

Sustainability Report 2021

Our Relationship
with the UN
SDGs



BRITCHAM SINGAPORE IS



Foreword

**HER EXCELLENCY
KARA OWEN CMG CVO**

**BRITISH HIGH
COMMISSIONER TO
SINGAPORE**

**PATRON
BRITISH CHAMBER OF
COMMERCE SINGAPORE**

In Glasgow last November, 25,000 people from 197 countries, including 120 world leaders, came together at the United Nations Framework Convention on Climate Change Conference of Parties (COP26) to sign the Glasgow Climate Pact. In doing so, they committed to accelerating the pace of climate action around the world with tangible action to keep alive the goal of limiting global temperature rise to 1.5°C.

Science has repeatedly warned us that not doing so would be devastating. This is why COP26 was so crucial. With our economies and global security at risk from the catastrophic effects of climate change, the world acknowledged that the cost of inaction far outweighs the cost of action.

But as COP26 President Alok Sharma said at end of the Conference “1.5°C is alive, but its pulse is weak.” It will take a concerted and immediate global effort to deliver lasting changes.

The United Nations' Intergovernmental Panel on Climate Change report published recently makes clear that the window to keep 1.5 degrees alive is closing alarmingly fast. While the report shows that emissions have slowed over the past decade, much more needs to be done to avoid the worst impacts of global warming.

And the UK understands it must lead by example. The UK has already committed to reducing carbon emissions by 68% by 2030 and by 78% by 2035 compared to 1990 levels, before reaching net zero by 2050 as set out in the UK's comprehensive Net-Zero Strategy.

Later this month, Prime Minister Johnson will set out a British Energy Security Strategy, detailing the UK's plan for becoming more self-sufficient in energy. With green energy at its heart, it recognises that an accelerated and more ambitious shift to clean energy - including increased solar, wind deployment and greater energy efficiency - provides the most effective route to ensuring climate and energy security, and long-term prosperity for everyone.

Even as we work towards handing over the COP Presidency reins to Egypt at COP27 in Sharm El-Sheikh later this year, I am proud to share that climate, energy and nature will remain a top international priority for the UK well beyond our COP26 Presidency.

We are in the process of charting a vision for our long-term role in the world, tackling climate change and biodiversity loss through the 2030 Strategic Framework for International Climate and Nature Action. This framework will go beyond our domestic ambition, and look at how the UK can optimise impact through partnerships and collaborations with like-minded nations and communities everywhere.

I have been heartened by insights generated by the British Chamber of Commerce Singapore that clearly show businesses across Southeast Asia – British and local – have not allowed the pandemic to slow their sustainability responsibilities. These companies realise that a green recovery can help bring about market differentiation and translate directly to cost savings.

Because going green is not just good for the environment, it's good for business and a vital tool to build resilience against global turmoil – from famines and floods to pandemics and wars.

The ongoing crises in Europe have demonstrated the inextricable link between climate change, energy security and vulnerabilities to people and livelihoods caused by our dependence on fossil fuels.

We must see this, and every other challenge, as an opportunity to embrace the sustainability agenda rather than turn away from it. Now more than ever, we must urgently work together – as governments, businesses, and society – to accelerate the shift to clean power and zero carbon economies and off fossil fuels.

Congratulations to the British Chamber of Commerce on the publication of this second edition of its annual Sustainability Report. I wish all its members fair winds in carrying forward their commitments and raising their ambitions for a greener, better world.

My colleagues at the British High Commission and I remain ready to support you in this journey.



Message from the Executive Director

DAVID KELLY

**EXECUTIVE DIRECTOR
BRITISH CHAMBER OF
COMMERCE SINGAPORE**

Sustainability is a thread that runs throughout the British Chamber of Commerce Singapore, and this is our second annual sustainability report, showcasing our activities to champion a world we want to live in in the future.

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. The Swire Shipping team 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, and have offset the result by including us in their internal voluntary carbon offsetting scheme. Recognising that measuring and offsetting is just the beginning of the journey, the next steps are for our committees to support the Chamber to take action in making positive sustainable changes to our processes, and reducing our footprint for 2020 and beyond. A huge thank you to our Sustainability Business Committee and to Swire Shipping for helping us to deliver this.

