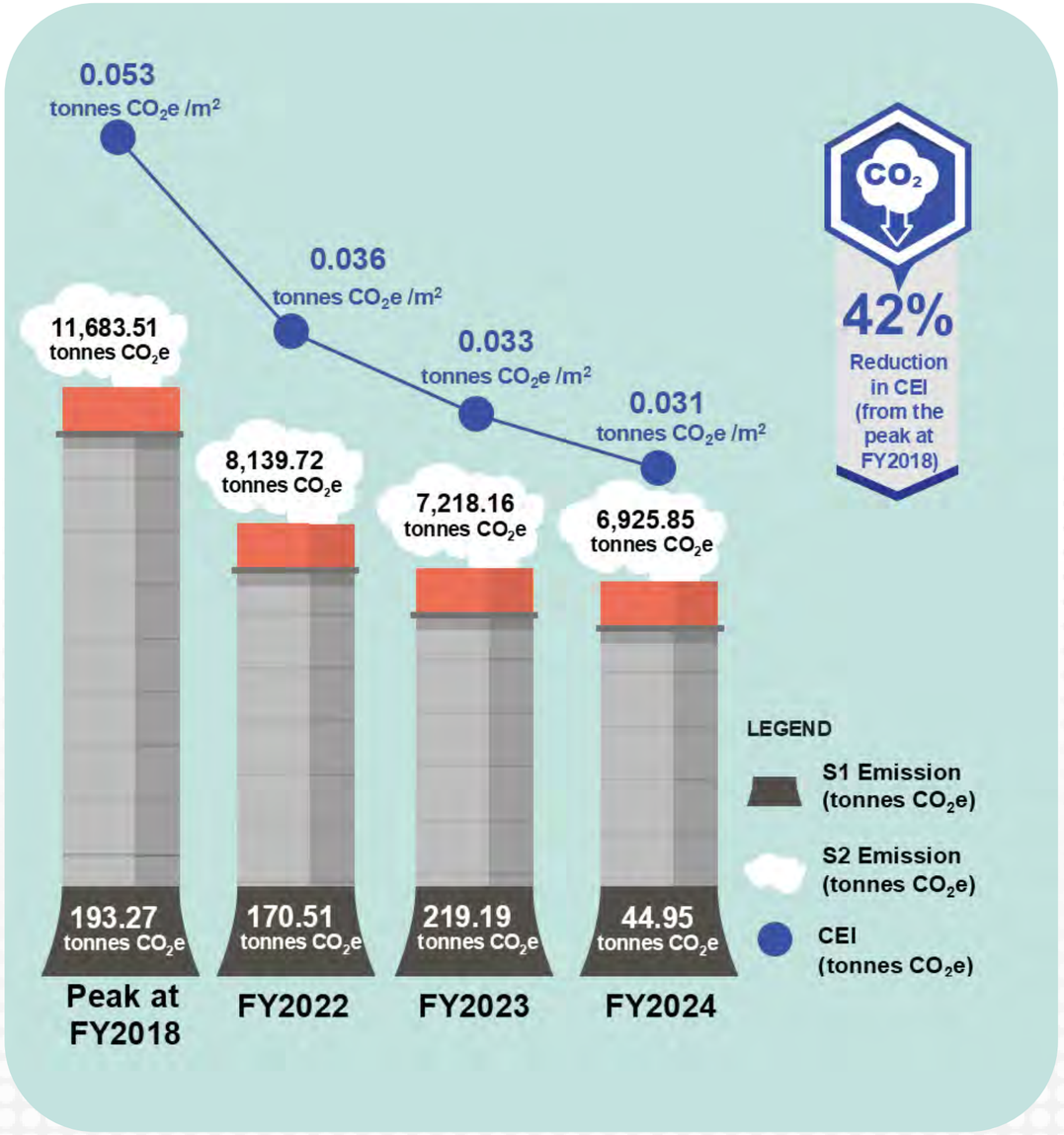
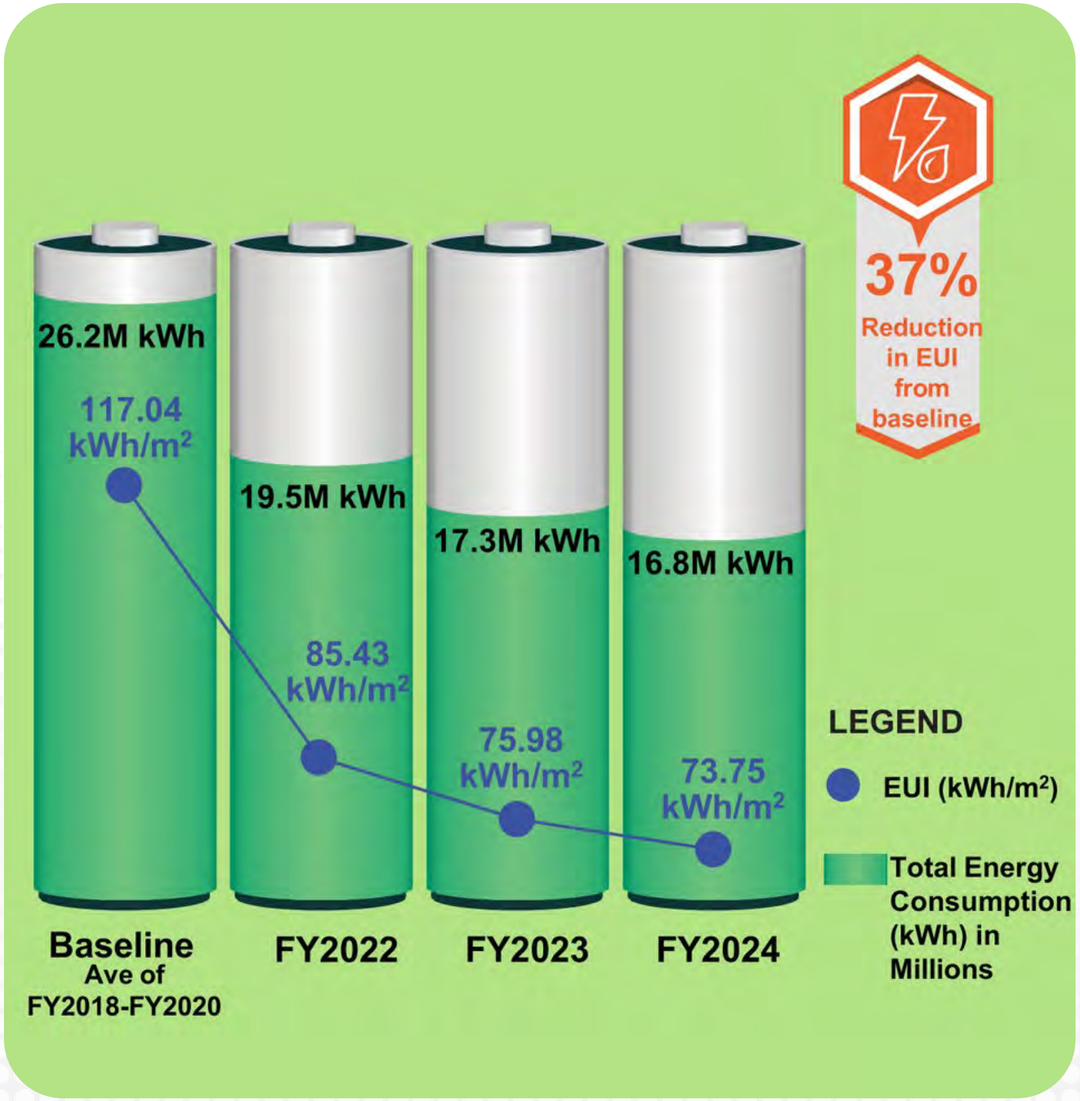


