

# DRIVING SUSTAINABILITY IN SMEs

# INTRODUCTION

There is a growing global awareness of the urgent need to address the decline in finite resources and the impact of climate change<sup>1</sup>. Meanwhile, shifting consumer preferences and growing investor demands for sustainability are also pushing businesses to adopt greener practices, innovate business models, and strengthen their market leadership<sup>2</sup>.

Due to their vast numbers and integral role in the global supply chains, small and medium-sized enterprises (SMEs) are not only the backbone of global economies, but they are also significant contributors to global industrial emissions<sup>3</sup>. Achieving meaningful sustainable change therefore requires their active participation.

However, SMEs often lack the resources<sup>4</sup> and knowledge<sup>5</sup>, coupled with higher business costs<sup>6</sup> that larger companies can afford to dedicate to sustainability efforts.

Following NTUC LearningHub's [Sustainability for Business Resilience](#)

[Report 2024](#), this new report, developed in collaboration with the Global Reporting Initiative (GRI), is based on a survey of SME business leaders to examine their awareness and understanding of sustainability practices and reporting, as well as the challenges they encounter. It also explores the importance of resources and targeted training programmes to help SMEs address sustainability challenges and succeed in an evolving business landscape.

In addition, this report includes insights from a focus group discussion (FGD) offering a deeper understanding of the pressing challenges and opportunities centring SME sustainability practice and reporting.

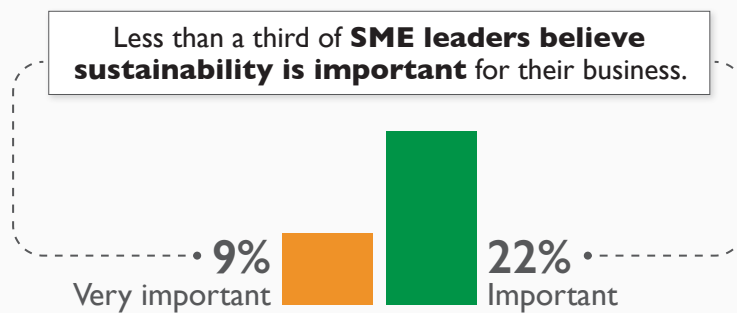
In this report, the SME business leaders surveyed will be referred to as **survey respondents**, while those who took part in the FGD will be referred to as **FGD participants**.

<sup>1,2,4</sup> World Economic Forum. 2024. [SMEs can benefit from integrating growth with environmental sustainability. Here's why](#)  
<sup>3</sup> World Economic Forum. 2023. [Small businesses are key to a more sustainable and inclusive world. Here's why](#)  
<sup>5,6</sup> The Business Times. 2024. [The green balancing act: How Singapore SMEs can navigate sustainability and costs](#)

# Uncovering SME Perspectives on Sustainability

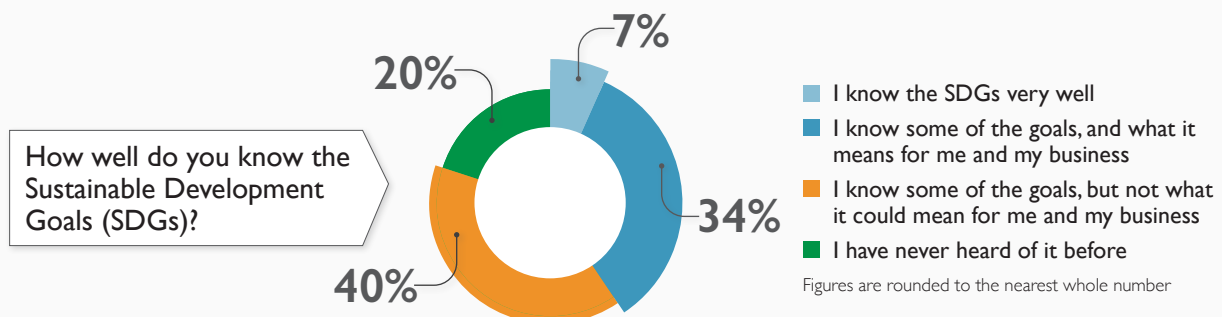
Singapore’s commitment to sustainability development is evident in its efforts to align with global initiatives like the United Nations Sustainable Development Goals (SDGs)<sup>7</sup>, which highlight the need to balance social, economic and environmental sustainability<sup>8</sup>.

Although sustainability has evolved into a business imperative, it remains a low priority for many SMEs. NTUC LearningHub’s [Sustainability for Business Resilience Report 2024](#) revealed that over nine in ten business leaders (37% very important, 57% somewhat important) consider integrating sustainability into their overall business strategy essential. However, this sentiment is less prevalent among SME leaders surveyed for this report, with less than a third of them (9% very important, 22% important) acknowledging its importance.



While 40% of survey respondents express awareness towards some SDGs, they are uncertain about the implications for themselves and their business. Notably, one in five survey respondents (20%) admit to being unfamiliar with SDGs altogether.

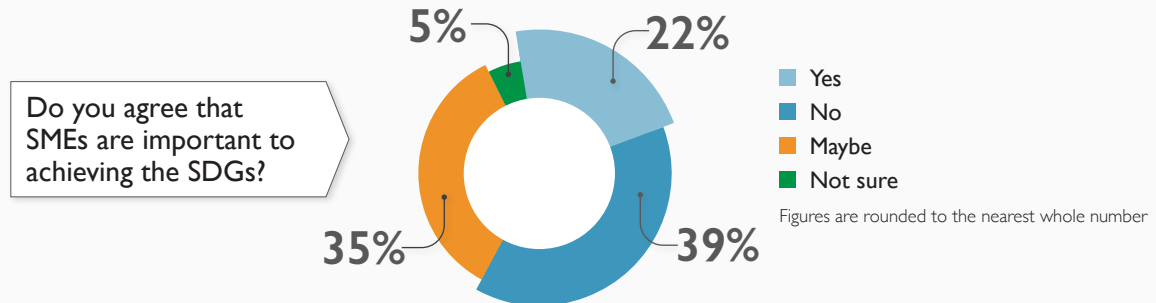
This may stem from the perception that sustainability and its relevance to the SDGs are too high-level, as highlighted by FGD participants. Moreover, the FGD participants noted a lack of benchmark data, further hindering SMEs’ understanding.



