



# 2025

# SUSTAINABILITY REPORT

For the period covering **1 July 2024 – 30 June 2025**



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# CHAIRMAN STATEMENT

Since our founding in 1973, Progressive Builders has grown from a precast concrete manufacturer into a well-established player in Singapore's construction industry. Over the years, we have built a strong track record in delivering public housing, institutional, and industrial projects, supported by our deep experience and commitment to quality.

Our progress has been guided by a strong focus on safety, reliability, and timely delivery. At the same time, we recognise that long-term success today requires businesses to respond responsibly to global challenges such as climate change, resource constraints, and the increasing demand for transparency and accountability. With this in mind, we are pleased to present our Sustainability Report for 2025.

This report marks an important step in our sustainability journey. While responsible practices have long been part of how we operate, including recycling initiatives, the use of environmentally responsible materials, and maintaining high workplace safety standards, this report reflects our continued commitment to strengthening our environmental, social, and governance (ESG) practices. It provides an opportunity for us to review our progress, assess our impact, and set a clear direction for continuous improvement.

At Progressive Builders, sustainability is embedded in how we plan, build, and grow. As a BCA-registered A1 contractor, we recognise our responsibility to support Singapore's transition towards greener and more resilient infrastructure. We remain committed to strengthening transparency, enhancing accountability, and taking practical steps that contribute to a more sustainable and low-carbon future.

On behalf of the leadership team, I would like to thank our employees, partners, and clients for their continued trust and support as we move forward together on this journey.

**NG YEK MENG**  
MANAGING DIRECTOR  
PROGRESSIVE BUILDERS PTE LTD



## ABOUT THIS REPORT

This report covers **Progressive Builder's** sustainability performance from:

1 July 2024 -  
30 June 2025

### Reporting framework



The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.



Our carbon accounting processes are aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.



This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

### External assurance

**No external assurance** was conducted for this sustainability report.

### Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

✉ **Contact:** [main@progressive.com.sg](mailto:main@progressive.com.sg)

📍 **Address:** 18 Boon Lay Way #10-133, 18@Tradehub21, Singapore 609966

🌐 **Website:** <http://www.progressive.com.sg>



## Progressive Builders Pte Ltd

Progressive Builders Pte Ltd was incorporated in Singapore in January 1973. The company started as a precast concrete manufacturer and later expanded into general building construction. Progressive has undertaken and successfully completed numerous projects including both public and private housing projects, industrial projects, commercial and institutional projects.

In recent years, the company concentrated and developed core competencies in public housing projects in Singapore. The company has professionals specializing in the project management, general building construction services as well as design and build services for fast-track projects. Progressive Builders is presently registered with the Building and Construction Authority (BCA) under the work head in General Building (CW01), A1 category.

### Our Vision

We aim to be one of the leading contractors in the construction industry who can be relied upon to deliver value and quality to customers in all projects.

### Our Mission

We aim to deliver high quality services on a timely basis and at prices that meet client's needs through provision of innovative ideas and solutions at competitive prices.

## Location of Operations Reported



Headquarters:  
Singapore



# COMMITMENT TO UNSDGs

At Progressive Builders, sustainability is woven into the way we plan, build, and operate. Our initiatives across the region contribute meaningfully to global progress, aligning our efforts with the United Nations Sustainable Development Goals (SDGs). The overview below highlights how our ongoing projects and commitments support key environmental and social priorities that shape a more resilient and responsible future.