Figure 6 - Total Electricity Consumption & EUI



Energy Efficiency & Optimisation

RP has significantly improved energy performance through sustained energy optimisation efforts. In FY2024, our Energy Utilisation Index (EUI) dropped by 37% from the baseline of 117.04 kWh/m² to 73.75 kWh/m², alongside a 36% reduction in total energy consumption. These gains are a result of ongoing initiatives such as retrofitting AHUs, upgrading lighting systems, and implementing smart energy management technologies across campus facilities.

Since FY2018, RP has accumulated over 42 GWh in energy savings, sufficient to power more than 9,300 four-room HDB flats annually. This translates into nearly $12 million in utility cost savings.



Expanding Renewable Energy Capacity

RP maintained its solar capacity with 1,348 panels across nine buildings, generating 1.04 GWh in FY2024, covering about 6% of Scope 2 electricity needs. This initiative continues to support emissions reduction and energy resilience under the RP Green Plan.

Cooling Efficiency and Go 25 Alignment

As part of RP's ongoing efforts to improve energy efficiency and reduce its operational carbon footprint, the campus continues to upgrade ageing infrastructure and adopt sustainable practices.

In FY2024, RP retrofitted AHUs with energy-efficient models, saving an estimated 174 MWh. Trials for the Go25 initiative were also launched in line with the national campaign, setting common areas at 25°C with an algorithm to optimise airflow and occupancy needs. RP will progressively extend these measures across the remaining areas to further strengthen energy performance.





Student -Driven Innovation for Sustainable Cooling

As a ground-up initiative, final-year students from the Diploma in Sustainable Built Environment collaborated with the Office of Estates to pilot a hybrid cooling solution in selected offices. Aimed at maintaining thermal comfort at 25°C, the student-led project applied advanced cooling technologies to reduce energy consumption and lower emissions. Beyond its environmental impact, the initiative offered students real-world experience in driving sustainable innovation on campus.

Water Conservation Efforts

In FY2024, RP recorded a total water consumption of 116,157.28 m³, reflecting a remarkable 35% reduction in the total water consumption from the baseline. Since 2018, RP has collectively conserved 373,000 m³ of water since 2018, equivalent to nearly 150 Olympic-sized swimming pools, underscoring the institution's sustained commitment to water stewardship.

In tandem with absolute water savings, RP also reduced its Water Efficiency Index (WEI), which measures water usage per person per day, by 47%, decreasing from 60.37 to 31.72 litres/person/day from the baseline average. These achievements highlight the combined impact of infrastructure upgrades, behavioural interventions, and data-driven monitoring systems.

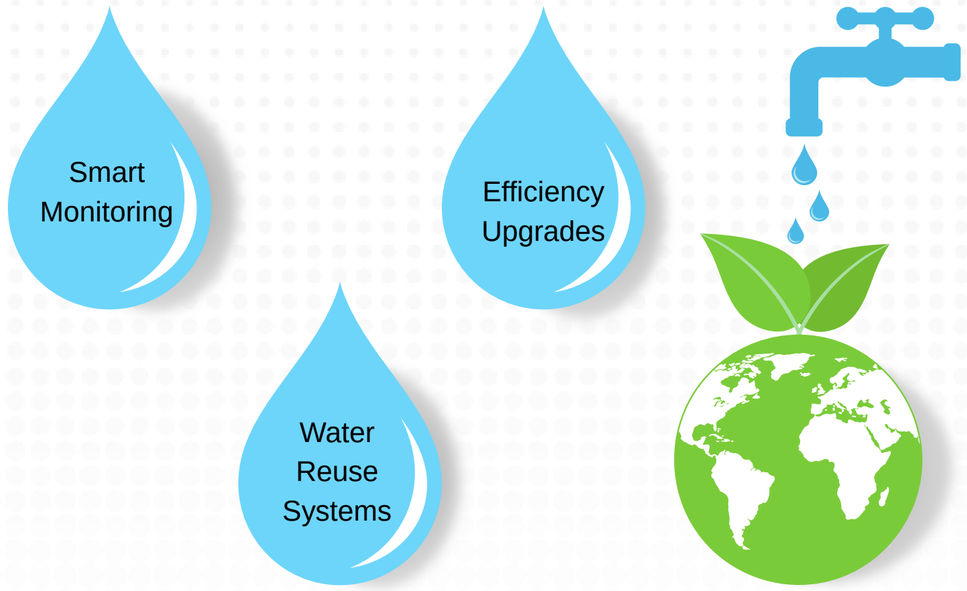
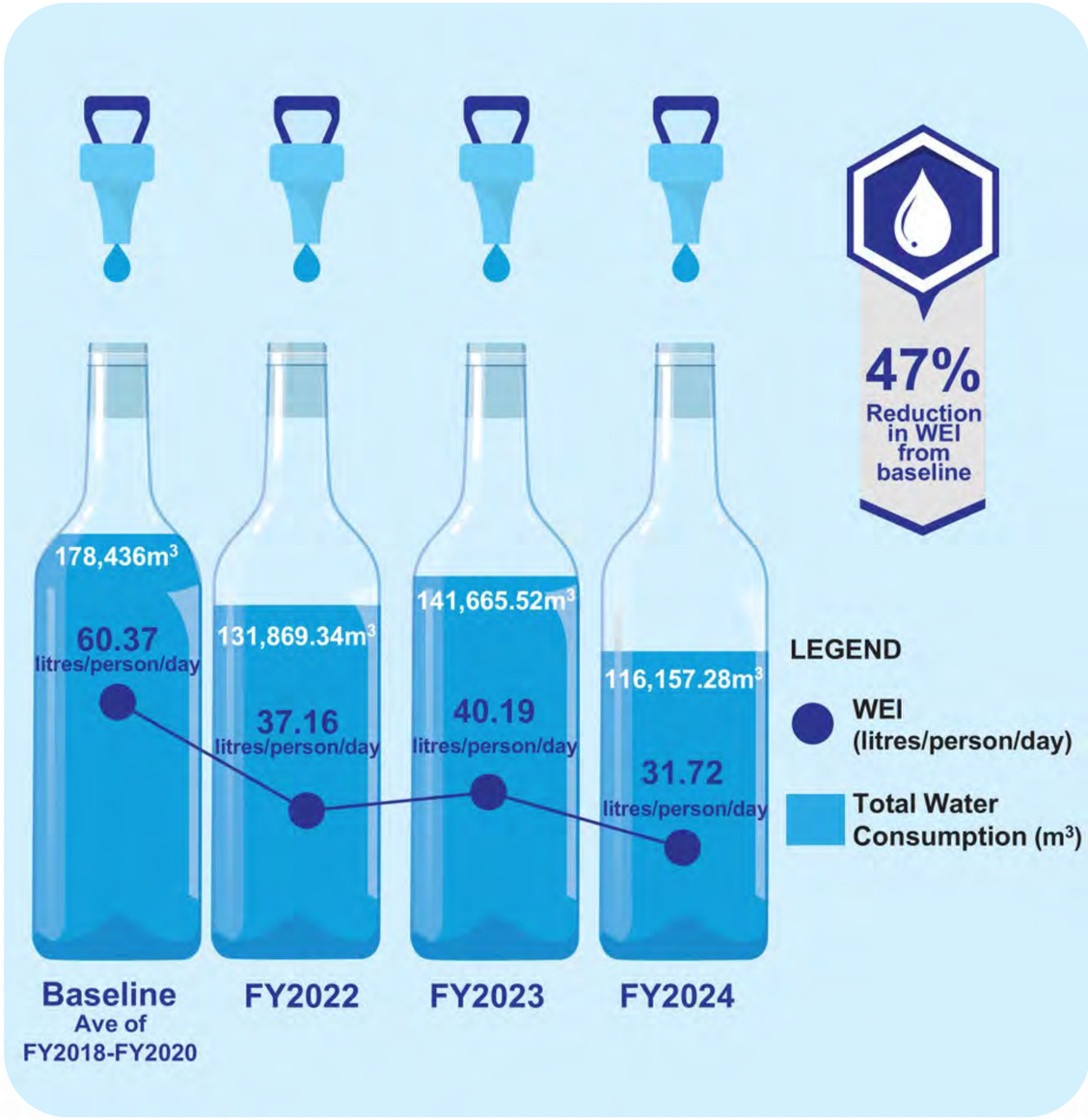


