Singapore Polytechnic

ENVIRONMENTAL SUSTAINABILITY DISCLOSURE

FOR FINANCIAL YEAR 2023

December 2024



Photo credit: Shahrul Kamal

About SP

Established in 1954, Singapore Polytechnic has been a trailblazer in Singapore's educational landscape. As a polytechnic for all ages, we prepare our learners to be life ready, work ready and world ready for Singapore's transformation.

Today, our ten schools offer 30 full-time diploma courses and four Common Entry Programmes to almost 12,500 students. Our alumni network comprises over 230,000 graduates who have excelled in various fields, including successful entrepreneurs, top executives in multi-national and public-listed corporations, industry leaders and professionals across various industries, and government leaders.

Continuing Education and Training (CET) is a core part of SP's education model. Through our CET offerings, SP plays an integral role in enterprise transformation, workforce upskilling and reskilling for the future economy.

SP is committed to sustainability, and we have integrated eco-conscious practices across our curriculum and operations. Through our schools and industry centres, we collaborate with enterprises to develop innovative solutions to address society's sustainability challenges. Our diploma curriculum now includes essential sustainability modules, and all diploma students undertake at least one Sustainable Innovation Project during their studies.

About this Disclosure

Disclosures are for Financial Year 2023, i.e. 1 April 2023 to 31 March 2024. This disclosure was first published in December 2024 and updated in December 2025 to include the GRI Content Index. The GRI Content Index can be found on page 70. No external assurance has been sought for this disclosure.

We welcome suggestions or feedback to help us improve our subsequent disclosures. You can reach out to SP's Sustainability Office at **sustainability_office@sp.edu.sg**.

SP Singapore Polytechnic

EXECUTIVE SUMMARY

Our 60-30 Vision

We have set FY2022 as the baseline year for our Scope 1 and 2 greenhouse gas (GHG) emissions.

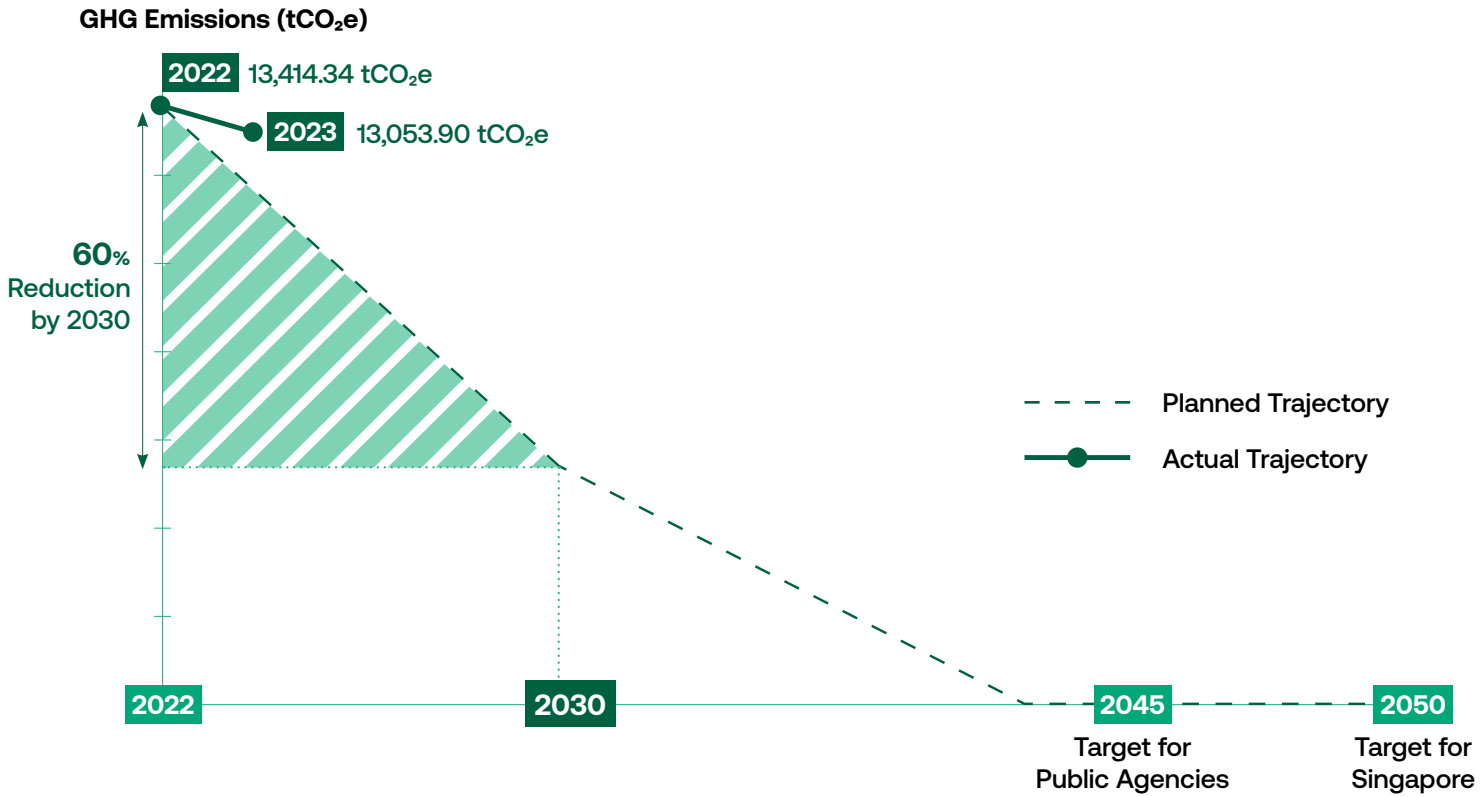
Our combined Scope 1 and 2 emissions for that year was 13,414.34 tCO_2e. About 60% is attributable to electricity consumption from air-conditioning, and another 10% is due to refrigerant gases from air-conditioning units.

We aim to reduce our emissions by 60% by FY2030. We will take bold steps to overhaul our campus infrastructure, focusing on cooling and lighting infrastructure. These works will be dovetailed with other required renovation works, to ensure that our facilities remain fit for purpose and conducive to learning.

We will supplement these renovations with the introduction of on-campus solar power generation as well as efforts to encourage the campus community to adopt behavioural and operational changes aimed at reducing electricity consumption.

Baseline Scope 1 and 2 Emissions:

13,414.34 tCO_2e



SP Singapore Polytechnic

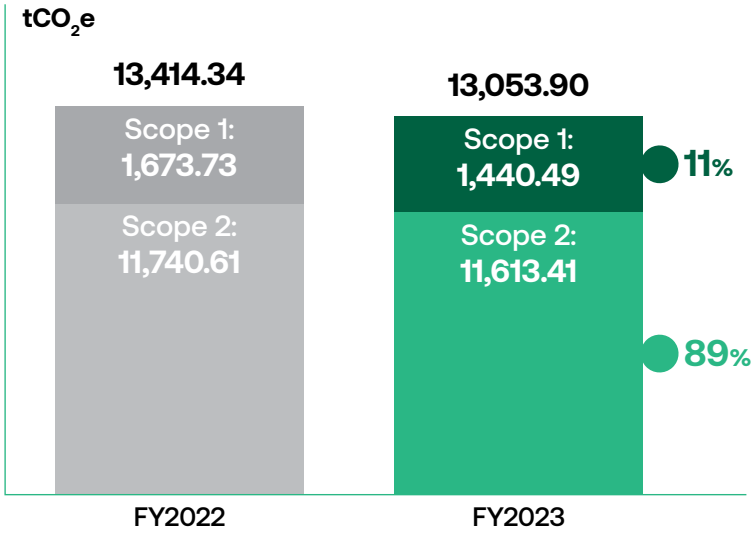
EXECUTIVE SUMMARY

Summary of FY2023 Disclosures

SCOPE 1 AND 2 GHG EMISSIONS

Combined Scope 1 and 2 Emissions:

13,053.90 tCO_2e



CAMPUS GREENING

Number of Trees > 1 m in Girth:

498

ENERGY

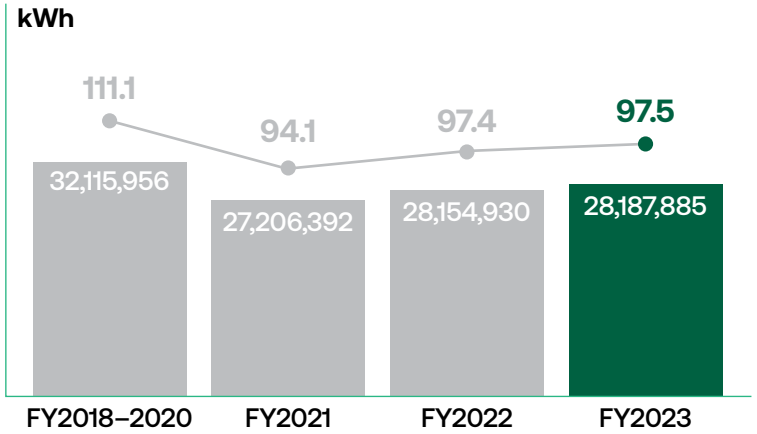
Energy Utilisation Index (EUI):

97.5 kWh/m^2

Electricity Consumption

28,187,885 kWh

EUI, kWh/m^2



WATER

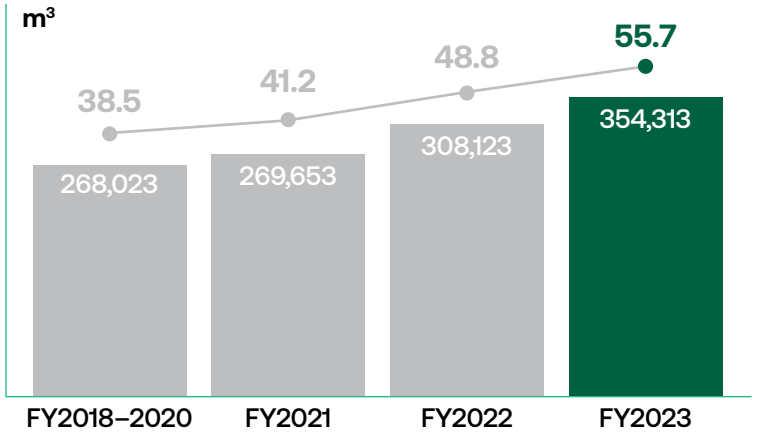
Water Efficiency Index (WEI):

55.7 L/p/d

Water Consumption

354,313 m^3

WEI, L/p/d



SP Singapore Polytechnic

EXECUTIVE SUMMARY

Summary of FY2023 Disclosures

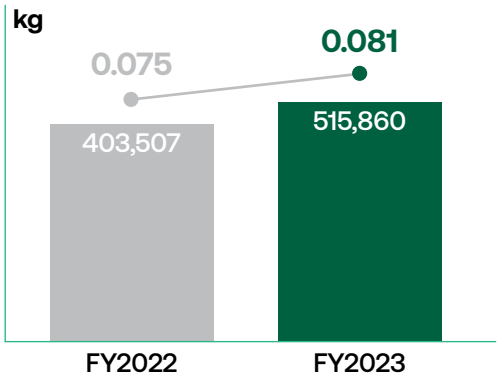
WASTE

Waste Disposal Index (WDI):

0.081 kg/p/d

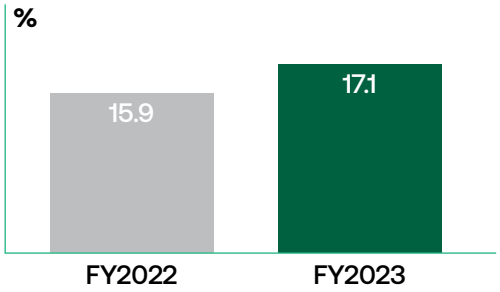
Waste Disposed

515,860 kg



Proportion of Waste Generated That is Diverted or Recycled:

17.1%



STAFF AND STUDENT MINDSETS

Number of Pre-Employment Training (PET) Students Who Took the SP Go Green Pledge:

3,120

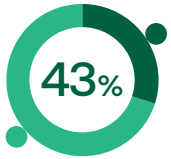
Number of Staff Who Completed the SP Sustainability e-Learning Module:

1,232

GREEN BUILDINGS

Green Mark-certified Buildings:

23 out of **53**



Green Mark Platinum Super Low Energy (SLE) Buildings:

1 out of **53**



ACADEMIC PROGRAMMES

Proportion of the PET Intake Cohort Undergoing the Common Core Curriculum:

100%

Number of Sustainability-Related CET Courses:

28

Number of PET Domain Modules with Sustainability Elements:

103

Number of Sustainability-Related CET Training Hours:

71,000 hours

Number of Sustainability-Related PET Elective Modules:

24

SP Singapore Polytechnic

EXECUTIVE SUMMARY

Summary of FY2023 Disclosures

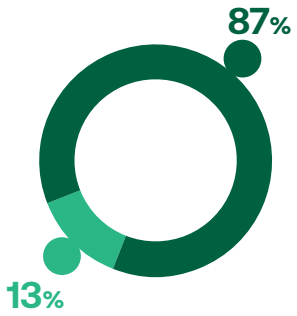
COMMUNITY PARTNERSHIPS

Proportion of the PET Intake Cohort Undertaking Sustainable Innovation Projects (SIPs):

100%

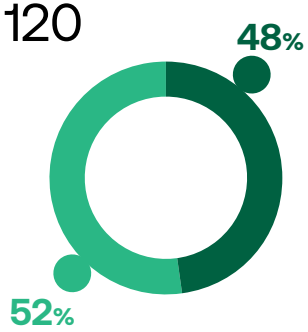
Number of Sustainable Innovation Projects:

954



Number of Staff Involved in the Sustainable Innovation Projects:

120

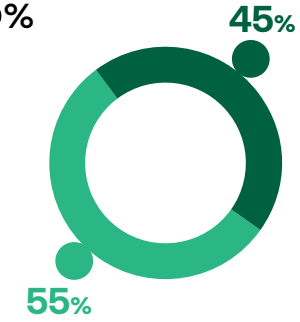


Local projects Overseas Projects

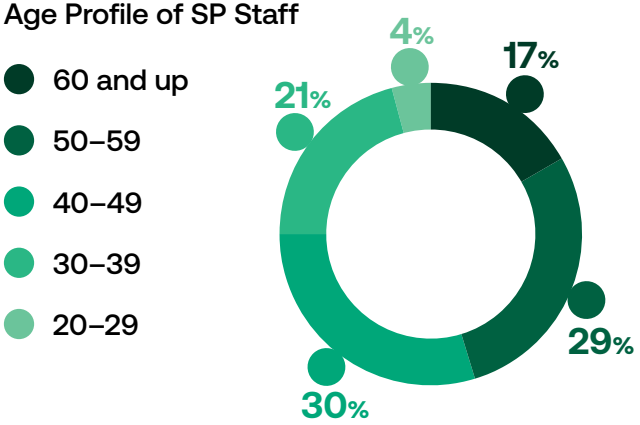
DIVERSITY AND INCLUSION

Proportion of Women Among SP Staff:

45%

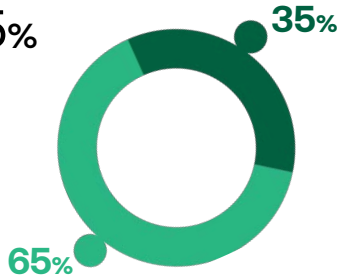


Age Profile of SP Staff



Proportion of Women Among SP Senior Management Team:

35%



Proportion of PET Enrolment with Special Education Needs (SEN):

4%

PET Students Receiving SP Care Bursaries:

1,556

SP Singapore Polytechnic

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Photo credit: Shahrul Kamal

SP Singapore Polytechnic

FOREWORD

We are pleased to share Singapore Polytechnic's second Environmental Sustainability Disclosure, for Financial Year 2023.

