

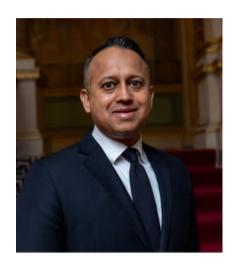
Sustainability Report



Report at a Glance

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Foreword From Our Patron



Almost a decade ago, the Paris Agreement changed the politics of climate change, opening space for cities, regions, businesses, investors, and civil society to contribute more directly to global climate action.

The numbers tell an uncompromising story: we have less than five years to halve global emissions to keep 1.5°C of warming within reach. For the millions living in coastal areas and island nations, this isn't an abstract target, but the difference between adaptation and displacement, or between survival and submersion.

The World Meteorological Organisation confirmed 2024 as the warmest year on record – a fact that just a few years ago seemed like a distant warning bell. In the UK, spring 2025 was the warmest since records began in 1884. In fact, eight of the ten warmest UK springs have occurred since the year 2000.

Yet rather than despair, it is time for us to galvanise action and fight even harder to get back on track.

Partnerships continue to be critical in the race against climate change. The relationship between the United Kingdom and Singapore has never been more dynamic or forward-looking, and climate action sits at the heart of our shared ambition. Our joint work on growing carbon markets, accelerating the adoption of low carbon technologies and promoting investment into sustainable and transition infrastructure under our UK-Singapore Green Economy Framework and Strategic Partnership is creating new pathways to net zero that neither of us could achieve alone.

Foreword From Our Patron

The growth opportunities in the green economy are also immense. The UK has recently announced unprecedented investments into key sectors that also underpin our bilateral cooperation, including emerging technologies like hydrogen and carbon capture, as integral parts of our modern Industrial Strategy. These efforts are already delivering results – creating high-quality jobs, attracting international investment, and establishing the UK as a global leader in clean technology innovation.

The British companies represented in this Sustainability Report are pioneers in their sectors, setting standards that have the potential to influence practices far beyond Singapore's borders.

As we look ahead, the opportunities for UK-Singapore collaboration in this space will only grow. My team and I remain committed to supporting the business community as you navigate this transformation and capitalise on the growth opportunities it presents. I encourage all members to explore how they can contribute to and benefit from our expanding partnership. Together, we can ensure that the partnership between our two nations continues to be a driving force in the global transition to a sustainable, prosperous future.

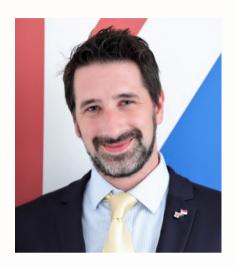
Nik Mehta OBE

British High Commissioner to Singapore





Message From Our Executive Director



Welcome to this fifth edition of the British Chamber of Commerce Singapore's Sustainability Report.

Sustainability continues to be a defining thread running through the Chamber's activities, shaping the way we connect, engage, and support our members. In 2024, we marked an important milestone with our inaugural Sustainability Dialogue — a new platform for thought leadership, collaboration, and innovation for companies invested in the green transition. We also celebrated our 70th anniversary in a way that looked firmly to the future: planting 70 trees as part of Singapore's One Million Trees Movement, symbolising our hope and contributions to a greener city.

Our programme of events reflected the complexity and urgency of the global sustainability agenda. We brought members together to discuss the balance between energy security, affordability and environmental responsibility, the role of carbon accounting in industrial and construction sectors, and many other conversations crucial to advancing our journey to a sustainable and net zero future. These discussions were amplified through our content channels, such as our social media pages, Orient Magazine and the BritCham Singapore Podcast.

I would like to thank our Sustainability & Resilience committee, for their continued commitment to keeping sustainability at the forefront of the Chamber's agenda across our network.

Message From Our Executive Director

Since 2019, the Chamber has been the first carbon neutral Chamber in the region, offsetting emissions from office energy use, travel, and event logistics through our partnership with Swire Shipping. While the final 2024 figures will only be available later this year, we plan to offset these emissions with Swire's support in 2025, continuing our commitment to a low-carbon future.

