

Sustainability Report

British
Chamber of Commerce
SINGAPORE



Start Your Journey



netzero.britcham.org.sg



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Message from the President

For the first time, the British Chamber of Commerce Singapore presents to you our Sustainability Report, providing a broad view of our impacts on the Sustainable Development Goals and how we support positive change through our activities.

This year, perhaps more than ever, sustainability is firmly at the forefront of conversations within the business community. Many members have approached us to work together in this crucial area.

Sustainability is one of the UK's key agendas this year in the build-up to the COP26 summit in November. It has garnered equal consideration in the country we call home with the launch of the Singapore Green Plan 2030 earlier this year.

The Board and I are immensely proud of the Chamber's achievements in raising awareness around sustainability and the commitments made. We look forward to benchmarking this progress in future years. I encourage all companies to consider how they may get involved and take action through the appropriate United Nations' Race to Zero pledge(s).

I hope that this publication and our Road to Net Zero Information Hub inspire your business in joining the movement for a more sustainable future. I look forward to the next 12 months of conversations, debate, and positive change.

Richard Warburton, President, British Chamber of Commerce Singapore

"Sustainability is firmly at the forefront of conversations within the business community"

About the organisation

The British Chamber of Commerce Singapore is a not-for-profit membership organisation supporting approximately 340 member organisations as of end-2020. Members vary from startups and SMEs to global MNCs, spanning all sectors and industries. Approximately two-thirds of the network in Singapore are British nationals or those employed by an organisation headquartered in the UK.

The Chamber is a registered Society, led by an Executive Team of 12 individuals, overseen by an elected Board of members and operating under a published Constitution.

Our mission is to drive British business growth in Singapore, create opportunities for our members, facilitate industry knowledge sharing, and support exporters from the UK. This is achieved by working alongside Government, our partners and our engaged members to deliver services, activities and opportunities throughout the year.

Disclaimer

While this Report follows an approach of aligning contents to the UN's Sustainable Development Goals (SDGs), it is not an officially submitted report nor a requirement for the Chamber to publish as a registered Society. The information contained herein is for the knowledge of our members and interested parties only. **The data in this report covers the period of January 1, 2020, to December 31, 2020.** References may be included to initiatives created within 2020 which have subsequently been launched.

The Chambers Climate Coalition

The British Chamber of Commerce Singapore is proud to announce that we are a signatory of the Chambers Climate Coalition. The initiative, launched by the International Chamber of Commerce (ICC) to mobilise chambers of commerce to take climate action, is aligned with limiting global temperature rise to 1.5°C above pre-industrial levels and reaching net-zero emissions by no later than 2050. The Coalition is recognised in the Climate Ambition Alliance's annex, alongside other leading private sector commitments.

Since its launch at the 11th World Chambers Congress in June 2019, the Chambers Climate Coalition has catalysed an unprecedented mobilisation of local business leaders to support bold action to tackle climate change. Today, members of the Coalition total more than 2,100 Chambers and affiliate organisations.

THE CHAMBERS CLIMATE COALITION SIGNATORIES COMMIT:

- TO ADVOCATE FOR CLIMATE ACTION WITHIN OUR BUSINESS NETWORKS AND FOR WELL-CONEIVED POLICIES TO LIMIT THE GLOBAL AVERAGE TEMPERATURE RISE TO 1.5°C.
- TO SUPPORT THE GOAL OF ACHIEVING NET-ZERO EMISSIONS GLOBALLY BY 2050.
- TO MAINSTREAM CLIMATE MITIGATION AND RESILIENCE GUIDANCE INTO CHAMBER SERVICES.
- TO WORK WITH PUBLIC AND PRIVATE ENTITIES TO SUPPORT EFFECTIVE CLIMATE SOLUTIONS AS PART OF A TRANSFORMATIONAL CHANGE THAT WORKS FOR PEOPLE AND PLANET.
- TO REDUCE THE GREENHOUSE FOOTPRINT FROM CHAMBER ACTIVITIES WITHOUT DELAY.

For further information visit www.chambers4climate.iccwbo.org/

Campaigns

Five core campaigns are woven throughout our activities, which are both timely and relevant for all members. Find out more at britcham.org.sg.

The Road to Net Zero

Doing our part to build a greener economy and helping companies take positive steps for change

Education & Learning

Developing future talent and mentoring new job entrants

The Future of Trade

A campaign to enhance partnerships between the UK and Singapore, stimulate business growth and create jobs

Diversity & Inclusion

Communicating and supporting the case for a diverse and equal workforce

The Future of Work

Supporting those in work today with leadership and development programmes, knowledge sharing and discussion

Message from the Sustainability Committee

Agreeing on the importance of sustainability is the easy part, to achieve true action that is tangible and impactful in achieving sustainability solutions and Net Zero is challenging. A challenge that can unite us.

Sustainability is everyone's problem to solve - no one individual, company, government or community, can solve this on their own. It is in this spirit that the Chamber's Sustainability Committee comes together, a diverse group of companies and individuals who bring subject matter and cross-industry expertise to share together and create the much-needed sustainability dialogue with our members. Sustainability is not siloed, it is a thread that connects industries, communities, governance and businesses. It is for these reasons that we collaborate with our fellow Business Committees to bring holistic perspectives to our industry specific sustainability content and events that is most relevant for our members, on topics from hydrogen to finance and climate change.

