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Sustainability Transformation for SMEs across Asia



Urgent Need to Address Climate Change



National Environment Agency - **Carbon Tax**



Ministry of Sustainability
and the Environment
— SINGAPORE —

MSE - **Resource Sustainability Act**



Electrical and Electronic Waste:
Extended Producer Responsibility



Packaging Waste:
Mandatory Packaging Reporting Framework



Food Waste:
Segregation for Treatment



Urgent Need to Address Climate Change

Mandatory climate-related **reporting** requirements

- **SGX-Listed Firms** - 2025 onwards
- **Non-Listed Firms** - 2027 onwards

Budget 2024 Announcement:

DPM Lawrence Wong - Emphasising that firms can gain **competitive edge** by **embracing sustainability**.



Sustainability Transformation

Helping SMEs Overcome Challenges Such As...

⚠ Limited Resources

⚠ Lack Expertise

⚠ High Costs

⚠ Time Constraints

⚠ Unwillingness

⚠ Priorities Imbalance



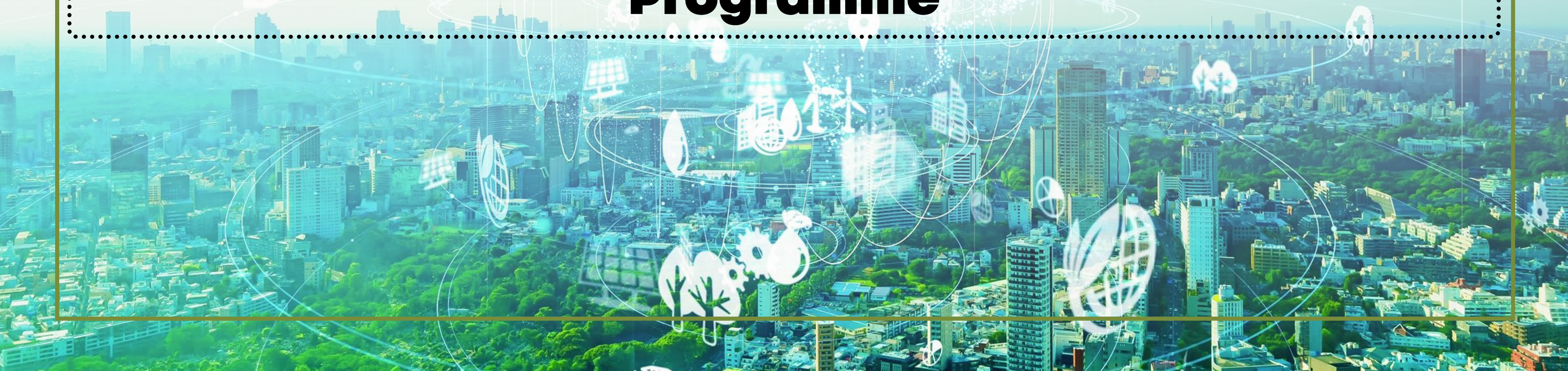


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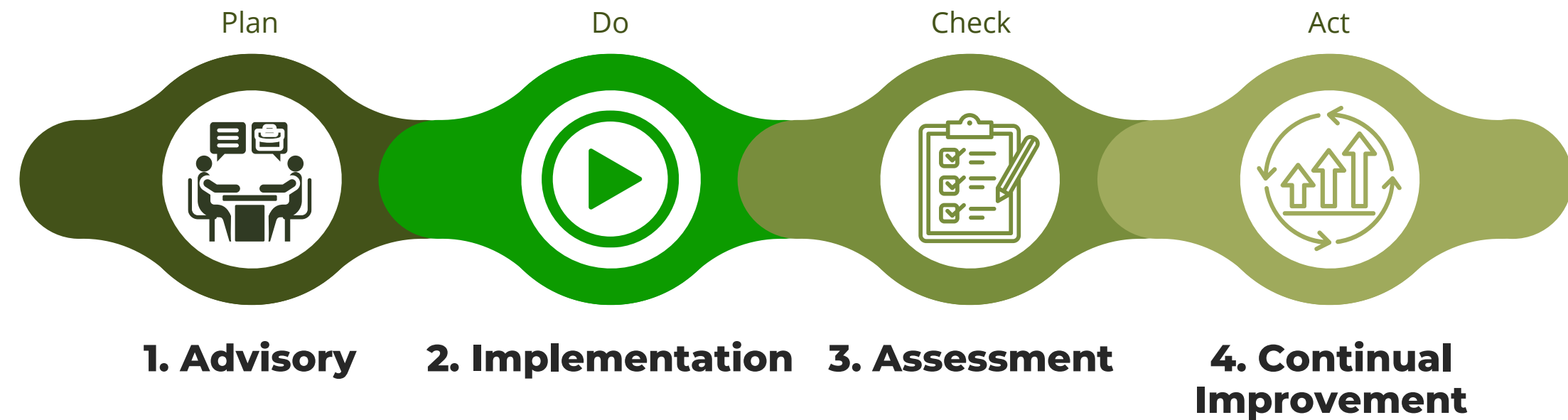
Solution

