REPUBLIC POLYTECHNIC



SUSTAINABILITY REPORT *2025*

Sustainability in Learning:

Integrating Sustainability into the Curriculum

About

REPUBLIC POLYTECHNIC

Republic Polytechnic (RP) is an institution of applied learning dedicated to nurturing learners to become articulate self-starters, passionate community builders and purposeful game-changers.

At the heart of RP's educational philosophy is the belief that every learner has the potential to make a meaningful difference. Through the Becoming #GreaterMe framework, RP empowers students to discover purpose, explore possibilities, and create impact through relevant, applied, future-focused learning experiences.

As sustainability becomes an increasingly important global and national priority, RP is committed to integrating sustainability into education, operations, industry collaboration and community engagement. Sustainability principles are embedded across the curriculum, co-curricular activities, applied projects, and various initiatives, enabling students to develop the knowledge, skills, and values needed to contribute to a sustainable future.

Through close partnerships with industry, government agencies and community organisations, RP continues to advance innovation, strengthen workforce capabilities and create positive environmental and social impact.



About this Report



This report outlines RP's Environmental, Social, and Governance (ESG) performance for Financial Year 2025 (FY2025: 1 April 2025 – 31 March 2026). Anchored on the theme "Sustainability in Learning: Integrating Sustainability into the Curriculum", it details our progress in embedding sustainable practices across academic programmes, campus operations, institutional governance, and community engagement.

REPORTING FRAMEWORKS & ASSURANCE

Prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 and the United Nations Sustainable Development Goals (UN SDGs), this report aligns with the Greenhouse Gas (GHG) Protocol for Scope 1 and Scope 2 emissions. It complies with GreenGov.SG requirements and Accountant-General's Department (AGD) guidelines, while benchmarking against the sustainability reporting principles of SGX Listing Rules 711A and 711B. Selected FY25 environmental performance indicators have attained independent external assurance in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019 standards. In addition, historical waste disposal metrics for FY22 to FY24 have been restated to reflect re-verified data, with full details provided in Appendices A and C.

Environmental

Minimising campus environmental impact through green operations and sustainable practices.

Social

Nurturing future-ready talent and creating positive impact for students, staff, and the wider community.

Governance

Ensuring robust institutional oversight, ethical leadership, and stakeholder trust.

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

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Chairman & PCEO Statement

At Republic Polytechnic (RP), sustainability is integral to how we educate, operate and contribute to Singapore. Guided by Reimagine RP and our Becoming #GreaterMe framework, we empower active learners to design their impact and their lives while fostering a caring, inclusive and purpose-driven One RP community.

In FY2025, we continued to advance our sustainability journey through a holistic Environmental, Social and Governance (ESG) approach. Environmentally, we strengthened responsible campus operations and climate action. Socially, we deepened our impact through inclusion, volunteerism, philanthropy and community partnerships. From a governance perspective, we reinforced data integrity, independent assurance and transparent decision-making to strengthen accountability and stakeholder trust.



These efforts were recognised through two significant national awards. The 2025 President's Volunteerism and Philanthropy Award (PVPA) affirmed the collective impact of our efforts to serve and uplift the community, while the 2026 GreenGov Excellence Award, conferred under the Public Sector Transformation Awards, recognised our progress in advancing environmental sustainability. Together, these accolades reflect RP's commitment to purposeful action across ESG and the collective contributions of our students, staff, alumni and partners.

Looking ahead, we will continue to embed ESG considerations into our strategies, operations and culture. By equipping our community with the mindset, skills and courage to make purpose-driven choices, we can help shape a more inclusive, resilient and sustainable future for RP and Singapore.

Ms Jeanne Liew
Principal & Chief Executive Officer (PCEO)



Mr Abel Ang
Chairman
RP Board of Governors

FY25 Key ESG Highlights

Environment

43% REDUCTION
Carbon Emissions Intensity (CEI)
From FY18 Peak

38% REDUCTION
Energy Utilisation Index (EUI)
From baseline FY18 – 20 Average

50% REDUCTION
Water Efficiency Index (WEI)
From baseline FY18 – 20 Average

40% REDUCTION
Waste Disposal Index (WDI)
From baseline FY22*

* WDI baseline restated following March 2026 re-verification

Social

> 3,500 Students
contributing to > 77,000 Volunteer Hours
Driven through the Designing Your Impact (DYI) initiative

Recognised as
Top 300 Employer
Named among Singapore's Top 300 Employers in the Singapore Opportunity Index

Conferred Pinnacle National & Community Awards

- President's Volunteerism and Philanthropy Award
- NWCDC[1] Outstanding School Partner Gold Award
- People's Association Community Spirit (Merit) Award

[1] North West Community Development Council

Governance



94% Board Independence
& 47% Women on Board

53% of management positions (Assistant Director and above) held by women

Inaugural
GreenGov Excellence Award Winner

Awarded under the Public Sector Transformation (PST) Awards for outstanding leadership in public sector sustainability.

ISO 45001 Certified
for Workplace Health and Safety management systems



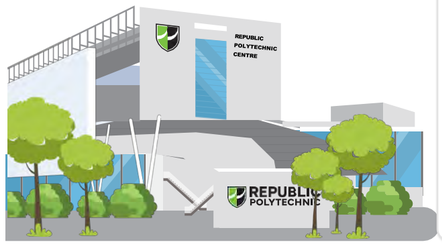
Only polytechnic with **external reasonable assurance** for environmental performance data

Our ESG Journey

GRI 2 | GRI 3 | GRI 302 | GRI 303 | GRI 305 | GRI 306

RP embeds environmental, social and governance (ESG) principles across campus life, operations and learning, guided by a long-term commitment to sustainability and community impact. This commitment is reflected in RP's recognition for excellence in community impact and environmental stewardship.





2006 - 2009

Foundations in Green Architecture

BCA Green Mark Platinum; ASEAN Best Practice for Energy-Efficient Building; President's Design Award; 9th Architectural Design Award.

2013 - 2020

Civic Integration & Community Giving

Recognition across HR, National Integration Council, PA Community Spirit, and SHARE giving awards.





2021 - 2022

Inclusive Campus & Community Care

BCA Platinum recertification; Enabling Mark; Friends of Community Care; SHARE Achiever accolades.

2023 - 2024

Super Low Energy Leadership

Largest organisation in Singapore by gross floor area to attain Green Mark Platinum SLE certification.

First polytechnic SLE campus



2025

First polytechnic PVPA recipient



Pinnacle Philanthropy & Building Recognition

First polytechnic to receive PVPA; Champion of Good; Green Mark 20th Anniversary Building Project; PA and NWCDC recognition.

2026

Whole-of-Government Sustainability

Inaugural GreenGov Excellence Award under the Public Sector Transformation Awards.

Inaugural GreenGov Excellence Award

PA: People's Association • BCA: Building and Construction Authority • SLE: Super Low Energy • PVPA: President's Volunteerism & Philanthropy Award • NWCDC: North West Community Development Council

Framework & Approach

RP's ESG Framework drives institutional resilience across education, operations, and partnerships. Anchored in the Singapore Green Plan 2030, GreenGov.SG, and the United Nations Sustainable Development Goals (UN SDGs), it reinforces RP's commitment to the UN Global Compact's Ten Principles, upheld since 2019.

RP's ESG FRAMEWORK

THREE CONNECTED DOMAINS

01 ENVIRONMENT

Drives decarbonisation, resource circularity and environmental literacy through campus operations, applied-learning curricula and industry test-bedding.