As we look ahead, our vision is to deepen our role as a catalyst for sustainable business in Singapore and the region. The challenges are significant, but so too are the opportunities — and by working together, we can ensure that the actions we take today lay the foundation for a more resilient, inclusive, and sustainable future for generations to come.

David Kelly

Executive Director
British Chamber of Commerce Singapore

About the Chamber



The British Chamber of Commerce Singapore is an outstanding business ecosystem, connected to the most exciting and interesting brands from the UK and Singapore.

The British Chamber of Commerce Singapore has supported businesses since 1954, providing a dynamic ecosystem for around 3,500 members across 300 organisations.

As part of the British Chambers of Commerce Global Network and BiSEA, it connects UK and Singapore-based startups, SMEs, and MNCs across diverse industries. Two-thirds of its Singapore network are British nationals or work for UK-headquartered firms.

The Chamber actively engages with the Singapore Government on key issues such as Free Trade Agreements, the UK-Singapore Digital Economy Agreement, and sustainability initiatives. It also operates within the SG-UK Strategic Partnership, promoting collaboration in areas such as economic growth, defence, climate action, innovation, and public sector cooperation.

Led by an Executive Team and governed by an elected Board, the Chamber's mission is to drive British business growth in Singapore, create opportunities, share industry knowledge, and support UK exporters.

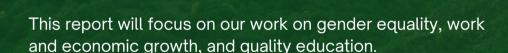
It delivers this through events, services, and committee work, with membership options for all business stages.

Our Commitment to the UN Sustainable Development Goals

We consider sustainability holistically at the British Chamber, as a topic which crosses all industries and sizes of business. We look not just at our own direct impacts but those of our members, our activities and our ability to inform.

As a result, our Sustainability Reporting is closely aligned with several of the United Nations Sustainable Development Goals (SDGs), specifically those where we have direct connections or influence within our agenda. The content of this report will cover not only sustainability and climate change in the traditional sense but also the broader SDGs.

Click here for more information on the SDGs.





GOAL 4:

Quality Education



GOAL 8:

Decent Work and Economic Growth



GOAL 13:

Climate Action



GOAL 5:

Gender Equality

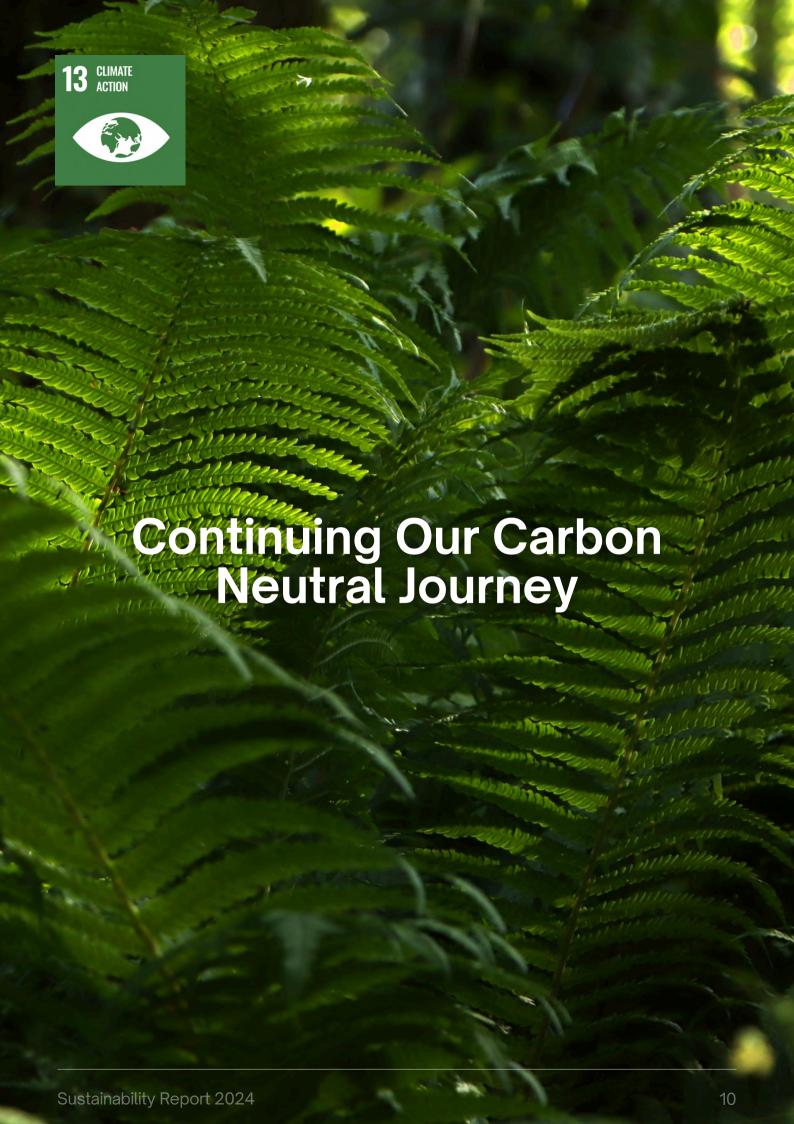


GOAL 10:

Reduced Inequalities

Stakeholder Engagement

Stakeholder Group	Focus of Chamber output	Chamber Developments in 2024
Government Colleagues	 Opportunities to engage with industry UK-Singapore Strategic Partnership UK-Singapore Green Economy Framework UK - Southeast Asia Trade Digitalisation Pilots Initiative Chamber publications Carbon neutrality 	 Ministry of Trade & Industry engagement at the inaugural Sustainability Dialogue conference Completed the UK-Southeast Asia Trade Digitalisation Pilots Initiative Ministerial events Industry roundtables Sharing aggregated insights from our business sentiment and workforce surveys (B2G) Media coverage Continued business engagement with the UK-Singapore Green Economy Framework
Community	Best practice sharingCommunity outreachEducation guides	 70 for 70 tree planting initiative at Tampines EcoGreen in commemoration of our 70th anniversary Sharing of thought leadership from our members and stakeholders International Women's Day Flagship event Provision of schools guide to support educational choices
Business Committees	 Providing a platform for industry- specific discussion, events and thought leadership Practical takeaways for their business 	 Collaboration across all committees on relevant sustainability activities and events Continuing thought leadership content across industries Support with carbon offsets for the Chamber
Members	 Understanding of how they can make positive impacts from SMEs to MNCs Opportunities to engage with Government and experts Advocacy Making connections 	 Engaging businesses through extensive sharing of best practice and corporate CSR journeys on our various platforms Advocacy on behalf of the business community on sustainability, manpower and local agenda
Regional businesses and British Chambers (BiSEA)	Thought leadership contentBest practice sharing	Engagement with member corporates working across the region to share insights and best practice

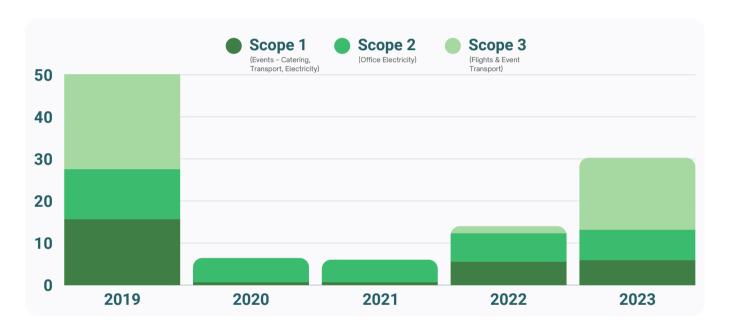




Continuing Our Carbon Neutral Journey

Balancing Our Carbon Impact

Since 2019, the Chamber has maintained its carbon neutral status, offsetting the emissions generated by our activities through our partnership with Swire Shipping. This includes Scope 1, 2, and 3 emissions from office energy use, travel, and event logistics.



While the figures for 2024 will only be finalised later this year, we plan to continue offsetting these emissions with Swire's support within 2025, reinforcing our commitment to sustainability and a low-carbon future.