In our inaugural disclosure for Financial Year 2022, SP announced our 60-30 Vision to reduce campus greenhouse gas emissions by 60% by 2030, taking 2022 as the baseline year. It is our first step towards achieving net-zero emissions before 2045.

This is an ambitious target, but one that is entirely possible with today's technology. There is also an objective financial case for action, as our investments today will reap future savings in electricity costs.

The journey to achieve sustainable campus operations, much less net-zero emissions, will be a long one. Some may think there is time and defer the necessary measures to the next generation.

SP takes a different view. As an educational institution, particularly one that enrols one in ten Singaporeans from every age cohort, we must set a positive example for Singapore and Singaporeans. We must also do our part to support the Singapore Green Plan.

We hope that our 60-30 Vision will galvanise us to act today, reduce greenhouse gas emissions and achieve a more sustainable future.

We have made good progress since our last disclosure. We have piloted changes in chiller operations that have yielded encouraging improvements in electricity consumption, and commenced the installation of solar panels on our buildings. These first steps would not have been possible without the support from our students, staff and partners.

This is an exciting chapter for the SP community. We do not have all the answers right now, but we are committed to learning and growing each step of the way, building on the collective wisdom from our friends and partners. When we work together, we can make significant progress in just a few years.

Let us show that with SP, sustainability is So Possible!

Janet Ang
Chairperson
Singapore Polytechnic Board of Governors

Soh Wai Wah
Principal & CEO
Singapore Polytechnic

SP Singapore Polytechnic

OUR SUSTAINABILITY VISION

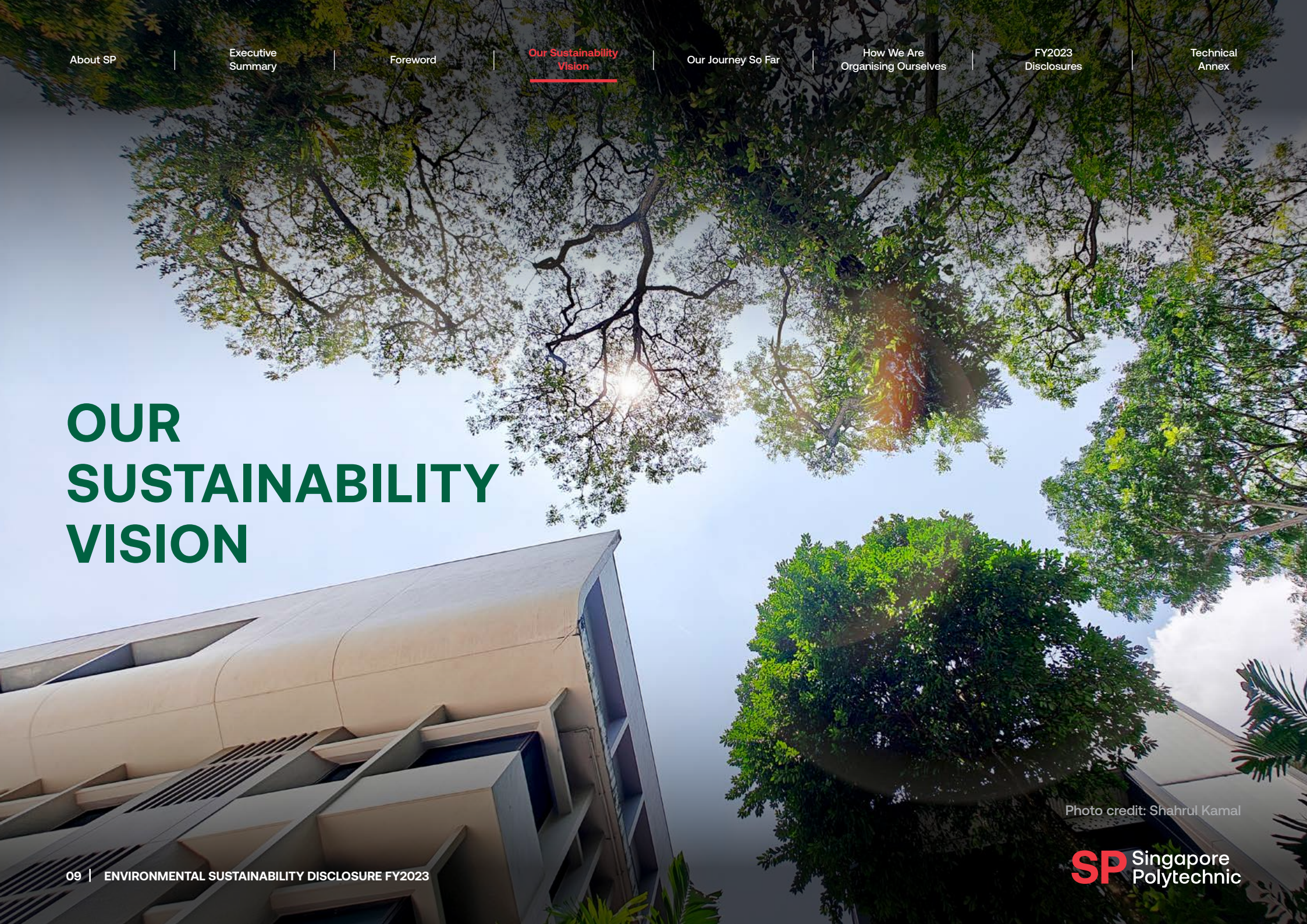
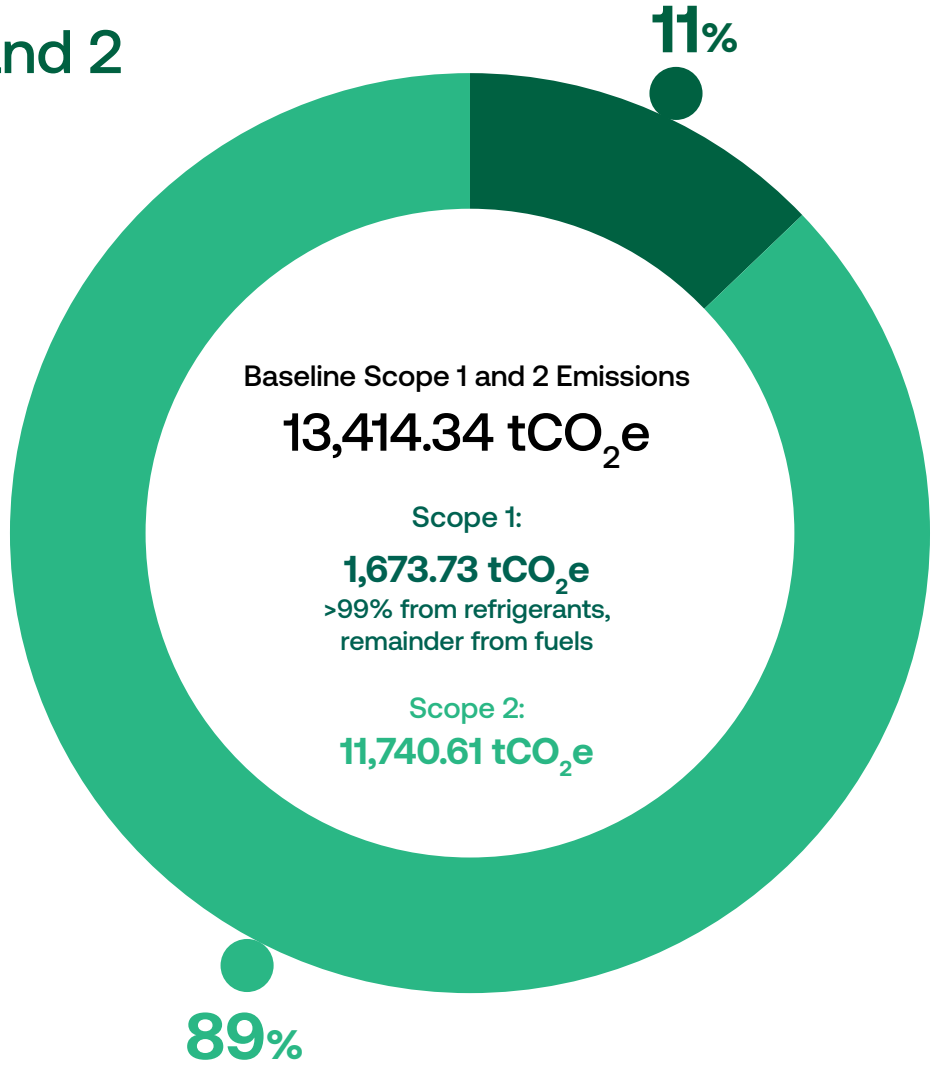


Photo credit: Shahrul Kamal

SP Singapore Polytechnic

OUR SUSTAINABILITY VISION

Scope 1 and 2 Baseline



Our baseline year is FY2022 and our combined Scope 1 and 2 emissions for that year was 13,414.34 tCO_2e.

Our baseline was determined through a consultancy study with KPMG Singapore in 2023. This was the first step to understanding our starting point and developing our medium- to long-term sustainability plan.

Our organisational boundary is defined using the operational control approach, with reference to the GHG Protocol's Corporate Accounting and Reporting Standard. It covers SP's Dover Campus and Poly Marina but excludes entities outside SP's operational control, such as our subsidiaries, tenants and vendors.

Further details can be found in the "GHG Emissions" section of this disclosure.

Beyond their own operations, organisations have a responsibility to tackle emissions arising from upstream and downstream activities, such as the purchase of goods and services. Indirect emissions from such activities constitute an organisation's Scope 3 emissions and often contribute significantly to its carbon footprint.

At this initial stage of SP's sustainability journey, we have intentionally confined our efforts to Scope 1 and 2 emissions. We are committed to addressing Scope 3 emissions in the coming years, through efforts like green procurement.