02 SOCIAL

Champions positive stakeholder impact by investing in staff and student capability development, prioritising workplace safety and total wellbeing, and strengthening community outreach.

03 GOVERNANCE

Upholds institutional integrity through rigorous Board oversight, ethical conduct, risk assurance and statutory compliance to safeguard RP's ESG commitments.

Together, the domains integrate ESG considerations across RP's strategies and activities, support performance monitoring and communicate impact to stakeholders.



Stakeholder Engagement

RP recognises that meaningful sustainability outcomes depend on active stakeholder engagement and collaboration.

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	Sustainable operations, capability building, workplace ESG practices	Briefings, training, audits, sustainability forum, employee engagement survey, GoGreen commute day
Industry Partners	Applied R&D, internships, low-carbon technology, ESG capability building	Joint projects, industry dialogues, staff-industry attachments
Government Agencies	ESG alignment, compliance, national goals, reporting standards	Strategic meetings, sharing sessions, regulatory submissions
Community & Public	Awareness programmes, social inclusion, climate action	Sustainability workshops, green tours, service-learning projects
Vendors & Contractors	Sustainable procurement, waste segregation, safety and compliance	Vendor briefings, focus group discussions



Through regular surveys, forums, consultations, and partnerships, RP engages students, staff, industry, government agencies, community groups, alumni and suppliers to incorporate diverse perspectives into its strategy.

In FY25, stakeholder insights directly shaped key institutional priorities across curriculum integration, green skills development, environmental performance, social impact, governance, and reporting priorities.

Materiality Assessment and Topics

RP adopts a structured materiality process to identify and review sustainability topics, aligning institutional priorities with stakeholder expectations and emerging ESG developments.

Building on the RP Green Plan, RP broadened its materiality assessment across ESG priorities, informed by global frameworks, national agendas, and comprehensive stakeholder engagement.

This evolving approach reflects the interconnected environmental, social and governance impacts of RP's activities and supports strategic planning, sustainability reporting and stakeholder engagement.

10 Material Topics



Materiality Assessment Approach

1 Internal Review

Review RP's sustainability activities and ESG metrics

2 Identify Issues

Review global frameworks, sector trends and RP's strategic direction

3 Engage Stakeholders

Consult students, staff and partners through surveys and consultations

4 Prioritise

Assess stakeholder relevance and RP's impact across operations

5 Validate & Integrate

Validate with leadership and integrate into strategy and reporting

Environment

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

In FY25, RP surpassed all GreenGov.SG 2030 targets against established baselines. This was achieved through sustained infrastructure improvements, operational optimisation and campus-wide behavioural-change initiatives.

ENVIRONMENTAL INDICATORS

RP monitors its environmental performance through four key indicators:

	FY25 Performance*	Our FY30 Targets	
Greenhouse Gas (GHG) Emissions*	43% in Carbon Emissions Intensity (CEI)	50% in CEI	GreenGov.SG: Peak emissions around 2025
Energy Consumption	38% in Energy Utilisation Index (EUI)	45% in EUI	GreenGov.SG: 10% ↓
Water Consumption	50% in Water Efficiency Index (WEI)	38% in WEI	GreenGov.SG: 10% ↓
Waste Disposal	40% in Waste Disposal Index (WDI)	30% in WDI	GreenGov.SG: 30% ↓

*compared to baseline years



Greenhouse Gas (GHG) Emissions

RP continued to reduce its carbon footprint and emissions intensity, remaining on track to achieve its FY30 target of a 50% reduction.

FY25 PERFORMANCE

5,000 tonnes reduction in total GHG emissions from the baseline

Close to 8% reduction in total GHG emissions from FY23

Scope 1 — **Direct Operational Emissions** of total GHG emissions

2.4% ▲123 tonnes CO_2e vs FY24

Primary Driver: refrigerant top-ups for air-conditioning compressors and ageing walk-in freezers at training restaurants

Scope 2 — **Indirect Grid Electricity** of total GHG emissions

97.6% ▼221 tonnes CO_2e vs FY24

Efficiency Gains: through sustained energy-conservation initiatives and optimised electricity use across the campus.

RENEWABLE ENERGY CAPACITY

CLEAN ELECTRICITY GENERATED

1.09 GWh generated on-site in FY25, supplying clean power directly into RP's campus distribution network.

6.6% of Campus Use

Directly offsets grid reliance & Scope 2 emissions

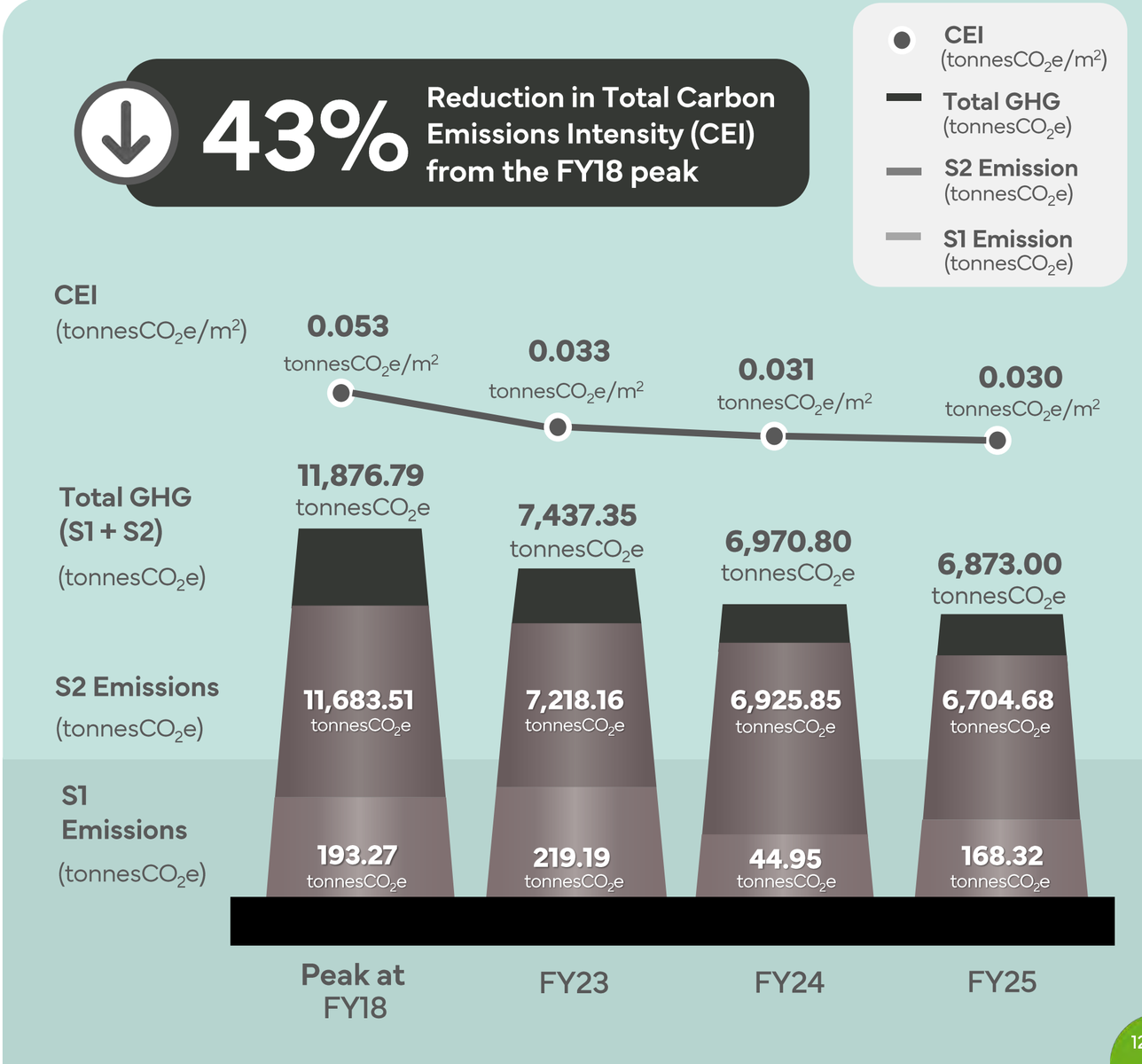
1,348 Solar Panels

Deployed across rooftops of nine buildings

NEXT STEPS

RP will advance air-handling unit retrofits, enhance equipment maintenance and explore low-GWP refrigerants to support its FY30 CEI target, while maximising rooftop solar potential to achieve an additional 1 GWh of solar energy generation capacity.

