



Network Singapore

# Kickstart your sustainability journey

## DBS SME Skills Booster Programme

DBS Asia X, Auditorium, 1 Fusionopolis View Singapore 138577

**31 July 2023, 2 – 5:30pm**

Organised by



In partnership with



In support of

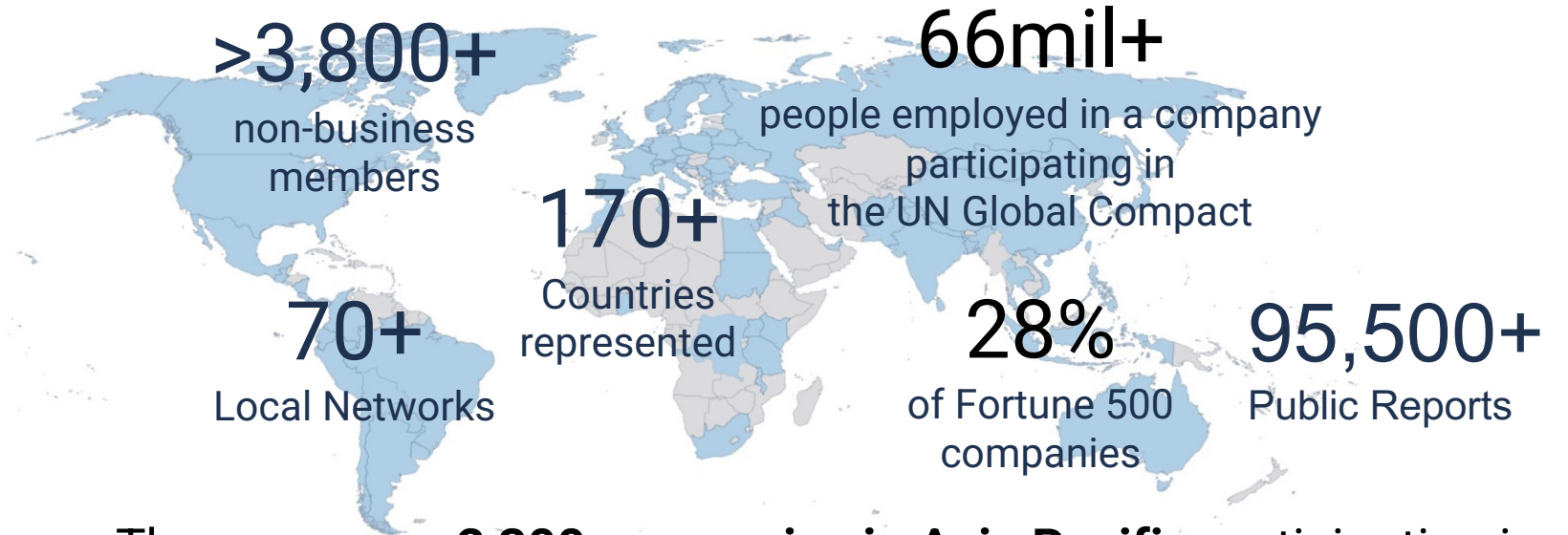




**Global Compact**  
Network Singapore

Singapore chapter of **United Nations Global Compact**, the largest corporate sustainability initiative in the world.

**>23,000+**  
**businesses** committed to the Ten Principles of the UN Global Compact



There are **over 2,300 companies in Asia Pacific** participating in the UN Global Compact.

Key membership benefits:



Visibility & Recognition



Networking Platforms



Tools & Resources

# The Ten Principles: A principle-based and integrated approach to address the SDGs



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION





# OUR ECOSYSTEM: Conversations and partnerships

UN GCNS Summit



UN GCNS CEO Roundtable



CFO Coalition



Singapore Apex Corporate Sustainability Awards



Certified Learning



UN GCNS Youth Forum



Thought Leadership Panels



Networking Events



# Trainer



**Lead: CHAN Sue Meng**  
*Deputy Director, Sustainability and  
Capability-building, UN Global Compact  
Network Singapore*

## Why did your business start looking at Sustainability?



To be very honest, the only reason why I started this sustainability journey is because five years ago, my company was invited to join a tender to be the global fulfilment partner for (a large FMCG brand), and one of the criteria was sustainability.

Ever since then, as we continued our sustainable practices, we realised that if we can earn money while doing good, why not?

It makes sense. I mean, at the end of the day, **as we embark on sustainability, we realise that the more we do this, the more opportunities there are.**

- Quote from GCNS SME member in the FMCG industry (2021)



# WHAT IS “CORPORATE SUSTAINABILITY”



**Sustainable development is  
“development that meets the  
needs of the present without  
compromising the ability of  
future generations to meet  
their own needs.”**

*Our Common Future*

*The Brundtland Commission*





# Definition of “Sustainability”: Key concepts

- Sometimes referred to in different terms:  
Corporate Social Responsibility (CSR) | Corporate Responsibility | Social Development

- 3P Triple bottom line: PEOPLE, PLANET, PROFIT

- Optimising positive impact on  
Zero/Minimal negative impact on



- Sustainable Strategy is about building **LONG TERM VALUE**

# Corporate Sustainability: Key pillars



Materials sourcing, wastage, recycling/upcycling  
Water management and effluent discharge  
Waste management  
Energy consumption  
Carbon and GHG emission  
Biodiversity  
Supplier environmental assessment

Occupational Health and Safety  
Customer Health and Safety  
Labour/Management relations  
Diversity and Equal Opportunity  
Human Rights  
Non-discrimination  
Forced and Child Labour  
Local Communities  
Supplier Social Assessment

Anti-Corruption  
Anti-competitive behaviour  
Whistleblowing policies  
Board Independence & Diversity  
Executive Remuneration  
Compliance, Due Diligence  
Management approach and policy



# WHY IS IT IMPORTANT TO MY BUSINESS



12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



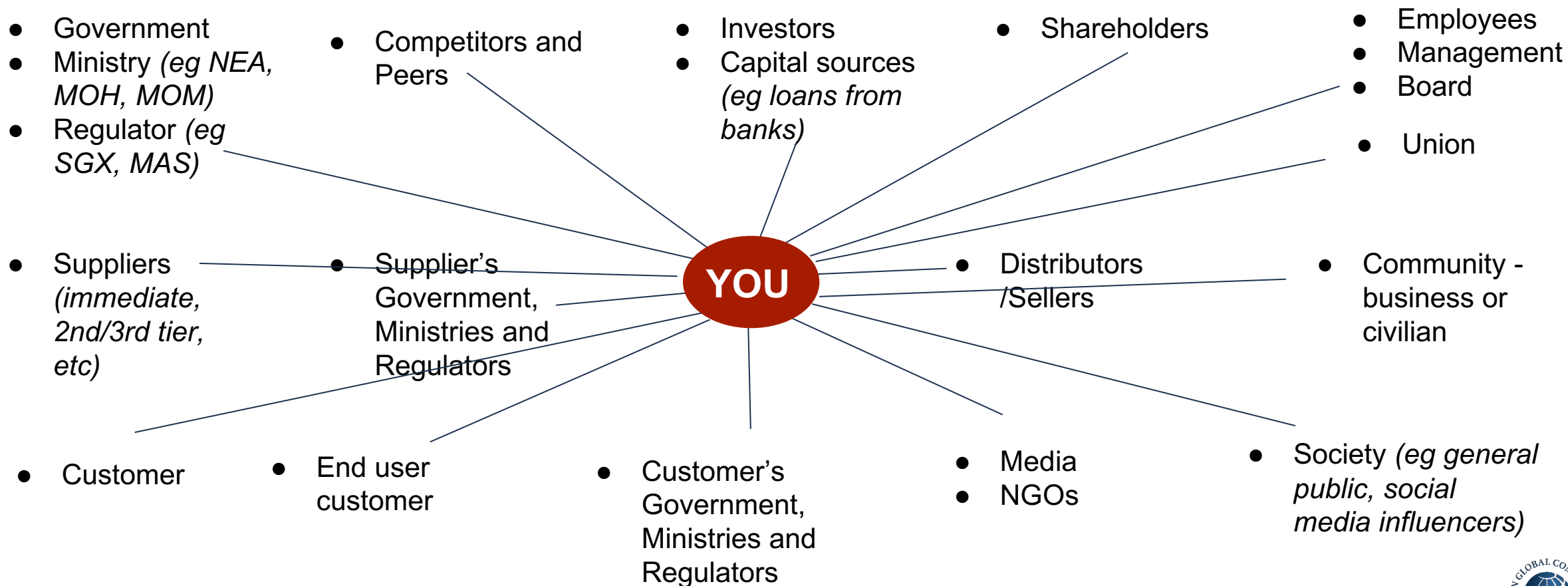
9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