Our digital journey has also reduced the amount of paper and printed collaterals and we have removed single-use plastic from our office, require external venues to do the same at our events and we work with external partners to reduce food wastage where catering is provided. Utilising the wider Britain in South East Asia (BiSEA) network, our regional sustainability survey also captures information on what businesses across the region are doing to support sustainability perspectives, actions and commitments. As we support businesses on their sustainability journey, our [Road to Net Zero Hub](#) is packed full of information, guidance, advice, reports and content from our members to help the wider business eco-system.

Thank you to all those who have helped us on our journey to become a more sustainable Chamber of Commerce, and to champion sustainability in all that we do with our members, committees, wider stakeholders, events and engagements.

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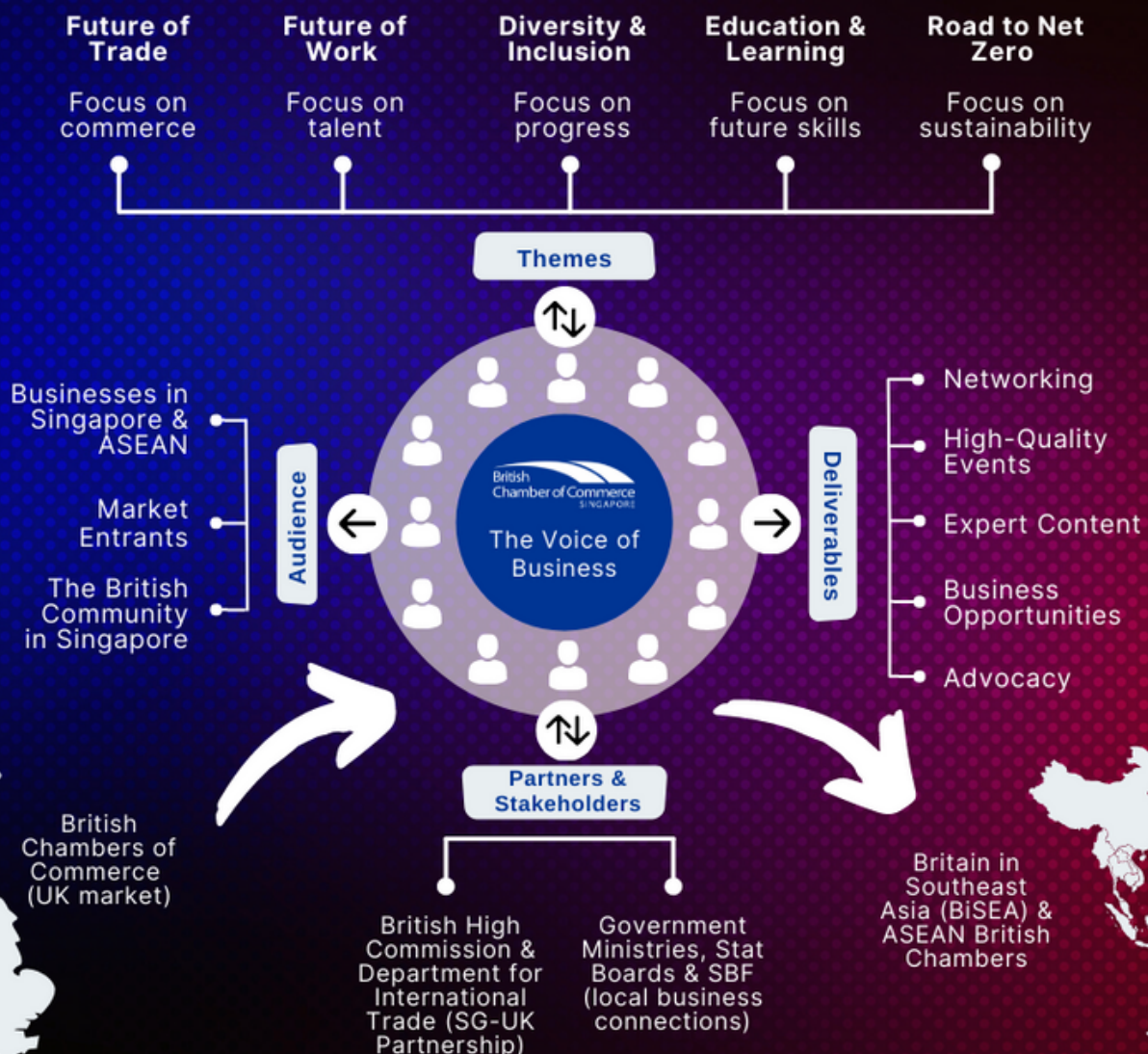
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About the Organisation 01

The British Chamber of Commerce Singapore (BritCham) is an independent not-for-profit membership organisation supporting over 3,200 members from around 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).

