



# ASIA'S MOST SUSTAINABLE MICE VENUE: SHAPING THE FUTURE

SINGAPORE EXPO



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# Welcome to Singapore EXPO

Playground of Possibilities



# Message from the CEO: Embracing a Greener Future



## Singapore EXPO: A Sustainable Future for MICE

Singapore EXPO is the country's largest space for Meetings, Incentives, Conventions and Exhibitions (MICE), bringing global communities together for new connections, ideas, businesses and partnerships that can shape the future. In the past 25 years, we have hosted 100+ million visitors and approximately 12,000 events. We are home to some of the world's largest and most impactful events, and regularly convene millions of people from around the world.

This presents a significant opportunity, and responsibility, to create a positive impact by building a more sustainable future for our communities, our employees and the environment. Our mission is to multiply that impact to advance sustainability in the greater MICE and tourism sectors, amplifying the adoption of sustainable practices to ensure a greener future for Singapore and for the world.

### Key Achievements and Goals

We have made inroads in our sustainability journey that began with our first BCA Green Mark Award in 2011. Since then, we have been certified under the ISO14001 standard for Environmental Management System and obtained the SACEOS MICE Sustainability Certificate Gold Tier in 2024. This being our inaugural sustainability report marks another significant milestone in our sustainability journey – it reflects our commitment to transparency and accountability towards our environmental, social, and governance (ESG) practices. Our first report covers our focus on four areas: Onsite Renewable Energy; Optimising Building Efficiency; Zero Waste Solutions; and Responsible Food Practices. As an assessment of our efforts in 2023, it also provides an inflection point for what more we can do to provide our customers and communities with tangible solutions for sustainable events.

Singapore EXPO started tracking Greenhouse Gas (GHG) emissions across Scope 1, 2 and 3 in 2022 and the 2023 data is reported in this Sustainability Report. Our clients and supply partners are essential to our journey in GHG accounting, and we are committed to building on our progress in climate reporting. We plan to provide comprehensive climate reporting for key events at the Singapore EXPO.

The MICE industry generates significant energy consumption and CO<sub>2</sub> emissions, emphasising the need for efficient management and solutions in these areas. In 2023 we invested in 16,508 solar panels to be installed on our rooftops – the size of almost eight football fields – that would enable the venue to be powered by onsite renewable energy. It would also empower our partners and event organisers hosting events with us to reduce their carbon footprint and achieve their sustainability targets. We currently power 90% of consumption based on 2019's baseline and we aim to achieve 100% onsite renewable energy usage by 2026.

### A Greener Future for Singapore

International events and organisers now demand higher standards of environmental practices, which influence their decision on venue selection. With Singapore's vision to become APAC's leading MICE destination by 2030, and to achieve net zero emissions by 2050, our industry must lead the way in supporting Singapore on its climate targets. To that end, we have also raised our ambition for Singapore EXPO to be Asia's most sustainable MICE venue. We firmly believe that sustainability is an uncompromisable element of experiential excellence and will strive to maintain the highest standards and practices that will also strengthen Singapore's position as a Global-Asia node for quality events.

We are grateful to everyone who contributed to this inaugural report and recognise that there is plenty of room to grow. Working together with our customers, employees and various stakeholders, we can drive impactful change across the value-chain and collectively achieve Singapore's vision of net zero emissions by 2050.

We invite you to explore this report, and to join us on this important journey to build impact and legacy.

Warm Regards

**Chua Wee Phong**  
Group Chief Executive Officer, Constellar

## About this Report: Shaping the Future Together

This sustainability report provides a comprehensive overview of our company's ESG performance for the calendar year 2023 (CY2023). As part of our commitment to transparency and accountability, we continue to strive toward becoming Asia's most sustainable MICE venue.



Our long-term sustainable targets are:



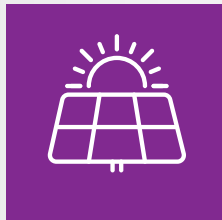
- **Net Zero Commitment**

Achieve net zero emissions by 2050, aligning with Singapore's National Strategy.



- **Green Building Certification**

Obtain the Green Mark Platinum Super Low Energy certification as part of the Singapore Green Plan 2030. By achieving a total system efficiency of 0.7KW/RT, we aim to set a new standard for building efficiency by 2025.



- **Renewable Energy Investment**

Power 75% of Singapore EXPO MICE-related consumption through onsite renewable energy sources by 2025

## Reporting Period and Scope

The information contained in this report covers our operations from January 2023 to December 2023. It includes data and analysis from our operations at Singapore EXPO, unless otherwise specified. This year, we embarked on creating our first sustainability report for Constellar Venues which not only reports our journey, but also includes a new materiality assessment and stakeholder engagement exercise, to ensure that our four strategic sustainability pillars continue to be relevant for our internal and external stakeholders. Given where we are on our sustainability journey, we have refreshed our commitments in the key pillars of Environment, Social and Governance. These pillars will guide our decisions and actions going forward.