43% Reduction in Total Carbon Emissions Intensity (CEI) from the FY18 peak



Energy Consumption

RP continued to improve campus energy efficiency, reducing energy use intensity (EUI) and overall electricity consumption despite increased campus activity.

FY25 PERFORMANCE

9.56 million kWh reduction in total energy consumption from baseline

54 GWh saved since FY18
~S$15M utility savings; powers ~12,600 4-room flats for a year

FY25 ENERGY EFFICIENCY MEASURES

AHU Retrofitting

29 Air Handling Units (AHUs) upgraded. Replaced traditional motors with energy-efficient electronically commutated (EC) fans, cutting airflow power consumption.

Go25 Hybrid Cooling

25°C indoor temperature on campus, pairing elevated air-conditioning set points with low-wattage wall fans for thermal comfort.



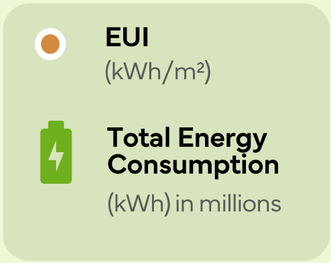
Smart Scheduling

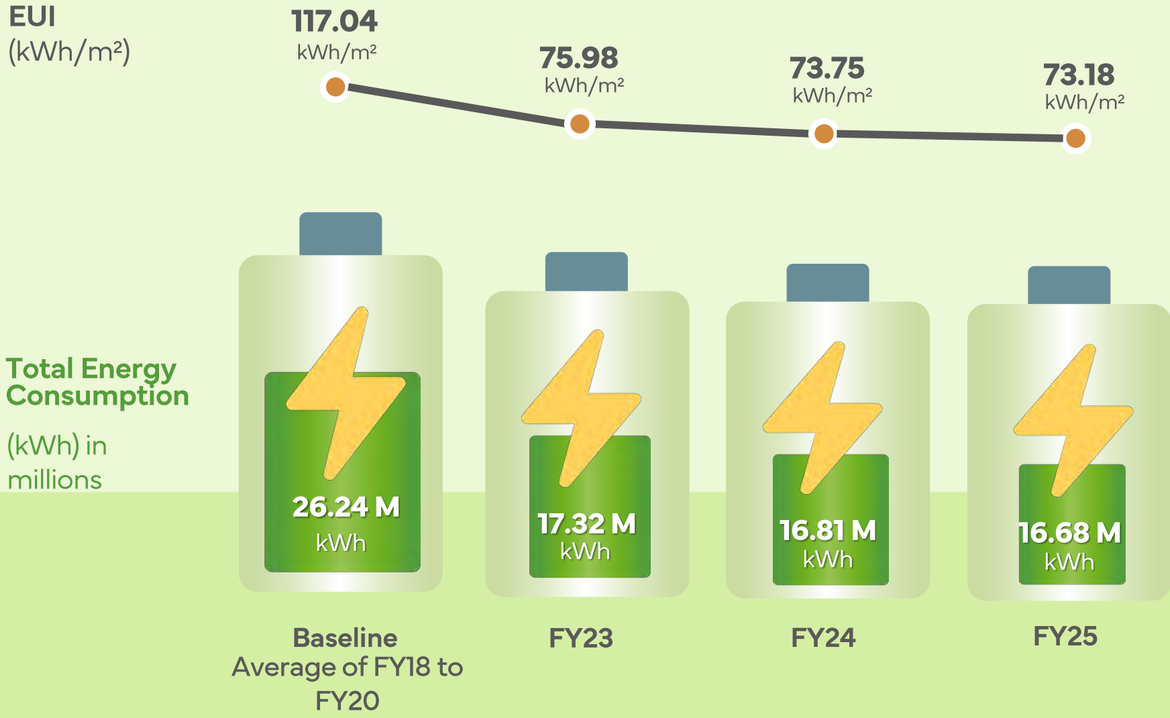
Trimmed lighting and Heating, Ventilation, and Air Conditioning (HVAC) operating schedules campus-wide, proactively reducing dependence on mechanical cooling.

NEXT STEPS

As energy-efficiency programmes mature, RP will sustain momentum through continuous AHU retrofits and campus-wide hybrid cooling expansion.

38% Reduction in Energy Utilisation Index (EUI) from baseline





Water Consumption

RP sustained its water conservation momentum in FY25, outperforming its GreenGov.SG FY30 target ahead of schedule despite expanded student activities.

FY25 PERFORMANCE

36% reduction in total water consumption from baseline, saving more than **64,500 m³**

462,000 m³ conserved
~185 Olympic swimming pools saved since FY18

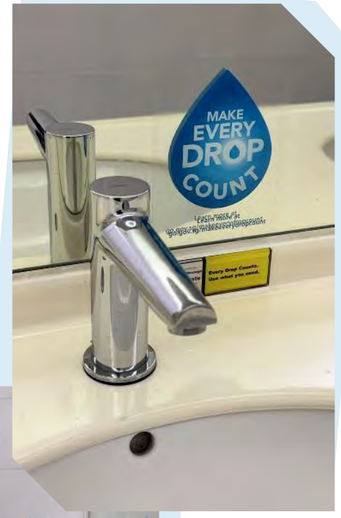
FY25 WATER EFFICIENCY MEASURES

Infrastructure Upgrades

Calibrated flow rates across auto-taps and cisterns

Community Stewardship

Signage and digital communications promoted water conservation and prompt leak reporting at high-use areas.