7 AFFORDABLE AND  
CLEAN ENERGY

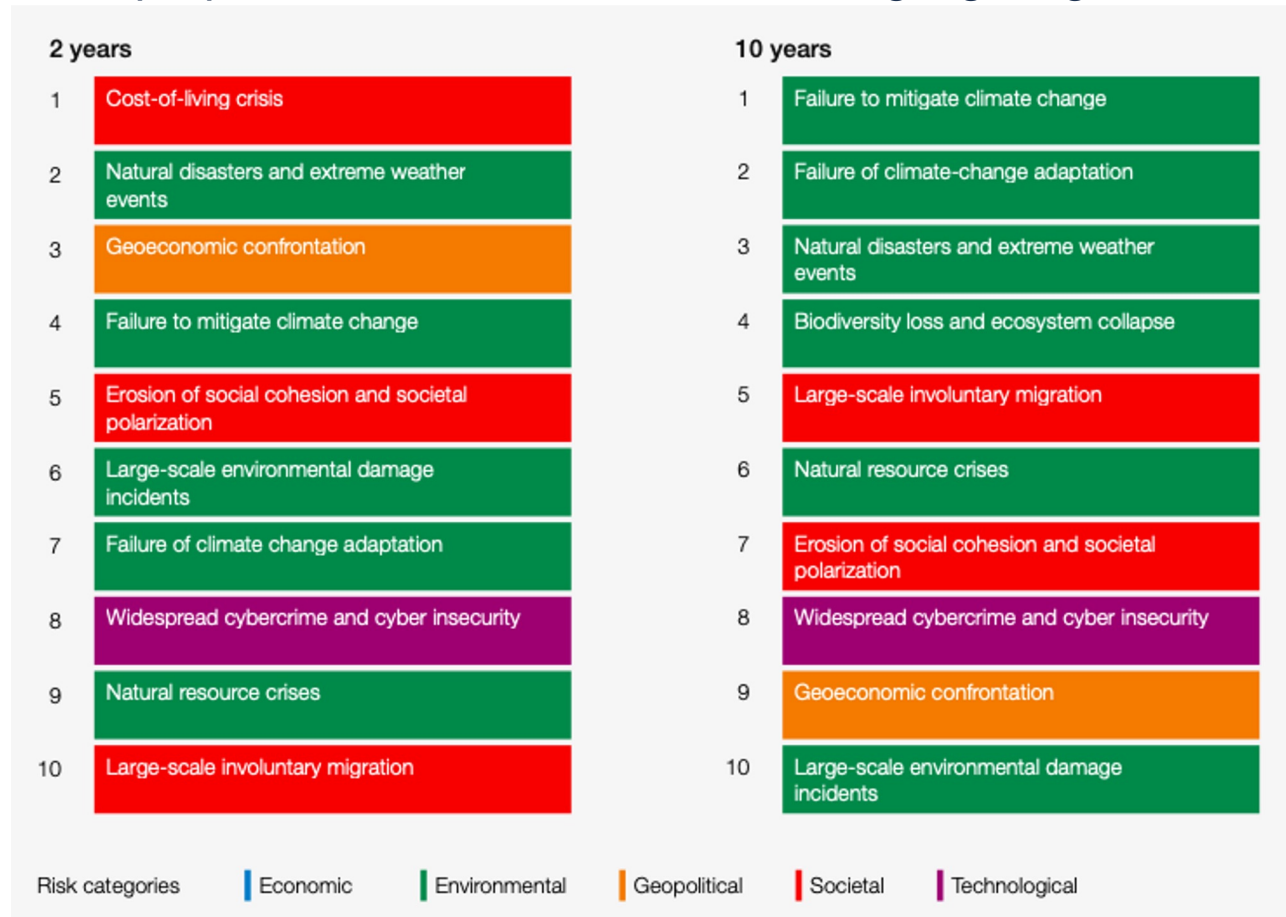


# Where are you seeing pressure from?

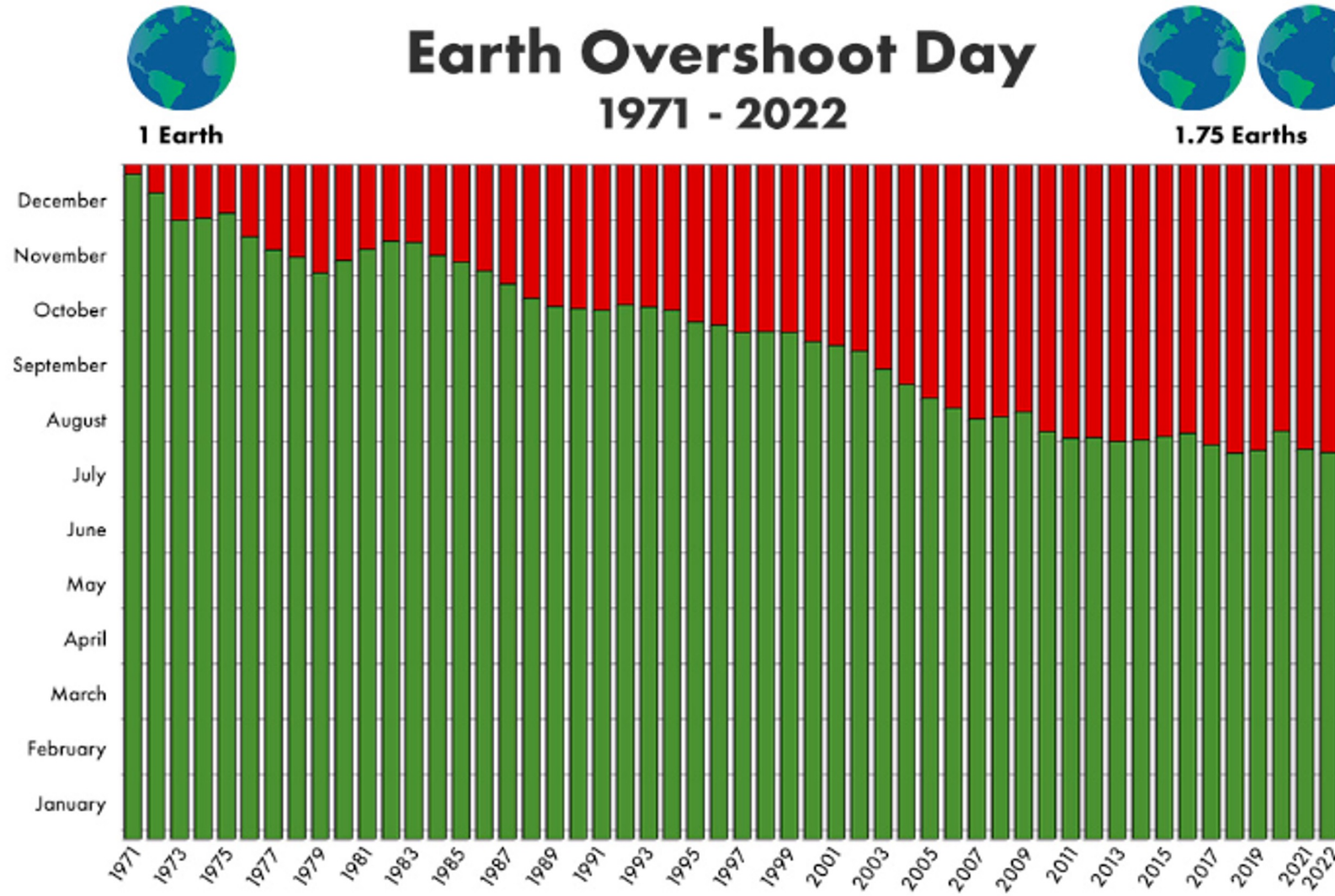


# Global Risks & external pressures for better corporate sustainability

The **Global Risks Report 2023** presents the results of the latest Global Risks Perception Survey (GRPS). We use three time frames for understanding global risks. The report concludes by considering perceptions of the comparative state of preparedness for these risks and highlighting enablers to charting a course to a more resilient world.



# Global Ecological Overshoot



Today humanity uses the equivalent of **1.75 Earths** to provide the resources we use and absorb our waste.

We use more ecological resources and services than nature can regenerate through **overfishing, overharvesting forests, and emitting more carbon dioxide into the atmosphere than forests can sequester.**

For businesses, **resource scarcity can lead to price volatility and high prices.**



# The Business Value of Sustainability



- 1) Regulations
- 2) Customer Expectations and Sustainable Supply Chains
- 3) Greater access to Finance
- 4) Improved Operational/Project Outcomes
- 5) Talent attraction and retention
- 6) Trust - License to operate

# Regulatory Compliance: Connecting the pressure points

## GLOBAL

- United Nations Ten Principles
- SDGs
- Paris Agreement (Climate)
- International Labour Organization (ILO)
- Universal Declaration of Human Rights (UDHR)

## NATIONAL

- Workplace Safety and Health Act
- Employment Act
- Employment of Foreign Manpower Act
- Building Control Act
- Hazardous Waste Act
- Carbon tax
- Environmental Public Health Act
- Resource Sustainability Act
- Sustainability Reporting listing rules
- Non-listco Reporting

## INDUSTRY/ SECTOR/TOPICAL

- SG Green Plan
- BCA Green Mark
- Bizsafe
- Extended Producer Responsibility (EPR)
- Mandatory Packaging Reporting (MPR)
- Singapore Packaging Agreement (SPA) and Packaging Partnership Programme (PPP)
- (Global Regulators)
  - IMO, FAO, etc

## COMPANY

- Management Approach
- Policies
- Enterprise Risk Management
- Standard Operating Procedures (SOP)
- Codes of conduct
- Internal compliance & audit
- Initiatives
- Sustainability report





**HUMAN RIGHTS**



**LABOUR**



**ENVIRONMENT**



**ANTI-CORRUPTION**

# United Nations Ten Principles

- Foundations of United Nations Global Compact

## **Human Rights**

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

## **Labour**

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

## **Environment**

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

## **Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



# United Nations Ten Principles



If you Google “Sustainability” there are tons of frameworks and it’s very hard to select which one you want to follow, to be very honest. **The UN Global Compact offers this whole framework in one place.** So in the event that you need to embark on sustainability, that framework is a very good starting point for you to start on...

...Of course, as you evolve, you have to tweak it to be relevant to your business and industry, but **it's a very good starting point...**at least for someone that has no knowledge on how to start, like our company in the past.

*-Quote from GCNS SME member (2021)*



# United Nations Sustainable Development Goals (SDGs)



- Heart of the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015
- 17 Goals
- 169 Targets
- Provides a shared blueprint for peace and prosperity for people and the planet, now and into the future

# United Nations Sustainable Development Goals (SDGs)

## 8 DECENT WORK AND ECONOMIC GROWTH



Target

**8.5**

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Indicators ▾

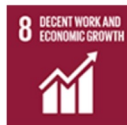


Target

**8.6**

By 2020, substantially reduce the proportion of youth not in employment, education or training

Indicators ▾



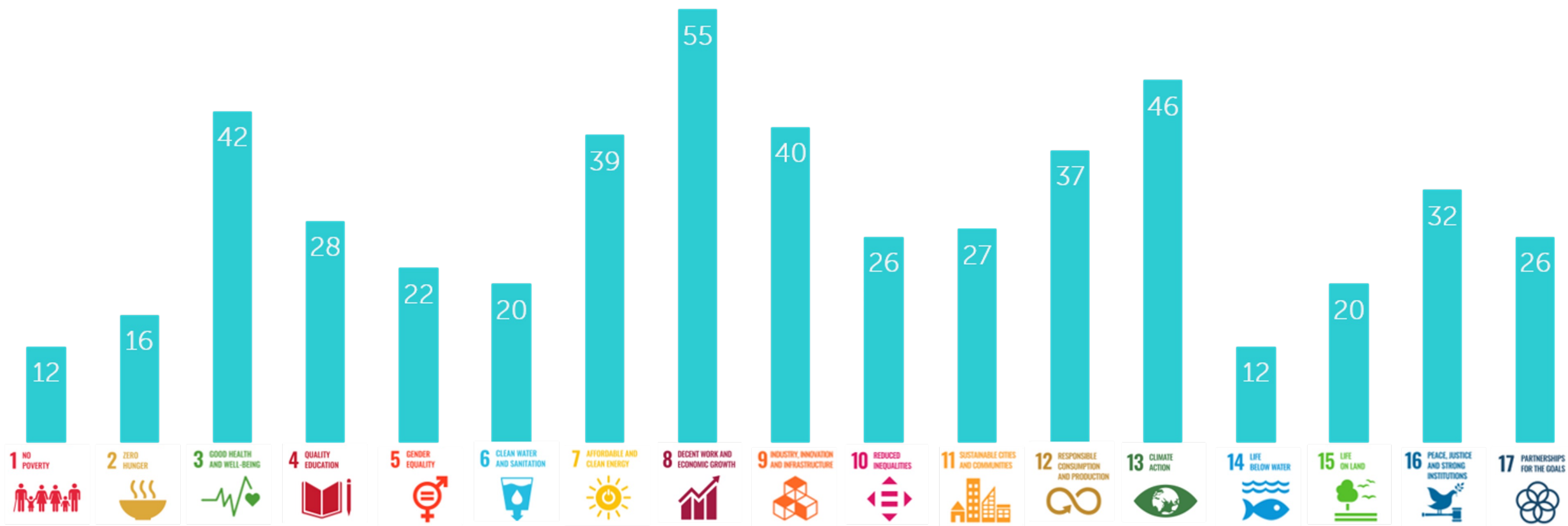
Target

**8.7**

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Indicators ▾

# SUSTAINABLE DEVELOPMENT GOALS (SDGs) IDENTIFIED\* BY TOP 100 SGX-LISTED COMPANIES



*This information is based on the top 100 SGX-Listed Companies by market capitalisation, as of April 2020. Data provided by Paia Consulting.*

*\*Companies were considered to have identified the SDGs if they have mentioned specific Goals the company can and/or is able to contribute to through their operations/business activities*

# Paris Agreement

## PARIS AGREEMENT

- Origins founded in 1988 by the Intergovernmental Panel on Climate Change (IPCC)
- COP 21: Adoption of Paris Agreement:
  - Pursue efforts to limit increase of global temp to 1.5°C
  - Each State determines, plans and reports on its Nationally Determined Contribution (NDC) & emissions targets
  - Mobilize support for climate change mitigation and adaptation

## SINGAPORE'S UPDATED PARIS AGREEMENT COMMITMENTS

Budget 2022 announcement:

- Target peak emissions by 2030
- Net-zero emissions by or around 2050 (Government will be deciding on specific net zero year, and formally revise Singapore's long-term low-emissions development strategy (LEDS) later in 2022).

## SINGAPORE GREEN PLAN 2030

- Master plan spanning across trade and industry, transport, environment, education and national development

## SINGAPORE CARBON TAX

- 2019: \$5 per tonne of CO<sub>2</sub>e
- 2022: Carbon tax will be increased to
  - S\$25 per tonne in 2024,
  - S\$45 per tonne in 2026,
  - S\$50 to S\$80 per tonne by 2030

Revenue will be used to support decarbonisation efforts through investments into new low-carbon and more energy-efficient solutions





The Singapore Green Plan 2030 is a national sustainability movement which seeks to rally bold and collective action to tackle climate change.

It is a living plan which will evolve as we work with Singaporeans and partners from all sectors to co-create solutions for sustainability. Let's work together to make Singapore a green and liveable home.

### City in Nature

#### Green, Liveable and Sustainable Home for Singaporeans

- Plant 1 million more trees, and have every household within a 10-minute walk from a park by 2030
- Develop over 130 ha of new parks, and enhance around 170 ha of existing parks with more lush vegetation and natural landscapes by end-2026
- Add 1000ha of green spaces by 2035

### Green Government

#### Public sector will lead on sustainability

- Be exemplary in taking sustainability action, including to peak public sector carbon emissions around 2025, ahead of national target
- Encourage and enable citizens and businesses to adopt sustainability practices, such as through green procurement

### Sustainable Living

#### Strengthen Green Efforts in Schools

- Introduce an Eco Stewardship Programme to enhance environmental education in all schools
- Work towards two-thirds reduction of net carbon emissions from schools sector by 2030
- At least 20% of schools to be carbon neutral by 2030

#### Green Commutes

- 75% of trips during peak periods to be on mass public transport by 2030
- Triple cycling path network to 1,320km by 2030, from 460km in 2020
- Expand rail network to 360km by early 2030s, from around 230km today

#### Green Citizenry:

##### Reduce waste and consumption

- Reduce amount of waste to landfill per capita per day by 20% by 2026, and 30% by 2030
- Reduce household water consumption to 130 litres per capita per day

### Energy Reset

#### Cleaner-energy Vehicles

- New diesel car and taxi registrations to cease from 2025, with all new car and taxi registrations to be of cleaner-energy models from 2030
- Further revise road tax structure to bring down road tax for mass-market electric cars
- Target 60,000 electric vehicle (EV) charging points by 2030, with 8 EV-Ready Towns by 2025

#### Greener Infrastructure & Buildings

- Green 80% of Singapore's buildings (by Gross Floor Area) by 2030
- 80% of new buildings (by Gross Floor Area) to be Super Low Energy buildings from 2030
- Best-in-class green buildings to see 80% improvement in energy efficiency (over 2005 levels) by 2030

#### Sustainable Towns & Districts

- Reduce energy consumption in HDB towns by 15% by 2030

#### Green Energy

- Quadruple solar energy deployment to 1.5 gigawatt-peak by 2025
- Tap on cleaner electricity imports, and increase R&D on renewable energy and emerging low-carbon technologies

### Green Economy

#### Sustainability as New Engine of Jobs and Growth

- New Enterprise Sustainability Programme to help local enterprises adopt sustainability practices
- Develop Singapore to be a carbon services hub, and a leading centre for green finance in Asia and globally
- Develop Jurong Island to be a sustainable energy and chemicals park
- Leverage opportunities in sustainable industries to create good jobs for Singaporeans

