

ENGAGED!



COLLABORATING FOR A BRIGHTER FUTURE

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) APPROACH



CONVERSATION WITH | EDWIN ONG



PHOTO GALLERY | DIVERSITY & INCLUSION ACTIVITIES





May Day Celebration Committee with Management Team.

Dear Colleagues,

As we continue to progress through 2024, I am continually inspired by the collective achievements and efforts of our team. Each accomplishment and every voice among our team members contributes to making Teambuild a leader in the industry. Congratulations on our recent successes, including the prestigious WSH awards and the various platforms where our team members have been featured.

I am also pleased to announce the return of our "Conversation With" segment in this issue, last featured in 2021. This segment offers an opportunity to spotlight the outstanding individuals among us. We will continue to present this feature on an ad-hoc basis, focusing on employees whose achievements and stories inspire us all and embody the core values of Teambuild.

This year, we have made progress in our Environmental, Social, and Governance (ESG) endeavours. Our inaugural ESG report sets a foundational benchmark for our ongoing and future initiatives. Our commitment to ESG principles will continue to shape our operations and strategies, reflecting our dedication not just to excellence in construction but to being a responsible and sustainable organisation.

Sustainability is a daily practice at Teambuild. We integrate it into our operations by reducing waste at our sites and optimizing energy use in our offices. I encourage everyone to continue these small but powerful actions—like switching

off lights and air conditioners when not in use and proposing innovative ideas that enhance our environmental efforts. Together, these efforts can create a substantial effect.

The 'Social' component of our ESG commitment, highlighted by our 2023 Staff Engagement Survey, shows promising results in employee satisfaction and engagement. Your feedback drives us to enhance our workplace, ensuring Teambuild is more than just a place of work—it's a community where growth, well-being, and support are prioritized. I am especially heartened by the positive reception to the captain's ball tournament organized by our new Social & Recreation Club.

Amidst reflections on community and engagement, it's fitting to note a transition within our ENGAGED! team. Victoria's leadership as editor has been pivotal in strengthening our communications, making ENGAGED! a vibrant expression of Teambuild's dynamic and spirited collective. We deeply appreciate her impactful contributions. As she hands over the reins to James, we are enthusiastic about the fresh perspectives and ideas he will bring.

Lastly, I look forward to your active participation in the Improvement & Innovation Campaign. Your ideas and innovation drive our success, and I encourage everyone to keep thinking creatively and boldly.

Together, we are not just building for today, but for a sustainable tomorrow.

CEO'S MESSAGE

亲爱的同事们，

随着我们在2024年的继续前行，团队的集体成就和不懈努力一直是我的灵感源泉。对于我们最近取得的成就，包括备受瞩目的WSH奖项以及团队成员在多个平台的杰出展示，我表示衷心的祝贺。每一项成就和团队成员的每一个声音都强而有力地推动着联宇集团成为行业的领头羊。

我也非常高兴地宣布，我们的“对话栏目”将在本期回归，上一次刊登是在2021年。这个栏目为我们提供了一个展示优秀团员的平台。我们将继续不定期地推出这专栏，重点介绍那些以其成就和故事激励我们并体现联宇核心价值观的员工。

今年，我们在环境、社会责任和公司治理（ESG）方面取得了一些重要进展。我们的首份ESG报告为我们的持续和未来行动设立了基准。我们对ESG原则的持续承诺将塑造我们的运营策略，这不仅体现了我们对建筑卓越的执着追求，更彰显了我们作为一个负责任和可持续发展的集团的决心。

可持续性在联宇是一种日常实践，我们通过减少工地上的浪费和优化办公室的能源使用将其融入我们的运

营中。我鼓励大家继续这些小而有力的行动 – 比如在不使用时关闭灯和空调，并提出增强我们环境努力的创新想法。共同努力，这些措施可以产生显著的影响。

我们ESG承诺中的“社会”部分，通过2023年的员工参与调查显示了在员工满意度和参与度方面的积极成果。您的反馈推动我们改善工作环境，确保联宇不仅是一个工作场所，更是一个优先考虑成长、福祉和支持的社区。我特别高兴看到新成立的社会与娱乐俱乐部组织的队长球比赛受到大家的热烈欢迎。

