



ONG & ONG
group

FOR A SUSTAINABLE TOMORROW

Sustainability Update: July 2016



Introduction

At ONG&ONG Group, we continuously work to design a safer and sustainable environment for our clients, employees and the larger community. We focus on sound business practices, the well-being of our employees and the well-being of our planet.

Within the pages of this inaugural report, we share information about our ongoing contribution and commitment to sustainable development. From innovative processes to successful projects, we endeavour to seek every opportunity to help our clients meet their sustainable project goals while improving and reinvigorating our efforts to be responsible stewards of the natural world.

Our internal sustainability efforts are highlighted as well. Whether reducing our dependence on paper, minimizing power consumption, or encouraging our staff on health and wellness, we work to become more sustainable daily. In seeing sustainability as an integrated ethos of our organisation, we envision the infinite possibilities that can keep ONG&ONG moving towards a safe and sustainable tomorrow.

Information which relates to our sustainability performance, including financial data and corporate governance, are presented in our Annual Reports, available on our corporate website.

We welcome your feedback on our sustainability initiatives. Please contact us by email to qems@ong-ong.com



Our Sustainability Commitment

Since its beginnings in 1972, ONG&ONG has evolved from an architectural design firm into a leading multi-disciplinary sustainable design consultancy to offer a holistically defined designed solution – the 360°Solution.

We look at sustainability through the lens of our core values: People are our greatest asset; we are relationship-based and growth is an Imperative. Our core values drive our leadership, business practices, and culture. They help us to stay the course and run an ethical, relationship-based and cost-conscious business – a sustainable business and our efforts have been recognised with **86 BCA Green Mark Awards** to-date, including 23 Platinum, 18 GoldPLUS and 40 Gold Awards, since the inception of the Green Mark scheme in year 2005.

Notwithstanding, ONG&ONG has consistently been named as one of **BCI Asia's Top 10 architects** in Singapore, for the past few years, thereby affirming our position as one of the

leaders amongst the built environment that has integrated sustainability across the breadth of our business model, to promote the values of environmental quality, social well-being and economic prosperity, as well as creating a lasting and positive legacy for future generations.

Responsible business practice is therefore essential to the long-term business success of ONG&ONG. We follow this principle in our day-to-day business operations as well as in our strategic planning. For our stakeholders, too, it is of fundamental importance that we act responsibly. They expect us to adopt fair business practices, take a sustainable management approach and act with integrity in our dealings with customers, employees, investors and business partners.

We aim to meet their expectations by applying consistent, quality, high ethical, social and environmental standards in our daily activities across the Group.

“ People are our greatest asset; we are relationship-based and growth is an Imperative. ”



Our Philosophy

Tenets of Sustainable Development

At ONG&ONG, we understand that the ability to sustain requires a solid foundation. It is no coincidence that our core values which revolves around our People align well with the core drivers of sustainability

Our core values, like the tenets of sustainable development are inextricably linked. This provides the framework for us to meet our clients' sustainable project goals, enhances our sustainable practices and supports our ability to grow as a company. At ONG&ONG, sustainable development is evident across all market sectors of our business and is woven into the fabric of our culture. It's part of who we are.

People Are our Greatest Asset

Our most valued asset is our people, which is why we focus strongly on the safety, well-being and development of our employees, partners. As architects, engineers, planners and more, our people are the foundation for our commitment to sustainable development. Our people are experts, the dynamism that brings the best business results to our clients. They are skilled and experienced in the delivery of sustainable development, design, and related services.

We come from diverse backgrounds, speak various languages , and live in geographies around the world, yet work without boundaries. Our diversity strengthens our ability to offer innovative and sustainable design and solutions all over the world for our clients and our communities. Ultimately, it is our people who help make our collective environment a safer, more efficient and more sustainable place to live in.

We are Relationship-based

The way we interact with others and our surroundings is paramount. We are committed to building deep, lasting relationships with our clients. We are dedicated to making meaningful, long-term sustainability of our word on behalf of our clients. This is one of the most rewarding aspects of our work, and where we make our biggest contribution to sustainability. We deliver tangible, technical solutions that make a difference to our clients' social, economic, and environmental goals, resulting in a solid triple bottom line.

