# Working in Harmony with Society Efforts to Respect Humanity

# Work Style Reform

As an advanced company that works on reforming work styles and improving productivity, we are accelerating our company-wide efforts, including overseas branches. We are setting up Work Style Reform Promotion Committee at the headquarters, branches, and international business unit to conduct our Work Style Reforms, which aim to provide workers two days off per week, and to initiate productivity improvement needed for the Work Style Reforms.

Due to the amendment of the Labor Standards Act, the penalties related to violating the overtime work limit will be applied to the construction industry from April 2024. We are working to reduce overtime work by improving productivity with the goal of reducing overtime work for employees to a level that meets the upper limit regulations ahead of schedule by the end of FY3/22.

# **Penta-Ocean Construction Group Goals**

- Two days off per week by the end of FY3/22 (\* Eight days off per four weeks for sites with special construction)
   Achieve less than 720 hours of overtime work by the end of FY3/22
- 2. Establish a flexible work style system by the end of FY3/21
- 3. A turnover rate of 5% or less for young employees within their first three years after joining the company by the end of FY3/22
- 4. Support Work Style Reforms for skilled workers

#### ■Schedule FY3/18 FY3/19 FY3/20 FY3/21 FY3/22 7days off per 4weeks Model site 2days off per we All sites 6days off per 4weeks 7days off per 4weeks 1-hour reduction per person per day Overtime work: 720 hours or less **Employees** 7days off pe 6days off per 4weeks Subcontracting companies Labor-saving construction

\* Aim to close sites for 8 days per 4 weeks by the end of FY3/22 (Action Plan for Achieving Two Days Off per Week)

# **Achieving a New Way of Working**

By the end of FY3/22, as we aim to reduce overtime work hours per year to 720 hours or less, we are working to improve work efficiency and productivity, and visualize work schedules. We also continue to carry out campaigns to reduce overtime work by one hour per person per day.

To save labor in onsite work, we are improving work efficiency by adopting ICT in construction, encouraging clients to digitalize structures, promoting web conferencing, and utilizing iPad apps and WIZDOM.

In April 2020, we established the ICT Promotion Office to promote the use of ICT to achieve new working styles with social distancing, such as encouraging telecommuting.

# **Work Style Reform Support for Subcontracting Companies**

We support the work style reforms of subcontracting companies and skilled workers, for example, by promoting the provision of incentives for skilled workers to take holidays to achieve two days off per week (increasing the labor costs when the holiday acquisition target is achieved).

We are also improving payment conditions to subcontracting companies (abolishing drafts and paying cash), promoting the participation in the Construction Career Up (Advancement) System (CCUS), and providing allowances under the excellent foreman system (CCUS members only).

# **Mental Health Management System**

We are also working on employees' mental and physical health management, for example, by providing consultations by industrial physicians for employees who work a lot of overtime work, and establishing a mental health care system. In particular, to support mental illness, we carry out stress checks of employees once a year for early detection and prevention, and carry out medical examinations and individual guidance by psychiatrists (headquarters medical office).

# Personnel Data

	FY3/17	FY3/18	FY3/19	FY3/20
Number of employees (Women in career-track position) (Female technical staff among women in career-track position	2,572 (32) (23)	2,673 (54) (44)	2,793 (79) (66)	2,893 (89) (76)
Number of new employees (Women in career-track position) (Female technical staff among women in career-track positio	116 (3) (2)	164 (23) (22)	190 (30) (24)	192 (18) (16)
Number of foreign employees (Women)	2,004 (428)	1,800 (432)	1,781 (408)	1,600 (363)
Employment rate for persons with disabilities (%	2.00	2.20	2.25	2.66
Rate of taking paid holidays (%	28.7	52.2	53.1	61.9
Rate of taking childcare leave (for women)	85.7	100	100	100

Working in Harmony with Society Promotion of Effective Corporate Governance

# Promoting Diversity & Inclusion (D&I)

As an advanced company that advocates D&I, we actively hire women and non-Japanese employees. We are working to create a working environment where diverse human resources recognize each other's abilities and benefit from one another. We have established an environment and systems in which diverse human resources can play an active role through recognizing the diversity of human rights, nationality, religion, disability, gender, age, sexual orientation, work styles, and values.