Within our region we have the opportunity to create leaps and bounds in sustainable development with our diverse cultures, demographics, innovations hubs, business centres and ecosystems, where business can lead the way. We have been focusing on the progress industry is making towards carbon neutrality, holding sector-specific sustainability conversations, and building towards the 26th session of the Conference of the Parties (COP26) to be held in November 2021. Wanting to understand what a successful outcome could be for a SG-UK Sustainability Partnership from COP26, we also hosted a conversation with Tom Moody, Regional Director SEA from the UK's Foreign, Commonwealth & Development Office. As part of this support for COP26 we are committed to supporting and promoting the Race to Zero, which you can read more about within this report. We congratulate all businesses, and particularly Chamber members, who have made commitments so far, and encourage all member organisations to be part of the Race to Zero to help build momentum around the shift to a decarbonised economy ahead of the COP26.

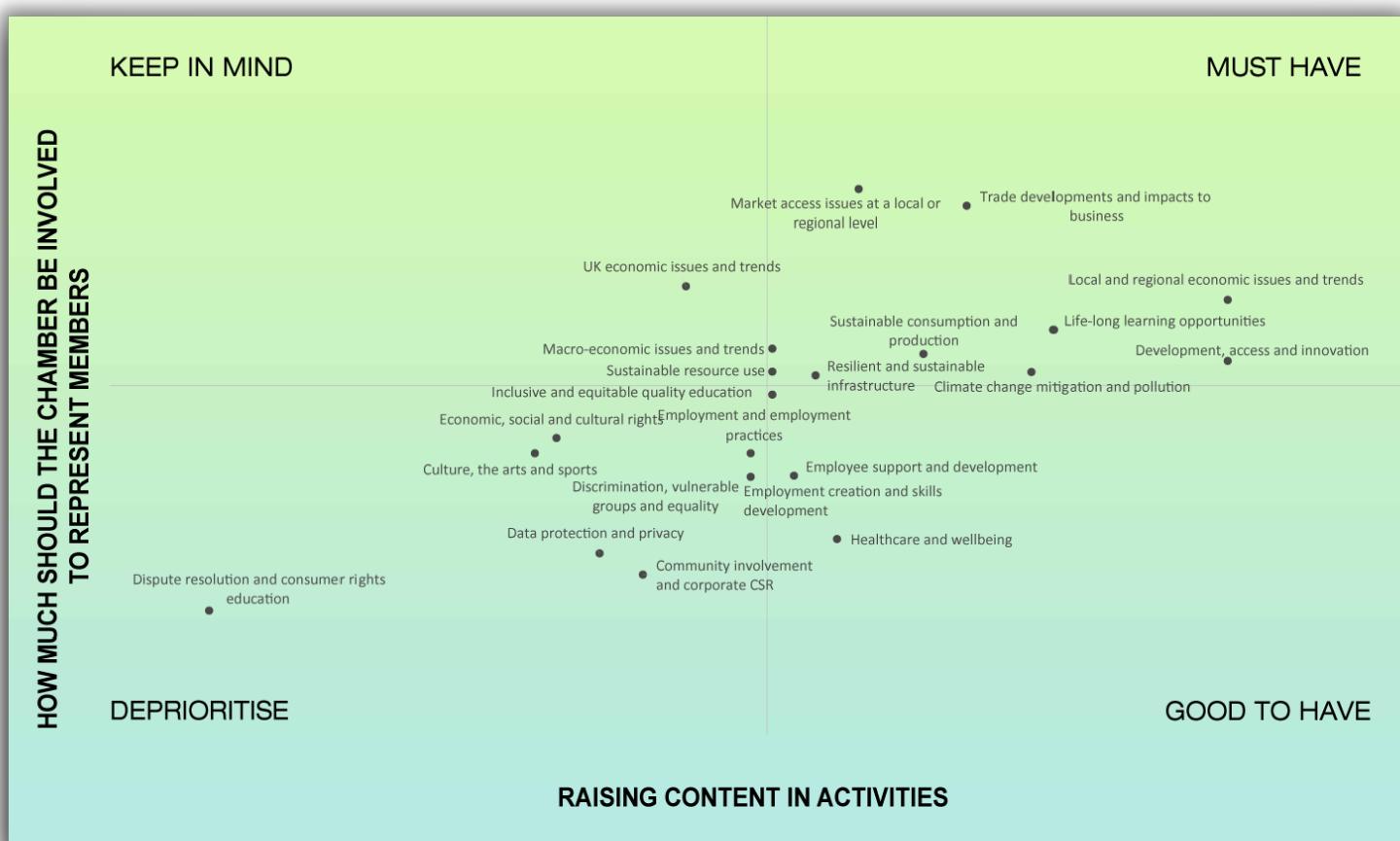
The Chamber's Race to Net Zero campaign is about creating a world that we want to prosper and live in. It is a campaign to rally leadership and support business, cities, regions, investors for a healthy resilient, zero-carbon recovery that prevents future threats, builds innovation and enables inclusive sustainable growth. To have tangible and impactful sustainable solutions, we all need to do our part. We have always advocated for business to lead the way in sustainability, by inviting continued dialogue and action in creating inclusive, sustainable and resilient economies.