Growth is an Imperative

We are driven to excel. At ONG&ONG, we have a responsibility to our shareholders, our clients and our employees to achieve profitable growth year after year. Our passion for sustainable development helps us keep that promise. Taking sustainable actions within our company, such as reducing consumption and improving efficiency directly results in lowering operational costs and increasing profitability. Our cost consciousness is embedded in our operational standards and extends to our commitment to always look for opportunities to bring value beyond costs for our clients, too.

C.R.E.S.T Creativity+Responsibility+Ethics+Success+Teamwork

360Sustainability

At ONG&ONG, we are authentic in all that we do, and we do not take commitment lightly. Therefore, it is natural for us to create guidelines to assist us in our ongoing pursuit of sustainability development. With our core values as the foundation and driven by our mission of becoming designers of our age to improve the world in which we live, whilst conserving our environment, the following 360Sustainability principles are woven into the fabric of our company.

01 Sustainable development is a corporate priority

Our core values exemplify our commitment to sustainable development. Our policies, programmes and practices comply with laws, regulations and good practices of sustainable development.

04 We strive to broaden our sustainable influence

We train and educate employees, interns on current principles, technologies and best practices that support sustainability. We seek to share with our clients on the available options on sustainability for their projects.

07 We are open and transparent, responding to concerns as they arise

Transparency is critical to running an ethical business. We foster dialogue on issues of sustainable development and are responsive to concerns raised about our practices.

02 We seek broad, deep capabilities and services

We seek to offer best in class capabilities in all aspects of sustainable development. We learn from ongoing research and study industry developments and we benefit from opportunities to share best practices internally and with clients.

05 Our operations follow sustainable principles

We apply economically sound sustainable development principles to our business and seek to maximise energy efficiency, use renewable resources and minimise waste. Our activities are undertaken with a commitment to prevent serious or irreversible impact on our environment.

03 Sustainable development is integrated into our business

We integrate appropriate sustainable development practices, including continuous performance improvement processes into our work processes and programmes.

06 We encourage others toward sustainable development

We advocate and foster the transfer of knowledge, support the dissemination of best practices in public forums, and provide policy advice to governmental organizations, business councils and policy influencers.

Management Approach

The overall governance of sustainability within ONG&ONG Group is performed by Executive Committee whose responsibility is one of oversight. The responsibility for the ongoing implementation, management and monitoring of our corporate policies rests with the management team of ONG&ONG which enables more rapid strategic alignment and operational execution across the company.

This approach ensures sustainability messages are effectively communicated vertically and horizontally within ONG&ONG Group and also monitored for performance in key business metrics.



Stakeholder Engagement

Our stakeholders

ONG&ONG works with many parties to take a holistic approach to business. In partnership with our stakeholders, Our employees, business partners, suppliers, clients and communities we impact as well as governance groups, we strive to ensure that we are always improving our performance and contributing to sustainable impacts.

- Shareholders
- Business Partners
- Clients
- Employees & Interns
- Suppliers & Contractors
- Communities

How we engage

Engagement is about having an open dialogue with our stakeholders. This is how we demonstrate our care through Our actions in sustainability, people, environmental management and social responsibility. In addition to the daily interaction, we also employ a range of strategies to Encourage deeper engagement with them.

- Communication materials
- Participation in community activities
- Employee care programmes
- Oversight through governance

Materiality Considerations

Nine high-relevance topics for ONG&ONG Group were identified as part of a materiality analysis:

GOVERNANCE

- 1 | Legal Compliance
- 2 | Standards in the value chain
- 3 | Data protection & security

EMPLOYEES

- 4 | Employee engagement
- 5 | Learning and development
- 6 | Occupational safety & health

ENVIRONMENT

- 7 | Energy efficiency
- 8 | Resource depletion
- 9 | Waste generation

Maintaining regular dialogue with our stakeholder groups is of high strategic importance for our company; it is critical to understanding and effectively addressing the social and business challenges considered most relevant for our Group.

We engage with our stakeholders to prioritise the many sustainability issues we pursue. As part of a materiality analysis, we have identified nine focus issues, along with related performance indicators and targets.

These are used to continually monitor our performance in the area of corporate responsibility and to measure progress made in implementing our sustainable corporate strategy.



Integrated Strategy for Value Creation

A multi-disciplinary design house like ONG&ONG exists to create real world solutions. These solutions could be for urban mass rail networks, complex commercial and/or institutional buildings or public and/or private housing. These design solutions could be for today, or for the future. We need to balance meeting our customers' needs for today, while casting a keen eye on long-term sustainability .