Figure 7 - Total Water Consumption and WEI





Smart Infrastructure for Resource Efficiency

Since 2018, RP has implemented campus-wide water sustainability through a suite of smart technology, circular water systems, and behavioural nudges. These include the reuse of AHU condensate and harvested rainwater for non-potable uses such as cooling towers and landscape irrigation. To drive data-driven water management, a campus-wide IoT-enabled wireless metering system allowed real-time tracking of water consumption, anomaly detection, and operational optimisation at the building level.

Enhanced Water Conservation Initiatives

In FY2024, RP intensified its water efficiency drive by retrofitting over 100 toilet flushing systems across campus, reducing water flow rates for both water closets and urinals. This achieved an estimated savings of 18,500 m^3. All taps on campus were fitted with auto shut-off mechanisms, minimising incidental water wastage.

Behavioural Nudging through Visual Prompts

Sustained efforts have also been made to influence user behaviour through campus-wide awareness campaigns and visual nudges.

Educational posters, digital signage, and infographics were placed near high-usage water points such as toilets, pantries, and irrigation areas to remind users to conserve water and report leaks.



Figure 8 - Total Waste Generated and WDI



Sustainable Waste Management

In FY2024, RP disposed 472,600 kg of waste, marking a significant 27% reduction in total waste disposed compared to the FY2022 baseline. This translated to a 29% reduction in the Waste Disposal Index (WDI), which dropped from 0.178 kg to 0.126 kg per person per day.

WDI fell by nearly 7% from FY2023, driven by enhanced waste segregation across food, recyclables, and general waste streams; greater adoption of Bring-Your-Own (BYO) practices that reduced disposable packaging; and strengthened vendor waste handling supported by contract specifications and monitoring. These efforts contributed to a 17% increase in recycled waste, from 117 tonnes in FY2023 to 137 tonnes in FY2024, with paper and horticultural waste as key recyclables.



External Waste Audit & Behavioural Interventions

In April 2024, RP conducted an external waste audit of its existing waste management practices. The audit affirmed RP's strengths in e-waste handling, responsible disposal, and clear segregation practices. Building on these insights, RP rolled out targeted initiatives to further reduce waste. These included centralising bins in offices to nudge behavioural change, implementing BYO container campaigns, introducing charges for single-use takeaway packaging, and piloting food waste segregation at campus events and eateries.



Cultivating Behavioural Change Through Community Engagement

RP also places a strong emphasis on shaping sustainable community habits. In FY2024, RP conducted a social experiment during a two-day student leadership programme. Over 500 students participated in a behavioural intervention that demonstrated a 66% (34 kg) reduction in general waste simply by switching from disposable to reusable food containers. The initiative also included food waste segregation and composting. Surveys showed significant improvement in students' environmental awareness and actions.



Figure 9 – Key Waste Reduction Initiatives



Improved Waste Segregation

Sorting of on-campus food, recyclable, and horticultural waste has reduced contamination and increased recycling rates.



Behavioural Nudging Initiatives

BYO campaigns and centralised bin systems reduced disposable waste and encouraged responsible habits.



External Waste Audits

Independent audits guided targeted improvements, including reduced bins, vendor oversight, and food waste segregation.



Our Curriculum & Education

GRI 3 | GRI 203 | GRI 404 | GRI 413

RP integrates sustainability across its educational offerings to equip learners and staff with future-ready green skills and to nurture an environmentally conscious campus community.

In FY2024, all diplomas incorporated sustainability-themed modules, delivering more than 30 hours of sustainability-related curriculum per student. The Minor in Sustainability has also gained traction, with 31 students graduating from the programme since its launch.

This commitment is further reinforced through the Designing Your Impact framework, which emphasises the pursuit of a Greater Purpose by embedding social sustainability into curriculum. As the first polytechnic to mandate 15 hours of community engagement for graduation, RP empowers students to translate knowledge into action and create lasting positive change in society.