## Reporting Standards, Data integrity and Verification

This report has been prepared using relevant industrial standards as provided by the Sustainability Accounting Standards Board (SASB). To ensure the accuracy and reliability of the information presented, we have implemented rigorous data collection and validation processes that is based on the “The Greenhouse Gas Protocol: GHG Protocol: A Corporate Accounting and Reporting Standard – Revised Edition” and complementary “Corporate Value Chain (Scope 3) Accounting and Reporting Standard” .

## Stakeholder Engagement

Our sustainability strategy is shaped by ongoing dialogue with our stakeholders, including employees, customers, investors, suppliers, and community members. Their insights and feedback are integral to our approach and are reflected throughout this report.

## Forward-Looking Statements

This report contains forward-looking statements regarding our future sustainability initiatives and goals. These statements are based on our current expectations and projections about future events and trends. Actual results may differ materially from those expressed or implied in these statements due to various risks and uncertainties.

## Contact Information

We welcome feedback and enquiries about this report and our sustainability practices. Please contact us at [sustainability@constellar.co](mailto:sustainability@constellar.co) for more information or to share your thoughts.





## Organisational Insights: A Closer Look



### Group Profile: Mission, Vision, and Goals

Constellar Holdings, our parent entity, serves as Asia's premier partner in exhibitions, bringing together businesses, fostering innovative ideas, and creating opportunities for sustainable growth with global impact. Headquartered in Singapore with a regional footprint in China and Malaysia, the Constellar group of companies' curates influential trade and consumer events across key industries, connecting global marketplaces in fintech, industrial transformation, and ESG. It also operates the Singapore EXPO under its venue management business, Constellar Venues.

Our mission is to sustain and scale a global eco-system of marketplaces. It does this through curating and developing influential trade and consumer events for key industries and sectors, connecting people, global marketplaces and networks for sustainable growth.

Our vision is to be a global leader made in Asia, becoming Asia's partner of reference connecting international markets as their springboard to Asia, activating impactful networks that drive cross-industry collaboration and innovation through our diverse portfolio of intellectual properties (IP) within the MICE industry.

## Constellar Venues – Organisation Profile

This report focuses on Constellar Venues, the venue manager for Singapore EXPO. Home to some of the greatest leading events in the world, Singapore EXPO is the country's largest purpose-built MICE venue. As a trusted venue partner with over twenty years of exhibition and event experience, Singapore EXPO challenges the norm and pioneers ground-breaking solutions that elevates event experiences to greater heights.

## Guiding Principles for Sustainable Success

Our guiding principles for sustainable success are rooted in teamwork, ownership, passion, and innovation. These core values shape our culture and drive our actions.



### • Thriving on Teamwork

We believe in winning together as a team. It is about connecting the dots, respecting each other's time, and fostering collaboration. Breaking down silos and working seamlessly with other teams is essential.



### • Owning the Outcomes

We take initiative with a deep sense of accountability. Our actions impact others, and we strive for excellence. Adequacy is not our goal; ownership drives us to deliver our best for the team and the organisation.



### • Pursuing with Passion

Our customer-centric approach places people and relationships at the core. We operate with positivity, sincerity, and energy. Meaningful experiences for our customers drive sustainable business growth.



### • Inspiring through Innovation

Embracing change and cultivating a growth mindset define us. Curiosity and daring to be different lead to learning and growth. We fearlessly tackle challenges with fresh ideas and adaptive approaches.



## Key Products and Services

Singapore EXPO is a playground of possibilities, where ideas collide, business leaders unite and connections flow. With interconnected event spaces spanning 10 halls and 32 meeting rooms across 123,000 sqm, indoors to outdoors, our versatile venue is ready for events of any proportions.

## Empowering Your Event Success: Partnering with Singapore EXPO

As a trusted service provider to Singapore EXPO, we play a pivotal role in ensuring seamless event experiences. With over 25 years of expertise, our team oversees venue operations, infrastructure enhancements, and amenities development. We handle marketing, space rentals, culinary services, and live event support, including high-quality content production and seamless broadcasting. Digital project management services are also part of our portfolio.

## Operational Footprint

Our operations are centred in Singapore, where we manage Singapore EXPO. We employ 80 full time employees locally, fostering a diverse and inclusive work environment. Our operations at Singapore EXPO supported 6,715 full time equivalent jobs in Singapore in 2023. This contributes significantly to the local economy and provides valuable opportunities for the local workforce.



## Membership Associations

We are committed to staying at the forefront of the MICE industry. To achieve this, we are proud to be members of several leading industry associations. Our memberships provide us with valuable insights, networking opportunities, and access to best practices. By actively participating in these associations, we are able to enhance our reputation, expand our global reach, and deliver exceptional services to our clients.

### 1. SACEOS – Singapore Association of Convention & Exhibition Organisers & Suppliers

As the leading association for Singapore's MICE sector, SACEOS represents the collective interests of the industry to government agencies and stakeholders. As a SACEOS member, we actively participate in SACEOS's initiatives, playing a part in and helping to drive the growth of Singapore's MICE sector through fostering connections, training, and knowledge sharing.