Hence, we put great effort into implementing and managing sustainability by putting the right people, resources and processes in place to help realise our goals of a better business, better society and better environment, and for ONG&ONG Group, sustainable and profitable growth. Therefore, we embed sustainability into our key business metrics in order to create values for our business and stakeholders.

SUSTAINABLE GROWTH

- New Markets & Opportunities
- New Customers & Market share
- Service Innovation

PRODUCTIVITY

- Operational Efficiency
- Human Capital Management
- Environment, Health & Safety

RISK MANAGEMENT

- Operational & Regulatory Risk
- Reputational Risk
- Leadership & Adaptability

BRAND VALUE

- Trust & Goodwill
- Active Stakeholder Engagement
- Effective Communication with Influencers

BETTER BUSINESS



Building a successful business



Leading the way with customers and suppliers

BETTER SOCIETY



Providing better prospects for our people



Supporting sustainable communities

BETTER ENVIRONMENT



Enabling low-carbon economies



Protecting the environment

The Group – Year 2015

We understand how buildings touch the lives of homeowners, shoppers, tenants, serviced residence guests, and members of the public. As such, we are committed to benefit our stakeholders from the healthy indoor air quality, operational efficiency, lush greenery, safe and accessible layout and features. In FY2015, ONG&ONG Group has achieved a total of **40 design and business awards** and **15 BCA awards** for our green and sustainable design solutions.

We continue to invest intensively in human capital through various sustainable initiatives such as an all-rounder People Development programme (360 Corporate U, 360U Career and 360U High Potential) which is not typically available in a SME organisation. This provides a platform to empower all staff to build their careers with us and beyond.

In 2015, 100% of the workforce attended at least one learning event, and the average number of training hours completed by each employee for the year was more than 21 hours.

We adopt a proactive approach towards environmental, health and safety management, which incorporates universal design into its

developments, ensures that our design solutions are future-proof and sustainable.

ONG&ONG is committed to protecting the environment and upholding the occupational health and safety of its employees and stakeholders. The ONG&ONG EHS Management System is externally audited to achieve ISO 14001, OHSAS 18001 and bizSAFE Star certification. We have also adopted ISO 14064 to verify and reduce our carbon footprint is calculated in accordance with the Greenhouse Gas Protocol. We are also certified by Singapore Green Building Council for our Architectural, Mechanical & Electrical Engineering Services.

We recognise that the long-term success of the company is closely intertwined with the health and prosperity of the communities in which we operate. Ong Foundation (OF), our philanthropic arm, believes in the importance of first investing in the fundamental needs of education, mental well-being to create a lively and liveable Singapore. ONG&ONG allocates up to 0.5% of its net profit to OF and also provides pro bono design services through its various studios within the company.

- 3 BCA Construction Excellence Award
- Singapore Top Ten Architects
- SBR Business Ranking Award 15 Great Engineers and Architects under 40
- Singapore Design Awards Asia Top Designer
- Singapore Outstanding Enterprise SME
- EY Entrepreneur of the Year

- Designed and curated events or SG Heart Map 2015
- World Marathon Challenge & Run with Your Heart 2016 raising funds for mental health wellness
- Launched Go Beyond Challenge
- To create sustainable and mobile housing

Better Business



Key Metrics:

Total Project Value of
S\$926,202,060

448,929.8
sq m of Sustainable work



BCA Construction Excellence Award

新加坡建设局建筑卓越奖
Boulevard Vue
Hundred Trees
Vista Residences ^{LS}

BCA Construction Productivity Award, Gold

BCA 建筑生产力奖金奖
Floral Spring (Yishun N4C4)

BCA Design and Engineering Safety Excellence Award, Merit

新加坡建设局设计及工程安全卓越优异奖
Blossom Residences ^{LS}
CT Hub

BCA Green Mark Award, Platinum

新加坡建设局绿色建筑标志白金奖
City Square Mall
Katong Square

BCA Green Mark Award

新加坡建设局绿色建筑标志奖
Compassvale Ancilla (Sengkang N2C40)