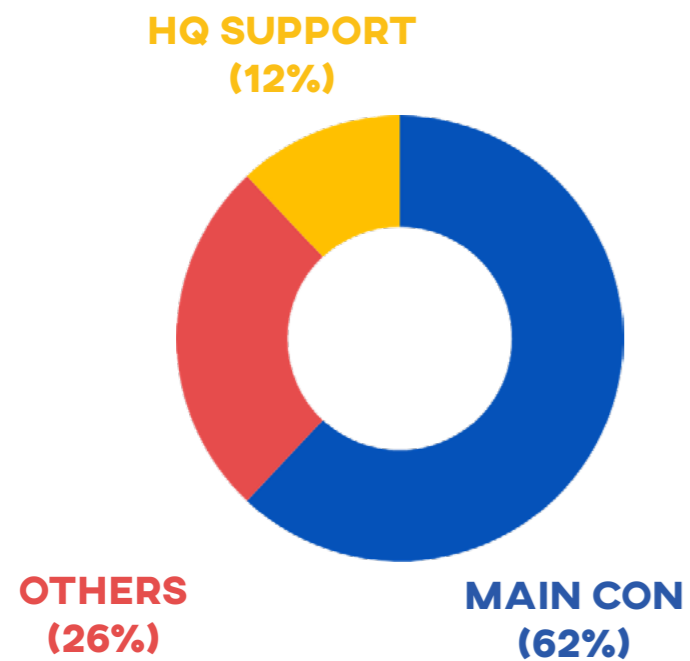
在我们回顾团队之间的互动时，我也要顺便提及ENGAGED!编辑部的一次职务交接。Victoria作为主编，在她带领下ENGAGED!已成为了联宇团队中充满活力与朝气的沟通平台。这对加强我们的沟通起到了重要作用，我们非常感谢她之前的卓越贡献。现在她将交棒给James，我们期待他带来新的视角和创意。最后，我期待大家积极参与今年的改进与创新活动。你的创意和创新是推动我们成功的动力，我鼓励每个人保持创造性和大胆思考。

