



# SUSTAINABILITY REPORT

2022

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Owen CMG CVO

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# FOREWORD

**HER EXCELLENCY  
KARA OWEN CMG CVO**

**BRITISH HIGH  
COMMISSIONER TO  
SINGAPORE**

**PATRON  
BRITISH CHAMBER OF  
COMMERCE SINGAPORE**



2022 marked another landmark year for global investment in net zero. In the UK, we reaffirmed our commitment to climate action and the urgent need to limit global temperature rise to 1.5°C. We committed to accelerate efforts to reduce carbon emissions and embrace sustainable practices in line with our Net-Zero Strategy to reach net zero emissions by 2050 and leave a healthier planet for future generations.

Reaching this goal will be challenging and it's sobering to realise that just over 300 months remain until 2050. We must plan effectively – with urgency, but also with hope – for that net zero future.

The overriding objective of the UK's COP26 Presidency was to keep 1.5°C alive. As COP26 President Alok Sharma said at the end of the Conference, "1.5°C is alive, but its pulse is weak", and will only be delivered with concerted and immediate global efforts over the next decade.

As COP28 looms – the first ever global stocktake of our progress against the Paris Agreement – we must use this moment to galvanise a step change in action and ambition to deliver on the Glasgow Climate Pact.

The UK hopes to see:

- 1) Ambition and action on keeping 1.5°C alive, including through new NDCs and sectoral commitments,
- 2) Demonstration that the oil and gas industry is ready to play its full part in transitioning to a low carbon economy globally,
- 3) Delivery of the trillions, public and private, needed to finance and accelerate the net zero transition,
- 4) Enhanced global resilience to current and future climate impacts, and
- 5) Protection and restoration of our natural assets by better integrating solutions to the twin climate and biodiversity crises in national climate plans.

The UK and Singapore are working closely to support each other in the achievement of our decarbonisation targets, and to secure the huge economic benefits of the green economy through the UK-Singapore Green Economy Framework (GEF), signed earlier this year. The GEF has been designed and will be delivered in partnership with business and academic communities. This kind of real world collaboration and collective action is vital if we are to meet the goals of the Paris Agreement and the Glasgow Climate Pact.

With the GEF in place, we must now focus our efforts to ensure it results in ambitious outcomes for the planet and for the economy. We know the economic case for action is on our side – the overall costs and risks of global warming mean we are at a risk of losing between 5-20% of our global GDP every year, but transition to the green economy will leverage around £100 billion of private investment and support up to 480,000 jobs, and see an opportunity worth £1 trillion for British businesses in low carbon products and services by 2030.

I look forward to finalising the GEF Work Plan later this year, in partnership with UK and Singapore businesses and academia – which will set out how we will work together to deliver on our green economy ambitions.



# MESSAGE FROM THE EXECUTIVE DIRECTOR

**DAVID KELLY**

**EXECUTIVE DIRECTOR  
BRITISH CHAMBER OF  
COMMERCE SINGAPORE**

Sustainability continues to be a major horizontal throughout the British Chamber of Commerce Singapore, and I am delighted to present you with our third annual report.

For me, presenting this document is a particular highlight of the year, as it not only causes us as a Chamber to pause and think about what we have achieved but how we can be more sustainable. It's a great opportunity for the team to see the importance of this agenda, and for our members to see our efforts linked to tangible output. Our outputs are linked to the United Nation's Sustainable Development Goals, and this is enriched in our culture as a Chamber.

In 2019, we became a carbon neutral Chamber of Commerce, offsetting our operational CO2 emissions, and we continue to do this with a plan in place to reduce our carbon footprint. This was easier during the two years of the pandemic, and we are realistic about our goals. Thank you to the Swire Shipping team who have once again helped the Chamber to calculate our Scope 1, 2 and 3 footprint for the calendar year, including our flights, office energy consumption, travel to, catering at, and logistics of the Chamber events we held throughout the year. They have also helped us to offset the result by including us in their internal voluntary carbon offsetting scheme.

It is not just about the Environmental part of the ESG agenda. We have our Equality and Sustainability commitment, recognising diversity and inclusion across our activities. We actively seek a diverse range of voices in gender and opinions across our content and this stretches from our Board, through our committees and down to our events. We do our best to be as inclusive as possible when selecting external venues for our events, from accessibility to menu design, through to seating plans.