Awarded SEC's Best 3R Award and the Vanda Miss Joaquim Sustained Achievement Award

Sustainability in Curriculum and Education

In FY2024, sustainability concepts were embedded across all full-time diploma courses, enabling students to develop green mindsets and prepare to become future-ready professionals who can drive positive change. Key initiatives include the “Conservation Fortnight”, “Adopt-A-Block”, and student-led experiential activities like the “Bike Maintenance Upcycling Project”.



Adopt -A-Block : Cultivating Sustainability Ownership Among Students

As part of RP’s applied learning approach, the Adopt-A-Block initiative integrates environmental responsibility directly into the curriculum. Under this programme, 135 Polytechnic Foundation Programme (PFP) students assumed stewardship of specific blocks within the community, carried out regular waste audits and identified behavioural or operational improvements. Through hands-on monitoring and implementation of waste reduction practices, students gained real-world insights into resource efficiency, custodianship, and sustainable operations.



Inclusive Learning through the Xperiential Learning Centre

As part of RP’s applied and experiential learning approach, the Xperiential Learning Centre (XLC) provides students with authentic opportunities to engage with diverse communities and develop empathy, adaptability, and leadership.

Featuring inclusive outdoor facilities such as high-element activities, wheelchair abseiling, and a roll glider, the XLC is designed to support participants of all abilities. To date, the Centre has hosted close to 700 persons with disabilities (PwDs), offering inclusive learning experiences for both students and community partners.

Sustainability Engagement Beyond the Classroom

Beyond academic curriculum, RP fosters a strong culture of environmental and social responsibility through student-led initiatives and campus-wide programmes. These non-curricular activities provide valuable opportunities for students to take ownership of sustainability efforts, deepen community engagement, and cultivate a lifelong commitment to responsible citizenship. Key initiatives include Conservation Fortnight, which raises awareness on biodiversity and environmental stewardship; Project ReWeave, a student-driven upcycling initiative promoting circular fashion; and Crochet with Love, a heartwarming community effort where students repurpose yarn and textile remnants into handcrafted gifts for vulnerable groups.

Science Congress 2025

RP's flagship science outreach initiative, themed around sustainability and designed to ignite environmental curiosity among youth was held on 10 January 2025. Over 300 secondary school participants took part in hands-on workshops, and interactive learning on how science drives sustainable development. RP students were also actively involved in facilitating learning stations and peer engagement, further strengthening their communication and leadership skills.

SDG Open Hack by UNDP and Citi Foundation

Organised in collaboration with UNITAR, Open Geneva, and the University of Geneva, the SDG Open Hack 2024 brought together RP students from across disciplines to tackle global sustainability challenges through innovation and teamwork. Held over two days in September 2024, the hackathon provided a platform for 80 student participants to pitch solutions aligned with the UN Sustainable Development Goals (SDGs), supported by a pre-event bootcamp and mentorship from industry professionals.



Staff Development for a Sustainable Future

RP invests in continual learning and upskilling opportunities to equip our workforce with future-relevant competencies, including green skills, leadership capabilities, and inclusive workplace practices.



Conexus Learning Series on Sustainability

RP enhances internal sustainability competencies through the Conexus learning series with targeted workshops and forums for staff. In FY2024, a total of 195 staff participated, accumulating more than 1,100 hours of training focused on topics such as decarbonisation strategies, agritech innovations, carbon footprint management, and sustainable supply chains.

Education and Competencies for a Livable Earth (ECOLE)

To embed sustainability into RP's institutional culture, the ECOLE initiative was launched under the Education Pillar of the RP Green Plan. Phase I, rolled out in November 2024, featured a six-part learning series for all full-time staff. As of end FY2024, 83% of full-time staff completed the accompanying quiz.

Strengthening Competencies for the Future

RP recognises that developing staff competencies in sustainability is critical to driving long-term institutional change. In FY2024, RP enhanced its training programmes to equip staff with the skills and knowledge to excel in their professional and teaching roles, including the integration of sustainable practices. On average, each staff member completed 108 hours of training during the year.







06 Our Industry Collaboration

GRI 3 | GRI 203 | GRI 404 | GRI 413

RP actively collaborates with industry to promote sustainability innovation, transform the workforce, and enhance applied learning. Our efforts are rooted in the RP Green Plan and align with national priorities outlined in the Singapore Green Plan 2030, contributing to the development of a climate-resilient and skills-driven economy.

In FY2024, RP completed more than 700 industry projects, including 54 sustainability-related industry projects, with three projects receiving the Public Sector Transformation Awards. These initiatives span areas such as sustainable packaging, water efficiency, and low-carbon technologies, aligning with national priorities and enabling partners to translate ideas into real-world solutions. We also secured over S$1 million in sustainability-related research grants, enabling applied innovation that benefits both public and private sectors.



Three projects received the Public Sector Transformation Awards

Applied Research for a Greener Future

RP actively collaborates with industry partners on applied research projects that address real-world environmental challenges and to advance sustainability through innovation. Beyond these two highlighted projects, a growing portfolio of projects continues to support outcomes in the circular economy, climate adaptation, and social innovation across diverse domains.

Supporting Singapore's 30 by 30 Through Agritech Innovation

In support of Singapore's '30 by 30' food resilience goal, RP collaborated with local agri-tech firm Sustenir to extend the shelf life of Toscano Kale, a high-value crop with limited post-harvest longevity.

Through a student-led final-year project involving sensory, microbial, and headspace gas analyses, the team successfully extended shelf life by approximately 33% (from 14 to 21 days). This reduces food wastage and improves marketability for local farmers and retailers. The project exemplifies RP's applied research approach and reinforcing our commitment to sustainable agri-food innovation.



Sustainable Landscaping through Circular Innovation

An industry trial was launched to explore the use of Okara Biostimulant Concentrate (OBC), a plant-based solution derived from soy okara, a food waste stream, as a natural enhancer for landscape plants across our campus. Conducted under the Innovation Challenge Fund in collaboration with SoiLabs Pte Ltd, the project sought to improve plant flowering and resilience under climate stress.

This initiative demonstrates RP's applied research focus in using waste-to-resource approaches to support urban greenery management. Staff from the School of Applied Science led the project, alongside a Continuing Education and Training (CET) student, reinforcing RP's model of integrated learning and industry co-development. Early results are promising, with potential to scale application across the campus to enhance biodiversity and aesthetics in an environmentally responsible way.



Developing Green Skills through CET

In support of Singapore's national green economy transition, RP expanded its suite of Continuing Education and Training (CET) offerings to equip the workforce with future-ready sustainability competencies. In FY2024, RP launched eight new sustainability-related CET courses, covering key topics such as ESG strategy, clean energy, climate resilience, and environmental legislation. Collectively, these programmes contributed to over 91,000 training hours, advancing the national SkillsFuture movement and strengthening capabilities aligned with the Green Skills Framework led by SkillsFuture Singapore (SSG).