| Our Sustainable Development Goals   |  |
|---|--|
| SDG   | Our Contributions  |
|    | Effective preventive measures such as covers to reduce dust and vector prevention measures to ensure good health of workers.                             |
|   | Promotion of gender diversity and equal opportunities across the organisation, including within traditionally male-dominated roles.                      |
|  | Implementation of water-efficient fittings, sensor taps and water recycling systems like recycling of treated water to reduce overall water consumption. |
|  | Integration of solar photovoltaic systems to increase the use of clean and renewable energy.   |
|  | Community giving initiatives such as food donation drives, reusable item collection and charity participation supporting vulnerable groups.              |
|  | Adoption of environmentally responsible construction practices, including preservation of existing greenery and natural features.                        |
|  | Use of covers, modular methods and repurposing materials to reduce material waste and enhance resource efficiency.                                       |
|  | Commitment to lowering carbon emissions through embodied carbon reduction efforts and training in low-carbon construction practices.                     |



# AWARDS & CERTIFICATIONS



**ISO 9001:2015**  
Quality Management System



**ISO 14001:2015**  
Environmental Management System



**ISO 45001:2018**  
Occupational Health and Safety Management System



**BizSAFE STAR Certificate**



**BCA Green and Gracious Builder Merit Award**



**HDB Construction Safety Merit Award**



# MEMBERSHIPS

Progressive Builders is an active member of:



## The Singapore Business Federation

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 32,000 companies, as well as key local and foreign business chambers.



## The Singapore Contractors Association Ltd

The Singapore Contractors Association Limited (SCAL) is a not-for-profit organisation representing more than 3,000 construction firms and allied businesses in Singapore. Since 1937, SCAL plays a pivotal role in being the voice of the construction industry in Singapore through facilitating in various platforms such as bridging closer working relationships between businesses and government agencies, networking events for members, recognition and awards platforms and administering programmes to drive business success.



# MATERIAL TOPICS

## Material Topic Overview

Identifying material sustainability topics is essential to ensure our reporting addresses the most relevant issues for our business and stakeholders. For this inaugural sustainability report, Progressive Builder determined its material topics through industry benchmarking and reference to sectoral best practices. Moving forward, we plan to enhance our materiality assessment by engaging both internal and external stakeholders to provide a more comprehensive and inclusive perspective.

## Methodology and Standards

We aligned our materiality assessment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines to identify the most material topics relevant to the industry. Additionally, we reviewed commonly disclosed topics in sustainability reports published by other companies within the construction sector to ensure alignment with industry best practices.



### Material Topics

Energy (GRI 302)

Water consumption (GRI 303)

Emissions (GRI 305)

Waste generated (GRI 306)

Employment (GRI 401)

Occupational health & safety (GRI 403)

Training & education (GRI 404)

Diversity & equal opportunity (GRI 405)

Anti-corruption (GRI 205)