Our members vary from startups and SMEs to global MNCs, spanning all sectors and industries. The Chamber's mission is to drive British business growth in Singapore, create opportunities for our members, facilitate industry knowledge sharing, and support exporters from the UK.



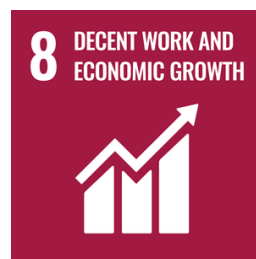
About this Report 02

We consider sustainability holistically at the British Chamber, looking 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.

As a reader, you will gain an understanding of how our themes align with these SDGs and continually consider sustainability within each. [Click here for more information on the SDGs.](#)

SUSTAINABLE DEVELOPMENT GOALS



03

Insights from our Sustainability Committee

Agreeing on the importance of sustainability is the easy part, to achieve true action that is tangible and impactful in achieving sustainability solutions and Net Zero is challenging. A challenge that can unite us. Sustainability is everyone's problem to solve - no one individual, company, government or community, can solve this on their own. This statement is how we opened our sustainability committee overview for last year's annual report, where this past year, it has remained more relevant than ever. Without a doubt it has been an incredible year of change, activity and momentum in this space. We couldn't be more thrilled to see sustainability become the golden thread across government, green finance, carbon development, industry transition, an enabler of much needed transformation to catalyze sustainability action and progress. Whilst it is exciting, sustainability development and impact is only at the beginning and we have a long way to go.

Asia's future is shaping now, with more than half the world's people and a mobile-first mindset in action, the region is set to become the next global innovation engine. The opportunity for the region is significant. Collectively, Southeast Asia alone needs \$2 trillion of investments in the next decade to support sustainable infrastructure to cut greenhouse emissions with efforts required across governments and businesses to make this possible. Yet there is immense opportunity as those who lead the charge stand to gain \$1 trillion in economic opportunities by 2030. However, with Asia's vulnerability to climate change impact already being experienced, action must be taken now.

The year that has been

This past year saw topics focused on the key themes of COP 26 and the Journey to Net Zero. From government roundtables to the odd in-person event, podcasts, webinars and articles, the chambers committees and produce valuable content for our members where the topics and highlights were many. My personal highlights are the two key events focused on the Singapore Green Plan 2030. The first with Minister Grace Fu, Minister for Sustainability and the Environment. The second involved open dialogue with Ministers of Parliament Louis Ng and Poh Li San to discuss what went into building and the next steps for the Green Plan 2030.

Our podcasts welcomed esteemed guests willing to share their knowledge and time on topics across sustainable development in shipping with Simon Bennett, a conversation with Singapore's Chief Negotiator for Climate Change Joseph Teo, through nature-focused discussions with Benjamin Tan from Wildlife Reserves Singapore and Felix Loh from Gardens by the Bay. To help people understand the sustainability journey and where they themselves can begin within their own organisations, we hosted a webinar with Joan Ko from Arup, Lorena Paglia from Microsoft (Sustainability Chair), and Mark Florence from Climate Investor One (Sustainability Co-Chair). Our webinars covered topics from carbon capture and what that means for Asia and why, through to understanding green bonds and what that means for carbon offsetting, data and transparency.

Mark and I would like to thank the Sustainability Committee and all the committees throughout the chamber, for the ideas, effort and time that went into bringing 2021 sustainability to our members.

The year ahead

All this momentum and progress has been a great reflection point. As a committee, myself and Mark as Chair and Co-Chair, together with the Chamber, have set about re-anchoring for the year ahead by changing the way we work across committees and considering our sustainability priorities for the chamber. Our focus is on what we can and should be doing as a Chamber, how that cuts across our shared ambitions, cross-industry development and economic transformation and how to do this in a way that provides an agnostic sustainability perspective whilst working across our Chamber committees to consider an integrated industry perspective.

Our shared ambitions working between Singapore and the United Kingdom commerce and government remain the same, Mitigating Climate Change, Achieve Net Zero Emissions and supporting Global Financial Hubs. We of course will also see COP27 take place in Egypt later this year. With this focus in mind, we aim to align the topics and events we bring our members across Scaling Green Finance, Development of Carbon Markets and Accelerating Clean Energy Transition. With these anchored priorities in mind, we look to how to engage, collaborate and transform across market levers including technology enablement and scaling, inclusive economic growth, research and education and IP cooperation.

