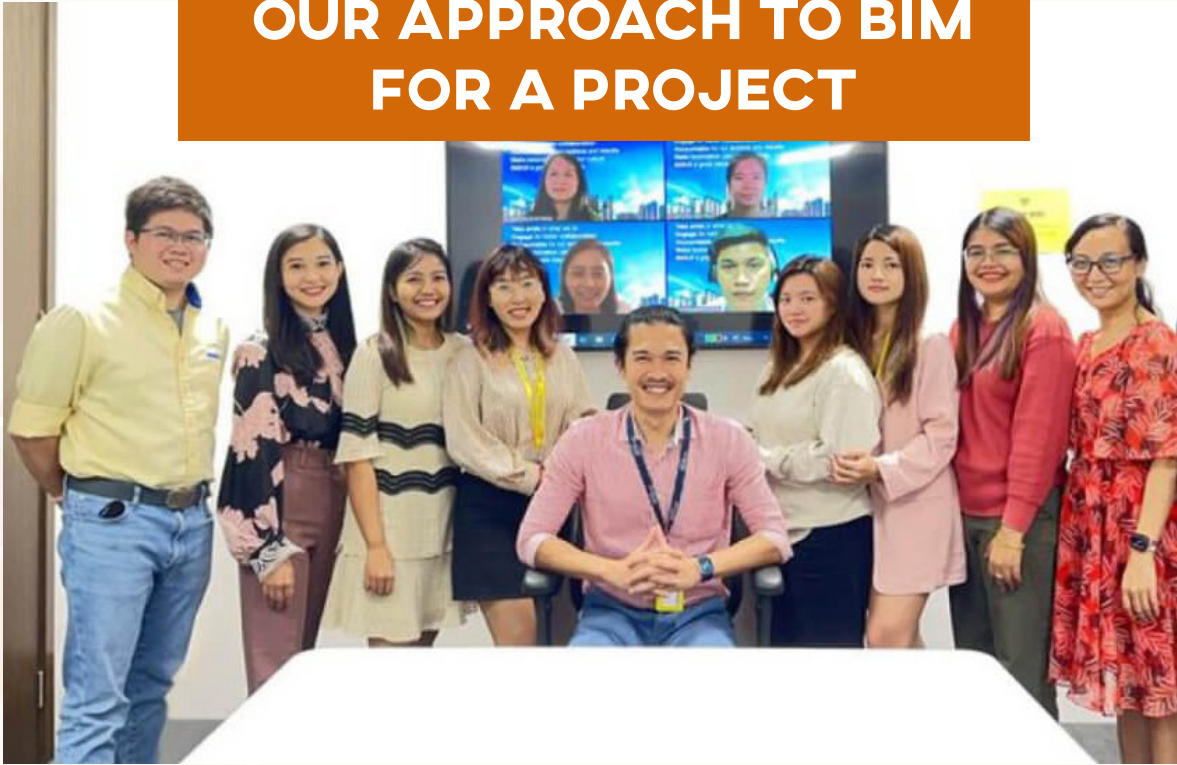


ENGAGED!



COLLABORATING FOR A BRIGHTER FUTURE

BEYOND THE BLUEPRINT: OUR APPROACH TO BIM FOR A PROJECT



IN THE SWING OF THINGS

OTHERS | AWARDS





One of our internal IDD training sessions.

Dear Colleagues,

Navigating through 2023, I am inspired by the progress we've made, our adaptability in the face of change, and the unwavering dedication each of you demonstrate. These achievements fuel our forward momentum, and this issue, I'd like to share some highlights that reflect our collective journey.

Technology has fundamentally changed the way we build. With our adoption of digital tools and practices, we are now able to build more efficiently and with greater precision. Our adoption of Integrated Digital Delivery (IDD) has enabled us to have a more sustainable, cost-effective, and streamlined approach to construction. This journey began in 2016, and since then, we've built a repertoire of IDD capabilities. In this issue, we dive deeper into this subject to present a comprehensive snapshot of our IDD capabilities.

We also bring focus to our Employee Value Proposition (EVP) in this issue, spotlighting the behavioural traits that represent each EVP. These shared principles define who we are as a team and underscore our commitment to creating a supportive and rewarding workplace.

We've embraced our core value of 'Build a Great Place to Work' by bringing the team together through memorable events. Our first in-person workers May Day Celebration, and the much-anticipated return of Movie Day, have brought much joy and camaraderie to our team. Likewise, our Fun Fund initiative has continued to create opportunities for relaxation and bonding outside the work environment. The gatherings across the various project teams, SSS, QEHS, PTU, and Contracts, have become platforms for shared experiences and deeper connections.

Our colleagues continue to make waves in the industry, truly embodying our ethos of leading through knowledge and expertise. At the BuildSG Leadership Engagement and

Development (LEAD) Summit 2023, our commitment to transformation was recognised by Minister Desmond Lee. The participation of Allan Low and Benjamin Lee as speakers at the CPAS Speaker Series, Jane Pang at SCAL's inaugural HR event, Liang Wei at SCAL's Construction Safety Webinar and the feature of Zac Wong in the SCAL newsletter reflect the thought leadership within our team. The invitation for Poh Tuck and Wee Khong to share Project Management Practices insights at a HDB event further highlights our team's influential expertise.

In our commitment to creating a safe, ethical, and inclusive work environment, we launched an Employee Feedback Channel in May. This channel also serves as a Whistleblowing Platform, offering a secure space for you to raise any concerns about unethical or improper conduct, including EHS issues. This Feedback Channel is administered by Jane Pang, our Senior HR Manager, and we assure you that all reports will be treated with the strictest confidentiality. Our goal is to foster an environment where you can voice concerns freely, without fear of retaliation or adverse impact and with the intention of enhancing the overall wellbeing of our staff. Jane has shared with me that we have so far received three pieces of feedback. Of these, two have already been put into action. A notable change resulting from one of the feedback is that the gate facing Airport Road will now be accessible during official work start and end times, enhancing convenience for our staff. We look forward to receiving your feedback. Your voice matters.

Our commitment extends beyond our work, reaching into the community. This was demonstrated by our staff and workers, who actively participated in the SG Clean Day, showing our collective responsibility towards creating a cleaner, healthier Singapore.

Thank you for your continued dedication and hard work. Let's keep moving forward, together.

CEO'S MESSAGE

亲爱的同事们，

随着2023年的推进，我深感我们所取得的进步、面对变化的适应力以及你们坚定不移的精神所带来的鼓舞。这些成就推动了我们向前的动力，而在这期中，我想分享一些反映我们共同旅程的亮点。

科技已经从根本上改变了我们的建筑方式。凭借我们采用的数字化工具的实践，我们现在能以更高效、更精确地进行施工。我们对集成数字交付（IDD）的采纳使我们能更可持续、更具成本效益和更流畅地进行施工。从2016年开始，自那时以来，我们已经积累了一系列的IDD能力。在这季刊中，我们将更深入地探讨这个主题，以呈现我们IDD能力的全面简介。

此外，我们也将在本期专介绍我们的员工价值主张（EVP），重点讲述代表每个EVP的行为特质。这些员工共享的原则定义了我们作为一个团队的身份，并凸显了公司创造一个优越的工作环境的承诺。

我们秉持着“建设一个优越的工作环境”的核心价值观，通过举办活动让团队聚在一起。疫情后久违的相聚，劳动节庆祝活动以及备受期待的电影日的回归，为我们的团队带来了欢乐和团结。同时，我们的快乐基金也持续支援工作以外的休闲和团队活动。本着以提倡快乐工作，作为公司集体参与活动的经费，这让各个单位自行举办各自的团建活动，从中共享经验并深化了团员的互信。

