



CELEBRATING 70 YEARS OF BUSINESS, COMMUNITY & CONNECTIONS

SUSTAINABILITY REPORT 2023



British Chamber of Commerce Singapore

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Foreword From Our Patron

Five months ago, close to 86,000 representatives of national delegations, business, and international organisations gathered in Dubai for the 28th annual United Nations Framework Convention on Climate Change (COP28) – the most significant international climate event since the UK-hosted COP26 two years ago in Glasgow.

COP28 came at a crucial time in keeping our target of limiting global temperature rise to 1.5°C alive. It was also particularly momentous as it marked the conclusion of the first ever global stocktake of collective progress against the goals of the Paris Agreement.

The stocktake found that while there has been progress in climate action, it needs to be accelerated – rapidly, and across all areas, including reducing greenhouse gas emissions, strengthening resilience to a changing climate, and getting the financial and technological support to vulnerable nations. In a landmark outcome, for the first time, countries agreed on the need to transition away from fossil fuels in energy systems, to renewables such as wind and solar power in their next round of climate commitments.

Collaboration is imperative to hitting these climate goals. The UK-Singapore Green Economy Framework, now just over

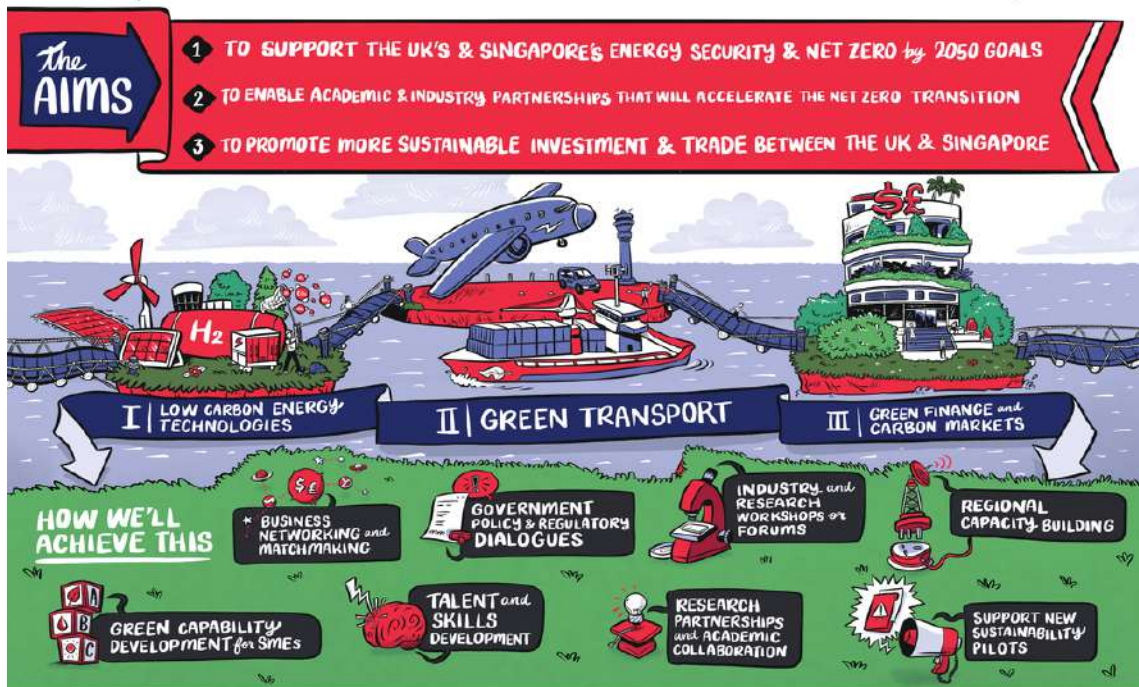


a year old, highlights our countries' shared commitment in achieving our ambitious net zero commitments and contributing to the development of a vibrant green economy ecosystem that can have an impact beyond our two shores.

The agreement, focused on enabling real-world climate and economic outcomes, leverages our countries strengths in areas like low carbon energy technologies, shipping and aviation, and finance to deliver long-term sustainable policy, regulation and technical solutions and projects between our private sector and academic communities.