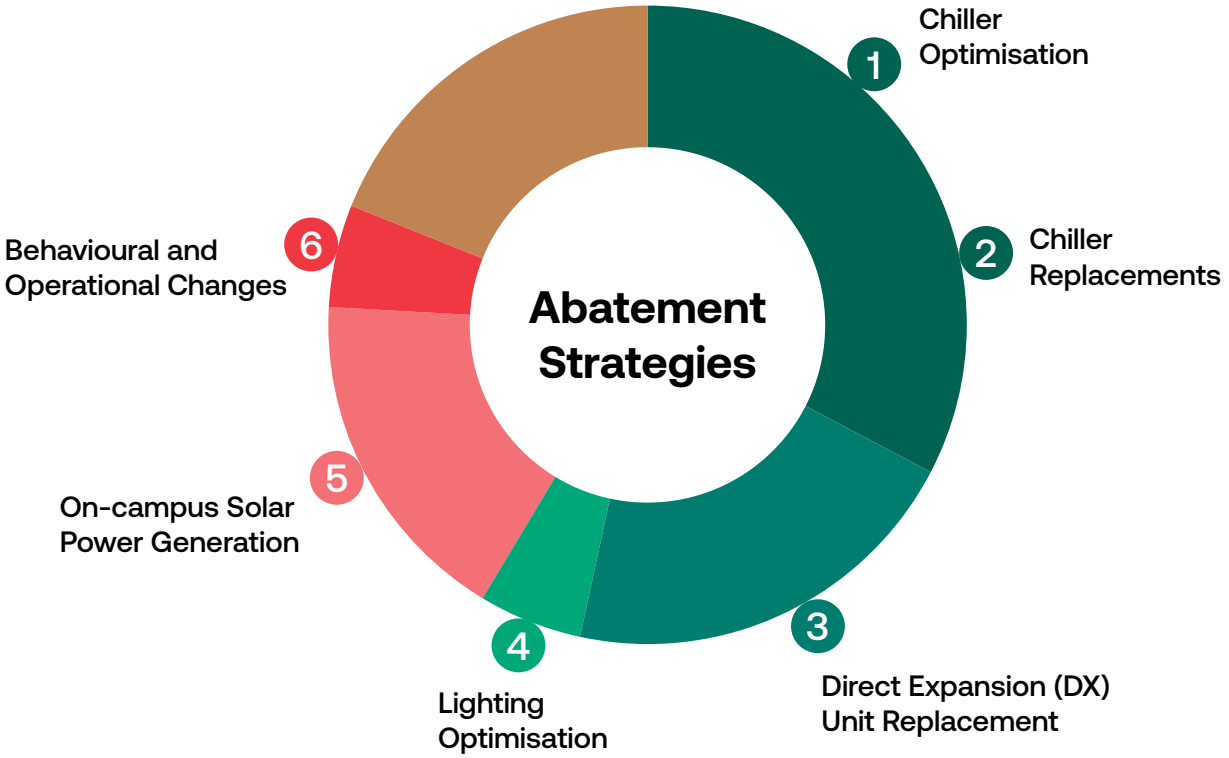
SP Singapore Polytechnic

OUR SUSTAINABILITY VISION

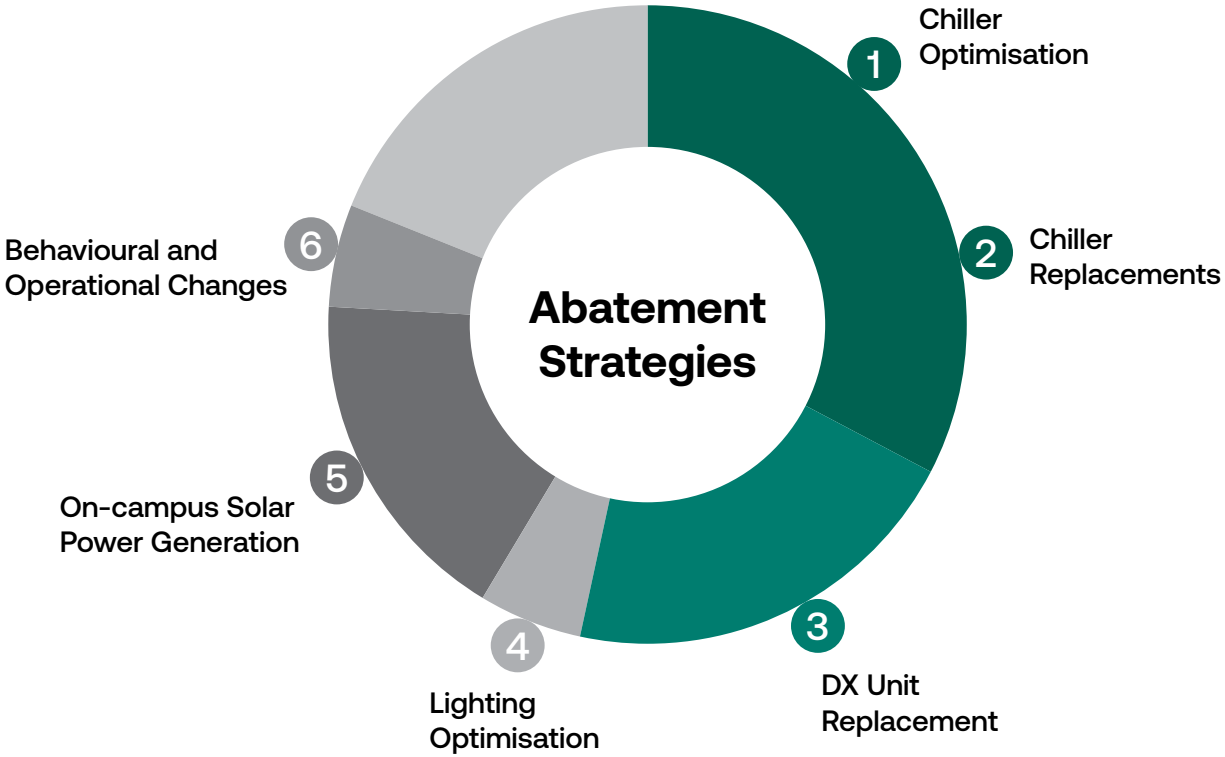
Emissions Abatement Strategies

Through our consultancy study with KPMG Singapore, we determined that (a) almost all of our Scope 1 emissions were associated with refrigerants from air-conditioning units, and (b) ~60% of our Scope 2 emissions were associated with air-conditioning.

We have identified six key strategies to focus on in the near to medium term. These strategies are collectively estimated to reduce annual GHG emissions by 55%.



SP Singapore Polytechnic



1 CHILLER OPTIMISATION

While most of SP's campus is already cooled through chilled water systems, air-conditioning still accounts for ~60% of our Scope 2 emissions.

We will install sensors, meters and control systems to improve the efficiency of our air-conditioning, taking into account real-time changes in ambient conditions.

2 CHILLER REPLACEMENTS

SP's chillers are ageing, with some almost 30 years old.

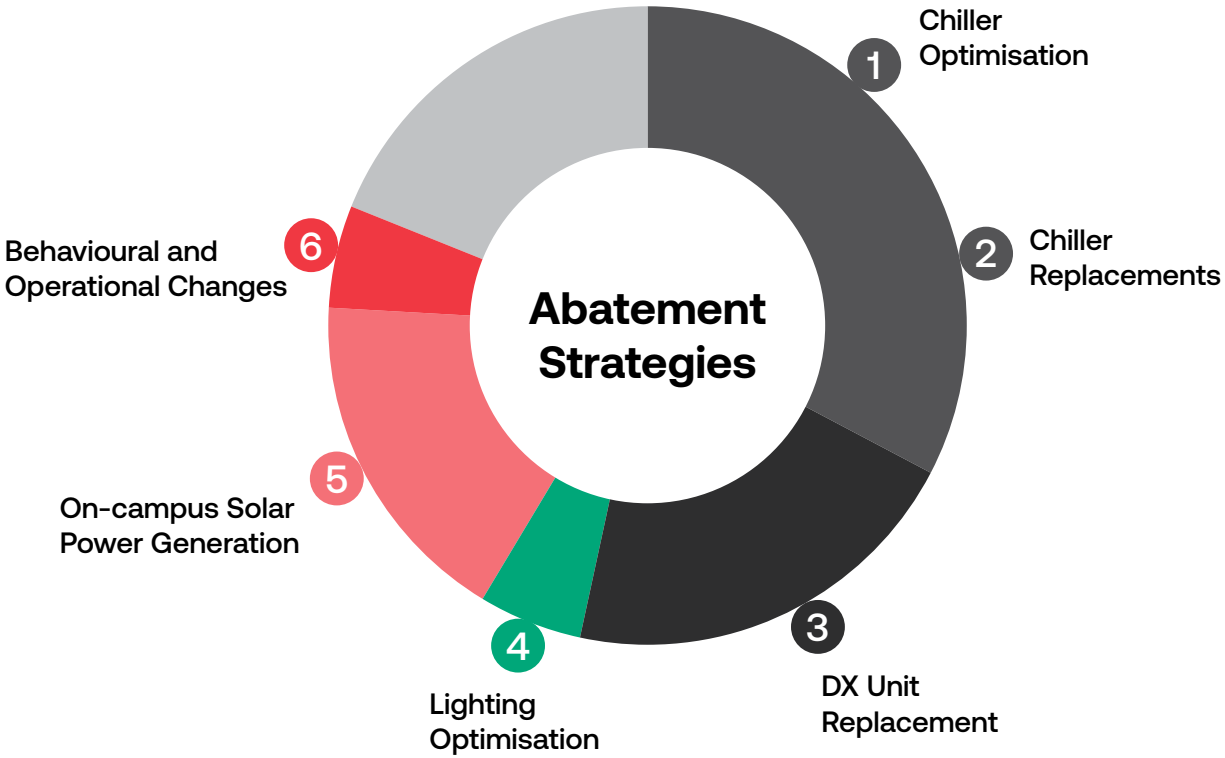
Given that the efficiency of chiller systems deteriorates over time, we will upgrade our ageing chillers to newer models with better efficiency.

3 DIRECT EXPANSION (DX) UNITS

DX air-conditioning units use refrigerants instead of chilled water to cool the air. GHG emissions from these refrigerants account for ~10% of SP's overall emissions.

We will retire some of our DX units and connect the facilities they serve to the chiller network instead. Where it is not practicable to do so—such as for facilities with 24/7 cooling needs like wafer fabrication laboratories—the DX units will be replaced with newer models that use lower-emission refrigerants.

SP Singapore Polytechnic



4 LIGHTING OPTIMISATION

Fluorescent bulbs and tubes account for most of the lighting fixtures in SP currently.

We will progressively upgrade all our lighting fixtures to LED units, which have better energy efficiency and a longer lifespan.

This will be coupled with the installation of occupancy sensors where practicable, to further optimise electricity consumption by automatically switching off or dimming the lights when there is no human traffic.

5 ON-CAMPUS SOLAR POWER GENERATION

SP is participating in the SolarNova initiative, which at steady state is expected to yield at least 4.2 GWh of green energy per year, or ~14% of SP's baseline annual electricity consumption.

6 BEHAVIOURAL AND OPERATIONAL CHANGE

We are optimistic about achieving significant emission reductions through behavioural and operational changes that do not rely solely on infrastructural upgrades.

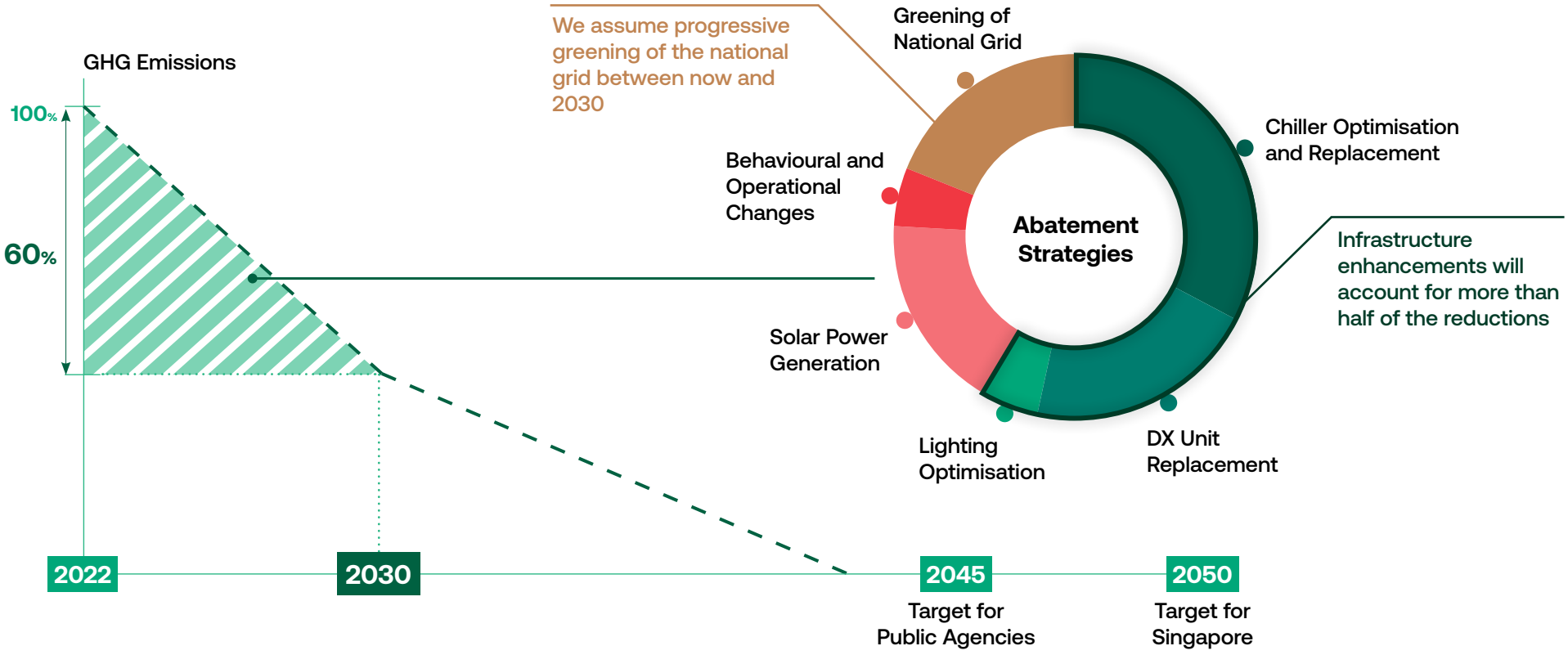
We have embarked on the 5% Challenge, aimed at rallying the campus community to support SP's sustainability initiative and signalling that sustainability is a collective responsibility.

SP Singapore Polytechnic

OUR SUSTAINABILITY VISION

Factoring in expected reductions in Singapore's Grid Emission Factor (GEF) arising from the greening of the country's energy grid between now and 2030, we expect these strategies to result in a combined ~60% reduction in annual GHG emissions.

Putting It Together – Our 60-30 Vision



SP Singapore Polytechnic

OUR SUSTAINABILITY VISION

Looking Ahead

Our 60-30 Vision focuses on Scope 1 and 2 GHG emissions. We are cognisant of our responsibility to address emissions arising from our upstream and downstream activities, such as the purchase of goods and services. We are committed to addressing Scope 3 emissions in the coming years, through efforts like green procurement.

Sustainability is a multi-faceted issue, cutting across the Environmental, Social and Governance domains. We have included several disclosures in the Social and Governance domains this year. We will continue to review our policies and practices with this ESG philosophy in mind, and progressively grow our disclosure scope in subsequent years.



Photo credit: Frederick Loh

SP Singapore Polytechnic

OUR JOURNEY SO FAR

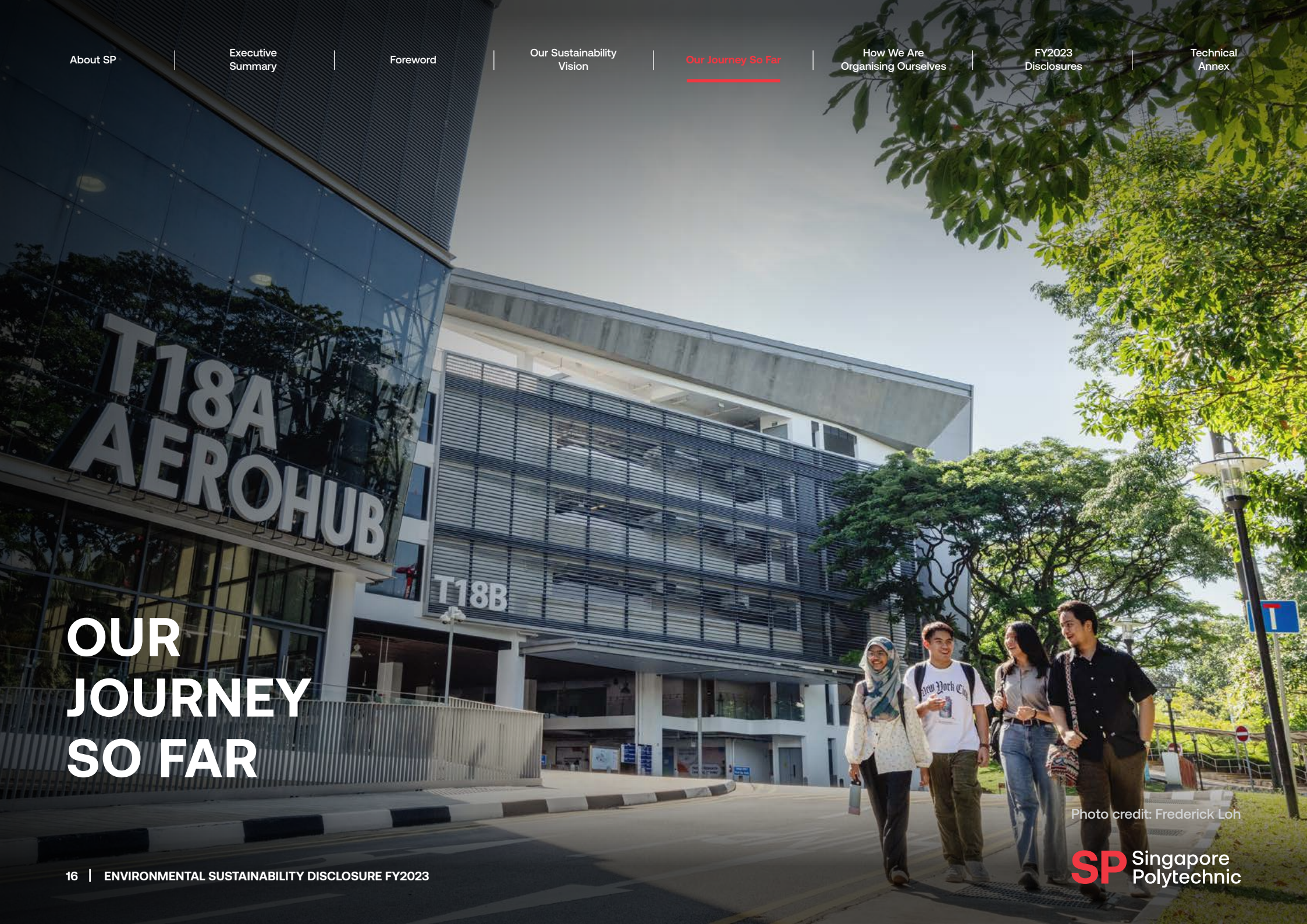


Photo credit: Frederick Loh

SP Singapore Polytechnic

HIGHLIGHTS FROM OUR JOURNEY SO FAR

2010
OCTOBER

SP is the first polytechnic to receive the President's Award for the Environment. This is Singapore's highest accolade that recognises individuals, organisations and companies for their contributions to environmental sustainability.

