



建堡(新)有限公司
KEN-PAL (S) PTE LTD

2026



SUSTAINABILITY REPORT

For the period covering **1 April 2025 – 31 March 2026**



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MANAGING DIRECTOR STATEMENT

At Ken-Pal (S) Pte Ltd, we continue to believe in building more than structures. We build trust, enduring partnerships, and a reputation grounded in quality and integrity.

Over the years, Ken-Pal has strengthened its position as a trusted and respected contractor in Singapore's construction industry. Across residential, commercial, industrial, and addition & alteration (A&A) projects, we remain committed to delivering excellence through precision, professionalism, and uncompromising safety standards. The well-being of our workforce, partners, and the public remains central to our operations, supported by rigorous workplace safety practices and continuous improvement initiatives.

As we progress into 2026, we remain focused on integrating sustainable construction practices into our operations. We continue to adopt greener building methodologies, reduce reliance on carbon-intensive processes, and align our business strategies with Singapore's national sustainability ambitions.

KOH POH CHENG

MANAGING DIRECTOR
KEN-PAL (S) PTE. LTD.





ABOUT THIS REPORT

This report covers **Ken-Pal's** sustainability performance from:

1 April 2025 –
31 March 2026

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: kp@ken-pal.com.sg



Address: 3 Ang Mo Kio Street 62 LINK@AMK #01-60/61
Singapore 569139



Website: <https://www.ken-pal.com.sg/>



Ken-Pal (S) Pte. Ltd.

Ken-Pal (S) PTE. LTD. (Ken-Pal) has established a strong foothold in the local construction industry, catering to the building needs of both the public and private sectors.

In our relentless pursuit to be the builder of choice, we constantly explore new and innovative technologies, embrace industry best practices and invest in top-notch human capital. In sustaining excellence, we collaborate closely with our business partners to raise performance and productivity levels.