<sup>7</sup> Ministry of Foreign Affairs. 2018. [TOWARDS A SUSTAINABLE AND RESILIENT SINGAPORE](#)

<sup>8</sup> United Nations Development Programme. N.d. [What are the Sustainable Development Goals?](#)

This lukewarm approach towards sustainability may also stem from the perception that, as small players, SMEs’ efforts have minimal impact on broader sustainability goals<sup>9</sup>, a sentiment echoed by only 22% of survey respondents who believe that SMEs play a significant role in achieving the SDGs.



“SMEs have a tremendous opportunity to leverage sustainability as a driver of efficiency, market access, and long-term success. Many already have Corporate Social Responsibility (CSR) initiatives, certifications, and compliance efforts in place, which can serve as a strong foundation for structured sustainability reporting. There are also government programmes and initiatives that provide support for SMEs to transition to sustainability. However, knowledge and capacity gaps remain, and additional efforts are needed to plug these gaps effectively. Navigating different reporting standards may seem complex, but by adopting a proactive mindset—seeing sustainability as a business opportunity rather than just a compliance exercise—SMEs can take ownership of their sustainability journey and unlock new growth avenues. With the right support and strategic approach, SMEs can integrate sustainability into their core business and enhance their competitiveness in the evolving market landscape,” says **Dr Allinnettes Adigue, Director, ASEAN Network of GRI.**

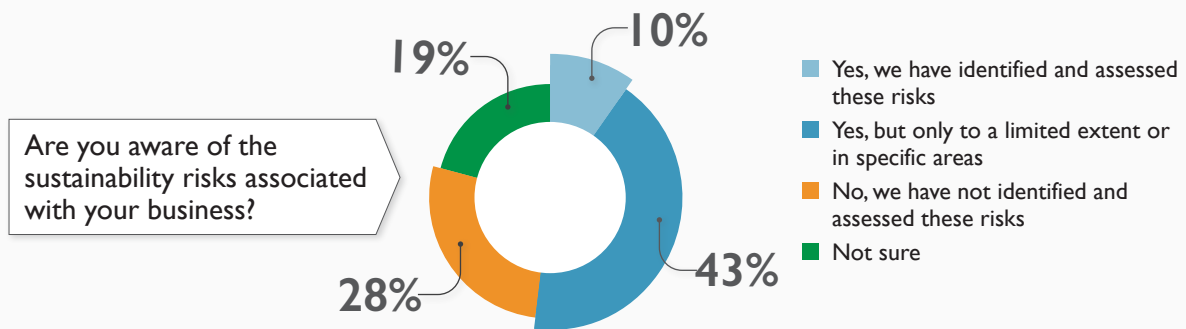


9 Forbes. 2021. [30% Of U.K. Small Firms Have ‘No Plans’ To Become Sustainable, Survey Finds](#)

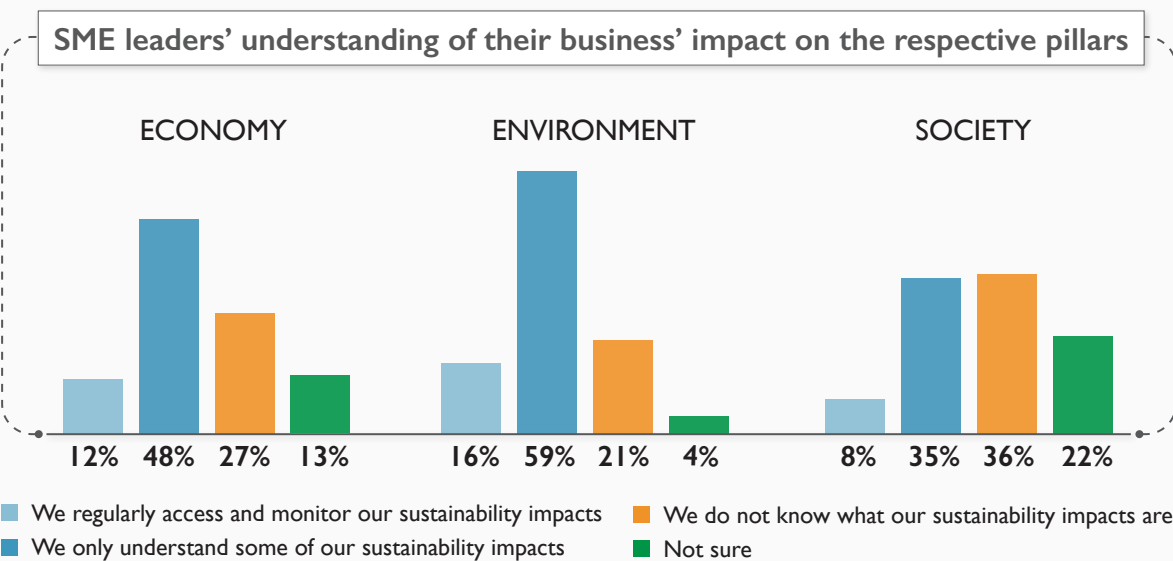
# Grappling with Gaps in Awareness and Compliance

Given the Environmental, Social and Governance (ESG)-related scrutiny, sustainability risks are increasingly being recognised as business risks<sup>10</sup>. However, many SMEs have yet to fully address sustainability risks, leaving them vulnerable.