2019
JANUARY

SP deployed chargers for electric vehicles on campus, as part of national grid operator SP Group's first wave of public charging points. SP's chargers also serve as an education and research platform for our engineering curriculum.



2022
AUGUST

SP launched the Centre for Environmental Sustainability & Energy Efficiency (ESEE), which serves as a "one-stop shop" for enterprises looking to embark on green transformation. To date, ESEE has partnered with over 50 companies and delivered customised training for 80 of these companies' staff.

SP Singapore Polytechnic

HIGHLIGHTS FROM OUR JOURNEY SO FAR



2022 NOVEMBER

SP launched Singapore's first solar photovoltaics recycling line, with a target capacity of 80 panels and a recovery rate of up to 95% per day.

2023 APRIL

SP rolled out the Common Core Curriculum across all 30 of our diploma programmes. Using the United Nations' Sustainable Development Goals (UN SDGs) and Singapore Green Plan 2030 as an overarching frame, students explore critical local and global issues culminating in a Sustainable Innovation Project where they are challenged to develop solutions that benefit the community.

2023 JULY

SP held our inaugural Go Green SP event involving over 2,000 staff, students and industry partners, where we announced our commitment to attain net-zero GHG emissions before 2045, ahead of the timeframe for public agencies.

SP Singapore Polytechnic

HIGHLIGHTS FROM OUR JOURNEY SO FAR



2023 NOVEMBER

SP launched the 5% Challenge, which aims to galvanise staff to reduce electricity consumption through behavioural and operational changes that are not reliant on infrastructural upgrades.

2024 APRIL

SP's Singapore Maritime Academy became the first in the Asia-Pacific region to conduct training in handling methanol as ship fuel.

2024 APRIL

SP published our inaugural Environmental Sustainability Disclosure and announced our 60-30 Vision.

SP Singapore Polytechnic

HIGHLIGHTS FROM OUR JOURNEY SO FAR

2024 APRIL

SP launched the Future Food Lab to strengthen industry collaboration in developing alternative proteins and waste valorisation products. This is part of our broader commitment to reduce the environmental impact of the food industry and strengthen Singapore's food security.



Photo credit: Zep Chow

2024 JULY

SP raised more than $2.6 million in donations as part of our 70th anniversary celebrations, in support of SP Care Bursaries for needy SP students. We also donated $100,000 to the President's Challenge to support meaningful causes in the broader community beyond SP.

2024 SEPTEMBER

SP hosted the International Learning Festival centred on the theme of Artificial Intelligence and Sustainability in Education. The event brought together over 700 local and 300 international participants, including leaders from 34 Institutes of Higher Learning across the Asia-Pacific region.

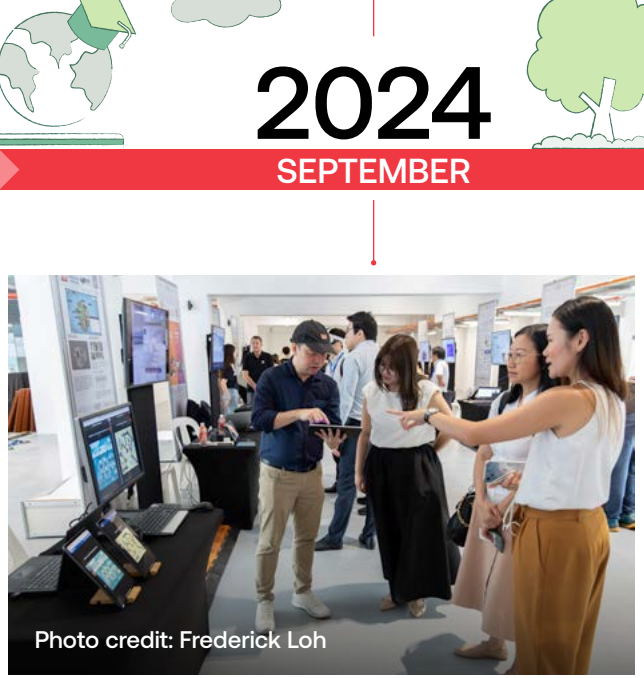


Photo credit: Frederick Loh

SP Singapore Polytechnic

HIGHLIGHTS FROM OUR JOURNEY SO FAR

SP began installation of solar panels on the roofs of our buildings, as part of the SolarNova programme. The panels will be operational from 2025 and will generate green energy to reduce our GHG emissions footprint.



2024 OCTOBER





2024 OCTOBER

SP's Centre for Environmental Sustainability & Energy Efficiency (ESEE) launched its Sustainability Learning Journey, an on-campus showcase of SP's capabilities and industry offerings in the field of sustainability.

The Sustainability Learning Journey has hosted over 30 participants to date, from organisations such as SkillsFuture Singapore and the Singapore Food Manufacturers' Association.

SP Singapore Polytechnic

HOW WE ARE ORGANISING OURSELVES



Members of SP's Board of Governors, Advisory Committees and Senior Management team at a retreat in 2024

Photo credit: Frederick Loh

SP Singapore Polytechnic

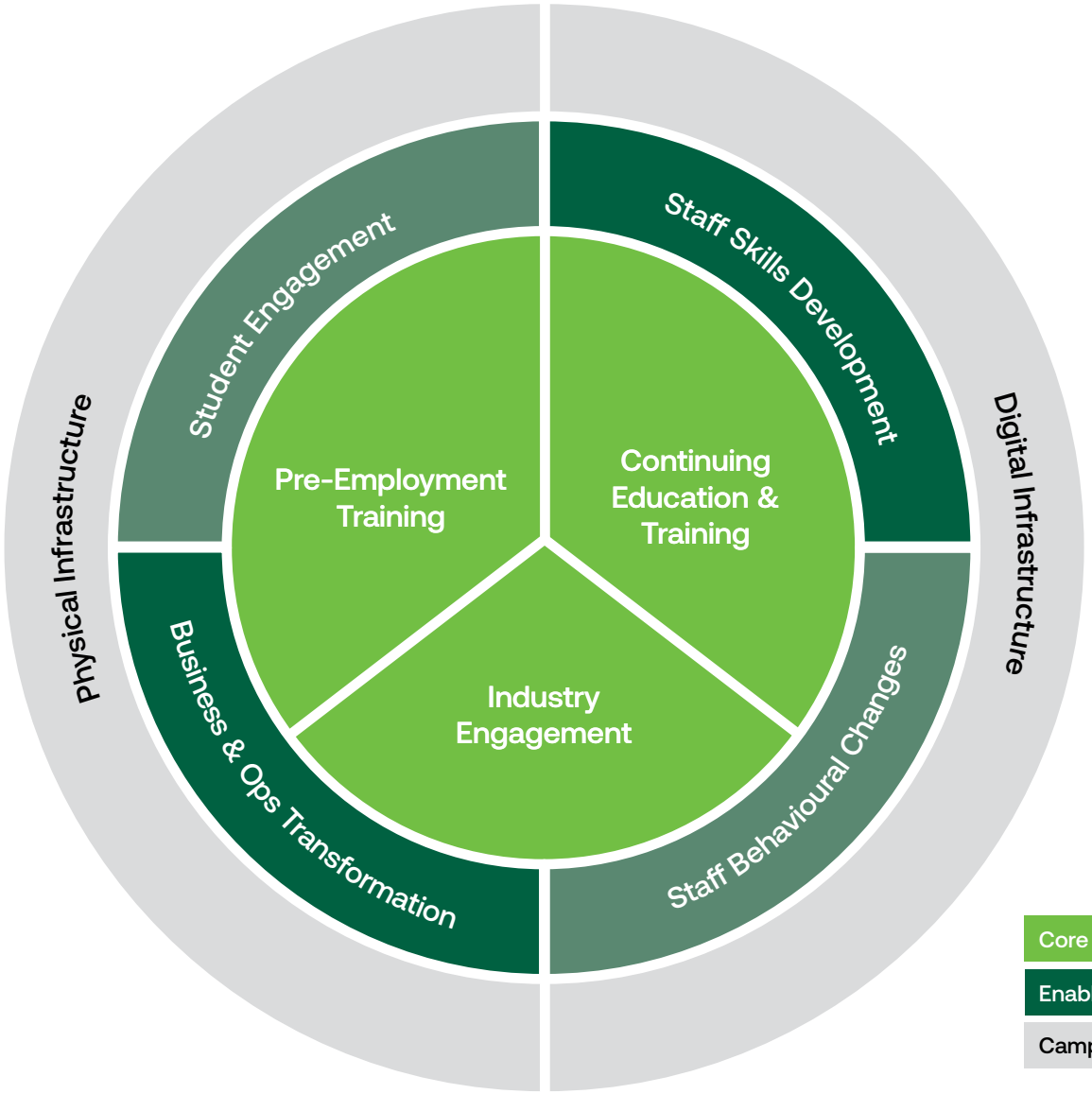
HOW WE ARE ORGANISING OURSELVES

Focus Areas

Our sustainability strategy is anchored on our core mission of PET, CET and Industry Engagement.

As an educational institution that enrols one in ten Singaporeans from every age cohort, alongside our roles to uplift local enterprises and upskill the adult workforce, we must take proactive steps to instil sustainability mindsets and behaviours in all our learners.

Our people are our biggest asset. Therefore, we have emphasised rallying both staff and students to participate in our campus sustainability initiatives. Our staff and students are key enablers; they are critical to the success of our efforts to transform our business and operations in support of our net-zero ambition.



SP Singapore Polytechnic

HOW WE ARE ORGANISING OURSELVES

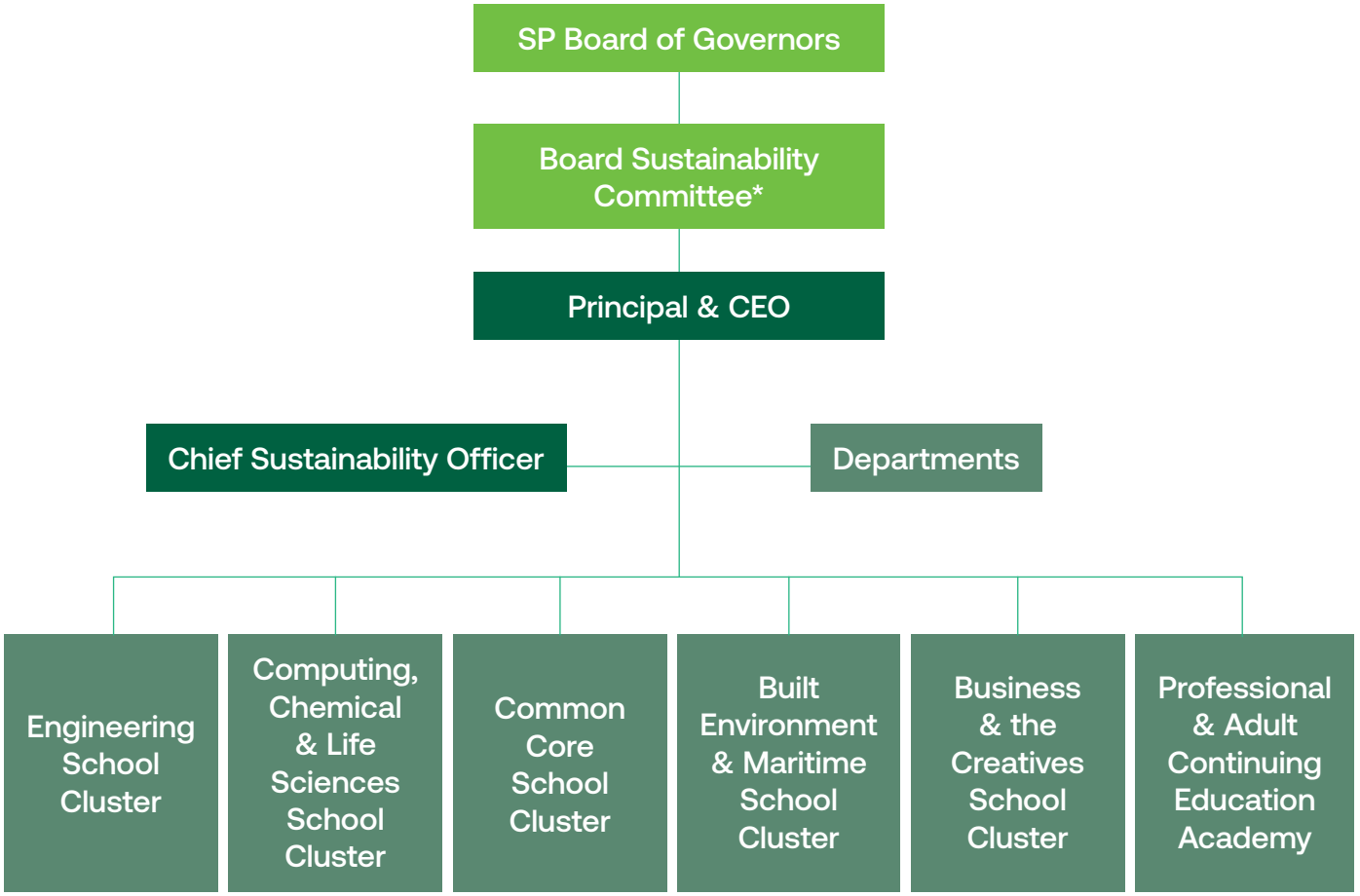
Governance Structure

Our governance structure reflects our commitment to integrate sustainability into all areas of SP's business that align with our PET, CET and Industry Engagement mission.