The discussions around the recently announced UK-Singapore Green Economy Framework have been welcomed by the Chamber and our business community. Working with the team at the British High Commission in Singapore, our Energy & Utilities, Transport Logistics & Supply Chain, Sustainability, Built Environment and Financial & Fintech business committees have been engaging to provide the voice of business for shaping the three core pillars covering Green Finance & Carbon Markets, Energy Transition, and, Green Transportation. We will continue to support this agreement and ensure that business have the opportunity to get involved and shape a better world for us to live in in the future.

For more information, news, events, research, green jobs and more, our Road to Net Zero Hub continues to be the online repository of our sustainability activities.



***For me, presenting this document is a particular highlight of the year, as it not only causes us as a Chamber to pause and think about what we have achieved but how we can be more sustainable.***

# ABOUT THE ORGANISATION

The British Chamber of Commerce Singapore (BritCham) is an independent not-for-profit membership organisation supporting approximately 3,500 members from 300 member organisations, part of the British Chambers of Commerce Global Network and a leading member of the Britain in South East Asia network (BiSEA) group. Our members vary from startups and SMEs to global MNCs, spanning all sectors and industries. Approximately two-thirds of the network in Singapore are British nationals or those employed by an organisation headquartered in the UK.

The Chamber is a registered Society, led by an Executive Team, overseen by an elected Board of members and operating under a published Constitution. Our mission is to drive British business growth in Singapore, create opportunities for our members, facilitate industry knowledge sharing, and support exporters from the UK. This is achieved by working alongside Government, our partners and our engaged members to deliver services, committee participation, activities and opportunities throughout the year.

The Chamber offers membership types to suit companies at all stages of an organisation's growth journey. Within our services to the British business community, we focus on five broad themes - the Future of Trade (creating jobs and boosting economic growth in Singapore), the Future of Work (supporting talent and the enhancement of people to support business growth), Diversity & Inclusion (ensuring that rich and diverse workforces are working together to support business innovation and growth), Education & Learning (focusing on quality education and future skills that businesses will require), and sustainability through our Road to Net Zero campaign (encouraging businesses to do their part for a world that we all want to live in in the future).

# Find out more about our key themes on our Information Hubs



## THE FUTURE OF TRADE

## THE FUTURE OF WORK



## DIVERSITY AND INCLUSION



## THE ROAD TO NET ZERO



## EDUCATION AND LEARNING HUB





# ABOUT THIS REPORT

We consider sustainability holistically at the British Chamber, as a topic which crosses all industries and size 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 Nation's 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. These include gender equality, work and economic growth, and quality education.

**[Click here for more information on the SDGs.](#)**

## SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



13 CLIMATE ACTION

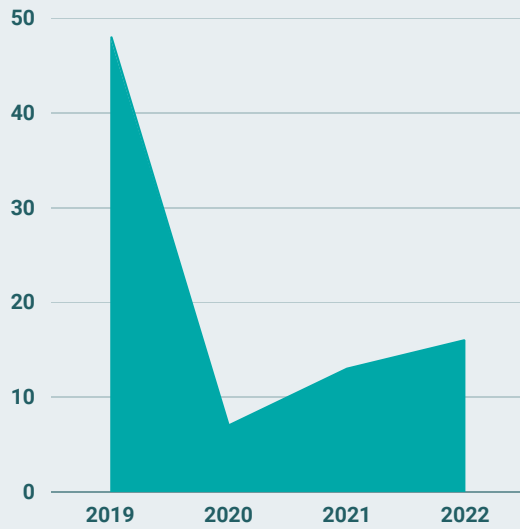


# STAKEHOLDER ENGAGEMENT

Stakeholder Group	Focus of Chamber output	Chamber Developments in 2022
<b>Government Colleagues</b>	Opportunities to engage with industry; Singapore Green Plan 2030; Chamber media coverage; publications; Information Hubs; survey results; carbon neutrality	Post-COP26 content and meetings with the UK Government climate team; Ministerial events; Industry roundtables; Sharing aggregated insights from our diversity, business sentiment and workforce surveys (B2G); Media coverage; Into 2023: supporting the announcement of, and business engagement with, the UK-Singapore Green Economy Framework
<b>Community</b>	Best practice sharing; community competition; education guides	Sharing of thought leadership from our members and stakeholders; Annual Celebrating Diversity competition; Provision of school and university guides to support educational choices
<b>Business Committees</b>	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
<b>Members</b>	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
<b>Regional businesses and British Chambers (BiSEA)</b>	Thought leadership content; best practice sharing	Engagement with member corporates working across the region to share insights and best practice