Launch Of Inaugural Zero Waste Manager Course

RP partnered with National Environment Agency (NEA), NTUC LearningHub and the Waste Management & Recycling Association of Singapore to launch the inaugural Zero Waste Manager Course in 2024. Designed to support Singapore's Zero Waste Masterplan, the course equips professionals with the competencies to develop, implement, and monitor Reduce, Reuse, Recycle (3R) programmes within their organisations. It also addresses compliance with Mandatory Waste Reporting requirements and aims to embed resource efficiency into corporate culture. Recognised under SSG's training ecosystem and the Career Conversion Programme for Sustainability Professionals, the course reflects RP's continued commitment to advancing circular economy capabilities through targeted workforce development. As of end FY2024, RP has trained over 152 adult learners across its suite of sustainability-related courses.



Global Learning Journey : Sustainability Insights from the Netherlands

The inaugural Travel and Learn programme to the Netherlands, was a transformative experience for the 28 participants. Over the five-day immersion, participants explored exemplary ESG practices across sectors, from sustainable agri-tech innovations at the Floating Farm and ethical supply chains in chocolate production, to clean energy transition efforts at the Port of Rotterdam.

The visit also included engagements with green-tech entrepreneurs at Startup Village and reflections on centuries-old water management strategies at Kinderdijk. This programme also fostered new connections, reinforcing RP's commitment to building sustainability leadership through experiential learning and international collaboration.





Empowering Inmates through Vocational Training

As part of our commitment to social sustainability, RP partners with Yellow Ribbon Singapore to deliver industry-relevant CET programmes to inmates, enabling second chances through skills and with dignity. In FY2024, close to 2,300 inmates have been trained in barista skills, hospitality, and food safety, equipping them with competencies that enhance employability and ease reintegration into society post-incarceration.

Engaging Industry through Knowledge -Sharing Platforms

RP actively organises and participates in industry events, forums, and workshops. These platforms facilitate knowledge exchange on emerging ESG trends and strengthen partnerships with businesses, government agencies, and community stakeholders. Through such engagements, RP contributes to a more informed and resilient ecosystem aligned with national priorities and global sustainability goals.



Research on Insect -Derived Products for Urban Farm Sustainability

As part of industry engagement through knowledge-sharing platforms, RP showcased the project “Developing Insect-derived Products for Sustainable Management of Plant Pathogens in Urban Farms” at the Agri-Food Tech Expo Asia 2024. Featured at the Urban Agriculture Centre of Innovation (UACOI) exhibition booth and presented at the Agritech Seminar “Agritech Innovations Towards Urban Farm Sustainability,” the project is supported by MOE-TIF funding and conducted in collaboration with Cuprina Pollination. The research seeks to advance urban agriculture by developing insect-derived antimicrobial products and plant-based expression methods as sustainable, non-pesticide alternatives for disease management.



Building Industry Capability for a Green Transition

As part of the SkillsFuture Festival 2024, RP partnered with DBS to deliver the Sustainability Masterclass, engaging 78 participants from 59 organisations. The platform facilitated knowledge-sharing on critical areas such as decarbonisation, sustainability reporting, sustainable finance, photovoltaic energy, and green construction. It also connected companies to RP’s wider training programmes, strengthening industry capabilities and advancing Singapore’s green transition.



07 Our People & Community

GRI 3 | GRI 401 | GRI 405 | GRI 413

RP is strongly committed to sustainability and community engagement through active participation and recognition. In FY2024, 8,420 students and 1,570 staff collectively contributed over 364,800 hours across 84 sustainability-related activities and events, supported by 31 Sustainability Champions across all departments. Women hold 48% of leadership roles among RP's 1,717 employees, reflecting our ongoing efforts in diversity and inclusion.

As a purpose-driven institution advancing education and community service, RP was honoured to be the first polytechnic conferred with the President's Volunteerism & Philanthropy Award (PVPA) under the Organisations of Good (Public Institution) category. The PVPA is the nation's pinnacle award that recognises individuals, organisations, leaders, and cross-sector partnerships for excellence in giving, and this acknowledgement affirms RP's sustained commitment to education, sustainability, and community engagement.



- **Community Spirit Merit Award by PA**
- **Outstanding Partner Gold Award by NWCDC**

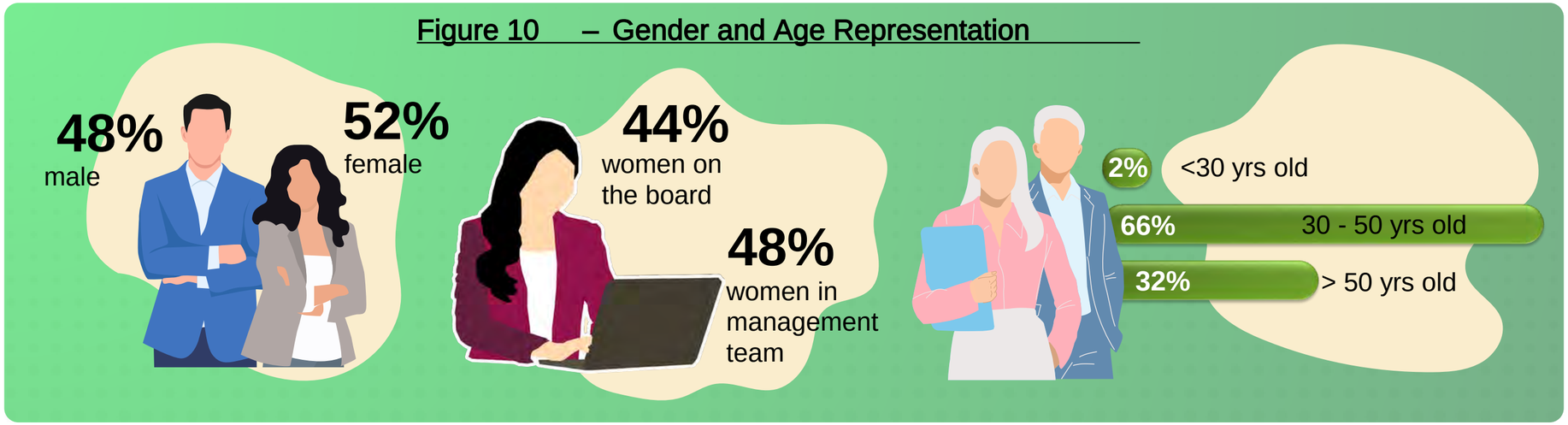
Fostering a Supportive and Inclusive Workplace

To build a resilient, inclusive, and future-ready workforce, RP places strong emphasis on staff well-being, equity, and flexibility. A wide range of support mechanisms, including flexible work arrangements, wellness programmes, and family-friendly practices, are in place to help staff thrive professionally and personally. These efforts reflect RP's ongoing commitment to Diversity, Equity, and Inclusion (DEI) as a key tenet of organisational sustainability and to maintain an equitable and empowering environment where every individual can thrive.