Sustainability is a key concern of SP's Board of Governors and features regularly as an agenda item in its meetings.

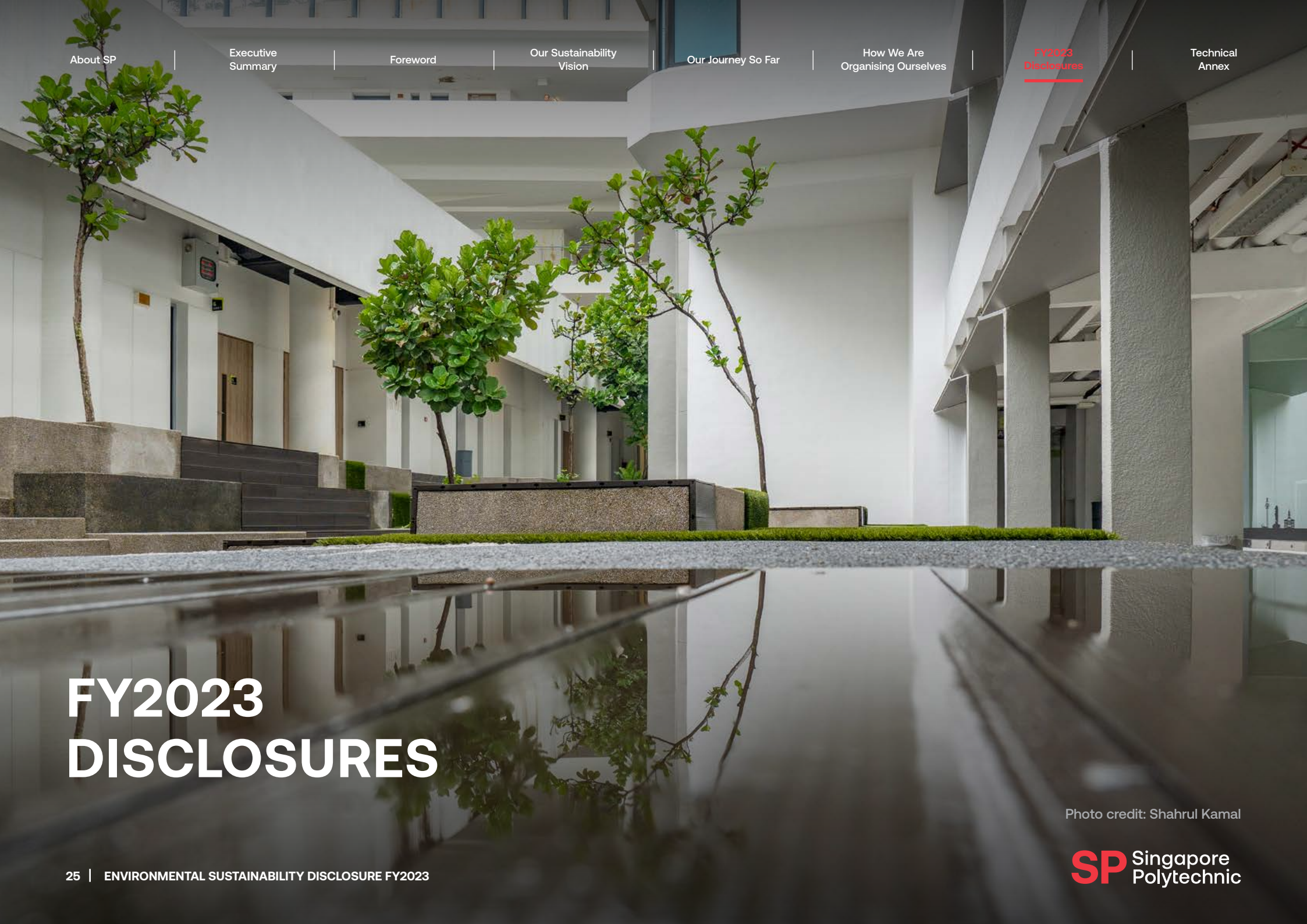
SP's Principal & CEO chairs SP's monthly Sustainability Committee Meeting, which is attended by senior management, with every school and department represented.

SP's Director of Planning, Organisational Development & Sustainability, who is responsible for strategic planning, resource allocation and culture change, also serves as Chief Sustainability Officer and Secretary to both the Board and Management Sustainability Committees.



*Effective 1 May 2024

SP Singapore Polytechnic



FY2023 DISCLOSURES

Photo credit: Shahrul Kamal

SP Singapore Polytechnic

FY2023 DISCLOSURES

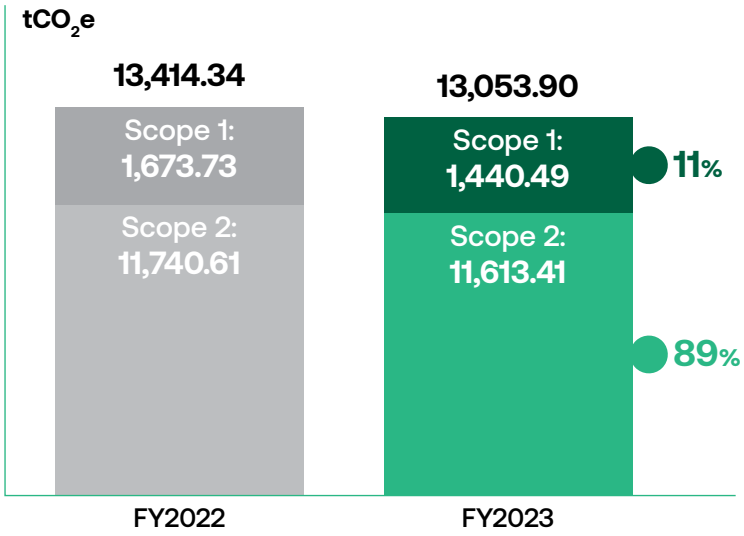
GHG Emissions



FY2023 DISCLOSURE

Combined Scope 1 and 2 Emissions:

13,053.90 tCO_2e



The figures for FY2018 to FY2022 have been updated. Details can be found in the Technical Annex.

OUR COMMITMENT

We will reduce our Scope 1 and 2 emissions by 60% by FY2030, from the baseline year of FY2022.

This translates to **5,300 tCO_2e** by FY2030.

SP Singapore Polytechnic

FY2023 DISCLOSURES

GHG Emissions



OUR JOURNEY SO FAR

We completed our masterplan for a Centralised Cooling System.

The idea is to reduce emissions by consolidating chiller capacity into fewer larger chillers, while catering a buffer for resilience. When completed, the enhancements are estimated to reduce emissions by about 20% from the baseline.

We completed the masterplan in October 2024 and will be embarking on a tender for construction works in the next few months.

We continue to decommission or replace our ageing standalone air-conditioners.

This year, we replaced another seven units with more energy-efficient models.

We also decommissioned an additional five units by connecting the facilities they serve to the chiller network instead.

We have commenced the installation of solar panels on the roofs of our buildings.

As part of the SolarNova programme, we are in the midst of installing solar panels on the roofs of 20 out of 53 buildings.

We target for the solar panels to be operational from mid-2025 and generate 4.2 GWh of green energy annually, equivalent to about 10% of our baseline GHG emissions.

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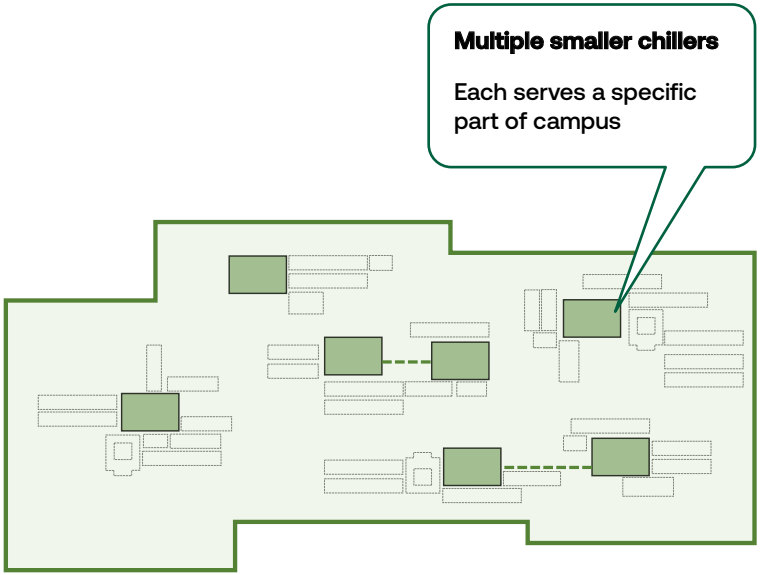
FY2023 DISCLOSURES

GHG Emissions

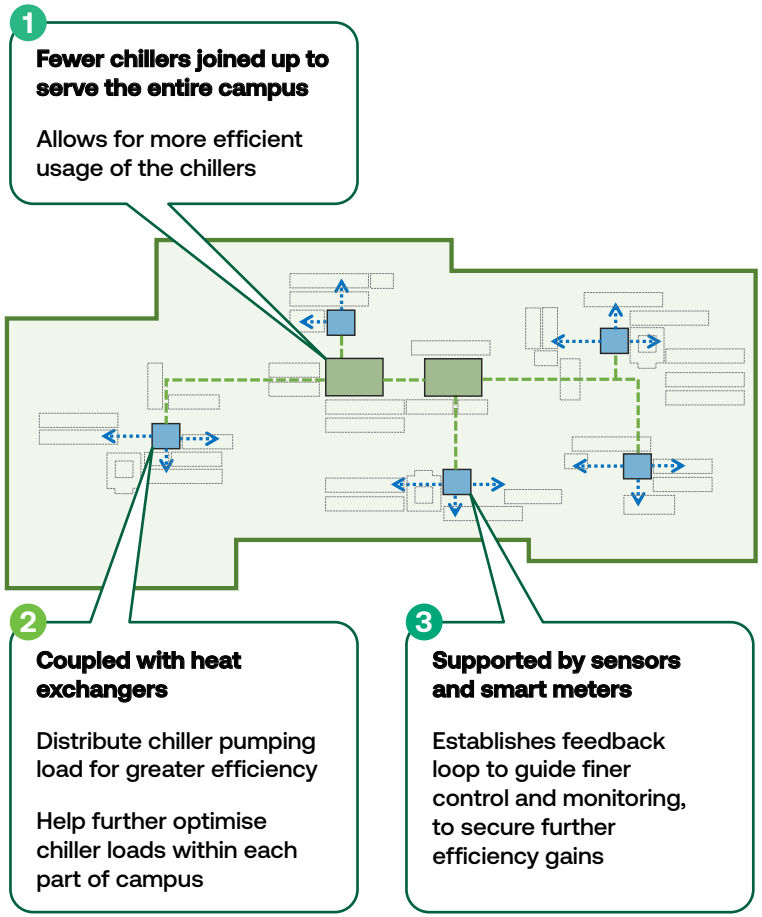


What Does Our Centralised Cooling System Entail?

Existing Chiller System



Centralised Cooling System



SP Singapore Polytechnic

FY2023 DISCLOSURES

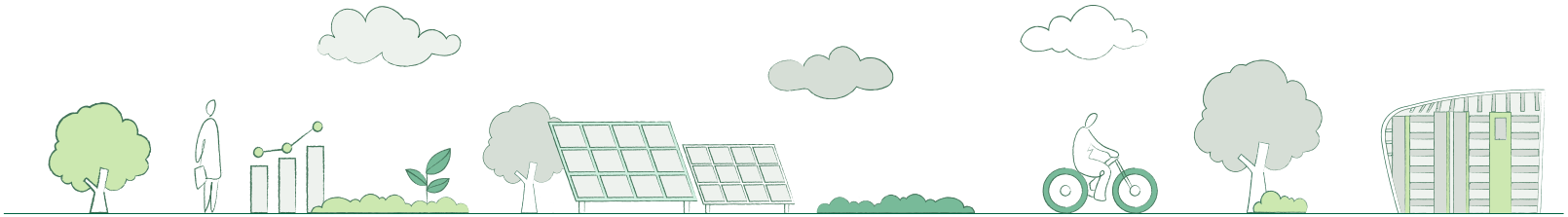
GHG Emissions



OUR FORWARD PLANS

We aim to commence construction work on the Centralised Cooling System in 2025.

This will be done in phases, to manage impact to campus operations. We expect the first phase to complete by 2028.



SP Singapore Polytechnic

FY2023 DISCLOSURES

Energy



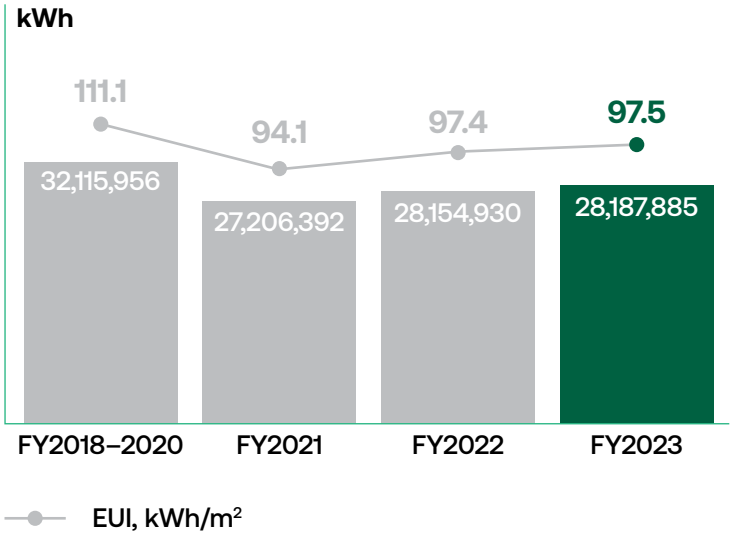
FY2023 DISCLOSURE

Energy Utilisation Index (EUI):

97.5 kWh/m²

Electricity Consumption

28,187,885 kWh



The figures for FY2018 to FY2022 have been updated. Details can be found in the Technical Annex.

OUR COMMITMENT

Electricity consumption is the biggest contributor to our GHG emissions, and energy generation contributes to GHG emissions.

We will improve our EUI by 5% by FY2025, from the baseline year of FY2022. This will primarily be through behavioural and operational changes, ahead of major planned infrastructural enhancements.