# BALANCING OUR CARBON IMPACTS



**We have offset 16 tonnes of carbon produced by our activities in 2022 through engaging in Cathay Pacific's Fly Greener Programme.**

Thank you to Swire Shipping for continuing to support the Chamber to offset our carbon emissions



By engaging in Cathay Pacifics Fly Greener Programme, our emissions were offset through four different projects - The Cook Stoves Replacement Project in Bangladesh, The Solar Water heating project in India, The Sichuan household biodigester project in China, The Henan Solar Powered cookers project in China.



**Solar Water Heating, India**



**Bondhu Chula Stoves, Bangladesh**



Henan Solar Powered Cookers, China



Sichaun Household Biodigesters, China



## Carbon Offset Certificate

This certificate acknowledges that

# British Chamber of Commerce Singapore

has offset 16 tonnes of carbon through Cathay Pacific's Fly Greener Programme.

The emissions were offset through 4 different projects namely: the cook stoves replacement project in Bangladesh, the solar water heating project in India, the Sichuan household biodigesters project in China and the Henan solar-powered cookers project in China. These projects are certified under the Gold Standard to ensure that they are verifiable, credible and make a difference to local communities and the environment.

This certificate is issued on 20 JUN 2023.

A handwritten signature in black ink that reads "Grace Cheung".

Grace Cheung,  
Head of Public Engagement and Sustainability,  
Cathay Pacific Airways



Cathay Pacific certifies that the corresponding emission allowances have been marked for permanent removal from the pool of offsetting credits by our partners ClimateCare and First Climate, on behalf of the recipient of this certificate.

During 2022, our sustainability content focused on showcasing **journeys businesses are taking towards net zero**, through interviews and thought leadership from within our extensive network. Throughout the year we profiled the following companies



OUR ROAD TO NET ZERO THEME

13 CLIMATE ACTION



In the public sector, we continued to provide a platform for organisations such as the **Foreign, Commonwealth and Development Office** and the **Monetary Authority of Singapore** to share relevant insights, and participated in **Singapore International Energy Week** to showcase what the UK is doing to progress towards net zero.

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







**Talent, whether the consideration of employment passes, recruitment, or retention of people, is top of the agenda for our member businesses.**

**OUR FUTURE OF WORK THEME**



**Our members told us during 2022 in our regular workforce poll that their biggest recruitment obstacles were the size of the talent pool, availability of talent with the requisite technical skills or market knowledge, and the salary expectations of the market.**

**Our important Future of Work theme provides opportunities throughout the year for the Chamber to update businesses on key changes such as the COMPASS framework and Overseas Networks and Expertise Pass, both announced during 2022, and to provide platforms for debate and discussion.**



Discussions around these issues continue in our regular member dialogues with the Ministry of Manpower and the work of our business committees, particularly our Leadership and Talent Development Committee.





# OUR FUTURE OF TRADE THEME

The UK has taken a number of significant steps towards global trade relations in recent years, including the following achievements during 2022



## Highlight 1

The UK appointed a Trade Envoy for Singapore, Lord Sarfraz, in January 2022, who has since visited the country and met with our members on several occasions

## Highlight 2

The UK-Singapore Digital Economy Agreement (DEA) came into force in June 2022



## Highlight 3

Updated commitment to the UK-Singapore FinTech Bridge in November 2022

## Highlight 4

The UK concluded negotiations to join the CPTPP, and a new Memorandum of Understanding on a Green Economy Framework has been signed between the two countries.



Through our Future of Trade theme, the Chamber continues to ensure members receive updates on this critical milestones and what this may mean for their business.

# MEASURING BUSINESS SENTIMENT

Each year the Chamber polls members several times to understand the challenges and opportunities of their business and specific sector. Beyond comparable metrics, we also seek to understand perspectives on talent issues and CSR priorities.

During 2022, signs of post-covid recovery for businesses were clear as the year progressed, while costs and talent-related issues rose to the forefront of concerns.

In the early months of the year travel and employee mental health remained a significant issue as Covid rules continued, with members navigating travel based on vaccination status and limitation in supply. By July, the cost-of-living increase and talent issues had replaced travel as the top concerns. As one member stated at the time - “Industries are picking up, but access to talent remains one of the biggest business concerns.”