Stakeholder Consultation

An organisation's sustainability journey can only be truly impactful when key stakeholders have input into the areas of impact and focus.

First published in September 2019, our Sustainability and Equality Commitment was peer-reviewed by the Sustainability Committee, comprised of volunteer expert members.

Understanding the intersectionality between what is important to our members and where we should be focusing our efforts is the key to the future direction of our sustainability initiatives. Our most recent polling of members can be seen below:



The highest priority topics for our members are reflected in our campaigns, and the specifics will be filtered into our Business Committees for activity planning.

The Sustainable Development Goals (SDGs)

The United Nations Member States adopted the Sustainable Development Goals (SDGs) by General Assembly resolution in September 2015. This resolution aims to achieve these 17 goals by 2030 to end all forms of poverty, fight inequalities, and tackle climate change while ensuring that no one is left behind. Reference is made throughout this report to specific SDGs and how we support our community of business leaders to impact the UN goals positively. Readers can find out more about the goals and plan activities for their business at <https://sdgs.un.org>.



Within this Sustainability Report we will be sharing our progress in the SDGs of focus for the Chamber:

- SDG 13 Climate Action
- SDG 12 Responsible Consumption & Production
- SDG 5 Gender Equality
- SDG 10 Reducing Inequalities
- SDG 4 Quality Education
- SDG 8 Decent Work & Economic Growth

Climate Change & Responsible Consumption

At the top of our sustainability agenda is climate change. We look at the broad topic through multiple sector viewpoints, provide platforms for knowledge sharing, and ensure we operate with responsible business practices.

13 CLIMATE ACTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



There is
NO Planet B

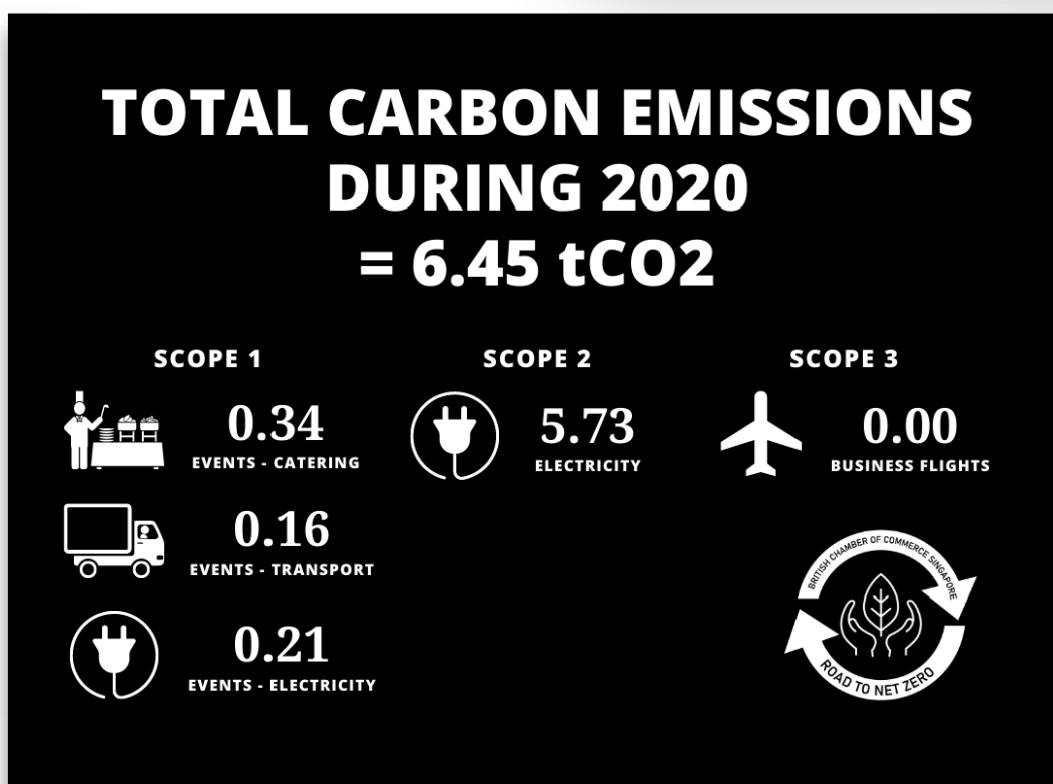
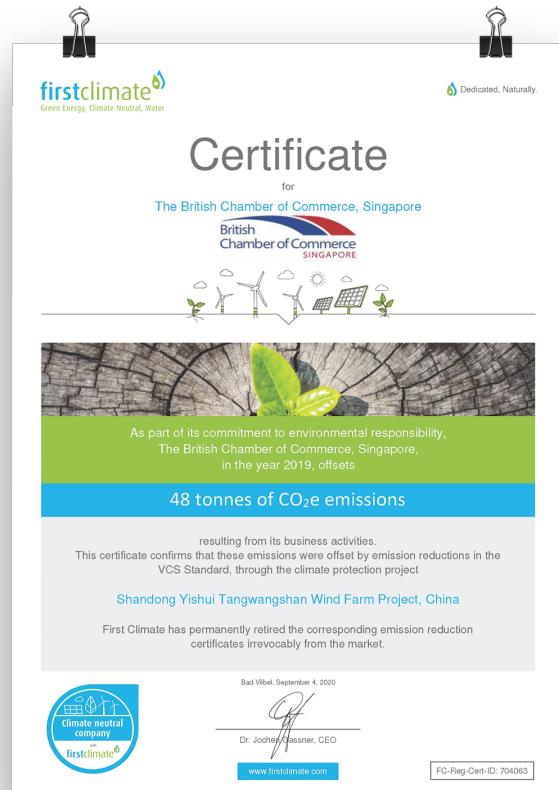