Looking Ahead: Strengthening Transparency

We recognise that transparency is critical in sustainability reporting. While this year's report highlights our continued carbon neutral status, we also acknowledge that more detail is needed on how our emissions are measured, what is included under each scope, and our long-term strategy to reduce emissions.

In 2025, we will work closely with our Sustainability & Resilience Committee to provide a clearer breakdown of our Scope 1, 2 and 3 emissions, outline the methodology behind our measurements. As a Chamber that delivers a strong programme of events, we are also committed to improving the sustainability of our operations and will report on progress in next year's Sustainability Report.





Road to Net Zero Theme

Building a Culture of Sustainability in Business Through Events

The Chamber shapes the conversations around sustainability in different industries by leveraging its business networks and relationships with the Singapore and UK governments. We achieve this by engaging with businesses and connecting them to experts and networks through sustainability meetings and events.

We organised and participated in a number of events throughout the year covering the energy transition, decarbonisation, sustainable finance, green power imports, climate change, and climate reporting.



Building a Culture of Sustainability in Business Through Events



With insights from GoNetZero's Keng Hoe Toh and BSI's Derek Lee, the session sparked valuable discussions on decarbonisation challenges, sustainability reporting standards, and the collective journey to net zero. The passion and collaboration among our green champions reaffirm BritCham's commitment to driving sustainable progress together.



This roundtable brought together leaders from industry, government, and academia to tackle the Energy Trilemma. From carbon trading and scalable green projects to SME sustainability reporting and future workforce skills, the discussion advanced collaborative solutions for a sustainable energy future.



Building a Culture of Sustainability in Business Through Events



Participants gained deeper understanding of carbon pricing regulations, academic-industry collaborations, reporting gaps, and the path to net zero from both market and policy viewpoints.



The discussion explored geopolitical and technology risks in private lending, the impact of free trade agreements, and the evolving role of nuclear energy in Asia-Pacific.





Road to Net Zero Theme

Sustainability Dialogue

The Chamber hosted its inaugural **Sustainability Dialogue** in September 2024 presented by Barclays Private Bank, and held at Pan Pacific Singapore. Convening leading voices from business, government, and sustainability sectors to drive action on the **UK-Singapore Green Economy Framework (GEF)**.

The day was filled with highlights: three powerful keynote addresses, engaging panel discussions, inspiring presentations, and thought-provoking workshops. We were honoured to host British High Commissioner **Nik Mehta OBE** and Minister of State **Alvin Tan**.







Road to Net Zero Theme

Community Tree Planting

Last year, members and connections of the Chamber planted 70 trees to celebrate #EarthDay and the Chamber's 70th Anniversary.

The 70 trees planted were part of the #OneMillionTreesMovement, which aims to restore nature to our city by planting a million trees across Singapore this decade. The tree planting event added to the Chamber's work in sustainability, carbon neutrality and our #RoadtoNetZero.



Leading Conversations on Sustainability Through Content

With its wide networks, the Chamber is in a unique position to tap into the collective expertise of our community to champion conversations on sustainability.

In 2024, we worked with senior executives and brands that are leading the industry to share their knowledge and tradecraft on sustainability:



































Sustainability Articles, Interviews & Features in Orient Magazine:







Industry Leading Professionals Shared Their Sustainability Journey on the Chamber's Podcast





Recognising Sustainable Business Champions in the Industry

Every year, the Chamber recognises and celebrates businesses of all sizes who have demonstrated exemplary commitment and progress towards sustainability through the Sustainability Champion of the Year category in the Annual Business Awards.

Standard Chartered was crowned Sustainability Champion of the Year in the 25th Annual Business Awards in 2024.



The most important thing about this award is the milestone it represents. It's not just about us or the British Chamber or Singapore, it's about the impact we've made through the organisations and stakeholders we work with.



- Justin Ma
Executive Director - Sustainable Finance,
Standard Chartered







Future of Work Theme

Future of Work

Through its Future of Work theme, the Chamber provides engagement opportunities and platforms to both members and government bodies. We do this through members' dialogues with the Minister of Manpower (MOM) Singapore, and closed-door briefings with MOM. The Chamber also actively shares feedback from the business community as the COMPASS framework is rolled out and conducts discussions with the trade associations ecosystem in Singapore.