Building an Inclusive Culture

RP's dynamic and experienced workforce reflects strong gender parity, broad age representation, and inclusive leadership at all levels. Among Assistant Director–level and above key appointment holders, 48% are female, underscoring RP's commitment to gender balance in leadership. The Board of Directors also demonstrated high independence and gender diversity, with 95% of members identified as independent and a male-to-female ratio of 56:44. Additionally, RP upholds fair employment practices for persons with disabilities, including a wheelchair-bound staff member who has served the institution for over 6 years.

Figure 10 – Gender and Age Representation



Prioritising Staff Well-Being and Work-Life Harmony

RP places a strong emphasis on promoting employee well-being as a cornerstone of a resilient and engaged workforce. A suite of flexible work arrangements, including telecommuting and staggered hours, supports staff in managing work-life integration and caregiving responsibilities. To further cultivate a family-friendly culture, RP introduced initiatives such as “No-Meeting Fridays” and “Eat with Family Day,” complemented by on-campus childcare facilities. Under RP’s wellness framework, staff also engaged in a variety of health and well-being activities, including fitness classes, health seminars, and mental wellness workshops. These initiatives collectively underscore RP’s commitment to fostering a supportive, inclusive, and people-centred workplace.



Figure 11 – Staff Well-Being at RP



Balance & Flexibility

- Blue Sky Friday
- Eat with Family Day
- No Meetings Friday PM
- Telecommuting

Health & Wellness

- Annual Health Screening
- HAPPY Activities
- Well-Being@Gov

Care & Connection

- Corporate Passes
- Recognising Significant Events

Strengthening Governance for Sustainable Outcomes

RP maintains a robust governance framework to uphold integrity and prevent corruption across all operations. The institution adopts a zero-tolerance approach to corruption, with policies designed to promote transparency, accountability, and ethical conduct among staff and board members.

Figure 12 – Commitment to Ethical Standards

Policies & Protocols

- **Staff Conduct and Discipline:** RP enforces a Whistleblowing Policy and a Protocol for Reporting Corruption, ensuring that concerns can be raised confidentially and investigated appropriately.
- **Declaration of Conflict of Interest (COI):** All staff involved in procurement or purchasing decisions must declare any potential conflicts of interest. Declarations are also required from investment committee members, management committees, board members, and key appointment holders.

Training & Awareness

- **Code of Conduct (CoC) e-Learning:** All staff must complete an annual Code of Conduct module, launched every April.
- **Annual Staff Declaration:** Staff are required to declare their COI status annually.
- **New Staff Onboarding:** Orientation includes training on the Code of Conduct and anti-corruption expectations

Green Procurement

RP prioritises green procurement practices, ensuring suppliers use sustainable materials and adopt ethical employment practices, contributing to environmental conservation and social responsibility. Green procurement criteria are implemented in our tender processes, and our policy is closely aligned with the GreenGov Green Procurement Guidelines to reflect best practices.

Go Green RP

GoGreen RP is dedicated to fostering a culture of sustainability across campus through a series of targeted programmes and events. In FY2024, RP organised over 34 learning journeys for staff and students, allowing them to gain insights from the best practices of other organisations and further enhancing our sustainability initiatives.



Go Green Commute Week

Go Green Commute Week encouraged staff and students to choose low-carbon travel options such as walking, cycling, and public transport. Supported by awareness activities, the initiative resulted in savings of nearly 700 $kgCO_2e$ in total emissions. Building on this success, RP will continue to strengthen the campaign to promote sustainable commuting practices across the campus community.



Enabling Green Action through Go Green SG

RP, in partnership with the Ministry of Sustainability and the Environment (MSE), convened over 300 industry partners on campus in support of the national Go Green SG 2024 movement and the Year of Public Hygiene. Graced by former Deputy Prime Minister Mr Heng Swee Keat as Guest of Honour, the event underscored RP's leadership in fostering public–private collaboration for climate action, the circular economy, and environmental stewardship.



Sustainability Week

The annual Sustainability Forum provided a platform for dialogue, learning, and collaboration on environmental issues. In response to growing interest, RP expanded the event into Sustainability Week, featuring talks, workshops, and interactive sessions that engaged the campus community in sustainability topics and solutions.



BYO (Bring Your Own) Campaign

The BYO campaign at RP encouraged staff and students to reduce single-use items. Staff were encouraged to bring their own reusable bottles, containers, and cutlery at catering events, while students were required to bring their own water bottles as bottled water was no longer provided at student activities.

Fostering a Sustainable & Caring Community

RP places strong emphasis on empowering youth as agents of sustainable community change. Through active participation in national programmes such as the National Youth Achievement Award (NYAA), RP nurtured civic engagement, leadership, and environmental stewardship. In FY2024, 53 RP students were recognised for their contributions to sustainability and community well-being. These efforts highlight RP's broader commitment to advancing social and environmental impact beyond the campus.



Fostering Intergenerational Connections through Thye Hwa Kuan

In 2024, RP's School of Hospitality hosted 27 senior citizens from Thye Hwa Kuan for an experiential "farm2table" learning journey on campus. Seniors explored the RP Greenhouse, learnt sustainable growing techniques, and engaged in cooking demonstrations alongside students. This initiative promoted intergenerational bonding and mutual learning through sustainability education.



Cultivating Student Changemakers through Green Bootcamp

Green Bootcamp, organised in partnership with NWCDC, was designed for tertiary students to build practical skills and knowledge in sustainability. The programme featured hands-on workshops and interactive activities, inspiring young leaders to initiate and champion green initiatives within their schools and communities. In FY2024, 48 students participated in the programme.



Creating Meaningful Engagements with Migrant Workers

Between December 2024 and April 2025, RP organised a series of engagement sessions for migrant workers, recognising their contributions to Singapore's development. Activities such as a Frisbee Tournament, Cultural Exchange Day, and culinary workshops fostered deeper cross-cultural understanding and social cohesion. These initiatives reflect RP's commitment to building a respectful and inclusive society through education and community partnerships.



Appendix



08 Appendix & GRI Content Index

GHG Organisational Boundary

RP compiled our GHG emissions in accordance with Greenhouse Gas (GHG) Protocol (Corporate Accounting and Reporting Standard). We employed operational control approach, which accounts for emissions from our campus operations but excludes tenants and leased facilities that fall outside of our operational control.