Our journey towards carbon neutral

In 2020 we proudly announced that we are carbon neutral - a first for international Chambers of Commerce in Singapore.

We evaluated and offset our emissions for 2019 with the support of member Swire Pacific Offshore.

The Chamber will offset our 2020 emissions, which, as indicated in the image below, are lower due to Covid; we will report our progress to members during 2021. Our pivot to digital content in 2020 reaffirmed our commitment to limit waste, with no Chamber publications issued in print format since February 2020.





Responsible business practices

While the Chamber does not produce goods and have the associated risks and responsibilities with manufacturing, we recognise that as a responsible business, we have a small role to play, identified within our Equality & Sustainability Commitment:

Activities hosted in the Chamber office will not utilise single use plastic items and will minimise waste

External event venues will be requested to provide pitchers and glasses in place of water bottles for all attendees and speakers, and to avoid the use of individually wrapped sweets, sugar sachets and similar catering items wherever possible

For our Gala Dinner events, we will work with partners to review options for limiting food wastage

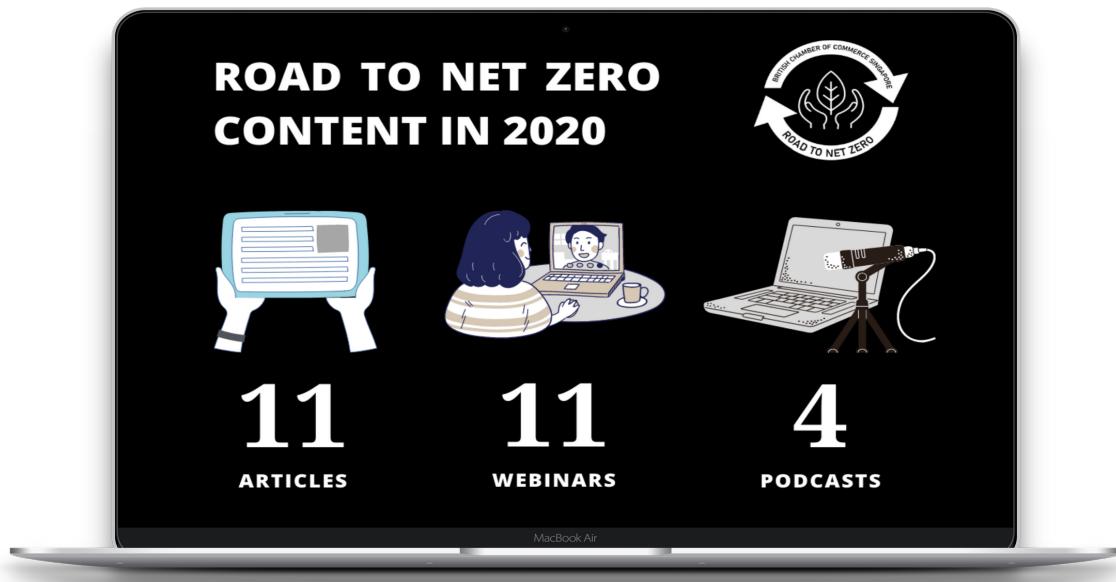
We will continue our digital-first strategy for content, communications, tickets, contracts and member engagement, supplemented with meetings and events and limiting the environmental impact of our print collaterals

Responsible Consumption & Production within our Equality & Sustainability Commitment



The Road to Net Zero campaign

Part of the Chamber's mission is to provide **industry knowledge-sharing**. Our Road to Net Zero campaign launched on Earth Day 2020. During the reporting period of 2020, we hosted a number of activities in the eight months of this campaign, reaching an extended audience beyond our members through our partners in the Britain in South East Asia (BiSEA) network.



With the support of the BiSEA network, we **polled businesses in multiple SEA countries in September 2020** to understand their perspectives on sustainability and reducing the climate change impacts of their activities in our Regional Business Insights survey.

89%

said environmental issues have increased as a strategic priority in the past 5 years

.....

45%

have long-term targets to reduce carbon and other Green House Gas emissions

Knowledge Feature: The Race to Zero

Race To Zero is a global campaign to rally leadership and support from businesses, cities, regions, investors for a healthy, resilient, zero-carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth. The objective is to build momentum around the shift to a decarbonized economy ahead of COP26, where governments must strengthen their contributions to the Paris Agreement. This will send governments a resounding signal that business, cities, regions and investors are united in meeting the Paris goals and creating a more inclusive and resilient economy.