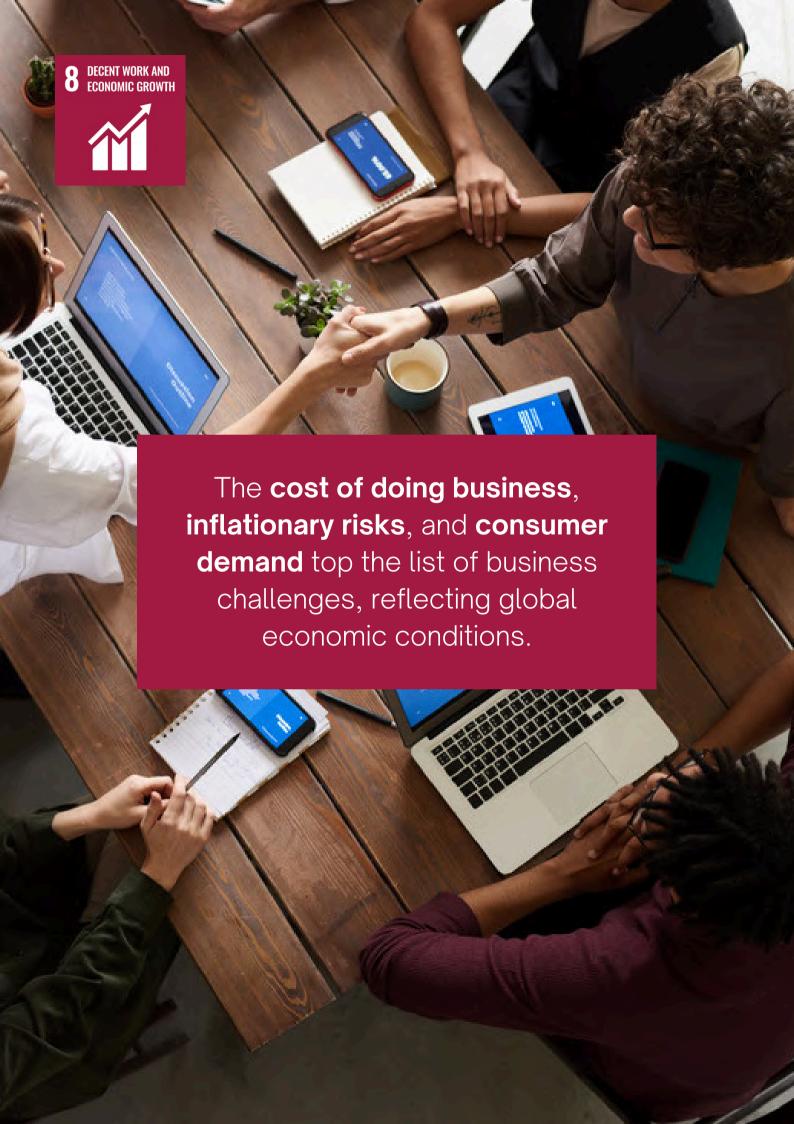


Each year, the British Chamber of Commerce Singapore surveys its members to understand the challenges, opportunities, and priorities shaping their businesses and sectors. In addition to key performance metrics, the survey captures perspectives on talent, workforce development, and strategic priorities.

Singapore's long-term appeal as a business hub remains strong, with 94% of members expressing confidence in the city-state's future. Satisfaction with the current business climate, however, was more moderate, with 58% reporting a positive outlook. Amid ongoing challenges in hiring, retaining talent, and managing costs, members also reported encouraging developments. Sales pipelines and order books have expanded, cashflow has improved, and the workforce has grown, with Singaporean citizens and permanent residents representing 69% of employees on average.

ASEAN continues to be a priority market for most respondents, reinforcing the region's strategic importance. Members highlighted persistent skills gaps in critical thinking, leadership, and international exposure, particularly at senior levels. These challenges, alongside cost pressures and talent availability, mirror trends identified in broader national surveys and are not unique to foreign-owned companies.