GHG Global Warming Potential Values and Emissions Factors for Scope 1 & 2

To calculate our GHG emissions from the use of fuel, electricity, and gases, we converted the usage into carbon dioxide equivalent (CO2e) units. This was done using conversion and emissions factors, including the Emissions Factors (EF) and Global Warming Potential (GWP) values.

The GWP for Scope 1 emissions was obtained from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6).
The EF for Scope 1 emissions was based on the following references:

a) IPCC 2006 Guidelines for National Greenhouse Gas Inventories Chapter 2: Stationary Combustion
b) IPCC 2006 Guidelines for National Greenhouse Gas Inventories Volume 2 (Energy) Chapter 3: mobile combustion
c) 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories Volume 4 Agriculture, Forestry and Other Land Use

The EF for Scope 2 emissions was obtained from the Singapore Energy Statistics published by the Energy Market Authority (EMA).

Formulas for Environmental Performance Indicators

Carbon Emissions Intensity (CEI)	
CEI in Year$_n$ =	Total GHG Emissions (Scope 1 and 2) in Year$_n$
	Total Gross Floor Area (GFA) in Year$_n$
Energy Utilisation Index (EUI)	
EUI in Year$_n$ =	Total amount of electricity consumption in Year$_n$
	Total Gross Floor Area (GFA) in Year$_n$
Water Efficiency Index (WEI)	
WEI in Year$_n$ =	[Total amount of water consumed in Year$_n$ × 1000]
	(operational days in Year$_n$) x [(number of staff per day) + (0.25 × number of visitors per day)]
Waste Disposal Index (WDI)	
WDI in Year$_n$ =	[Total amount of waste disposed in Year$_n$]
	(operational days in Year$_n$) x [(number of staff per day) + (0.25 × number of visitors per day)]

Independent Reasonable Assurance of Environmental Sustainability Disclosures for FY2024

Our FY2024 Environmental Sustainability Disclosures summarise the efforts and contributions made by our staff and students from 1 April 2024 to 31 March 2025. External assurance was sought from SGS International Certification Services Singapore Pte Ltd to ensure the accuracy and reliability of our disclosures.

The assurance of the disclosures had been conducted according to the following Assurance Standards:

Assurance Standard Options		Level of Assurance
A	ISAE 3000 (Revised), Assurance Engagements Other Than Audits Or Reviews of Historical Financial Information	Reasonable
B	ISO 14064-3: 2019: Specification With Guidance For The Verification And Validation Of Greenhouse Gas Statements	Reasonable

Scope of Assurance and Reporting Criteria

The scope of the assurance included the evaluation of quality, accuracy and reliability of specified performance information as detailed below and the evaluation of adherence to the following reporting criteria and guidance for the quantification approach:

Reporting Criteria / Guidance	
A	Singapore Green Gov Guidance (for EUI, WEI and WDI)
B	WRI / WBCSD GHG Protocol – Corporate Accounting and Reporting Standard (for GHG Scope 1 and 2)

This engagement, specific to GHG emissions data, covers assurance of emissions from anthropogenic sources of greenhouse gases included within the organisation's boundary and is based on ISO 14064-3:2019

Assurance Materiality

The materiality required for the assurance of GHG emissions was considered by SGS to be 5%.

Specific Performance Information and Disclosures included in the Scope

Performance Indicators in FY2024			
1	Annual Total GHG Emissions (Scope 1 and 2) (tonnes $CO2_e$)	7	Number of Operational days in the FY (days)
2	Annual Total Electricity Consumption (kWh)	8	Carbon Emissions Intensity [CEI] (tonnes $CO2_e/m^2$)
3	Annual Total Gross Area (excluding tenanted area) (m^2)	9	Energy Utilisation Index [EUI] (kWh/m^2)
4	Annual Total Water Consumption (m^3)	10	Water Efficiency Index [WEI] (litres per pax per day)
5	Annual Total Waste Disposed Of (kg)	11	Waste Disposal Index [WDI] (kg per pax per day)
6	Total Daily Population (pax)		

Assurance Methodology

SGS's approach is risk-based, drawing on an understanding of the risks associated with the reporting specified performance information, disclosures and the controls in place to mitigate these.

The assurance comprised a combination of:

- Pre-assurance research,
- Planning of site visits and preparation of bespoke checklists for evaluation of data collection processes and accuracy of reported data
- Remote and on-site interviews at Republic Polytechnic with data managers responsible for data collection and reporting databases.
- Evaluation of the disclosures against specified reporting criteria/guidance
- Document review of relevant policies and procedures and
- Understanding, analysing, recalculation and sample testing the key data collection, aggregation, validation and reporting systems, processes and controls.

Limitations and Mitigation

Where applicable, financial data drawn from independently audited financial accounts has not been checked back to source as part of the assurance process.

In addition, the selected reporting guidance provides flexibility for RP to make value choices when quantifying the total daily population. To improve transparency, RP has documented the details of such value choices in their quantification approach. This document may be shared with intended users as on a case-by-case basis.



Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and certification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from RP, being free from bias and conflicts of interest with RP.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment. It comprised auditors and sustainability professionals specialising in Environmental, Social and Governance (ESG) and carbon fields.

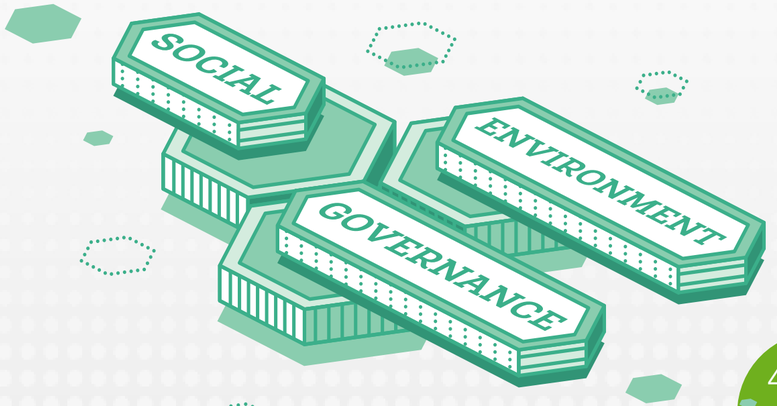
Independent Reasonable Assurance Statement

On the basis of the methodology described and the assurance work performed, SGS is satisfied that the performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

Specific to GHG Emissions Data, the opinion of SGS is unmodified in accordance with the following described circumstances:

- The verifier has sufficient and appropriate evidence to support the material emissions, removals, or storage.
- The verifier applies appropriate criteria for the material emissions, removals, or storage.
- When the verifier intends to reply on relevant controls, the effectiveness of those controls has been assessed.
- The verifier applies the Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (revised edition) to fairly present greenhouse gas data and information, and SGS obtains appropriate supporting evidence for material emissions and removals.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.