As specific numerical targets for D&I, we aim to achieve a female manager ratio of 5% or more, double the number of Japanese female managers, and achieve a new graduate female career-track position employment ratio of 20% or more by FY3/23.

# **Promotion of Women's Empowerment**

To create a work environment where women can work comfortably and are empowered, we examine the conditions of the sites where female technical staff are assigned, based on a checklist that includes the installation status of changing rooms, break rooms, toilets, safety supplies, etc. We also carry out harassment training for onsite workers and subcontracting companies.

Senior female staff members regularly conduct interviews with young female staff members to understand their current situation and provide consultations.

We carry out training for young women in career-track positions, to share career experiences and role models and to provide information on balancing childcare and work.

# **Employment of Persons with Disabilities**

The employment rate of persons with disabilities among all employees is 2.66% as of June 1, 2020. Following the spirit of the Act for Promotion of Employment of Persons with Disabilities, we are making efforts to expand the employment of persons with disabilities using satellite offices.

We have set up workrooms in Mitaka and Yokohama to create an environment where persons with disabilities can work comfortably.

# Global Personnel System

In FY3/18, we adopted a personnel evaluation system for foreign workers in Singapore and Hong Kong, which are the major footholds of our international division. In July 2018, we introduced a grading and remuneration system.

The objective of the personnel evaluation system is to motivate employees to attain their goals, promote personal development, and facilitate communication between superiors and subordinates.

The grading and remuneration system boosts the incentive to perform well and achieve goals by reflecting performance and evaluation in the international division in remuneration, and enhances non-Japanese workers engagement in efforts to achieve their individual targets.

# Respecting the Human Rights of Seniors and Utilizing Them

Based on the revised Act on Stabilization of Employment of Elderly Persons, we offer new jobs and new working conditions to all career-track employees and officers who wish to continue working after reaching retirement age.

We also create opportunities for active participation of senior employees, for example, by utilizing senior employees with abundant knowledge and experience as instructors to train young employees at the Safety and Quality Education Center.

# **Promotion of Active Participation of Foreign Employees**

Every year, we hire about five excellent non-Japanese students, from universities and graduate schools in Japan and ASEAN, who do not speak Japanese as their mother tongue. We are developing human resources who can play an active role in our company both in Japan and overseas, by providing Japanese language education and training for non-Japanese employees after their joining. We hope these students will become engineers who can solve onsite issues, serve to bridge Japanese employees and local staff, and take on managerial positions in the future.

We also established a new personnel system, Global Career-track Position in April 2020, which allows non-Japanese employees to play more active roles.

# Respect for Human Rights

The Diversity Promotion Center established within the Human Resources Department is developing a pleasant workplace where each individual respect human rights, to build a framework for promoting diversity.

We are also working to improve our appreciation of human rights by recruiting slogans for respecting human rights and creating posters and leaflets promoting human rights.

# Promotion of Work-life Balance

In FY3/18, we formulated the Fourth Action Plan for Supporting the Development of the Next Generation, and we are implementing a five-year plan to flexibly balance work and personal life such as childcare and nursing care.

As specific initiatives, we produce handbooks to support the balance between work and childcare and nursing care and consultation sheets for those taking childcare leave. These efforts aim to create an easy atmosphere to take childcare and nursing care leaves, and enhance mutual understanding with the company and bosses about working styles and careers after returning to work. Also, we have systems that allow employees to continue working during childcare and nursing care. These systems include promoting active use of the childcare leave system, the nursing care leave system, and other childcare support systems, and holding discussion meetings among those taking childcare leave.

In 2020, we expanded the system for balancing childcare and work, and established a new system for returning to work (promoting reemployment of retired employees due to childcare, nursing care, transfer of the spouse, etc.).