Chief Sustainability Officer-as-a-Service (CSOaaS) Programme



Chief Sustainability Officer-as-a-Service (CSOaaS)

How and Why?



Guide companies on their sustainability transformation.

May be **lacking the resources** and **expertise** to develop comprehensive sustainability strategies.

To keep up with **requirements**, gain **market access**, and uphold stakeholders' **expectations**.

To establish a **competitive advantage** and **futureproofing your business**.



Chief Sustainability Officer-as-a-Service (CSOaaS)

Value Propositions



Future-proof Business

- Meet regulatory/customer requirements, consumer demand and investor pressure



Meet Triple Bottom Line

- Profit (Economic)
- People (Social)
- Planet (Environment)



Foster Innovation

- New green products and services
- New market and customers





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CSOaaS Journey



CSOaaS Journey



- Promote the understanding and uptake of sustainable practices via workshops and webinars.
- Train SMEs with environmental sustainability concepts.



AWARENESS & TRAINING

BASELINE



- Establish current gaps through sustainability toolkit assessment.
- **1st** GHG data capture (Supported by [Gprnt.ai](https://www.gprnt.ai)).

Focus on areas of sustainability improvements with biggest financial and strategic impacts.

PRIORITISE



Appointed Sustainability Consultants will guide companies in crafting decarbonization strategies.

SMEs will be awarded the G.E.M. Mark (Bronze) after completing steps 1 to 4 (Valid for 2 years).

ROADMAP



Bronze

Silver

Gold

GREEN EXCELLENCE FOR MANUFACTURING (G.E.M) MARK

Companies will be assessed and apply or upgrade to G.E.M Mark (Silver or Gold) based on their sustainability maturity level.



MONITORING & REPORTING

- Independent assessment
- Continual improvement

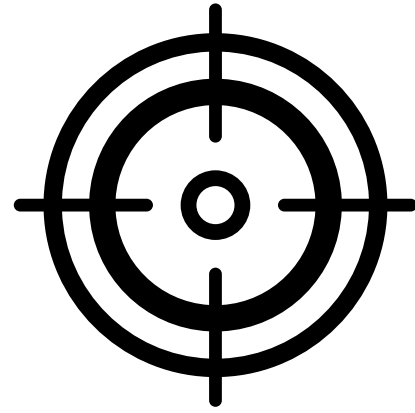


IMPLEMENTATION

- Leverage on eco-system of partners to implement sustainable practices / solutions.
- **2nd** GHG data capture (Supported by [Gprnt.ai](https://www.gprnt.ai)).



Our Advisory Services



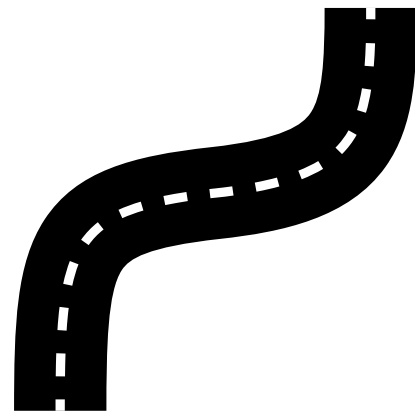
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Scope