This translates to **92.5 kWh/m²** by FY2025.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Energy



OUR JOURNEY SO FAR

We have taken steps to optimise the loading on our centralised cooling infrastructure.

Starting FY2024, we consolidated the scheduling and room allocations for evening classes, to rationalise chiller loading during evenings when there is lower campus footfall.

Currently, two of our six chillers are turned off entirely in the evenings, while another two operate for only three nights per week.

We have commenced campus-wide installation of timers and sensors, to further regulate electricity consumption.

For example, we installed digital timers on over 120 water coolers and hot water dispensers, to automatically turn them off outside campus operating hours.

As part of the 5% Challenge, various schools and departments have also installed timers to help ensure that lights and shared appliances like printers and air purifiers are turned off at the end of each day.

We are making energy consumption data more accessible to staff.

We launched the 5% Challenge site on SP's intranet in July 2024, where we publish monthly electricity consumption data and bite-sized articles on sustainability initiatives on campus.

The data is broken down into "zones" and shows each zone's progress towards the 5% Challenge goal. We continue to refine the data presentation based on staff feedback.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Energy



OUR FORWARD PLANS

We will expand the deployment of hybrid cooling.

Building on an earlier pilot, we will open ten new hybrid-cooled classrooms in 2025, where fans are deployed to reduce air-conditioning load without impacting occupant comfort.

These classrooms are part of our larger "Classroom of the Future" initiative to strengthen students' learning experience through reimagined learning spaces coupled with smart technology solutions.

We will continue to leverage data to engage our community and guide our plans.

We plan to install more electricity meters around campus, and plan to achieve at least building-level metering by 2025. We hope that more granular monitoring will drive greater precision in solutioning.

We will also expand access to other types of data. For example, we have embarked on a pilot to share real-time ambient temperature sensor data with staff from the School of Chemical & Life Sciences, to study the impact of such data on individuals' air-conditioning usage.



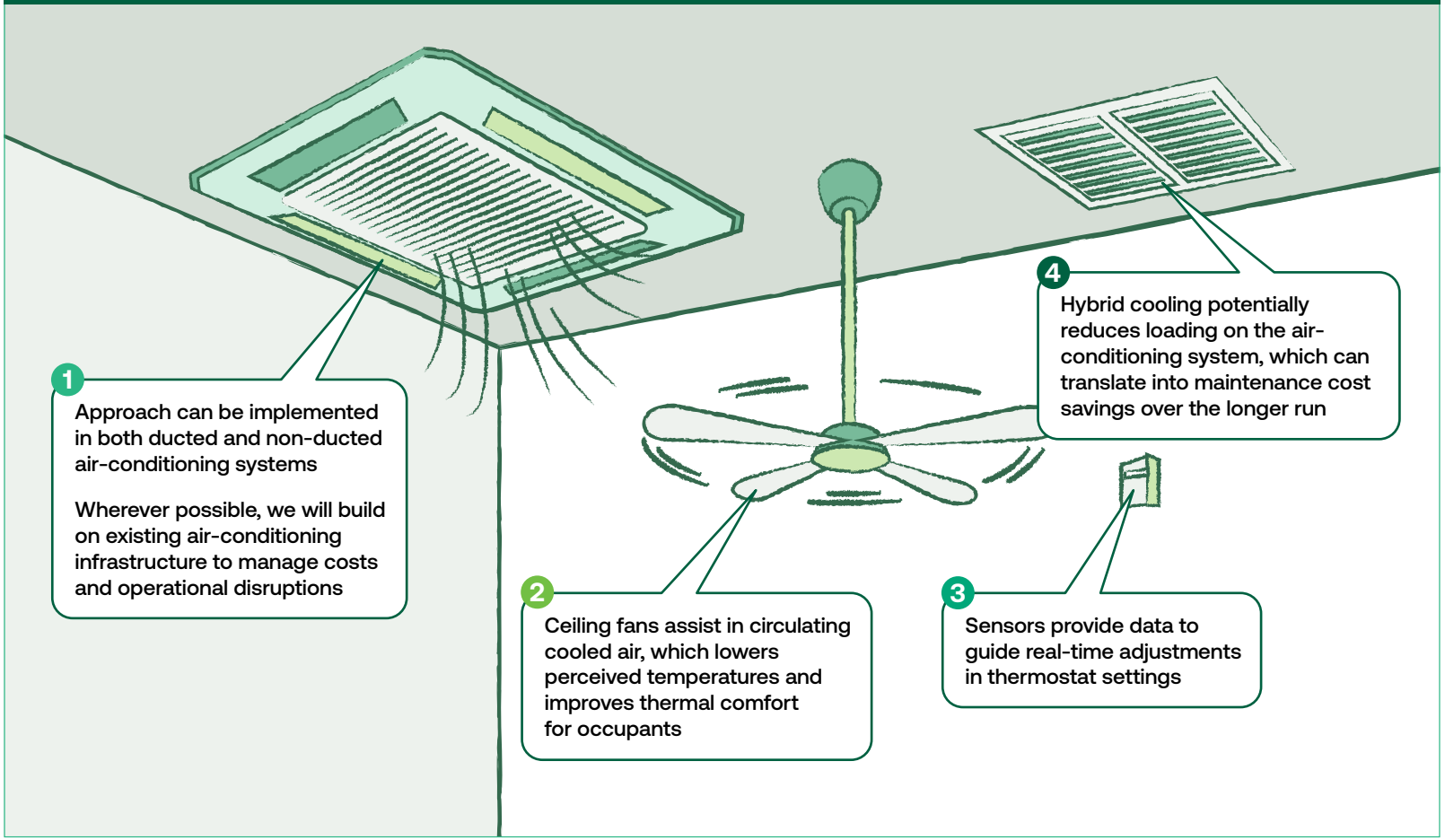
SP Singapore Polytechnic

FY2023 DISCLOSURES

Energy



How Will We Implement Hybrid Cooling?



SP Singapore Polytechnic

FY2023 DISCLOSURES

Water

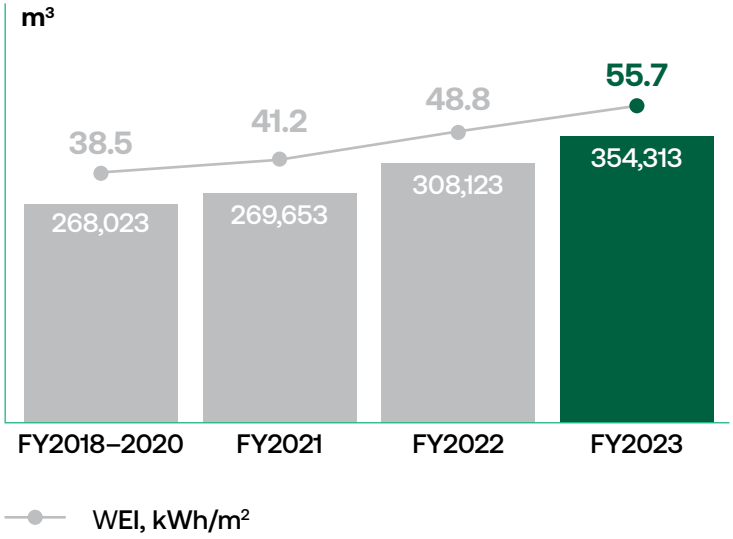
FY2023 DISCLOSURE

Water Efficiency Index (WEI):

55.7 L/p/d

Water Consumption

354,313 m^3



The figures for FY2018 to FY2022 have been updated. Details can be found in the Technical Annex.

OUR COMMITMENT

Water is a precious resource and an existential issue for Singapore.

We will improve our WEI by 10% by FY2030, from FY2018–2020 levels.

This translates to **34.6 L/p/d** by FY2030.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Water



OUR JOURNEY SO FAR

We have continued to upgrade our water fittings to meet prevailing efficiency standards.

All our water fittings are at least three-tick rated under the Water Efficiency Labelling Scheme, up from around 90% in 2023.

We have completed a campus-wide underground pipe leak detection effort.

We have completed repair works to address almost all of the leaks, with full completion expected by end-2024.

OUR FORWARD PLANS

We have embarked on a campus-wide water audit, which will guide the development of our water management strategy.

We expect to complete the audit by early 2025, which will include recommendations on specific gaps and opportunities to focus on in the coming years.



SP Singapore Polytechnic

FY2023 DISCLOSURES

Waste

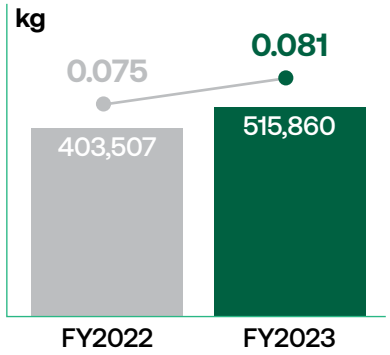
FY2023 DISCLOSURE

Waste Disposal Index (WDI):

0.081 kg/p/d

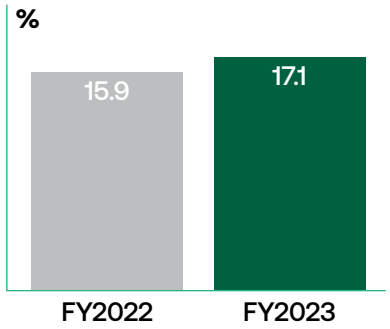
Waste Disposed

515,860 kg



Proportion of Waste Generated That is Diverted or Recycled:

17.1%



OUR COMMITMENT

Singapore has limited landfill space, and incineration of solid waste results in GHG emissions.

We will improve our WDI by 30% by FY2030, from the baseline year of FY2022.

This translates to **0.053 kg/p/d** by FY2030.

We will also raise our recycling rate, to ensure that the waste we do generate is disposed of as sustainably as possible.



SP Singapore Polytechnic

FY2023 DISCLOSURES

Waste



OUR JOURNEY SO FAR

We have stepped up food waste recycling in our food courts.

On-campus food digesters processed ~26,000 kg of food waste in FY2023, up from ~8,500 kg in FY2022.

Food now accounts for about one-quarter of total waste diverted, up from 9% in FY2022.

We have increased the number of multi-channel recycling bins on campus.

There are 27 such recycling bins across campus currently, up from 16 last year.

Locations are clearly marked out on the SP campus map and SP mobile app, to improve awareness and encourage recycling habits.

Around 50 offices also have their own paper recycling bins. We plan to grow this number and incorporate bins for other materials, such as plastics and metals.

OUR FORWARD PLANS

We will complete an audit of campus waste management operations.

We expect to complete the audit in early 2025, which will identify gaps in our existing processes and practices, and inform our waste management strategies moving forward.

One immediate priority is to improve the proportion of recyclable waste that is successfully recycled, particularly food and paper.

We will step up culture and mindset change efforts to drive waste reduction efforts.

We are working with students from the School of Media, Arts & Design to develop and roll out a communications campaign targeted at both students and staff.

Through this campaign, we hope to educate the campus community on everyday actions that can be taken to reduce, reuse and recycle.

FY2023 DISCLOSURES

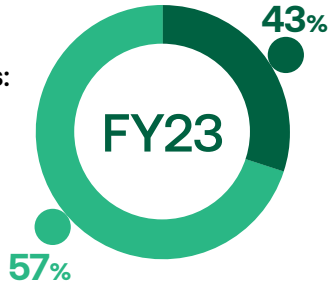
Green Buildings



FY2023 DISCLOSURE

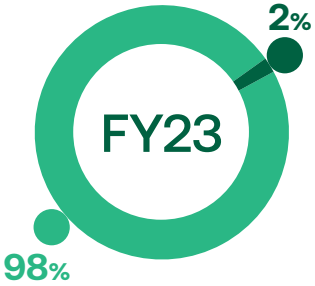
Green Mark-certified Buildings:

23 of 53



Green Mark Platinum SLE Certified:

1 of 53



OUR COMMITMENT

We will upgrade our ageing buildings to improve their efficiency and reduce their environmental impact.

We aim for all of our buildings to be Green Mark-certified by FY2030, and at least 20% of them to be Green Mark Platinum SLE certified.



SP Singapore Polytechnic

FY2023 DISCLOSURES

Green Buildings



OUR JOURNEY SO FAR

We have commenced work on T3B, our first Green Mark Zero Energy Building.

The building will be part of the first phase of our Centralised Cooling System. Its classrooms and offices will also feature energy-efficient solutions such as hybrid cooling and task lighting.

We awarded the tender for construction works in November 2024 and expect to complete renovations by 2026.

OUR FORWARD PLANS

We are refreshing SP's Campus Masterplan.

Our Campus Masterplan is being updated to set out a comprehensive long-term vision for SP's campus. Beyond sustainability, we want to ensure that our campus infrastructure is conducive for learning and work, as well as safeguard the safety and well-being of our entire campus community.

The refreshed Campus Masterplan will serve as a roadmap for campus rejuvenation works. It will help ensure compliance with established regulatory standards such as Green Mark for sustainable buildings, while stretching our ambitions in other areas like Universal Design for accessibility.

It will also set out directional guidance with regard to resource management, capability-building and knowledge-sharing, which are key enablers to sustain momentum in our infrastructure efforts over the longer term.

As part of the refresh, we firmed up our plans for a campus-wide Centralised Cooling System in October 2024. A vendor will be appointed in early 2025 to oversee the refresh.

FY2023 DISCLOSURES

Campus Greening



FY2023 DISCLOSURE

Number of Trees > 1 m in Girth:

498

OUR COMMITMENT

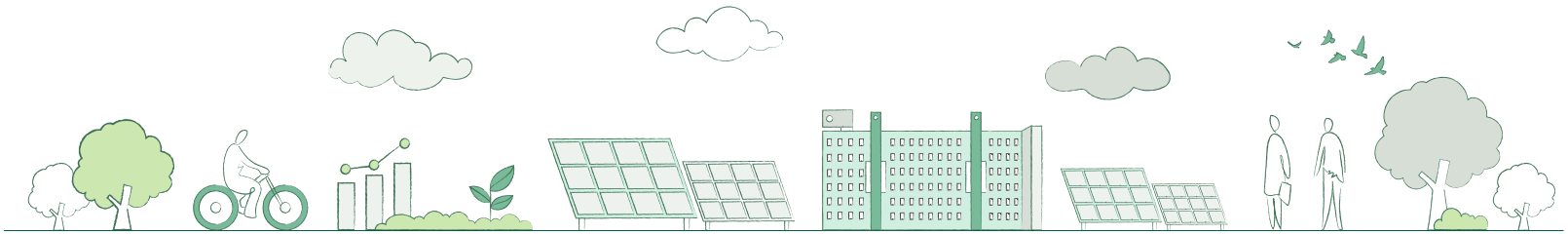
We have a duty to maintain the natural beauty and biodiversity of our physical environment, for the benefit of current and future generations.