Overall, the survey reflects the resilience, adaptability, and forward-looking approach of British businesses in Singapore, as they navigate a complex and evolving economic and workforce landscape.









Future of Work Theme

Close Consultations and Engagements with Ministry of Manpower Singapore

The Chamber continues working closely with the Ministry of Manpower in Singapore. We represent the interests of our members by flagging any recurring issues and raising workplace trends from our sentiment surveys.

We also hosted Minister for Manpower Dr Tan See Leng in our annual members' closed-door dialogue event on 1 November 2024. Members got to engage and consult with the Minister on workforce and manpower issues.











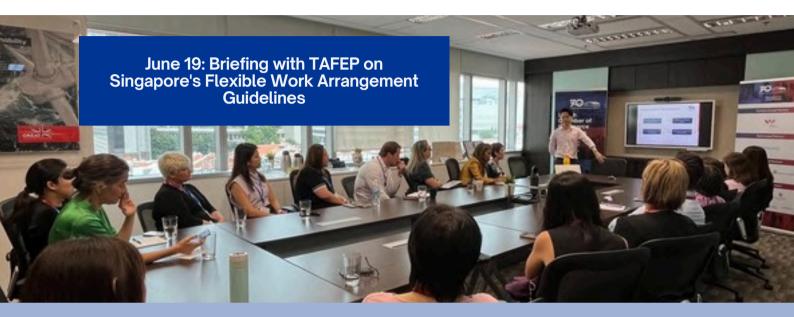








Future of Work Theme



The Chamber welcomed Jason Chan from TAFEP for a timely briefing on the upcoming Workplace Fairness Act, offering employers practical guidance on legal obligations, recruitment policy reviews, and fostering a culture of fairness, complemented by an engaging Q&A session.



The Chamber hosted an engaging session on the latest workforce survey results around COMPASS, where speakers from StoneX Group, Magrath Global, Deloitte, and Ethos BeathChapman discussed the framework's current and upcoming changes, their impact on talent acquisition, and strategic considerations for future workforce planning.





Future of Trade Theme

Future of Trade

Through its <u>Future of Trade</u> theme, the Chamber continues to ensure members receive updates on these critical milestones and what these may mean for their business.



Launch of the UK-Southeast Asia Trade Digitalisation Pilot Initiative Report

The British Chamber of Commerce Singapore is proud to have led the delivery of the **UK-Southeast Asia Trade Digitalisation Pilots (TDP)**, a UK Government-backed initiative showcasing how digital trade corridors between the UK, Singapore, and Thailand can deliver real, measurable benefits for businesses.

The initiative was formally unveiled at the Global Trade Review (GTR) Asia conference, where the results of the pilot projects—delivered in collaboration with LogChain—were publicly shared for the first time by His Majesty's Trade Commissioner for Asia Pacific, Martin Kent. His remarks preceded a panel discussion featuring the TDP project team and the CEO of Singapore Aero Engine Services Private Limited (SAESL), one of the participating pilot companies.

Relaunching the Chamber's Trade Services



The Chamber has officially relaunched its Trade Services department, strengthening our commitment to supporting UK companies entering the Singapore and Southeast Asia markets.

As part of this relaunch, the Chamber has appointed **Louise Beazor** as **Head of Trade Services**. Louise will lead the delivery of tailored support for UK companies exploring opportunities in the region.





Future of Trade Theme

Driving Trade in the Region

The Chamber's Trade Services team continued to make strong progress in 2024, building on its leadership of the UK-Southeast Asia Trade Digitalisation Pilots Initiative, a UK Government-backed project showcasing the benefits of digital trade corridors. The Chamber also co-organised a roundtable on the UK Critical Imports and Supply Chains Strategy with the British High Commission and Department for Business and Trade, and led a session on trade digitalisation during UK-Southeast Asia Tech Week 2024. These efforts reflect the Chamber's commitment to advancing UK trade through strategic engagement and practical support.



Driving Trade in the Region



The Chamber hosted a delegation of Scottish businesses in Singapore, facilitating connections and exploring regional opportunities.



This event highlighted the measurable outcomes of the pilots, bringing together stakeholders to discuss the implications for regional trade policy and business operations.