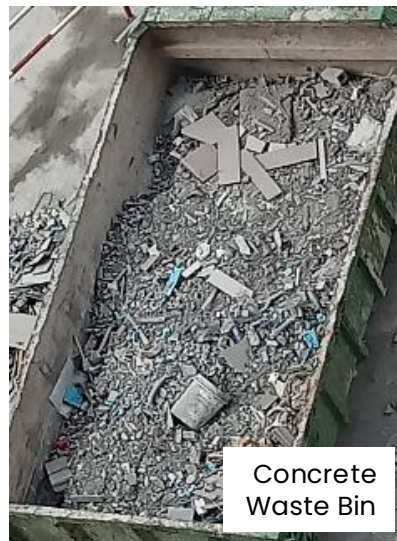


# SUSTAINABILITY INITIATIVES

## Waste Segregation and Recycling



General Bin



Concrete Waste Bin



Scrap Metal Bin





# SUSTAINABILITY INITIATIVES

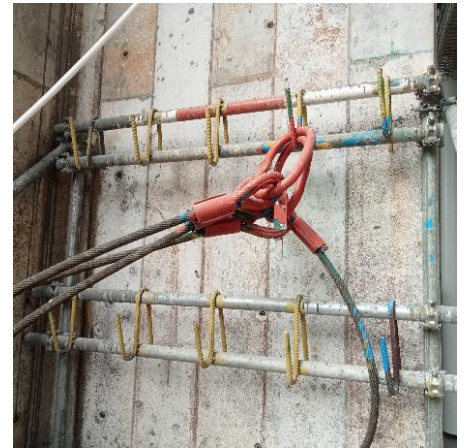
## Waste Reduction





# SUSTAINABILITY INITIATIVES

## Reusing or Repurposing Materials





# SUSTAINABILITY INITIATIVES

## Use of Solar Panels



## Recycling Treated Water





# SUSTAINABILITY INITIATIVES

## Use of Recycled Materials





## SUSTAINABILITY INITIATIVES

### Events for Staff Well-being



### Conduct of Safety Talks to reinforce Safety Measures





# CURRENT PROGRESS

FY 2025



## ENVIRONMENTAL

Total Energy Consumption

**13,237.41**

GJ

Total absolute GHG emissions (Scope 1, 2, and 3)

**1,380.88**

tCO<sub>2</sub>e

Total Water Consumption

**111,551.10**

m<sup>3</sup>



## SOCIAL

**7.50**



Average training hours

Gender ratio of male and female

**9:1**

Young to older employees\*

**3:7**

*\*Young: Under 30 years old, Older: Over 30 years old*



## GOVERNMENTAL

**24/7**



access to whistleblowing channel to every employee

**0**



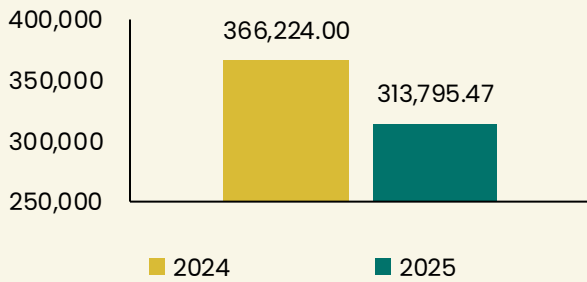
incident relating to corruption and/or bribery



# ENVIRONMENTAL METRICS

## Energy Consumption

**Total Diesel Energy Consumption**  
(GJ)



Diesel Energy Consumption

**11,929.96**  
GJ

**Total Diesel Consumption in Litres**

| Year        | Diesel (litres) |
|-------------|-----------------|
| <b>2024</b> | 366,224.00      |
| <b>2025</b> | 313,795.47      |

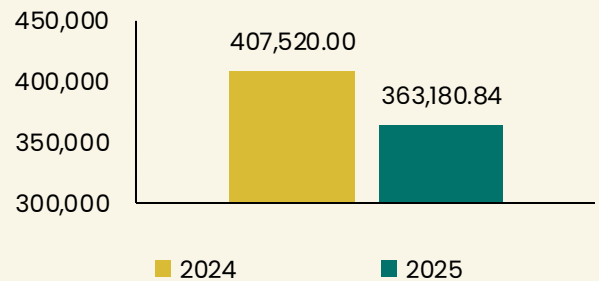
Electricity Energy Consumption

**1,307.45**  
GJ

**Total Electricity Consumption in kWh**

| Year        | Electricity (kWh) |
|-------------|-------------------|
| <b>2024</b> | 407,520.00        |
| <b>2025</b> | 363,180.84        |

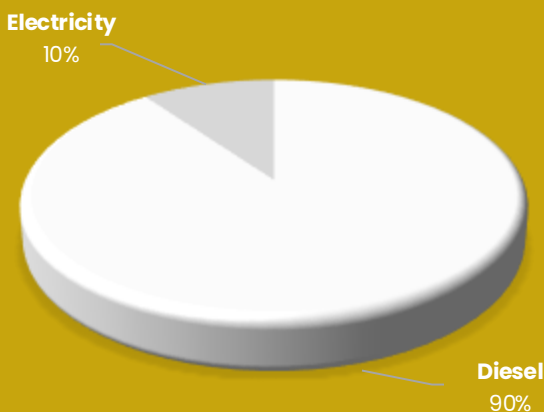
**Total Electricity Energy Consumption**  
(GJ)