THE UK-SINGAPORE GREEN ECONOMY FRAMEWORK

→ PARTNERING in INNOVATIVE GREEN GROWTH to ENABLE a NET ZERO FUTURE ←



It has been encouraging to see business and industry already exploit some of these growth and collaboration opportunities and begin to make the most of them. I am grateful to the British Chamber and its membership for being the first to sign up to government/industry collaboration. My team and I remain ready to support more of endeavours across the Framework's key pillars of green transport, low carbon energy technologies, and sustainable finance and carbon markets.

We have also doubled down on these commitments through the launch of the UK-Singapore Strategic Partnership by our Prime Ministers last year – reinforcing our aim to deliver on the Green Economy Framework and going beyond this to commit to greater collaboration with Singapore on nuclear fusion, green skills,

strategic infrastructure investment, and the blue economy.

As we continue to grapple with today's environmental and economic challenges, the business community has a pivotal role to play in spurring a thriving green economy through innovation and support. Congratulations to the British Chamber of Commerce on the publication of the fourth edition of its annual Sustainability Report and I wish its members well in their journeys toward more sustainable futures.

**Her Excellency Kara Owen CMG CVO
British High Commissioner to Singapore
Patron, British Chamber of Commerce
Singapore**



Message From Our Executive Director

Welcome to this fourth edition of the British Chamber of Commerce Singapore's Sustainability report.

With sustainability and resilience continuing to be a major horizontal throughout the Chamber, I am delighted to present you with this document that captures the output from 2023.

For me, presenting this document is a particular highlight of the year, as it allows us to reflect on our sustainability journey, covering the environmental issues, social issues and governance, that that the team is fully behind by supporting our member companies on their journey too. Our outputs are linked to the United Nation's Sustainable Development Goals, and this is enriched in our culture as a Chamber.

A special thanks to our sustainability committee who continue to ensure that sustainability and resilience is a topic of discussion across the Chamber network.

Thank you also 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. Since 2019, we remain a carbon



neutral chamber, and 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, which continues to help us to champion 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 British Chamber of Commerce Singapore team in 2023.

Our committees are the heartbeat of our activity. Our Women in Business Committee shaped a brilliant International Women's Day lunch which is a flagship event in the calendar year. Our Energy & Utilities, Transport Logistics & Supply Chain, Sustainability & Resilience, Built Environment and Financial & Fintech business committees have been engaging in discussion to support the Singapore-UK Green Economy Framework, providing the voice of business across three core pillars covering Green Finance & Carbon Markets, Energy Transition, and, Green Transportation.

If you have not seen it, please visit our Road to Net Zero Hub on our website, which captures all of our sustainability-linked activities. Please do reach out to me or the team if you're keen to get involved in our activities championing sustainability – my next ambition is to work with other Trade Associations and Chambers (TACs) to collectively amplify efforts across the business ecosystem in Singapore.

David Kelly
Executive Director
British Chamber of Commerce Singapore



your business is our business

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.

We support approximately 3,500 members from 300 member organisations, are part of the British Chambers of Commerce Global Network and are a member of the Britain in South East Asia network (BiSEA) network. 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.

We have strong connections across the Singapore Government and have been/are involved with dialogues around Free Trade Agreements, the UK-Singapore Digital Economy Agreement, the UK-Singapore Green Economy framework,

We operate within the SG-UK Strategic Partnership, a partnership between the two countries covering economic cooperation; defence, security, intelligence and foreign policy cooperation; climate, sustainability, green economy and energy cooperation; research, science, innovation, and technology cooperation; and public sector cooperation.

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.



X



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 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.

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

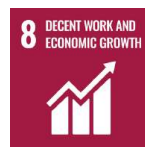
This report will focus on our work on gender equality, work and economic growth, and quality education.