Location of Operations Reported

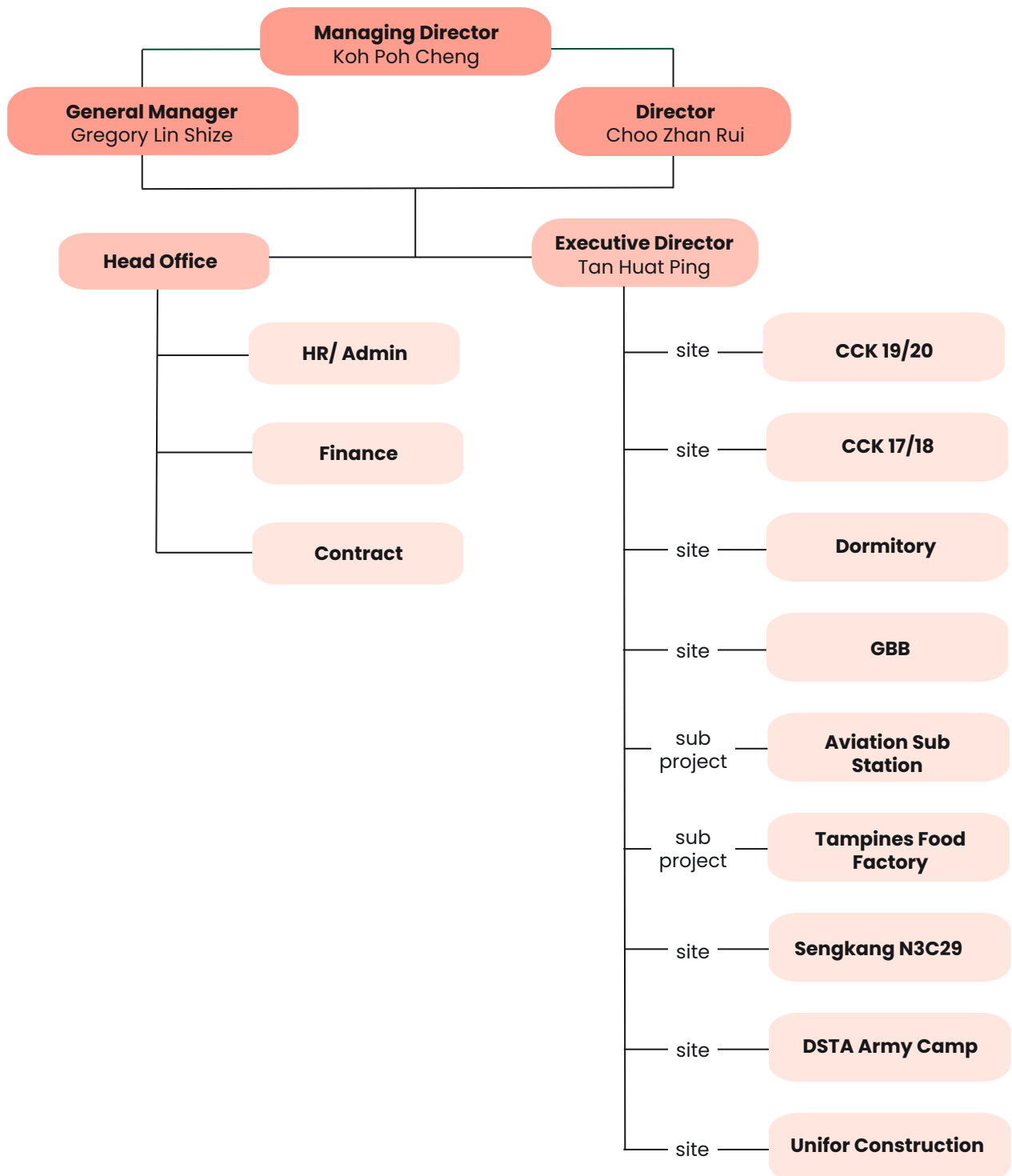


Headquarters:
Singapore



Organisational Structure

For this reporting period, Ken-Pal focuses on the Head Office, as well as the CCK17/18 and CCK P1 sites, which are the main contributors to our emissions and other ESG matters. Ken-Pal is committed to expanding our reporting scope to cover a broader range of operational sites and assets in subsequent years.





COMMITMENT TO UNSDGs

At Ken-Pal, sustainability is integrated into the way we plan, manage, and deliver our projects. We recognise the importance of aligning our business practices with broader environmental and social priorities, and we remain committed to contributing meaningfully to the United Nations Sustainable Development Goals (SDGs). The overview below highlights how Ken-Pal's ongoing initiatives and commitments support key sustainability priorities as we work towards a more resilient and responsible future.

Our Sustainable Development Goals

SDG	Our Contributions
	Promotion of water conservation measures and responsible water management practices to reduce overall water consumption.
	Implementation of energy-efficient technologies and responsible energy management practices to improve energy performance.
	Promotion of fair employment practices, workforce development, and workplace safety initiatives to support employee well-being.
	Adoption of innovative technologies and efficient construction methodologies to enhance operational effectiveness and project quality.
	Delivery of safe and sustainable construction solutions that contribute to resilient and liveable communities.
	Implementation of waste reduction, recycling, and resource efficiency initiatives to promote responsible consumption of materials.
	Adoption of environmentally responsible practices to reduce emissions and minimise overall environmental impact.



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



**BCA Green and Gracious
Builder Award**
Merit



**WSH Influencer
Programme**



Memberships

Ken-Pal is an active member of these associations:



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 remains essential to ensuring our reporting addresses the issues most relevant to our business and stakeholders. In preparing our second sustainability report, Ken-Pal has continued to review and refine its material sustainability topics through industry benchmarking and reference to sectoral best practices. Moving forward, we aim to further strengthen our materiality assessment process through broader engagement with internal and external stakeholders, enabling a more comprehensive and balanced understanding of sustainability priorities.

Methodology and Standards

We aligned our materiality assessment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) frameworks to identify the sustainability topics most relevant to our business and industry. In addition, we reviewed sustainability disclosures published by peer companies within the construction sector to benchmark commonly reported topics and 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

Green Practices

Electrical Energy

In our transition towards cleaner construction practices, we have adopted electric forklifts and generators—significantly lowering both carbon emissions and noise levels on-site.



Solar Power

To optimise on-site energy usage, we have deployed solar panels to power critical monitoring systems, including noise meters, video surveillance systems (VSS), and total suspended solids (TSS) monitors.

Sustainable Water Management

As part of our water conservation efforts, we have implemented a range of water conservation measures across our construction sites. These include the use of water-efficient equipment, such as high-pressure washers and low-flow taps.