Good Practices

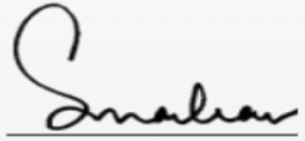
- RP conducted GHG Scope 1 trend analysis and updated their quantification approach for School of Engineering (SEG) emissions to improve accuracy of CH4 and N2O gas consumption. This resulted in a significant decrease in emissions (-72% from baseline). However, as the contribution of SEG emissions to the Total Scope 1 and 2 emissions is small (0.39% and 0.69% in FY2024 and the baseline year FY2018), this did not warrant a recalculation of the baseline.
- RP demonstrates strong inter-departmental teamwork across various departments and schools to ensure accurate and timely reporting of sustainability KPI data.
- RP exhibits strong willingness and agility to enhance reporting procedures and environmental performance. Notably, RP has conducted environmental performance analysis to understand year-on-year improvements and shown evidence of new energy and water savings initiatives during FY2024. This included optimisation of water used for flushing and retrofit of air-handling units in their air-conditioning and mechanical ventilation systems.

Opportunities for Improvement

- RP explored purchasing software in FY2024 to automate GHG and KPI data collection and tabulation. The software contract was awarded in 2024. However, due to unforeseen circumstances, RP was unable to implement the software due to vendor's failure to meet some mandatory requirements set by RP during User Acceptance Testing phase, resulting in contract termination. RP to continue to explore automating the process in the following reporting year.

Signed:

For and on behalf of SGS International Certification Services Singapore Pte Ltd



Susan Law
Head of Business Assurance, SEA
20 May 2025
www.sgs.com

FY2024 Achievements & FY2030 Goals

Indicators	Baseline/ Reference	FY2022	FY2023	FY2024	2030 Targets
GHG Emissions					
Scope 1 Emissions (tonnes CO_2e)	219.19*	170.51	219.19	44.95	50% CEI reduction
Scope 2 Emissions (tonnes CO_2e)	7218.16*	8,139.72	7,218.16	6925.85	
Total GHG Emissions (tonnes CO_2e)	7437.35*	8,310.24	7,437.35	6970.79	
Carbon Emissions Intensity, CEI (tonnes CO_2e/m^2)	0.053**	0.036	0.033	0.031 42.29% reduction	
Electricity Consumption					
Total Electricity Consumption (kWh)	26,242,732.36	19,529,090.17	17,318,037.37	16,810,310.74	45% EUI reduction
Energy Utilisation Index, EUI (kWh/m^2)	117.04#	85.43	75.98	73.75 36.98% reduction	
Water Consumption					
Total Water Consumption (m^3)	178,436.29	131,869.34	141,665.52	116,157.28	38% WEI Reduction
Water Efficiency Index, WEI (litres / person / day)	60.37#	37.16	40.19	31.72 47.46% reduction	
Waste Generation					
Total Waste Disposed (kg)	649,221	649,221	491,730	472,600.00	30% WDI reduction
Waste Disposal Index, WDI (kg / person / day)	0.178^	0.178	0.135	0.126 29.21% reduction	

* Reference using FY2023
** Peak at FY2018
# Average of FY2018 – 2020
^ FY2022

GRI content index

Statement of use	Republic Polytechnic has reported the information cited in this GRI content index for the period 1 April 2024 to 31 March 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

Disclosure No.	Disclosure Topic	Page Reference
General Disclosure		
GRI 2: General Disclosure		
2-1	Organisational details	Annual Report; 2
2-2	Entities included in the organisation's sustainability reporting	Annual Report; 2
2-3	Reporting period, frequency and contact point	3
2-5	External assurance	3; 36 - 41
2-6	Activities, value chain and other business relationships	Annual Report; 2
2-7	Employees	30
2-9	Governance structure and composition	Annual Report; 10
2-10	Nomination and selection of the highest governance body	Annual Report
2-11	Chair of the highest governance body	Annual Report; 5
2-12	Role of the highest governance body in overseeing the management of impacts	10
2-13	Delegation of responsibility for managing impacts	10
2-14	Role of the highest governance body in sustainability reporting	10
2-15	Conflicts of interest	34
2-16	Communication of critical concerns	10 & 34
2-17	Collective knowledge of the highest governance body	10 & 34

Disclosure No.	Disclosure Topic	Page Reference
General Disclosure (Contd.)		
GRI 2(2021): General Disclosure		
2-18	Evaluation of the performance of the highest governance body	As RP is a statutory board, this includes sensitive information and will not be disclosed due to confidentiality reasons.
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	5
2-23	Policy commitments	8 & 9
2-24	Embedding policy commitments	10 & 34
2-25	Processes to remediate negative impacts	34
2-26	Mechanisms for seeking advice and raising concerns	34
2-27	Compliance with laws and regulations	10 & 34
2-29	Approach to stakeholder engagement	11
GRI 3: Material Topics		
3-1	Process to determine material topics	12
3-2	List of material topics	13

Disclosure No.	Disclosure Topic	Page Reference
Campus & Environment		
GRI 3: Material Topics		
3-3	Management of material topics	14
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	15
305-2	Energy indirect (Scope 2) GHG emissions	
305-4	GHG emissions intensity	
305-5	Reduction of GHG emissions	
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	16
302-2	Energy intensity	
302-4	Reduction of energy consumption	
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	18 & 19
303-2	Management of water discharge-related impacts	
303-5	Water consumption	
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	20 - 22
306-2	Management of significant waste-related impacts	
306-3	Waste generated	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	

Disclosure No.	Disclosure Topic	Page Reference
Our Curriculum & Education		
GRI 3: Material Topics		
3-3	Management of material topics	22
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	23
GRI 404: Training and Education 2016		
404-2	Programmes for upgrading employee skills and transition assistance programmes	25
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	23 & 24
413-2	Operations with significant actual and potential negative impacts on local communities	
Our Industry Collaboration		
GRI 3: Material Topics		
3-3	Management of material topics	26
Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	27
GRI 404: Training and Education 2016		
404-2	Programmes for upgrading employee skills and transition assistance programmes	28 & 29
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	30
413-2	Operations with significant actual and potential negative impacts on local communities	

Disclosure No.	Disclosure Topic	Page Reference
Our People & Community		
GRI 3: Material Topics		
3-3	Management of material topics	31
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	10 & 34
205-3	Confirmed incidents of corruption and actions taken	
GRI 401: Employment 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	33
401-3	401-3 Parental leave	
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	34
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	35 & 36
413-2	Operations with significant actual and potential negative impacts on local communities	



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https://for.edu.sg/rp-sustainability

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