**Total Energy Consumption**

**13,237.41**  
GJ

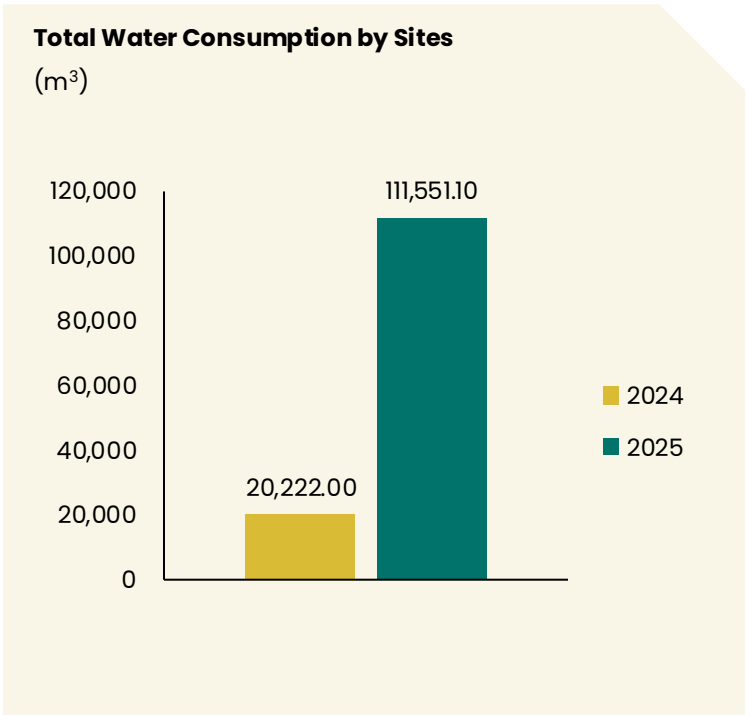
### Breakdown of Energy Consumption



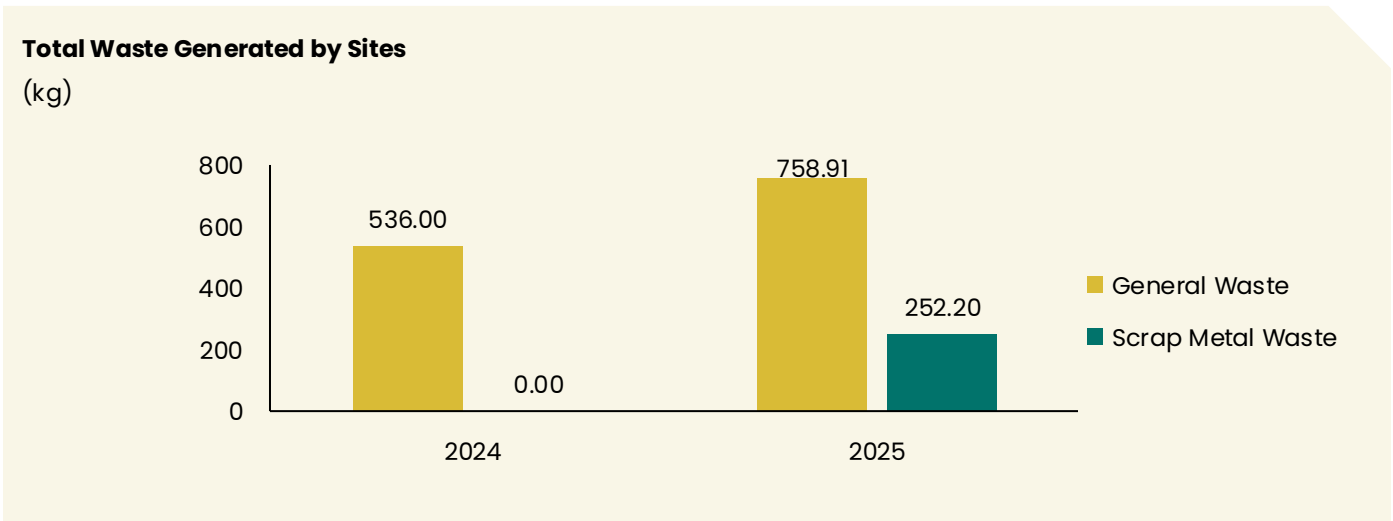
Progressive Builders recorded energy use from diesel and electricity across its operations. Diesel consumption, from non-stationary combustion, occurred at various project sites, where generators provided power for construction activities.