To have tangible and impactful sustainable solutions, we all need to do our part. We have always advocated for business to lead the way in sustainability, by inviting continued dialogue and action in creating inclusive, sustainable and resilient economies.

**Contributed by Lorena Paglia & Mark Florence
Chair & Co-Chair of the Sustainability Committee**

04

Stakeholder Engagement

Stakeholder Group	Focus of Chamber output	Chamber Developments in 2021
<p>Government Colleagues</p>	<p>Opportunities to engage with industry; COP26; Singapore Green Plan 2030; Chamber media coverage; publications; Information Hubs; survey results; carbon neutrality</p>	<p>Regional Sustainability Insights Poll; Green Finance research with ICAEW; Ministerial events; COP26 thought leadership and Climate Challenge campaign; diversity, business sentiment and manpower survey results; media coverage; event platforms and industry roundtables</p>
<p>Sustainability Committee</p>	<p>Supporting all Committees to include sustainability in agenda planning; deep knowledge and insights; carbon neutrality</p>	<p>Reset of Committee focus to ensure representation in all other Committees and a centralised point of sustainability focus; support with carbon offsets; thought leadership and events</p>
<p>Business Committees</p>	<p>Providing a platform for industry-specific discussion, events and thought leadership; practical takeaways for their business</p>	<p>Numerous webinars and the return of in-person discussions in 2021; significant contributions from multiple Committees; Information Hub(s) and publication content</p>
<p>Members</p>	<p>Understanding of how they can make positive impacts from SMEs to MNCs; opportunities to engage with Government and experts; advocacy; making connections</p>	<p>Content and events to support understanding of the topics and drive practical change; insights and signposting on Information Hubs; advocacy on behalf of the community on sustainability, manpower and local agenda</p>
<p>Regional businesses and British Chambers (BiSEA)</p>	<p>Regional Sustainability Insights poll; thought leadership content; best practice sharing</p>	<p>Opportunity to share business stories and generate new insights for discussion through engagement with the regional sustainability poll</p>

Climate Change & Responsible Consumption

The Babatana Rainforest Conservation Project

05 Balancing our Impacts



CONTINUING OUR CARBON NEUTRAL JOURNEY

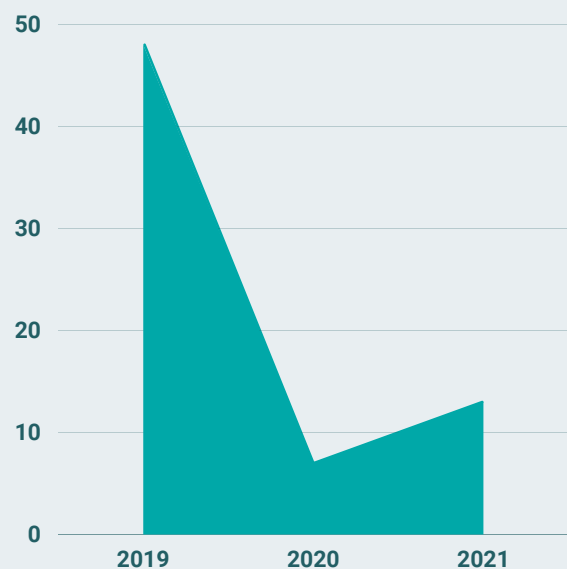
The Chamber has been Carbon Neutral since 2019, offsetting our emissions with the support of member company Swire Shipping who enable us to support their nominated projects. The team guided the Chamber in calculating our Scope 1, 2 and 3 footprint for the calendar year, including our flights, office energy consumption, travel to, catering at, and logistics of the Chamber events we held throughout the year, and have offset the result by including us in their internal voluntary carbon offsetting scheme.

We are currently supporting the **Babatana Rainforest Conservation Project, part of the Nakau Programme**. Owned by indigenous landowners from 6 different tribal groups, the Sirebe Tribe are the first to join the project and have protected over 836 Hectares of tropical primary rainforest on Choiseul in the Solomon Islands. Through the sale of CO2 certificates, the Tribe have a new source of income that enables them to create revenue in a way that brings sustainable benefits for their community, in the form of development initiatives such as employment activities, Women's Savings clubs and community development projects.