Only 10% of survey respondents have identified and assessed sustainability risks associated with their business. On the other hand, 43% are aware of these risks to a limited extent or in specific areas and another 28% have not even identified and assessed these risks.



SME leaders exhibit varying degrees of understanding regarding their businesses' sustainability impacts across the three pillars – economy, environment, and society. Less than half do not know of their economical (27%), environmental (21%), and societal (36%) impacts, suggesting that there is still potential for improvement.

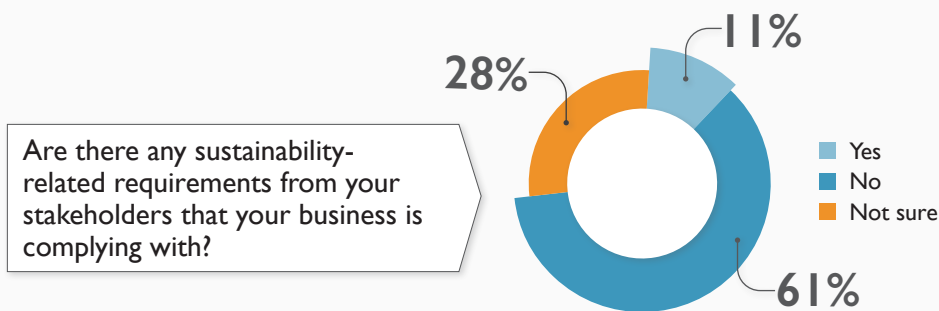


Figures are rounded to the nearest whole number

<sup>10</sup> Forbes. 2024. [Do Businesses Need To Rethink Their Approach To Sustainability Now?](#)

As financial institutions and investors increasingly prioritise sustainability, SMEs that integrate proactive sustainability strategies can strengthen their long-term resilience and unlock new opportunities. Managing sustainability risks—such as environmental factors, regulatory shifts, and legal changes—becomes more effective when SMEs leverage existing frameworks and tools. With targeted guidance and a step-by-step approach, even resource-constrained SMEs can start with practical initiatives like carbon footprint tracking and waste reduction. These small but meaningful actions build a strong foundation for sustainability, improving business continuity while minimising operational strain,” says **Dr Allinnettes**.

About three-fifths of survey respondents (61%) reveal that their businesses do not comply with sustainability-related requirements, potentially due to a lack of compliance or because no such requirements exist from their stakeholders. Meanwhile, over a quarter (28%) are unsure. This suggests a limited understanding of their sustainability impacts, potentially exacerbated by evolving sustainability reporting regulations and requirements.



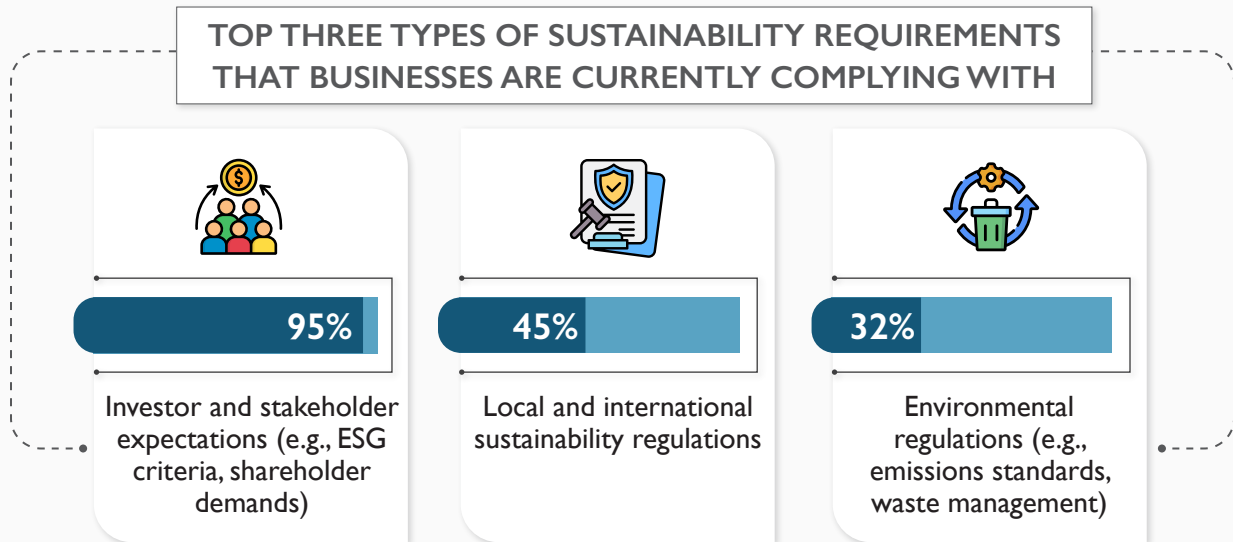
With Singapore adopting a phased approach to sustainability reporting that will eventually require SMEs to disclose their Scope 3 emissions<sup>11</sup>, there is a growing urgency for SMEs to ensure compliance with regulatory standards. This is further heightened by the potential challenge of limited access to capital and financing as the Monetary Authority of Singapore (MAS) mandates climate risk reporting, affecting the traditional loan practices<sup>12</sup>.