## ENVIRONMENTAL METRICS



In 2025, total water consumption increased to 111,551.10 m<sup>3</sup> compared to 20,222.00 m<sup>3</sup> in 2024, reflecting a higher level of operational activity during the year. As our projects and operations expanded, we remained mindful of the importance of responsible resource management. We continue to review our operational practices and strengthen internal awareness to support more efficient water use across our sites. Moving forward, we remain committed to monitoring our water consumption and identifying opportunities to improve efficiency as part of our broader sustainability efforts.

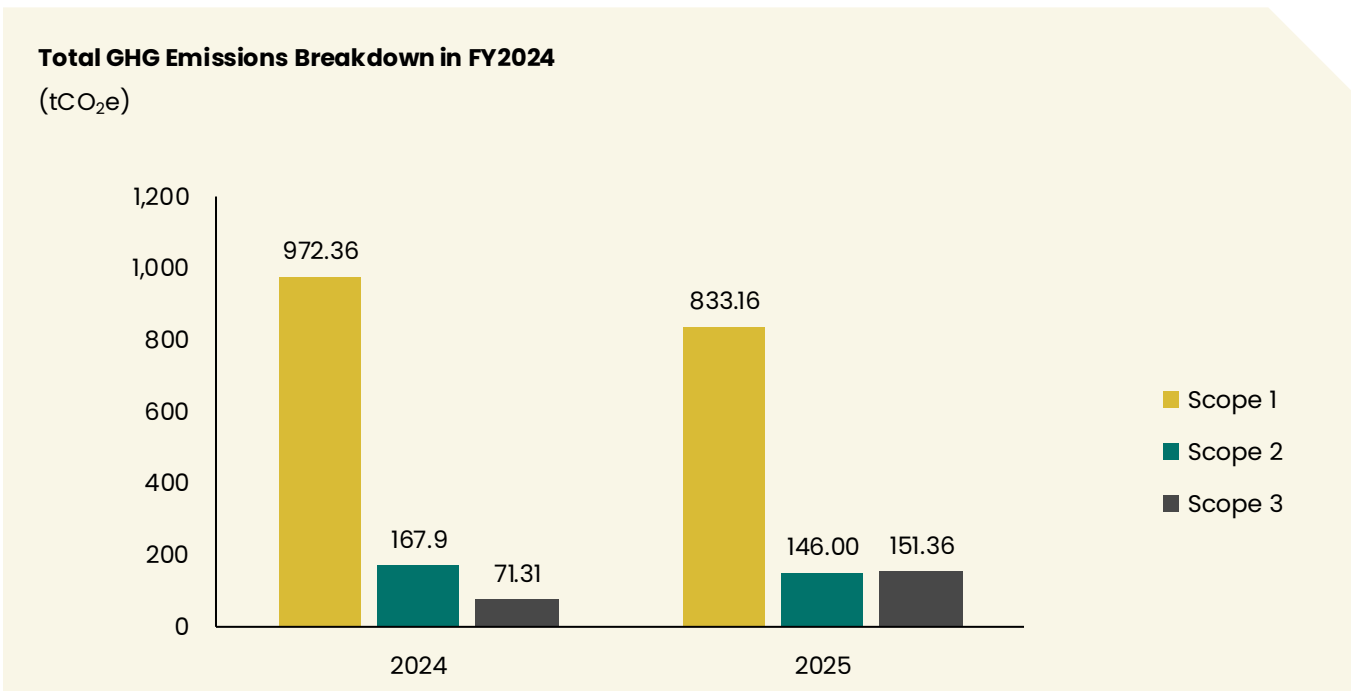


In 2025, total waste generated across our sites increased compared to 2024, reflecting the higher level of operational activity during the year. General waste rose from 536.00 kg in 2024 to 758.91 kg in 2025, while scrap metal waste recorded 252.20 kg in 2025 compared to none reported in the previous year. The increase in scrap metal waste reflects improved tracking and segregation of recyclable materials at project sites. We remain committed to monitoring waste generation closely and strengthening our waste management practices to encourage proper segregation, responsible disposal, and opportunities for recycling wherever possible.



# ENVIRONMENTAL METRICS

## GHG Emissions



|   |   |   |
|---|---|---|
| <b>Scope 1 Emissions</b><br><b>833.16</b><br>tCO <sub>2</sub> e | <b>Scope 2 Emissions</b><br><b>146.00</b><br>tCO <sub>2</sub> e | <b>Scope 3 Emissions</b><br><b>151.36</b><br>tCO <sub>2</sub> e |
|---|---|---|