GOAL 4:
Quality Education



GOAL 5:
Gender Equality



GOAL 8:
Decent Work and Economic Growth



GOAL 10:
Reduced Inequalities



GOAL 13:
Climate Action

Stakeholder Engagement

Stakeholder Group	Focus of Chamber output	Chamber Developments in 2023
Government Colleagues	Opportunities to engage with industry; UK-Singapore Strategic Partnership; UK-Singapore Green Economy Framework; UK - Southeast Asia Trade Digitalisation Pilots Initiative Chamber media coverage; publications; Information Hubs; survey results; carbon neutrality	Sustainability and Green Finance events with the British High Commission in Singapore; Announced and started projects under UK - Southeast Asia Trade Digitalisation Pilots Initiative; Ministerial events; Industry roundtables; Sharing aggregated insights from our diversity, business sentiment and workforce surveys (B2G); Media coverage; Supporting announcement and business engagement with the UK-Singapore Green Economy Framework
Community	Best practice sharing; community competition; education guides	Sharing of thought leadership from our members and stakeholders; International Women's Day Flagship event; Provision of school and university guides 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 content; best practice sharing	Engagement with member corporates working across the region to share insights and best practice

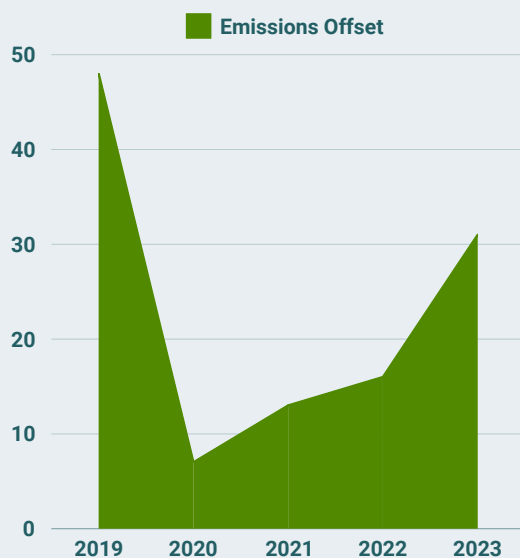


31 TONNES

OF CARBON OFFSET IN 2023



Balancing Our Carbon Impact



We have offset 31 tonnes of carbon produced by our activities in 2023 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



CONTINUING OUR CARBON NEUTRAL JOURNEY





Henan Solar Powered Cookers, China



Sichuan Household Biogas Digesters, China



Carbon Offset Certificate

This certificate acknowledges that

British Chamber of Commerce Singapore

has offset 31 tonnes of carbon through Cathay'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.