### 2. AIPC – International Association of Convention Centres

AIPC is a global network of top convention centres, promoting industry excellence. As a member, we enhance Singapore EXPO's reputation by utilising the valuable resources made accessible to us, including industry knowledge, research, and networking opportunities, to stay competitive and deliver exceptional experiences. We also contribute to the development of industry tools and resources, shaping the future of the convention sector.



### 3. ICCA – International Congress and Convention Association

ICCA is a leading global community and knowledge hub for the international association and governmental meetings industry. Our membership with ICCA provides us with global recognition and facilitates connections with other industry players worldwide. We leverage ICCA's research, trends, and data to benchmark our operations and ensure that we are adopting best practices. We also actively participate in ICCA's events, contributing to the international association meetings conversation and sharing our expertise.



#### 4. SBF – Singapore Business Federation

SBF is the apex business chamber in Singapore, representing the interests of the business community and engaging with the government on business-related policies. As a member of SBF, we support their efforts and actively participate in their activities to promote a conducive business environment and contribute to the growth of the Singapore economy.



#### 5. UFI – Global Association of Exhibition Industry

UFI is the leading global association for the exhibition industry. Our UFI membership signifies our commitment to adhering to the highest standards and best practices for exhibition venues. Being a UFI member also expands our global reach for Singapore EXPO, provides us with valuable market insights and strengthens our industry connections globally. Additionally, we actively contribute to UFI's initiatives, helping to drive innovation and excellence in the exhibition sector.



#### 6. SICC – Singapore International Chamber of Commerce.

SICC is an independent Singapore Chamber that promotes international trade and investment and represents the diversity of the Singapore business community. Our membership in SICC opens doors to a vast network of businesses and thought leaders. We actively participate in SICC's initiatives to contribute to Singapore's economic prosperity.





## Sustainability Commitment

Sustainability is a core pillar of our business strategy. We are committed to reducing our environmental footprint, fostering social responsibility, and contributing to economic growth in a way that benefits all stakeholders.



## Strong Leadership and Governance

Our leadership team is dedicated to maintaining the highest standards of corporate governance, ensuring accountability, and promoting ethical conduct throughout our organisation.

Under the guidance of our Group CEO, Mr Chua Wee Phong, our executive team is focused on achieving our strategic vision and driving positive business outcomes. Sustainability initiatives are led by Mr Ian Gan, Vice President of Centre Management at Singapore EXPO. He oversees the development and implementation of sustainability strategy for Constellar Group, ensuring that it aligns with our overall business goals. Regular updates and projects are presented quarterly at the Group Management meeting as well as to the Board of Directors.

## Recognised for Excellence

Our commitment to sustainability has been recognised by industry peers and government agencies. We are proud to have received numerous awards and certifications, including:

- **Building & Construction Authority Green Mark Platinum building certificate**



BCA Green Mark certification scheme is a green building rating system designed to evaluate a building's environmental impact and performance. It provides a comprehensive framework for assessing the overall environmental performance of new and existing buildings to promote sustainable design, and best practices in construction and operations in buildings. By attaining the Green Mark Platinum certification, Singapore EXPO's building efficiency sits at the top 25% of buildings in Singapore.

- **Singapore Association of Conventions & Exhibition Organisers & Supplies (SACEOS) MICE Sustainability Certification – Gold Tier**



Developed by SACEOS, with support from Singapore Tourism Board (STB) and in consultation with members and industry players, the Singapore MSC is a well-recognised initiative with a new framework that aims to reinforce Singapore's position as a leading sustainable MICE destination.

- **ISO14001 Certification in Environmental Management Systems**



ISO 14001 is an internationally agreed standard that sets out the requirements for an environmental management system. It helps organisations improve their environmental performance through more efficient use of resources and reduction of waste, gaining a competitive advantage and the trust of stakeholders.

- **Singapore MICE Awards 2024 – Sustainability Initiative of the Year**



Organised by SACEOS, the awards honoured the outstanding achievements and contributions of organisations and individuals in the MICE industry. The SMA 2024 highlighted the talent, innovation, and dedication driving Singapore's position as a leading MICE destination. The winners, representing various segments of the diverse MICE ecosystem, stood as beacons of inspiration, setting a high standard for the industry. Singapore EXPO's investment to install Singapore largest single site solar PV system gained recognition during this awards night.

# Shaping the Future: Our Strategic Vision

Our sustainability strategy encompasses the following key steps:



## Stakeholder Engagement: A Cornerstone of Our Sustainability Strategy

At Constellar Venues, we recognise that our success is inextricably linked to the interests and well-being of our stakeholders (including employees, customers, investors, suppliers, communities, and regulatory bodies). To foster meaningful dialogue and collaboration, we have established a comprehensive stakeholder engagement framework that ensures transparency, responsiveness, and continuous improvement in our sustainability efforts.

### Identifying Key Stakeholders

We begin by identifying our key stakeholders and understanding their interests, expectations, and concerns related to sustainability. This involves mapping our stakeholders based on their influence and impact on our business, as well as their interest in our sustainability initiatives.