2

Checklist



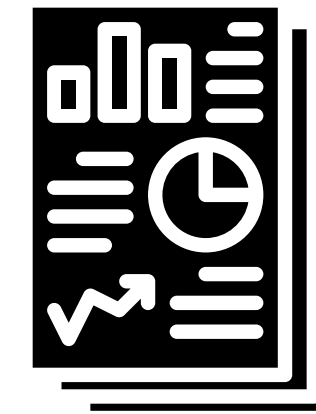
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Prioritisation
& Roadmap



3

Assessment Report





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Asia-Pacific Green Alliance (APAC-GA) Initiative



APAC Green Alliance



SMF is one of the founding members of APAC-GA, alongside the **Singapore Business Federation (SBF)**, the **Institute of Singapore Chartered Accountants (ISCA)**, the **Confederation of Asia-Pacific Chambers of Commerce and Industry (CACCI)**, and the **China Council for Promotion of International Trade (CCPIT)**.

Tapping on CACCI's current membership spanning 26 countries.



APAC Green Alliance



TAC Partners



Knowledge Partners





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Singapore Manufacturing Federation

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A Partner in Nation Building

Since 1932



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Scope



	GEM Assessment Scope 3 Dimensions, 9 Domains		Future GEM Scopes Add 2 Dimensions, 8 Domains		
Building Blocks	Green Organisation		Green Business		
Dimensions	Talent Readiness Management	Structure & Management	Operations Management	Supply Network Management	Product Life Cycle Management
Domains	Leadership Competency	Strategy & Governance	Carbon	Carbon	Carbon
	Workforce Learning & Development	Policy & Compliance	Energy	Energy	Energy
		Stakeholder Engagement	Water	Water	Water
			Material	Material	Material

- Focus on Green Organisation
- Focus on Green Business
- 3 Dimensions, 9 Domains



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Checklist



Assessment Based on Key Dimensions / Domains

- **Talent Readiness Management**
 - Leadership Development
 - Workforce Learning & Development
- **Structure & Management**
 - Strategy & Governance
 - Policy & Compliance
 - Stakeholder Engagement
- **Operations Management**
 - Carbon, Energy, Water, Materials

ESG Data Capture (Current)

- Scope 1 and 2 Emission

Building block	Green Organisation		Green Business		
	Assessment 1 Start Assessment	Assessment 2 Start Assessment	Assessment 3 Start Assessment	Assessment 4 Start Assessment	Assessment 5 Start Assessment
Dimension	Talent Readiness Management	Structure & Management	Operations Management	Supply Network Management	Product Life Cycle Management
Domain	Workforce Learning & Development	Stakeholder Engagement	Carbon	Carbon	Carbon
	Leadership Competency	Strategy & Governance	Energy	Energy	Energy
		Policy & Compliance	Water	Water	Water
			Material	Material	Material

Submit Assessment

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Assessment Criteria



Scoring Based on Maturity Level 0-5

Sub Domain	Initial Level 0	Rudimentary Level 1	Elementary Level 2	Intermediate Level 3	Outstanding Level 4	Visionary Level 5
Employee Engagement	Leadership does not communicate environmental data and goals to employees.	Employees are aware of sustainability and environmental mission and goals from leadership. Formal channels are established for communication and information sharing across internal teams.	There is a practice of middle management working with upper management on project and tasks. Formal channels are established to allow teams to work together on discrete/one-off tasks and projects.	Teams are empowered by the organisation to make adjustments that will facilitate cooperation on discrete tasks and projects.	Leadership builds a reward system to incentivize business unit and employee engagement and ideas in environmental sustainability. Business units are empowered by the organization to share resources on both discrete and longer-term tasks and projects.	Leadership develops environmental goals and missions and works with business units to gain buy-in and feedback. Formal channels are established to enable dynamically-forming teams to work on cross-functional projects with shared goals, resources and KPIs.
Employee Engagement	No communication about sustainability	The sustainability vision of the organisation is communicated.	Environmental sustainability performance of the organisation is communicated.	Commitments and targets for environmental sustainability of the organisation are regularly communicated.	Best practices implemented and collaboration opportunities of the organisation to achieve environmental sustainability are communicated.	Industry-leading innovative practices and successful collaboration projects to achieve environmental sustainability are communicated.



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Gap Assessment



Scoring Based on Maturity Level 0-5