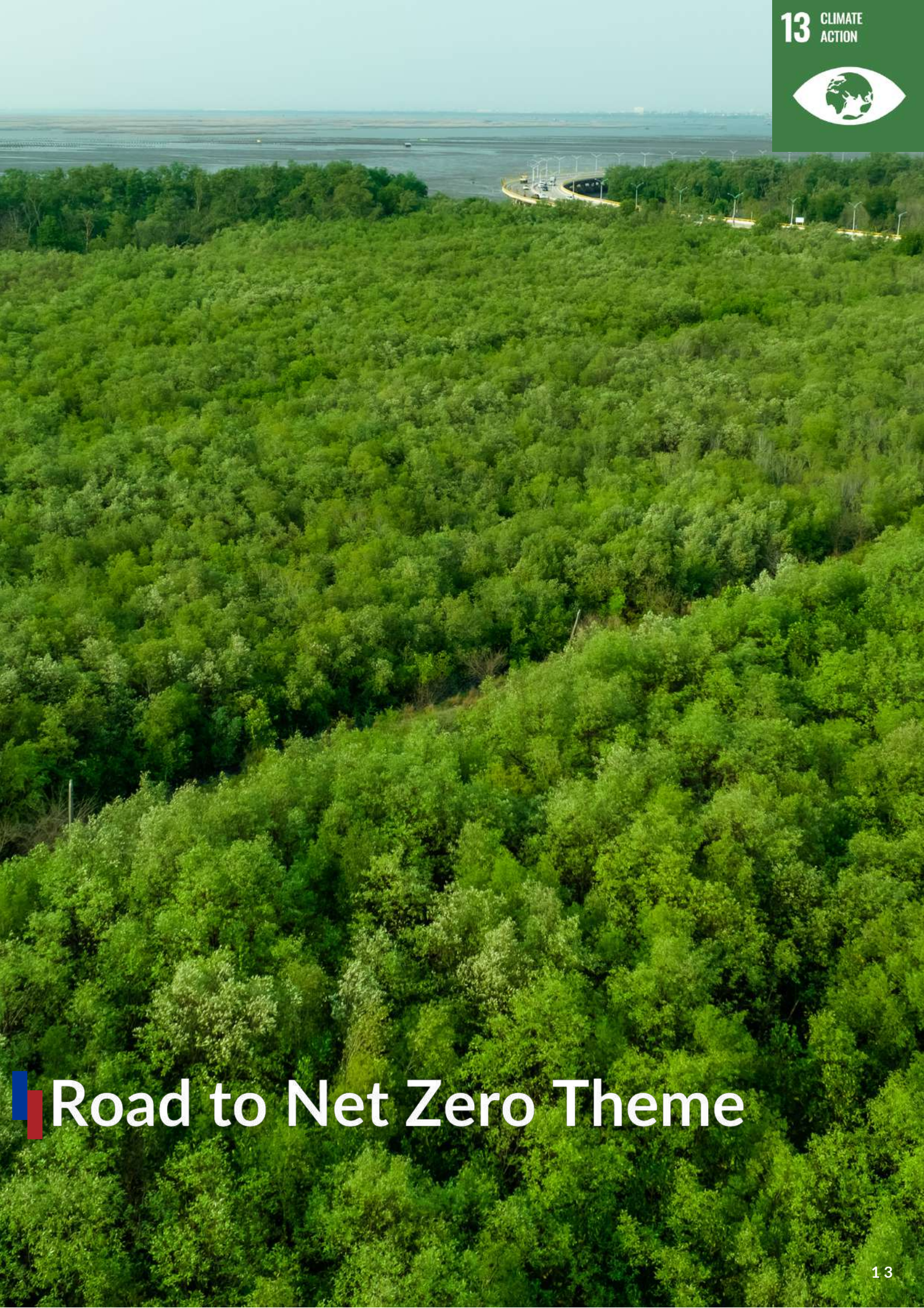
This certificate is issued on 12 APR 2024.

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

Grace Cheung,
General Manager Sustainability,
Cathay Pacific Airways Limited



Cathay 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.



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.



Breakfast Insights - Top ESG Issues for 2023

Stephanie Wray, Chief Sustainability Officer of the RSK Group, had a fireside chat with members on 14 March on emerging global trends in ESG in 2023. The session was moderated by Danielle King, a member of the Sustainability and Resilience committee. During the session, Stephanie covered topics including biodiversity, Scope 3 carbon reporting and transition planning. This event was co-organised by the Chamber and Redhill.



G20 Event Series - Energy Transition

The Chamber co-ran the G20 Event Series on Energy Transition on 20 April 2023 with the Canadian Chamber of Commerce in Singapore, the Canadian High Commission in Singapore, AustCham Singapore, the Australian High Commission in Singapore, the Embassy of Brazil in Singapore, and the Latin American Chamber of Commerce, Singapore.

British High Commissioner H.E. Kara Owen CMG CVO was part of the panel that was moderated by Tim Rockell, Chair of the BritCham Singapore's Energy & Utilities Committee.



Transitioning to a Sustainable Future - The Role of Finance

On 5 June 2023, the Chamber and the British High Commission in Singapore invited Lord Mayor of the City of London Nicholas Lyons; CEO of OCSO Asia Dr Darian McBain; CEO of NatWest Markets APAC Søren Nikolajsen, and Chair of the Finance and FinTech committee Mike Rourke to speak about the critical role Finance has to play in the green transition.

Singapore International Energy Week (SIEW) 2023



Executive Director David Kelly participated in the Singapore International Energy Week (SIEW) 2023. Organised by the Energy Market Authority of Singapore, the event between 23 and 27 October served as a platform for global energy leaders to address pathways to strengthen efforts towards net zero even as the world undergoes an energy transition. The Chamber shared the practical steps it is taking towards ensuring a net-zero future.