We have implemented rainwater harvesting through our Earth Control Measure (ECM) holding ponds. Collected rainwater is recycled and repurposed for site operations such as dewatering access areas and washing heavy vehicles before they leave the site.

Usage of Green Building Materials

We prioritise the use of eco-friendly building materials such as green concrete and Recycled Concrete Aggregate (RCA), helping to reduce the consumption of natural resources and promote circular construction practices. Collectively, these initiatives reflect our holistic approach to sustainability, balancing innovation, operational excellence, and environmental stewardship across every stage of construction.



CURRENT PROGRESS

FY 2026



ENVIRONMENTAL

Total Energy Consumption

35,089.26

GJ

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

2,706.09

tCO₂e

Total Water Consumption

21,190.70

m³



SOCIAL

14



Average training hours

Gender ratio of
male and female

7:1

Young to older
employees*

1:3

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



GOVERNANCE

24/7



access to whistleblowing
channel to every employee

0

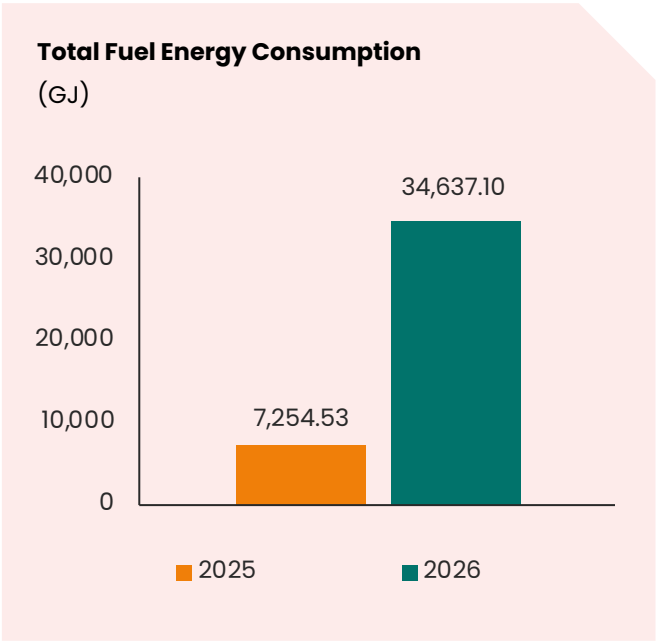


incident relating to corruption
and/or bribery



ENVIRONMENTAL METRICS

Energy Consumption

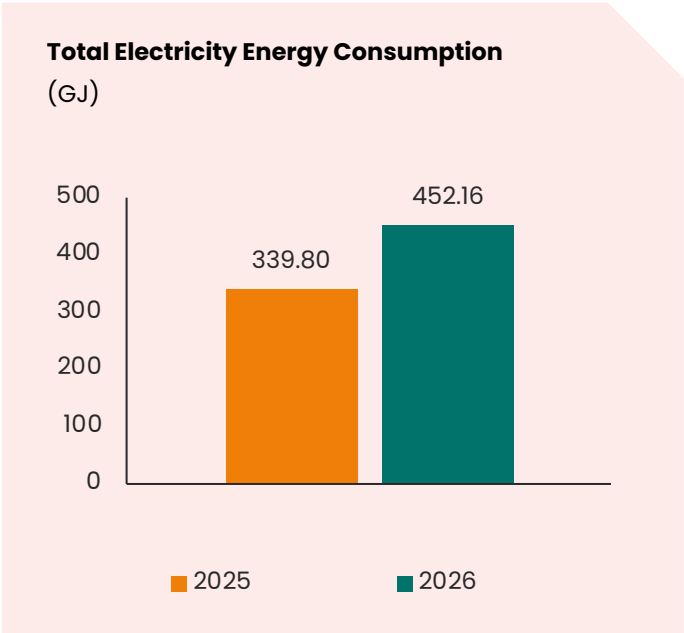


Fuel Energy Consumption **34,637.10**
GJ

Total Fuel Consumption in Litres		
Year	Diesel	Petrol
2025	188,757.29	2,230.48
2026	908,812.04	2,456.08

Electricity Energy Consumption **452.16**
GJ

Total Electricity Consumption in kWh	
Year	Electricity (kWh)
2025	94,389.69
2026	125,599.86