RACE TO ZERO

"Analysis suggests that, together, 215 of the world's biggest companies have almost \$1 trillion at risk from climate impacts. Yet, those same companies have the potential to gain double that amount from the move to green economies."



Alok Sharma
COP26 President Designate



UN CLIMATE
CHANGE
CONFERENCE
UK 2021
IN PARTNERSHIP WITH ITALY



.CBI|

RACE TO ZERO

Members in the race

RACE TO ZERO



Sustainability is at the heart of Arcadis' mission to improve quality of life and is one of our five key values. The interlinked issues of climate change, inequality, a growing global population, and the resulting demand for natural resources have increased the urgency for businesses to respond strategically to sustainability risks and opportunities. China, Japan, and South Korea's recent net-zero emissions pledges have created momentum for an accelerated push towards greener recoveries in Asia. Yet, there is still considerable untapped potential in Asia to capture green growth opportunities. As a leading global design and consultancy organization for natural and built assets, Arcadis has been helping our clients tap on these opportunities by delivering climate-friendly solutions. These include conducting whole-life carbon assessment for buildings to employing clean tech solutions like Thermal In Situ Sustainable Remediation, where renewable energy is used to heat target subsurface contaminant treatment zones. Arcadis has also been helping our clients establish their climate goals and corresponding strategies to achieve those goals.

Most recently in Singapore, Arcadis was appointed by the Land Transport Authority (LTA) to provide supplementary manpower to project manage and supervise the construction of Singapore's first integrated transport corridor project: The North-South Corridor (NSC) project. NSC was initially planned as an expressway but has since been reconceptualised to accommodate Singapore's longest Transit Priority Corridor to help achieve the greener Walk-Cycle-Ride future central to the city-state Land Transport Master Plan 2040 vision of creating a connected, inclusive, and sustainable land transport system.

We are also committed to operating our company in line with the pledge made by countries at the 2015 Paris Climate Change Conference to limit global warming to 1.5°C above pre-industrial levels. Last year, Arcadis signed the Business Ambition for 1.5°C commitment letter with the highest level of ambition. In the same year, Arcadis Singapore committed to halving our office carbon emissions by 2030 from 2019. Arcadis Singapore also became carbon neutral by investing in an internationally recognised carbon reduction project – the Keo Seima REDD+ Project in Cambodia, which protects the 167,000-hectare Seima Forest from deforestation while conserving associated wildlife and the traditional rights of the forest-dwelling indigenous people. As a recognition for our efforts to green our operations, Arcadis Singapore became one of the first 12 recipients of the GreenDNA certificate by the Singapore Environment Council (SEC) earlier this year.

Boon Pei Ya, Sustainability Manager, Asia, Arcadis



We reaffirmed our commitment to becoming net-zero by 2030 by signing up to the Race to Zero. We believe it is an important global campaign to rally businesses, cities, regions and investors to take action for a healthy, resilient, zero-carbon recovery that prevents future threats, creates decent jobs and unlocks inclusive, sustainable growth.

As a firm, we have committed to achieving net-zero emissions across our entire operations by 2030, covering everything from the energy used in offices to goods and services purchased. To achieve this, the firm has set a target to reduce its scope 1, 2 and 3 global greenhouse gas (GHG) emissions by 30 per cent within the next five years from a 2018 baseline.

The target, validated by the Science Based Targets initiative, has been classified as ambitious as it exceeds the minimum requirements for keeping global temperature rise under 1.5°C. In addition, Arup is also committing to purchasing Gold Standard certified offsets for all domestic and international flights and compensating for other residual hard to decarbonise emissions with high quality, certified GHG removal from 2030.

We are also working with organisations including the Ellen MacArthur Foundation, the C40 Cities Climate Leadership Group and the World Business Council for Sustainable Development to innovate and accelerate new approaches and business models to help the world decarbonise. The firm is also working with The Resilience Shift and the Resilient Cities Network to enhance the resilience of cities and communities to increasing shocks and stresses resulting from climate change, including drought, water scarcity and food supply disruption.

We are months away from the long-awaited COP26, and particularly in the last year, we have seen how the imperative for climate action is overwhelming. We all need to join the Race to Zero if we are to avoid the worst impacts of climate change. Starting with ourselves and with our clients, we are committed to seizing every opportunity to accelerate the transition to a net-zero resilient world.

Tan Yoong Heng, Office Leader, Singapore, Arup



In January 2021, EY announced our global ambition to be carbon negative in 2021 and reduce total emissions by 40% – consistent with a science-based target – to achieve net zero in 2025. This new ambition builds on our achievement of carbon neutrality in December 2020 and underscores EY's commitment to the environment and driving long-term, sustainable growth.

Globally, the key elements of our ambition include reducing business travel emissions; reducing overall office electricity usage and procuring renewable energy; structuring electricity supply contracts through virtual power purchase agreements to introduce more electricity than EY consumes into national grids; providing EY teams with tools that enable them to calculate and reduce the amount of carbon emitted when carrying out EY client work; using nature-based solutions and carbon-reduction technologies to remove from the atmosphere or offset more carbon than EY emits; investing in services and solutions that help EY clients profitably decarbonize their businesses and provide solutions to other sustainability challenges and opportunities, and requiring 75% of EY suppliers to set science-based targets by 2025.