#### New Investments to be Carbon and Energy Efficient

- Seek new investments to be among the best-in-class in energy/carbon efficiency

### Resilient Future

#### Safeguarding our Coastlines against Rising Sea Levels

- \$S5b dedicated to coastal and drainage flood protection measures
- Formulation of coastal protection plans for City-East Coast, North-West Coast (Lim Chu Kang and Sungei Kadut) and Jurong Island by 2030

#### Safeguarding Food Security

- Produce 30% of our nutritional needs locally and sustainably by 2030, through developing land and sea space and skilled workers, funding support, and promoting R&D

#### Keeping Singapore Cool

- Moderate the rise in urban heat, such as with cool paint and by increasing greenery

Jointly led by:



Ministry of Education  
SINGAPORE



Ministry of Sustainability  
and the Environment  
SINGAPORE



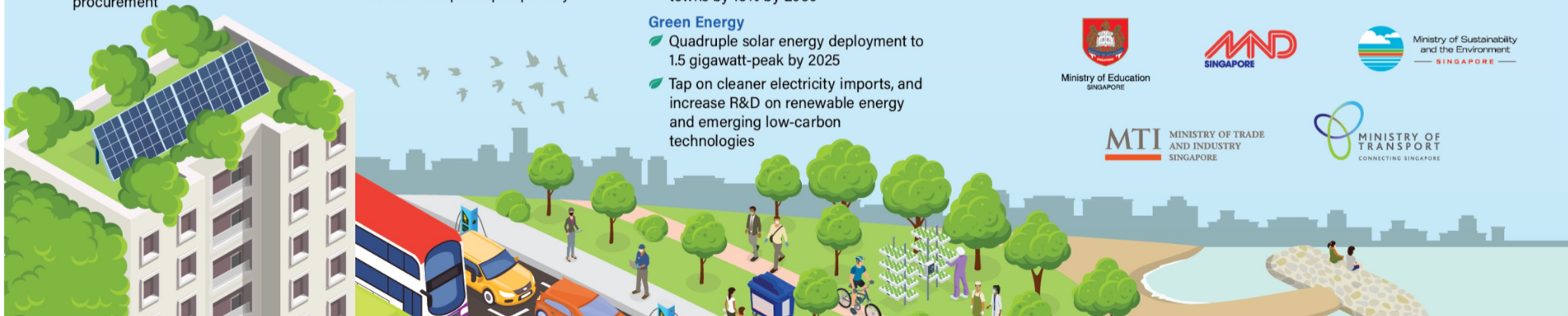
Ministry of Sustainability  
and the Environment  
SINGAPORE



MTI  
MINISTRY OF TRADE  
AND INDUSTRY  
SINGAPORE



MINISTRY OF  
TRANSPORT  
CONNECTING SINGAPORE



## Time for Action

To survive and do well in the new environment, businesses need to make their processes green; their products green; and move into new products and services that are green. The current global energy crisis is actually a wake-up call for businesses to act now. Businesses that postpone action do so at their own peril. First movers will capture upsides, while those who are slow to act will lose out to their competitors and may be written off as doing too little, too late.

SM Teo Chee Hean , [PMO Office. Time for Action](#)





# Customers

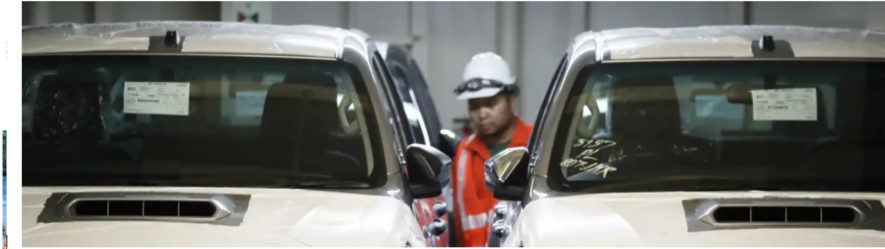
## Sustainable global supply chain concerns

- Human Rights
- Anti-Corruption

**AUTOMOBILES**

### Toyota reports to US on possible bribery by Thai subsidiary

Japanese automaker takes allegations 'seriously' enough to contact Washington



**THE STRAITS TIMES**

### Keppel Corp shoved into the red by \$619m graft penalty

It suffers Q4 net loss of \$496m after O&M bribery scandal



Global Construction Review

### Singapore procurement boss charged in million-dollar ...

Six directors of construction firms, and China Railway Tunnel Group Co. as a company, have also been charged with corruption offences after ...

27 Jul 2020



### MegaCorp dumping waste on in US waters

Pacific International Lines faces a fine of US\$3 million and imprisonment for the engineers responsible for an act known as bilge dumping. It is the second Singapore shipping company to be charged for the pollution offence in two months.

# Customer Expectations and Sustainable Supply Chains

## BUYER

- Integrating sustainability criteria into tenders, bids, or negotiation processes
- Requiring suppliers to provide information about their sustainability performance and, on the basis of this information, supporting suppliers in improving their sustainability performance;
- Risk assessment and actions beyond Tier 1 suppliers
- Buyers are collaborating across industry, stakeholders to enhance sustainable supply chain management





# Customer Expectations and Sustainable Supply Chains



## SUPPLIER

- Often required to go beyond compliance with local laws, and fulfill buyers' expectations of environmental, ethical, and social standards.
- Buyer expectations are increasingly embedded into contracts as common practice
- Increased expectations of inspections/assessments/audits by supplier

# SUPPLY CHAIN SUSTAINABILITY MONITORING

**Supply chain sustainability monitoring provides information to buyers on how well suppliers are performing on sustainability practices.**

**The goal of monitoring should be to understand:**

- **whether non-compliances are found**
- **if issues are being addressed over time, and**
- **whether the supply chain programme and actions committed to by suppliers are having the desired effects.**

## WHAT ARE THE MAIN APPROACHES TO SUPPLY CHAIN MONITORING?

- **Supplier self-assessment, e.g. through surveys**
- **Supplier audits - sustainability audit is one among other types of audits, including**
  - Financial
  - Quality
  - Product
- **Worker surveys**

# Customer Expectations and Sustainable Supply Chains

## Reducing Risks and Improving Opportunities

- **Anticipate and manage supply chain risks in compliance**
- **Reduced operational risks**
- **Protection and enhance of corporate brand and values**
- **Reduced costs and enhanced efficiency and productivity**
- **Potential increase in shareholder value**
- **Reduce turnover, improve reliability of workforce**
- **Greater process and product innovation**
- **Enhanced customer relationships and long term partnerships**

# Greater Access to Financing

**Become More  
Desirable For Investment**

**INVESTORS SEEK**  
COMPANIES WITH **GOOD ESG**  
**SCORES**



ENVIRONMENTAL



SOCIAL

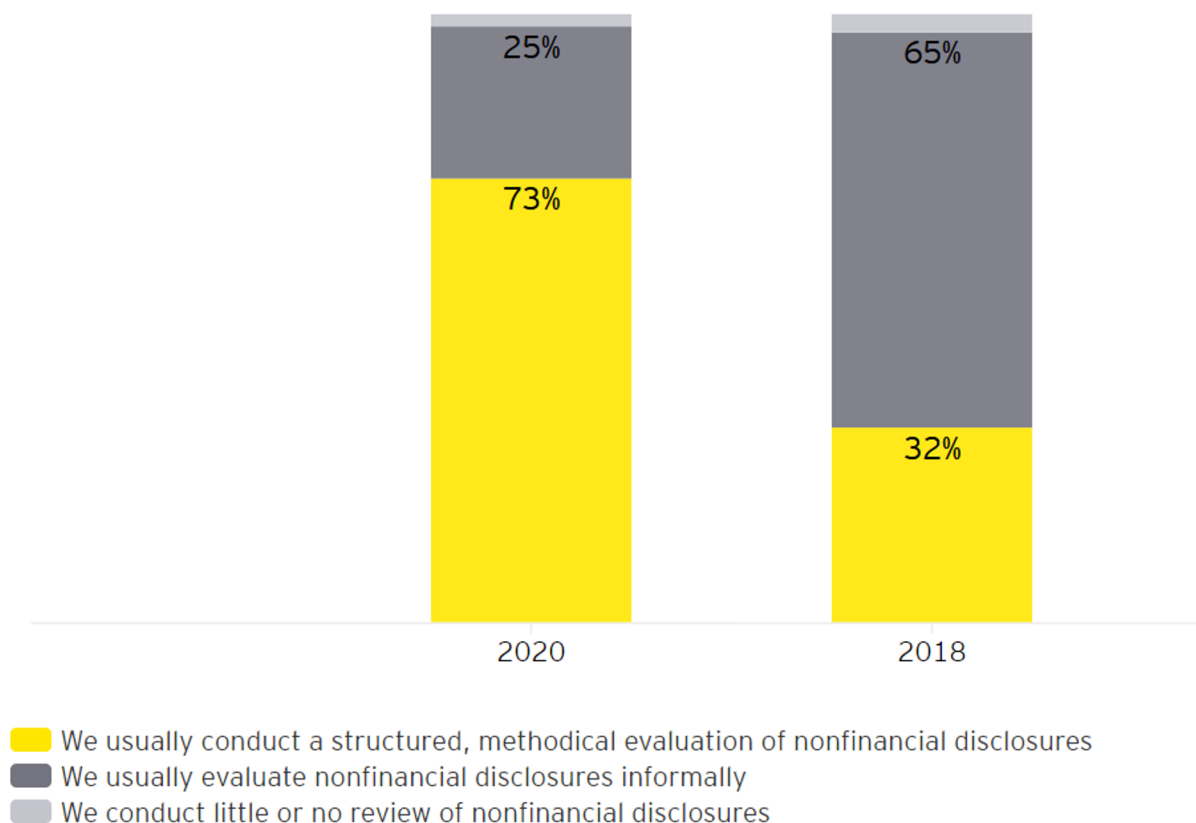


GOVERNANCE



# Greater Access to Financing

Investors who incorporate ESG disclosures in assessments



**The future of capital  
is green.**

There are three powerful forces driving this:

- 1.growing recognition of climate change as a global priority;
- 2.advances in approaches to sustainable investing; and
- 3.changing investor preferences

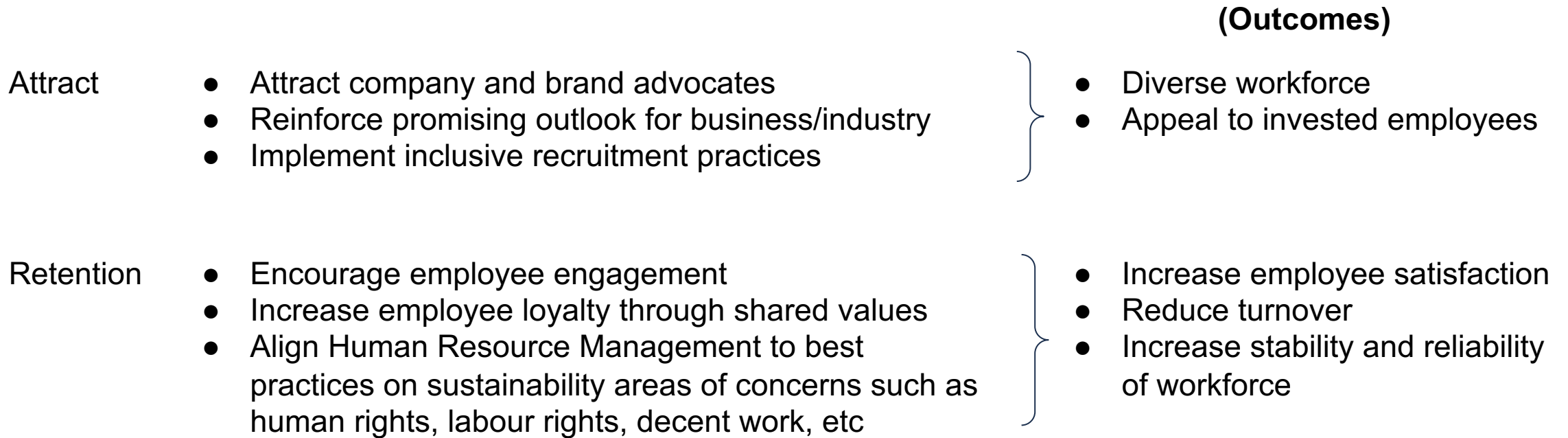
**Mr Ravi Menon**

Managing Director of the Monetary Authority of Singapore, at IMAS-Bloomberg Investment Conference, 9 March 2021