我们共同努力，不仅为今天建设，更为可持续的明天建设。



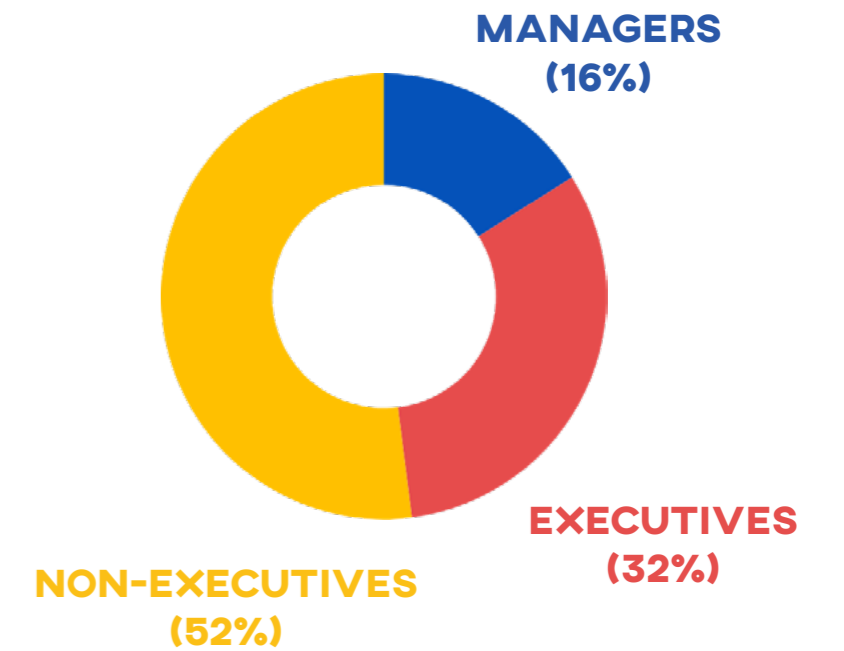
**191
PARTICIPANTS**

**PARTICIPATION% IN
TERMS OF BU**

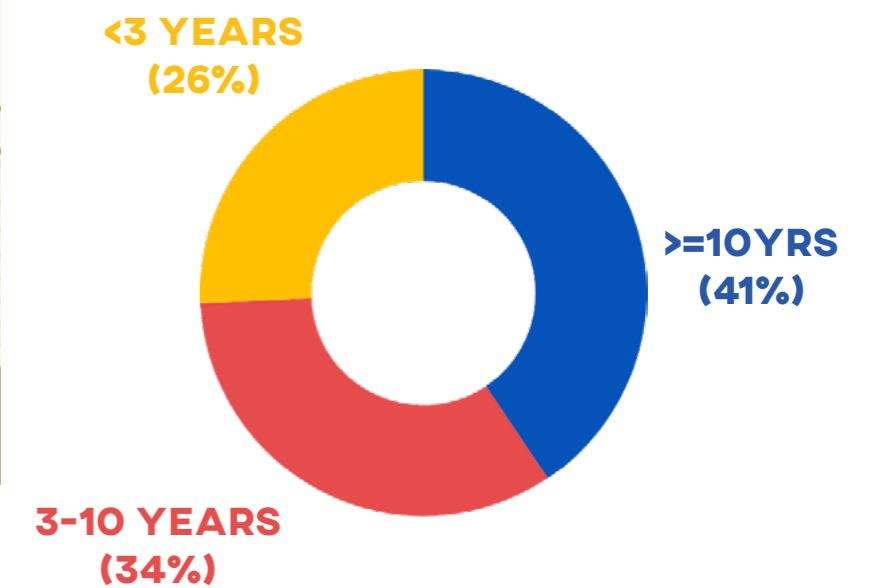


**2023 STAFF
ENGAGEMENT
SURVEY HIGHLIGHTS**

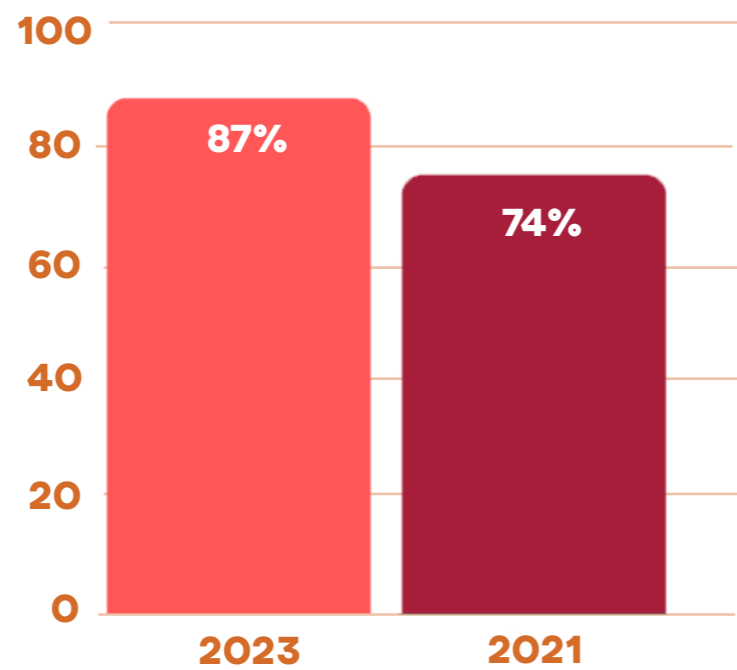
**PARTICIPATION% IN
TERMS OF JOB GRADE**



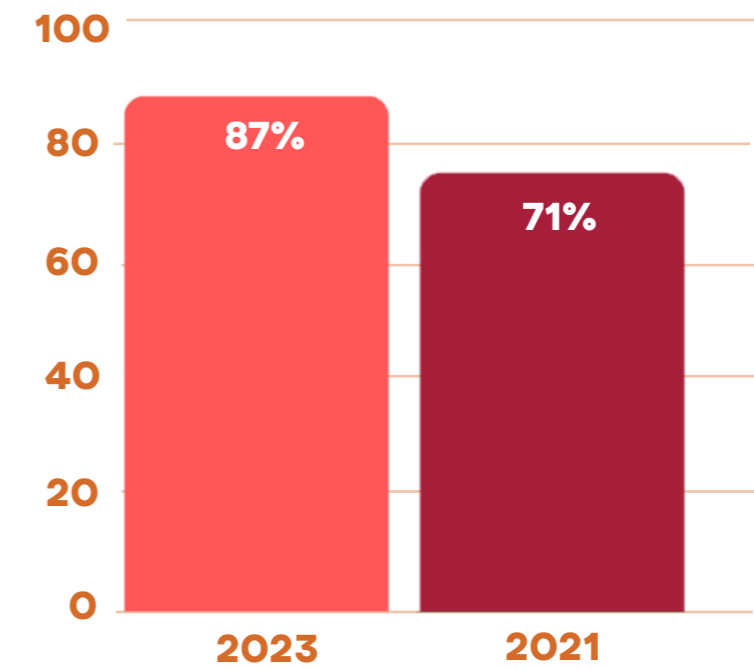
**PARTICIPATION% IN
TERMS OF SERVICE YEARS**