Climate and ESG Event with the British High Commission and NatWest

The Chamber co-hosted a Climate and ESG event alongside The British High Commission, NatWest's Climate and ESG Event on 28 October. The event featured experts from NatWest Markets, Climate Impact X, BNP Paribas Asset Management; OCBC Bank; and the UK Foreign, Commonwealth and Development Office. The speakers provided their perspectives, expertise, and insights on the role Just Transition plays in supporting the decarbonisation of the economy.



Lunchtime discussion with Kara Owen, British High Commissioner, and David Gray, CBE, Non-Executive Director of Tokamak Energy.

In collaboration with the British High Commission in Singapore, the Chamber organised this session in conjunction with Singapore International Energy Week and agreements such as the Green Economy Framework and the UK-Singapore Strategic Partnership. The session explored the role of grids and fusion in addressing the complex nature of decarbonising energy.

Supporting University of Birmingham and World Wide Generation on Better Sustainability Reporting



The Chamber hosted the University of Birmingham and World Wide Generation on 9 November 2023 for a roundtable with our Sustainability Committee on The G17Eco Platform, a potential global market infrastructure that maps reporting across multiple indexes to the UN SDGs.



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 2023, we worked with senior executives and brands that are leading the industry to share their knowledge and tradecraft on sustainability:



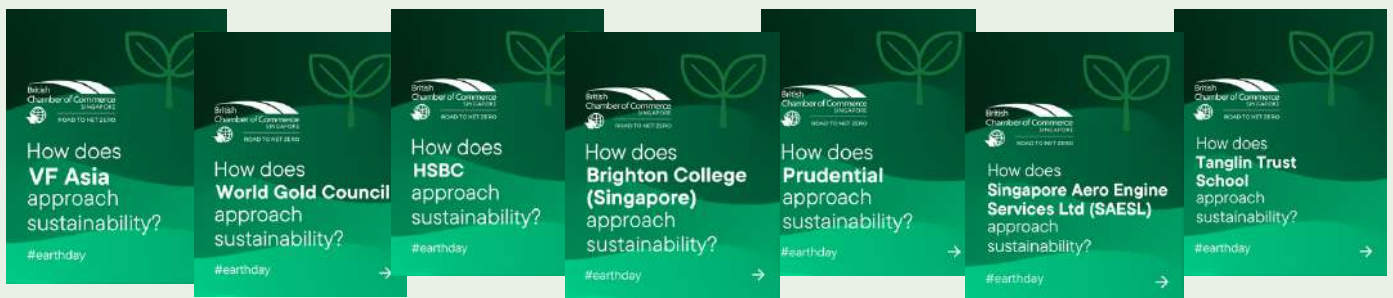
Sustainability Articles, Interviews and Features in Orient Magazine



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



The Chamber's Earth Day 2023 Campaign featured member businesses and their approach to sustainability





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.

Mott MacDonald was crowned Sustainability Champion of the Year in the 24th Annual Business Awards in 2023. Mott MacDonald has been championing sustainability as a core part of their operations, products, and corporate values, and has made measurable progress towards sustainability goals.