我们的同事们相续在行业中崭露头角，真正体现了我们通过知识和专业能力领导的精神。在2023年BuildSG

Leadership Engagement and Development (LEAD) 峰会上，我们对转型的承诺得到了Minister Desmond Lee的认可。Allan Low和Benjamin Lee作为CPAS讲者系列的演讲者，Jane Pang在SCAL的首届人力资源活动上的分享，Liang Wei在SCAL的建筑安全网络研讨会上的参与以及Zac Wong在SCAL通讯中的特写，这些都反映了我们团队的思想领导力。Poh Tuck和Wee Khong收到建屋发展局（HDB）邀请分享项目的知识，也进一步凸显了我们团队的影响力和专业知识。

我们致力于创造一个安全、道德和包容的工作环境，并在5月启动了一个员工反馈渠道。这个渠道兼作举报平台，为你提供一个安全的空间，以提出任何关于不道德或不当行为的疑虑，包括环境、健康与安全（EHS）问题。这个反馈渠道由我们的高级人力资源经理Jane Pang负责，我们承诺所有的报告将以最严格的保密性处理。我们的目标是促进一个你可以自由提出疑虑，不用担心报复或负面影响的环境，同时增强我们员工的整体福利。Jane与我分享，到目前为止，我们收到了三份反馈，而其中两份已经受理。其中一个显著的变化，来自于其中一个反馈，是公司在机场路的侧门，将在工作时间内可自由通行，从而为我们的员工提供更加多的通行便利。我们期待收到您的反馈。您的观点对我们来说至关重要。

我们的热忱不仅体现在我们的工作上，更深入到社区。这一点在我们的员工和工人积极参加SG清洁日活动中得到了体现，展示了我们对创建一个更干净、更健康的新加坡的集体责任。

感谢你们不懈的努力，让我们携手共进，继续前行。



Our colleagues from WYN2000 joining us for Movie Day.

BEYOND THE BLUEPRINT



OUR APPROACH TO BIM FOR A PROJECT

- **Project Name:** Grove Spring @ Yishun
- **Project Location:** Yishun Avenue 6, Singapore
- **Project type:** Residential
- **Project size:** 8 blocks of 15-storey residential buildings (total 987 units)
- **Year of completion:** 2024
- **Software/s used:** Archicad, BIMcloud, Revit

As an early adopter of Building Information Modeling (BIM), we credit BIM with the team's ability to gain valuable insight and wield accurate tools for better decision-making and performance across the construction lifecycle.

PPVC projects such as Grove Spring @ Yishun requires unique modeling and documentation practices to ensure alignment across all parties. With it being the team's first project on Archicad, however, there were some challenges encountered along the way.

“

BIM helps us to reduce the unproductive processes that are typically associated with large projects. We can complete highly detailed and integrated PPVC virtual mock-up units in record time. For Grove Spring @ Yishun, the virtual mock-ups were completed two months faster than the time we require for previous projects. BIM has helped us to greatly increase our productivity.

”

Zaw Myo Tun
BIM Manager, Teambuild Construction Group

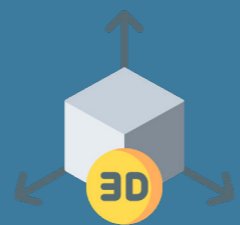
CHALLENGES + SOLUTIONS

Challenges for modeling, documentation, and tile quantity take-off were addressed ahead of time and surmounted via BIM technologies.

“

We needed to figure out the best ways to set up a project and surveyor origin, and to reference the project base point across different BIM modeling software and collaboration tools.

”



MODELLING

- The BIM team had to determine how they would create objects by following specifications and catalog.
- A system for setting up a project origin, surveyor origin, and establish how they would be related to the IFC site building origin was needed to facilitate collaboration.
- A way to tie in the project base point across all the other BIM modeling and collaboration tools on the project had to be established.



QUANTITY TAKE-OFF

- Producing an accurate quantity take-off from construction virtual model for tile ordering during construction stage is another benefit.
- The team also knew there was a need to collaborate with the MEP sub-contractors who were using another BIM solution.



DOCUMENTATION

The team addressed documentation protocols by examining methods for tiling to provide measurements as well as calculating tile quantity for takeoff purposes.



MASTER BEDROOM

“

We can say with absolute certainty that BIM is a vital tool for detecting design, coordination issues, and constructability issues, thereby mitigating the loss of time and cost. Our management recognizes this and works to ensure our BIM team has all the resources it needs.

”

ZAW MYO TUN
(BIM MANAGER)



COLLABORATION



- This practice of making sure BIM is a priority has taken shape in many ways. The BIM team works to devise new approaches, all the while documenting best practices. For Grove Spring @ Yishun, they rely on an openBIM workflow to work with the pre-caster and M&E subcontractor who are using Tekla and Revit respectively.
- On Grove Spring @ Yishun, they developed a well-integrated mock-up unit using Archicad which aligned with the upstream consultants and downstream user.
- Building on that foundation of knowledge, they developed BIM manuals that addressed developing libraries, templates, workflow, and processes.

“

BIM allows for all parties to communicate more interactively and provides us with the insight and tools for better decision making and performance across the construction lifecycle.

”

SCAN THE QR CODES TO VIEW THE VIRTUAL MOCK-UP UNITS



BEDROOM 1



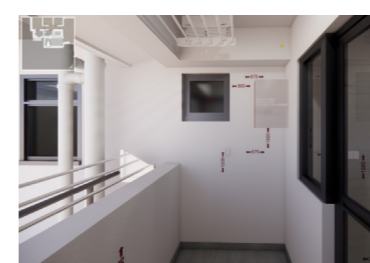
MASTER TOILET



LIVING ROOM



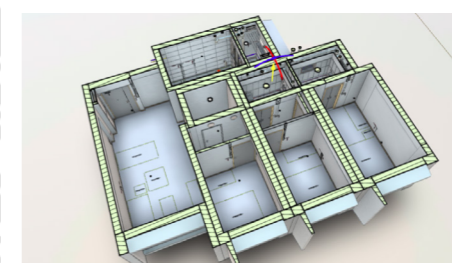
KITCHEN



SERVICE YARD



COMMON TOILET



OVERALL 4R1 MODEL

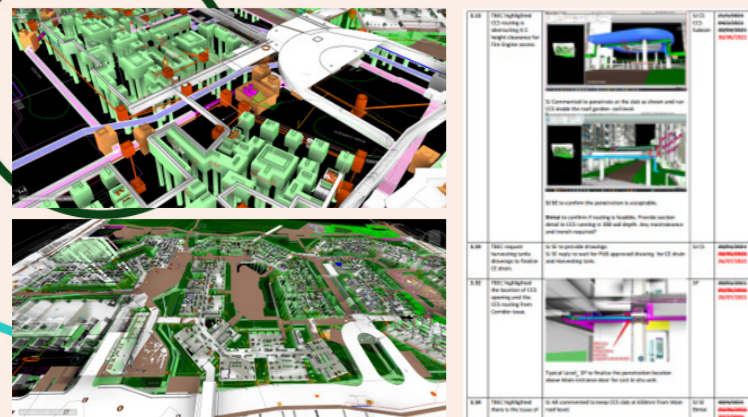
DIGITAL RFI

Raise, communicate, and track issues through digital means to facilitate resolution.