OVERALL ENGAGEMENT INDEX

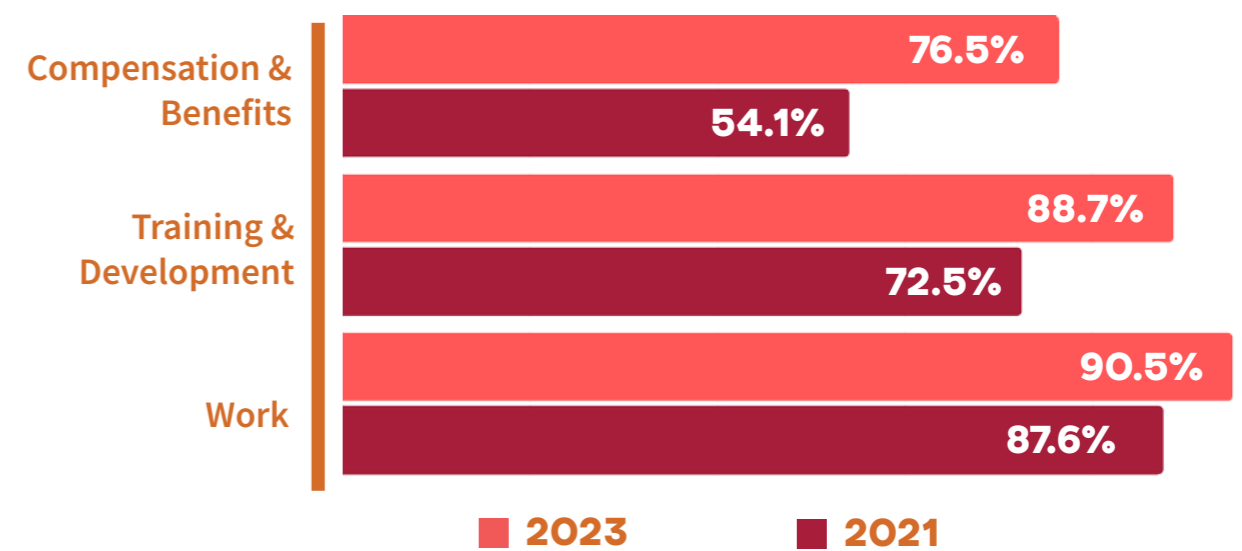


Work Category	2023	2021
Work Category	95%	88%
Supervisor Relationship Category	88%	80%
Training & Development Category	89%	72%
Compensation & Benefits Category	77%	54%
Company & Leadership Category	87%	74%



WORK ENGAGEMENT INDEX

(includes Work + T&D + Comp & Ben categories)





ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) APPROACH

Our ESG priorities closely reflect the areas we care most deeply about as a company – purpose and people. Apart from being just the right thing to do, they will also have an enduring positive impact in the long term on both our business and the communities we serve.

CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

ENERGY

- Promote responsible consumption of energy and environmentally friendly practices at our project sites and office wherever possible.
- Incorporate sustainable features in our buildings to enhance energy efficiency.



WASTE

Adopt advanced systems and technologies aimed at reducing waste in construction projects.

ENVIRONMENT

WATER

- Promote responsible consumption of water and environmentally friendly practices at our project sites and office wherever possible.
- Provide clean water and sanitation at all our project sites and office.



POLLUTION

Commit to reducing noise, dust and vibrations resulting from construction activity, vehicles, heavy equipment and machinery at our construction sites.

EMPLOYMENT AND TALENT MANAGEMENT

Provide productive employment and jobs and talent management programs, including training and education.



OCCUPATIONAL HEALTH AND SAFETY

Prioritise employee's health and safety in our daily operational work.



DIVERSITY AND EQUAL OPPORTUNITY

Provide equal opportunities in employment, training and career development regardless of nationalities and gender.

SOCIAL

GOVERNANCE



REGULATORY COMPLIANCE

Comply fully with all socioeconomic and environmental laws and regulations and promote strong corporate governance practices.



ANTI-CORRUPTION

Maintain zero tolerance for fraud and corruption.

KEY PERFORMANCE AT A GLANCE (2023)

DIESEL TBEC



1,014,314.05

Total diesel consumed (litres)

4.32

Total diesel intensity (litres/m2)

N.A.

ABC & IPS

OCCUPATIONAL HEALTH AND SAFETY

NO

WORKPLACE FATALITIES



ANTI-CORRUPTION

Confirmed incidents of corruption and actions taken

NO

incidents of corruption

ELECTRICITY



TBEC

958,939.97

Total electricity consumed (kWh)

4.08

Total electricity intensity (kWh/m2)

ABC

34,847.81

Total electricity consumed (kWh)

103.97

Total electricity intensity (kWh/m2)

IPS

570,415.04

Total electricity consumed (kWh)

34.96

Total electricity intensity (kWh/m2)

COMPLIANCE WITH LAWS AND REGULATIONS



Substantial fines for non-compliance in the areas of environmental, social, and economic regulations. We regard a fine as substantial if it exceeds \$50,000 for a single incident.

