

Similarly, our zero-tolerance approach to discrimination and harassment ensures a safe and equitable workplace across all our locations, including corporate offices, project sites, and construction areas. We are pleased to confirm that no substantiated complaints regarding discrimination or harassment were reported during the same period.

Number of substantiated complaints concerning discrimination or harassment in the workplace received in FY2022, 2023, and 2024:

None Reported

OCCUPATIONAL, SAFETY & HEALTH

Related UNSDGs



Goal 3:
Good Health &
Wellbeing



Goal 8:
Decent Work &
Economic Growth

Why This Is Important

Health and Safety is a vital aspect of our business in ensuring business continuity as well as safeguarding our employees and all workers at our premises and construction sites, contributing to the overall success and sustainability of the business. This extends to workers, contractors, direct or indirect sub-contractors, or any employees employed by them and any other members of the public.

Our Approach

We are committed to zero incidents of major or severe injury and zero fatalities across all our places of business and construction sites at all times. We continue to implement rigorous monitoring and improvement on-site with our aim to reduce incident rates. We will not rest on our laurels and will continue to strive to ensure a safe and secure workplace is maintained. We believe that all of our workers and labourers who come to work must go back safely.

We ensure that all construction sites have competent health and safety officers. The health and safety officer is responsible for performing a risk assessment based on the Hazard Identification, Risk Assessment, and Risk Control (“HIRARC”) Guideline issued by the Department of Safety and Health. The project manager of every construction site also ensures that all mitigation actions are put in place and continuously complied with. The sustainability committee assist the board in overseeing the management of health and safety risks across all our sites.

The sustainability committee also acts as Tropicana's health and safety committee. This is because health and safety are linked to other sustainability matters such as climate change, human rights and labour practices. We are aware that the increasing prevalence of severe weather conditions such as heatwaves, floods and drought presents a health and safety threat to our workers and the general public at large. We have clear work-stop order policies in the face of extreme weather events. With respect to human rights and labour rights, better work and living conditions reduce instances of human fatigue and improve alertness, which reduces health and safety risks. We, therefore, take a holistic and multipronged approach to reducing and further mitigating any health and safety risk.

Furthermore, effective project management and adoption of innovative construction approaches such as aluminium formworks also reduce exposure to health and safety risks – as we reduced the man-hours required at the site.

The health and safety risk assessment is maintained and reviewed continuously for all our premises and construction sites. This ensures adequate control measures are in place to detect and prevent any untoward incidents. We are aware that construction sites are regarded as high-risk sites given the nature of construction projects. Hence, we ensure heightened scrutiny and compliance monitoring. Any non-compliance to our health and safety requirements is dealt with within the specified timeline, based on its nature and urgency.

Our health and safety risk assessment is performed during the construction planning stage and continuously reviewed until the successful handover of our properties to their respective owners. As a result of integrating health and safety risk assessment, we can identify and integrate measures at the planning stage. An example would be where our construction site and activity is exposed to seismic activity, we ensure that we comply with additional measures such as adherence to MS EN 1998-1:2015 – the construction standard for seismic resistance for building

structures. This standard applies to the design and construction of buildings and civil engineering works. As a result, our TwinPines Serviced Suites at Tropicana Grandhill were designed and built according to the said requirement. This reduces any exposure to health and risk during the construction period as a result of seismic activity. Where exposure to landslides is evident, we ensure appropriate remediation measures are implemented – not just for the benefit of our customers/property owners but also for all personnel at our site during the construction period.



Training & Awareness

We continually look to enhance the health and safety capabilities of our employees and external stakeholder workers through a range of targeted training programs and initiatives. Tropicana recognises the importance of regular health and safety awareness courses to provide employees with the knowledge and skills needed to operate safely within our facilities and to identify and mitigate potential safety hazards. These are tailored to the specific needs of the business, as outlined in the table below.

Business Segment	Description
General	<ul style="list-style-type: none">• Basic Personal Protective Equipment (“PPE”) are provided to staff• Automated External Defibrillator (“AED”) and Cardiopulmonary Resuscitation (“CPR”) training will be conducted for relevant personnel• Fire drills will be held for all staff on an annual basis• Legal compliance training conducted for the relevant personnel, providing up-to-date information on the relevant occupational health and safety laws, regulations and compliance requirements
Property Development & Construction	<ul style="list-style-type: none">• Weekly safety training programs and toolbox meetings, with frequency and content tailored to the nature of the work• Site safety inspections, HSE system audits, safety inductions and safety toolbox meetings, including those focused on the use of personal protective equipment (“PPE”) and machinery, will be organised• Safety briefings and meetings coordinated with subcontractors as and when applicable• Health & Safety related signage available throughout the project site• Job Safety Analysis (“JSA”) training to provide guidance for identification and mitigation of safety risks

An overview of a number of employees and contractors trained in health and safety standards are follows:

	FY2024	FY2023	FY2022
Number of employees trained on health and safety standards	67	11	-
Number of Contractors trained in the on health and safety standards	1,788	1,130	2,027

Our Performance

We are pleased to report that we have had zero fatalities across our workplaces and construction sites. We recorded a slightly higher Loss Time Incident Rate compared to FY2023 due to a minor incident on-site where injuries were reported and attended to immediately through first aid treatment and were sent to a nearby medical facility for further treatment. Despite the inherently high-risk nature of construction sites, we have managed to maintain a safe working place and site for all personnel, labourers and the public at large.

Safety Statistics		FY2024	FY 2023	FY 2022
Number of fatalities as a result of work-related injury and ill health	Employees	0	0	0
	Contractors	0	0	1
Loss Time Incident Rate ("LTIR")	Employees	0	0	0
	Contractors	0.67	0.12	0

EMPLOYEE MANAGEMENT

Related UNSDGs



Goal 3:
Good Health
& Wellbeing



Goal 5:
Gender Equality



Goal 8:
Decent Work &
Economic Growth



Goal 10:
Reduced Inequality

Why This Is Important

Here at Tropicana, we recognise that our employees are integral to our identity and success. They uphold our high standards of quality, embody our culture, and actively contribute to achieving our strategic goals. Therefore, we remain cognisant of the importance of talent attraction and the development of skilled professionals, as well as talent retention. We also believe that diverse workplaces strengthen our ability to adapt to change and better meet the needs of our clients. Therefore, we look to create a more inclusive environment that provides equal opportunity for all and rejects all forms of discrimination based on diversity and inclusion characteristics.

In line with this, we have implemented a range of initiatives aimed at attracting, nurturing, and retaining talent.

Our Approach

Diversity & Inclusion

We recognise that workforce diversity is a key driver of our success, enhancing the Group's capacity for breadth of input and perspectives into decision-making, risk alertness, and responsiveness to change. This is guided by our Diversity & Inclusion Policy, which outlines the group's commitment to ensuring fair practices throughout the organisation. Whilst we do not establish specific diversity targets, we are committed to offering equal opportunities and assessing both existing and prospective employees in a meritocratic approach.