Status	ID#	Title	Assigned to	Company	Due date	Location	Document	Cost Impact	Schedule Impact	Linked to
SUBMITTED	11	RFI on PLASTER DRAINOUT ISSUE	CHU FOO LEE	TEAMBUILD GROUP	May 2, 2023	MSOP 400-2080-2/CC		Yes	Yes	
CLOSED	12	Confirmation for usage of P-bar & Gutter Straps	Zhou Hong Sam	Integrated Project S.	Apr 26, 2023			No	No	
SUBMITTED	13	Structural support for usage of APF / APF2	CHU FOO LEE	TEAMBUILD GROUP		Projectable Roof & Materials		Unknown	Unknown	
OPEN	CS-340	Cladding of Gas Pipe & APF2 Beams at Unit Type 2B02	Looke Raymond SA.	Surbana Surunga Con.	May 9, 2023	Unit Type 2B02				
OPEN	CS-345	Emergency Room T207 & T208 Detail at 2B02L 2B01	Looke Raymond SA.	Surbana Surunga Con.	Apr 19, 2023	Site office meeting room				
AWAITING	CS-344	Record of CM technical meeting on 05/04/2023	CHU FOO LEE	TEAMBUILD GROUP	Apr 16, 2023	Site office meeting room				
CLOSED	CS-343	YONGE Meeting notes	CHU FOO LEE	TEAMBUILD GROUP				No	No	
OPEN	CS-342	Reinforcement Detail of Precast Corridor Slab (PCS)	Looke Raymond SA.	Surbana Surunga Con.	May 15, 2023	All blocks		Yes	No	
AWAITING	CS-346	Column Wall Connection Detail between 2B-3 and 2B-1	Yeo Hong Weng Con.	TEAMBUILD GROUP	Apr 10, 2023	MSOP 2B-3 & 2B-302 Unit		No	No	
CLOSED	CS-348	MSM Opening Through Bar at Corridor	Yeo Hong Weng Con.	TEAMBUILD GROUP	Apr 10, 2023			No	No	
CLOSED	CS-338	Water Penetration at Precast Balcony (2B01L 2B01)	Yeo Hong Weng Con.	TEAMBUILD GROUP	Apr 26, 2023			No	No	
OPEN	CS-339	Subsided Structural Roof Courses for BUA-1824	Looke Raymond SA.	Surbana Surunga Con.	Apr 26, 2023	BUA-1824 Main Roof and Bal.		Unknown	Unknown	

ICE MEETINGS

Conduct 3D review process in a collaborative way, enabled by digital technologies and BIM to resolve issues in a timely manner.

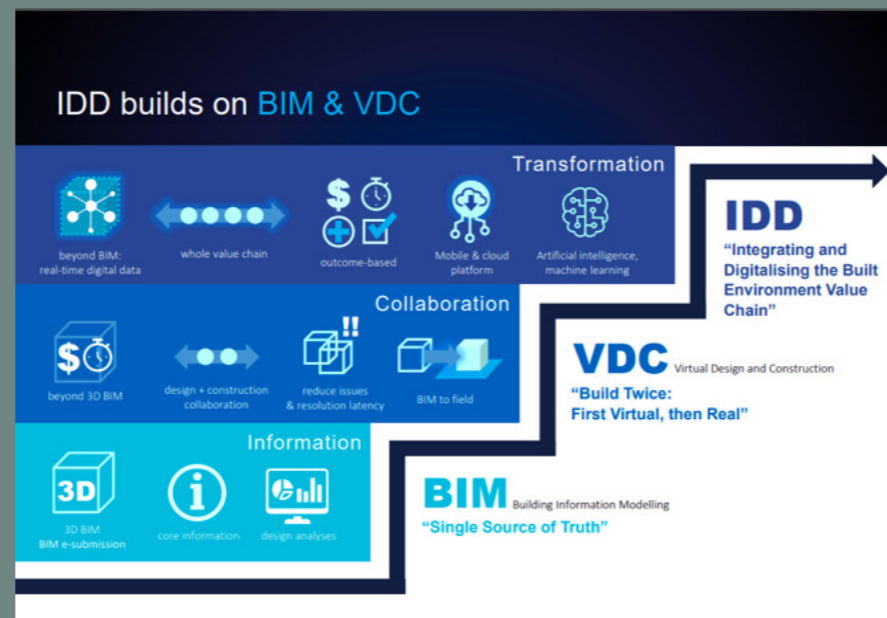


INTEGRATED DIGITAL DELIVERY (IDD)

Technology has fundamentally changed the way we build. With our adoption of digital tools and practices, we are now able to build more efficiently and with greater precision. Our adoption of IDD has enabled us to have a more sustainable, cost-effective, and streamlined approach to construction.

Integrated Digital Delivery (IDD) is the use of digital technologies to integrate work processes and connect stakeholders working on the same project throughout the construction and building life-cycle.

IDD builds on the use of Building Information Modelling (BIM) and Virtual Design and Construction (VDC).



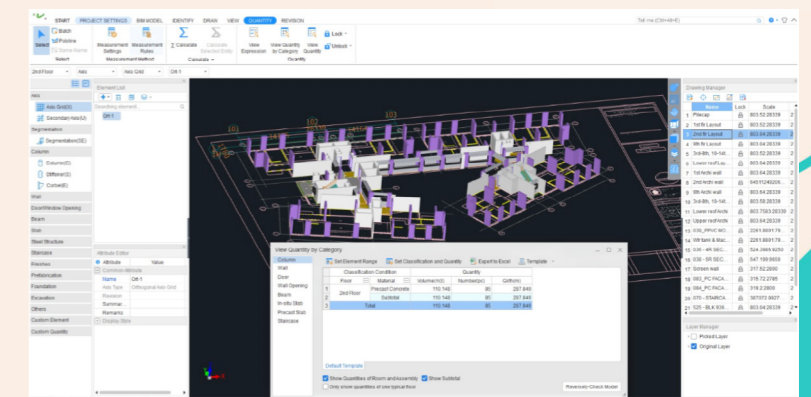
RFA — DIGITAL SUBMITTAL

Submit project deliverables through digital means and manage submissions for approval.

Status	ID#	Title	Type	Priority	Package	Assigned to	Company	Due date	Response
Reviewed	11	CS PE DESIGN							
CLOSED	13	2000	1	High	MFA-CS-142 Submission of W.	Yeo Hong Weng Con.	TEAMBUILD GROUP		Reviewed
CLOSED	17	2000	0	High	MFA-CS-142 Submission of W.	Wan Yee Man	TEAMBUILD GROUP		Reviewed
OPEN	Submitted	11	2000	0	Normal	Yeo Hong Weng Con.	TEAMBUILD GROUP		
OPEN	Submitted	10	2000	0	Normal	Yeo Hong Weng Con.	TEAMBUILD GROUP		
CLOSED	9	2000	3	High	MFA-CS-140 Submission of F.	Zhou Hong Sam	Integrated Project Subs.		Reviewed
CLOSED	7	2000	0	High	MFA-CS-138 Submission of F.	Yeo Hong Weng Con.	TEAMBUILD GROUP		Reviewed
CLOSED	8	2000	0	High	MFA-CS-138 Submission of W.	Yeo Hong Weng Con.	TEAMBUILD GROUP		Reviewed
CLOSED	6	2000	0	High	MFA-CS-137 Submission of W.	Yeo Hong Weng Con.	TEAMBUILD GROUP		Reviewed
OPEN	16	2000	0	High	MFA-CS-136 Submission of W.	Looke Raymond SA.	Surbana Surunga Con.	Apr 18	
CLOSED	4	2000	1	High	MFA-CS-135 Submission of W.	Yeo Hong Weng Con.	TEAMBUILD GROUP		Reviewed
OPEN	Reviewed	3	2000	0	High	Yeo Hong Weng Con.	TEAMBUILD GROUP		Rejected

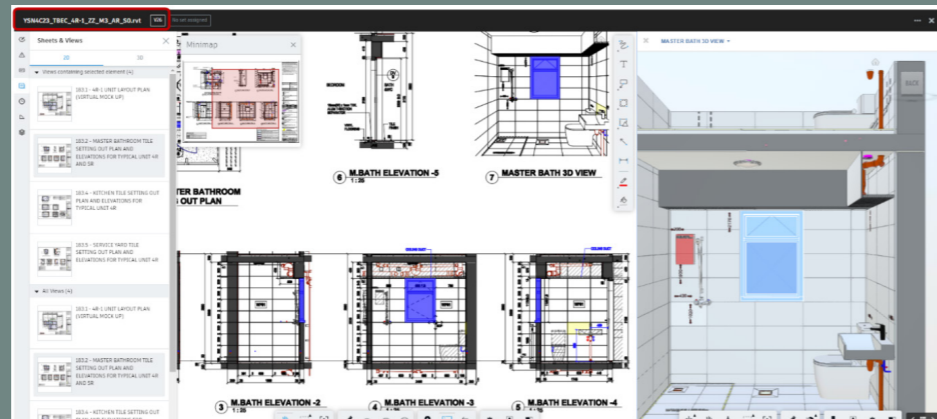
BIM-BASED COST ESTIMATION

C&S 5D models are built for every tender to have more accurate cost estimation.