Ben Moo
Built Environment Sector
Leader - ASEAN and East
Asia,
Mott MacDonald

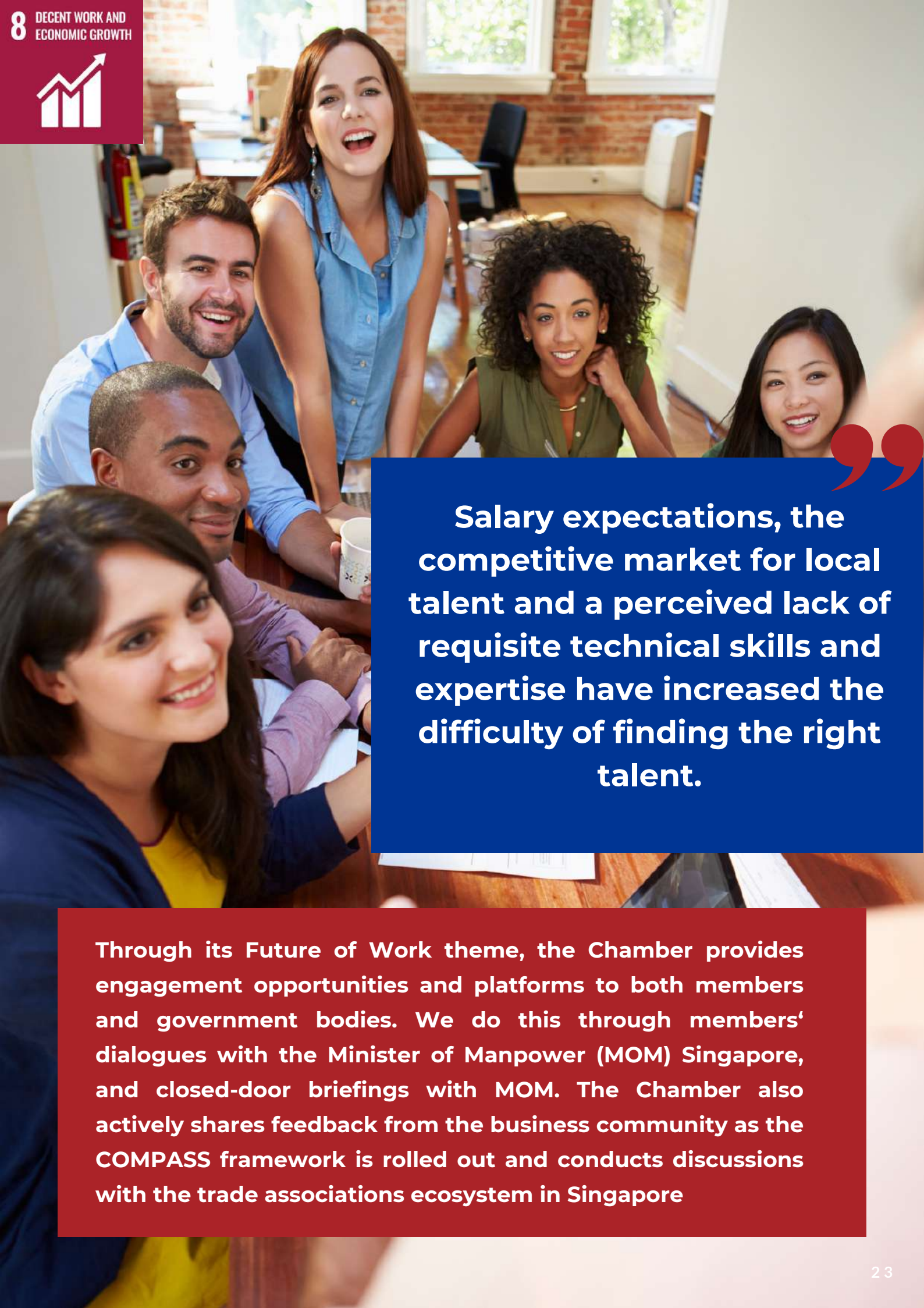
We really wanted to win this award. It's something that is part of our DNA of our business, it's one of our core values. Everything we do, the decisions we make are all about sustainable outcomes. I think this award is a great testament to all the people in our organisation. We've got thousands of people every day contributing to this cause, I think it's a recognition of that.



Future of Work Theme



Talent availability, retention of manpower and increasing costs to businesses are the top 3 concerns of our members



Salary expectations, the competitive market for local talent and a perceived lack of requisite technical skills and expertise have increased the difficulty of finding the right talent.

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



British Chamber of Commerce represented on Singapore's National Wages Council

Haslam Preston, the Chamber's Vice President has begun to represent the Chamber on Singapore's National Wages Council in 2023.

The Chamber at the Singapore National Employers Federation Conference (SNEF) 2023

The leadership of the Chamber were in attendance at the Singapore National Employers Federation Conference in 2023.

SNEF



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 7 September 2023. Members got to engage and consult with the Minister on workforce and manpower issues.