Network Singapore

# Attract and Retain Talent



# SUSTAINABILITY REPORTING

Why, What, How





# Benefits of Reporting

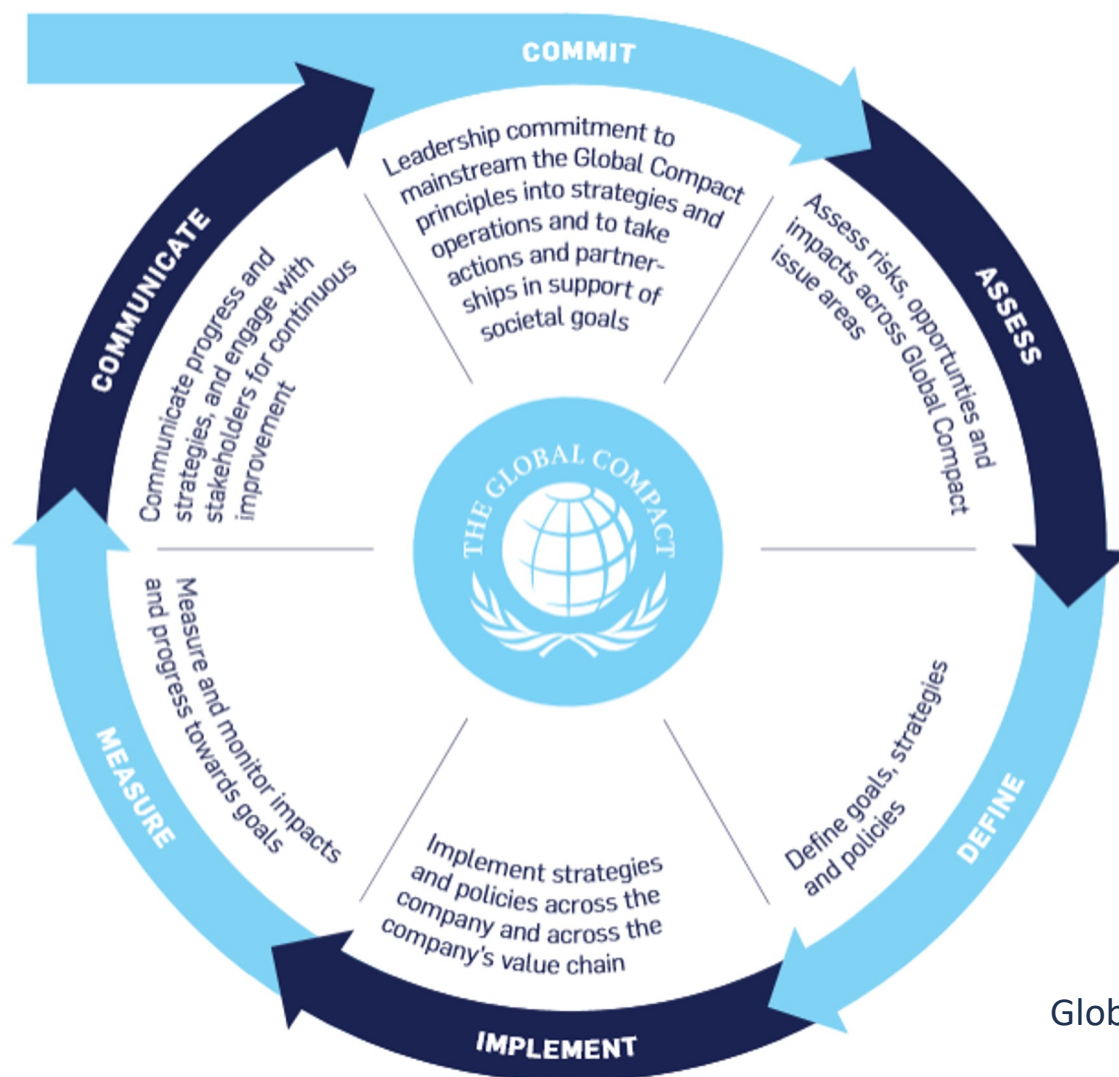
- Enhance corporate and brand value
- Take control of your story
- License to operate
- Process can provide opportunities to manage risks and identify growth opportunities





# Corporate Sustainability

1. Stakeholder engagement and feedback
2. Materiality Assessment



1. Accuracy
2. Balance
3. Clarity
4. Comparability
5. Completeness
6. Timeliness
7. Verifiability

Global Compact Management Model



Network Singapore

Source: Guide to Corporate Sustainability, UNGC

# Key frameworks, standards, rating agencies influencing sustainability reporting

**Frameworks & Standards**

**Certifications**

**Ratings**

A network diagram consisting of several colorful pushpins (red, blue, green, yellow) connected by a complex web of black lines. The pushpins are arranged in a roughly circular pattern on the left side of the image. The background is a light blue gradient. The text "Materiality and Strategy" is centered in white. A single blue pushpin is also visible on the right side of the image, with some black lines extending from it.

# Materiality and Strategy



# What is Materiality?

Materiality is a concept that defines **why and how certain issues are important for a company or a business sector.**

A **material issue** can have a **significant impact:**

- on the financial, economic, reputational, and legal aspects of a company,
- on the economy, the environment, and society,
- on the system of internal and external stakeholders of that company.

There are multiple definitions and methods to materiality. On the right, the approach from the AA1000 standard.

## AA1000's Principle of Materiality

### THE PRINCIPLE OF MATERIALITY

#### ★ PRINCIPLE

**DECISION MAKERS SHOULD IDENTIFY AND BE CLEAR ABOUT THE SUSTAINABILITY TOPICS THAT MATTER.**

#### 🔍 KEY DEFINITIONS

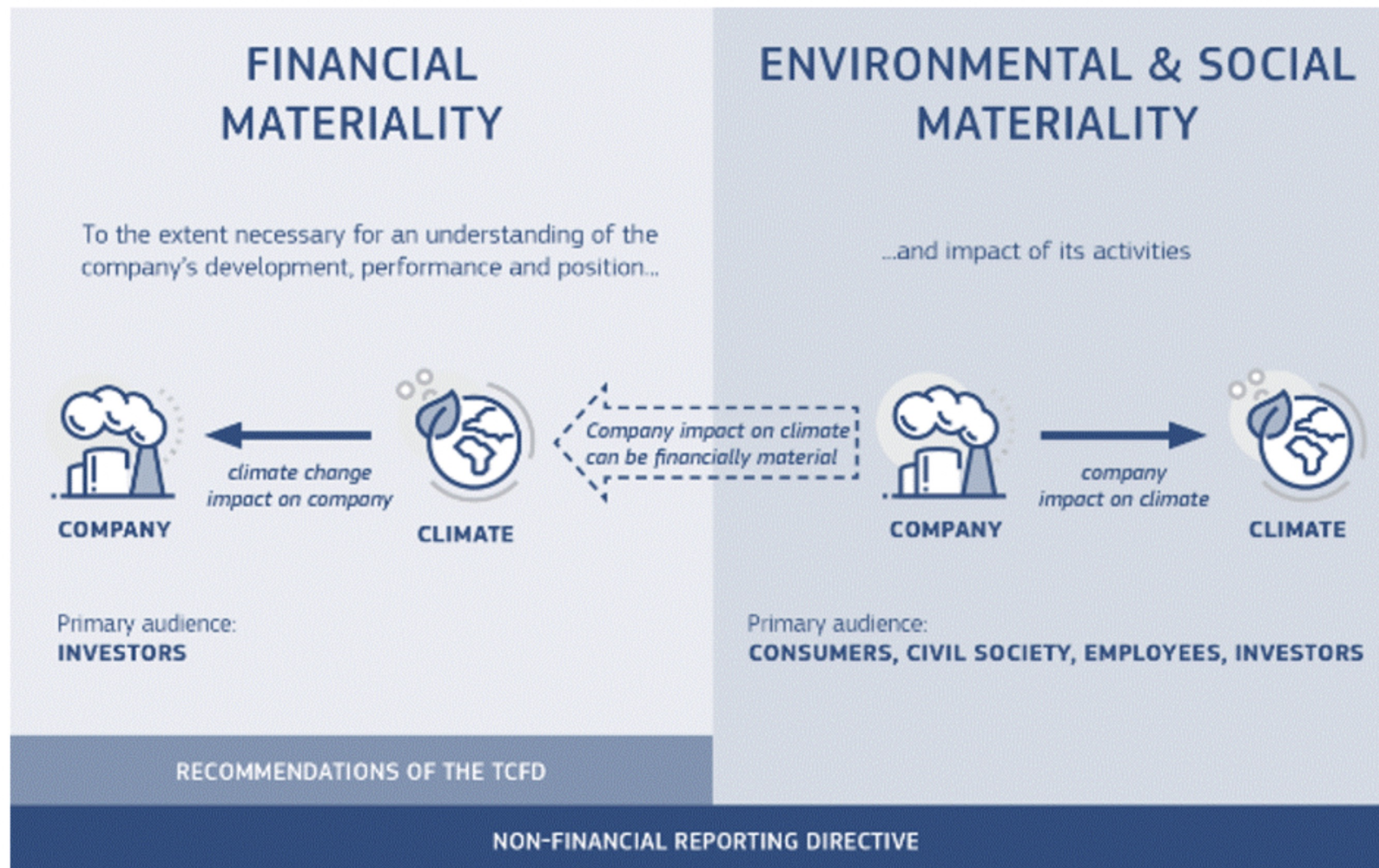


Materiality relates to **identifying** and **prioritising** the **most relevant sustainability topics**, taking into account the **effect** each topic has on an **organisation** and its **stakeholders**.

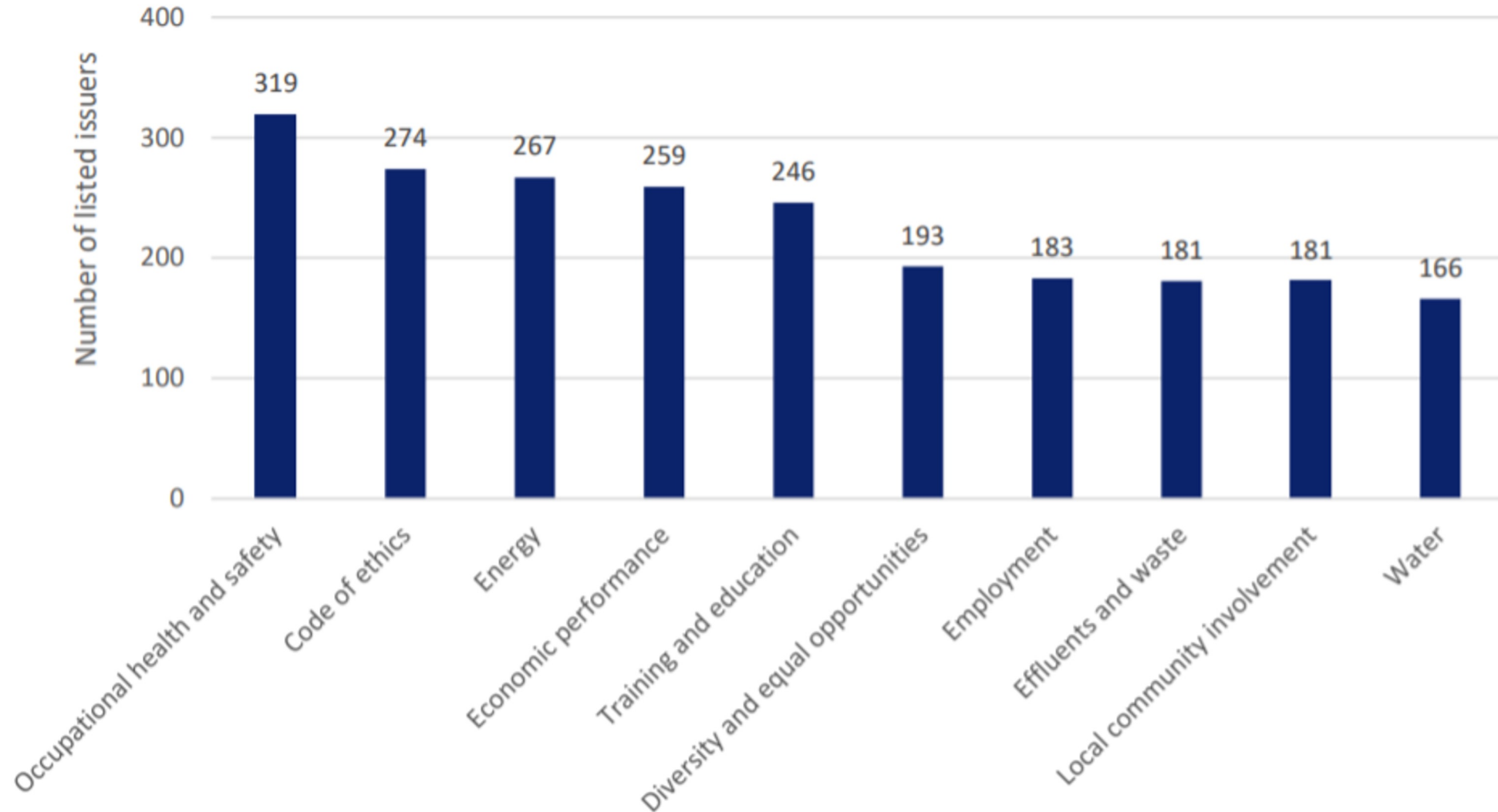
A material topic is a topic that will substantively influence and impact the **assessments, decisions, actions** and **performance** of an organisation and/or its stakeholders in the short, medium and/or long term.