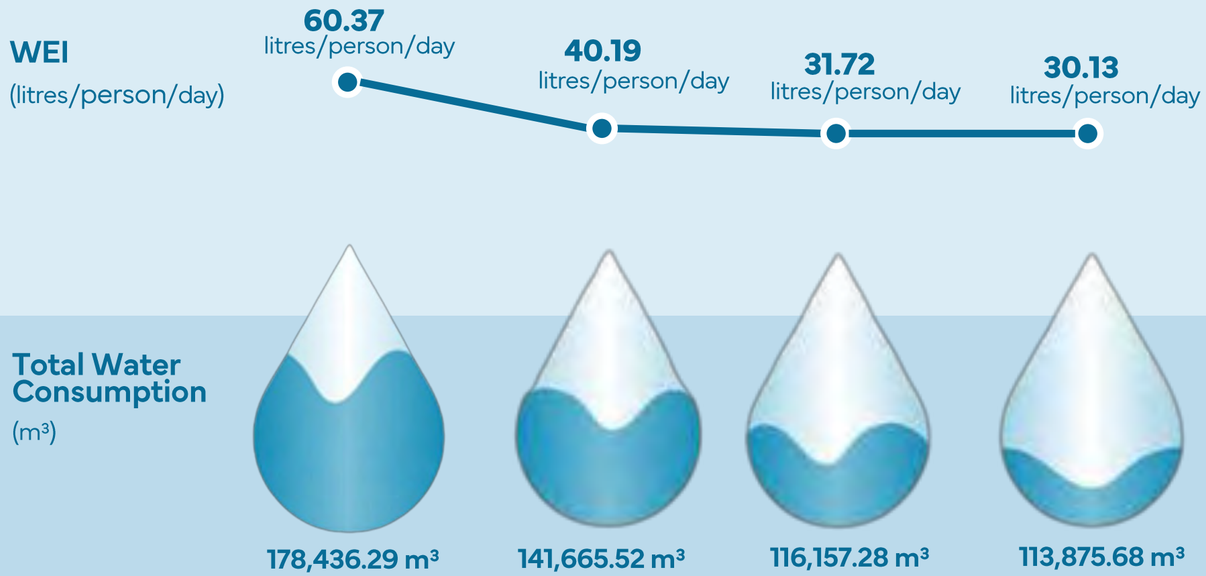
NEXT STEPS

Having outperformed its FY30 WEI benchmark, RP will maintain conservation momentum through infrastructure monitoring, active fixture calibration, and predictive maintenance campus-wide.

50% **Reduction in Water Efficiency Index (WEI) from baseline**

WEI
(litres/person/day)

Total Water Consumption
(m³)



Waste Generation

RP continued efforts to minimise campus waste generation and improve resource recovery, achieving its long-term waste reduction targets ahead of schedule.

FY25 PERFORMANCE

36% reduction in total waste disposed compared to the baseline, equivalent to nearly 189,000 kg of waste

15% reduction from FY24, abating ~57 tonnes of waste

FY25 WASTE REDUCTION MEASURES

Smart Monitoring & Segregation

Enhanced food-waste recycling with tracking capabilities to support segregation, paired with sensor-equipped bins to optimise collection logistics.

Community-Led Practices

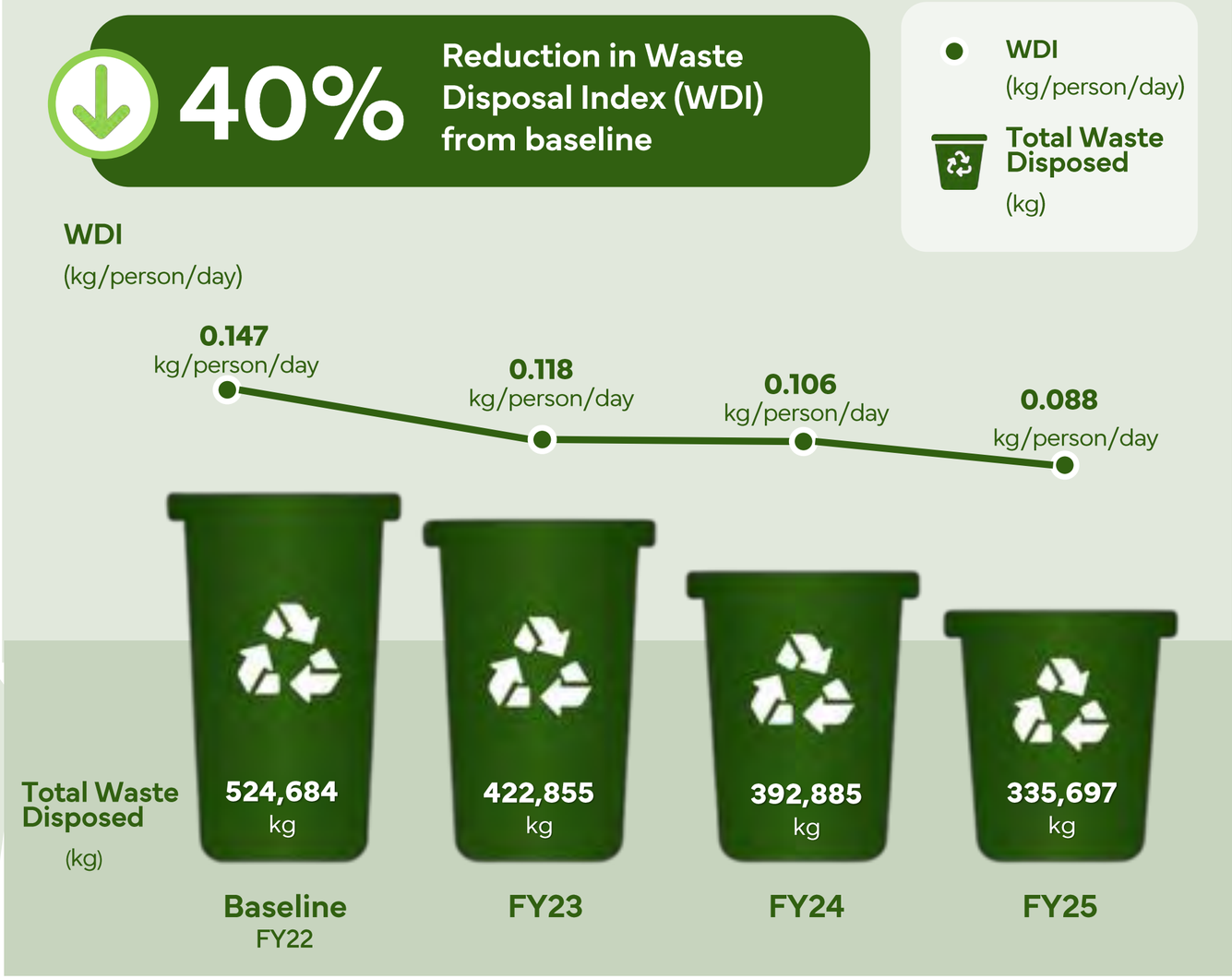
Expanded campus recycling corners, deployed reusable pantryware, and drove Bring-Your-Own (BYO) campaigns to curb single-use waste at source.



NEXT STEPS

Through the GoGreen@RP campaign, RP will drive behavioural change to scale waste recycling and expand sustainable practices across campus operations.

40% Reduction in Waste Disposal Index (WDI) from baseline



Following re-verification in March 2026, FY22–FY24 WDI data were restated to refine data collection and exclude residential tenants from RP's operational boundary, with details independently verified in Appendix C.

Sustainability Education & Industry Projects

In FY25, RP advanced sustainability education and research across Pre-Employment Training (PET) and Continuing Education and Training (CET) pathways, embedding green competencies across all education pathways and deepening industry partnerships in applied research and innovation.

EXPANDING SUSTAINABILITY LEARNING FOR PET & CET STUDENTS



For PET, sustainability modules are integrated into all diplomas, expanding from 86 to 302 offerings, with a new Diploma in Engineering (Major in Sustainable Technology).

For CET, RP introduced the Specialist Diploma in Food Manufacturing and Services, SkillsFuture Career Transition Programmes (SCTPs) and short courses to upskill adult learners in ESG, clean energy, decarbonisation, and sustainable finance.

IMPROVING HATCHERIES THROUGH BETTER BREEDING

Through the Sustainable Aquaculture Technology Centre, RP worked with research, government and industry partners to develop breeding and hatchery solutions for Malabar red snapper, Asian seabass and marine tilapia.