Members are back to business, travelling to key trade shows, visiting clients and generating income for the economy. Confidence in Singapore and the important of ASEAN remained high among those responding throughout the year.





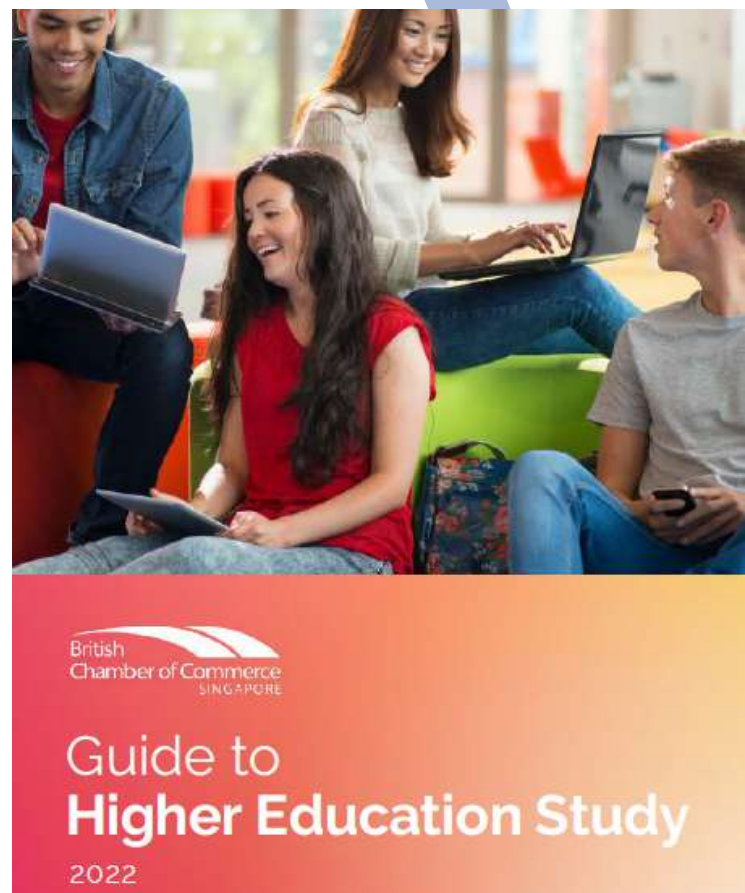
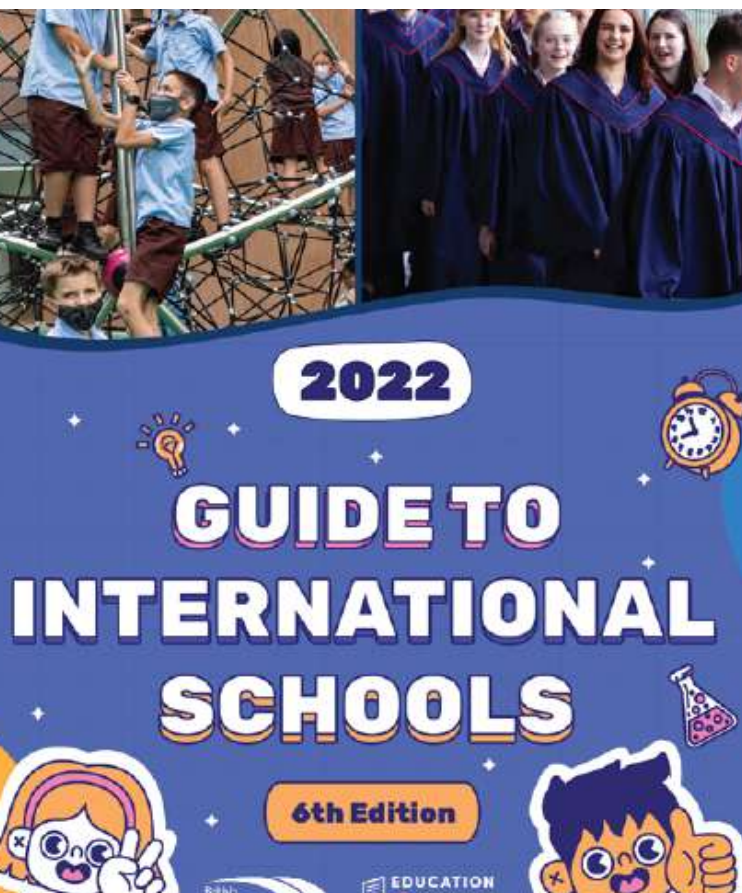
**The Chamber continues to highlight British expertise in education through profiling the work of international schools in Singapore and UK Universities.**

**OUR EDUCATION & LEARNING THEME**



Each year we publish our Guide to International Schools, profiling the options for parents in Singapore and just over the border in Malaysia, which has become a sought-after resource for parents considering the move to our region or transferring their children between schools.