# Double Materiality



# Top 10 Most Disclosed Material ESG Factors



# Classic Risk and Opportunities Management

## 1. Effective **identification of risks and opportunities**

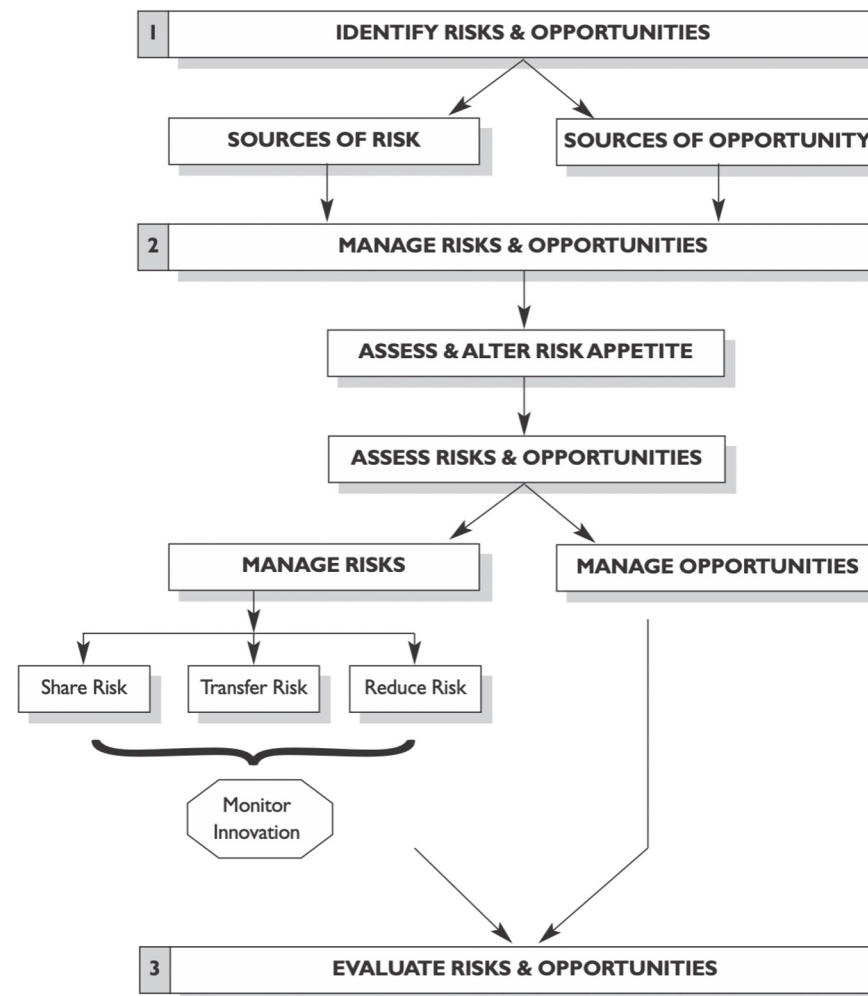
includes:

- Sources of risk
- Sources of opportunity

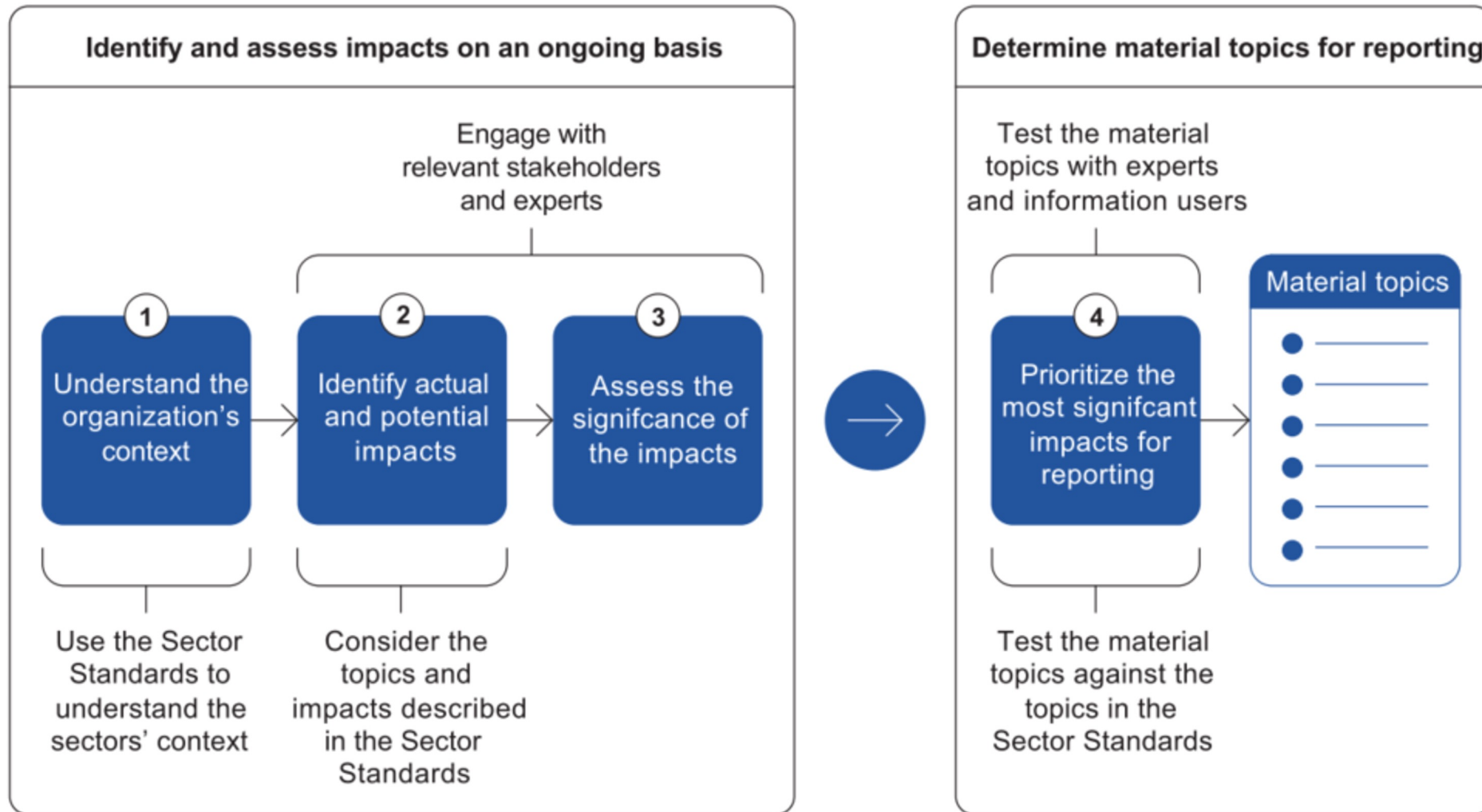
## 2. Effective **management of risks and opportunities**

includes:

- Assessing and altering risk appetite
- Assessing risks and opportunities
- Managing risk
- Managing opportunity
- Monitoring and a management control system to review the strategy, costs and benefits, structure, systems, and appetite for risk.



# GRI Standards' Process to Determine Material Topics





# Example of Key Steps to Conduct a Materiality Assessment

## Step 1: Understand the context and identify material topics

- Define the purpose, scope, and approach the company wishes to set.
- Conduct research leading to a long list of material issues relevant to your industry, location, and organization.
- Map key stakeholders.

## Step 2: Engage, prioritize and consolidate

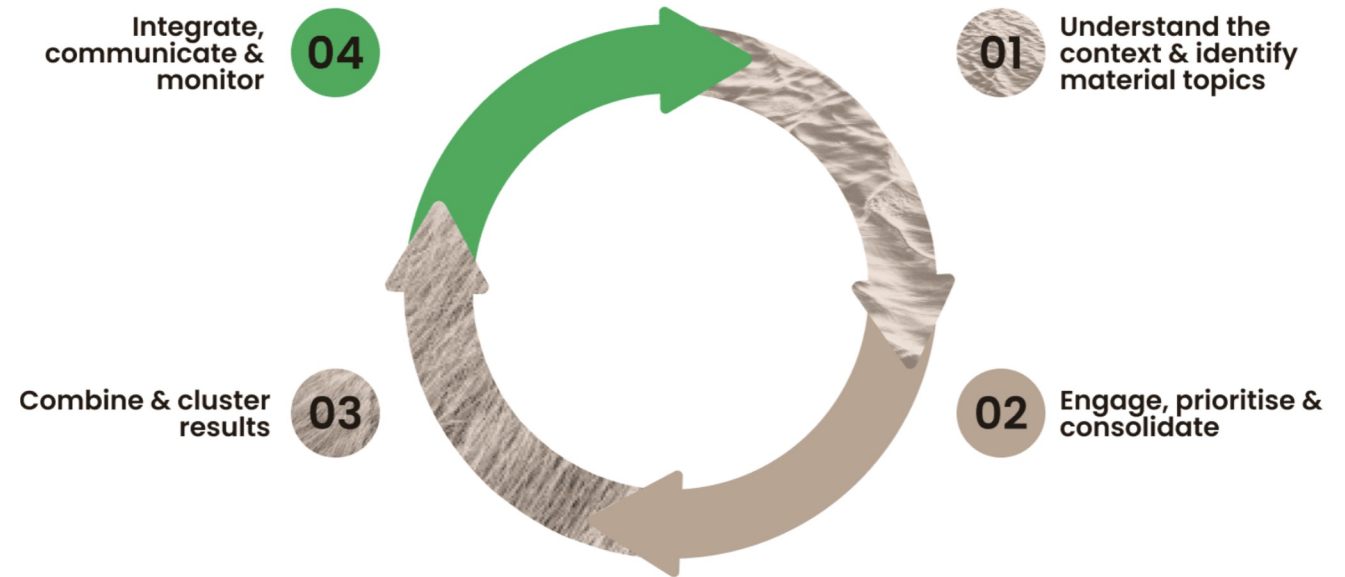
- Engage with the management and stakeholders to shortlist of what is the most relevant to your business operations, through workshops, interviews, or questionnaires.

## Step 3: Combine and cluster results

- Incorporate results to identify material topics and strategic pillars and elaborate concrete actions from the analysis.

## Step 4: Integrate, communicate and monitor

- Map your results from step 3 on an X-Y axis.
- Exchange internally and integrate your findings in your sustainability strategy with actionable goals.
- Communicate the materiality matrix to your stakeholders.



# Stakeholder Engagement

## AA1000's Principle of Inclusivity

### THE PRINCIPLE OF INCLUSIVITY

#### ★ PRINCIPLE

PEOPLE SHOULD HAVE A SAY IN THE DECISIONS THAT IMPACT THEM.

#### 🔍 KEY DEFINITIONS

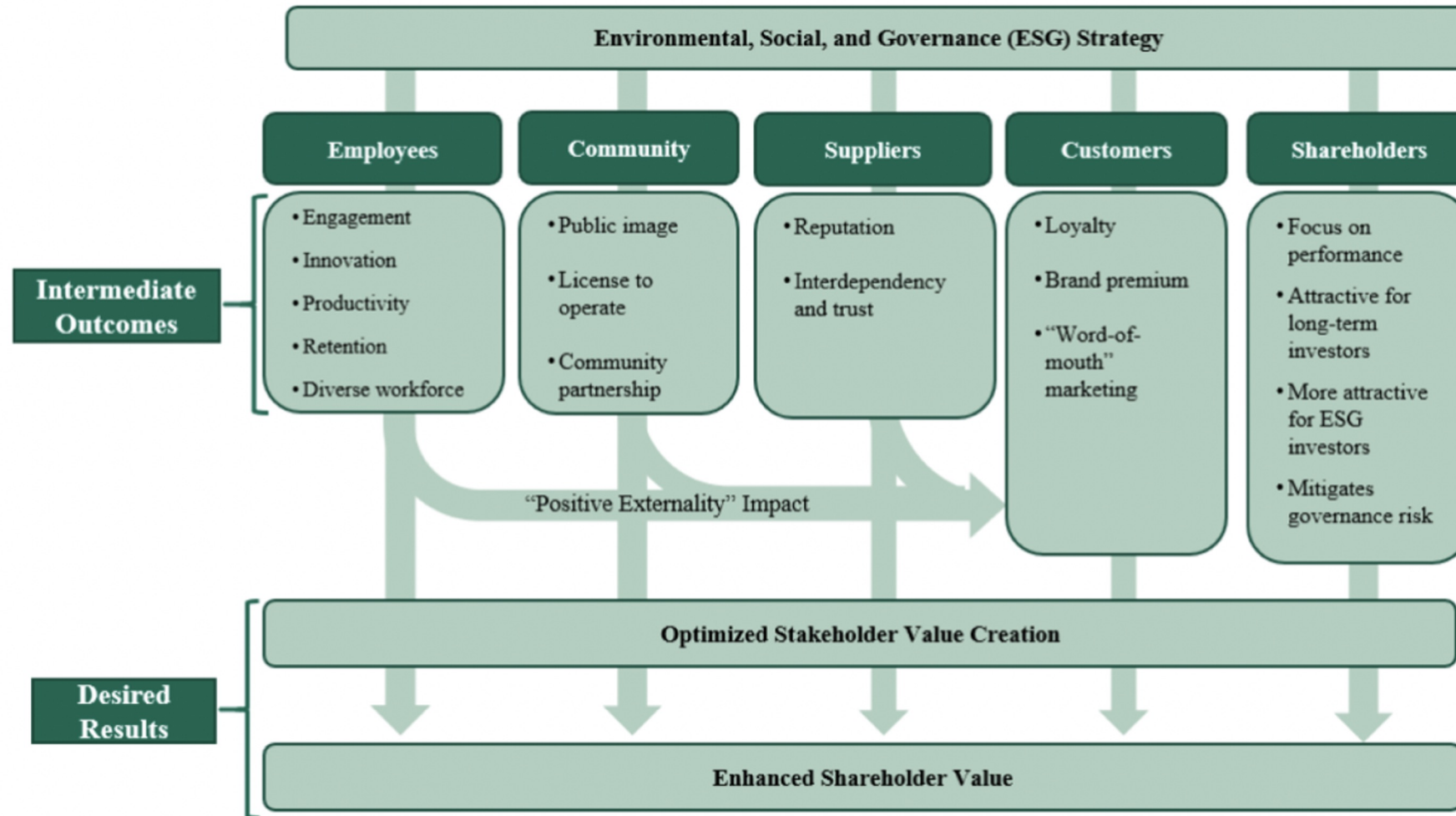


**Inclusivity** is actively identifying stakeholders and enabling their participation in establishing an organisation's material **sustainability topics** and **developing a strategic response** to them.