BIM-BASED DOCUMENTATION

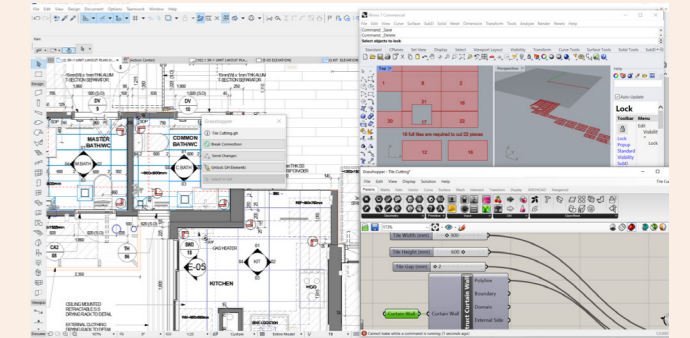
A fully-integrated model and drawing production was achieved with the sub-con.



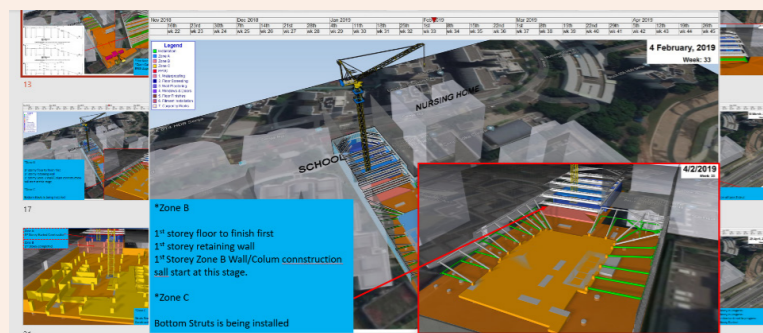
VISUALISATION & DESIGN CHECKS

Develop virtual mock-up and utilise Virtual Reality (VR) tools for all residential unit types to demonstrate actual installation sequence and finishing details.

TILE QTO USING COMPUTATIONAL BIM



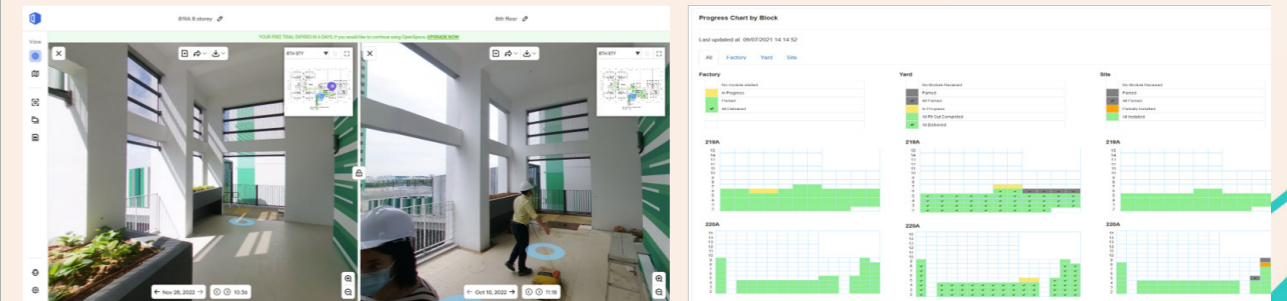
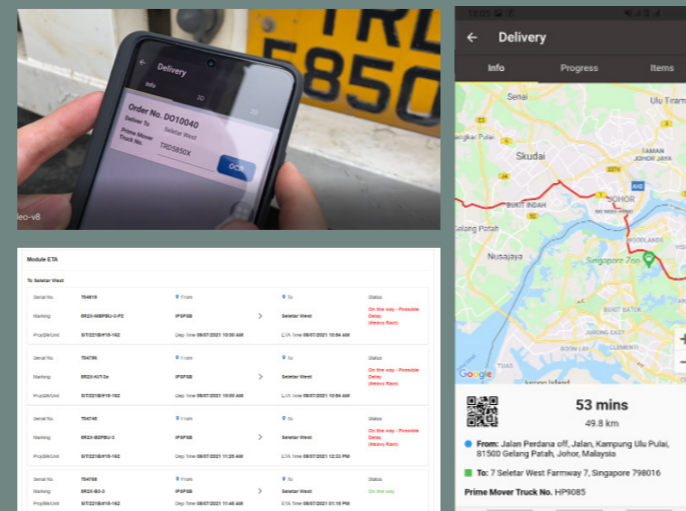
ArchiCAD Model → Computational BIM Software



DIGITAL CONSTRUCTION & SEQUENCING

Plan and monitor construction activities using BIM models to simulate construction schedules and sequence.

DIGITAL LOGISTICS

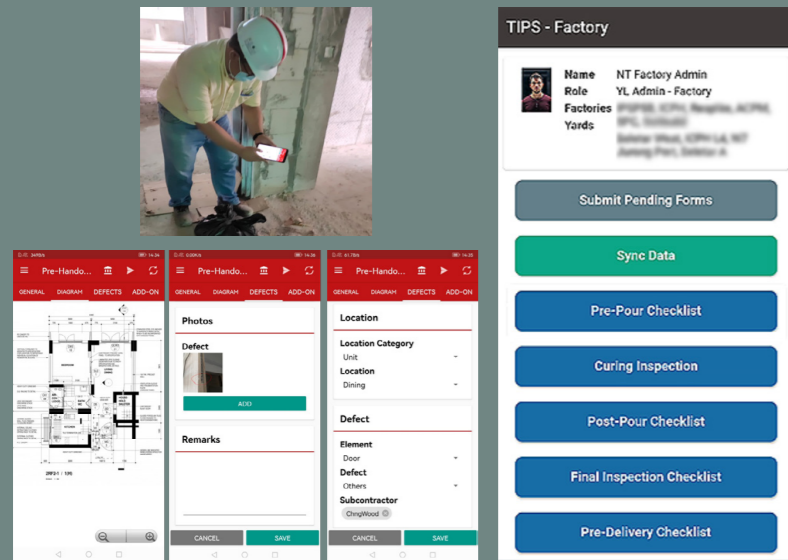


DIGITAL PROGRESS MONITORING

Monitor site progress using digital solutions and update schedules and BIM models for progress reports.

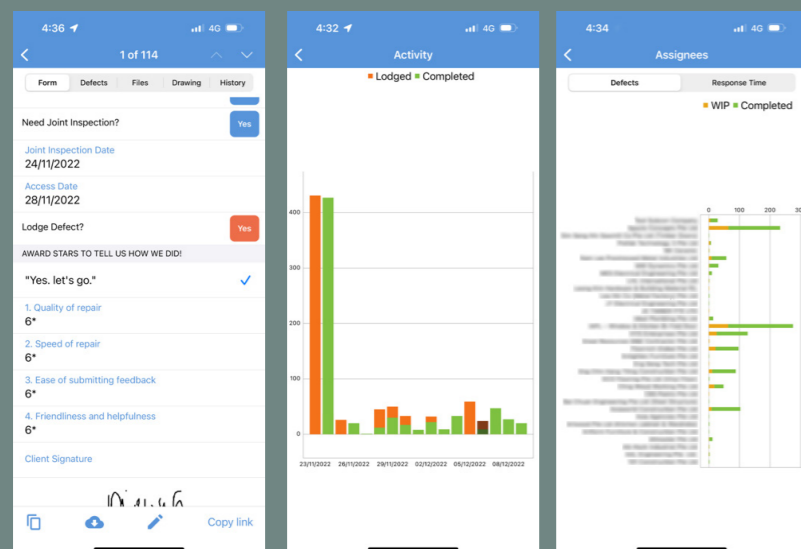
DIGITAL QA/QC INSPECTIONS & MANAGEMENT

Plan and monitor construction activities using BIM models to simulate construction schedules and sequence.