Driving Trade in the Region



Supported a high-level discussion at the HMTC APAC Residence, featuring Bruce Carnegie-Brown, Chairman of Lloyd's, and chaired by Martin Kent, HM Trade Commissioner for Asia Pacific. The roundtable explored trends across digitalisation, decarbonisation, and defence.

Supporting New Market Entrants from the UK

The Chamber supports new market entrants coming in from the United Kingdom. We do this by providing entrants with valuable information to facilitate the setup of business and connecting them with our strong business and government network across Singapore and the UK.

Looking to expand your business to Singapore? Connect with the Chamber for guidance, insights, and our UK-Singapore network: trade@britcham.org.sg.

The UK's Commitment to Trade in the Region

The UK has taken a number of significant steps towards global trade relations in recent years, including the following achievements during 2024.



Singapore Ratifies UK Accession to CPTPP

On 23 January 2024, Singapore became the second country (after Japan) to formally ratify the UK's accession to the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP). This move allows over 99% of UK goods exports to CPTPP member countries, including Singapore, to enter tariff-free, strengthening bilateral trade and supply chain integration.



UK and Singapore Strengthen Collaboration in Sustainable Finance and FinTech

Both countries discussed collaboration opportunities in priority areas such as sustainable finance and FinTech and innovation, and exchanged views on recent developments in non-bank financial intermediation (NBFI) as well as efforts to improve cross-border payment connectivity.





Education & Learning Theme

Bringing the Best of UK-SG Education to Members

The British Chamber of Commerce works closely with colleagues at the British Council, the British High Commission team, and the UK Science and Innovation Network in Singapore to highlight the excellence of British education both in Singapore and the UK.



Education & Learning Theme



The Chamber hosted #BritChamPresents: Exploring International School Options in Singapore, bringing together HR and business leaders with education experts from Barclays, XCL World Academy, Dulwich College (Singapore), and XCL American Academy. Discussions emphasised the importance of aligning with a school's values, maintaining open communication between HR, schools, and parents, and leveraging school-hosted sessions to better support expatriate families in the relocation process.

Bringing the Best of UK-SG Education to Members



The Chamber continues to highlight British expertise in education by profiling the work of international schools in Singapore and Malaysia.

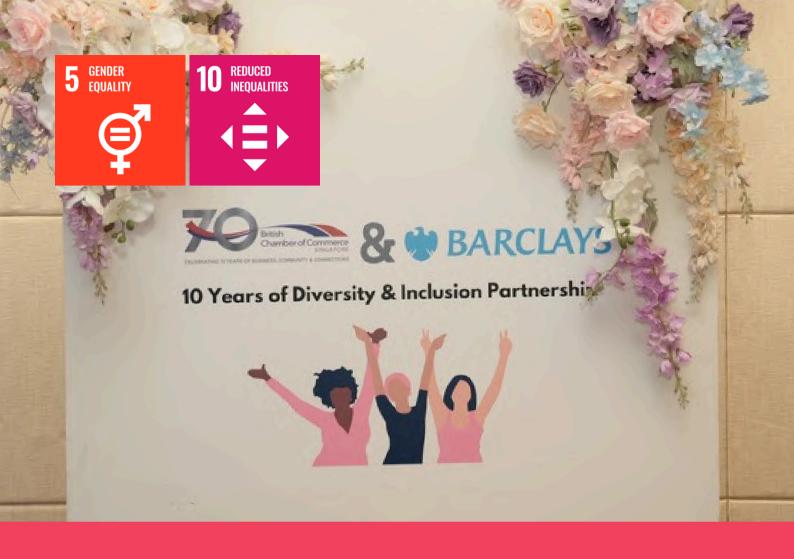
The 2024 edition of our annual Guide to International Schools profiled education options for parents in Singapore and Malaysia. The Chamber's guide has become a sought-after resource for parents considering the move to our region or transferring their children between schools.