We are creating an easy atmosphere to take leave, as we require our employees to take five days off in a planned manner annually. We also hold work-life balance seminars to foster awareness of the balance between work and personal life.

#### Childcare Leave

We have a childcare leave system where employees can continue to work even when they have a life event such as childbirth or childcare.

As part of our childcare support system, we have a system that allows shortened working hours and adjusting starting and ending time of the workday (until the child graduates from elementary school at the maximum) to provide an environment where both men and women can easily balance work and childcare.

# Nursing Care Leave and Days-off to Care for a **Sick Family Member**

We offer a long-term nursing care leave system so that employees who need to take care of their families can continue their work.

Also, if an employee has a family member requiring nursing care or has a child before graduating from elementary school, needs to care for a family member or a child, the employee can take 6 to 12 days of leave in addition to the annual paid holidays.

# Rate of Taking Annual Paid Leave

In FY3/20, the average rate of taking annual paid leave per employee was 61.9%, and the average number of days of annual paid leave taken was 10.7 days.

In FY3/18, taking paid leave on a half-day basis was newly available. As a result, for example, employees posted away from their families can take a flexible vacation from noon on Friday to noon on Monday and further enhance their private life.

# **Occupational Safety and Health**

Practice with the Highest Priority on Safety and Quality

# **Health & Safety Activities Guidelines**

- 1. Strive to prevent all accidents as well as industrial accidents, including those involving the public.
- 2. Prevent occupational diseases, promote mental and physical health and create a comfortable working environment.
- 3. Conduct health & safety inspection activities in cooperation with employees and subcontracting companies with an aim to improve the health and safety standards.

# Promotion of Occupational Safety and Health Activities

Penta-Ocean Construction gives top priority to safety in construction work, with the basic policy of respecting each person. We have built an occupational health and safety management system to eliminate and reduce potential risk factors in our business, to promote the health of workers and create comfortable workplaces, and to improve corporate safety and health standards. We obtained COHSMS Certification from the Japan Construction Occupational Safety and Health Association in 2008, earlier among the peers in the construction industry, and are updating the certificate every three years. We have named the certified system as PENTA-COHSMS and have been implementing continuous safety and health management.

We have acquired the international standard for occupational safety and health management systems (OHSAS18001) overseas, and are working to continuously improve occupational safety and health performance through this system.



Domestic COHSMS certificate



Overseas OHSAS18001 certificate

# Central Safety and Health Environment Committee

Under the CSR Committee chaired by the President and Representative Director, we have established the Central Safety and Health Environment Committee as a central organization for safety and health environment conservation activities. This Committee deliberates and decides on basic policies and measures to effectively promote health and safety environment activities.

Additionally, based on an annual plan, we regularly carry out the Central Safety and Health Environment Committee patrol to all branches.

# **Efforts to Enhance Communication**

We are promoting a Compassionate and Friendly Greeting Campaign that aims to achieve no accidents and no illnesses, and creating a safe, healthy, and lively workplace culture. In particular, we make every construction staff to call each other by name for deepening the sense of fellowship.

# **Efforts for Preventing Specific Accidents**

We have designated crash and fall accidents and heavy machinery and crane accidents as Specific Accidents to focus our efforts for preventing accidents especially on these accidents. Regarding the prevention of crash and fall accidents, we introduced a Direct Red Card System for Workers Who Do Not Use Safety Belt\*1, which suspend a worker from the construction site when he/she is found not using a fall prevention equipment (hereinafter referred to as a safety belt) in a place where safety belt is mandatory. As for the prevention of heavy machinery and crane accidents, we enforced the Zero Heavy Machinery Accident Declaration to reconfirm prohibition of entering a working radius, and to assign guards to prevent any entry. Also, we enforced the Zero Crane Accident Declaration, and for actual measure, we implemented the Exercise 333\*2.