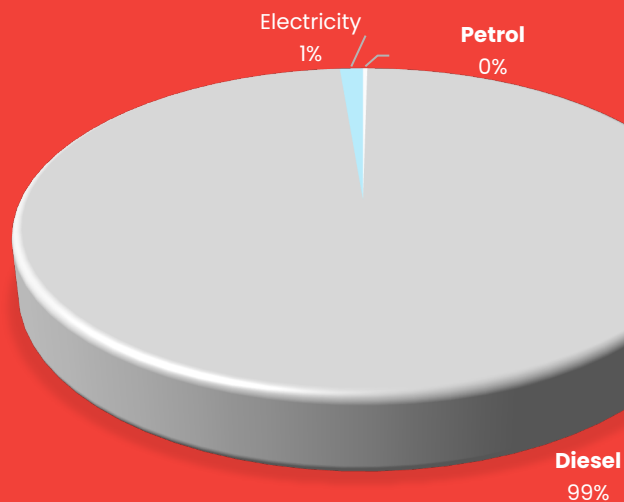


ENVIRONMENTAL METRICS

Total Energy
Consumption

35,089.26
GJ

Breakdown of Energy Consumption



Ken-Pal utilises diesel, petrol, and electricity to support its fleet, equipment, and site operations, with diesel remaining the predominant energy source due to the operational requirements of heavy-duty vehicles, machinery, and construction equipment. In 2026, diesel accounted for approximately 99% of the total energy consumption across all energy sources, reflecting the energy-intensive nature of our construction activities and increased operational demands during the reporting period.

The increase in diesel consumption compared to the previous year was primarily attributable to higher project activity levels and greater deployment of heavy machinery and equipment across active worksites.

Where operationally feasible, Ken-Pal continues to utilise grid electricity to power site offices and selected equipment in place of diesel generators, supporting more efficient energy use where practicable. In addition, we continue to implement energy-efficient measures across its operations, including the use of LED lighting, inverter air-conditioning systems, Green Label appliances, and Energy Star-rated office equipment. These initiatives support ongoing efforts to improve energy efficiency and manage our overall environmental footprint.



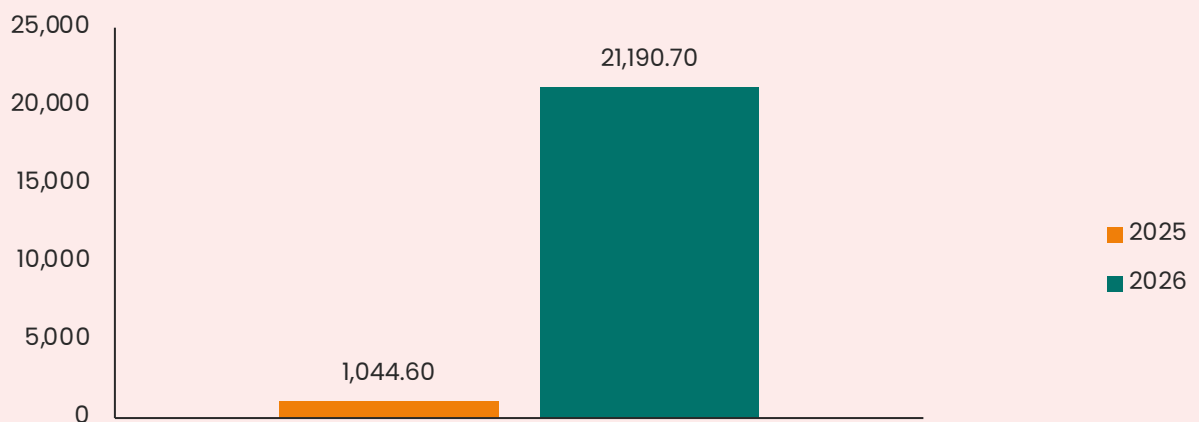
ENVIRONMENTAL METRICS

Water Consumption

21,190.70 m³

Total Water Consumption

(m³)



Ken-Pal recorded a significant increase in total water consumption, rising from 1,044.60 m³ in 2025 to 21,190.70 m³ in 2026. This was primarily attributable to higher operational activity during the reporting period, including the expansion of construction works and increased demand across active project sites.

Despite the increase, Ken-Pal remains committed to promoting responsible water management and will continue to monitor consumption trends to identify opportunities for improved efficiency across its operations.