Student Participation at the Chamber's Sustainability Dialogue



The British Chamber of Commerce Singapore was delighted to welcome a select group of **Westbourne College (Singapore)** IB Diploma Programme students to its inaugural Sustainability Dialogue, held on 4 September 2024 at Pan Pacific Singapore. Distinguished speakers, including His Excellency **Nik Mehta OBE**, British High Commissioner to Singapore, and Guest of Honour **Alvin Tan**, Minister of State for Culture, Community and Youth and the Ministry of Trade and Industry, opened the event with insights into the UK-Singapore Green Economy Framework (GEF).

As part of its mission to foster tomorrow's leaders, the Chamber invited these students to observe and engage with discussions on critical sustainability themes—from carbon markets to green finance, decarbonisation of transport, and smart cities. Their presence added a fresh, hopeful perspective to the event, reflecting the Chamber's commitment to nurturing youth engagement in sustainability.





Diversity & Inclusion Theme

Building a Culture of Diversity & Inclusion through Engagement

The Chamber continued to enable a strong culture of diversity, inclusion and equality in 2024. We do this by informing, engaging and collaborating with businesses about DEI through events, community engagement and content and community engagement.



Building a Culture of Diversity& Inclusion through Engagement



The Chamber hosted an exclusive lunch dialogue on social mobility with Clarence Ching, Founder of Access Singapore, and Luc Delauzun from Simmons & Simmons. Participants explored Singapore's social mobility landscape and heard firsthand about Access Singapore's transformative student programmes, advocacy work, and upcoming initiatives, highlighting the meaningful impact these efforts have on young talent.



In the early hours, members found calm amidst the bustle of Singapore at our World Mental Health Day Silent Walk at MacRitchie Reservoir Park, hosted with our Women in Business and Diversity & Inclusion committees. Guided by Manish Arneja of the Resilience Institute SEA, participants enjoyed a 2-hour mini-retreat focused on self-care and connecting with nature.





Diversity & Inclusion Theme

International Women's Day Lunch

Our Women in Business committee and the Chamber events team held our flagship International Women's Day lunch at the Shangri-La.

Over 250 guests heard opening remarks from Her Excellency Kara Owen CMG CVO, followed by a powerful keynote speech from Mollie Rogers Jean De Dieu, General Manager at Longchamp.

Georgette Tan (United Women Singapore), Leanne Robers (She Loves Tech), Michele Lemmens (Tata Consultancy Services), and Toyin Ope (Asia Pacific, Visa) shared insights on this year's theme, "Future Proofing for Inclusion and Equity", in a dynamic panel moderated by Emma Loynes. Guests also enjoyed a surprise mindfulness activity led by Charlie Thakrar.

We thank our Title Partner Barclays, Supporting Partners North London Collegiate School (Singapore) and Kennedys Legal Solutions, and Media Partner Expat Living for making this event possible.



















Diversity & Inclusion Theme

Female Leadership at the Chamber

on our board

30%

across all who served during 2024

on our executive committee

40%

across all who served during 2024

within our committee leadership

27%

women in chair or co-chair roles during 2024

within our management team

75%

women during 2024

Leading Conversations on Diversity & Inclusion through Content

With its wide networks, the Chamber is able to tap into the collective expertise of our community to champion conversations on diversity and inclusion.

In 2024, we worked ith senior executives and brands that are leading the industry to share their knowledge and tradecraft on diversity and inclusion:

































Diversity & Inclusion Articles, Interviews and Features in Orient Magazine and our Podcast Channel







The Chamber's **#AccelerateAction** Campaign on International Women's Day and Women's History Month featured member businesses and their approach to promoting equity in the workplace.



Acknowledgement and Resources

The UN
Sustainable
Development
Goals (SDGs)

<u>UK-Singapore</u> <u>Strategic</u> <u>Partnership</u> <u>UK-Singapore Green</u>
<u>Economy</u>
Framework

Singapore Green Plan 2030 BritCham Road to Net Zero Information Hub

Eco-Business

YouTube Playlist: Road to Net Zero
BritCham Podcast Playlist: Road to Net Zero

We would like to thank the following:

Our members and Business Committees for their enthusiasm and content.

His Excellency Nik Mehta OBE British High Commissioner to Singapore

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