In 2022 we launched the first of our Guide to Higher Education Study e-publications, showcasing British University offerings in the UK, through distance learning, and those with campuses here in Singapore.



**Throughout the year this content is supplemented with interviews, roundtable discussions and events featuring our member schools and Universities.**



# OUR DIVERSITY & INCLUSION THEME



Our continuing activities across diversity, inclusion and equality cover events, content and community engagement. In 2022, we celebrated International Women’s Day with a sold-out event, special editions of our podcast, and a content campaign showcasing the progress and achievements of our Sterling Member companies.

We were especially delighted to hear from the next generation with the students of [North London Collegiate School \(Singapore\)](#) sharing their hopes for the future.



# FEMALE LEADERSHIP AT THE CHAMBER

## ON OUR BOARD

**35%**

ACROSS ALL WHO SERVED DURING 2022

## OUR EXECUTIVE COMMITTEE

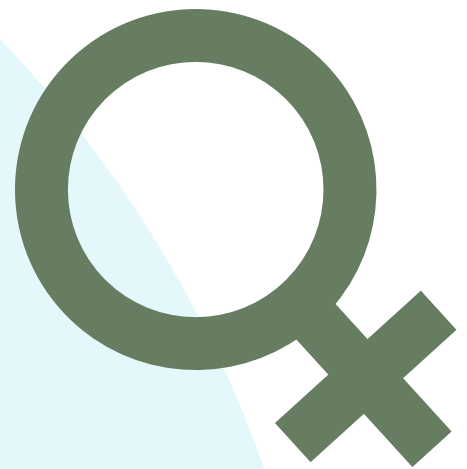
**40%**

ACROSS ALL WHO SERVED DURING 2022

## WITHIN OUR COMMITTEE-LEADERSHIP

**44%**

WOMEN IN CHAIR OR CO-CHAIR ROLES DURING 2022



# ANNUAL D&I POLL

The highest priority D&I issues for organisations last year:

**Gender equality – over half of all respondents ranked this as their top priority**

**Mental health support for employees**

**Cultural differences**





SINGAPORE

40% >

ASEAN

24%

Globally

28%



When asked in our annual D&I poll **what proportion of their management is female**, almost half of the members who responded reported that in **Singapore 40% or more were female**, while in **ASEAN** the proportion was **24%**, and globally 28%.

COMMUNITY

D I V E R S I T Y

&

I N C L U S I O N

ENGAGEMENT



Our **International Women's Day event** is a flagship occasion for the Chamber and our members, attracting guests to a 3-course lunch with featured guest speakers.



During 2022 this event was held under Covid restrictions for an audience of 50 members and featured **Amanda Murphy, Head of Commercial Banking for South and Southeast Asia at HSBC**, and was supported by a special edition of the BritCham Singapore podcast.



# CELEBRATING DELIVERY COMPETITION

Since **2017** we have been running a **Celebrating Diversity community outreach** with our **Official D&I Partner Barclays**, encouraging students and adults from across the city-state to show us what diversity means to them in the form of a photography competition.



The highlight of this event each year is the Awards Ceremony, hosted by Her Excellency Kara Owen CMG CVO, British High Commissioner to Singapore at the Official Residence, Eden Hall. The 2022 competition was celebrated in an event earlier this year.





[The UN Sustainable Development Goals \(SDGs\)](#)

[Singapore Green Plan 2030](#)

[earth.org](http://earth.org)

[UK data for the Sustainable Development Goals](#)

[BritCham Road to Net Zero Information Hub](#)

[Eco-Business](#)

[YouTube Playlist: Road to Net Zero](#)  
[BritCham Podcast Playlist: Road to Net Zero](#)

## ACKNOWLEDGEMENTS

*We would like to thank the following:*

*Our members and Business Committees for their enthusiasm and content*

*Her Excellency Kara Owen CMG CVO,  
British High Commissioner to Singapore*

*Lydia Pavlova  
Head of Sustainability, Swire Shipping*

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