An **inclusive organisation** accepts its **accountability** to those on whom it has an impact and to those who have an impact on it.



# Stakeholder Engagement and Mapping



# Stakeholder Engagement Platforms

## Platform examples

- Surveys and questionnaires to stakeholders
- Focus groups
- Townhalls
- Workshops
- Media analysis
- Frontline employee surveys

## Sample question

- How important are these topics for your company? (e.g., list of ESG topics; level of importance: 1 - low, 2 - medium, 3 - high)

Example of materiality survey: [OZ Minerals 2019](#)

## Example from Sembcorp Marine



We build trust and maintain long-term relationships with our customers. By understanding and adapting to their changing requirements, we provide them with solutions that are effective, compliant, sustainable and within budget.

Through various channels, including exhibitions, conferences, surveys, dialogue sessions and social events, we engage our customers extensively to understand their needs and strengthen our connections with them.

We also have robust systems and practices that safeguard our customers' personal data, physical assets and intellectual property.



Beyond compliance, we work with our customers, suppliers and contractors to mitigate environmental impact, promote ethical business practices, and foster respect for human rights.

We collaborate through joint project planning, technology sharing, workplace safety and health (WSH) training and strict adherence to Sembcorp Marine's Code of Business Conduct and Supplier Code of Conduct.



We care for the well-being of our employees and contractors and have stringent workplace safety, environment and health processes in place. Across the Group, we promote a safety-first culture.

Besides providing our employees with a conducive working environment, we offer them equal opportunities for growth and merit-based career advancements.

We help our employees stay relevant and future-ready through continuous training and development.



We communicate with shareholders, investors, finance professionals and the media in a fair, transparent, accurate, and timely manner.

We update our stakeholders on Sembcorp Marine's financial performance, business strategies and developments through our results announcements, news releases, meetings, teleconference calls and our participation in investor conferences and non-deal roadshows.

We organise investor days, yard visits and various other events for investors, shareholders, analysts and media to interact with our key management teams.



As a member of the local communities where we operate our business, Sembcorp Marine has a responsibility to contribute to the interests of the stakeholders around us.

To improve the local economy, we offer training, educational and employment opportunities.

We serve our communities by providing monetary, volunteering and other in-kind support to students, youths and the underprivileged. We also spearhead and sponsor initiatives that enhance and preserve the physical environment in the community.

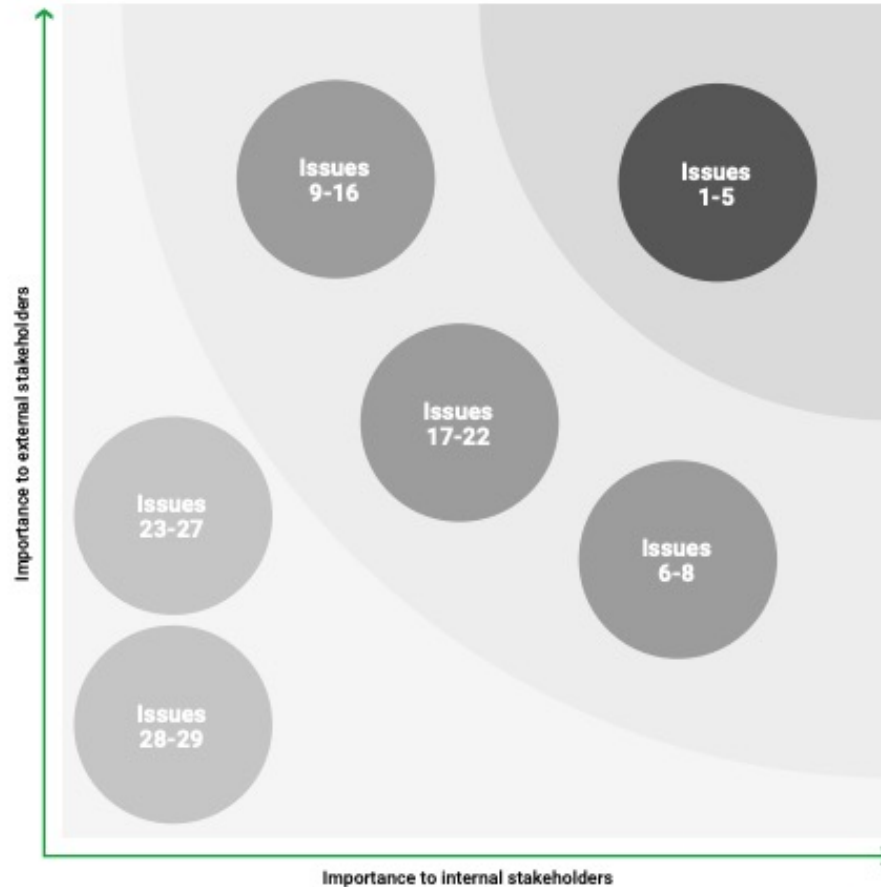


We partner with government agencies, industry bodies and private-sector organisations to advance the development of the offshore, marine and energy sectors through R&D collaborations, dialogues, networking events and outreach activities.

We organise regular dialogues and site visits for government authorities, surveyors, and industry associations to exchange knowledge, share best practices as well as promote quality, health, safety and environmental standards.



# Materiality Matrix



The outcome of the materiality review was a matrix illustrating the degree of importance that internal and external stakeholders accord to the Company's material issues.

**Legends**

- Business Practices
- Environment
- Labour
- Communities

- Ranking of material issues in terms of relative importance to stakeholders**
- 1. Business Ethics & Integrity
  - 2. Corporate Governance
  - 3. Product Safety & Quality
  - 4. Cyber Security & Data Protection
  - 5. Occupational Health & Safety
  - 6. Economic Performance
  - 7. Training & Development
  - 8. Talent Attraction & Retention
  - 9. Economic Contribution to Society
  - 10. Customer Service Engagement
  - 11. Waste Management
  - 12. Water Management
  - 13. Emissions
  - 14. Energy Management
  - 15. Sustainable Design
  - 16. Climate Action
  - 17. Research & Development
  - 18. Sustainable Supply Chain Management
  - 19. Capital Allocation & Asset Management
  - 20. Labour & Human Rights
  - 21. Diversity & Inclusion
  - 22. Community Development
  - 23. Fair Treatment of Suppliers
  - 24. Biodiversity
  - 25. Land Degradation & Contamination
  - 26. Employee Wellness
  - 27. Rights of Local Communities
  - 28. Noise Pollution
  - 29. Collective Bargaining

<sup>1</sup> The roles played by the Group Sustainability Steering Committee have been taken over by the Management Executive Committee with effect from April 2022.

<sup>2</sup> Short (1-year), medium (3-5 years), long-term (more than 5 years).

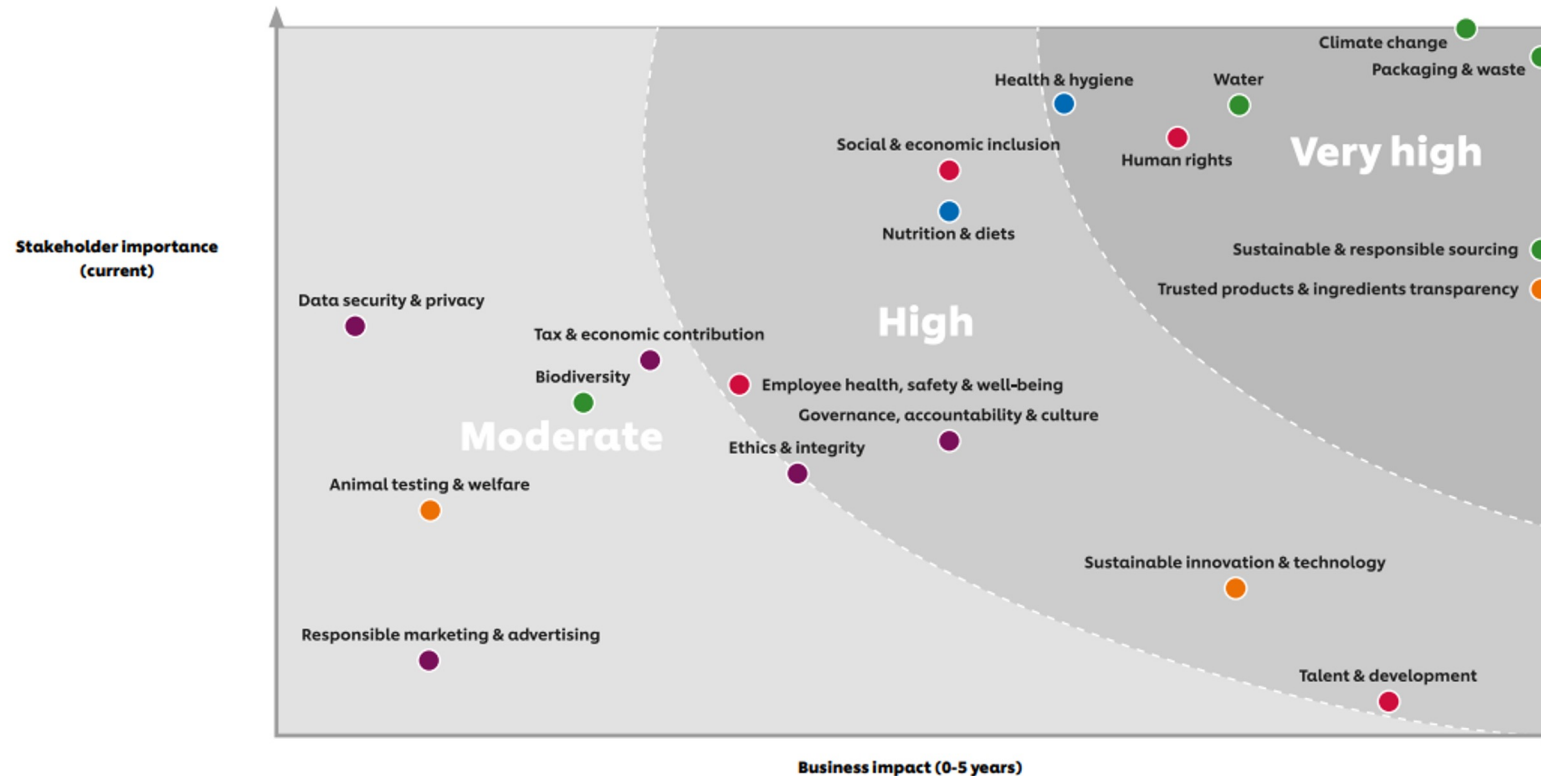
# Materiality Matrix



## Materiality Matrix 2019/2020 – Issues and Topics



A total of **169 topics** have been identified and grouped into **19 issues**. The tables on the following pages list the 19 issues that form Our Materiality Matrix and reflect how we have prioritised them. We have classified these issues into five Focus Areas. **Improving Health & Well-being**, **Reducing Environmental Impact** and **Enhancing Livelihoods** encompass the three Big Goals of the Unilever Sustainable Living Plan; **Responsible Business Practices** and **Wider Sustainability Issues** include issues that are not explicitly part of our Plan, but which are relevant to our commitments as a responsible business. These issues are listed by **priority** which indicates the importance attached to any given issue according to its impacts on our business and its importance to our stakeholders. Priority does not equate to the extent of action within Unilever to address an issue.

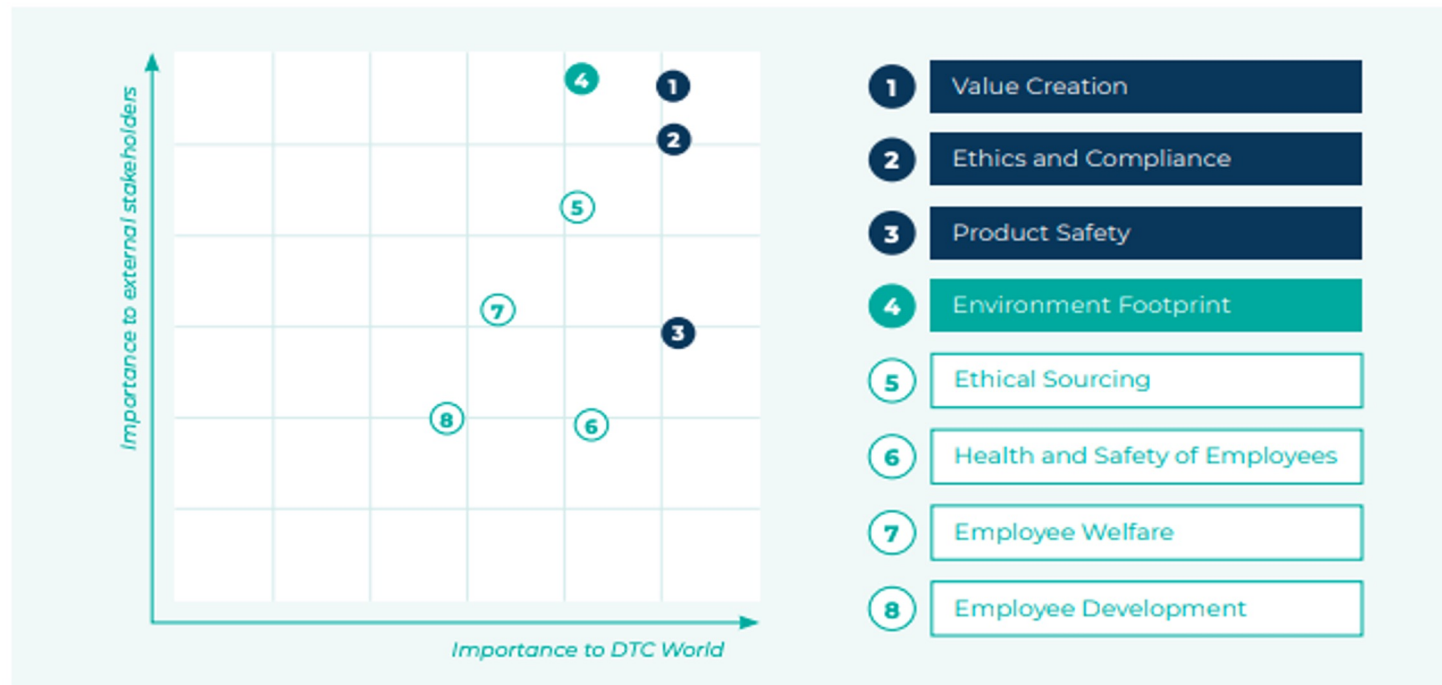


Example: DTC 2021

# Materiality Matrix

## Materiality Analysis

In 2018, DTC World conducted the first materiality assessment and identified key topics that were material to our business and stakeholders. The materiality matrix mapped out the issues that had an economic, environmental and social influence on our business risks and stakeholders' confidence. To ensure the relevance and significance of the material topics to our business both internally and externally, we review them annually. In FY2021, we reviewed these material topics and assessed that there are no changes.