In Singapore, we are absolutely committed to taking steps to fulfil our global ambition, and at the same time, contribute to our country's pledge to reduce its emissions intensity and stabilize its greenhouse gas emissions. Managing carbon impact and embracing sustainability practices is a growing business imperative for corporates. Over the last few years, we have been increasingly involved in helping them appreciate, design solutions and report on the risks and opportunities arising from climate change and sustainability issues. Beyond that, we look towards influencing change with our stakeholders and the broader community through our environmental, social and governance initiatives.

Max Loh, Singapore and Brunei Managing Partner, Ernst & Young LLP



Climate change is the defining issue of our time. We recognize that tackling global warming requires an urgent and comprehensive response from all parts of industry and society which is why we have chosen to commit to achieving net zero emissions by 2040 and also to sign The Climate Pledge. At JLL, we are determined to play our full part by working with our clients, people and communities to shape the future of real estate for a better world.

Christian Ulbrich, Global Chief Executive Officer and President, JLL



From deforestation to pollution of land, water and air, our planet is in crisis. All of us have a responsibility, now and for future generations, to do our utmost to reverse this devastating trend. In April 2019, together with the Students' Union, we signalled our commitment to climate change action by joining organisations in the UK and all over the world in declaring a climate emergency. Since then, we've expanded our core value of social justice to embrace environmental justice too.

When we declared a Climate Emergency, we committed to net-zero carbon dioxide emissions by 2040 and set out to achieve this by improving activities and infrastructure across many areas of the University. We are proud of the progress we have made, over many years of work, in improving sustainability at the University. However, it is clear that we owe it to future generations and our planet to act much faster, and in that context, we all need to pull together urgently to help tackle one of the key issues of our time – climate change.

I am delighted that, following detailed considerations by Council and Executive Board, the University announced in March that it has brought forward its net-zero target by a decade. This means that we are committing to accelerating the de-carbonisation of our activities with the aim of achieving net-zero carbon dioxide emissions by 2030.

Across our institution, these commitments are now becoming embedded in everything we do, from our focus on the UN Sustainable Development Goals in our research and teaching to the work with our partners that is influencing regional, national and international policy. I am especially proud of how our students have been active co-creators of our work throughout their participation in Climate Conversations and debates, their active campaigns, and green pledges. They've also given superb service on our Sustainable Development Goals Committee and our Environment and Sustainability Committee alongside really committed academic and professional services colleagues who help me and the Sustainability Team to continue to aspire to do better and be braver in this work.

Our work towards net zero forms part of our overall strategic approach to embedding sustainability within University activity, which also involves work across the United Nations' Sustainable Development Goals (SDGs). For this collective work, we have recently been recognised in the Times Higher Education Impact Rankings 2021, which ranked us 15th in the world, third in the UK and fifth in Europe in the global performance table that assesses universities contributions to the SDGs. So for me, the lead up to COP26 represents an exciting and timely opportunity to galvanise all our efforts, to bring a sense of urgency into our institutional climate action plan, and – through our regional and national partnerships – to influence the climate change agenda.



As a leading industrial technology company, Rolls-Royce has an irrefutable role in addressing the risks and opportunities associated with climate change as we work towards creating a more sustainable world. In 2020, we ratified our ambition to foster a resilient net-zero carbon future by joining the UN Race to Zero and UN Business Ambition for 1.5°C campaigns.

The impact of COVID-19 has placed considerable strain on our workforce and initiatives. Yet, our longer-term ambition to be a sustainable business amid the transition to net-zero carbon has not waned. In 2021, we will produce our roadmap to achieve this, including setting interim targets and milestones. The transition to low carbon must be coupled with a broader assessment of our impacts. This informs our sustainability approach in working to create a more environmentally, ethically and socially responsible business.

Through our decarbonisation strategy, we intend to become a net-zero carbon company across our value chain. We have a target to achieve net-zero greenhouse gas emissions across our operations and facilities by 2030 by using 100% renewable energy, pioneering closed-loop manufacturing techniques on high-value metals, and deploying our cutting-edge microgrid capabilities to support our estate. By 2050, we intend to make all our products compatible with net-zero carbon emission operations, and we will pioneer new industrial technologies that connect, power and protect this economy. This is aligned with the understanding that the most significant contribution Rolls-Royce can make towards a more sustainable future is to reduce the carbon impacts of our product portfolio and to accelerate the decarbonisation of the sectors in which we operate.

The key drivers of our strategy aimed at achieving a zero-carbon future include:

- *Developing and implementing technologies to improve efficiency and engine architecture to reduce the CO₂ impact of our products in operation substantially.*
- *Moving away from traditional fossil fuels and to low, ultimately zero, carbon fuels will make a significant contribution towards net-zero carbon in both aviation and land-based power.*
- *Continuing to develop hybrid and fully electric propulsion systems will play an exciting role in disrupting and decarbonising the personal mobility market.*
- *Working with our partners and regulators to launch our small modular reactor (SMR) technology. SMRs can be a major part of decarbonising the energy grid while promoting economic recovery and strengthening energy security.*

...continues



Achieving net-zero carbon will require a wholesale transformation of the systems that make up the backbone of our global economy, including power, transport and the built environment, which are the very sectors in which reducing emissions is the hardest. At Rolls-Royce, we believe there are technological solutions to decarbonising these vital parts of the economy. With the right policy, environment and public support, we have the potential to pioneer game-changing technology that will help deliver a net-zero carbon future.