BCA Universal Design Award

新加坡建设局通用设计标志奖
Blossom Residences ^{LS}

BCI Asia Award – Singapore Top Ten

BCI亚洲奖 – 新加坡十大建筑设计公司奖

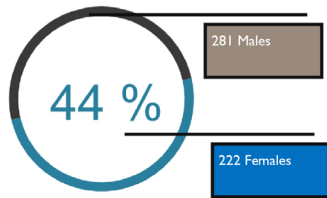
Better Society



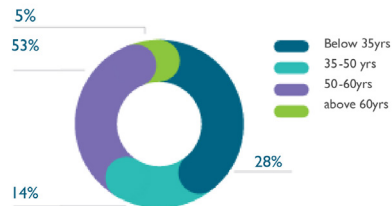
Diversity and Inclusion

Workforce Profile for Singapore Operations (2015)

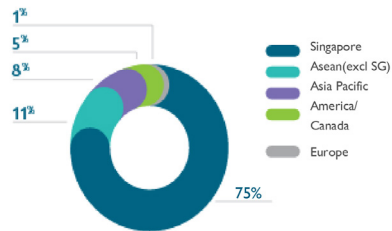
Total 503



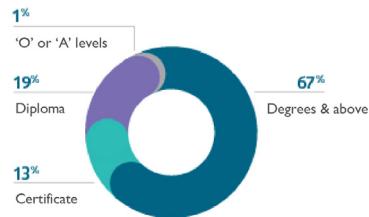
By Age



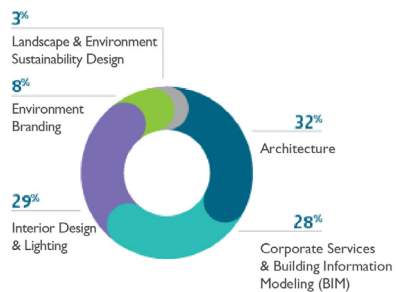
By Geography



By Qualifications



By Discipline



Average Training Hours Per Employee

21.9

Training Spend

S\$132,614



Creating a better society is fundamental to our success as a multi-disciplinary design house. By providing safe, inclusive and inspiring jobs and training, we will be a more attractive employer.

Helping our people grow with us and providing better prospects

Investing in employee talent and wellbeing is essential if we are to build a sustainable business and continue to grow. In doing so, we meet and exceed the high standards expected of us in a demanding market.

Our learning activities are designed to inspire employees to fulfil their potential. We include training sessions and knowledge sharing on topics like sustainability and health and safety, as well as more specialised topics, such as uilding Information Modelling and design excellence.

The 360U High Potential program is a fast track program that empowers our high achievers to chart, manage and accelerate their career paths. This program supports the Succession Planning process by creating a ready pool of successors to assume leadership positions at any time.

Better Society



ONG&ONG established our very own corporate university, 360U to harness the diverse knowledge and capabilities within the organisation for imparting business-driven, real-world knowledge within the company.

To do this, 360U leverages on internal experts and mentors to develop and deliver in-house proprietary modules to transfer real-world knowledge and best practices in that cannot be obtained through classroom learning. These proprietary modules are complemented with external training programmes from providers such as BCA Academy, SIA Academy, Conferences and Expos.



Various members of ONG&ONG staff are encouraged and have also committed themselves to undergo GBC education. They have acquired the necessary foundation and knowledge base for the design and operation of environmentally friendly buildings through the following certifications:

- Certification of Successful Completion for Green Mark Professional (GMP)
- Certification of Successful Completion for Green Mark Facilities Professional (GMFP)
- Certified Green Mark Professional (GMP)
- Certified Green Mark Manager (GMM)
- Certified Green Mark Facilities Manager (GMFM)
- LEED AP (O+M) – Operations & Maintenance

ALL FOR YOU

Growing your career at ONG&ONG

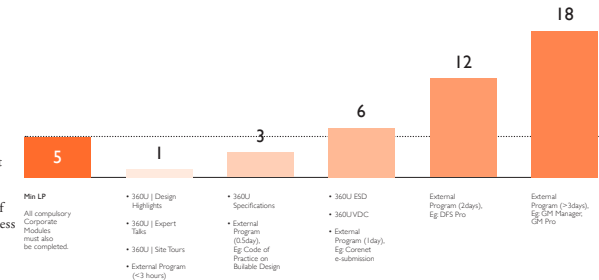


We're rolling out a plethora of initiatives under the 360U programme. Here's a summary to help you identify how to derive the most benefits from our real world learning opportunities. 360U is open to all staff.