## Engaging Stakeholders Through Diverse Channels

Over the course of last year, we have actively engaged stakeholders through a variety of channels, including:

- **Surveys and Questionnaires**

Gathering feedback on our sustainability performance and priorities from exhibitors, delegates, attendees, partners.

- **Surveys and Questionnaires**

Holding individual meetings with key stakeholders, such as investors, regulators, and community leaders, to discuss specific concerns and opportunities.

- **Workshops and Conferences**

Organising workshops, conferences, and webinars to educate and engage stakeholders on sustainability topics, trends, and best practices.

- **Sustainability Reports**

With this first Sustainability Report, Constellar details sustainability goals, achievements, and challenges.

- **Company Website**

A dedicated section on our website, featuring news, updates, and resources relating to sustainability.

- **Social Media**

Active engagement on social media platforms to share information and engage with stakeholders in real-time.

- **Newsletters**

Keeping stakeholders informed about our latest sustainability initiatives and opportunities for involvement.

## Feedback and Continuous Improvement

We value the feedback and insights provided by our stakeholders and use this information to refine our sustainability strategies and practices. This includes implementing robust feedback mechanisms, such as suggestion boxes, hotlines, and online feedback forms, to capture stakeholder input.

By prioritising stakeholder engagement, we can build strong relationships, gain valuable insights, and ensure that our sustainability efforts are aligned with the needs and expectations of those who are most impacted by our business.

## Materiality Assessment: Prioritising Key Sustainability Issues

To ensure our sustainability efforts are focused on the most critical issues, we conducted a comprehensive materiality assessment as part of this reporting for CY2023. This process involved engaging our stakeholders to understand how various topics affect them and their perception of their importance.

Our materiality assessment adopted a holistic approach, combining insights from our management team with external perspectives. We aligned our identified topics with SASB framework and industry benchmarks to ensure global relevance.

By evaluating the potential impacts of each topic on our business and assessing their significance, we were able to prioritise the issues that require the most attention. This prioritisation enables us to allocate our resources effectively and focus on addressing the sustainability challenges that have the greatest impact.

Our material topics are:

### ENVIRONMENT

#### Energy Management

It addresses the Company's management of energy in events and venues derived from utility providers (grid energy) not owned or controlled by the Company.

#### Reducing Emissions

The category addresses direct (Scope 1) GHG emissions that a company generates through its operations. This includes GHG emissions from stationary and mobile sources whether a result of combustion of fuel or non-combusted direct releases during activities such as natural resource extraction, power generation, land use, or biogenic processes.

#### Waste & Hazardous Materials Management

It covers treatment, handling, storage, disposal, and regulatory compliance.

#### Water & Wastewater Management

The category addresses a Company's water use, water consumption, wastewater generation, and other impacts of operations on water resources, which may be influenced by regional differences in the availability and quality of and competition for water resources.

## SOCIAL

### Training of the existing staff and employment of local communities

Training of the existing staff and employment of local communities.

### Employee Engagement, Diversity & Inclusion

The category addresses a Company's ability to ensure that its culture and hiring and promotion practices embrace the building of a diverse and inclusive workforce that reflects the makeup of local talent pools and its customer base.

### Employee Health & Safety

The category addresses a Company's ability to create and maintain a safe and healthy workplace environment that is free of injuries, fatalities, and illness (both chronic and acute).

## GOVERNANCE

### Business Ethics

It addresses the Company's ability to provide services that satisfy the highest professional and ethical standards of the industry. The category addresses the Company's approach to managing risks and opportunities surrounding ethical conduct of business, including fraud, corruption, bribery and facilitation payments.





## Sustainability Strategy: Four Pillars for a Greener Future

Our sustainability strategy is centred on four key pillars targeting specifically the key contributors to emissions when operating a MICE venue:



### Onsite Renewables

We are committed to harnessing renewable energy sources to power our operations, reducing our reliance on non-renewable sources of energy and minimising our carbon footprint.



### Efficient Building Operations

We are continually optimising our building operations to enhance energy efficiency, reduce water consumption, and minimise waste generation.



### Sustainable F&B Practices

We are committed to promoting sustainable food and beverage practices, sourcing responsibly, reducing food waste, and minimising our environmental impact.



### Reducing Waste

We are implementing comprehensive waste management programs to divert waste from landfills, promote recycling, and reduce our overall environmental footprint.

## Beyond the Environment: People and Governance

In addition to our environmental focus, we recognise the importance of our staff and have invested in their development and well-being. We have also instituted robust policies and guidelines to ensure responsible social conduct, ethical procurement, and inclusivity in our workplace.

By focusing on these four pillars and integrating sustainability into all aspects of our operations, we are working towards a more sustainable and responsible future for Constellar Venues.

## Goals to be achieved: Aspirational Sustainability Targets

We are committed to achieving the following ambitious sustainable targets:



- **Net Zero for Absolute Emissions (Scope 1 and 2 emissions as defined by the GHG Protocol) by CY2025 / 2026**

We aim to eliminate all direct and indirect GHG emissions from our MICE operations within the next few years.



