



MESSAGE FROM THE CHAIRMAN AND CEO



VICOM recognises the effect that our business processes could have on various stakeholders. In the course of doing good business, VICOM carefully considers the role as contributors in enabling progress towards the sustainability transition, including climate adaptation and mitigation.

ADOPTING SUSTAINABLE TECHNOLOGY

VICOM rapidly adopted sustainability technology to reduce the environmental footprint across its operations. In particular:

- a. VICOM installed Electric Vehicle (“EV”) charging stations at our SETSCO premises and will progressively electrify our vehicle fleet; aiming for half the fleet to be electrified by 2030 and the entire fleet to be electrified by 2040.
- b. A contract has been awarded for the installation of rooftop solar panels at five of VICOM’s seven inspection centres. This is expected to reduce the use of brown, non-renewable energy by 82.5%, advancing our journey towards “net zero”.

- c. In SETSCO premises, 49 energy sub-sensors were installed to enable targeted monitoring of energy consumption within the buildings. SETSCO will also install rooftop solar panels, along with a heat recovery system for its chiller plants, to further reduce energy consumption.

ENABLING THE TRANSITION TOWARDS SUSTAINABILITY

As a contributor to enabling progress in sustainability transition, VICOM works closely with the Land Transport Authority (“LTA”) to incorporate specific inspection items for EVs to ensure their safety and to train our technicians in providing inspection services for EVs. VICOM also works closely with the National Environment Agency (“NEA”) to upgrade our test facilities to the “Worldwide Harmonised Light Vehicles Test Procedure” (“WLTP”) global testing standard which supports the enforcement of emission regulations.

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VICOM will continue to explore providing testing and certification services in areas like sustainable farming, sustainable building materials and solar panels.

To lend better focus, VICOM formed an Eco-Ambassador committee this year to facilitate the implementation of our sustainability strategies and initiatives. Eco-friendly initiatives undertaken this year include raising awareness among staff through the dissemination of electronically delivered messages and posters, as well as the placement of paper recycling machines across its premises.

UPHOLDING OUR RESPONSIBILITY TO OUR PEOPLE, COMMUNITIES AND THE SOCIETY

VICOM actively endeavours to enhance our people's well-being and quality of life through our human capital policies. We focus on integrating ethical treatment as a part of our organisational culture and have implemented a zero-tolerance policy for discrimination and human rights violations across our value chain as stated in VICOM's Diversity, Equity, and Inclusion policy. VICOM provides a variety of staff benefits including upskilling and training opportunities to enhance the capabilities and well-being of staff.

In 2022, VICOM's annual "Care and Share" programme generated a total of S\$29,664 in donations and over 112 volunteer hours contributed to various beneficiaries, reaffirming our commitment to good corporate citizenry. Similarly, our ongoing relationship with HCA Hospice Care ("HCA") also raised over \$17,000 during the HCA Vertical Challenge fund-raising event.

VICOM continues to play a key role in safeguarding public and workplace safety and health. Through the provision of our inspection and certification services, VICOM is able to assure the public that they are utilising safe vehicles, products, buildings, and are using consumables, including food and water, that are safe for consumption and free from pesticides, microbiological and chemical contaminants. Staying at the forefront of the latest Workplace Safety and Health ("WSH") best practices, VICOM has also joined the Workplace Safety and Health ("WSH") Advocate Programme, reaffirming its commitment to ensure the highest level of employee safety while gaining the opportunity to exchange industry's best practices in WSH.

FORTIFYING STRONG GOVERNANCE AND ETHICAL BUSINESS

Ensuring that we operate with utmost integrity constitutes a core part of VICOM's values. We enforce a stringent zero-tolerance policy for breaches pertaining to unethical practices such as corruption, bribery, and unlawful actions among others. We uphold our testing integrity by conducting regular internal audits. We have also embarked on the attainment of a new certification, ISO 37001 (2016): Anti-Bribery Management System.

In summary, VICOM understands the importance of incorporating Environmental, Social and Governance considerations across its operations to drive holistic business success and foster sustainable development within Singapore. We welcome our stakeholders to join us in advancing sustainable development.

TAN KIM SIEW
CHAIRMAN

SIM WING YEW
CHIEF EXECUTIVE OFFICER