Water Saving Efforts

Water is primarily used for site operations and facility maintenance. Ken-Pal employs a range of water conservation measures, including press taps, dual flush cisterns, and high-pressure water jets to minimise consumption. Treated recycled water is reused for various non-potable purposes such as plant watering, cleaning, cement mixing, and road dust control, reducing reliance on freshwater sources.



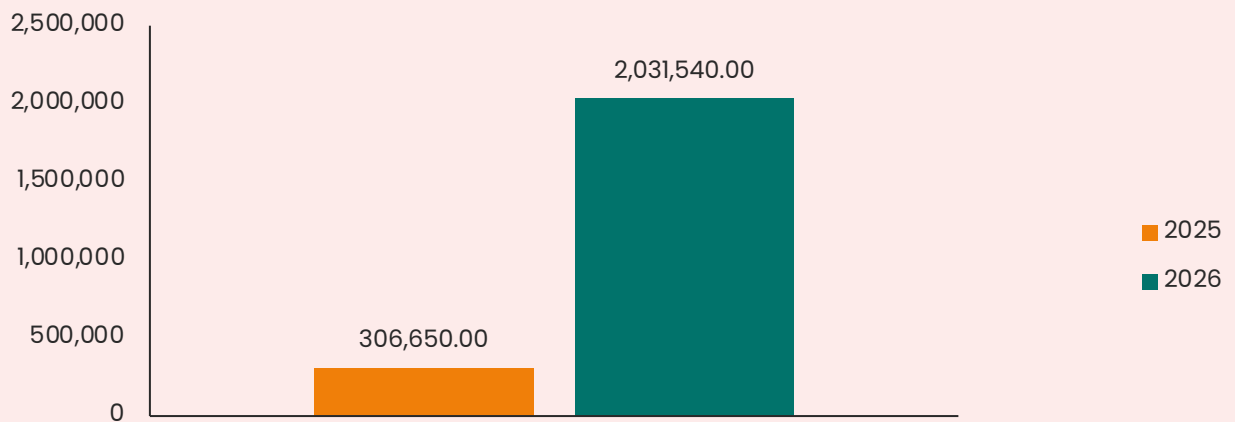
ENVIRONMENTAL METRICS

Waste Generated

2,031,540.00 kg

Total Waste Generated

(kg)



Ken-Pal recorded an increase in total waste generated in 2026, rising from 306,650.00 kg in 2025 to 2,031,540.00 kg in 2026. The increase in waste generation was primarily attributable to higher operational activity during the reporting period, including the expansion of construction works and increased project execution across active sites. Ken-Pal remains committed to promoting responsible waste management practices and will continue to monitor waste generation trends while seeking opportunities to enhance material efficiency and waste reduction across its operations.