NO

substantial fines

PLEGGED COMMITMENT TO THE BE EMBODIED CARBON PLEDGE

To bring attention to the important issue of climate change and the Built Environment (BE) sector's influence on embodied carbon emissions, the Singapore Green Building Council (SGBC) has launched the Singapore Built Environment Embodied Carbon Pledge to help unify and amplify industry action. We have pledged our commitment to this Pledge.

ESBN ASIA-PACIFIC GREEN DEAL BADGE ACHIEVER



The ESNB Asia-Pacific Green Deal is an initiative of the United Nations ESCAP (Economic and Social Commission for Asia and the Pacific) Sustainable Business Network, which advocates for business leadership in implementing the 2030 Agenda for Sustainable Development and advises the United Nations Economic and Social Commission for Asia and the Pacific.

The badges from the ESNB Asia-Pacific Green Deal represent an award of recognition for efforts undertaken to align with ESG principles. They also represent the aspirations of as well as dedication and commitment to a sustainable and green future.

We were awarded the Green Badge in 2023 and the Silver Badge in 2024.

TO ACCELERATE THE **DECARBONISATION** OF THE BUILT ENVIRONMENT



SINGAPORE BUILT ENVIRONMENT EMBODIED CARBON PLEDGE

CONVERSATION WITH

EDWIN ONG
(PROJECT DIRECTOR)



Conversation With is an informal Q&A session with colleagues from various divisions. In this issue, Project Director Edwin Ong shares more about himself, including his work philosophy, most memorable projects at Teambuild Construction Group and leisure pursuits.

Operating on his personal motto, ‘Anything is possible,’ the veteran finds joy in everyday moments that may appear small or simple, but hold a lot of personal significance and meaning.

For colleagues who may not know you well, can you introduce yourself and explain your role within the company?

Hello everyone, I’m Edwin Ong. Since stepping into the role of Project Director at Teambuild Construction Group in 2001, it’s been a thrilling journey of over two decades, filled with learning and growth. My days are packed with a variety of tasks—from monitoring our project timelines and budgets to ensuring everything runs safely and smoothly on site. Building strong relationships is at the heart of what I do. Whether it’s catching up with clients to ensure we’re meeting

their needs or brainstorming with consultants to solve a tricky problem, effective communication is key. I’m always on the lookout for innovative solutions that can enhance our projects and benefit everyone involved.

Apart from managing projects, I’m actively involved in rolling out initiatives that impact our work on the ground. It’s important for these programs to not only adhere to policies but to truly resonate with and support our team’s day-to-day operations. If you ever have ideas, questions, or just want to chat about our projects, my door is always open. Let’s keep the conversation going!

What initially drew you to the construction industry, and what keeps you passionate about your work?

Ever since I was young, the construction site has always felt like a place of wonder. There’s something about watching skilled tradespeople transform basic materials like sand, water, and cement into structures that really captivated me. It was like watching an orchestra in motion, each person playing their part with precision and skill.

The seamless teamwork, especially when bricks were tossed from one

person to another on raised platforms, always impressed me. Each trade—from masonry and carpentry to plumbing and tiling—had its own rhythm and technique that fascinated me.

What really brought all these elements together for me was observing the camaraderie among the workers. Their breaks were filled with friendly chatter over bread and coffee, which added a warm, communal feel to the work environment. I enjoyed every opportunity to interact with them, learn from them, and even try my hand at some of their tasks.

The project lead, or what I saw as the ‘conductor’ of this orchestra, managed to weave all these threads into a cohesive whole. Seeing the satisfaction they took in their work inspired me deeply and played a huge part in my decision to enter the construction field. The dedication I witnessed then continues to inspire me in my daily work, fuelling my passion for this industry.

You have successfully completed various private residential projects.

Can you tell us about one or two of these projects and what you found most memorable about them?

The Woodleigh Residences, 2023: This project marked my first time working as a “main sub-contractor” under a Japanese construction firm. The introduction to the Japanese work style, notably their Just In Time (JIT) practices, was a revelation. The meticulous scheduling and regular meetings ensured everything was precisely timed and executed. Adapting to such disciplined work processes posed a challenge, but mastering this approach was incredibly rewarding and enhanced our team’s efficiency.

Canadian Internation School, 2012: This project was on a fast track, and we completed it four months ahead of schedule, which was critical as it aligned perfectly with the school’s opening and satisfied the Ministry of Education’s timelines. Special care was taken to tailor the design for safety across various school grades—this included smoothing out sharp edges and ensuring optimal placement of visual aids like whiteboards. Also, the focus on creating a safe and functional

environment for students of different ages made this project particularly fulfilling. enhanced our team’s efficiency.