Dr Bicky Bhangu, President of South East Asia, Pacific & South Korea, Rolls-Royce and Former President, British Chamber of Commerce Singapore

The main route for businesses to get involved is through **Business Ambition for 1.5**, the highest level of ambition for corporate commitments.

How to make the commitment:

- Businesses should join in the country of their HQ
- For those considering on making a commitment, visit <https://unglobalcompact.org/take-action/events/climate-action-summit-2019/business-ambition> to review the requirements first
- The company must then submit a letter indicating their interest to commitments@sciencebasedtargets.org. A template for this letter can be found [here](#). This letter is intended to be a signal of commitment, and following its submission companies will have 24 months to develop, submit and have their Science Based Targets validated.



The graphic features the 'Business Ambition for 1.5°C' logo at the top left, which includes the text 'BUSINESS AMBITION FOR 1.5°C' and a green arrow icon. To the right is the 'Science Based Targets' logo, featuring a circular icon with blue and orange waves and the text 'SCIENCE BASED TARGETS' and 'DRIVING AMBITIOUS CORPORATE CLIMATE ACTION'. Below these logos is a large, bold text block: 'WE NEED AMBITIOUS BUSINESS LEADERSHIP AND BOLD GOVERNMENT POLICIES TO TACKLE THE CLIMATE CRISIS.' The background of this text block is a light blue gradient with a faint image of wind turbines. At the bottom right is a red rectangular button with the text '#OurOnlyFuture' in white.

Knowledge Feature: Singapore's Green Plan 2030

The Singapore Green Plan 2030 is a whole-of-nation sustainable development agenda, with firm action plans, touching on almost every dimension of people's lives.

The Government acknowledges the need to provide for defence, industries, homes, critical infrastructure — all within 728 sq kms of land and without the natural resources, land area and climatic conditions for large-scale deployment of renewable energy sources.

Singapore plans to be pioneers in technological and policy solutions for sustainable development. Depending on the results of their collective actions, as well as future development of carbon capture and sequestration technology and carbon markets, the Government will review current carbon emission commitments and seek to achieve net zero emissions as soon as possible.

View the individual targets of the Plan [here](#).



If the video does not play for you visit <https://youtu.be/oNFeO17pW9s>

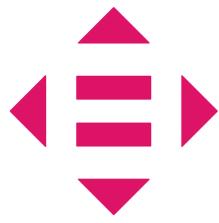
Gender Equality & Reducing Inequalities

SDG5 is to achieve gender equality and empower all women and girls, while SGD10 includes a target to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status by 2030.

5 GENDER EQUALITY



10 REDUCED INEQUALITIES





Leading by example

We are an equal opportunities employer and proud to share our statistics for women in leadership roles during 2020. The Chamber facilitates flexible working, which allowed the Executive Team to manage 100% remote working with little disruption or additional IT requirements when the circuit breaker took effect and is an NSMark certified employer.

FEMALE REPRESENTATION WITHIN SENIOR LEADERSHIP IN 2020

29%

WOMEN ON THE CHAMBER BOARD



17%

WOMEN ON THE EXECUTIVE COMMITTEE

12

WOMEN IN LEADERSHIP ROLES WITHIN BUSINESS COMMITTEES



We will continue to provide a platform for conversation, debate, events, content and resources in the interests of driving important diversity, inclusion and sustainability agendas

For events featuring a panel of experts, we will seek a diversity of voices in gender identity and opinions

We will plan to avoid all major religious holidays when scheduling event dates, to foster greater attendance

We will aim to source accessible event space when working with external event venues

We will aim to provide food and beverage options catered to a range of dietary needs

Recognising equality within our activity planning



Supporting equality

Diversity and inclusion have been an underlying theme of our Business Committees, events and content since our partnership with Official D&I Partner, Barclays, launched in 2014.

Each year we **poll member organisations** to understand their own goals and achievements in this area. The results for 2020 can be seen below in summary. In 2021, we will introduce a benchmark question to measure the member network percentage of women in managerial positions.