<sup>11</sup> Convene ESG. 2024. [Latest on ESG Singapore: Mandatory Climate Reporting Starting 2025](#)

<sup>12</sup> World Resources Institute. 2024. [Singapore Mandates Corporate Climate Risk Disclosure to Mobilize Private Climate Finance](#)

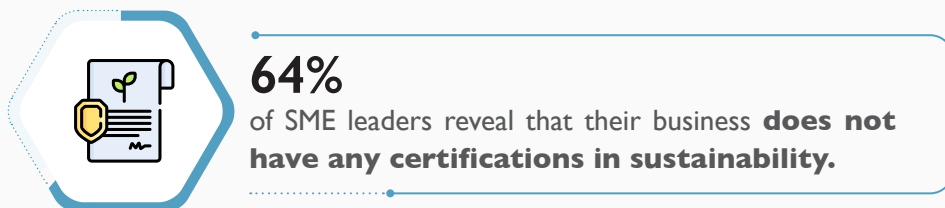
Thus, among the one in ten survey respondents (11%) whose businesses do comply, the top three types of requirements they adhere to are investor and stakeholder expectations (95%), compliance with local and international sustainability regulations (45%), and compliance with environmental regulations (32%).



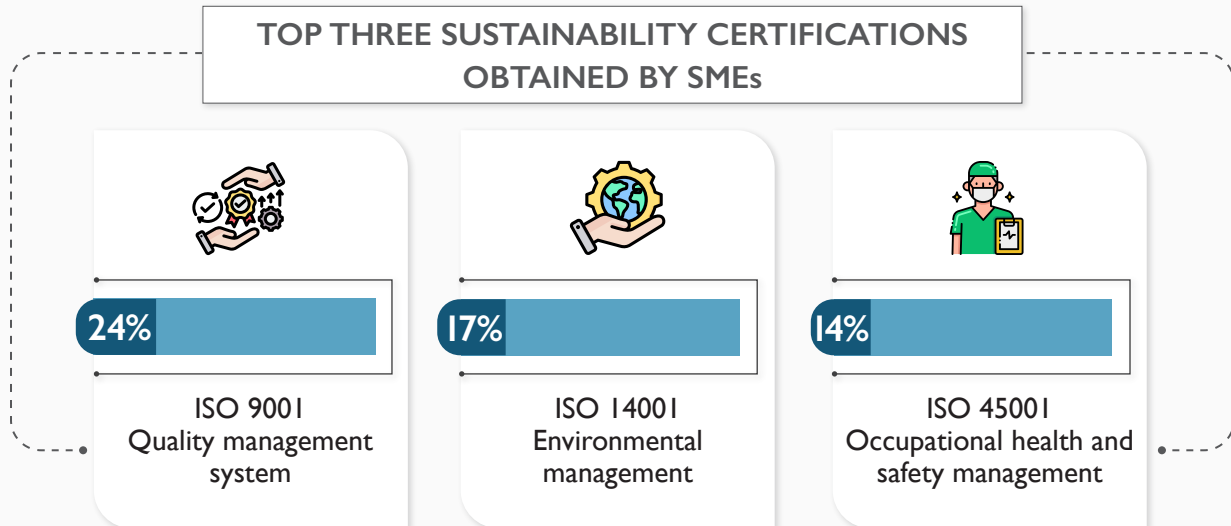
Additionally, the FGD participants also emphasised the need for a top-down approach, where leadership drives sustainability initiatives and integrates them into traditional, family-run businesses to navigate increasing pressures to comply and adopt sustainable practices.

Although some SMEs are striving to meet these requirements, the lack of action to acquire relevant credentials weakens SMEs credibility in this space as nearly two-thirds (64%) reveal that their business does not have any certifications in sustainability.

The low compliance with sustainability requirements coupled with the absence of certifications underscores that sustainability is often not embedded into the core operations of these businesses.



In fact, the FGD participants agreed that ISO certifications are recommended as a baseline for sustainability reporting. Survey respondents share that the ISO 9001 - Quality management system (24%), ISO 14001 - Environmental management (17%), and ISO 45001 - Occupational health and safety management (14%) are among the top three sustainability certifications acquired by SMEs.



“Obtaining sustainability certifications offers SMEs significant benefits both in the short and long-term. In the short-term, certifications enhance credibility, build trust with stakeholders, and open doors to new business opportunities. And in the long-term, they also drive operational efficiencies, strengthen business resilience, and position the business to meet evolving regulatory and market demands. However, SMEs often face barriers such as limited resources, lack of expertise, and uncertainty about the type of certification to obtain. Overcoming these challenges requires access to sustainability experts and training providers like NTUC LearningHub, who can help SMEs navigate the complexities of the certification process, obtain relevant credentials based on internationally recognised standards, and ultimately build the necessary competencies to integrate sustainable practices into their operations,” says **Tay Ee Learn, Chief Sector Skills Officer of NTUC LearningHub.**



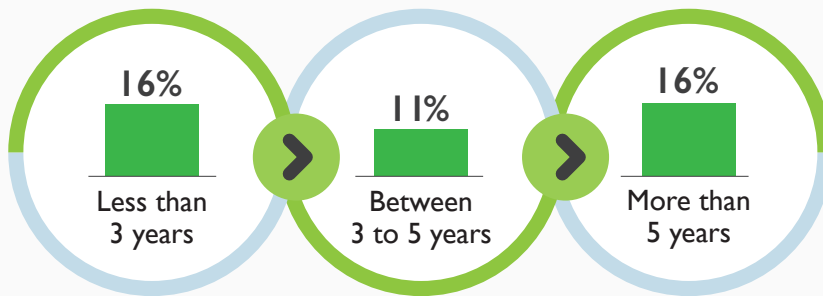


# From Thought to Action – Why Some Fail to Follow Through

Raising awareness plays a pivotal role as a catalyst for driving sustainable behaviours. This includes presenting the sustainability business case by highlighting access to finance, market opportunities, and supply chain benefits to demonstrate the tangible value of adopting sustainable practices.