Future of Trade Theme



Spearheading the UK- Southeast Asia Trade Digitalisation Pilot Initiative



The British Chamber of Commerce Singapore, together with LogChain, is working with the UK Government to develop a series of follow-up pilot programmes, helping to digitalise supply chains between the UK and South East Asia. The projects were announced on 28 September 2023 by the British High Commissioner to Singapore, Her Excellency Kara Owen CMG CVO.

With over 28.5 billion documents generated in logistics each year, the programme seeks to engage companies to champion the adoption of electronic transferable records, between the UK, Singapore and Thailand.

These initiatives seek to demonstrate further digital adoption via actual shipments, garner industry support and opinion via roundtables and discussions, developing case studies to help further adoption across sectors. The project is currently ongoing in 2024.

Driving Trade in the Region

The Chamber's Trade Services team has already made significant progress in 2024 in delivering the UK-Southeast Asia Trade Digitalisation Pilot Initiative.

Beyond the pilot, the Chamber has also been leading roundtables related to trade and trade digitalisation. Together with the British High Commission in Singapore and the Department of Business and Trade, the Chamber organised a roundtable covering the UK Critical Imports and Supply Chains Strategy, with support from businesses on their views of supply chain resilience.

The Chamber's Trade Services team also delivered a session on trade digitalisation and moderated a panel at the UK-Southeast Asia Tech Week 2024,



Supply Chain Digitalisation: Beyond Buzzwords

The Chamber's Transport Logistics and Supply Chain Committee (TLSC) organised a panel discussion on digitalisation and change management on 28 September 2023. The panel took the conversation beyond the buzzwords and the latest technology - delving into the importance of understanding how to navigate change effectively as businesses of all sizes undergo digital transformations.

The event featured keynote speaker Chris Southworth (International Chamber of Commerce), and a panel of industry experts comprising Kaushik Ghatak; Hannah Nguyen (International Chamber of Commerce); and moderator Carl Hemus (Asendia).



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.

Relaunching the Chamber's Trade Services



The Chamber made plans to relaunch its trade services as part of its support to market entrants from the UK.

Some of the team's bespoke in-market support will include market briefings, one-to-one meetings and receptions for Trade Missions of UK companies; support on setting up an initial entity; and market research.



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 2023.



Highlight 1

UK and Singapore signed an MOU on the UK-Singapore Green Economy Framework to promote bilateral cooperation in the green economy, support growth and create jobs in the green sector.

Highlight 2

Singapore and the United Kingdom (UK) signed a Mutual Recognition Arrangement (MRA) of Authorised Economic Operator (AEO) programmes on 23 June 2023. Businesses from both countries can now import goods from one another with less documentation and cargo inspections



Highlight 3

Singapore PM Lee Hsien Loong and UK PM Rishi Sunak jointly announced the upgrade of relations between the UK and Singapore to a Strategic Partnership.

Highlight 4

The UK-Singapore Bilateral Investment Treaty announced earlier in 2023 started negotiations in March 2023 and is reaching its conclusion.



Through our [Future of Trade](#) theme, the Chamber continues to ensure members receive updates on these critical milestones and what these 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.

Remaining positive for the future, with over three-quarters of businesses confirming their confidence in Singapore as a business hub for the long-term, satisfaction in today's business climate was split with a near 50-50 result. Despite a challenging period for hiring, retaining staff and balancing budgets, companies reported several positives. Interest in ASEAN remains a priority for the majority of members and the aggregated average proportion of Singaporean citizens and permanent residents among the respondents is 68%.

Members shared their observations of skills gaps in critical thinking, business acumen and technical skills at an industry level. It is important to note that these issues are not unique to foreign-owned businesses, particularly cost and talent pool challenges, as seen in the SBF National Business Survey.