The research enhanced hatchery productivity, genetic selection and fish-welfare monitoring, secured over S$4 million in national funding, trained more than 50 students, and received the 2025 PST Exemplary Innovation Award.



TURNING FOOD WASTE INTO CIRCULAR MATERIALS



RP translated a Final Year Project into a funded initiative to convert agro-food waste, including spent coffee grounds, into sustainable leather alternatives.

The initiative was projected to avoid 54–200 tonnes of CO_2e per 1,000 m^2, train 13 students, enhance CET offerings and support packaging commercialisation. It received the 2025 PST Dare to Do Award, MOE Innergy Award and Outstanding Innovator Award.

Sustainability Outreach Across RP & the Wider Community

RP anchors sustainability outreach across its campus and the wider ecosystem. Within RP, student- and staff-led initiatives foster daily eco-habits and experiential green learning. Externally, collaborations with schools, community groups, and industry provide platforms to share knowledge, pilot ground-up solutions, and drive collective stewardship.

SUSTAINABILITY WEEK: TURNING AWARENESS INTO ACTION



Under the "Go Green RP" movement, RP marked Earth Day in April 2025 with Sustainability Week, themed "Our Power, Our Planet".

The week-long programme engaged staff and students through a campus-wide Lights Off initiative, a Sustainability Forum, and campaigns such as Bring-Your-Own and food-waste recycling. Experiential activities, webinars, a food-waste Spotlight Series and a learning journey to Samwoh deepened collective ownership of sustainable living.

RIPPLE EFFECT: SUSTAINABILITY GAMIFICATION

Developed by a School of Engineering Final Year Project team, Ripple Effect is a board game that translates the UN SDGs into local scenarios and real-world trade-offs.

Played by MOE teachers, students, partners, and the public, the game encourages players to explore how personal choices drive broader environmental, social, and economic impacts.



SPF GREEN LEARNING JOURNEY



Diploma in Environmental & Marine Science team hosted 54 officers from the Singapore Police Force (Woodlands Division) for a sustainability learning journey.

Blending a campus tour with Changi Beach intertidal walks and clean-ups, the programme raised awareness of coastal biodiversity, horseshoe crab and mangrove conservation, and RP's applied research.

Social

GRI 3 | GRI 401 | GRI 403 | GRI 404 | GRI 405 | GRI 413

RP's Social Domain comprises three pillars: Social Impact, People & Development, and Wellbeing & Safety. Collectively, they strengthen RP's institutional purpose and societal contribution through meaningful community impact, inclusive workforce development, and a safe and supportive environment.

SOCIAL INDICATORS

Social Impact

- Purpose-driven corporate citizenship
- Student social impact

People & Development

- Inclusive employment practices
- Grow & develop

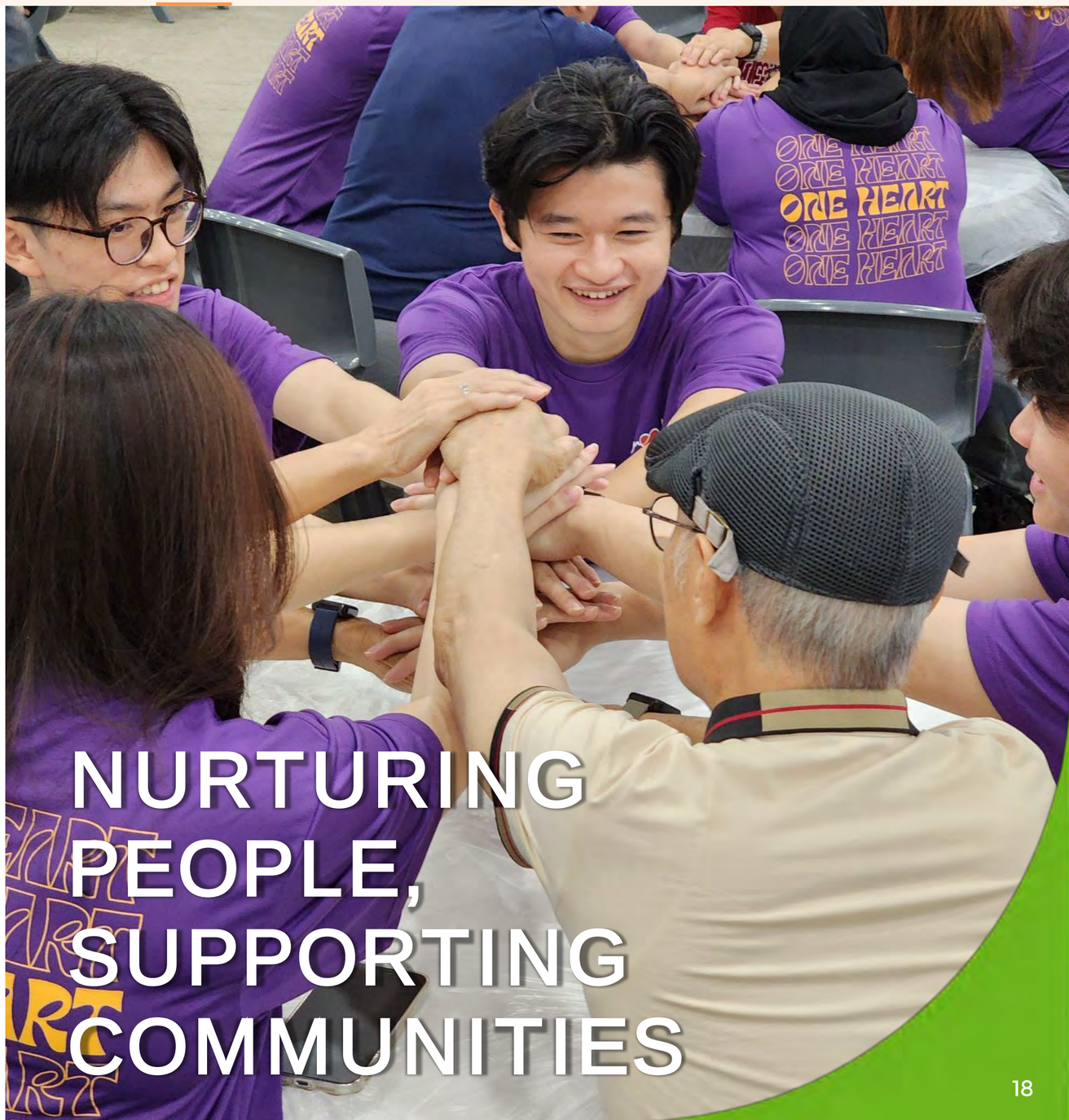
Wellbeing & Safety

- Holistic wellbeing for RP community
- Workplace health & safety

FY25 PROGRESS

RP advanced social impact and deepened community footprint in FY25

Workforce diversity remained balanced, with strong women in leadership representation and continuous staff capability building. Campus-wide volunteerism and widespread corporate giving further deepened community impact, reinforcing an enduring culture of care and contribution.



Driving Impact Through Student Action

Through #GreaterMe, Reimagine RP integrates social responsibility into the core student experience. By developing Articulate Self-Starters, Passionate Community Builders, and Purposeful Game-Changers, RP equips future-ready graduates to convert individual capabilities into enduring community contributions.

FY25 SERVICE-LEARNING & VOLUNTEERING

More than 3,500 students participated in local and international service-learning programmes.