Although SME leaders demonstrate a degree of awareness of sustainability, this has not fully translated into practical actions, highlighting a gap between awareness and implementation. In fact, less than half of survey respondents (43%) have engaged in sustainability practices, with 16% reporting that their business has engaged in these practices for less than three years.

How long has your business been engaged in sustainability practices?

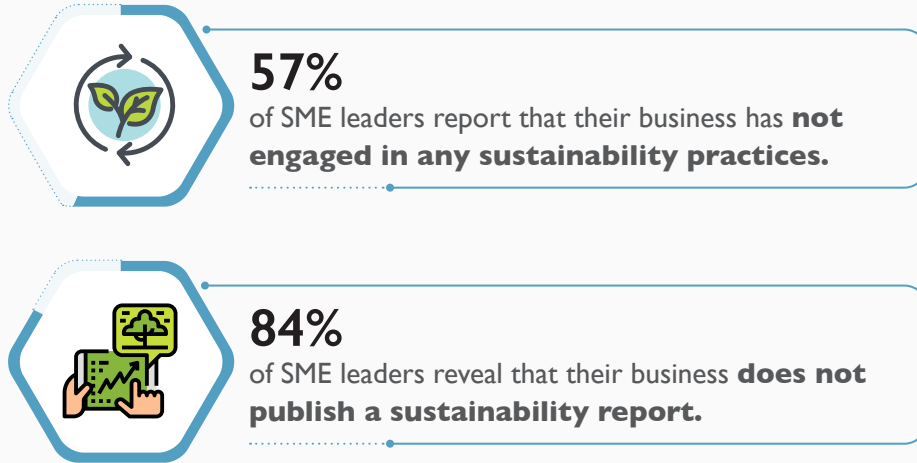


FGD participants highlight the importance of starting small with green initiatives like leveraging green materials, eco-friendly packaging, and reducing energy consumption. This was corroborated by survey respondents where waste reduction and recycling (90%) emerged as the top sustainability practice that businesses are currently engaged in, followed by water conservation (72%) and energy efficiency measures (66%). Other practices include employee wellness programmes (52%), and ethical sourcing and supply chain management (24%).

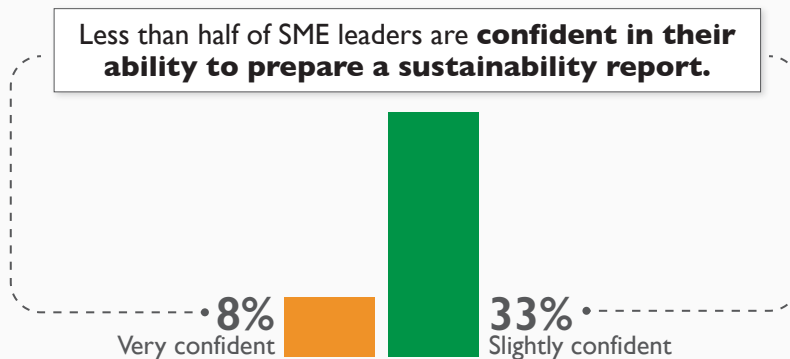
## TOP FIVE SUSTAINABILITY PRACTICES THAT SMEs ARE CURRENTLY ENGAGED IN



Meanwhile, more than half of survey respondents (57%) report that their business has not engaged in any sustainability practices, with more than three-quarters (84%) who do not publish a sustainability report.



This highlights a gap in transparency and formal commitments to sustainability<sup>13</sup>. A key reason for this could be uncertainty in their ability to prepare a sustainability report, as only around 40% of the survey respondents express confidence (8% very confident, 33% slightly confident) in doing so.



SMEs also often operate with fewer resources compared to larger companies. Consequently, these limited resources are often stretched thin and must compete with one another, leading SMEs to prioritise more immediate business needs over sustainability initiatives<sup>14</sup>. FGD participants also note that SMEs fail to see the long-term value of sustainability adoption since its benefits are not immediately apparent.

<sup>13</sup> Deloitte. N.d. [Sustainability disclosure – Getting ahead of the curve](#)

<sup>14</sup> OECD. 2021. [No Net Zero without SMEs: Exploring the key issues for greening SMEs and green entrepreneurship](#)

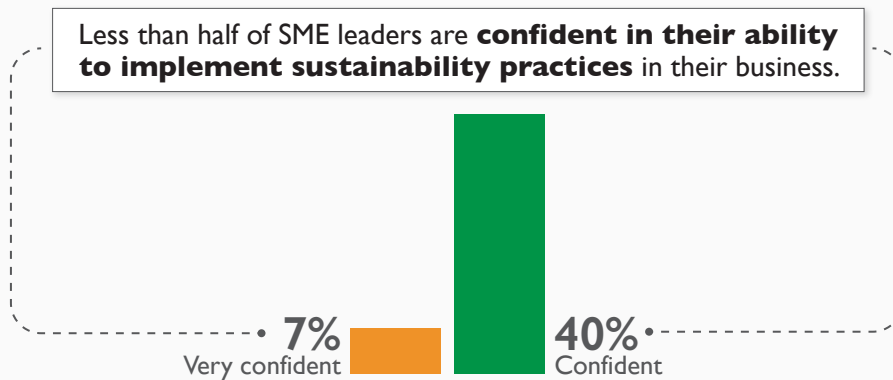
This sentiment is echoed by the survey respondents, who identify limited time (70%), lack of knowledge (49%), regulatory complexity (41%), and lack of skilled personnel (30%) as some of the key challenges they face when implementing sustainability practices, in addition to financial constraints (39%).

**TOP FIVE CHALLENGES SME LEADERS FACE IN IMPLEMENTING SUSTAINABILITY PRACTICES**



The FGD participants elaborate that the use of different standards and frameworks has led to a lack of clear benchmarks for banks when providing SME loans. They emphasised the need for industry and sector segmentation to improve benchmarking.