OUR JOURNEY SO FAR

We have stood up opportunities for both students and staff to play a part in greening efforts, both on and off campus.

As part of SP's commitment to the OneMillionTrees movement, around 100 students stepped forward as "Green Rangers" and underwent training by the National Parks Board (NParks) on tree planting methods.

Since their formation in October 2023, the Green Rangers have participated in eight off-campus tree planting events organised by NParks.



SP Singapore Polytechnic

FY2023 DISCLOSURES

Campus Greening



OUR FORWARD PLANS

We will continue to support greening efforts, especially in the next phase of campus development.

Our Campus Masterplan will set out recommendations to safeguard the natural environment and biodiversity on campus.

We will continue to preserve good access to green spaces around campus, not only to manage ambient temperatures but also as part of a holistic approach towards student and staff well-being.

Our Green Heritage


Photo credit: Frederick Loh

SP sits on 38 hectares of lush green space in the Central Tree Conservation Area.

Our campus is home to a number of rare tree species, including four of Singapore's ten Brown Woolly Figs *(Ficus Drupacea)*. SP's Brown Woolly Figs have been designated as Heritage Trees by Singapore's National Parks Board.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Academic Programmes



FY2023 DISCLOSURE

Proportion of the PET Intake Cohort Undergoing the Common Core Curriculum:

100%

Number of PET Domain Modules with Sustainability Elements:

103

Number of Sustainability-Related PET Elective Modules:

24

Number of Sustainability-Related CET Courses:

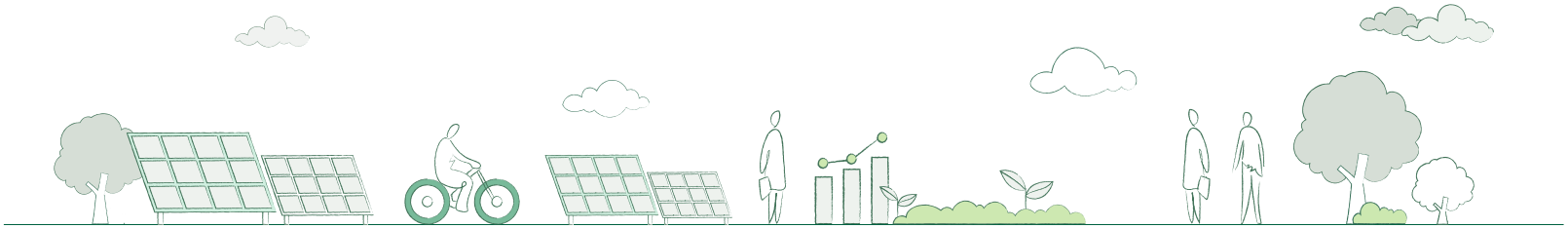
28

Number of Sustainability-Related CET Training Hours:

71,000 hours

OUR COMMITMENT

We will equip our students with the skills and values to seize opportunities in the green economy, and contribute to a more sustainable future.



SP Singapore Polytechnic

FY2023 DISCLOSURES

Academic Programmes



OUR JOURNEY SO FAR

We have infused sustainability into the domain curriculum of all PET courses.

Each course includes at least one module incorporating the United Nations' Sustainable Development Goals into its learning activities and assessments.

We have grown the number of sustainability-related elective modules available to students.

Electives give students the option of deepening their domain knowledge, broadening their knowledge or furthering their interests in a second domain.

The idea is to complement students' primary domain knowledge and strengthen their future career versatility.

We currently offer our students 24 sustainability-related electives, of which some can be stacked towards a Minor in Sustainability.

Sustainability in the Curriculum


Photo credit: Yio Yang Huat

We believe that hands-on learning is key to understanding sustainability.

In the module "Plant Design, Economics & Sustainable Development", students from the Diploma in Chemical Engineering are introduced to Environment, Health and Safety considerations in chemical process plant design, and how these are applied in industry settings.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Academic Programmes



Scaffolding Sustainability in the PET Curriculum

Year 3

Year 2

Year 1

Common Core

Sustainable Innovation Project

10 Common Core modules with the UN SDGs as context

Domain

All PET courses include at least one module incorporating the UN SDGs

103 such domain modules

Electives

Selected electives stack towards a **Minor in Sustainability**

10 polytechnic-wide electives

14 school-based electives

SP Singapore Polytechnic

FY2023 DISCLOSURES

Academic Programmes



OUR JOURNEY SO FAR

We support individuals and enterprises in their sustainability journey through training and end-to-end solutioning.

Our CET offerings are developed in close partnership with industry leaders, to ensure responsiveness to current and emerging needs.

Through our Company & Workforce Transformation (CWT) approach, we support companies in end-to-end solutioning, complementing training with consultancy and industry projects.

Supporting Enterprises through Consultancy


Photo credit: Charles Chia

SP supported Paragon REIT Management in developing its decarbonisation roadmap, including strategies to help the company achieve a 30% reduction in GHG emissions across its properties by 2035.

This complemented over 200 hours of training for 21 of Paragon's employees, as well as awareness-building workshops for its tenants.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Academic Programmes



OUR FORWARD PLANS

We will continue to provide students exposure to real-world sustainability challenges through internships and projects.

For example, students and staff from the School of Electrical & Electronic Engineering and School of Architecture & the Built Environment are working with the Department of Estates to develop an AI algorithm to optimise air-conditioner settings in response to real-time changes in temperature, humidity, and human activities.

Journeying Together with Industry


Photo credit: Charles Chia

SP's Centre for Environmental Sustainability & Energy Efficiency (ESEE) launched its Sustainability Learning Journey, an on-campus showcase of SP's capabilities and industry offerings in the field of sustainability.

It is ESEE's first step in engaging potential industry partners on how SP can support their business needs through solutions packages comprising consultancy, industry projects and training.

Since its inception, ESEE has hosted over 30 participants from local and international organisations such as SkillsFuture Singapore, the Singapore Food Manufacturing Association and Saudi Arabia's Ministry of Environment, Water & Agriculture.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Staff and Student Mindsets



FY2023 DISCLOSURE

Number of PET Students Who Took the SP Go Green Pledge:

3,120

Number of Staff Who Completed the SP Sustainability e-Learning Module:

1,232

OUR COMMITMENT

We will cultivate a sustainability mindset among all members of our campus community, and equip them with the knowledge and skills to put ideas into action.



FY2023 DISCLOSURES

Staff and Student Mindsets



OUR JOURNEY SO FAR

We are growing staff capabilities in the field of sustainability.

In July 2024, we launched an e-learning module for all staff, intended to provide a broad introduction to climate change as well as Singapore and SP's sustainability strategies.

This baseline complements domain-specific roadmaps developed by the Department of Technology, Innovation & Enterprise with each school. These roadmaps help identify business opportunities in sustainability, as well as the associated skills and partnerships needed to effectively seize these opportunities.

We have empowered students to conceptualise and drive sustainability initiatives.

A project team comprising SP Student Union leaders was formed in April 2024 to promote water and waste reduction efforts among the campus community.

In October 2024, the team organised SP's inaugural thrift market, drawing over 1,500 visitors over two days. This is the first of the team's initiatives to grow awareness about the environmental impact of fast fashion.

Infusing Sustainability into Campus Events



Photo credit: Frederick Loh

The 2024 edition of Poly 50, an annual relay race on campus involving students, staff and alumni members, was centred around the message of recycling.

For example, in place of traditional relay batons, runners carried around plastic bottles and metal drink cans to form the letters "SP" on the SP field.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Staff and Student Mindsets



OUR FORWARD PLANS

We will step up education and engagement efforts.

The student project team plans to develop, roll out and study the efficacy of various small-scale nudges (such as posters and videos) on students' water consumption behaviour. Their findings will inform SP's broader water management strategy.

In a similar vein, a staff project team will be working with SP's Department of Estates to identify gaps and opportunities in on-campus waste management efforts. This will include an audit of SP's various waste recycling streams.

Sustainability Practices Start with Us



When it comes to sustainability, even small day-to-day actions matter.

For example, in the area of food waste management, we are taking steps to educate the campus community on the types of waste that can be channelled to our on-campus food digesters.

We are testing out different types of nudges and interventions, like these educational posters deployed at a staff event. These pilots help us gather feedback on what works best, before wider roll-out.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Community Partnerships



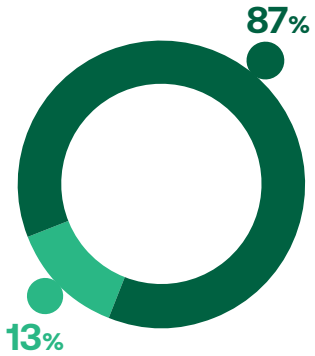
FY2023 DISCLOSURE

Proportion of the PET Intake Cohort Undertaking Sustainable Innovation Projects (SIPs):

100%

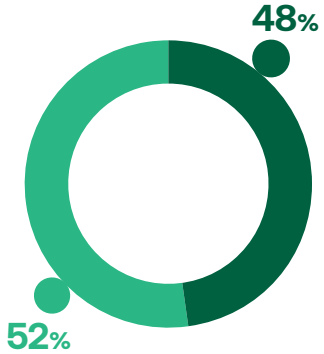
Number of Sustainable Innovation Projects:

954



Number of Staff Involved in the Sustainable Innovation Projects:

120



Local Projects Overseas Projects

OUR COMMITMENT

We have a responsibility to partner like-minded individuals and organisations, to make a difference in the wider community beyond our campus boundaries.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Community Partnerships



OUR JOURNEY SO FAR

We make an impact to lives and livelihoods in the local community.

As part of their Sustainable Innovation Project, around 240 students worked with Health District @ Queenstown to prototype over 40 ideas to promote health and wellness among residents of the district.

Students and staff from the School of Mechanical & Aerospace Engineering partnered students from Bedok South Secondary School to set up a vertical farming system for their school, using scrap materials repurposed from previous projects.

Two student teams from the School of Media, Arts & Design were awarded grants in Season Five of the Youth Action Challenge, to execute their social impact projects.

Making a Difference in the Community



Photo credit: Digi-Up!

We are proud of our students' efforts to impact the local community beyond SP.

One recent example was "Digi-Up!" – also one of our Youth Action Challenge winners. The team's idea was to develop board games to teach seniors about digital payments and how to guard against online scams.

With the Youth Action Challenge grant in hand, the team will scale their plans for greater social impact. They intend to produce more board games, conduct workshops for seniors and host game nights at community clubs.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Community Partnerships



OUR JOURNEY SO FAR

We do our part to support communities beyond Singapore.

Students and staff from the School of Chemical & Life Sciences undertook a community service trip to Antique in the Philippines, where they conducted free eye checks and provided prescriptions for over 1,000 local residents.

Students and staff from School of Architecture & the Built Environment, School of Mechanical & Aeronautical Engineering and the Advanced Materials Technology Centre worked with their counterparts from Universitas Muhammadiyah Yogyakarta to develop a plastic recycling solution for the indigenous Kalidadap community, aimed at converting plastic waste into building materials.

OUR FORWARD PLANS

We will grow opportunities for staff to take part in community service activities, beyond their work duties.

We will do so as part of the Public Service for Good movement, to support social good efforts across the public sector in areas like sustainability, eldercare and social services.

We will continue to grow our network of like-minded regional partners.

We will deepen partnerships with IHLs across the region under the banner of the Learning Express (LeX) programme. Since its inception in 2013, LeX counts among its partners over 40 institutions across ten countries.

We have organised the Youth Model ASEAN Conference (YMAC) since 2012, which has grown over time to include participants from all of Singapore's five polytechnics and 52 other ASEAN IHLs. In 2025, we will hold the first overseas run of YMAC in Jakarta, in partnership with Universitas Pelita Harapan.

SP Singapore Polytechnic

FY2023 DISCLOSURES

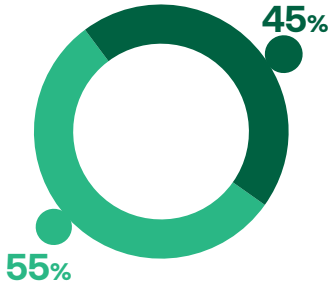
Diversity and Inclusion



FY2023 DISCLOSURE

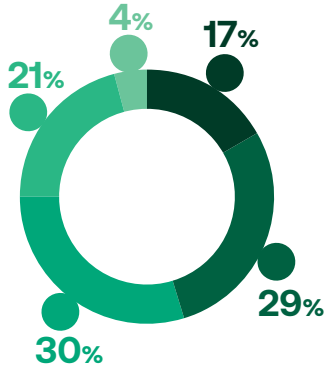
Proportion of Women Among SP Staff:

45%



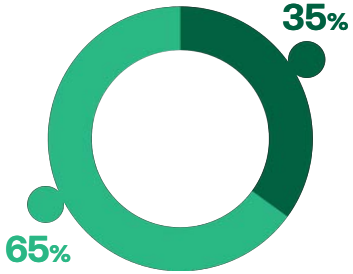
Age Profile of SP Staff

- 60 and up
- 50–59
- 40–49
- 30–39
- 20–29



Proportion of Women Among SP Senior Management Team:

35%[1]



Proportion of PET Enrolment with Special Education Needs (SEN):

4%

Number of PET Students Receiving SP Care Bursaries:

1,556

[1] Figures updated in December 2025 following data validation

SP Singapore Polytechnic

FY2023 DISCLOSURES

Diversity and Inclusion



OUR COMMITMENT

As an education institution, we have a duty of care to all our students, regardless of starting point or circumstances.

As an employer, we are committed to fair and inclusive employment practices. We believe that we are strongest when we effectively harness diversity across our organisation.

OUR JOURNEY SO FAR

We have established processes and systems to safeguard students' mental well-being.

We have nine professional counsellors stationed on campus, who provide just-in-time assistance to students in need, as well as support our teaching staff in pastoral care.

About one-quarter of each PET cohort (around 1,000 students across the entire PET enrolment) are trained as student peer supporters.

The student peer supporters receive training in identifying early signs of distress, and complement the efforts of our teaching staff and professional counsellors.

We have taken steps to grow awareness and appreciation for diversity within our campus community.

We organised an "Everyone Matters" Carnival in October 2023, to raise awareness about the unique challenges faced by individuals with SEN, and showcase the various support services available within SP.

FY2023 DISCLOSURES

Diversity and Inclusion



OUR COMMITMENT

We have enhanced support for staff well-being, complemented with structures to galvanise ground-up staff initiatives.

We increased the annual staff welfare funding provision from $30 to $100 per staff starting FY2023.