- **> 3,500** students
- **> 260** activities
- **> 77,000** volunteering hours
- **> 34,700** beneficiaries

DESIGNING YOUR IMPACT (DYI) PROGRAMME

DYI helps first-year students recognise community needs, serve with intention and reflect on their growth. Dedicated curriculum time supports a 15-hour community engagement requirement, while service-learning, CCAs, National Youth Achievement Award (NYAA) pathways, and student-led projects enable deeper participation through extended projects and peer mentoring.





ALUMNI IMPACT SPOTLIGHT

Affirming RP's culture of purpose, two alumni startups earned honours at PVPA 2026: Go!Mama (Organisations of Good) for nationwide maternal lactation pods, and akindplace.co (Leaders of Good) for accessible mental health and neurodiversity care.

Driving Impact Through Staff Action

Guided by our 'One RP' Corporate Social Responsibility (CSR) framework, RP champions active citizenship through structured giving and skills-based outreach. In FY25, more than 300 staff contributed through service-learning and volunteering initiatives, partnering with grassroots agencies and welfare organisations to create lasting community impact.

NORTH WEST SERVICE WEEKS

In July 2025 and March 2026, RP staff joined North West CDC for North West Service Weeks, preparing and delivering food packs to neighbouring households. This direct community engagement complemented student initiatives and exemplified RP's culture of care and active corporate citizenship.



MILES OF HOPE

Launched under RP's SG60 initiatives, Miles of Hope was the polytechnic's inaugural virtual fundraising run. Held between August and November 2025 under the theme 'Run a mile, bring a smile', the campaign rallied staff, students, alumni, and donors to cover over 19,800 km and raise S$62,828. All proceeds were channelled into the RP Education Fund to provide bursaries, scholarships, and enhanced student opportunities—exemplifying collective giving and institutional care.



People & Development

BUILDING AN INCLUSIVE WORKFORCE

RP champions fair, progressive, and inclusive employment practices to foster an equitable, people-centred workplace. We maintain balanced gender representation across our multi-generational workforce while ensuring meaningful opportunities for colleagues with disabilities.

Campus accessibility is continuously strengthened through universal design, from barrier-free estate access to planned acoustic upgrades in learning spaces.

STAFF CAPABILITY DEVELOPMENT

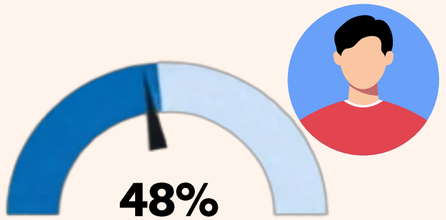
RP invests continuously in workforce capability development to strengthen professional competencies, career adaptability and lifelong learning. Staff actively participated in design-thinking workshops and structured career clinics via Design Your Life (DYL) for Staff and the RP Career Development Festival. Concurrently, educators completed 736 training hours through the Sustainability Camp under the ECOLE initiative, with four staff earning internationally recognised UNESCO-affiliated ESD credentials.



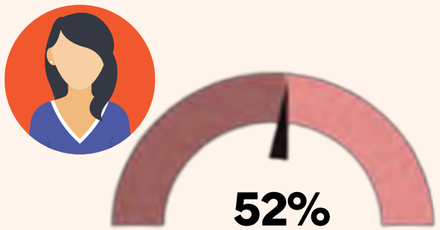
Total Employees

1,724

Total employees represent the absolute headcount of full-time and part-time staff as at 31 March.



48%
Male



52%
Female

Employees aged under 30	Employees aged 30–50	Employees aged over 50
2%	62%	36%



Average training hours per employee



Wellbeing & Safety

STUDENT WELLBEING

Guided by "Balance Today, Thrive Tomorrow", RP fosters a supportive, inclusive learning environment spanning mental, emotional, physical, and social wellness. Through wellness roadshows, counselling, peer networks, and specialised care, we empower students to build resilience, develop positive coping strategies, and thrive holistically.

- Mental & Emotional Resilience
- Active & Healthy Living
- Belonging & Peer Support
- Inclusive & Specialised Care

STAFF WELLBEING

Through our Workplace Health Programme and confidential Well-Being@Gov counselling, RP provides holistic, preventive care, addressing spinal health, burnout prevention, nutrition, and fitness while supporting work-life harmony through flexible arrangements.

ENSURING WORKPLACE SAFETY

RP upholds rigorous safety standards under the Workplace Safety and Health (WSH) Act and its ISO 45001 certification. In FY25, we strengthened safety governance by operationalising 16 digital workflows alongside regular emergency exercises.

Staff Wellness and Engagement



Balance & Flexibility

- Staggered working hours
- Telecommuting
- Eat with Family Day
- Blue Sky Friday
- No Meetings Friday afternoon



Health & Wellness

- Annual Health Screening
- Staff Wellness Hour
- HAPPY Activities
- Well-Being @ Gov



Care & Connection

- Corporate Passes
- Recognising Significant Events
- Staff Appreciation
- Family Day
- Dinner & Dance

Governance

GRI 2 | GRI 205 | GRI 206

RP's Governance Domain provides the foundation for responsible decision-making, accountability and long-term institutional resilience. Through sound governance practices, effective risk oversight and a strong culture of integrity, RP safeguards stakeholder trust while ensuring sustainable value creation and operational excellence.

GOVERNANCE INDICATORS

Board & Management Oversight
- Diverse Board leadership
- ESG & risk oversight

Ethical Practices
- Ethical conduct
- Anti-corruption practices

Assurance & Compliance
- Strong governance controls
- Assurance & compliance

FY25 PROGRESS

RP strengthened governance, accountability and transparency in FY25

In FY25, RP reinforced governance, integrity, and stakeholder trust through strong oversight, anti-corruption training, ISO 45001 certification, and framework-aligned assurance processes.



Board & Management Oversight

RP's governance framework establishes clear oversight, accountability and strategic direction for sustainability matters. The Board of Governors and Senior Management oversee sustainability priorities and support the integration of ESG considerations into institutional planning and decision-making.

INDEPENDENT AND INCLUSIVE LEADERSHIP



94%

independent Board representation



47%

women on the Board



53%

women in the Management team

RP maintains a robust governance culture driven by high Board independence and strong female leadership across the Board and Management teams, with women holding more than 50% of positions at Assistant Director level and above. These diverse perspectives foster rigorous debate, enhance accountability, and strengthen institutional decision-making.

ESG & RISK OVERSIGHT

The Sustainability Steering Committee (SSC) oversees framework execution and validates disclosures, with climate-related risks integrated into institutional Enterprise Risk Management.



Sustainability Steering Committee (SSC)

- **Provides strategic direction & oversight**
- **Oversees the execution of ESG framework**
- **Reviews performance & targets**
- **Endorses external sustainability disclosures**

Ethical Practices

RP upholds a strict zero-tolerance approach to corruption, fraud, and unethical conduct across its operations. Ethical standards are reinforced through clear policies, independent reporting channels, and robust internal controls embedded within our finance, procurement, and human resource functions.

ETHICS TRAINING AND AWARENESS

RP actively reinforces an ethical culture through annual Code of Conduct training and declarations for all staff, alongside comprehensive onboarding for new hires to ensure standards are consistently upheld.

PROCUREMENT & FINANCIAL CONTROLS

RP ensures rigorous financial stewardship and fraud mitigation through segregated duties, system controls, and independent reviews. Tender and purchasing processes incorporate GreenGov.SG-aligned criteria, evaluating suppliers on sustainable materials, environmental impact, and fair employment to drive responsible public spending.