As a result, less than half of survey respondents (7% very confident, 40% confident) feel confident in their ability to implement sustainability practices in their business. To address this gap, survey respondents see value in access to sustainability experts (63%), guidelines and toolkits (56%), and opportunities to attend training and workshops (47%).



## TOP FIVE SUPPORT OR RESOURCES TO HELP SME LEADERS IMPROVE THEIR BUSINESS' SUSTAINABILITY PRACTICES



While various governmental support is available<sup>15</sup>, FGD participants share that many SMEs remain unaware of the grants designed to support their sustainability efforts with some expressing concerns about the long-term viability of their initiatives once the grants have been fully utilised. Therefore, these findings highlight the need for practical guidance and support to help SME leaders strengthen their sustainability practices.

“Having access to the right resources is crucial for successfully embedding sustainable practices in the business. This includes consulting sustainability experts and networking to gain insights and solutions while establishing clear guidelines. Businesses can also leverage financial incentives and grants, such as the Energy Efficiency Grant<sup>16</sup> or the Enterprise Financing Scheme – Green<sup>17</sup>, to support their efforts. Additionally, partnering with training providers like NTUC LearningHub can help to bridge competency gaps, equipping the workforce with necessary skills to adopt sustainable practices seamlessly. Through these practical, scalable solutions, companies can make meaningful progress toward sustainability without exhausting their resources,” says Ee Learn.



<sup>15</sup> SG Green Plan 2030. N.d. [Funding](#).

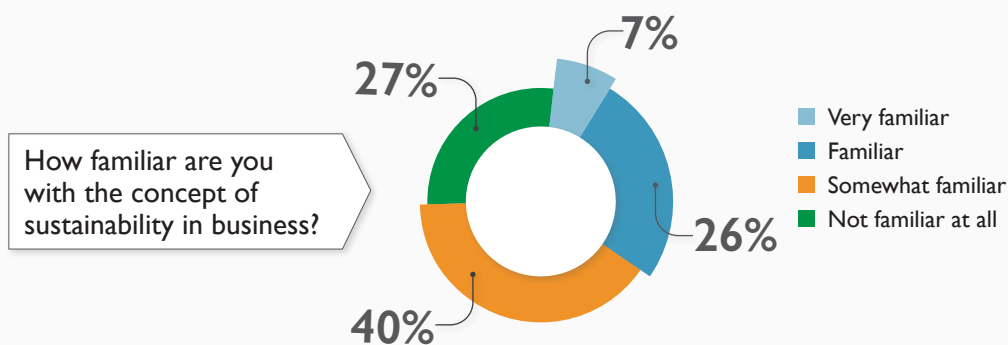
<sup>16</sup> Enterprise Singapore. N.d. [Energy Efficiency Grant](#).

<sup>17</sup> Enterprise Singapore. N.d. [Enterprise Financing Scheme – Green](#).

“SMEs can take practical steps toward sustainability by leveraging digital tools for self-assessment and data management. Simplified sustainability guidelines and reporting templates help streamline the process, enabling SMEs to share relevant information with stakeholders more effectively. Expert-led training further equips businesses with the knowledge to integrate sustainability into their operations, while financial support ensures long-term implementation remains feasible. By adopting a strategic and resource-conscious approach, SME can drive sustainable growth without overstressing their resources—making sustainability both achievable and beneficial for long-term success,” says **Dr Allinnettes**.

## Advancing SME Growth Through Training

There is a lack of familiarity with sustainability as a concept in business among SMEs, with only about a third of survey respondents (7% very familiar, 26% familiar) expressing familiarity with it.



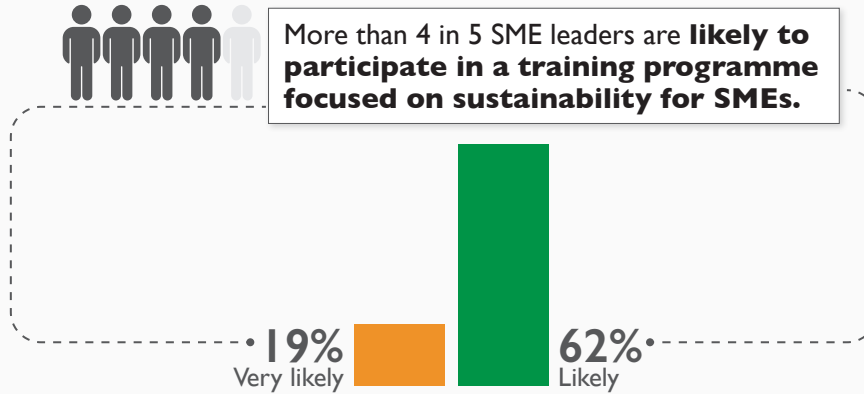
Furthermore, about two-thirds of survey respondents (69%) reveal that they have not attended any sustainability-related training or workshops before, with FGD participants noting the need for more targeted capacity building programmes, including sector-specific topics like carbon footprint tracking and risk assessment.

FGD participants share that the lack of training may stem from a perception among SMEs that certifications are merely compliance tools for meeting requirements or securing contracts. As a result, they tend to pursue certifications in an ad hoc and dispersed manner, making it challenging to fully appreciate their long-term value for business sustainability.



**69%** of SME leaders have **not attended any sustainability-related training** or workshops before.

Despite this, survey respondents are receptive towards training as more than four in five survey respondents (19% very likely, 62% likely) express an interest in participating in a sustainability-focused training programme for SMEs.



They are particularly keen to deepen their knowledge in areas such as basic concepts of sustainability (54%), sustainability reporting standards and frameworks (47%), and sustainability strategy development (44%). This highlights that many SMEs are still at the early stage of sustainability readiness and require support to build foundational knowledge and skills.