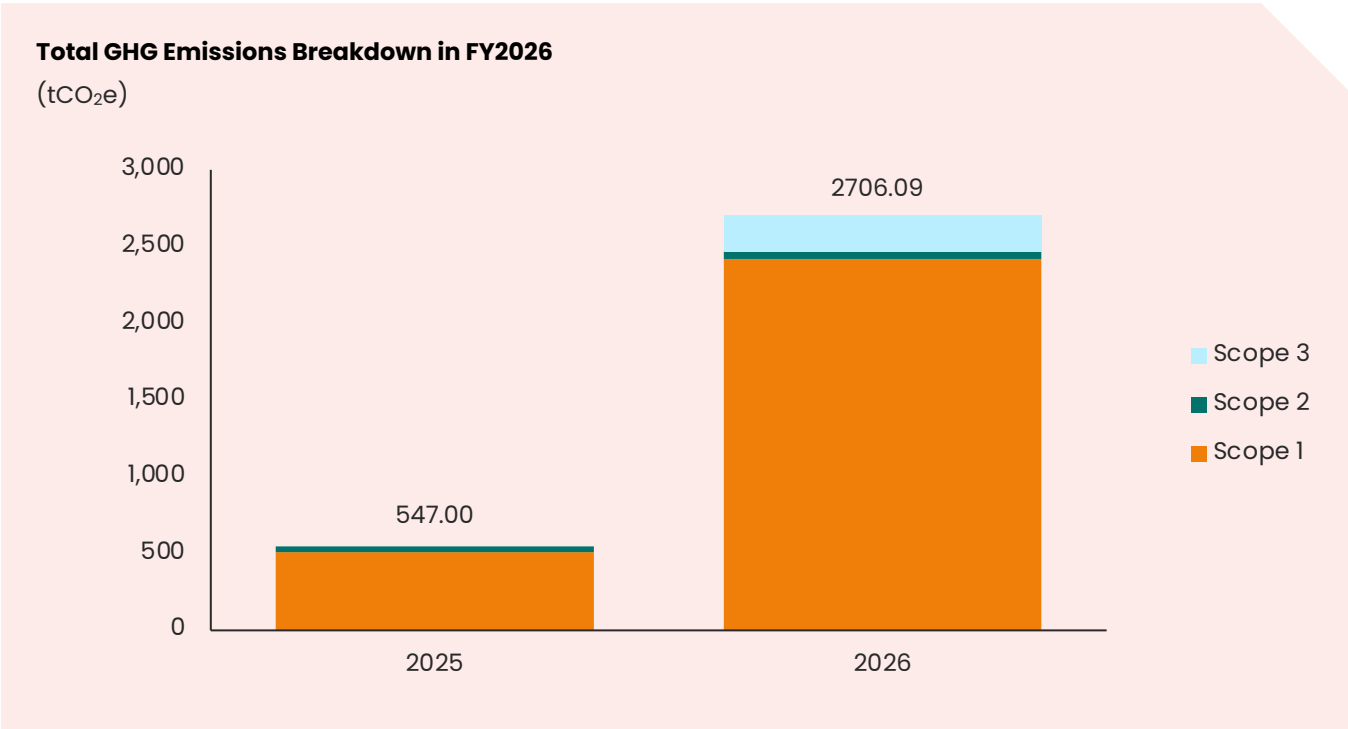
Enhanced Waste Segregation and Recycling

Waste at Ken-Pal primarily consists of construction debris, packaging materials, and general site refuse. Waste is systematically segregated into dedicated skip tanks to support recycling and proper disposal. Monthly waste tracking helps monitor disposal costs and encourages reduction, while sustainable and recycled materials are used where possible during construction.



ENVIRONMENTAL METRICS

GHG Emissions



Scope 1 Emissions 2,418.64 tCO₂e	Scope 2 Emissions 50.49 tCO₂e	Scope 3 Emissions 236.96 tCO₂e
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Ken-Pal recorded total greenhouse gas emissions of **2,706.09 tCO₂e** in FY2026, compared to **564.28 tCO₂e** in FY2025. The increase in emissions was primarily attributable to higher operational activity during the reporting period, including increased construction output and greater utilisation of fuel-powered machinery and equipment across project sites.

As Ken-Pal continues to strengthen its emissions tracking and reporting processes, the data collected over successive reporting periods provides a valuable basis for monitoring emissions performance and assessing the environmental impact of business growth. Moving forward, the Company will continue to enhance its emissions management approach and evaluate opportunities to improve carbon efficiency as part of its long-term sustainability journey.



ENVIRONMENTAL METRICS

GHG Emissions: Scope 3 Breakdown

Breakdown of Scope 3 Absolute Emission



Scope 3 Emissions Breakdown (tCO ₂ e)		
	2025	2026
Water Consumption	0.60	12.05
Waste Generated	34.19	226.49

In FY2026, Ken-Pal continued to track its Scope 3 greenhouse gas emissions, with current disclosures covering emissions associated with water consumption under Purchased Goods and Services, as well as waste generated from operations. As we continue to enhance our sustainability reporting capabilities, we intend to progressively broaden our Scope 3 emissions assessment in future reporting periods to include additional relevant categories where practicable.

Water Consumption
(under Purchased Goods and Services)