- \*1 Workers who were suspended will return to the site after undertaking the safety training again.
- \*2 Exercise 333: (1) 3 m away from the suspended load when slinging. (2) Stop hoisting the lifted load at 30 cm. (3) Roll up after 3 seconds after hoisting the lifted load.

# **Efforts to Thoroughly Coordinate and Communicate During Work**

We are making efforts to stop unscheduled work by thorough communication and meeting when changing the work schedule. When it is unavoidable, we order to prepare a Record of Meeting for Unscheduled Work and disseminate it to our staff and subcontracting companies.

# ■ Efforts for Safety and Health in Collaboration with Subcontracting Companies

To ensure quality and safety together with subcontracting companies, we have established the Penta-Ocean Construction Labor Safety Council Association and Labor Safety Councils at all branches, and 1,103 subcontracting companies have joined. The Labor Safety Councils are engaged in various activities to improve knowledge and skills related to labor safety, to eradicate accidents, and to build a smooth cooperation between our company and subcontracting companies.

# **Examples of Penta-Ocean Construction Labor Safety Council's Activity**

- (1) Safety and health patrol
  - Based on an annual plan, the headquarters, branches, and subcontracting companies carry out patrols regularly and the President patrols twice a year.
- (2) Safety and Health Environment Promotion Contest The headquarters, branches, and the Labor Safety Councils are co-sponsoring a Safety and Health Environment Promotion Contest to coincide with the National Safety Week held in June. The President and the Representative Director attends several Safety and Health Environment

Promotion Contests nationwide every year to strengthen efforts for safety and health activities.

(3) Implementation of various educational seminars and training

Types of educational seminars	Number of seminars conducted	Number of participants	
Education of foremen and safety and health managers	10	175	
Skill improvement education for foremen and safety and health managers	13	162	
Training for Safety officers	7	463	





President Patrol (November 2019)



Greetings from the President at the Safety and Health Environment Promotion Contest (May 2019)

# Foremen's Associations

We organize foremen's associations (organizations consisting of foremen and safety and health managers of multiple subcontracting companies) at each site to raise awareness of safety and health among all workers.

# Implementation of the Excellent Foreman Certification System

Since FY3/14, we have an Excellent Foreman Certification System to further secure and train future leaders and improve the treatment of construction engineers.

In FY3/20, 426 foremen were certified, and we provided an additional 2,000 yen per day for certified foreman, 1,000 yen per day for foreman who worked more than 100 days a year, and social insurance premiums for the allowance borne by the business owner are paid separately.





# **■**Safety Results

# <Domestic: 4 or more days lost>

	FY 3/16	FY 3/17	FY 3/18	FY 3/19	FY 3/20
Number of accidents	19	19	17	21	19
Number of fatal accidents	0	3	1	1	1
Frequency rate	0.89	0.89	0.77	0.89	0.70
Severity rate	0.07	1.12	0.39	0.44	0.31
Total working hours (Thousand hours)	21,309	21,233	22,033	23,630	27,132

# <Overseas: 4 or more days lost>

	FY 3/16	FY 3/17	FY 3/18	FY 3/19	FY 3/20
Number of accidents	31	17	17	11	3
Number of fatal accidents	0	2	2	0	0
Frequency rate	0.81	0.27	0.29	0.23	0.07
Severity rate	0.01	0.27	0.30	0.01	0.00
Total working hours (Thousand hours)	38,375	56,467	51,203	48,349	44,598

- \* Numbers are solely from Penta-Ocean Construction
- Frequency rate indicates the frequency of accidents. Number of fatal casualties due to occupational accidents / total number of actual working hours x 1,000,000
- \* Severity rate indicates the severity degree of an accident. Total number of lost working days / total number of actual working hours x 1,000

# ■ Applying the Penta-Ocean Construction Standards in Japan and Overseas

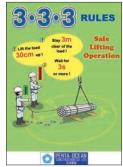
We have been implementing an occupational accident prevention and quality management activities that prioritize safety and quality in Japan and overseas, and named it as the Penta-Ocean Construction Standards. We are diffusing these standards in Japan and overseas and carry out occupational accident prevention activities in collaboration with subcontracting companies.