**TOP FIVE SUSTAINABILITY TOPICS SME LEADERS ARE KEEN ON LEARNING**

Basic concepts of sustainability	54%
Sustainability reporting standards and frameworks	47%
Sustainability strategy development	44%
Data collection and analysis for sustainability reporting	36%
Sustainable supply chain management	21%

Beyond that, when asked to suggest additional topics for sustainability training programmes, survey respondents identified key areas such as sustainability reporting, stakeholder collaboration, leveraging technologies, and cost management. These recurring themes suggest a strong demand for practical strategies to help SMEs navigate sustainability challenges while maintaining business viability.

## Other Training Areas of Interest in Sustainability<sup>18</sup>

Effective sustainability practices Reducing environment impact  
Sustainability reporting Navigating future green trends  
Driving **Sustainability** strategies  
Understanding sustainability Leveraging technologies  
Stakeholder collaboration  
Sustainability cost management

“ Training is vital for SMEs to build foundational knowledge in sustainability, enabling them to understand its benefits and implement practical solutions. As key contributors to the economy, SMEs must align their sustainability efforts with the Singapore Green Plan 2030 by prioritising training in areas such as waste management, energy efficiency, and sustainability reporting. As compliance becomes increasingly important, industry-recognised certifications have become a key component of sustainability training. To support this, NTUC LearningHub collaborates with world-class partners such as GRI to empower SMEs in achieving their sustainability goals through industry-recognised training. One example is the ‘NTUC Sustainability Signature Programme’, an implementation-led training developed from this report’s insights to help businesses transition from awareness to action through a structured approach: Diagnose, Transit, and Implement. By addressing these critical areas, training programmes can equip SMEs to integrate sustainability into their operations effectively, meet regulatory standards, and drive long-term value for their businesses and communities,” says Ee Learn.



<sup>18</sup> This word cloud represents responses to an open-ended survey question, categorised into key areas of interest: ‘Do you have any suggestions for topics that should be included in a sustainability training programme for SMEs?’



## Stephanie Ser

NTUC LearningHub Trainee  
Certified Sustainability (ESG)  
Practitioner - Basic Programme

As a Vice President in an SME managing IT Infrastructure, Stephanie understands the critical role technology plays in shaping a sustainable future, especially in the energy sector she works in. She sought to deepen her expertise through NTUC LearningHub's Certified Sustainability (ESG) Practitioner – Basic Programme.

Through the course, Stephanie gained valuable insights into how sustainability objectives can be seamlessly integrated into daily business operations. The practical approach of the programme, which included real-world case studies and industry applications, helped her translate sustainability concepts into actionable business strategies.

Leveraging her newfound expertise, Stephanie has played a pivotal role in shaping her organisation's sustainability roadmap. She has integrated green IT policies, championing the transition to energy-efficient data centres and cloud-based solutions to reduce environmental impact. Additionally, she has worked closely with senior leadership to ensure ESG considerations are embedded into digital transformation initiatives, aligning business growth with sustainability goals. She also worked with IT vendors to ensure hardware decommissioning followed strict e-waste recycling protocols, minimising landfill waste contributions.

Beyond infrastructure improvements, Stephanie has also fostered a culture of sustainability within her teams. She has launched internal awareness programmes, ensuring employees understand the impact of their digital footprint and empowering them to adopt eco-friendly practices. She also launched an employee awareness campaign to educate staff on reducing their digital footprint, including best practices such as powering down unused devices, optimising cloud storage, and reducing unnecessary data transfers. Committed to continuous learning, she plans to pursue advanced sustainability courses, reinforcing her leadership in driving meaningful and lasting environmental change in the workplace.





## Saravanan Renganathan

NTUC LearningHub Trainee  
Certified Sustainability (ESG)  
Practitioner - Basic Programme

Recognising the urgent need to address global challenges such as climate change and resource management, Saravanan, an Operations & Supply Chain Executive at an SME sought a structured and practical way to expand his skill sets. NTUC LearningHub's reputation for industry-relevant training and its focus on sustainability encouraged him to enrol in the Certified Sustainability (ESG) Practitioner – Basic Programme.

With the knowledge and skills he acquired, Saravanan has been able to implement meaningful sustainability initiatives at his workplace. He successfully introduced energy-efficient solutions, waste reduction programmes, and sustainable procurement policies, which have not only reduced operational costs but also minimised the organisation's environmental impact. He has also taken the lead in engaging his colleagues in sustainability initiatives, fostering a greener workplace culture.

One of Saravanan's most impactful initiatives was when he led a digital transformation project within his organisation. By shifting internal documentation, reports, and approvals to digital formats, his team successfully reduced paper consumption in the workplace. He also encouraged the adoption of e-signatures, cutting down printing costs and waste. Additionally, he championed a waste segregation and recycling programme, ensuring proper disposal of office materials and reducing waste.

Saravanan's learning journey has deepened his understanding of sustainability and strengthened his commitment to driving positive change. He plans to continue expanding his knowledge through advanced sustainability courses, ensuring that he stays ahead of industry trends, and employable in the green economy.

## Conclusion

As the world collectively accelerates towards a sustainable future, the role of SMEs in this transformation is indispensable. While challenges such as limited resources, knowledge gaps, and higher costs of adoption remain significant hurdles, the evolving market landscape presents compelling opportunities for SMEs to embrace sustainability as a cornerstone of their transformation strategies. This includes governmental support such as the Enterprise Sustainability Programme<sup>19</sup> to build their sustainability capabilities.

This report underscores the urgency for SMEs to prepare for this transition. By equipping their workforce with the right skills, leveraging available resources for guidance, and fostering a mindset of innovation, SMEs can not only overcome the barriers but also unlock opportunities and strengthen their competitive advantage. Additionally, skills training and development builds business resilience in a dynamic market, thereby contributing meaningfully to Singapore's net-zero ambitions.