DIGITAL DEFECT MANAGEMENT

Manage and track defects and rectification through digital means during DLP.



SHARING OUR IDD LEARNING CURVE WITH HDB AND BCA



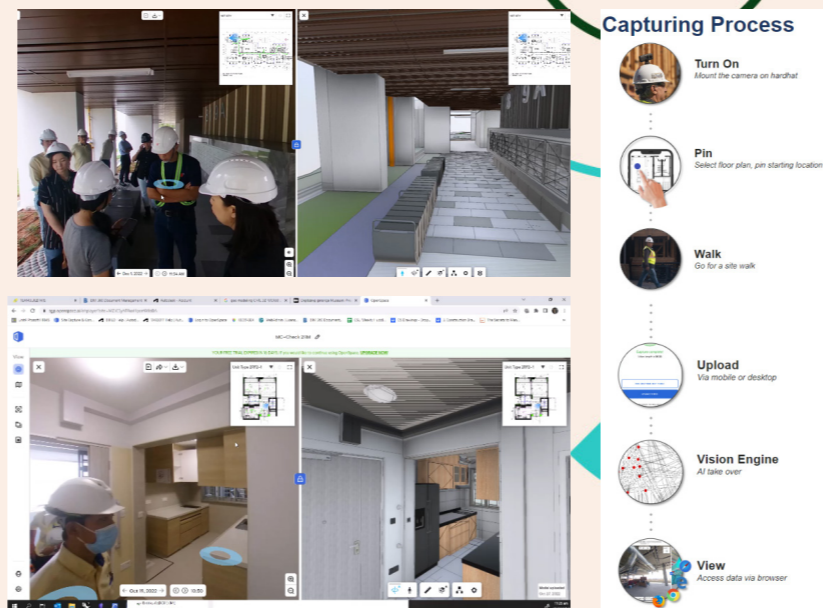
THANK YOU!



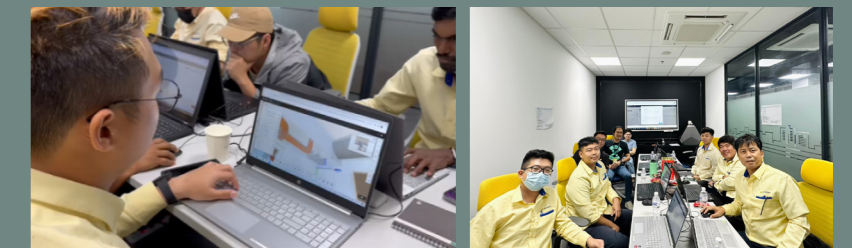
We were also invited by BCA to speak at their Smart Technologies Inspection Seminar on 17 August 2023.

DIGITAL HANDOVER

With AI and 360-degree capture technology, the as-built verification process can be streamlined.



INTERNAL TRAINING TO BUILD UP OUR CAPABILITIES



EMPLOYEE VALUE PROPOSITION

In today's competitive job market, it is crucial for organisations to have a strong Employee Value Proposition (EVP) to attract and retain top talent. EVP is a set of commitment we make to you as our valued employees, in exchange for the skills, knowledge, and expertise you bring to our organisation. It's our way of showing you how much we value and appreciate your contribution to our success.



A strong EVP can help us differentiate ourselves from other employers and make it more appealing to potential employees. It can also help us align employee expectations with organizational goals, leading to a more engaged and committed workforce.

**THE HR TEAM WILL BE CONDUCTING
A ROADSHOW IN Q4 THIS YEAR TO
SHARE WITH YOU OUR EVP!**

A COLLABORATIVE & SUPPORTIVE WORK ENVIRONMENT



At Teambuild, we make things better by leveraging on our strengths, resolve problems at the root cause through developing win-win solutions and engage one another with an open mind and honest discussions to deepen trust and understanding. We are committed to create a safe and healthy environment for all to thrive, we treat each other with care and respect and continue to develop the potential of our people.

REWARDS & RECOGNITION



Our commitment to employee recognition and rewards will provide you the motivation and sense of accomplishment you need to succeed. We will work with you towards achieving your goals and celebrate with you when you succeed. For the hard work you put in, you are compensated with a salary package that best corresponds with your role, responsibilities, performance and skill sets.

INNOVATION



Innovation is part of our culture. We believe that innovation drives growth and allows us to stand out amongst our competitors. We translate simple ideas into actions, continuously review and renew our processes and business. We are open to new perspectives and positively challenge the way we think and work.

HIGH LEVEL OF RESPONSIBILITY



At Teambuild, we take responsibility for our roles and actions. We align our focus with our business goals, vision and mission. We take initiative to drive results for our customers and stakeholders. We admit and learn from mistakes, do not blame others and conduct business at the highest technical and ethical standards.

LEADERSHIP OPPORTUNITIES



We believe in empowering our employees to grow personally and professionally. As a member of our team, you will be given the opportunities to take on projects and lead a team. You will also learn from and be inspired by our visionary leaders who set the standard for excellence. Our leadership team will provide you the guidance and support you need to reach your full potential and grow as a leader.

INSPIRING PURPOSE



At Teambuild, we are committed to achieve excellence in quality and productivity in whatever we do. We deliver what we promise and we seek continuous learning and improvement to achieve better results. As a member of our team, you will work with us to make a positive impact in the community through our work.

BEHAVIOURAL TRAITS



A COLLABORATIVE & SUPPORTIVE WORK ENVIRONMENT



NON-MANAGERS

- Demonstrate a positive attitude in various situations and interactions with stakeholders
- Share information and resources with co-workers



MANAGERS (INCLUDING SENIOR MANAGEMENT)

- Encourage open communication, respect and teamwork within the team
- Provide employees with resources and guidance needed to implement suggestions
- Champion the development of a collaborative and supportive organisational culture

INNOVATION



NON-MANAGERS

- Proactive in identifying opportunities for innovation by looking for problems that need solving and proposing new solutions
- Adapt and stay open to new ideas and approaches to work



MANAGERS (INCLUDING SENIOR MANAGEMENT)

- Provide employees with opportunities to brainstorm, experiment and explore new ideas
- Encourage risk-taking and empower employees to own and contribute to the innovation process

HIGH LEVEL OF RESPONSIBILITY



NON-MANAGERS

- Ensure projects are delivered on time, within budget and to the highest quality standards
- Take ownership and be accountable for actions
- Continuously seek feedback from colleagues, managers and stakeholders and use it to improve on work and performance



MANAGERS

(INCLUDING SENIOR MANAGEMENT)

- Establish clear and specific goals for team members
- Provide regular feedback to ensure that team members are meeting their goals
- Foster a culture of integrity by creating an environment where employees feel safe speaking up about ethical concerns

LEADERSHIP OPPORTUNITIES



NON-MANAGERS

- Seek feedback on work performance to identify areas for improvement
- Seek opportunities to develop leadership skills
- Take initiative and be proactive in identifying and solving problems



MANAGERS

(INCLUDING SENIOR MANAGEMENT)

- Work with employees to create a development plan that outlines their strengths and areas of improvement
- Provide leadership opportunities by encouraging employees to take on new challenges and responsibilities.