12.05 tCO₂e

Waste Generated

226.49 tCO₂e



SOCIAL METRICS

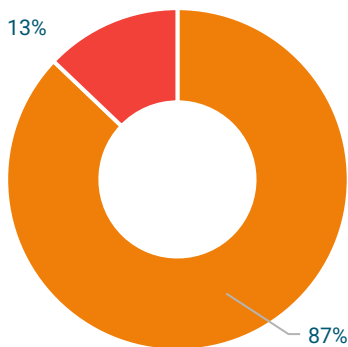
Diversity and Equal Opportunity

Total Number of Current
Employees¹

233

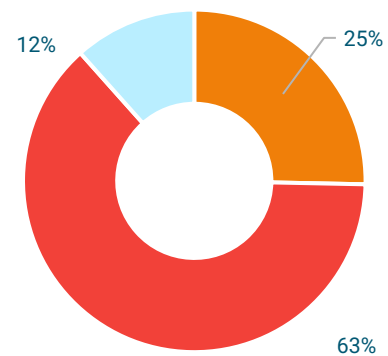
¹As at 31 March 2026

Number of employees by Gender



● Female 30
● Male 203

Number of employees by Age Group



● Under 30 years old 59
● 30-50 years old 147
● Over 50 years old 27

We are committed to fostering a workplace culture founded on mutual respect, fairness, and equal opportunity for all employees. Every individual is valued for their skills, perspectives, and contributions, and we believe that an inclusive and supportive work environment strengthens organisational performance.

As is common within the construction industry, our workforce composition remains predominantly male due to the nature of the sector. Nonetheless, we remain committed to upholding equal employment opportunities and supporting diversity across all levels of the organisation, ensuring that individuals are assessed and rewarded based on merit and capability.

By promoting an inclusive and respectful workplace, we seek to empower our employees to contribute meaningfully, develop professionally, and perform to their fullest potential.

SOCIAL METRICS

Supporting Employee Well-being: New Hires

 New Employee Hires ¹			
Category	Items	Number	Rate
By Age Group	Below 30 years old	38	64%
	Between 30 to 50 years old	85	58%
	Above 50 years old	16	59%
By Gender Group	Male	120	59%
	Female	19	63%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.
¹As at 31 March 2026.

At Ken-Pal, we remain committed to building a capable and future-ready workforce by attracting talent with diverse skills, perspectives, and experiences. New team members bring valuable insights and capabilities that strengthen our operations and support continuous improvement across the organisation.

As our business evolves, we continue to invest in workforce development and talent cultivation to build a sustainable pipeline of skilled professionals who will support our long-term growth and operational resilience.



SOCIAL METRICS

Supporting Employee Well-being: Retention

 Employee Turnover ¹			
Category	Items	Number	Rate
By Age Group	Below 30 years old	10	17%
	Between 30 to 50 years old	30	20%
	Above 50 years old	10	37%
By Gender Group	Male	42	21%
	Female	8	27%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.
¹As at 31 March 2026.

At Ken-Pal, we recognise the importance of fostering a workplace that supports employee well-being, stability, and long-term engagement. We are committed to creating an environment where individuals feel valued, supported, and motivated to grow within the organisation.

To support our employees’ basic welfare needs, we provide healthcare coverage and parental leave benefits, helping to ensure access to essential medical care and support during key life stages. These provisions reflect our ongoing commitment to promoting a caring and responsible workplace.



SOCIAL METRICS

Occupational Health and Safety¹

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

0



Number of recordable work-related ill health cases

0



¹As at 31 March 2026

At Ken-Pal, workplace safety remains our highest priority, particularly within the dynamic and high-risk construction environment. We are committed to safeguarding the well-being of our workforce through the implementation of clear safety protocols, structured procedures, and ongoing safety training.

In the event of any incidents, we conduct systematic reviews to identify root causes and implement corrective and preventive measures. These learnings are used to continuously improve our safety management systems and strengthen overall risk controls. Through these efforts, we aim to reinforce a proactive safety culture where all employees can work with confidence and assurance on site.



SOCIAL METRICS

Training and Education

Average Hours of Trainings per year per employee¹



14 hours
Male



14 hours
Female

¹As at 31 March 2026

We recognise that continuous upskilling and strong safety awareness are essential to sustaining excellence in construction. Our training programmes are designed to equip employees with relevant technical competencies, sustainable construction practices, and digital capabilities, while maintaining a strong emphasis on workplace safety and health.

To improve efficiency in managing training requests and approvals, we have implemented a mobile and web-based system. Through this platform, employees are able to submit Training Course Applications for review and approval by supervisors or project managers.

Each request is recorded with key details such as:

- Company name and trainee's name
- Proposed by (line manager or project manager)
- Approval status and timestamp
- Course type and project linkage

Supervisors and managers (e.g., project managers and department heads) review and approve submissions in real time, helping to reduce administrative delays and improve workflow efficiency.