The background features several lightbulb icons hanging from thin lines. Most are white outlines, but three are highlighted in a yellow-green color and have short lines radiating from them to indicate they are lit. One is on the left, one is in the lower center, and one is on the right.

# Group Exercise





# Group Exercise: Materiality Matrix

You are a leading global **real estate company** headquartered in Singapore. Beyond shaping skylines with architectural icons, your company has transformed Singapore's built environment with numerous award-winning green buildings.

On the right are the list of material ESG issues that are relevant for your company.

**1. Using the materiality matrix on the next page, prioritise these issues based on:**

- importance to your **company**;
- importance to your **stakeholders**.

**2. Share your results (2 min presentation per group)**

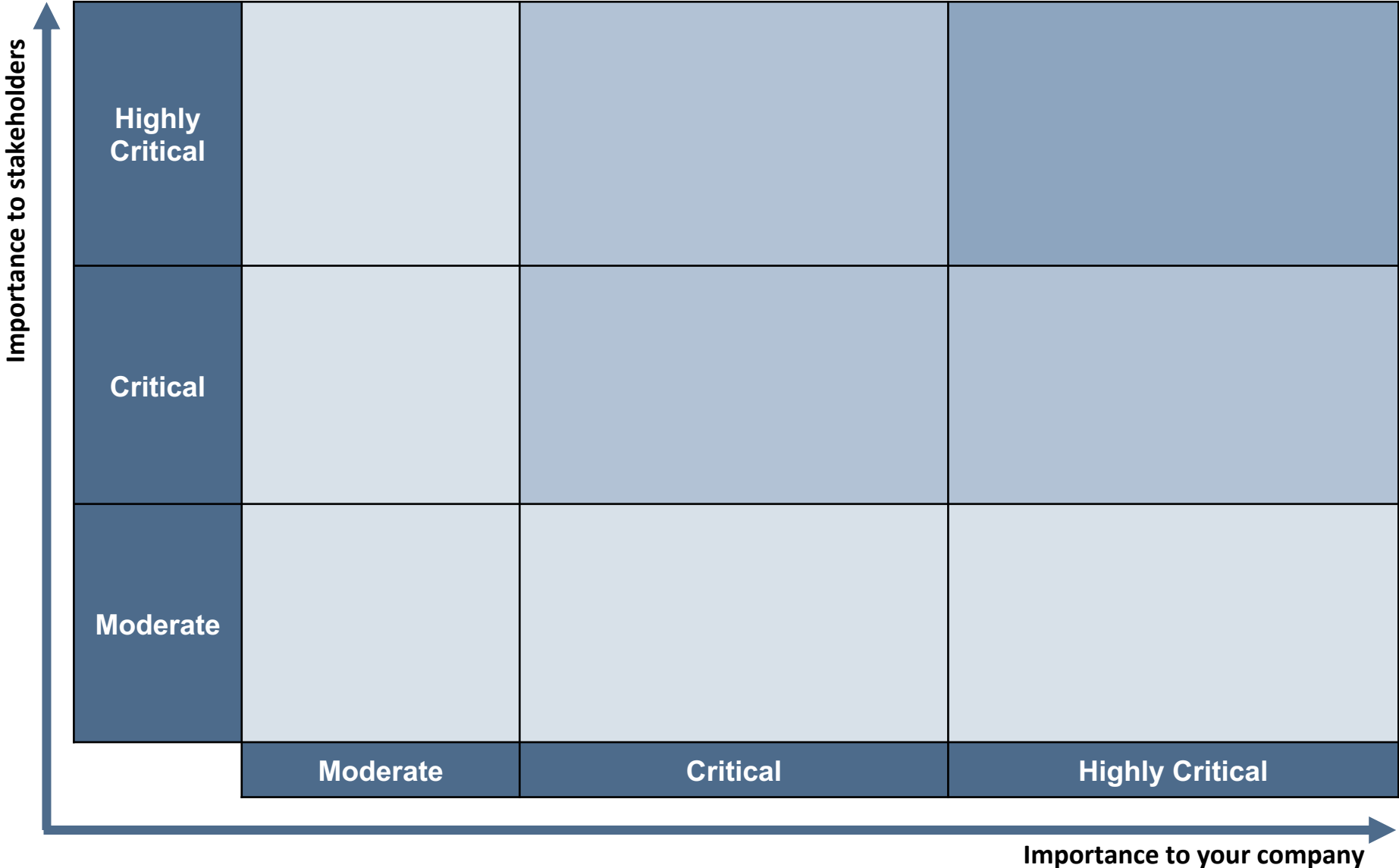
Click this link and go to your group's sheet:

<https://docs.google.com/document/d/1Vx4hn7m8fGryhaxtQEkwBB1qRimY7jRfu0VwrLVHOrk/edit?usp=sharing>

## List of ESG material issues:

- 1.Climate Resilience
- 2.Water and Waste Management
- 3.Energy Efficiency and Adoption of Renewables
- 4.Healthy Buildings
- 5.Human Rights and Labour Conditions
- 6.Occupational Health, Safety and Well-being
- 7.Future-ready Workforce
- 8.Stakeholder Impact and Partnerships
- 9.Ethical and Transparent Business
- 10.Product/Service Quality and Responsibility
- 11.Innovation
- 12.Cyber-readiness, Security and Data Privacy
- 13.Economic Contribution to Society
- 14.Responsible Supply Chain
- 15.Sustainable Finance

# Group Exercise: Materiality Matrix



# Group Exercise: Stakeholder Identification & Prioritisation

LIST	RANK
a. Government and regulatory agencies	1. ...
b. Shareholders	2. ...
c. Investors	3. ...
d. Employees	4. ...
e. Industry Groups	5. ...
f. Community	6. ...
g. NGOs	7. ...
h. Business Partners	8. ...
i. Consumers (B to C)	9. ...
j. Customers (B to B)	10. ...
k. Suppliers	11. ...
l. Others	12. ...

# Group Exercise: CDL's Materiality Matrix



Highly critical material issues	Critical material issues	Moderate material issues
1. Occupational Health, Safety and Well-being (↑)	6. Stakeholder Impact and Partnerships <sup>13</sup> (↑)	11. Ethical and Transparent Business
2. Innovation	7. Climate Resilience	12. Future-ready Workforce
3. Product/Service Quality and Responsibility <sup>12</sup>	8. Healthy Buildings (+)	13. Sustainable Finance
4. Economic Contribution to Society (↑)	9. Cyber-readiness, Security and Data Privacy <sup>14</sup>	14. Human Rights and Labour Conditions <sup>15</sup>
5. Energy Efficiency and Adoption of Renewables	10. Responsible Supply Chain	15. Water and Waste Management

Notes:  
 + New material issue from 2020's materiality study.  
 ↑ Ranking increased significantly from 2019's materiality study.



# UN GLOBAL COMPACT NETWORK SINGAPORE



## Tools & Resources

Explore our Resource Hub: it's designed to help you find the resources you need to take the next step in your sustainability journey.

# Responsibility Index Communicator for Enterprises (RICE)



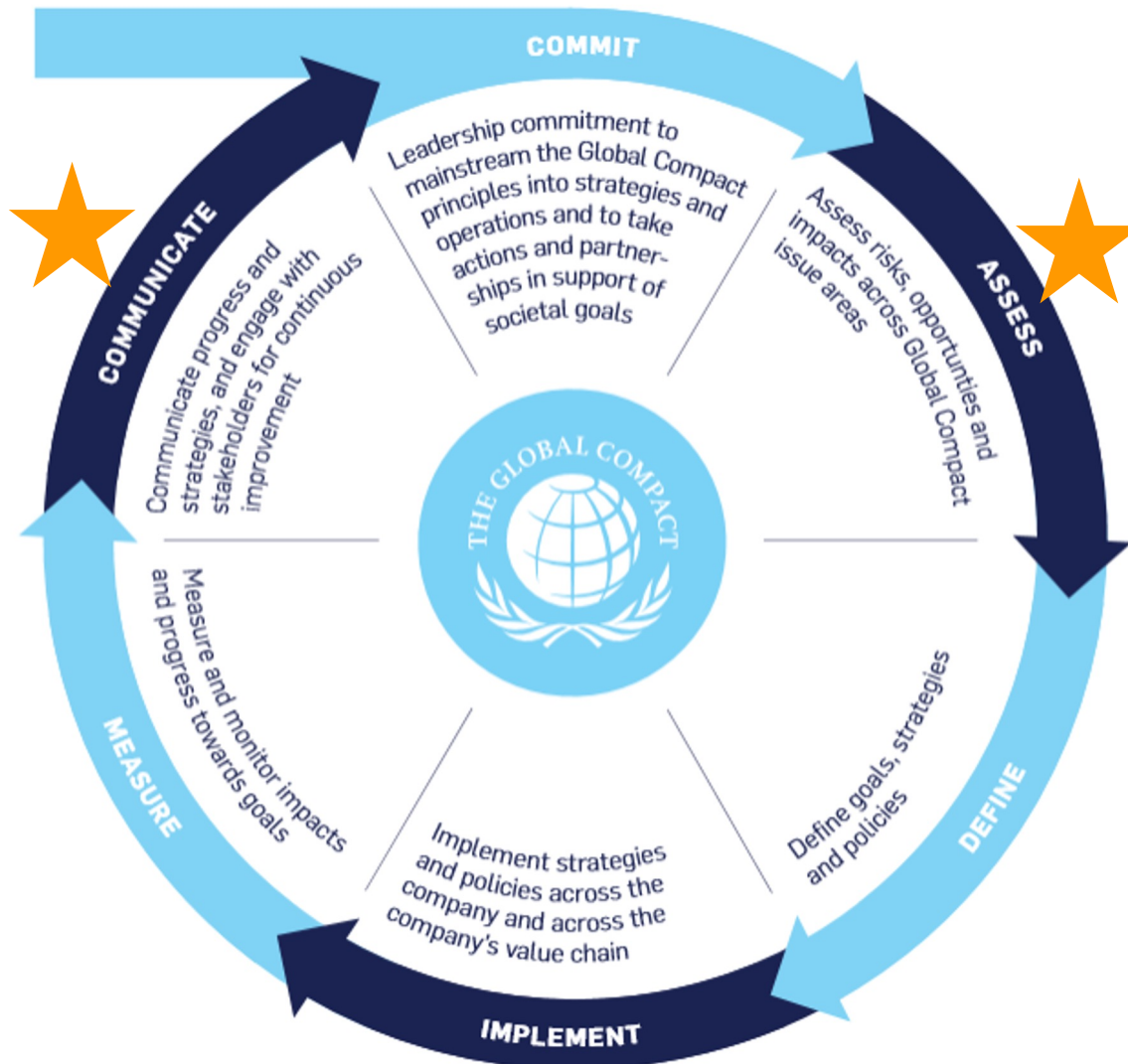
**YOU DON'T  
KNOW**

**WHAT YOU DON'T**

**KNOW**

**UNTIL YOU KNOW IT**

# Tapping on RICE to help integrate Sustainability



Global Compact Management Model

Guide to Corporate Sustainability, UNGC



# RICE Components

## 1. Company Information

- This section compiles the basic information of a company

## 2. Materiality Assessment

- Identify and map the company's material topics

## 3. Approximately 100 Multiple choice questions across 5 key pillars

- Governance
- Human Rights
- Environment
- Labour
- Anti-Corruption

## 4. Results

- **Scorecard**: This section summarises scores in charts.
- **Results Export function**: Export the current or selected RICE report as a word document.
- **Reference to standards and benchmarks** : See how responses have touched on international frameworks and standards.

