

Sustainability Report

At VICOM, we do not just make decisions with our head – we make them with our heart as well. This is why we have been, and continue to be, firmly committed to enhancing the welfare of those in need, as well as to doing our part to protect the environment.

HUMAN SUSTAINABILITY

Caring for the community has always been something close to our hearts. At VICOM, we have been actively involved in community service and have been assisting 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. Through this fund, we have organised buffet lunches for the elderly of Thye Hua Kwan Moral Society and Bo Tien Welfare Services Society, and also ensured that they are well stocked with daily necessities. Our staff have also donated furniture and appliances such as tables, chairs, fans, microwave ovens and television sets to Moral Meal Centre (Telok Blangah Crescent) and Indus-Moral Care, two other elderly centres under Thye Hua Kwan Moral Society.

The safety and health of our employees are vital to maintaining a productive workforce. To equip our staff in the event of a medical emergency, first-aid courses were conducted. Through these courses, staff learned about basic first-aid, Cardiopulmonary Resuscitation (CPR) and how to use the Automated External Defibrillator (AED). The Group is currently in the process of acquiring AEDs for all its inspection centres.

The Workplace Safety and Health Committee also conducted risk assessments for the office environment to identify safety and health hazards to provide a safe and healthy work environment for employees.

TALENT SUSTAINABILITY

Since the completion of our new four-storey building in Teban Gardens, we have centralised all corporate services under one roof. Staff strength grew by about 5% in 2011 to 843, due mainly to the increase in headcount for new projects secured during the year at our subsidiary, Setsco Services Pte Ltd.

The Group has in place a talent management programme that not only identifies staff who display potential, but also develops their skills by exposing them to more job opportunities. These High Potentials also undergo job rotation so that they are able to maximise their potential.

As a People Developer Standard-certified organisation, Setsco also enhanced its web-based training portal further and also incorporated the Learning Needs Analysis (LNA) into its People Developer system in 2011. This enabled Heads of Departments and supervisors to effectively identify, manage and bridge competency gaps through selected training courses. It also allowed them to develop training plans for their staff.

An Employees' Satisfaction Survey is also conducted annually to measure employees' level of satisfaction and address gaps, if any. Through this survey, training programmes that will further enhance our employees' job knowledge and skills are developed.

During the year, the Group organised several recreational and sports activities, including running, bowling and badminton tournaments, topo-cycling at Pulau Ubin, as well as a karaoke competition to promote healthy living and build team spirit. Health and self-improvement talks were also organised for staff, so that they learned more about healthy living.

In recognition of our continuous support towards Total Defence, VICOM and Setsco were presented the Meritorious Defence Partner Award in 2011.

ENVIRONMENTAL SUSTAINABILITY

In line with the Group's Green efforts, all staff are constantly reminded to practise energy-saving habits.

During the year, the Group closely monitored energy and water consumption, and put in place several new measures aimed at reducing our impact on the environment. These included installing energy-saving induction lamps and air-conditioning units, as well as motion detectors linked to the lighting systems.

Setsco's new four-storey building was constructed using energy-saving building materials. The lights, air-conditioning units, as well as the water and sanitary systems carry the Green label.

As a result of our various efforts, our electricity consumption for the year fell by 6% to 56,726 kWh per million revenue from 60,355 kWh per million revenue in 2010. Water consumption also dropped by 4.5% to 516 cu m per million revenue during the year.