We set up the Staff Well-being Committee in January 2023, comprising representatives from all schools and departments.

The committee drives whole-of-SP well-being initiatives, such as the annual “Let’S Play” carnival, a half-day event for staff to participate in well-being activities.

Supporting Meaningful Causes in SP and Beyond



Photo credit: Abdul Syafiq

In July 2024, SP and the SP Graduates’ Guild organised a charity golf tournament and gala dinner, as part of SP’s 70th Anniversary celebrations.

We raised over $2.6 million in support of SP Care Bursaries for needy SP students. We also donated $100,000 to the President’s Challenge, to support meaningful causes in the broader community.

SP Singapore Polytechnic

FY2023 DISCLOSURES

Diversity and Inclusion



OUR FORWARD PLANS

We will further strengthen students' access to mental well-being resources.

We have rolled out Mindline to all students in end-2024, a free digital platform offering personalised mental well-being resources such as a self-assessment tool that provides customised recommendations based on the user's needs.

Mindline also features a forum moderated by mental health professionals that provides a safe online space for students to share their concerns and receive support without fear of judgement.

We will set up "wellness spaces" on campus, for both students and staff.

The idea is to provide students and staff with more avenues around campus to take a breather and connect with one another. Such spaces are a visible commitment to maintaining a supportive culture on campus.

We will explore having different spaces that are suitable for different purposes; the first being a quiet place for decompression and the second being a place that facilitates social connection and learning.

We will strengthen the accessibility of our campus facilities.

Our Campus Masterplan will set out steps to comply with the latest barrier-free building codes, in alignment with Universal Design principles.

This includes the provision of ramps and accessible entryways, textured floor surfaces and railings, and disabled-friendly washrooms. The idea is to ensure that our campus physical environment is inclusive and welcoming for all.

SP Singapore Polytechnic

TECHNICAL ANNEX

GHG Emissions

ORGANISATIONAL BOUNDARY

Based on the operational control approach, with reference to the GHG Protocol's Corporate Accounting and Reporting Standard.

Covers SP's Dover Campus and Poly Marina but excludes entities outside SP's operational control, namely SP International, SP Graduates' Guild, SP Staff Apartments as well as on-campus vendors and tenants such as food court operators.

EMISSION FACTORS FOR SCOPE 1

Based on the UK Department for Environment, Food & Rural Affairs' (DEFRA) Conversion Factors for 2023. The emission sources included in SP's Scope 1 are:

Emission Source	Emission Factor (kg CO_2e/Unit)	Unit
Diesel	2.66	L
Kerosene	2.54	L
Petrol	2.35	L
Propane	2,997.63	Metric tonnes
Methane	2,562.57	Metric tonnes
Natural Gas	2.04	m^3
Refrigerant (R134a)	1,300	kg
Refrigerant (R410a)	1,924	kg
Refrigerant (R22)	1,760	kg

TECHNICAL ANNEX

GHG Emissions

EMISSION FACTORS FOR SCOPE 2

Based on the Singapore Energy Market Authority's (EMA) Grid Emission Factor (GEF). Data is correct as at November 2024.

GEF for FY2023 is 0.412 kg CO_2e/kWh.

GEF for FY2022 has been revised from 0.4057 kg CO_2e/kWh to 0.417 kg CO_2e/kWh. According to EMA, this was due to an increase in diesel consumption as natural gas markets worldwide tightened in 2022.

The FY2022 Scope 2 disclosure has been updated from 11,422.45 tCO_2e to 11,740.61 tCO_2e to reflect the revision in GEF, and to correct earlier data errors.

FY	Original			Restated		
	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Total GHG Emissions (tCO_2e)	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Total GHG Emissions (tCO_2e)
2022	1,673.73	11,422.45	13,096.18	1,673.73	11,740.61	13,414.34

SP Singapore Polytechnic

TECHNICAL ANNEX

Energy

DEFINITION OF ENERGY UTILISATION INDEX (EUI)

Aligned with GreenGov definition, i.e.

$$\frac{\text{Total amount of electricity consumed in Year}_n \text{ (kWh)}}{\text{Total Gross Floor Area in Year}_n \text{ (m}^2\text{)}}$$

SP's Gross Floor Area (GFA) for FY2022 is 289,060 m^2.

This figure is aligned with our organisational boundary; i.e. it covers SP's Dover Campus and Poly Marina, but excludes entities outside SP's operational control, namely SP International, SP Graduates' Guild, SP Staff Apartments, and on-campus vendors and tenants such as food court operators.

The EUI for FY2018 to FY2022 has been updated to correct earlier data errors.

FY	Original		Restated	
	Electricity Consumption (kWh)	EUI (kWh/m^3)	Electricity Consumption (kWh)	EUI (kWh/m^3)
2018–2020 average	34,112,100	118.0	32,115,956	111.1
2021	28,979,107	100.3	27,206,392	94.1
2022	29,855,959	103.3	28,154,930	97.4

SP Singapore Polytechnic

TECHNICAL ANNEX

Water

DEFINITION OF WATER EFFICIENCY INDEX (WEI)

Aligned with GreenGov definition, i.e.

$$\frac{\text{Total amount of water consumed in Year}_n \text{ (L)}}{\text{Operational days in Year}_n \times \text{Daily campus footfall in Year}_n}$$

Our estimate of daily campus footfall comprises staff, students enrolled in full-qualification programmes and ad-hoc visitors.

Recognising that some on-campus activities do take place on weekends and term vacations, we have not excluded weekends and vacations from the number of operational days.

The WEI for FY2018 to FY2022 has been updated to correct earlier data errors.

FY	Original		Restated	
	Water Consumption (m^3)	WEI L/p/d	Water Consumption (m^3)	WEI L/p/d
2018–2020 average	284,224	40.8	268,023	38.5
2021	276,235	42.2	269,653	41.2
2022	313,796	49.7	308,123	48.8

TECHNICAL ANNEX

Waste

DEFINITION OF WASTE DISPOSAL INDEX (WDI)

Aligned with GreenGov definition, i.e.

$$\frac{\text{Total amount of waste disposed of in Year}_n \text{ (kg)}}{\text{Operational days in Year}_n \times \text{Daily campus footfall in Year}_n}$$

Our estimate of daily campus footfall comprises staff, students enrolled in full qualification programmes and ad-hoc visitors.

Recognising that some on-campus activities do take place on weekends and term vacations, we have not excluded weekends and vacations from the number of operational days.

FY	Waste disposed (kg)	WDI (kg/p/d)
2022	473,507	0.075
2023	515,860	0.081

TECHNICAL ANNEX

Waste

PROPORTION OF WASTE GENERATED THAT IS DIVERTED OR RECYCLED

Refers to the proportion of waste generated that is recycled or diverted from incineration, i.e.

$$\frac{\text{Total amount of waste diverted in Year}_n \text{ (kg)}}{\text{Total amount of waste generated in Year}_n \text{ (kg)}}$$

The categories of waste that SP currently recycles and/or diverts are:

- Food
- Plastics
- Horticultural waste
- E-waste
- Metal
- Paper
- Fluorescent tubes

TECHNICAL ANNEX

Green Buildings

DEFINITION OF GREEN BUILDINGS

Refers to buildings that have attained Green Mark certification, based on the Singapore Building & Construction Authority's (BCA) Green Mark Standards (2021 edition).

Certifications attained are valid as at end-FY2023, i.e. March 2024.

TECHNICAL ANNEX

Campus Greening

NUMBER OF TREES ON CAMPUS THAT ARE >1 M IN GIRTH

Refers to trees on campus that are >1m in girth, measured in accordance with the Singapore National Parks Board's (NParks) methodology. Includes both SP's Dover Campus and Poly Marina.

SP is part of NParks' Central Tree Conservation Area (TCA). This is an area of about 4,700 hectares that has been gazetted to control indiscriminate felling of mature trees, and selected for its large extent of greenery and natural heritage.

Within the TCA, healthy trees that are >1 m in girth are protected under the Parks and Trees Act. Developers and private property owners who wish to fell any mature trees in this category have to seek written approval from NParks.

TECHNICAL ANNEX

Academic Programmes

NUMBER OF PET MODULES WITH SUSTAINABILITY ELEMENTS

Refers to PET domain or elective modules that include curriculum content, learning activities and assessments related to one or more of the United Nations' Sustainable Development Goals. These modules were offered to students within Academic Year 2023, i.e. between 17 April 2023 and 14 April 2024.

Domain modules are typically specific to individual diploma programmes, but they also include "common foundation" modules cutting across courses in the same school that help students appreciate connections between adjacent disciplines.

Elective modules include "school-specific electives" that are offered to students from specific diploma programmes only, as well as "polytechnic-wide electives" that can be selected by any student regardless of their diploma programme.

Curriculum content, teaching practices and assessment practices are subject to SP's academic quality assurance framework.

NUMBER OF SUSTAINABILITY-RELATED CET COURSES

Refers to CET courses which are mapped to SkillsFuture Singapore's (SSG) Green Economic Growth Pillar, excluding those related to the workplace safety & health domain (WSH).

These courses were conducted during FY2023, i.e. between 1 April 2023 and 31 March 2024. A course is included in this count, so long as any part of the training took place within this period.

NUMBER OF SUSTAINABILITY-RELATED CET TRAINING HOURS

Refers to the total number of training hours undertaken by all trainees enrolled in the sustainability-related CET courses, as at 31 March 2024.

TECHNICAL ANNEX

Staff and Student Mindsets

NUMBER OF PET STUDENTS WHO TOOK THE SP GO GREEN PLEDGE

Refers to PET students who took the SP Go Green Pledge as at 5 July 2023.

In the lead up to the Go Green SP event on 5 July 2023, students and staff pledged to take action for a green, liveable and climate-resilient Singapore. The pledge included specific actions around campus to support SP's sustainability goals, such as switching off the lights when leaving the room and ordering meal portions that can be finished.

NUMBER OF STAFF WHO COMPLETED THE SUSTAINABILITY E-LEARNING MODULE

Refers to the proportion of in-service staff who had completed the module and passed the quizzes as of 30 November 2024, out of the total number of in-service staff on 30 June 2024, less attrition.

This e-learning module was launched in June 2024 and provides all staff a broad introduction to climate change and the impetus for sustainability. It also covers international and local efforts to tackle climate change, such as the UN SDGs, Singapore's Green Plan 2030 and SP's own 60-30 Vision.

All in-service staff as of 30 June 2024 are required to complete the module and pass two summary quizzes by 30 November 2024. The module is also part of the onboarding package for new hires joining SP after that date.

TECHNICAL ANNEX

Community Partnerships

NUMBER OF SUSTAINABLE INNOVATION PROJECTS

Refers to the total number of projects in Academic Year 2023, i.e. between 17 April 2023 and 14 April 2024.

All PET students undertake a Sustainable Innovation Project (SIP) as part of the Common Core Curriculum. They work in groups to apply what they have learned about the UN SDGs to address challenges in the community, both in Singapore and overseas.

NUMBER OF STAFF INVOLVED IN THE SUSTAINABLE INNOVATION PROJECTS

Refers to staff directly supporting these projects as facilitators. Figure includes both in-service staff and adjuncts.

TECHNICAL ANNEX

Diversity and Inclusion

PROPORTION OF WOMEN IN THE SP WORKFORCE

The SP workforce comprises all in-service staff as at 31 March 2024. It excludes short-term contract staff, adjunct lecturers, contractors and vendors.

PROPORTION OF WOMEN IN THE SP SENIOR MANAGEMENT TEAM

The Senior Management Team comprises staff holding an appointment of Director and above, as at 31 March 2024.

AGE PROFILE OF THE SP WORKFORCE

The SP workforce comprises all in-service staff as at 31 March 2024. It excludes short-term contract staff, adjunct lecturers, contractors and vendors. The age of each staff member is correct as at this date.

TECHNICAL ANNEX

Diversity and Inclusion

PROPORTION OF PET ENROLMENT SPECIAL EDUCATION NEEDS

The PET enrolment comprises all students enrolled in the PET diploma programmes and the Polytechnic Foundation Programme, as at 2 May 2023.

Special Education Needs (SEN) include physical disabilities (e.g. hearing loss, visual impairment), social and behavioural issues (e.g. autism spectrum disorder), and learning differences (e.g. dyslexia). These SEN conditions are self-declared by students upon enrolment into SP.

NUMBER OF STUDENTS RECEIVING SP CARE BURSARIES

Refers to students receiving SP Care Bursaries in FY2023.

The SP Care bursaries funded from the SP Endowment Fund. They provide an additional layer of financial assistance for needy students, on top of the Higher Education Bursary and Higher Education Community Bursary from Singapore's Ministry of Education.

GRI CONTENT INDEX

Statement of use: Singapore Polytechnic (SP) has reported with reference to the GRI Standards for the period 1 April 2023 to 31 March 2024. For the Content Index - Essentials With Reference option Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

GRI CONTENT INDEX ESSENTIALS SERVICE WITH REFERENCE OPTION 2025

GRI Used: GRI 1: Foundation 2021

Disclosure No.	Disclosure Topic	Page Reference
GRI 2: General Disclosures 2021		
2-1	Organizational details	2
2-2	Entities included in the organization's sustainability reporting	10, 57
2-3	Reporting period, frequency and contact point	2
2-4	Restatements of information	58, 59, 60
2-5	External assurance	2
2-6	Activities, value chain and other business relationships	23, 42–46
2-7	Employees	6, 53, 68
2-9	Governance structure and composition	24, 53
2-12	Role of the highest governance body in overseeing the management of impacts	24
2-13	Delegation of responsibility for managing impacts	24
2-14	Role of the highest governance body in sustainability reporting	24
2-22	Statement on sustainable development strategy	2, 3, 8, 11–15
2-29	Approach to stakeholder engagement	23
GRI 101: Biodiversity 2024		
101-1	Policies to halt and reverse biodiversity loss	40, 41
101-2	Management of biodiversity impacts	40, 41

Disclosure No.	Disclosure Topic	Page Reference
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	30, 57
302-3	Energy intensity	30
302-4	Reduction of energy consumption	26–33
302-5	Reductions in energy requirements of products and services	30–33
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	34
303-5	Water consumption	34
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	4, 26, 57
305-2	Energy indirect (Scope 2) GHG emissions	4, 30, 58
305-4	GHG emissions intensity	30, 59
305-5	Reduction of GHG emissions	3–4, 10–15, 26–33
305-6	Emissions of ozone-depleting substances (ODS)	57
GRI 306: Waste 2020		
306-3	Waste generated	5, 36–37, 62
306-4	Waste diverted from disposal	5, 36–37, 62
306-5	Waste directed to disposal	5, 36–37, 62
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	6, 53

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