- **75% Renewable Energy Usage at Singapore EXPO by 2025**

We are actively transitioning to renewable energy sources to power our venue, further reducing our carbon footprint.



- **Emissions Intensity Reduction**

We aim to reduce our emissions intensity by 50% by CY 2024 / 2025 and 75% by CY 2025 / 2026.

## A Path to Net Zero

Achieving net zero for absolute emissions and carbon neutrality are critical milestones for our journey towards net zero across the 3 scopes by 2050. By eliminating Scope 1 and 2 emissions through our solar panel system, we are demonstrating our commitment to operating Asia's most sustainable MICE venue.



## Harnessing Onsite Renewable Energy

Energy usage is a key contributor to Singapore EXPO's carbon footprint and harnessing renewable energy is critical to our vision of being Asia's Most Sustainable MICE Venue. This strategy allows Singapore EXPO to host events powered by renewable energy that reduces our emissions and improves our emissions intensity per square foot. This showcases that our venue management operations can prioritise people, profit and the planet simultaneously.



# ESG Performance: Our Progress and Achievements

## Environmental Excellence: Performance and Progress



### ENERGY MANAGEMENT

#### Reducing our environmental footprint

Effective energy management is critical as it directly impacts our environmental sustainability. As part of our commitment to sustainability, we have implemented various initiatives to optimise our energy consumption and transition towards a more sustainable energy mix.

#### Lighting the way to sustainability

One of the key steps we took was to retrofit our lighting system with energy-efficient LED lighting, which has contributed to a reduction in energy consumption. We have also upgraded our chillers and air handling units (AHUs) to high-efficiency models to further enhance. We recognise the importance of responsible emissions management in reducing our environmental footprint. As part of our commitment to sustainability, we have implemented various initiatives to reduce our GHG emissions and promote a cleaner environment.

#### Solar power and electric vehicles

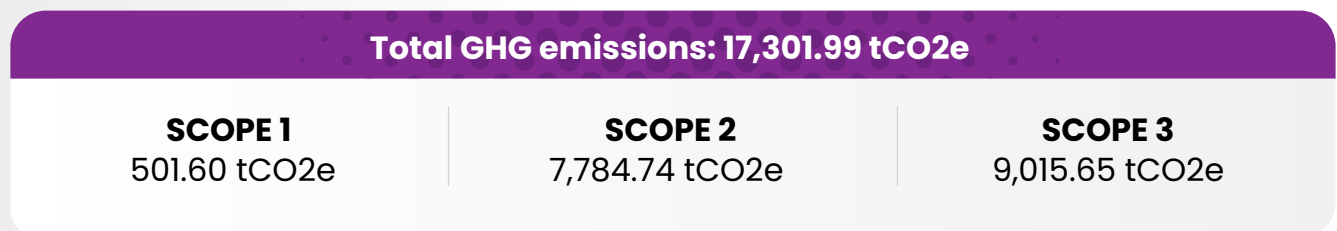
We have installed Singapore's largest single-site solar photovoltaic system, comprising 16,508 panels. This system has enabled us to generate clean energy and reduce our reliance on non-renewable sources. In addition to our solar PV system, we have also replaced our onsite support vehicles with electric vehicles. This includes forklifts, scissors lifts, boom lifts, road sweepers, and buggies, which has significantly reduced our emissions from transportation.

## Transparency is key

We believe in transparency and accountability, which is why we provide energy, water, and waste data to event organisers after events. This enables them to track their environmental impact and make informed decisions about their events.

## Progress in sustainability

In 2023, we generated a total of 17,301.99 tCO<sub>2</sub>e of GHG emissions comprises the following:



Our scope 3 emissions consisted of:



### SCOPE 3 – TOP CONTRIBUTORS

- Category 1 – Purchased Goods and Services : 33.1%
- Category 2 – Capital Goods : 5.1%
- Category 3 – Fuel and Energy Related Activities: 9.8%