Each project brought its own set of challenges and learning opportunities, but these experiences have been invaluable in shaping my approach to project management and execution.



Edwin with the Woodleigh Residences team.

The work that you have done for our projects' CONQUAS is particularly noteworthy. Can you explain what CONQUAS is and why it matters for us? Also, as a Certified CONQUAS Manager and one of the first 20 to receive this certification in the industry, could you share how this expertise benefits our projects?

CONQUAS, which stands for Construction Quality Assessment System, is a rigorous benchmarking framework developed by the Building and Construction Authority (BCA). It's designed to objectively evaluate the quality of building projects through detailed audits. These audits assess aspects like structural integrity, architectural finishes, and mechanical and electrical installations to ensure that each project meets high standards of construction quality.

For Teambuild Construction Group, prioritising high CONQUAS scores is crucial. It not only assures our clients of superior building quality but also enhances the durability and value of our projects. Achieving high scores under this system is a testament to our commitment to excellence and our ability to deliver exceptional results.

Holding the certification of a CONQUAS Manager + Quality Mark Manager adds a significant level of expertise to our team. This certification equips me with the insights and skills necessary to oversee and ensure the highest quality standards across our projects. It's not just about adhering to industry benchmarks; it's about setting new ones, driving innovation and maintaining a competitive edge in the industry. This expertise directly benefits our projects by fostering a culture of quality that permeates every aspect of our operations.



TEAM GATHERINGS



Edwin with the One Draycott team.

What do you enjoy doing in your free time? Any hobbies or interests you'd like to share with us?

Haha, not many know this but I use to compete in IRONMAN events. Now, I focus more on shorter runs to keep fit without overstraining. I can easily handle a short 5km run and often extend to 10km or more during weekends. This helps me stay in shape while maintaining my mental clarity and focus. My personal motto, "Anything is possible," keeps me motivated.

Travel also plays a big part in my life, particularly

adventures that include mountain climbing, swimming, snorkeling, and discovery diving. Cycling was a frequent activity with my kids when they were younger, and though we do it less now that they're older, we still enjoy any opportunity to engage in sports together.

What I treasure most, though, is being outdoors and spending quality time with my family and close friends, especially if it ends with a good meal and lively conversation. It's these moments that truly enrich my life.

10Q IN 60S

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



**VICTORIA
TAN**
(DEPUTY DIRECTOR,
CORPORATE DEVELOPMENT)

1

What gets you out of bed every morning?

The opportunity to do/learn something new each day — it's what keeps life exciting.

2

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

Wisdom — the nuanced understanding of life, its trials, and its triumphs, which only comes from firsthand experience.

3

What's the most valuable skill you've learned?

The ability to adapt quickly.

4

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

My husband, who is my rock, partner, and the person who brings laughter into every day of my life.

5

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

Do not make judgments so quickly — this has allowed me to approach situations and relationships with a more open and thoughtful perspective.

6

If you could ask your future self one question, what would it be?

What are the moments or decisions you are most grateful for?

7

What's something that everyone, absolutely everyone, in the world, can agree on?

That laughter is the best medicine. It transcends language and cultural barriers.

8

What's the most interesting piece of art you've ever seen?

Salvador Dalí's 'The Persistence of Memory.' Its surreal, dream-like quality always makes me ponder the fluidity of time.

9

If you were starting a company tomorrow, what would the top 3 core values for your company be?

Creativity, Accountability and Empathy. I believe these foster both innovation and a supportive workplace.

10

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

Listen more than you speak. Understanding others' perspectives could solve misunderstandings and bring people closer together.

During last year's Improvement & Innovation Campaign, we received many submissions that subsequently progressed to the implementation / feasibility studies stage.

Hence, one of the focus for this year's campaign will be on the implementation of your ideas, as well as the progress of your feasibility studies. Up to 500 points will be awarded based on the results and impact. We hope you've put your ideas and thoughts to action!

In addition, there are 2 other categories. All submissions will be assessed and awarded points by the committee. Please refer to the poster for more details on the categories.

- T L D R -



Every submission will earn you points. The committee (cc-ed above) will assess and award the points.



1 point = \$1 voucher



If you had worked on the initiatives as a team, only the team leader need to do the submission.



Points / vouchers will be assigned to the team leaders who will distribute to their team members.



The winner(s) will be recognised during 2025 Teambuild Day.

1 AUG - 31 OCT 2024

IMPROVEMENT & INNOVATION CAMPAIGN

Make Innovation Part of Our Culture

3 CATEGORIES

Category 1



Implementation Of Ideas / Progress Of Feasibility Studies

- Based on your submissions in the 2023 campaign.
- Depending on the success and extent of implementation or feasibility studies, up to 500 points may be awarded.