360U CAREER

Plan, chart and manage your career path and personal development at ONG&ONG through our menu of continual learning, skills upgrading learning competencies and capability development that is tied to clear and achievable milestones.

Customise your learning programme with a mix of compulsory and mix-and-match modules, and access a vast array of design-related courses, expert talks, site tours, industry-specific external programmes and more. Accrue learning points throughout the year as a record of your progress, and to be eligible for bonuses.

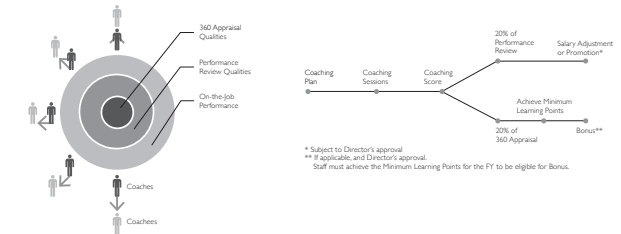


360U COACHING

Every employee is paired with a Coach who guides on-the-job performance and helps develop desired personal qualities.

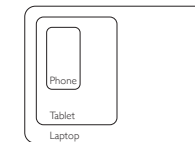
360U HIPO

High potential (hence HiPo) colleagues who consistently exceed expectations are fast-tracked and given opportunities to accelerate their path from team member to director.



M360U

This digital platform allows you to access and manage your learning anytime and anywhere.



Course	Start Date	Start Time	End Time	Category	Request Status	Status	Course Points
Waste and Energy Building	24-Jun-2018	03:00 PM	05:00 PM	360U Design Highlights	Confirmed	1	1
Bio-Clinical Sciences	29-Apr-2018	04:00 PM	05:00 PM	360U Design Highlights	Points Available	1	1
Sustainability and O&M	23-Apr-2018	04:00 PM	05:00 PM	Sustainability & O&M	Confirmed	1	1

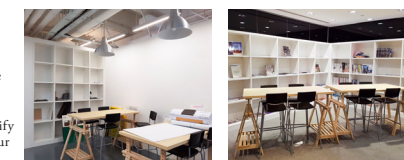
360FIT

This is a menu of wellness and fitness activities such as health screenings, group kickboxing sessions, power yoga and the Misfit Activity Tracker.



THE LAB

This is the nerve centre of 360U, and is a physical and virtual concept that drives five main R&D activities throughout ONG&ONG: Collaborative Co-creation, Design Thinking, Elevator Pitch, Go To Market, and Thought Leadership. Collectively, these activities are harnessed to amplify ONG&ONG's leading position and underscore our 360 Solutions offering.



Better Society



As part of ONG&ONG's strong belief in nurturing the future now and unceasing support for our local architectural and design education, we consistently share our knowledge, best practices and promote **Knowledge Sharing** through Events Including Senior Management Engagements actively within the sector and build awareness about sustainable living across communities through seminars, workshops, design festivals, external speaking engagements and publications.

Changing the Way Panasonic Build Green

Housing Solutions in Asia Pacific

At the Panasonic Developers Forum held in September 2015, attendees heard from Mr Tai Lee Siang, Group Managing Director for Singapore-based architecture consultancy ONG&ONG, and Vice Chairman of the World Green Building Council.

Panasonic speaks to Mr Tai about his thoughts about climate change, how space is being utilised by cities currently, as well as his vision of urban cities of the future.



Transferring Knowledge and Building the Future Generation

ONG&ONG sees academia as far more than an opportunity for corporate social responsibility. To us, industry and academia are one unified ecosystem to allow for the bilateral and seamless exchange of knowledge, technology, best practices and ideas to bring about new value creation. Hence, we are especially supportive of nurturing the future leaders and innovators of the built environment. As such, the company is passionately devoted to education with a string of initiatives designed to fuel the creative development of young designers.

ONG&ONG Internship at Berkeley selected two recipients from CED to work collaboratively in the ONG&ONG Singapore office for an entire year to experience and understand the practicalities of running an actual project.

ONG&ONG has pledged up to \$100,000 over 5 years to fund the prototyping of the designs of outstanding students at Nanyang Polytechnic's School of Design. This empowers the students to bring their ideas from paper to the real-world and gain recognition.