## RICE Components

# Filling in your data

1. Company Information
2. Materiality Assessment
3. Multiple choice questions (Governance, Human Rights Environment, Labour, Anti-Corruption)



- Introduction
- Company Information
- Materiality Assessment
- Governance **5 Pillars**
- Human Rights
- Environment
- Labour
- Anti-Corruption
- Results
- Submission History

### Company Policy

1. Does your company's top management demonstrate accountability to an Environmental Management System (EMS) through setting environmental policies for:(i) energy and emissions, (ii) water, (iii) waste

- No
- Yes, but not documented.
- Yes, and formally documented.

#### Elaborate with more details

The company has in place policies and standard operating procedures (SOP) to manage energy use, emissions, water usage, water discharge and waste management.

All new employees are required to undergo training on these SOPs as part of orientation to the company's operational standards. Employees are additionally required to take a questionnaire every two years to ensure they are updated on

#### Provide references to published information

[http://b-example.com/company\\_policies](http://b-example.com/company_policies)

## RICE Components

# Displaying your Results

Responsibility Index Communicator for Enterprises

A

Industry

Introduction

Company Information

Materiality Assessment

Governance

Human Rights

Environment

Labour

Anti-Corruption

**Results**

Submission History

Section 1: Overview - Areas Of Strengths And Gaps

Overall Progress: 58%

Performance Summary for the Year

Annual Performance Progress

2020

	Points	Maximum Points	Percentage
Governance	12	92	13%
Human Rights	12	88	14%
Environment	12	88	14%
Labour	6	84	7%
Anti-Corruption	0	96	0%
<b>Total</b>	<b>42</b>	<b>448</b>	<b>9%</b>

Export RICE Report

Result Section

- Section 1: Overview - Areas Of Strengths And Gaps
- Section 2: Sustainable Development Goals
- Section 3: International Standards Organization
- Section 4: UNSD Reporting Initiative
- Section 5: UNGC 10 Principles
- Section 6: (i) UNGC, and (ii) 2017 Tripartite Declaration Of Principles Concerning Multinational Enterprises And Social Policy
- Section 7: Materiality Assessment

Graphic representation of current score to better identify areas of potential improvement

The below sections are intended only for reference should you like to consider reporting against the following standards and benchmarks. They will not be exported into the RICE report.

Section 2: Sustainable Development Goals (SDGs)

Your company's sustainability efforts touch on the following SDGs:

SDG 8 Decent Work and Economic Growth	✓
SDG 1 No Poverty	✓
SDG 2 Zero Hunger	✓
SDG 3 Good Health and Well-Being	✓
SDG 4 Quality Education	✓
SDG 5 Gender Equality	✓
SDG 6 Clean Water and Sanitation	✓

Information on how the answers align to key standards and frameworks. This section is intended for reference and encourages companies to consider reporting against the following standards and benchmarks.

**Export RICE** results as editable document

Navigate to view results for previous submitted years

**Scorecard** and annual progress

Graphic representation of current score to better identify areas of potential improvement

Information on how the answers align to key standards and frameworks. This section is intended for reference and encourages companies to consider reporting against the following standards and benchmarks.

# Your Exported Document

Use this document to showcase your company's sustainable management approach, policies and activities to customers, investors and stakeholders

The screenshot displays the RICE report for JAS Pte Ltd. On the left is a 'Table of Contents' with sections: Table of Contents, Summary of Performance, Company Information, Materiality Assessment, Governance, Human Rights, Environment, Labour, Anti-Corruption, and Terms of Use. The 'Materiality Assessment' section features a chart with 'Importance to stakeholders' on the y-axis (Low to High) and 'Significance of Governance, Human Rights, Environment, Labour, Anti-Corruption' on the x-axis. A red dot labeled 'Climate action' is plotted in the high-importance, high-significance area. Below the chart are bullet points for 'Health and Safety', 'Anti Bribery and Corruption', and 'Innovation'. The 'Governance' section contains seven numbered questions about core values, documented policies, SDGs, senior authority, conflict of interest, information security, and business partnerships, with corresponding answers.

**Governance**

1. Does your company have core values and principles in writing which support the following (the respect and protection of basic human rights, the elimination of discrimination in respect of employment, greater environmental responsibility, zero tolerance towards corruption)?

Yes, there are for 3 out of 4 areas.

2. Does your company have documented policies relating to the following areas: (human rights, labour, the environment, anti-corruption)?

Yes, there are documented policy for 3 out of 4 areas.

3. Are any Sustainable Development Goals (SDGs) incorporated into your business strategies and/or workplan?

Yes, SDGs are incorporated into the medium- and/or long-term (beyond 3 years) business strategy or workplan.

4. Who is the most senior authority oversseeing the company's sustainability related issues and performance?

CEO and other C-suite level oversight

5. Does the company have a process governing conflicts of interest by employees, management and governing bodies (e.g. Board of Directors)?

Yes, all employees, management and governing bodies are required to any declare conflicts of interest in accordance with company procedure.

6. Does your company have a management system for information security (e.g. ISMS) in place to safeguard digital information on topics such as financial information, employees' details, other third parties' details?

Yes, there is an information security management system in place, but unaudited.

7. Does your company enter into business partnerships in a transparent, accountable and documentable manner e.g. through signing of a Memorandum of Understanding or a contract?

Most times

Generated: 2020-08-05

Export function that compiles responses into an editable document

- Assemble and edit exported information into a simple report on corporate sustainability activities
- Extract to integrate into existing communications e.g. website, annual report, etc



# A 2-DAY CRASH COURSE ON CORPORATE SUSTAINABILITY



"[Foundations in Corporate Sustainability](#)" training, in partnership with Enterprise Singapore, helps businesses build knowledge to jumpstart their sustainability journey with our practical guidance, proprietary toolkits and host of resources offered by the United Nations Global Compact. Gain insights into Environmental, Social and Governance (ESG) trends, learn how to operationalise sustainability to enhance work functions and improve business practices. Develop new capabilities such as carbon and sustainability reporting to increase trust and credibility with stakeholders.

**70% Enterprise Singapore subsidy available for qualifying companies. Full fee : S\$1620 nett Subsidised fee : S\$486 nett**



## What participants will get from the course:

- E-Certificate of Completion
- Greater awareness of corporate sustainability through usage of our toolkits
- Fundamental understanding on potential action plans and goals that can be undertaken to become more sustainable.
- Better preparedness to address more stringent global and local regulatory requirements.
- Enhanced credibility and trust with stakeholders

**Contact us:** [training@unglobalcompact.sg](mailto:training@unglobalcompact.sg)

# WHY CHOOSE US?

**Overall score:** 90%. **Recommendation:** 87%

11 runs ♦ 260 individuals ♦ nearly 170 organisations ♦ 20 directors of listed companies

*"Before the start of the course, I thought sustainability refers only to how to improve the Environment (reduce wastage, etc.). Within day 1's course, I learnt that sustainability also considers areas of Social (gender diversity, etc.) and Governance (assurance of reporting, etc.), and why, how these 3 areas should be considered to achieve a more effective sustainability initiative.."*

*"Foundations in Corporate Sustainability was a game-changer for my content marketing agency. Beyond the E in ESG, the experienced trainers delved into Social and Governance aspects and provided a deep understanding of materiality principles. The valuable information along with the practical use of reporting tools RICE and CERT has been instrumental in kickstarting our sustainable journey."*



**Check out the upcoming run dates and register [here](#).**

**Request for proposal** on customised run: [training@unglobalcompact.sg](mailto:training@unglobalcompact.sg)



ORGANISED BY:



Global Compact  
Network Singapore

IN PARTNERSHIP WITH:

Enterprise  
Singapore

# CARBON ACCOUNTING & GHG MANAGEMENT

## Keys to a Low-Carbon Future

UN Global Compact Network Singapore's Carbon Accounting & GHG Management is part of the Enterprise Sustainability Programme (ESP) – Sustainability Courses (Decarbonisation)

A professional certificate course about the global transition to a low-carbon energy system, intended to upskill company staff in carbon accounting and greenhouse gas (GHG) management. Addresses the foundational questions on why we need to reduce emissions, what the accurate accounting of emissions will help achieve, and how appropriate target setting, and sharing on various approaches and solutions can equip and empower us to reduce emissions.

70% Subsidy available for qualifying companies - \$608 including GST.



Inquire now at  
[cplcsg@unglobalcompact.sg](mailto:cplcsg@unglobalcompact.sg)



# Register for GCNS Enterprise Sustainability Programme Courses



Foundations in Corporate Sustainability



Carbon Accounting and GHG Management



# GCNS Resources

1. [Executive Guide to Sustainability Reporting Standards](#) - About sustainability reporting and key reporting standards
2. [The SME Guide to Corporate Sustainability](#) - Spotlight on latest sustainability trends and offers insights to help SMEs to gear up for their journeys in Sustainability
3. [Decarbonisation for Singapore Enterprises Playbook](#) - Supported by Enterprise Singapore and National Environment Agency, the Playbook equips Singapore businesses to raise understanding and gain knowledge on ways to kickstart their journey towards low carbon business operations for long-term sustainability
4. [The S in ESG: A study of the challenges companies in Singapore face to measure, manage and report on social issues](#)

## Other Resources

1. [The Green Economy Explained: Trends, Skills & Jobs You Need to Know About](#) by Skillsfuture Singapore - Green jobs opportunities and priority skills required
2. [Green your Career - Opportunities in the Emerging Green Economy](#) by Skillsfuture Singapore - Read about the skills for the green economy
3. [101 Sustainable Finance Policies for 1.5°C](#) by Climate Bonds Initiatives - Provides a toolkit of 101 policy levers available to government, regulator, and central bank policy makers to facilitate the transition to net zero

# Government grants / initiatives available

**You may consider tapping on the following grants / initiatives for your sustainability efforts:**

1. EnterpriseSG - [Enterprise Sustainability Programme](#)

- [Build up capability on Sustainability](#): For companies and Trade Associations (TACs) keen on building capability to kickstart their sustainability journey consisting of Foundational courses, Decarbonisation courses and Sustainable Finance courses.
- [Enterprise Development Grant](#): For Singapore companies starting new projects to upgrade their businesses, explore new growth or expand overseas.
  - Can be used for third-party consultancy fees, software and equipment, and internal manpower cost.
  - Companies can receive up to 70% for sustainability-related projects.
- [GCNS LowCarbon SG Programme](#): For all Singapore-registered companies to monitor and reduce carbon emissions
- [Enterprise Financing Scheme – Green](#): Targeted at project developers, system integrators and technology & solutions enablers who develop enabling technologies and solutions to reduce waste, resource use or greenhouse gas emissions, especially in the sectors of clean energy, circular economy, green infrastructure and clean transportation
- [Sustainability Playbook for Enterprises](#) - Embarking on Your Environmental, Social, and Governance (ESG) Journey **(NEW! Released on 28 July 2023)**

# Government grants / initiatives available

## 2. National Environment Agency (NEA)

- [3R Fund](#): Co-funding scheme to encourage companies to reduce waste disposal of at NEA's incineration plants and disposal facilities through the implementation of waste minimisation and recycling projects
- [Energy Efficiency Fund](#): 5 different grants to support businesses with industrial facilities to improve energy efficiency (EE). Starting from 1st April 2023, there are further enhancements to this fund - pre-approved energy efficient technologies will be eligible for a fixed 70% support of qualifying costs.

## 3. Public Utilities Board (PUB)

- [Water Efficiency Fund](#): For companies to seek out efficient and innovative ways to manage their water demand

## 4. NParks:

- [Skyrise Greenery Incentive Scheme 2.0](#): NParks will fund up to 50% installation costs of rooftop greenery and vertical greenery.

## 5. Building and Construction Authority (BCA): [Green Mark Incentives Scheme](#)

- [GMIS for Existing Buildings 2.0 \(GMIS-EB 2.0\)](#): Provide grant support to building owners on their goals to attain higher energy performance by lowering the upfront capital costs for energy efficiency retrofits and improve the returns on investment, particularly for buildings meeting Super Low Energy or Zero Energy standards.

# Government grants / initiatives available

## 6. Workforce Singapore

- **Career Conversion Programme for individuals: Targeted at mid-career individuals, to undergo skills conversion and move into new occupations or sectors that have good prospects and opportunities for progression.**
  - Salary support of up to 90% for mid-career individuals.
  - Close to 100 CCP across 30 different sectors

## 7. Maritime Port of Authority (MPA)

- **Maritime Singapore Green Initiative (MSGI): To reduce the environmental impact of shipping and related activities, promote clean and green shipping in Singapore**
  - Enhanced to promote decarbonisation in shipping.
  - Grant is valid till extended till 31 December 2024



# Thank you and connect with us!



<https://unglobalcompact.sg>

[info@unglobalcompact.sg](mailto:info@unglobalcompact.sg)

[training@unglobalcompact.sg](mailto:training@unglobalcompact.sg)



@globalcompactnetworksingapore



@global-compact-network-singapore

*This presentation has been developed by GCNS for the SME Skills Booster **MasterClass Programme** on 31 July 2023.*

*No course training, content and materials developed and provided by Global Compact Network Singapore should be circulated, produced or duplicated in any form for any purpose without the consent of Global Compact Network Singapore.*



# Global Compact Network Singapore

<https://unglobalcompact.sg> | [www.unglobalcompact.org](http://www.unglobalcompact.org)

Find us on social media

Facebook: [@globalcompactnetworksingapore](https://www.facebook.com/globalcompactnetworksingapore) | LinkedIn: [linkedin.com/company/gcns](https://www.linkedin.com/company/gcns)