In 2025, Progressive Builders recorded total greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 categories as part of our ongoing emissions monitoring efforts. Compared to our 2024 baseline, Scope 1 emissions decreased from 972.36 tCO<sub>2</sub>e to 833.16 tCO<sub>2</sub>e, while Scope 2 emissions declined from 167.90 tCO<sub>2</sub>e to 146.00 tCO<sub>2</sub>e, reflecting improved energy management across our operations. Scope 3 emissions increased from 71.31 tCO<sub>2</sub>e in 2024 to 151.36 tCO<sub>2</sub>e in 2025 as we expanded our data coverage and strengthened our emissions tracking processes. Using 2024 as our baseline year allows us to better assess year-on-year performance and identify opportunities to improve emissions efficiency as we continue advancing our sustainability journey. Moving forward, Progressive Builders will continue strengthening its emissions monitoring processes and work towards identifying opportunities to reduce our carbon footprint while supporting our long-term climate goals.



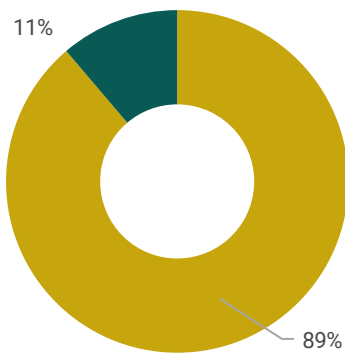
# SOCIAL METRICS

## Diversity and Equal Opportunity

**Total Number of Current Employees<sup>1</sup>** **196**

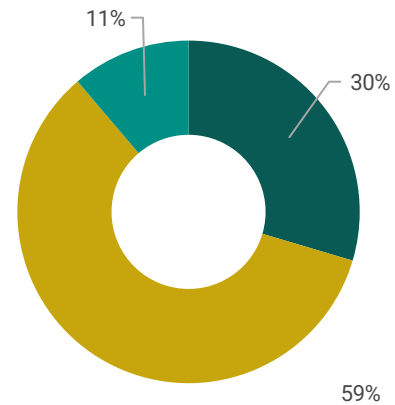
<sup>1</sup>As at 30 June 2025

### Number of employees by Gender



|          |     |
|----------|-----|
| ● Female | 22  |
| ● Male   | 174 |

### Number of employees by Age Group



|                      |     |
|----------------------|-----|
| ● Under 30 years old | 58  |
| ● 30-50 years old    | 116 |
| ● Over 50 years old  | 22  |

We strive to create a workplace built on respect, where every individual, regardless of age or gender, is treated with fairness and appreciation. Our belief is that a supportive and inclusive culture drives success, and we are dedicated to ensuring all employees feel valued for their unique contributions.