[View our Retirement Certificate](#)

[How the Project supports the SDGs](#)

CO2 OFFSETS



Our Road to Net Zero Campaign 06

DELIVERING IMPACTFUL INSIGHTS & CONNECTING THE GOVERNMENT WITH THE PRIVATE SECTOR

Our Road to Net Zero campaign provides a platform for members and partners to discuss industry topics around sustainability. As an illustration of the priority given to sustainability by businesses, a call for thought leadership articles during the year developed into a **special 14-article edition of the Orient Magazine**, available below to browse.



Engagements with Singapore Government over the past 12 months include a Leaders in Business Lunch with **Minister for Sustainability and the Environment, Grace Fu** (pictured), a dialogue with the **Government Parliamentary Committee for Sustainability and the Environment**, and a virtual dialogue with the **Ministry for Trade & Industry**.

ROAD TO
NET ZERO
IN NUMBERS



26
CONTENT
PIECES

PUBLISHED

12
EVENTS

HOSTED



SCAN THE CODE TO
VISIT THE
ROAD TO NET
ZERO HUB



07 Listening to industry

UNDERSTANDING HOW BUSINESSES ARE ADDRESSING SUSTAINABILITY THROUGH POLLS & RESEARCH

The Britain in Southeast Asia (BiSEA) network invited British Chamber of Commerce members across Southeast Asia to answer high-level questions on sustainability in the run-up to the UK hosting COP26. The poll ran from 18 - 27 October 2021, generating 136 responses.

SCAN THE CODE FOR MORE HIGHLIGHTS FROM THE POLL



97% are concerned about climate change and its impacts. 72% have made sustainability commitments as a company. Many had set targets to reach net zero or significantly reduce emissions by a target year.

By 2050:
12%

By 2040:
7%

By 2030 or earlier:
38%

In October, the Chamber worked with the ICAEW to undertake a series of interviews in ASEAN and the UK on **green finance**, with a report issued to coincide with COP26. Media coverage was provided by The Business Times - [Business groups call for nationwide plans to tackle plastic use, boost climate finance.](#) We also celebrated our **Sustainability Champion of the Year, Sentosa Golf Club**, at the Annual Business Awards.

SCAN THE CODE TO READ THE GREEN FINANCE REPORT



13 CLIMATE ACTION



Global Campaigns 08

PARTICIPATING IN A CONVERSATION ACROSS THE WORLD THROUGH OUR STATUS IN THE BRITISH CHAMBERS OF COMMERCE GLOBAL NETWORK

As the UK approached COP26 in late 2021, the British Chamber of Commerce launched a campaign across their entire Global Network to highlight the work of member companies around the world.

Singapore participated in the Climate Challenge campaign with contributions from three of our members.

MEMBER IN THE SPOTLIGHT

British Chamber of Commerce SINGAPORE
Chambers of Commerce Climate Challenge
Chambers unite for a greener future

“ Achieving net-zero carbon will require a wholesale transformation of the systems that make up the backbone of our global economy, including power, transport and the built environment, which are the very sectors in which reducing emissions is the hardest. At Rolls-Royce, we believe there are technological solutions to decarbonising these vital parts of the economy. With the right policy, environment and public support, we have the potential to pioneer game-changing technology that will help deliver a net-zero carbon future. **”**

Dr Bicky Bhangu
President of South East Asia, Pacific & South Korea, Rolls-Royce

MEMBER IN THE SPOTLIGHT

British Chamber of Commerce SINGAPORE
Chambers of Commerce Climate Challenge
Chambers unite for a greener future

“ Climate change is the defining issue of our time. We recognize that tackling global warming requires an urgent and comprehensive response from all parts of industry and society which is why we have chosen to commit to achieving net zero emissions by 2040 and also to sign The Climate Pledge. At JLL, we are determined to play our full part by working with our clients, people and communities to shape the future of real estate for a better world. **”**

Christian Ulbrich
Global Chief Executive Officer and President, JLL

MEMBER IN THE SPOTLIGHT

British Chamber of Commerce SINGAPORE
Chambers of Commerce Climate Challenge
Chambers unite for a greener future

“ Starting with ourselves and with our clients, we are committed to seizing every opportunity to accelerate the transition to a net-zero resilient world. Arup has committed to achieving net zero emissions across our entire operations by 2030, covering everything from the energy used in offices to goods and services purchased. Our target is to reduce our scope 1, 2 and 3 global greenhouse gas (GHG) emissions by 30 per cent within the next five years from a 2018 baseline. The target, validated by the Science Based Targets initiative, has been classified as ambitious as it exceeds the minimum requirements for keeping global temperature rise under 1.5°C. **”**