REWARDS & RECOGNITION



NON-MANAGERS

- Understand expected performance standards
- Seek feedback on performance, embrace constructive criticism and use them to improve own performance
- Take initiative to acquire new skills and knowledge



MANAGERS

(INCLUDING SENIOR MANAGEMENT)

- Provide feedback on team members' performance, as well as guidance on how to improve in areas where employees may be struggling
- Acknowledge and recognise team members' effort
- Treat each team member equally

INSPIRING PURPOSE



NON-MANAGERS

- Collaborate with stakeholders and work together to achieve shared goals
- Demonstrate behaviours that are aligned with organisation's values
- Constantly seek improvement in ways of working



MANAGERS

(INCLUDING SENIOR MANAGEMENT)

- Foster a positive and supportive work culture
- Recognise and celebrate success
- Encourage employees to seek continuous learning and improvement

It is important we continue to sustain the position of the organisation's strengths through proactive communication and engagement. It is important that we embody our EVP in the day-to-day interaction with our colleagues. Therefore, we have developed a set of behavioural traits to guide both managers and employees in exemplifying the positive behaviours.

At the heart of our EVP is you, our employees. We are committed to creating an environment where you can thrive, grow, and achieve your career goals. We want you to feel valued, appreciated, and engaged in your work. We will require everyone's efforts to sustain the EVP efforts and together we can create a positive workplace culture for everyone, setting us apart as an employer of choice

GATHERING RESONANCE



03/03 - 13/03: CONDUCTED EMPLOYEE SURVEY

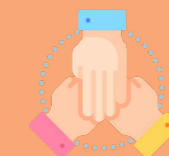
With the aim to identify strengths and possible areas for improvement, the survey measured two areas:

- **Personal Alignment** – staff must feel that the EVP item is important to him/her
- **Organisational Consistency** – the staff must feel that the organisation tries to provide / promote EVP on a continuous basis

HIGHEST EXTENT OF PROVISION



HIGH LEVEL OF RESPONSIBILITY



A COLLABORATIVE & SUPPORTIVE WORK ENVIRONMENT



LEADERSHIP OPPORTUNITIES

AREA OF IMPROVEMENT



REWARDS AND RECOGNITION

WHAT'S ON YOUR DESK?

Our desks can tell their stories...and ours. What's On Your Desk is the new series that explores our colleagues' workspaces and their favourite things.

In this issue, we are delighted to have Zaw Myo Tun, BIM Manager, share with us What's On His Desk?



ZAW MYO TUN (BIM MANAGER)



1

Water Bottle – Mr. Flow

2

Coffee Cup – Morning Kaki

3

Hand Sanitizer – Ms. Clean

4

AirPod – Ms. Voice

5

Phone - Mr. Shadow

1

What is the one thing you can't live without?

At the moment, phone.

2

If you could live your life again knowing what you do now, what would you change?

Nothing, I am happy with what I am doing now.

3

What is something that can't be taught and can only be learned with age?

Preparing for death and knowing what is the meaning of life!

4

What is the best piece of advice you've received?

Remember that you will die and hence make sure you do not regret the way you have lived. That changes the way I think, and act.

5

Describe yourself in one word.

Innovative.

7

If you could make a rule for a day and everyone had to follow it, what would it be?

Enjoy the freedom, peace, and love to all.

6

What is the craziest thing you've ever done?

Riding a motorbike in town at the fullest speed with a group of friends. Will never do it again!

8

Who would you most like to sit next to on a 10 hour flight and why?

Pilot, because I want to learn something new in the right situation.

9

If a genie granted you 3 wishes right now, what would you wish for?

I would wish for all living creatures to be free from hunger, disaster, and war.

10Q IN 60S

10 Questions in 60 Seconds is a fun Q&A with colleagues.

10

What gets you out of bed every morning?

Work! Wake up and start thinking about what I need to complete today.



Mr Lee Kay Sin, Executive Director and our colleagues from SSS with the MOM officers in charge of our dormitory.



MAY DAY CELEBRATIONS

Say goodbye to virtual May Day Celebrations! This year's event was the first physical May Day Celebration in two years, and it saw an exciting programme that included the presentation of Long Service Awards, a lucky draw, Talent Time (live performance by employees), games and photo booths, and best dressed awards.

MOM officers who are in charge of our dormitory also attended the event, which made things even livelier. After all, the more the merrier!



Allan Low, Deputy QEHS Director, conducting the lucky draw.



Long Service Awards presented by Mr Lee Kay Sin, Executive Director.



Top 10 lucky draw winners



Our HR team with Ms Wee Kim Lee from Prudential, sponsor of the event lucky draw.



Our HR team with Ms Jean Seow from AGW Insurance, sponsor of the bottled drinks for the table games.



A big thank you to the HR team and the rest of the organising committee for pulling off this successful event, the Indian Workers Committee for renting and sponsoring chairs, and the workers in charge of the massive cooking operation for more than 1000 people!

Special thanks to our sponsors for the lucky draw as well!



Group shot of the organising committee



Senthilkumar, Head of our Indian Workers Committee



Our colleague on the extreme left is the Head Chef for the event.



To better engage with our employees, we have set up a Tik Tok account.

One of the event posts on Tik Tok has garnered more than 1 million views! You can scan the QR code to check out our Tik Tok account.

Thank you to Jane for setting up and managing the account!



We had conducted a lucky draw for those who participated in our post-event feedback. Congratulations to the 10 lucky draw winners!



MOVIE DAY (25 JUNE 2023)

Teambuild Movie Day has been an annual event for many years. After a three-year hiatus, we're excited to finally bring it back with a special screening of Transformers: Rise of the Beasts!

It was especially heartening to see the children of our staff growing up together, and we hope everyone enjoyed themselves. Here's to seeing more families the next Movie Day!



WORK HARD

The Fun Fund initiative was launched in 2021 as a platform for employees to unwind, relax, and enjoy each other's company in a non-work context. Since then, it's been used by many of our staff to organise team gatherings, and we're really glad to see that.

Some of the recent Project Teams gatherings with SSS, QEHS, PTU and Contracts include Projects Woodleigh Residences & Draycott, Projects YSN4C23 & Tengah C5, Project BMC51.

"The gathering was a really good bonding session for the Project Team with SSS", said Beh Loong Fatt, Project Manager, YSN4C23 on the experience.

PLAY HARD



PROJECT BMC51



YSN4C23 & TGC5





WOODLEIGH & DRAYCOTT

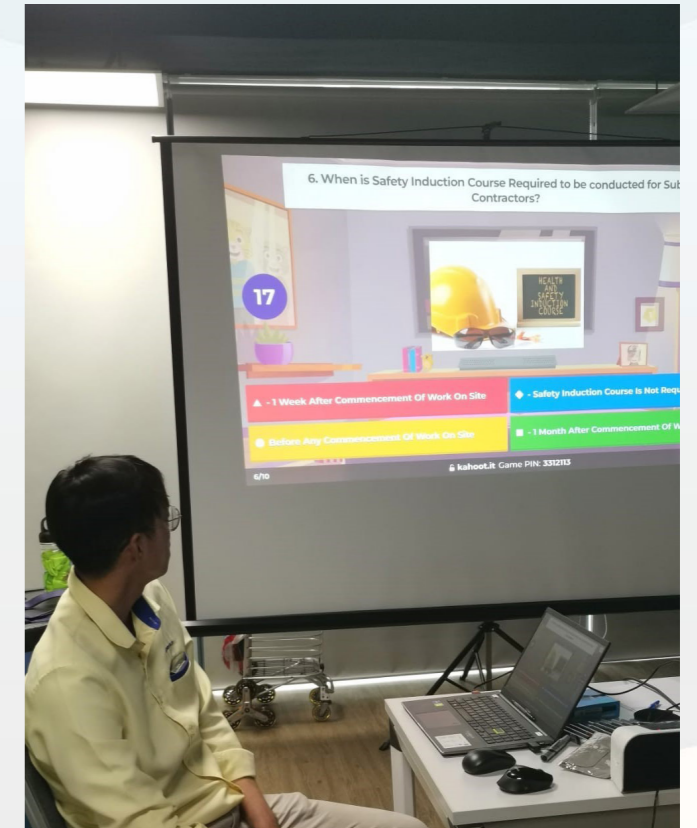




NEW STAFF INDUCTION

The first new staff induction of 2023 was held on 25 May. Besides having subject matter experts on QEHS, BIM and LEAN to share their knowledge and experience, the new staff were also brought on a tour around our ICPH factory and had lunch with some of our senior management.