Ultimately, the journey towards sustainability is not just a challenge but a profound opportunity for SMEs to redefine their business models, enhance stakeholder engagement, and secure a thriving future in a greener economy. Together, with concerted efforts from businesses, stakeholders, and training partners like NTUC LearningHub, SMEs can spearhead in creating a sustainable and resilient green economy for generations to come.



To find out more about how you or your company can tap on training schemes and grants to upskill in sustainability, contact NTUC LearningHub [here](#).



<sup>19</sup> SG Green Plan. N.d. [Funding](#)

# Research Background

## RESEARCH METHODOLOGY

In October 2024, NTUC LearningHub and GRI conducted an online survey, followed by a focus group discussion in November, to assess SMEs' awareness and understanding of sustainability practices and reporting, as well as the challenges they face. Additionally, the research explores the importance of resources and targeted training programmes in helping SMEs address sustainability challenges and succeed in an evolving business landscape.

### SURVEY RESPONDENT PROFILE

The survey gathered a total of 200 business leaders from SMEs primarily from organisations with 11 to 50 employees (39%) or 51 to 100 employees (28%). A smaller proportion of businesses had 101 to 200 employees (19%) or fewer than 10 employees (14%).

In terms of annual revenue, most businesses reported revenue between \$1 to 5 million (37%) or less than \$1 million (32%), while others fell within the \$5 to 10 million (19%), \$10 to 20 million (11%), and \$20 to 50 million (2%) ranges.

Over half of the businesses (52%) had been in operation for more than 10 years, while more than a third (35%) had been operating for 5 to 10 years. Newer businesses, operating for 3 to 5 years (10%) or 1 to 3 years (4%), represented a smaller share of survey respondents.

In terms of survey respondents' roles, the majority held managerial positions (97%), with a small proportion being managing directors or chief executive officers (1%) and business owners (1%). The survey respondents represented four main industries: Manufacturing (26%), Healthcare (25%), Built Environment (25%), and Supply Chain and Logistics (25%).

### FGD PARTICIPANT PROFILE

The FGD, held on 21 November 2024, brought together 38 participants including regulators, financial institutions, government bodies, large companies, SMEs, and trainers. The session aimed to validate key findings from the survey and explore deeper insights into the barriers and opportunities SMEs face in adopting sustainable practices and reporting.

To encourage meaningful discussions, FGD participants were divided into three breakout rooms, where they engaged in in-depth conversations on topics such as sustainability awareness, barriers to implementation, and support mechanisms needed.



## About NTUC LearningHub

NTUC LearningHub is the leading Continuing Education and Training provider in Singapore which aims to transform the lifelong employability of working people. Since our corporatisation in 2004, we have been working with employers and individual learners to provide learning solutions in areas such as Infocomm Technology, Generative AI & Cloud, Healthcare, Retail & Food Services, Employability & Literacy, Business Excellence, Workplace Safety & Health, Security, Human Resources & Coaching and Foreign Workers Training.

To date, NTUC LearningHub has helped over 34,000 organisations and achieved close to 3.2 million training places across more than 3,000 courses with a pool of about 1,000 certified trainers. As a Total Learning Solutions provider to organisations, we also forge partnerships to offer a wide range of relevant end-to-end training. Besides in-person training, we also offer instructor-led virtual live classes (VLCs) and asynchronous online learning. The NTUC LearningHub Learning eXperience Platform (LXP) — a one-stop online learning mobile application — offers timely, bite-sized and quality content for learners to upskill anytime and anywhere. Beyond learning, LXP also serves as a platform for jobs and skills development for both workers and companies.

For more information, visit [www.ntuclearninghub.com](http://www.ntuclearninghub.com).



## About GRI

The [Global Reporting Initiative \(GRI\)](#) is the independent, international organisation that helps businesses and other organisations take responsibility for their impacts, by providing them with the global common language to communicate those impacts.

We provide the world's most widely used sustainability reporting standards, with 78% of the largest 250 companies in the world, as 68% of the leading 5800 companies from 58 countries, reporting on their sustainability impacts using the GRI Standards. The GRI Standards cover topics that range from biodiversity to tax, waste to emissions, diversity and equality to health and safety. As such, GRI reporting is the enabler for transparency and dialogue between companies and their stakeholders.

The practice of disclosing sustainability information inspires accountability, helps identify and manage risks, and enables organisations to seize new opportunities. Reporting with the GRI Standards supports companies, public and private, large and small, protect the environment and improve society, while at the same time thriving economically by improving governance and stakeholder relations, enhancing reputations and building trust.

# DRIVING SUSTAINABILITY IN SMEs

NTUC LearningHub Pte Ltd  
www.ntuclearninghub.com • 6336 5482  
UEN No. 200409359E

---

NTUC LHUB @ NTUC Trade Union House,  
73 Bras Basah Road, #02-01, Singapore 189556

NTUC LHUB @ Aljunied Training Centre,  
260 Sims Ave, ECM Building, #04-01, Singapore 387604

NTUC LHUB @ Devan Nair Institute,  
80 Jurong East Street 21, #02-03, Singapore 609607

NTUC LHUB @ Lifelong Learning Institute,  
11 Eunos Road 8, #05-01, Singapore 408601

NTUC LHUB Industry Skills Centre @ Benoi,  
60 Benoi Road, #01-08, Singapore 629906

---

2025 © NTUC LearningHub. All rights reserved.  
The reproduction and transmission of logos, marks or any original design of all or any part of this work is restricted without a written permission of their respective owners. The commission of any unauthorised act may lead in civil and/ or criminal action.