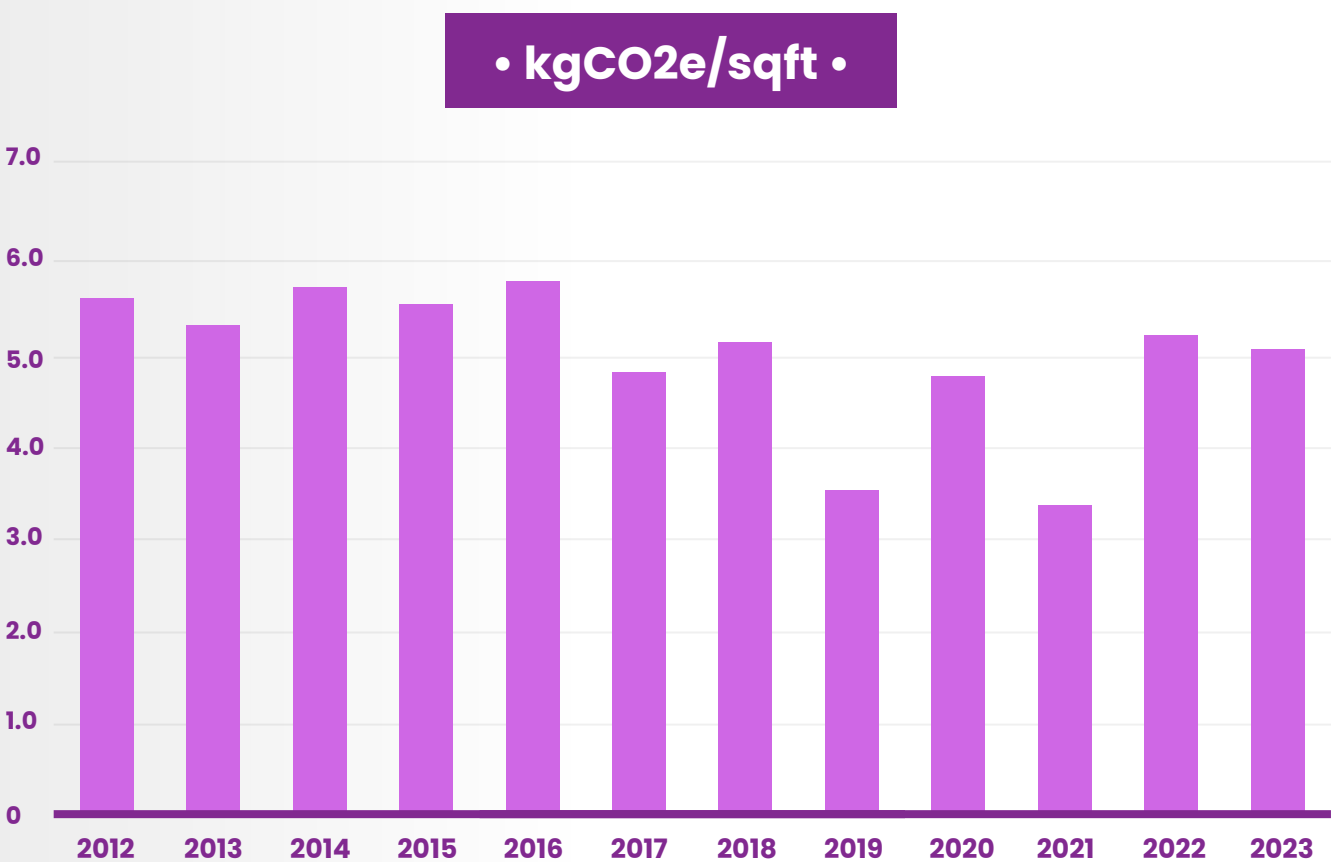
### SCOPE 3 – OTHERS

- Category 5 – Waste Generated
- Category 6 – Business Travel
- Category 7 – Employee Commuting

While we recognise that there is still more work to be done, we are proud to report that our emissions intensity has decreased by 21% since pre-COVID levels, thanks to our energy efficiency improvement projects.

## Tracking our progress

We have been tracking our emissions intensity since 2012, using Scope 1 and Scope 2 emissions data. This metric is particularly relevant for a MICE venue like Singapore EXPO, given the cyclical nature of the industry. By comparing our carbon emissions to our floor area, we can gauge our progress in reducing our environmental impact. Prior to the COVID-19 pandemic, our emission intensity averaged 5.53 kgCO<sub>2</sub>e/sqft and in 2023, Singapore EXPO saw a 8% improvement on our emissions intensity to 5.07 kgCO<sub>2</sub>e per square foot. This reduction is testament to the improvements in building efficiency and operations and we look forward to reducing our emissions intensity moving forward with the commissioning of the onsite Solar PV system.



## Measuring our sustainability

We track our emissions generated per square foot, based on absolute emissions (Scope 1 and 2). This allows us to measure our progress towards reducing our environmental impact and identify areas for further improvement. Through these initiatives, we are committed to continuing our journey towards a more sustainable future, reducing our environmental impact while providing a world-class experience for our customers.



# WASTE MANAGEMENT



### Reducing waste, one step at a time

Waste generation and landfilling have far-reaching implications, including pollution of surrounding areas and GHG emission. To minimise these impacts, we are committed to improve our waste management practices and have implemented various initiatives to reduce waste and promote recycling.

### Recycling made easy

One of the key steps we took was to deploy recycling bins across Singapore EXPO, complete with clear infographics on items that can be recycled. This has enabled our visitors and event organisers to make informed decisions about their waste disposal and contribute to a more sustainable future.

### Supporting sustainable events

In collaboration with our cleaning partner, we have also made infrastructure available for event organisers who want to improve their recycling and waste diversion efforts. This includes providing resources and support to help them reduce their waste output and increase their recycling rates.

### Reducing our waste footprint

In 2023, Singapore EXPO generated a total of 1336 tonnes of waste. While we recognise that this is a significant amount, we are committed to reducing our waste output and increasing our recycling rates. As of 2023, 21 tonnes of our waste, across 4 waste streams<sup>4</sup>, are recycled, and we have added an additional two waste streams for electronic waste and food waste. These improvements aim to increase the waste reduced in 2024.