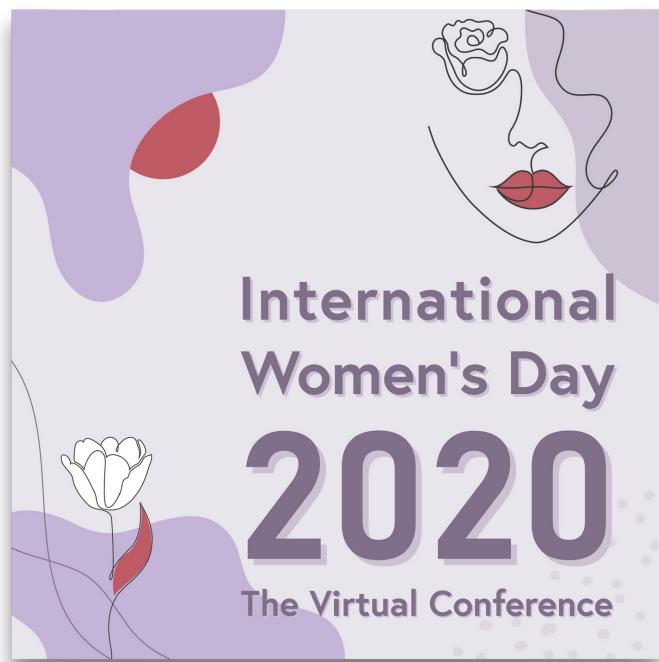
50%

of respondents rated their company 4 or 5 from a maximum of 5 for inclusiveness

78%

felt they had sufficient support from senior management to tackle D&I issues, 19% down on the previous year

Our flagship **International Women's Day** event is a mainstay of our calendar. In 2020, with Covid hampering our usual plans for a lunch event, we pivoted to our first Virtual Conference, hosting over 300 people for seven days of knowledge sharing.





Engaging the community

Inclusivity of all, as illustrated in SDG10, goes beyond gender, which is why the Chamber hosts both a Women in Business Committee and a Diversity & Inclusion Committee, to provide space for conversation and knowledge sharing encompassing these important topics. Our Committees host activities throughout the year and provide resources for businesses, which will be amplified in 2021 with the launch of our **upcoming Diversity & Inclusion Information Hub**.

Reaching out to the broader community in Singapore and students in particular, since 2016 the Chamber has organised the **Celebrating Diversity Photography Competition**, an outreach supported by the British High Commission which encourages residents from 13 years+ to share with us what diversity means to them.



Quality Education

Ensuring inclusive and equitable quality education and promote lifelong learning opportunities for all is an SDG that closely parallels our campaign to highlight the quality of education and learning in the UK and that provided by our member organisations.

4 QUALITY EDUCATION





Supporting the stages of learning

The Chamber is a founding member of the UK Education Working Group in Singapore. The British High Commission, the British Council, the UK Science and Innovation Network and the Chamber work together to profile the excellence of British education to students in-country and those considering overseas study.

Since 2017, the Chamber has published a **Guide to International Schools**, highlighting the opportunities for members who cannot prevail themselves of the local education system to ensure a high quality of education for their children while they live and work in Singapore.



As 2020 came to an end, conversations around education reached a peak during the year, leading to the **decision to formally include Education as an ongoing campaign** for the Chamber and the publication in early 2021 of our **Education & Learning Hub**. This platform will allow us to provide insights and showcase member/partner activity through the early learning, tertiary, higher education and professional development stages.

Decent work & economic growth

SDG8, to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, sits at the very heart of the Chamber's mission to promote business growth and opportunities.

8 DECENT WORK AND ECONOMIC GROWTH





Driving British exports

At the highest level, our **Trade Services** work in support of the Department for International Trade to drive **economic gain for the UK through exports**. In-country, we work with agencies including the Singapore Economic Development Board and Enterprise Singapore to showcase the opportunities in Singapore for businesses.



During 2020, the UK underwent a series of major shifts in trade relationships, including negotiations for the country's exit from the EU (the UK-EU Trade & Cooperation Agreement) and negotiations for the UK-Singapore Free Trade Agreement, now in force. Our **Future of Trade Information Hub** provides resources for businesses to understand the impacts of these trade negotiations on their operations, signposts tools and resources and provides a suite of services for British businesses interested in exporting to Singapore and Southeast Asia.



The Future of Work campaign

The Chambers supports **job growth** through business development opportunities for our member organisations, providing job listing platforms and ensuring our members are cognisant of the local employment rules through close collaboration with Singapore's Ministry of Manpower.

Understanding the recruitment market in-country is crucial to our support of the business community, illustrated in highlights from our inaugural **Manpower Survey**, released in September 2020:

73%

of organisations were actively hiring or planning to within the next six months

46%

agreed that Singapore's Universities adequately prepared fresh graduates for realistic entry-level roles in both MNCs and SMEs

For those already in work, continual professional development and insights into the future needs of workplaces and the workforce are delivered through our **Future of Work campaign**. From our unique vantage point across multiple industries, leadership styles and countries, we have presented a curated series of events and content in this campaign since 2018.

Resources

Where do you go from here? Sustainability is a journey for all businesses; below we share some useful resources.

- | | |
|---|---|
| 01. <u>UN SDGs</u> | 02. <u>Race to Zero</u> |
| 03. <u>Business Ambition for 1.5</u> | 04. <u>Our Road to Net Zero Information Hub</u> |
| 05. <u>Singapore Green Plan 2030</u> | 06. <u>Business Reporting on the SDGs</u> |
| 07 <u>UN Global Compact</u> | 08 <u>Video: Avoiding greenwashing</u> |
| 09 <u>Podcast playlist: Road to Net Zero episodes</u> | 10 <u>Video playlist: Road to Net Zero webinars</u> |
| 11 <u>Working together for a green recovery, a message from H.E. Kara Owen, British High Commissioner to Singapore (Sep 2020)</u> | |

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