

# Sustainability Report

---

At VICOM, we define sustainability as the capacity to advance as a Group: by renewing assets; creating and delivering better products and services that meet the evolving needs of society; attracting successive generations of employees; contributing to a sustainable environment; and retaining the trust and support of our customers, shareholders and the communities in which we operate.

---

To us, sustainability is not just a buzzword. It is a way of life.

## HUMAN SUSTAINABILITY

Since 2000, we have been extending help to the needy and less fortunate through our Care & Share programme, which is funded by monthly staff contributions and matched dollar for dollar by the Company. In 2010, the Care & Share Committee and staff volunteers organised numerous events/activities to bring cheer to the elderly folks of Thye Hua Kwan Telok Blangah Home, Indus Home and Bo Tien Temple.

We firmly believe in providing a healthy and safe environment for our staff and customers. This is why we regularly conduct risk assessments to identify potential hazards on our premises. In so doing, we have been awarded the bizSAFE Certificate by the Workplace Safety and Health Council.

## TALENT SUSTAINABILITY

Our Group staff strength increased by 3.7% in 2010 to 803, due mainly to an increase in headcount at our subsidiary, Setsco, for new projects that were secured during the year.

The job market in Singapore remains buoyant, and several initiatives were made to retain the talent of our Group. We incorporated the Learning Needs Analysis (LNA) into our in-house, web-based People Developer System so that Head of Departments and supervisors

are able to develop proper training plans that can effectively identify, manage and bridge competency gaps of their subordinates. In addition, we organised several recreational and sports activities throughout the year to encourage team building and healthy living amongst staff.

For our strong support towards our employees' national service activities, VICOM and Setsco received the Meritorious Defence Partner Award in 2010.

## ENVIRONMENTAL SUSTAINABILITY

In line with the Group's Green efforts, energy consumption has been closely monitored and measured. We have also converted high bay floodlights to energy-saving lamps, installed motion detector lights and replaced our air-conditioners with energy-saving ones. Staff have also been constantly reminded to practice energy-saving habits. As a result, electricity consumption was reduced by nearly 6%. The Group also doubled its recycling efforts during the year.

Through Setsco, we have made steady progress in the testing of products for manufacturers such as paints and surface coating, recycle fiber, adhesive, sealant, wall covering and wallboards under the Green Labelling Scheme. We have assisted companies adopting the Green Mark Scheme through products testing and on site monitoring of indoor air quality and environmental baseline studies. Setsco is also represented in the Singapore Green Building Council TCC-Finishes Taskforce.