Advocacy in the Community

ONG&ONG sponsored a workshop, "Our Sustainable Conversation" on sustainability at the International Green Building Conference moderated by our Group Managing Director and Vice Chairman of the World Green Building Council, Tai Lee Siang aimed to advance the sustainability movement beyond the broader framework of government initiatives and industry efforts, toward the domain of personal responsibility and proactive engagement of the ordinary individual.

Group Chief Operating Officer Ashvinkumar Kantilal has been elected to the Singapore Green Building Council (SGBC) Board to serve on the board of directors for two years starting April 1st, 2015, aiming to advocate green building design, practices and technologies and drive environmental sustainability in the building and construction industry.



Better Environment



We believe in the potential of a low-carbon economy and the need to preserve resources for future generations. Our unceasing focus on research and development (R&D) is instrumental in propagating innovation and cutting edge sustainable design which in turn becomes a key competitive advantage in our reputation to be able to deliver for the long-term, not only for our shareholders but also for the economies and communities of the countries we work in.

Sustainable Leadership & Innovation – Virtual Infrastructure

Building Information Modelling - BIM is a process for delivering projects that involves understanding every stage of built

environment contracts. For five years, we've been developing our BIM capability to meet the Singapore Government Mandate for BIM. To date, we've delivered over 500 guided learning hours of training for our people.

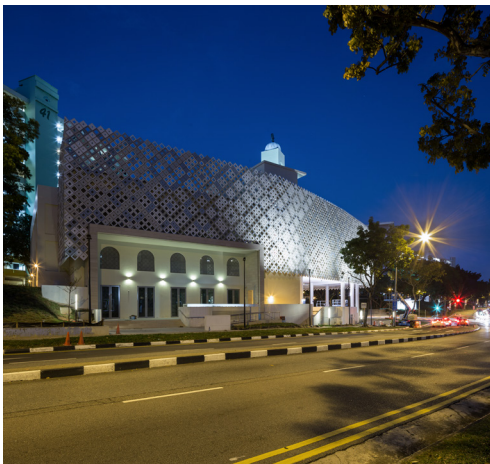
Enabling Low Carbon Economies

We put in time and effort into our green building operations, both in the materials we use, and in reducing energy costs and carbon emissions. Meeting the needs today without jeopardising the prospects for future generations is a cornerstone of our business development and strategy.

In Year 2015, we were awarded 7 BCA Green Mark Awards, 1 Universal Design Award, 5 Construction Excellence Awards

and 3 Construction Productivity awards in various disciplines. This is testimony to our commitment to design performance where systems thinking is adopted to view and gain understanding into our client's context and challenges, applying the appropriate lenses of community, wellness, ecology, materials, water and energy.

We initiated a replacement of the fluorescent tubes to LED lighting which aimed to reduce energy consumption and carbon emission so as to protect our environment from further toxic waste. This project resulted in an annual **reduction of 20 tonnes of CO₂e**



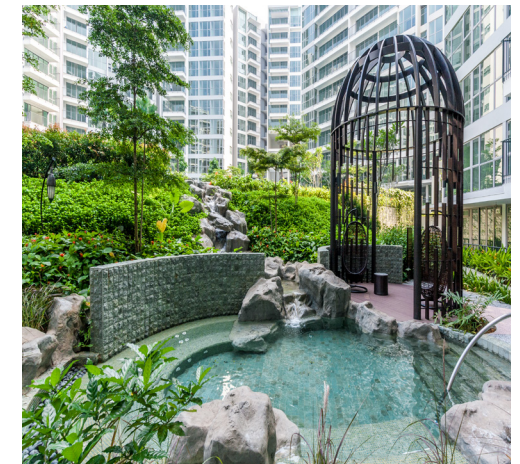
Al-Ansar Mosque



Boulevard Vue



City Square Residences



Eight Courtyards (Landscape)

Better Environment



SG Heart Map Festival @ Float

Led by architectural director Andrew Lee, ONG&ONG participated in SG Heart Map, a festival that celebrate the local community spaces for SG50 in 2015. As the lead architect and project manager, ONG&ONG was in charge of creating and managing the range of activities for the Housing Development Board, with an emphasis on celebrating the environment and infrastructure of Singapore. This project was awarded in three categories at the Marketing Events Awards, garnering a Gold for Best Event for Community Service.