Capping off the programme were games and presents prepared by the HR team, which made the onboarding experience a very welcoming one.





MINISTER DESMOND TAN

“

There are many good examples of progressive firms with good HR practices in our sector. When we speak to our BCA officers to find out why they continue in the sector and why they leave; more often than not it is HR.

Take for instance Teambuild, who was recognised as one of Singapore’s Best Employees in 2023. Teambuild has its own career mentoring programme for fresh graduate and provides their employees with support for reskilling and upskilling.

”

BUILD SG LEAD SUMMIT (11 MAY 2023)

At the BuildSG Leadership Engagement and Development (LEAD) Summit 2023, Minister Desmond Lee addressed more than 300 industry leaders, urging Built Environment (BE) leaders to strengthen the transformation of their firms and workforce, even as normal activity resumes in the sector.

We are honoured to be mentioned in Minister Desmond Lee’s speech as well as featured in the Forerunners Video Showcase.



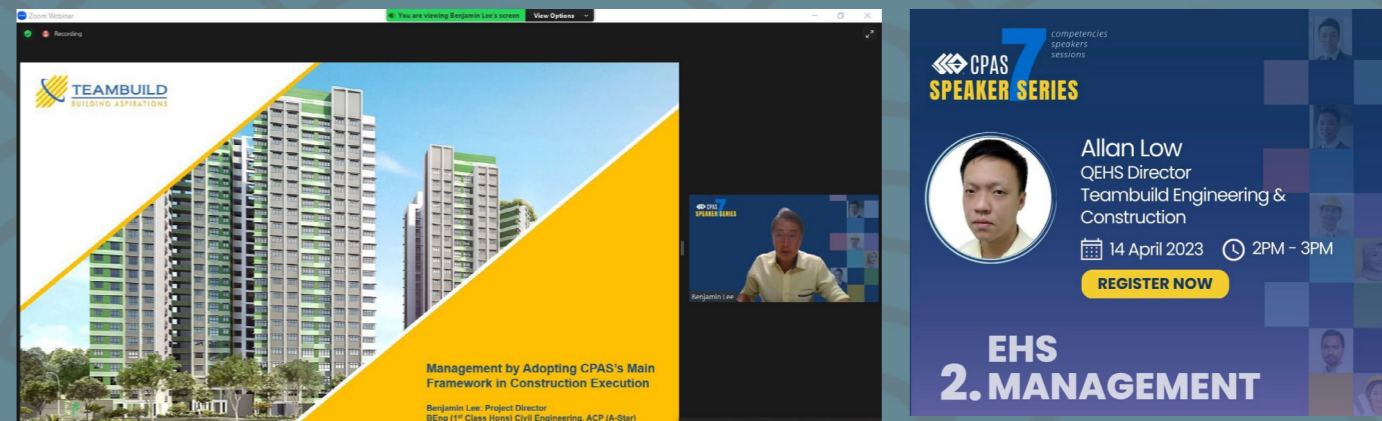


SHARING PROJECT MANAGEMENT WITH HDB

Tan Poh Tuck, Executive Director, and Hong Wee Khong, Construction Director, were invited by HDB to share on Project Management Practices with their Project Directors.

SCAL CPAS SPEAKER SERIES

Curated by SCAL, the Construction Professional Accreditation Scheme (CPAS) Speaker Series brings together the leading voices and minds in the industry today to discuss key ideas, issues, challenges, and solutions faced by contractors today. We are honoured to have our colleagues Allan Low, Deputy QEHS Director and Benjamin Lee, Project Director, invited as speakers for the series.



SCAL'S HR EVENT SPEAKER

It was also an honour for us to have our colleague, Jane Pang, Senior HR Manager, invited as a speaker for SCAL's inaugural event curated for HR professionals.



SCAL CONSTRUCTION SAFETY WEBINAR

Chia Liang Wei, EHS Manager, was invited to share on "Managing Heat Stress in the Workplace" at SCAL's Construction Safety Webinar on 31 July 2023.



SCAL NEWSLETTER

FEATURE ARTICLE

Celebrating The Commitment to SUSTAINABILITY

The effects of climate change on our environment continue to intensify, underscoring the need for mitigation efforts. With the construction industry responsible for a significant environmental footprint, Environmental Control Officers for Specified Construction Sites (ECO(S)CS) play an indispensable role in creating, promoting and implementing practices that reduce the sector's environmental impact. In practice, ECOs advise on pollution remediation, ensure compliance with environmental regulations, instruct personnel on maintaining standards that reduce industrial waste and harmful emissions, and survey sites for lapses - all aimed at limiting the sector's contribution to climate change and safeguarding the natural environment surrounding development projects.



Mr. Chew Ming Fui, Deputy Chief Executive Officer, Public Health Director-General, Public Health, National Environment Agency, making his speech at the Awards Ceremony.

On 10 March 2023, the crucial but sometimes undervalued work of ECOs was acknowledged at the inaugural ECO(S)CS Awards Ceremony. With a turnout of close to 400 physical and virtual attendees, the event shone the spotlight on environmental excellence within the construction industry, and underscored the significant role that ECOs and construction companies play in the prevention of dengue fever and other public health threats. SCAL's involvement underlines their commitment to working hand-in-hand with the NEA and other stakeholders in protecting our environment.

At the ceremony, 10 individuals were presented with the ECO(S)CS Excellence and Merit Awards, and 5 teams received the Best Practices Team Award. The Contractor connected with two of these recipients: Mr. Zac Wong Zhi

Xue from Teambuild Engineering & Construction Pte Ltd, and Samwoh Corporation Pte Ltd, represented by their Civil & Infrastructure General Manager, Mr. Thoo Keng Hong and their Environmental Control Officer, Mr. Subramanian Anandhan.



Mr. Zac Wong, Teambuild Engineering & Construction Pte Ltd, receiving his ECO(S)CS Excellence Award.

The project that led to Mr. Wong receiving the ECO(S)CS Excellence Award was the SkyResidence @ Dawson. This project was not without its unique challenges which required innovative solutions to tackle. Some high-risk areas of the project identified by Mr. Wong was the basement car park and the skybridge that connected multiple adjacent buildings. "The basement was a ponding hazard because it was where all the water would accumulate," said Mr. Wong. "We needed to come up with strategies to pump out the water and redirect it to the discharge point." Similarly, the accumulation of water on the skybridge was a concern. "As the skybridge was being constructed, some areas were hard to reach, which became a challenge for implementing vector control," explained Mr. Wong. "We relied on drones to help us inspect these areas that were hard to access."

Speaking about the hurdles in maintaining a safe work environment, Mr. Wong highlighted, "On site, everyone had different roles, different objectives, and different concerns. We had to make sure that everyone was on the same page and willing to cooperate with one another to implement the environmental management plans effectively." For Mr. Wong, the key factor to overcoming these challenges was constant communication, ensuring that the entire team was informed, involved, and invested.



The award, according to Mr. Wong, was not just a testament to their hard work but also a validation of their commitment. "This award is an acknowledgement that our effort and hard work to manage our work environment have paid off. It brings pride to our company and the site teams involved," he said. "It also reaffirms to all our employees that all of our efforts don't go unrecognised."



Samwoh Corporation Pte Ltd bagged the Best Practices Team Award.