For audit readiness, each record includes the approver and submission timestamp, ensuring a complete digital audit trail. By digitising the training request and approval process, we have strengthened accountability and improved the accuracy of training hour tracking.



SOCIAL METRICS

Training and Education

Project Management Courses

All Project Manager are sent for this course prior to taking on the role. The course objectives are to equip our staff with practical skills in planning, coordination, and risk management. This training strengthens their ability to deliver projects safely, efficiently, and in alignment with sustainability goals.

In line with our safety policy, all Project Manager will also go through training in Construction Safety to enhance their ability to identify risks, implement preventive measures, and uphold the highest safety standards on site. This course reinforces leadership accountability in workplace safety and ensures projects are delivered in line with Singapore's WSH regulations. These courses are regulated by WSH council and conducted by third party academy.

Scissor Lift Operator

We conducted Scissor Lift Operator training to ensure employees are equipped with the essential skills and certifications to safely operate elevated work platforms. This programme enhances workplace safety, reduces operational risks, and reinforces our commitment to a strong safety culture on site.

Lifting Supervisor Course

We enrolled employees in the MOM-accredited Lifting Supervisor Course to equip them with the knowledge and competencies required to plan and supervise lifting operations safely. This certification not only ensures compliance with Singapore's regulatory standards but also strengthens our site safety culture by reducing risks associated with lifting activities.



GOVERNANCE METRICS

Board Composition

Number of Board of Directors

4

Number of Independent Board Directors

0

Number of Women on the Board of Directors

1

Anti-Corruption

The Company currently **has no recorded incidents of corruption.**

Ken-Pal upholds a strict zero-tolerance policy towards bribery and corruption. Bribery is prohibited under applicable laws in all jurisdictions and is inconsistent with our ethical standards. Any act of corruption may result in legal consequences for the individuals involved, as well as reputational and operational impacts on the Company. We define bribery as the direct or indirect offering, giving, receiving, or solicitation of anything of value to obtain or retain an improper business advantage.

We are committed to conducting business fairly and transparently. We do not offer, authorise, or accept any form of improper payment or advantage to influence business decisions. Gifts, hospitality, travel, or entertainment are not used to obtain business benefits, and cash or cash-equivalent gifts are strictly prohibited. We believe that any business obtained through practices inconsistent with our ethical principles is unacceptable.

Employees are encouraged to report any suspected unethical or suspicious activity to safeguard the Company's integrity and reputation. In addition, we expect our business partners to adhere to similar ethical standards, and we do not engage third parties known to be involved in corrupt practices.



GRI CONTENT INDEX

Statement of
Use

Ken-Pal (S) Pte. Ltd. has reported the information cited in this GRI content index for the period of 1 April 2025 to 31 March 2026 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
GRI 2: General Disclosures 2021		
2-1	Organisation details	Pg. 5-6
2-2	Entities included in the organisation's sustainability reporting	Pg. 5-6
2-3	Reporting period, frequency and contact point	Pg. 4
2-5	External assurance	Pg. 4
2-7	Employees	Pg. 19-21
2-9	Governance structure and composition	Pg. 23
2-22	Statement on sustainable development strategy	Pg. 3
2-28	Membership Associations	Pg. 9
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Pg. 10
3-2	List of material topics	Pg. 10
3-3	Management of material topics	Pg. 10



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GRI Standard	Disclosure Requirements	Reference
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Pg. 25
205-2	Communication and training about anti-corruption policies and procedures	Pg. 25
205-3	Confirmed incidents of corruption and actions taken	Pg. 25
GRI 302: Energy 2016		
302-1	Energy Consumption within the organisation	Pg. 13-14
GRI 303: Water and Effluents		
303-5	Water consumption	Pg. 15
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 17
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 17
305-3	Other indirect (Scope 3) GHG emissions	Pg. 17-18
GRI 306: Waste 2010		
306-3	Waste Generated	Pg. 16



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GRI Standard		Disclosure Requirements	Reference
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover		Pg. 20-21
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system		Pg. 22
403-2	Hazard identification, risk assessment, and incident investigation		Pg. 22
403-9	Work-related injuries		Pg. 22
403-10	Work-related ill health		Pg. 22
GRI 404: Training and Education 2016			
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
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees		Pg. 19, 25

CONTACT US



建堡(新)有限公司
KEN-PAL (S) PTE LTD

2026

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