Given the nature of the construction industry, it's understandable that our workforce is predominantly male. However, we fully support gender diversity and are committed to providing equal opportunities for both men and women to grow, advance, and succeed in all areas of the business.

Respect and inclusion are at the heart of everything we do, and we are proud to maintain an environment where all employees are empowered to perform at their best.




## SOCIAL METRICS

### Supporting Employee Well-being

|  <b>New Employee Hires</b> |                            |        |      |
|---|----------------------------|--------|------|
| Category  | Items                      | Number | Rate |
| <b>By Age Group</b>   | Below 30 years old         | 24     | 41%  |
|   | Between 30 to 50 years old | 29     | 25%  |
|   | Above 50 years old         | 2      | 9%   |
| <b>By Gender Group</b>  | Male                       | 47     | 27%  |
|   | Female                     | 8      | 36%  |

**Note:** Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

|  <b>Employee Turnover</b> |                            |        |      |
|--|----------------------------|--------|------|
| Category   | Items                      | Number | Rate |
| <b>By Age Group</b>  | Below 30 years old         | 28     | 48%  |
|  | Between 30 to 50 years old | 55     | 47%  |
|  | Above 50 years old         | 11     | 50%  |
| <b>By Gender Group</b>   | Male                       | 79     | 45%  |
|  | Female                     | 15     | 68%  |

**Note:** Rates are calculated by dividing the number of turnovers by the current employee headcount for each respective category.

At Progressive Builders, we continue to strengthen our workforce by welcoming new talent while fostering a supportive environment that prioritises employee growth and retention. In 2025, our new hires were largely concentrated in the 30 to 50 age group, followed by employees below 30 years old, reflecting a balanced mix of experienced professionals and younger talent entering the workforce. The majority of new hires were male employees, with female hires also contributing to the diversity of our teams. During the same period, employee turnover was observed across all age groups, particularly among employees aged 30 to 50 years old, with turnover also recorded among younger and more senior employees. As the company continues to grow, Progressive Builders remains committed to nurturing a workplace where employees feel valued, supported, and motivated to build meaningful careers. Through a comprehensive suite of employee benefits, including healthcare coverage, insurance protection, performance bonuses, annual increments, and professional development opportunities, we aim to support the well-being and long-term stability of our workforce while strengthening the capabilities of our team.



## SOCIAL METRICS

### Occupational Health and Safety

Number of fatalities as a result of work-related injury

0



Number of high-consequence work-related injuries

0



Number of recordable work-related injuries

2



Number of recordable work-related ill health cases

0



Safety remains a top priority at Progressive Builders, especially within the demanding construction environment. We are committed to protecting our workforce through strict safety practices, clear guidelines, and continuous training.

Whenever incidents occur, we conduct thorough investigations to understand the root causes and strengthen our procedures. These improvements help us enhance risk management, refine our safety systems, and build a safer work culture. Our goal is to ensure every employee feels protected and confident on site.



## SOCIAL METRICS

### Training and Education

**Average Hours of Trainings per year per employee**



**8.10 hours**

**Male**



**2.30 hours**

**Female**

At Progressive Builders, employee development plays an important role in strengthening our workforce and supporting the company's long-term success. We believe that continuous learning helps our employees stay updated with industry developments, evolving standards, and new ways of working. Through ongoing training and development opportunities, employees are encouraged to enhance their skills, build professional capabilities, and grow in their roles. These efforts support a culture of learning and enable our teams to contribute effectively to the continued progress of Progressive Builders.





## GOVERNANCE METRICS

### Anti-Corruption

The company currently reports no incidents of corruption. Progressive Builders maintains a strong commitment to integrity, transparency, and ethical business conduct in all its operations. Corruption and bribery are strictly prohibited as they are inconsistent with our core values and legal obligations. Any form of offering, giving, or receiving items of value in exchange for business advantage is not tolerated.