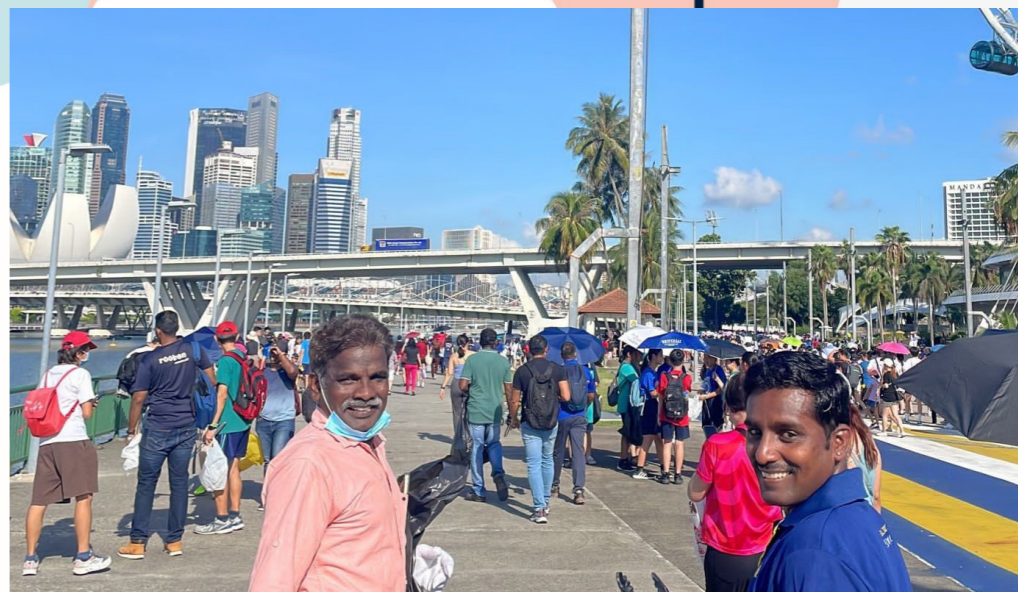
Samwoh Corporation Pte Ltd's civil engineering projects require managing expansive project sites involving a diverse set of stakeholders. Their primary challenge revolved around enforcement and monitoring of the erosion control plan, a task they efficiently managed through the appropriate integration of technology. With innovative solutions such as solar-powered automated Erosion Control Measure (ECM)

tanks, the team was able to increase productivity significantly and reduce human error.

Reflecting on the team's achievement, Mr. Thoo Keng Hong said, "It's a testament to our team's hard work and commitment to safety and environmental control, and a reflection of the Company's and our Management's policy and dedication. The achievement motivates us to continue to innovate and strive for excellence in safety and environmental control."

The recognition stemming from these ECO(S)CS awards conveys a strong message of encouragement, and serves as a symbol of pride for all awardees. It is a reminder that the hard work they put into maintaining excellent environmental practices does not go unnoticed. It's no surprise that the awardees are big advocates of harnessing technology for environmental management, while demonstrating an unwavering commitment to refining their practices in future projects.

The ECO(S)CS awards, supported by SCAL, underline the critical role Environmental Control Officers and the broader construction community play in preserving our environment. In celebrating the winners, it must be reiterated that the responsibility of raising and maintaining high environmental standards is a collective one borne by all links in the industry value chain. The work environment is shared by all stakeholders, and only by coming together and working with ECOs can that shared environment be better preserved for a more sustainable construction industry.

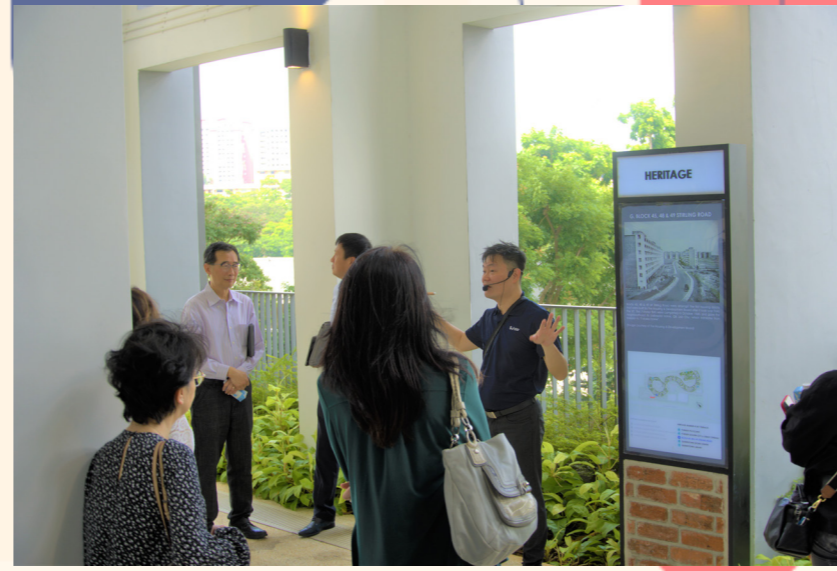


SG CLEAN DAY

Some of our staff and workers participated in SG Clean Day to do their part to make Singapore a cleaner and better home for everyone. We are proud of them!



Zac Wong Zhi Xue, WSH Officer, was featured in SCAL newsletter.



SKY RESIDENCE @ DAWSON VISIT BY HDB

We are honoured to have hosted HDB Board Chairman and Members, as well as HDB staff, for a site visit at Sky Residence @ Dawson.



Completed in Q3 2022, Sky Residence @ Dawson is a head-turner with its modern-looking exterior and pockets of green spaces.

In fact, nature flows in its veins. Apart from an abundance of trees and plants, the green estate also has a roof garden for residents to enjoy and hang out.

More notably, Sky Residence @ Dawson was a significant project for us — and in more ways than one. Using Singapore's one and only 1000-tonne mobile crane at the time of construction, the team was able to complete work on each Skybridge in two days, as opposed to 28 days.

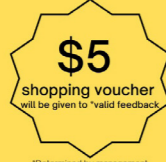
EMPLOYEE FEEDBACK CHANNEL



YOUR VOICE MATTERS!

We would like to hear your thoughts and opinions about our workplace safety, health and wellbeing, and overall working experience.

Please scan the following QR Code to provide your feedback. Your responses will help improve our work environment for everyone.



Thank you for taking the time to share your thoughts with us.

You may contact us via our dedicated hotline for assistance.

TBEC Employee Feedback Hotline: **8764 6077**

As part of our constant drive to foster a safe, ethical and inclusive workplace, we officially implemented an Employee Feedback Channel in May this year. We believe that our staff are our most valuable asset, and their insights are crucial in shaping a more positive, productive, and satisfying workplace.

This feedback channel also acts as a whistleblowing platform. We encourage you to come forward if you have concerns about any unethical or improper conduct. **Your reports will be handled with utmost confidentiality. Our aim is to create a safe and secure environment where you can raise concerns without fear of retaliation or adverse consequences.**



100% confidentiality



Safe and secure environment



Raise concerns without fear of retaliation or bad consequences

WSH AWARDS

PERFORMANCE AWARD

WSH Performance (SILVER) Award- Asiabuild Construction Pte Ltd



SHARP AWARD (TBEC)

SengKang N4C31
Punggol North C5
Yishun N3C26
Tengah Garden C5
HIP G29J

SHARP AWARD (ABC)

One Draycott
HIP G29L

CERTIFICATION OF PARTICIPATION



WSH SUPERVISOR AWARD

WSH INNOVATION AWARD

Senthilkumar (WSHC- BMC51)
Manimarum (WSHC- ICPH)

SAFEform (Yishun N4C23)



YISHUN N3C26



CERTIFICATION OF SAFETY RECOGNITION

Team Alliance Construction was awarded certificate of Safety Recognition by McConnell Dowell for J108 Project.



CONGRATULATIONS TO ALL RECIPIENTS!

SEOW KONG CHEONG SCHOLARSHIP



Congratulations to **Liew Shi Hui** on her successful application for the scholarship!

The next application period for the Teambuild - Seow Kong Cheong Scholarship will be from **14 Nov 2023 to 14 Jan 2024.**



LIEW SHI HUI
(ASSISTANT HR MANAGER)
Graduate Diploma in Organizational Psychology

STORIES / IDEAS

We would love to hear from you!

If you have any feedback on how we can improve future issues, please write to engaged@teambuild.com.sg. ENGAGED! would be more engaging if it is for the Teambuild community by the Teambuild community.



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