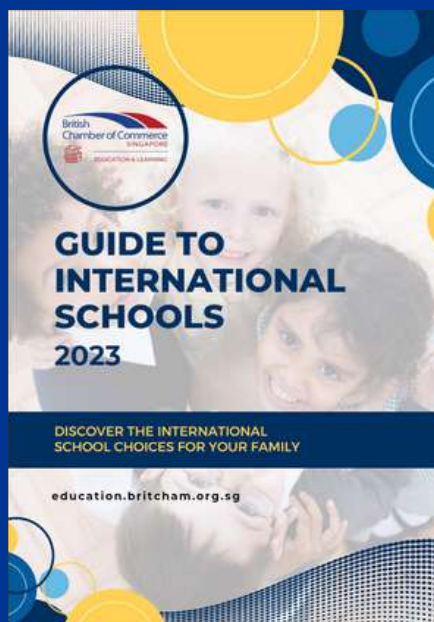
 Education & Learning Theme



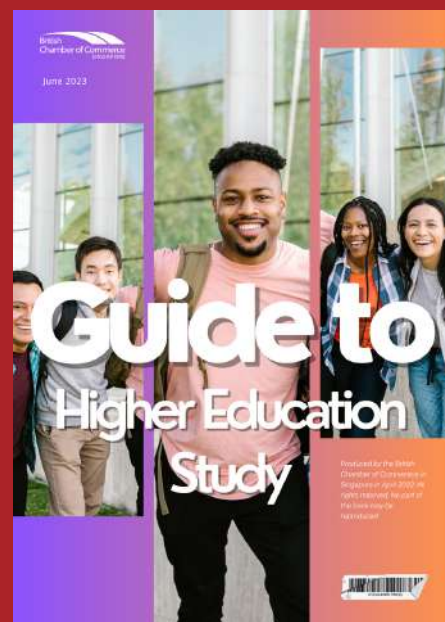
Bringing the Best of UK-SG Education to Members

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

The 2023 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.



The 2nd edition of our Guide to Higher Education Study showcased the British University offerings in the UK, through distance learning, and those with campuses here in Singapore.



Chamber's Finance and Fintech Committee Engagement with Schools



Our Financial and Fintech Committee Chair, Mike Rourke, has been working with one of Singapore's major international schools to plan future educational training in financial literacy for students.

Featuring the Voices and Thoughts of Students and Education Leaders on Sustainability and Diversity

The Chamber featured students and leaders from our international schools members on the topics of sustainability and diversity on our Podcast and Event platforms.





Diversity & Inclusion Theme



Female Leadership at the Chamber

ON OUR BOARD

33%

ACROSS ALL WHO SERVED DURING 2023

WITHIN OUR COMMITTEE-LEADERSHIP

34%

WOMEN IN CHAIR OR CO-CHAIR ROLES DURING 2023

OUR EXECUTIVE COMMITTEE

20%

ACROSS ALL WHO SERVED DURING 2023

WITHIN OUR MANAGEMENT TEAM

88%

WOMEN DURING 2023



Building a Culture of Diversity & Inclusion through Engagement

The Chamber continued to enable a strong culture of diversity, inclusion and equality in 2023. We do this by informing, engaging and collaborating with businesses about DEI through events, community engagement and content and community engagement.

Flagship Event: International Women's Day 2023



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



Over 260 guests listened to a special message from Her Excellency Kara Owen CMG CVO and a powerful keynote address from Her Excellency Kateryna Zelenko, Ambassador of Ukraine to Singapore.

Christine Amour-Levar, Naomi Vowels and David Jacob also delivered insightful presentations. The event culminated in a panel moderated by Godelieve van Dooren.



Roundtable with the Ministry of Culture, Community and Youth (MCCY)

The Chamber's Diversity & Inclusion Committee organised a roundtable event with the Ministry of Culture, Community and Youth (MCCY) and members of the British Chamber on 14 September 2023. Participants discussed issues around nurturing social cohesion, and building shared experiences to foster trust and integration.



Accessibility for All

The Chamber's Diversity & Inclusion Committee collaborated with Barclays and Elliott Scott HR and organised the Accessibility for All event on 21 June 2023. The event covered successes and challenges in inclusive hiring and best practices for companies.

Leading Conversations on Diversity and 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 2023, we worked with 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 #EmbraceEquity Campaign on International Women's Day and Women's History Month featured member businesses and their approach to promoting equity in the workplace.



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

[UK-Singapore Strategic Partnership](#)

[UK-Singapore Green Economy 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](#)

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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