100%
of staff equipped with awareness on anti-corruption policies, procedures, and reporting channels



0 confirmed corruption cases



ANTI-CORRUPTION, WHISTLEBLOWING & CONFLICT OF INTEREST

RP manages potential and actual conflicts of interest through a mandatory annual declaration framework covering Board members, key appointment holders, and procurement-linked staff. This is complemented by confidential whistleblowing and corruption reporting channels that provide structured avenues to safely report suspected misconduct, safeguarding institutional integrity and stakeholder trust.



Assurance & Compliance

RP maintains a robust system of assurance and compliance to strengthen accountability, transparency and stakeholder confidence. Governance controls are embedded across key operational areas, supported by management systems, internal reviews and independent assurance processes.



CERTIFICATIONS AND EXTERNAL ASSURANCE

RP validates operational excellence and safety through regular internal audits, independent assurance of sustainability disclosures, and recognised certifications. In FY25, RP maintained its ISO 45001 Occupational Health and Safety certification, alongside BCA Green Mark Platinum Super Low Energy and PUB Water Efficient Building standards.



CONTINUOUS IMPROVEMENT AND ACCOUNTABILITY

RP is committed to continual improvement through regular audits, management reviews, compliance assessments and assurance activities. Findings from these reviews are used to strengthen governance processes and enhance operational effectiveness across the institution. Through its integrated Quality, Environmental, Health and Safety (QEHS) Management System, RP embeds systematic review and improvement mechanisms across key operational areas. In FY25, the Polytechnic further strengthened operational governance through the implementation of digital myQEHS workflows covering incident reporting, safety inspections, statutory medical examinations and risk assessments, enhancing efficiency, accountability and oversight.



Appendix & GRI Content Index

Appendix A: FY25 Performance & FY30 Goals

Indicators	Baseline/ Reference	FY23	FY24	FY25	FY30 Targets
GHG Emissions					
Scope 1 Emissions (tonnes CO_2e)	193.27	219.19	44.95	168.32	50% CEI reduction
Scope 2 Emissions (tonnes CO_2e)	11,683.51	7,218.16	6,925.85	6,704.68	
Total GHG Emissions (tonnes CO_2e)	11,876.79	7,437.35	6,970.80	6,873.00	
Carbon Emissions Intensity (CEI) (tonnes CO_2e/m^2)	0.053*	0.033	0.031	0.030 43.1% reduction	
Electricity Consumption					
Total Electricity Consumption (kWh)	26,242,732.36	17,318,037.37	16,810,310.74	16,678,317.69	45% EUI reduction
Energy Utilisation Index (EUI) (kWh/m^2)	117.04#	75.98	73.75	73.18 37.5% reduction	
Water Consumption					
Total Water Consumption (m^3)	178,436.29	141,665.52	116,157.28	113,875.68	38% WEI reduction
Water Efficiency Index (WEI) (litres/person/day)	60.37#	40.19	31.72	30.13 50.1% reduction	
Waste Generation					
Total Waste Disposed## (kg)	524,684.00	422,855.00	392,885.00	335,697.00	30% WDI reduction
Waste Disposal Index## (WDI) (kg/person/day)	0.147^	0.118	0.106	0.088 40.1% reduction	

* Peak year: FY18

Average for FY18–FY20

^ FY22

Re-verified FY22–FY24 waste-disposal data (details are available in Appendix C).

Appendix B: Independent Reasonable Assurance for FY25 Environmental Performance Indicators

GHG ORGANISATION BOUNDARY

RP prepared its GHG inventory in accordance with the Greenhouse Gas (GHG) Protocol (Corporate Accounting and Reporting Standard). RP employed the operational-control approach, which accounts for emissions from campus operations but excludes tenants and leased facilities outside its operational control.

GHG GLOBAL WARMING POTENTIAL VALUES AND EMISSION FACTORS FOR SCOPE 1 AND SCOPE 2

To calculate GHG emissions from fuel, electricity and gases, RP converted usage into carbon dioxide equivalent (CO_2e). This calculation used conversion and emission factors (EFs), including 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 $Year_n$ =	$\frac{\text{Total GHG Emissions (Scope 1 and Scope 2) in } Year_n}{\text{Total Gross Floor Area (GFA) in } Year_n}$
Energy Utilisation Index (EUI)	
EUI in $Year_n$ =	$\frac{\text{Total electricity consumption in } Year_n}{\text{Total Gross Floor Area (GFA) in } Year_n}$
Water Efficiency Index (WEI)	
WEI in $Year_n$ =	$\frac{[\text{Total water consumed in } Year_n]}{(\text{operational days in } Year_n) \times [(\text{number of staff per day}) + (0.25 \times \text{number of visitors per day})]}$
Waste Disposal Index (WDI)	
WDI in $Year_n$ =	$\frac{[\text{Total waste disposed in } Year_n]}{(\text{operational days in } Year_n) \times [(\text{number of staff per day}) + (0.25 \times \text{number of visitors per day})]}$



INDEPENDENT REASONABLE ASSURANCE OF ENVIRONMENTAL SUSTAINABILITY DISCLOSURES FOR FY25

Our FY25 Environmental Sustainability Disclosures summarise the efforts and contributions made by our staff and students from 1 April 2025 to 31 March 2026. 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 was conducted in accordance with the following assurance standards:

Assurance Standards		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 an 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 OF 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 FY25			
1	Annual Total GHG Emissions (Scope 1 and 2) (tonnes CO_2e)	7	Number of operational days in the FY (days)
2	Annual Total Electricity Consumption (kWh)	8	Carbon Emissions Intensity [CEI] (tonnes CO_2e/m^2)
3	Annual Total Gross Floor 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 person per day)
5	Annual Total Waste Disposed (kg)	11	Waste Disposal Index [WDI] (kg per person 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 of specified performance information, disclosures, and the controls in place to mitigate these risks.
The assurance comprised a combination of:

- Pre-assurance research,
- Planning site visits and preparing bespoke checklists to evaluate data-collection processes and the accuracy of reported data;
- Conducting remote and on-site interviews at Republic Polytechnic with data managers responsible for data collection and reporting databases;
- Evaluating the disclosures against specified reporting criteria and guidance;
- Reviewing relevant policies and procedures; and
- Understanding and analysing key data-collection, aggregation, validation and reporting systems, processes and controls, including recalculation and sample testing.

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 these choices in its quantification approach. This document may be shared with intended users on a case-by-case basis.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is a 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; and environmental, social and sustainability report assurance. SGS affirms its independence from RP and is free from bias and conflicts of interest.

The assurance team was assembled based on its members' knowledge, experience and qualifications for this assignment. It comprised auditors and sustainability professionals specialising in environmental, social and governance (ESG) matters and carbon accounting.



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 under the circumstances described below:

- 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 rely 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 its reporting.

GOOD PRACTICES & OPPORTUNITIES FOR IMPROVEMENT

- RP demonstrated an excellent understanding of greenhouse gas calculations and data management practices. Data collection processes were robust and consistently supported by verifiable evidence. All relevant GHG emission sources were appropriately identified and correctly assessed.
- RP demonstrated strong interdepartmental teamwork, with the highest level of transparency throughout the engagement. Communication between departments and with the audit team was prompt, clear, and effective, facilitating timely issue resolution and smooth coordination across the process.
- RP demonstrated outstanding environmental performance, with significant reductions across key intensity metrics: 37.5% in EUI, 40.1% in WDI, 43.1% in CEI and 50.1% in WEI. This reflects the effective implementation of resource-efficiency initiatives and strong operational discipline.