We are committed to competing fairly and conducting our business with honesty and accountability. All employees are expected to uphold the company's ethical standards and act in a responsible manner when representing the organisation. Progressive Builders also expects its business partners and stakeholders to share the same commitment to ethical conduct, ensuring that all business activities are carried out in a fair and responsible manner.



# GRI CONTENT INDEX

Statement of Use

Progressive Builders has reported the information cited in this GRI content index for the period of 1 July 2024 to 30 June 2025 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

| GRI Standard                           | Disclosure Requirements  | Reference |
|--|--|-----------|
| <b>GRI 2: General Disclosures 2021</b> |  |           |
| 2-1                                    | Organisation details   | Pg. 4     |
| 2-2                                    | Entities included in the organisation's sustainability reporting         | Pg. 4     |
| 2-3                                    | Reporting period, frequency and contact point                            | Pg. 4     |
| 2-5                                    | External assurance   | Pg. 4     |
| 2-7                                    | Employees  | Pg. 20-21 |
| 2-28                                   | Membership Associations  | Pg. 8     |
| <b>GRI 3: Material Topics 2021</b>     |  |           |
| 3-1                                    | Process to determine material topics                                     | Pg. 9     |
| 3-2                                    | List of material topics  | Pg. 9     |
| 3-3                                    | Management of material topics  | Pg. 9     |
| <b>GRI 205: Anti-Corruption 2016</b>   |  |           |
| 205-1                                  | Operations assessed for risks related to corruption                      | Pg. 24    |
| 205-2                                  | Communication and training about anti-corruption policies and procedures | Pg. 24    |
| 205-3                                  | Confirmed incidents of corruption and actions taken                      | Pg. 24    |
| <b>GRI 302: Energy 2016</b>            |  |           |
| 302-1                                  | Energy Consumption within the organisation                               | Pg. 16-17 |
| 302-4                                  | Reduction of energy consumption  | Pg. 17    |



## GRI CONTENT INDEX

| GRI Standard   | Disclosure Requirements   | Reference |
|--|---|-----------|
| <b>GRI 303: Water and Effluents</b>                  |   |           |
| 303-5  | Water consumption   | Pg. 18    |
| <b>GRI 305: Emissions 2016</b>                       |   |           |
| 305-1  | Direct (Scope 1) GHG emissions  | Pg. 19    |
| 305-2  | Energy indirect (Scope 2) GHG emissions   | Pg. 19    |
| 305-3  | Other indirect (Scope 3) GHG emissions  | Pg. 19    |
| <b>GRI 306: Waste 2010</b>                           |   |           |
| 306-3  | Waste Generated   | Pg. 18    |
| <b>GRO 401: Employment 2016</b>                      |   |           |
| 401-1  | New employee hires and employee turnover  | Pg. 21    |
| <b>GRI 403: Occupational Health and Safety 2018</b>  |   |           |
| 403-1  | Occupational health and safety management system  | Pg. 22    |
| 403-2  | Hazard identification, risk assessment, and incident investigation                      | Pg. 22    |
| 403-4  | Worker participation, consultation, and communication on occupational health and safety | Pg. 22    |
| 403-6  | Promotion of worker health  | Pg. 22    |
| 403-9  | Work-related injuries   | Pg. 22    |
| 403-10   | Work-related ill health   | Pg. 22    |
| <b>GRI 404: Training and Education 2016</b>          |   |           |
| 404-1  | Average hours of training per year per employee   | Pg. 23    |
| 404-2  | Programs for upgrading employee skills and transition assistance programs               | Pg. 23    |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> |   |           |
| 405-1  | Diversity of governance bodies and employees  | Pg. 20    |



PROGRESSIVE  
BUILDERS

# CONTACT US



2025

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Singapore 609966

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