Category 2

New Improvement-related Initiatives Implemented In 2024

- Did you / your team work on any improvement initiatives this year? Submit them!
- For example, IPS worked on a crane automation improvement project that will help them to save up to \$8k a year.

Category 3

Participation in SCAL Productivity & Innovation Awards 2024

- Did you / your team participate in the above?
- Send us your submissions!

EVERY SUBMISSION WILL EARN YOU POINTS

Committee will assess & award the points.

1 POINT = \$1

Accumulate points to redeem vouchers.

SUBMISSION VIA THIS FORM:

<https://forms.gle/gVxh0vYRK15fTasx5>



Please send in your submissions via this form:
<https://forms.gle/E9Qx4wd34xEesdTB6>

We look forward to receiving them!



DIVERSITY & INCLUSION ACTIVITIES

Variety is the spice of life, or so the saying goes. In the context of a workplace, that takes the form of diversity, which holds the the key to strengthening organisations – in more ways than one.

Teambuild is no stranger to celebrating diversity and inclusion, having organised various events over the years. These activities are open to all employees, presenting a fantastic opportunity to foster a sense of unity and create shared experiences among colleagues from diverse backgrounds. Everyone is encouraged to participate, so feel free to do so the next time round!



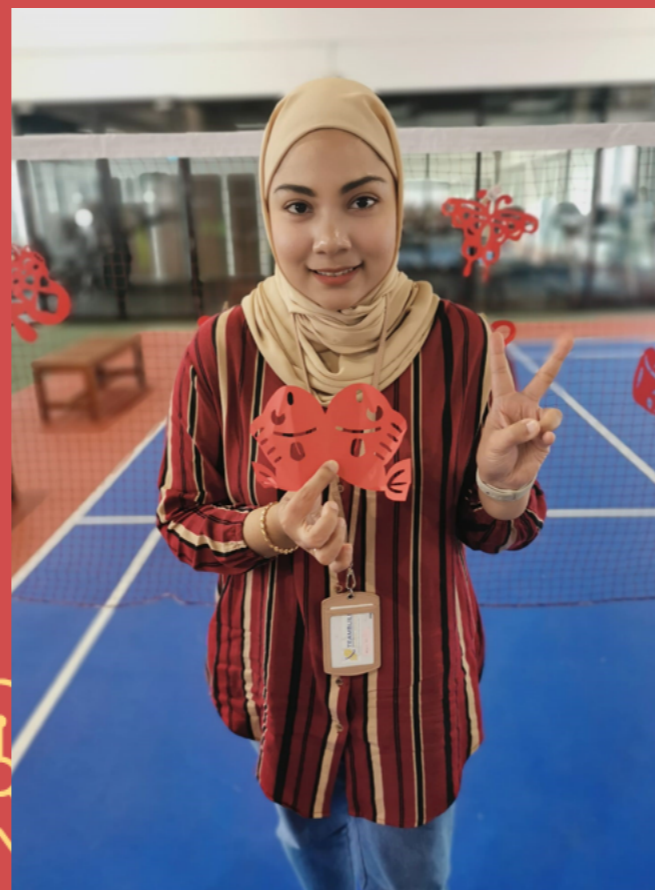
THAIPUSAM
(24 JAN 2024)





PRE-CNY CELEBRATION
(31 JAN 2024)





MAY DAY CELEBRATION (27 APRIL 2024)









618 workers participated in the event

100 lucky draw prizes were given out

88.5% of those who took part in a survey rated the 2024 May Day Celebration as Very Good and Good.

A big thank you to the organisers and sponsors of lucky draw and game prizes!



WORKERS LONG SERVICE AWARDS

The Long Service Award (LSA) recognises loyalty and long-time contributions to the company, marking a major milestone in one's career. This time, it was given out to employees with a 10-year or 15-year streak.

Congratulations to all award recipients!



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NEW STAFF INDUCTION (APRIL + AUGUST)



WELCOME TO TEAMBUILD!

MEET THE NEW SOCIAL & RECREATION COMMITTEE (2024-2025)!