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



Kenny Looi, EdD
Sub-Regional Manager, Singapore and Malaysia
15 May 2026
www.sgs.com

Appendix C: Restatement of Information

FY22 TO FY24 WASTE DISPOSAL INDEX (WDI) AND RELATED PERFORMANCE INDICATORS

In preparing the FY25 Sustainability Report, RP restated its Waste Disposal Index (WDI) and related waste-disposal performance data for FY22 to FY24. The restatement arose from refinements to the data-collection and calculation methodology, specifically the exclusion of waste generated by residential tenants, whose activities fall outside RP's operational control boundary.

This change improves the accuracy and comparability of the reported data without affecting RP's sustainability targets. The effect of the restatement is reflected in the revised figures presented in the table below. The assurance methodology remained consistent with that applied previously. The restated data were independently verified by SGS International Certification Services Singapore Pte Ltd in March 2026.

Indicator	Previously Reported (FY22)	Restated (FY22)	Previously Reported (FY23)	Restated (FY23)	Previously Reported (FY24)	Restated (FY24)
Total Waste Disposed (kg)	649,221	524,684	491,730	422,855	472,600	392,885
Waste Disposal Index (WDI) (kg/person/day)	0.178	0.147	0.135	0.118	0.126	0.106

INDEPENDENT REASONABLE ASSURANCE OF RP'S RESTATED WDI DISCLOSURES FOR FY22 – FY24

The focused re-verification of the FY2022 – FY2024 WDI was performed based on new information provided by RP, relative to the initial verifications completed by SGS prior to 13 May 2025. The assessment included a desk review, remote audit and detailed testing of waste data, population data, data sources and assumptions used in the calculation. The assurance statement shall supplement the initial assurance statements issued on 19 June 2024 and 20 May 2025, and applies solely to the restated WDI. The assurance of the disclosures was conducted in accordance with the following assurance standards:

Assurance Standards		Level of Assurance
A	ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information	Reasonable

SCOPE OF ASSURANCE AND REPORTING CRITERIA

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

Reporting Criteria / Guidance	
A	Singapore Green Gov Guidance (for WDI)

ASSURANCE METHODOLOGY

SGS's approach is risk-based and draws on an understanding of the risks associated with WDI performance information. The assurance comprised a combination of pre-assurance research, preparation of bespoke checklists for evaluation of data collection processes and accuracy of data, remote interviews with data managers, evaluation of disclosures against WDI, document review of relevant policies and procedures, and validation of the data.

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 these choices in its quantification approach. This document may be shared with intended users on a case-by-case basis.

ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, in our opinion, the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material aspects, in accordance with the reporting criteria.
We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

GOOD PRACTICES & OPPORTUNITIES FOR IMPROVEMENT

- The methods used for calculating waste disposal data, population data from Campus Heights, and recomputation, were clearly defined and communicated.
- RP maintained high levels of coordination across operational departments, which consistently provided timely clarifications and evidence during the verification process. This level of responsiveness demonstrates a mature internal reporting structure and strong ownership of environmental performance data.

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



Kenny Looi, EdD
Sub-Regional Manager, Singapore and Malaysia
12 Mar 2026
www.sgs.com

Appendix D: GRI Content Index

Statement of use	Republic Polytechnic has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

CODE	DISCLOSURE	PAGE(S)
GRI 2: General Disclosures 2021		
2-1	Organisational details	AR Pg 2 SR Pg 2
2-2	Entities included in the organisation's sustainability reporting	AR Pg 80 SR Pg 3, 30
2-3	Reporting period, frequency and contact point	SR Pg 3
2-4	Restatements of information	SR Pg 3, 15, 33–34
2-5	External assurance	SR Pg 3, 26, 29–34
2-6	Activities, value chain and other business relationships	AR Pg 2, 30-36 SR Pg 2, 9, 16–17
2-7	Employees	SR Pg 21
2-9	Governance structure and composition	AR Pg 9–18, 26-29 SR Pg 23–24
2-10	Nomination and selection of the highest governance body	AR Pg 16
2-11	Chair of the highest governance body	AR Pg 4, 9 SR Pg 5
2-12	Role of the highest governance body in overseeing the management of impacts	SR Pg 24
2-13	Delegation of responsibility for managing impacts	SR Pg 24

CODE	DISCLOSURE	PAGE(S)
GRI 2: General Disclosures 2021		
2-14	Role of the highest governance body in sustainability reporting	SR Pg 24
2-15	Conflicts of interest	AR Pg 63 SR Pg 25
2-16	Communication of critical concerns	AR Pg 64 SR Pg 25
2-17	Collective knowledge of the highest governance body	SR Pg 23-24
2-18	Evaluation of the performance of the highest governance body	Omitted due to confidentiality constraints
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	AR Pg 4-5 SR Pg 5
2-23	Policy commitments	AR Pg 3, 70 SR Pg 8, 25
2-24	Embedding policy commitments	AR Pg 3, 70-74 SR Pg 8, 23–26
2-25	Processes to remediate negative impacts	AR Pg 64 SR Pg 25–26
2-26	Mechanisms for seeking advice and raising concerns	AR Pg 64 SR Pg 25

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CODE	DISCLOSURE	PAGE(S)
GRI 2: General Disclosures 2021		
2-27	Compliance with laws and regulations	AR Pg 70-74, 111 SR Pg 3, 26
2-29	Approach to stakeholder engagement	SR Pg 9
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	SR Pg 10
3-2	List of material topics	SR Pg 10
3-3	Management of material topics	SR Pg 10–11, 18, 23
ENVIRONMENTAL		
305-1	Direct (Scope 1) GHG emissions	SR Pg 12, 28–32
305-2	Energy indirect (Scope 2) GHG emissions	SR Pg 12, 28–32
305-4	GHG emissions intensity	SR Pg 12, 28–32
305-5	Reduction of GHG emissions	SR Pg 12, 28–32
302-1	Energy consumption within the organisation	SR Pg 13, 28–30
302-3	Energy intensity	SR Pg 13, 28–30
302-4	Reduction of energy consumption	SR Pg 13
303-1	Interactions with water as a shared resource	SR Pg 14
303-5	Water consumption	SR Pg 14, 28-30

CODE	DISCLOSURE	PAGE(S)
ENVIRONMENTAL		
306-1	Waste generation and significant waste-related impacts	SR Pg 15
306-2	Management of significant waste-related impacts	SR Pg 15 - 17
306-3	Waste generated	SR Pg 15, 28, 33–34
306-4	Waste diverted from disposal	SR Pg 15
306-5	Waste directed to disposal	SR Pg 15, 28, 33–34
203-2	Significant indirect economic impacts	AR Pg 44–60 SR Pg 16
SOCIAL		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR Pg 22
403-1	Occupational health and safety management system	SR Pg 22, 26
403-6	Promotion of worker health	SR Pg 22
404-1	Average hours of training per year per employee	SR Pg 21
404-2	Programmes for upgrading employee skills and transition assistance programmes	AR Pg 44-46 SR Pg 21
405-1	Diversity of governance bodies and employees	AR Pg 9–18, 26–29 SR Pg 21, 24
413-1	Operations with local community engagement, impact assessments and development programmes	AR Pg 39, 55–57 SR Pg 19–20

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CODE	DISCLOSURE	PAGE(S)
GOVERNANCE		
3-3	Management of governance material topics	SR Pg 23–26
205-2	Communication and training about anti-corruption policies and procedures	SR Pg 25
205-3	Confirmed incidents of corruption and actions taken	SR Pg 25



SR: Sustainability Report



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