## Innovative waste management

One of the innovative solutions we have deployed is a 300kg capacity food digester, which processes food waste into grey water that is discharged into the public sewage system, the grey water discharged are compliant to the Sewerage and Drainage Act and the discharge limits. This has not only reduced our waste output but also helped to minimise our environmental impact.

## A greener future

Through these initiatives, we are committed to continuing our journey towards a more sustainable future, reducing our waste output and promoting recycling and waste diversion. We believe that every small step counts, and we are dedicated to making a positive impact on the environment.





# WATER MANAGEMENT

## Conserving water, conserving the planet.

Water is a finite resource essential to sustaining life. With growing global water scarcity, we recognise the importance of water conservation and have implemented various initiatives to reduce our water usage and promote water efficiency.

### Water conservation at work

Through these initiatives, we are committed to continuing our journey towards a One of the key steps we took was to deploy treatment systems in our cooling towers to reduce water usage for air-conditioning. We also use recycled water, known as "NEWater", from the Public Utilities Board for our HVAC systems, which contributes to 30% of our overall water usage at Singapore EXPO. This has not only reduced our water consumption but also helped to conserve this precious resource.

### Water-saving innovations

In addition to our water-efficient cooling systems, we have also installed motion sensor toilet fittings with auto shut-off features to minimise water waste. Furthermore, we have installed water-efficient toilet fittings to reduce water usage. These initiatives have helped to reduce our water consumption and promote a culture of water conservation.

### Water usage in 2023

In 2023, a total of 217,289m<sup>3</sup> of water was used for Singapore EXPO's events and operations. While we recognise that this is a significant amount, we are committed to continuing our efforts to reduce our water usage and promote water efficiency. Through these initiatives, we are dedicated to making a positive impact on the environment and reducing our environmental footprint.



## Social Responsibility: Our Performance Highlights



# TRAINING & DEVELOPMENT

### Fair employment practices

We believe in fostering a positive and inclusive work environment that values fair employment practices and provides opportunities for growth and development. We are committed to practicing fair employment practices that are in line with the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP), ensuring that our employees are treated with dignity and respect.

### Investing in our community

We also believe in giving back to the local community by providing opportunities for local talent to join our team. To achieve this, we practice the Fair Consideration Framework (FCF) by the Ministry of Manpower (MoM), which ensures that local communities have a fair chance to be hired and contribute to our organisation. In addition to our commitment to fair employment practices, we also believe in investing in the growth and development of our staff. We have a continued training program in place to adopt a continuous learning culture, where our employees can upskill and reskill to stay relevant in the industry. This not only benefits our employees but also enables us to stay competitive and innovative in the MICE industry.

## Social Responsibility: Our Performance Highlights

# EMPLOYEE ENGAGEMENT, DIVERSITY & INCLUSION

### Employee-centric culture

We believe that our employees are our greatest asset, and we are committed to fostering a positive and inclusive work environment that values their contributions and feedback. To achieve this, we hold regular town halls, 1:1 check-in between reporting officers and their teams, skip-level meetings and regular engagement surveys. We also have an anonymous Ask me Anything portal in our Staff Intranet. The variety of feedback platforms for employee concerns and comments ensures that every voice is heard and valued.

### Merit-based recognition

We also believe in recognising and rewarding our employees based on their merits and contributions, rather than their background or demographics. Our non-discriminatory and merit-based recognition practices ensure that every employee has an equal opportunity to grow and succeed, regardless of their race, gender, age, or any other characteristic. This not only promotes a culture of fairness and equality but also encourages our employees to strive for excellence and take pride in their work.

## Social Responsibility: Our Performance Highlights



# EMPLOYEE HEALTH & SAFETY

### Safety first

We prioritise the health and safety of our employees, recognising that a safe and healthy work environment is essential for their well-being and productivity. To achieve this, we adhere to safe work procedures and implement permit-to-work applications, ensuring that all tasks are executed safely. This includes conducting regular risk assessments and providing training to our employees on safe work practices.

### Investing in employee well-being

In addition to our safe work practices, we also prioritise the maintenance of our building and mechanical & electrical equipment to ensure a safe and healthy working environment. We have a planned preventive maintenance program in place to identify and address any potential hazards or risks, ensuring that our employees can work safely and efficiently. But our commitment to employee health and safety goes beyond just physical safety. We also recognise the importance of mental well-being and provide regular employee activities to boost employee well-being. These activities are designed to promote a positive and supportive work environment, where our employees can thrive and reach their full potential.





# BUSINESS ETHICS

### Good corporate governance

We recognise that effective corporate governance is essential for sustainable growth and long-term stakeholder value. To foster a culture of integrity and accountability, we have implemented robust policies and procedures to prevent and address issues such as corruption, negligence, fraud, and a lack of transparency.

### Integrity is our core value

We believe that integrity is the foundation of a successful and sustainable business. That is why we are committed to building a workplace where every employee is encouraged to act with honesty, transparency, and accountability. Our management team sets a clear example of integrity, leading by example and encouraging employees to speak up if they witness any unsavoury practices.