Focus on fostering a dynamic workplace environment and an inclusive workplace culture



Organise engaging social and recreational activities to enhance our cohesion and employee well-being at the corporate level

CONSTRUCTION DEPT (CEU)

Lee Chu Foo
Kwang Wei Xiong

HR DEPT

Liew Shi Hui
Jane Pang Poh Cheng

OTHERS

Benjamin Khoo Wei Min (Contracts)
Zhong Lai Ling (Finance)
Khin Shwe Yee Latt (CSU/PTU)
Phiong Siaw Whey (SSS/TAC)
Garry Koh (WYNCS)
Iris Fong Siew Mun (IPS/TBICPH)

OTHERS | NEW SRC COMMITTEE MEMBERS & SAFETY AWARDS



SAFETY AWARDS

PERFORMANCE AWARD

WSH Performance (GOLD) Award-
Asiabuild Construction Pte Ltd

SHARP AWARD (TBEC)

YSN4C23
TGC5
HIP G29J

SHARP AWARD (ABC)

HIP G29L

SHARP AWARD (HTC)

HIP G29D

WSH TECH AWARD

Robotic (TBEC)

BIZSAFE ENTERPRISE EXEMPLARY AWARD

Teambuild ICPH Pte Ltd

HDB WSHO AWARD

Commendable Award - Allen Lim Yi Hong



SRC EVENT: CAPTAIN'S BALL TOURNAMENT (14 JUNE 2024)









SCAL EHS CAMPAIGN 2024

(3 JULY 2024)

Organised by The Singapore Contractors Association Ltd (SCAL), the SCAL EHS Campaign 2024 aims to foster a culture of safety excellence by uniting industry leaders and experts to address Workplace Safety and Health issues directly and promote best practices.

The event welcomed Teambuild's very own Allan Low, Deputy QEHS Director as one of the panellists, who shared a presentation on managing heat in Singapore.

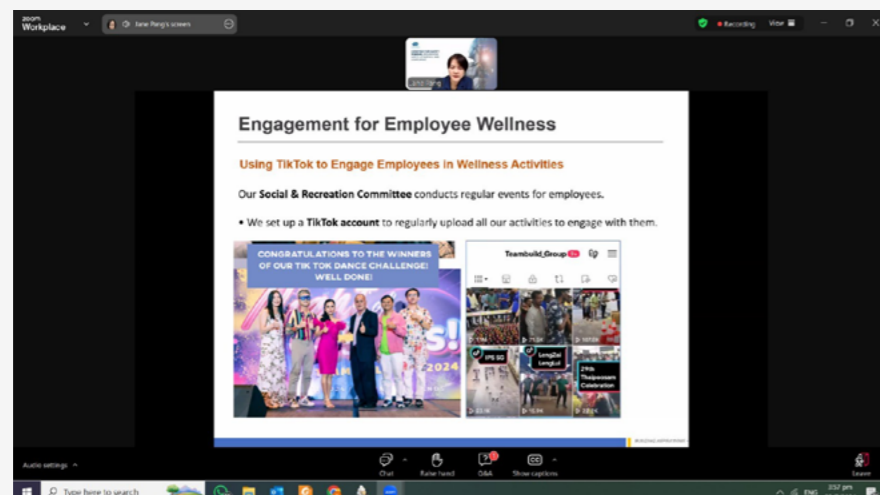
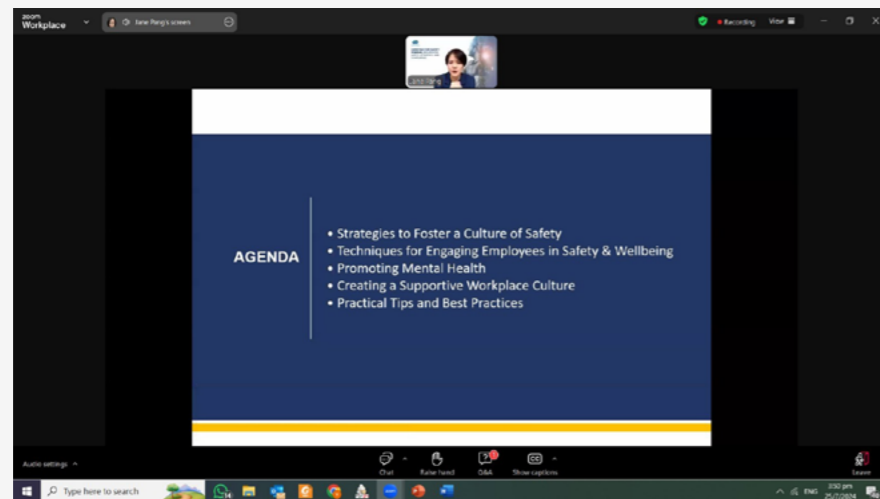
Separately, Lim Kok Heng, General Manager, and Ni Wei Ping, Supervisor, Teambuild (ICPH) were also interviewed for Channel 8 News as part of campaign.

Keep up the good work!



SCAL CONSTRUCTION SAFETY WEBINAR

Jane Pang, Senior HR Manager, did a sharing as part of SCAL Construction Safety Webinar.



EDITORIAL TEAM

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Jane Pang

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Jane Pang

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Check out more content on our TikTok account.