Tan Yoong Heng
Singapore Office Leader, Arup

Gender Equality & Reducing Inequalities



09 Female Representation

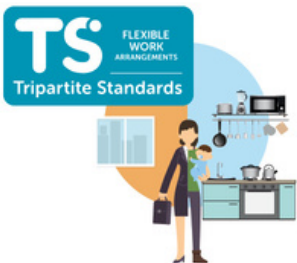
CREATING LEADERSHIP OPPORTUNITIES FOR WOMEN THROUGHOUT OUR EXECUTIVE TEAM, BUSINESS COMMITTEES & BOARD

During 2021, our proportions of women in leadership roles further increased and we formalised our policies by signing up to the Singapore Government's Tripartite Standards on fair recruitment and flexible working.



Recruitment Practices

We assess all job applicants fairly through merit-based and inclusive hiring practices.



Flexible Work Arrangements

We help employees better manage work and personal needs by offering Flexible Work Arrangements.

FEMALE LEADERSHIP

ON THE BOARD

33%



4%

ON 2020

ACROSS ALL WHO SERVED DURING 2021

ON OUR EXECUTIVE COMMITTEE

43%



26%

ON 2020

ACROSS ALL WHO SERVED DURING 2021

WITHIN OUR BUSINESS COMMITTEES

16



25%

ON 2020

WOMEN IN CHAIR OR CO-CHAIR ROLES DURING 2021

5 GENDER EQUALITY



Our Diversity & Inclusion Campaign 10

SHARING BEST PRACTICES FOR EMPLOYEE REPRESENTATION THROUGH OUR ACTIVITIES & RESOURCES

Our ongoing diversity activities, supported since 2014 by our Official Diversity & Inclusion Partner Barclays, provide a platform for best practice case studies, events and opportunities for comment. Our primary event in this campaign is the annual **International Women's Day** agenda, celebrated in 2021 with our second Virtual Conference to adhere to local Covid event measures.

To understand progress, each year we run a poll among our members to benchmark diversity initiatives and issues. In 2021, the poll ran from 7 - 15 July.

Gender equality and mental health support were the top concerns for businesses.

39% of respondents reported more than 40% of their managerial positions were held by women. In organisations with an ASEAN remit, the figure was 25%, and with a global presence, 37%.

DIVERSITY & INCLUSION IN NUMBERS



13 CONTENT PIECES

PUBLISHED

7 EVENTS

HOSTED

In October we celebrated our **Diversity & Inclusion Champion of the Year, Arup** at the Annual Business Awards.

SCAN THE CODE FOR
MORE HIGHLIGHTS
FROM THE POLL



5 GENDER
EQUALITY



10 REDUCED
INEQUALITIES



11 Resources & Community Engagement

PROVIDING A PLATFORM FOR RESOURCES & CONTINUING COMMUNITY ENGAGEMENT

With consideration for diversity being a constant requirement for the industry, our members proactively share their experiences through a series of case studies and content pieces with the goal of supporting each other. In August 2021, we created a permanent content home for this information with the **launch of our Diversity & Inclusion Information Hub**, hosting podcast episodes, articles, interviews, reports and training tools to support the needs of businesses.

We continue to run our community outreach through the **Celebrating Diversity Photography Competition**, which attracts students from international and local secondary schools, along with the resident community, to show us what diversity means to them.



SCAN THE CODE
TO VISIT THE
DIVERSITY &
INCLUSION HUB



Quality Education



Our Education & Learning Campaign

12

SUPPORTING THE INDUSTRY

At the beginning of 2021, the Chamber introduced Education and Learning into our series of five key themes, recognising the importance of building skills and lifelong-learning to industry.



We launched the **Education & Learning Hub in February**, showcasing members within the various subsectors, hosting interviews and thought leadership with industry leaders, and profiling recommended courses, and published a special edition of the Orient Magazine (available above).

**EDUCATION
& LEARNING
IN NUMBERS**



**13
CONTENT
PIECES**

PUBLISHED

**1
EVENT**

HOSTED

SCAN THE CODE
TO VISIT THE
EDUCATION &
LEARNING HUB



4 QUALITY
EDUCATION



13 Profiling Education & Career Opportunities

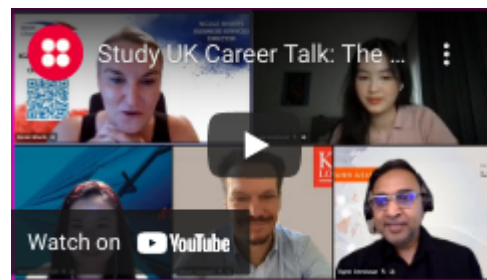
PROVIDING NEW PLATFORMS FOR EDUCATORS

In addition to the Education and Learning Hub, the Chamber has showcased the quality of school options available in Singapore since 2017 in our annual **Guide to International Schools**. The 2021 edition has generated over 12,000 pageviews since launch, and provides a valued resource for parents considering a move to Singapore or a change in schools for their children.