### Ethical business practices

We also recognise that our business practices have a ripple effect on our stakeholders and the wider community. That is why we are committed to practicing due diligence in our procurement processes, conducting thorough reviews of vendors and third-party partners to assess any potential risks. We have a clear and comprehensive anti-corruption policy in place, with robust checks and balances to mitigate the risk of corruption and ensure that our business is conducted with the highest ethical standards. By fostering a culture of integrity and transparency, we can build trust with our stakeholders, promote a positive and ethical work environment, and contribute to the betterment of society.

# Annexure 1: GRI Mapping

	Particulars	Report Section Reference	Page Number
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Organisational Insights: A Closer Look	6-7
	2-2 Entities included in the organization's sustainability reporting	About This Report: Shaping the Future Together	4-5
	2-3 Reporting period, frequency and contact point	About This Report: Shaping the Future Together	4-5
	2-4 Restatements of information	This is the first report being published by Constellar, hence this is not applicable.	
	2-5 External assurance	External assurance has not been sought.	
	2-6 Activities, value chain and other business relationships	Organisational Insights: A Closer Look	6-7
	2-9 Governance structure and composition	Organisational Insights: A Closer Look	8-9
	2-11 Chair of the highest governance body	Organisational Insights: A Closer Look	8-9
	2-12 Role of the highest governance body in overseeing the management of impacts	Organisational Insights: A Closer Look	8-9
	2-13 Delegation of responsibility for managing impacts	Organisational Insights: A Closer Look	9
	2-22 Statement on sustainable development strategy	Message from the CEO: Embracing a Greener Future	2
	2-23 Policy commitments	ESG Performance: Our Progress and Achievements	19
	2-28 Membership associations	Organisational Insights: A Closer Look	7-8
	2-29 Approach to stakeholder engagement	Shaping the Future: Our Strategic Vision	5, 13-14
<b>• MATERIAL TOPICS •</b>			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Shaping the Future: Our Strategic Vision	11-13
	3-2 List of material topics	Shaping the Future: Our Strategic Vision	11-13
<b>• ENERGY •</b>			
<b>GRI 404: Training and Education 2016</b>	3-3 Management of material topics	ESG Performance: Our Progress and Achievements	20-21
	404-2 Programs for upgrading employee skills and transition assistance programs	ESG Performance: Our Progress and Achievements	20-21
<b>• WATER AND EFFLUENTS •</b>			
<b>GRI 303: Water and Effluents 2018</b>	3-3 Management of material topics	ESG Performance: Our Progress and Achievements	23-29
	303-5 Water consumption	ESG Performance: Our Progress and Achievements	8-9

# Annexure 1: GRI Mapping

Particulars		Report Section Reference	Page Number
<b>• EMISSIONS •</b>			
<b>GRI 305: Emissions 2016</b>	3-3 Management of material topics	ESG Performance: Our Progress and Achievements	23-29
	305-1 Direct (Scope 1) GHG emissions	ESG Performance: Our Progress and Achievements	23-29
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Performance: Our Progress and Achievements	23-29
	305-3 Other indirect (Scope 3) GHG emissions	ESG Performance: Our Progress and Achievements	23-29
	305-4 GHG emissions intensity	ESG Performance: Our Progress and Achievements	23-29
	305-5 Reduction of GHG emissions	ESG Performance: Our Progress and Achievements	23-29
<b>• WASTE •</b>			
<b>GRI 306: Waste 2020</b>	3-3 Management of material topics	ESG Performance: Our Progress and Achievements	23-24
	306-3 Waste generated	ESG Performance: Our Progress and Achievements	23-24
	306-4 Waste diverted from disposal	ESG Performance: Our Progress and Achievements	23-24
<b>• OCCUPATIONAL HEALTH AND SAFETY •</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3 Management of material topics	ESG Performance: Our Progress and Achievements	28
	403-3 Occupational health services	ESG Performance: Our Progress and Achievements	28
	403-5 Worker training on occupational health and safety	ESG Performance: Our Progress and Achievements	28
	403-6 Promotion of worker health	ESG Performance: Our Progress and Achievements	28
<b>• TRAINING AND EDUCATION •</b>			
<b>GRI 302: Energy 2016</b>	3-3 Management of material topics	ESG Performance: Our Progress and Achievements	26
	302-4 Reduction of energy consumption	ESG Performance: Our Progress and Achievements	26
<b>• DIVERSITY AND EQUAL OPPORTUNITY •</b>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	3-3 Management of material topics	ESG Performance: Our Progress and Achievements	27
	405-1 Diversity of governance bodies and employees	ESG Performance: Our Progress and Achievements	27

## Annexure 2: SASB Mapping

Topics	Metric	Report Section Reference	Page Number
<b>Energy Management</b>	<ul style="list-style-type: none"><li>• Total energy consumed</li><li>• Percentage grid electricity</li><li>• Percentage renewable</li></ul>	ESG Performance: Our Progress and Achievements	20-22
<b>Water Management</b>	Total water consumed	ESG Performance: Our Progress and Achievements	25





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