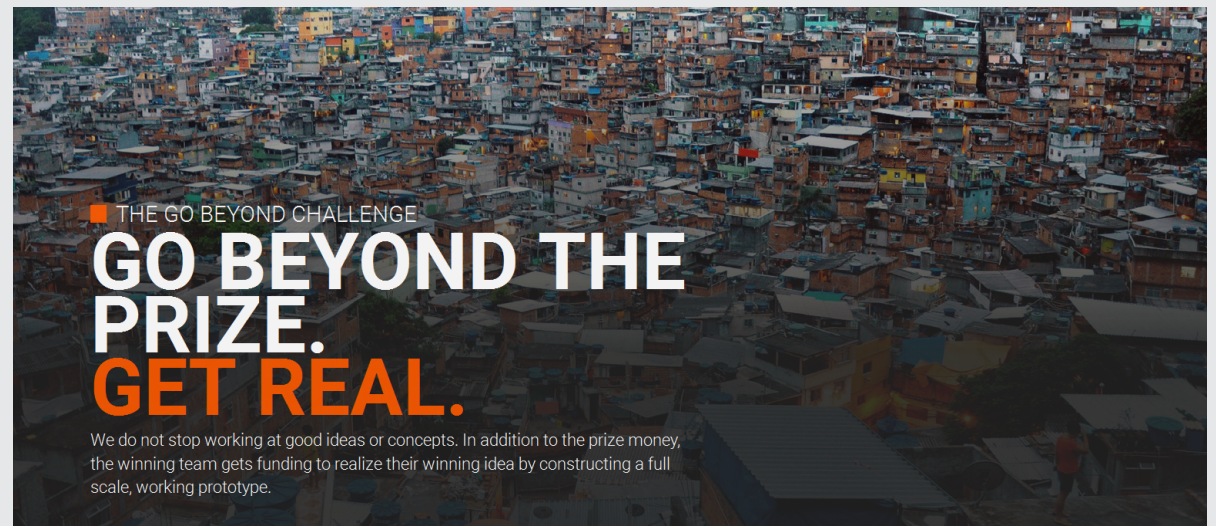
In Service of the Greater Good

Organised and sponsored by the Ong Foundation, the GO BEYOND Challenge is an international design, engineering and innovation competition for anyone with a burning desire to go beyond the present and create new-to-the-world solutions for doing things in the future.

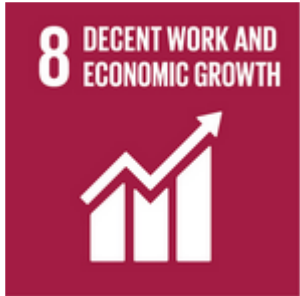
The inaugural GO BEYOND Challenge for 2016 seeks innovators who can create homes out of discarded shipping containers. Every year, about 2 million containers are disposed and we hope that through this Challenge, innovators can upcycle these containers into sustainable and modular habitats, thereby reducing the carbon footprint with the global environment.

At the close of Stage I of the Challenge we receive registrations from 42 countries.

Find out more at gobeyond.ongfoundation.org



Contributing to Sustainable Development Goals



Fair employment policies and practices
EHS Policy
360 People Development



Invest and adopt new design technologies



Aligned with global EHS standards: OHSAS 18001 and ISO 14001
Practice Universal Design
Practice Design for Safety



Provide Green features in material specifications
Green procurement guidelines
Sustained office "Go Green" programme



ISO 14064 GHG management system



Consultation and advocate with environmental NGOs and government agencies
Environment Impact Assessment for projects



Member of Singapore Green Building Council
Member of World Green Building Council
Participation at local and international forums to promote sustainability and enable collaborations

Our Way Forward

ONG&ONG Group embarked on our holistic sustainability journey in 2015, internal awareness of the management's commitment to corporate sustainability has greatly increased since then and numerous sustainability initiatives and programmes have been implemented throughout the Group.

As a holding company, we will continue to incorporate sustainability considerations into our day-to-day management and operations. In the next financial years, the Group will focus on increasing awareness and also pursue the SG Sustainability Label for our subsidiaries. We will also continue the drive to transfer knowledge and create a legacy for our future generations through internships, supporting prototype sustainable designs and work with NGOs through sustainable community programmes to promote sustainable cities.

Since sustainable building design and management is our core business, we will look to greater incorporate Lifecycle Approach and Design-for-Safety models to improve our sustainability performances.

In addition, the Group will strengthen stakeholder engagement to embrace their feedback when developing sustainability initiatives and programmes.



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