For 2022, the Chamber will be extending coverage to the next tier with the launch of our inaugural **Guide to Higher Education Study**, profiling a selection of British Universities and institutions.

Our work with the British High Commission in Singapore, the British Council and the UK Science and Innovation Network continues, as we work together to profile the excellence of British education both in Singapore and in the UK. During 2021 we worked closely with the British Council on their **Study UK Career Talks**, highlighting opportunities in the healthcare and legal sectors.



Decent Work & Economic Growth



14 Driving British Exports

SUPPORTING BUSINESSES IN PARTNERSHIP WITH THE DEPARTMENT FOR INTERNATIONAL TRADE

The period of April 2021 to March 2022 marks the final year of the **Overseas Business Network Initiative (OBNI)**, a programme for British Chambers around the world to provide support to export-ready SMEs as a delivery partner of the Department for International Trade (DIT). Through this project, the Chamber has generated almost £65mn in exports for the UK economy and helped over 2,000 UK SMEs.

In October, we celebrated our **UK Exporter of the Year, Challs**, at the Annual Business Awards.

In 2022, the Chamber will move into a new phase of support for businesses in the UK as we continue to showcase Singapore's attractiveness to new market entrants and expand our international network, introducing business leaders to those already in-country.

OBNI SUPPORT IN 2021/22

£9.06mn

VALUE IN EXPORTS

175

UK SMES SUPPORTED

OBNI PROJECT FINAL TOTALS

£64.68mn

VALUE IN EXPORTS
SINCE 2017

2,000+

UK SMES SUPPORTED
SINCE 2014

SCAN THE CODE TO
VIEW OUR
MARKET ENTRY
RESOURCES



8 DECENT WORK AND
ECONOMIC GROWTH



Our Future of Trade Campaign 15

CONNECTING INDUSTRY WITH GOVERNMENT AS THE UK MOVES INTO A NEW ERA OF TRADE RELATIONSHIPS

During 2021, the **UK-EU Trade & Corporation Agreement** came into force, as did the **UK-Singapore Free Trade Agreement (UKSFTA)**. An **MOU** was signed between the UK and Singapore on **Financial Services**, the UK became an **ASEAN Dialogue Partner**, moved further along the road towards joining the **Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP)**, and agreement was reached on the **UK-Singapore Digital Economic Agreement (UKSDEA)**, which the Chamber was present for the signing of.

In such a momentous year for British trade, the Chamber has hosted opportunities for feedback and dialogue with Government officials to fully appreciate what each agreement means for business.

THE FUTURE OF TRADE IN NUMBERS



2 SECTOR OPPORTUNITY EVENTS & 2 TRADE MISSION EVENTS

HOSTED

11 CONTENT PIECES

PUBLISHED

6 UK TRADE RELATIONSHIP EVENTS

HOSTED

SCAN THE CODE TO VISIT THE FUTURE OF TRADE INFORMATION HUB



8 DECENT WORK AND ECONOMIC GROWTH



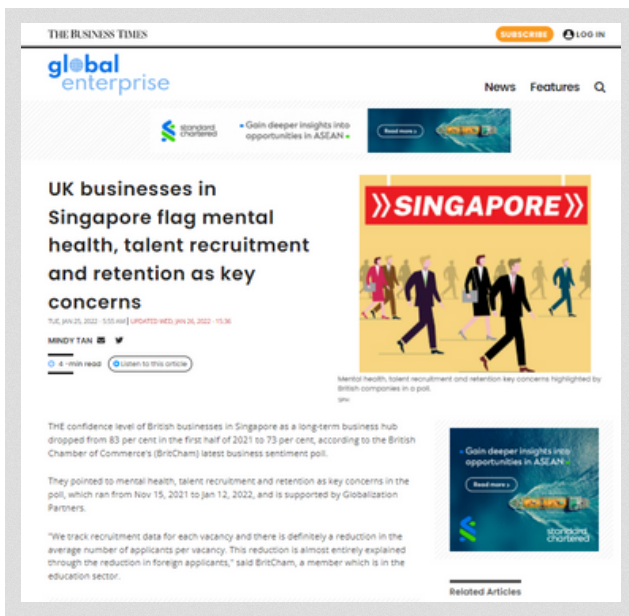
Measuring Business Sentiment 16

MONITORING BUSINESS GROWTH & REPORTING SENTIMENT ON BEHALF OF MEMBERS

To provide a structured benchmark in understanding our members' business success, the Chamber launched a **bi-annual Business Sentiment Survey** in 2021. Completed by senior leaders and referred to as a trusted data source by the local media, the survey contains a series of comparable questions polled at the mid-point and end of each year.

Click on the images to read the latest highlights and media reporting.

SCAN THE CODE FOR MORE HIGHLIGHTS FROM THE POLL



17 Our Future of Work Campaign

ADDRESSING EMPLOYMENT POLICIES, EMPLOYEE ENGAGEMENT & POST-COVID CHANGE

Any business leader will confirm that their company's greatest strength is its people. With 2021 marking a second full year of Covid disruption, supporting our members with the sharing of innovative workplace and hybrid management styles has been of vital importance.

In collaboration with our Official Future of Work Partner, Globalization Partners, the Chamber provided a continuous stream of content and workshops in this space. In April, we published a themed edition of Orient Magazine (available below) filled with insights and thought leadership from our members.



THE FUTURE
OF WORK
IN NUMBERS



20
CONTENT
PIECES

PUBLISHED

6
EVENTS

HOSTED

Later in the year we **launched the Future of Work Information Hub**. This platform signposts available training schemes, recruitment sources and funding opportunities for businesses. We also celebrated our **Employer of the Year, Arup**, at the Annual Business Awards.

SCAN THE CODE TO
VISIT THE
FUTURE OF WORK
INFORMATION HUB



8 DECENT WORK AND
ECONOMIC GROWTH

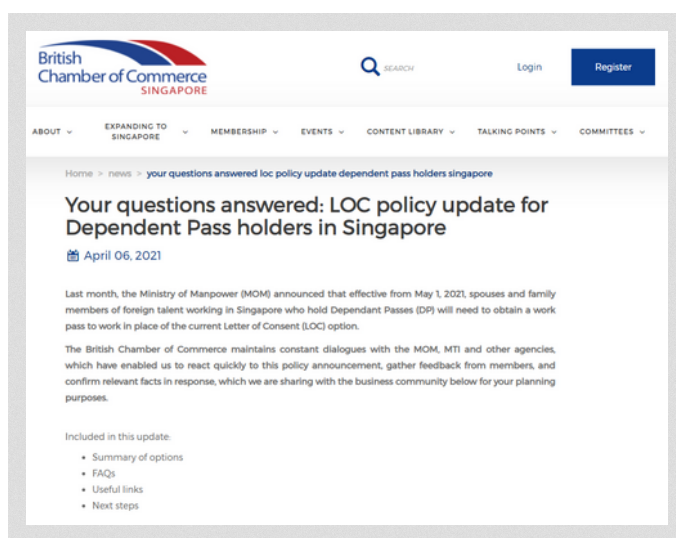


Addressing the Needs of the Workforce

18

WORKING WITH GOVERNMENT TO SUPPORT BUSINESSES & HUMAN RESOURCES TEAMS

The Chamber hosted multiple opportunities to engage with the Ministry of Manpower, addressing the local talent crunch, changes to foreign manpower policies and pressing business needs, with events and a continuous two-way dialogue behind the scenes to address the needs of industry.



Business needs were highlighted in our annual Manpower Survey, which ran from 26 August - 13 September.

84% of companies were actively recruiting or planned to do so within the following six months. Of those recruiting during polling, this was a 27% increase from 2020.

The proportion of companies who flagged the size of the talent pool as an issue increased by 24% to over half of all responding companies in 2021. 64% had been struggling to recruit senior management and 57% for line managers.



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Resources & Acknowledgements

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

[Singapore Green Plan 2030](#)

earth.org

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

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

[Eco-Business](#)

[Orient Magazine COP26 Special Edition](#)

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

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

Thank you to the following for their support with this report

- Our Sustainability Committee, led by Lorena Paglia and Mark Florance
- Simon Bennett, GM, Sustainable Development, Swire Shipping
- Suzy Goulding, Director, MullenLowe Sustainability

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