- <Specific efforts>
- Holding Special Safety Day (March 30), Safety Contest (1st day of every month), Safety Week (preparation period: June 1-30, the actual safety week: July 1-7) in overseas
- Implementing Penta-Ocean Construction self-regulation and accident prevention activities (Exercise 333, etc.) in overseas





Overseas safety natrol



Exercise 333 poster English version

# ■ Designating a Special Day to Pledge Safety Special Safety Day (March 30)

On March 30, 2014, a major accident occurred in the Okinotorishima port construction site, claiming lives of seven people. Every year on March 30, a memorial service is held with the bereaved families and the client's attendance.

In addition, in memory of this accident, March 30 is designated as a Special Safety Day, where we conduct simultaneous onsite inspections to reconfirm safety.

# Fire Prevention Day (April 20)

On April 20, 1998, a major fire occurred at our construction site, with one deceased, 16 people suffered mild/serious injuries, and one building completely burned down. Taking this accident as a lesson, we designated April 20 as Fire Prevention Day to reconfirm fire prevention measures.

Fire Prevention Day poster

# ■ Safety and Quality Education Center

In April 2018, we established the Safety and Quality Education Center. The Center provides individual education and group education for young staff.

Experienced employees who are familiar with civil engineering, construction, safety, quality, and laws and regulations, provide guidance as an instructor to young employees (from the 2nd to 8th year after joining the company), which number is increasing year by year due to more new graduates hired in recent years. The purpose is to pass on veteran employees' knowledge and experiences to train young employees.

One-on-one education (individual education)

Tailor-made education customized for each student's needs



As part of the education that supplements on-the-job training in the field, we assess each student's current status and provide education customized for each student's needs and raise their awareness to improve the current situation. By explaining the students' education results to their onsite bosses, on-the-job training will be made more efficient.

First -Timer series (group education)

Education for conducting an unexperienced work without trouble



We train young employees to make them familiar with types of constructions with no experience from a student perspective. We will provide practical education applicable in the field, focusing on actual site visits (including photos and videos) instead of relying on classroom lectures.

Creation of educational videos and publication of educational materials

We support implementing a learning and practice cycle by publishing the educational materials on the company intranet, so the young employees can learn ahead of the process and practice it in the field.



# **Social Contribution Activities**

# Held "Site Tours for Individual Shareholders"

As part of our IR activities, we held site tours for individual shareholders at civil engineering and constructing sites.

These tours have been held since 2017 to deepen the understanding of our business contents and construction results



Forty-three shareholders cruised Tokyo Bay visiting our construction properties, and 37 shareholders visited the new construction site of the No. 13 passenger ship terminal.

Going forward, we will continue to make social contributions to broaden the construction industry base while providing tours for individual shareholders to gain their understanding of our technological capabilities and construction results.

# Sponsored the 7th Tokyo Port Wild Bird Park Festival

Tokyo Port Wild Bird Park Festival was planned to offer visitors an opportunity to learn about nature, have fun playing in nature, and have a fun day at Tokyo Port Wild Bird Park. There were workshops held by instructors, vegetable harvesting, shell decorations



classes, and tidal flat observation tours. Also, nature conservation activities were introduced and live street performances were given by each exhibitor.

In support of the festival's purposes, we exhibited a Penta-Ocean Construction booth with a theme of "Let's observe the creatures on the tidal flats!" At the booth, we set up a corner where you can touch the creatures of the tidal flats so the children could enjoy learning about the environment and the creatures of the tidal flats.

# Tour of the Institute of Technology was Held for Local Kindergartens

At the Institute of Technology, we held a tour for neighboring kindergarteners. In relation to the Civil Engineering Day (November 18), we have prepared fun learning experiences so that the children can relate to us and to the construction industry.



At the hydraulic laboratory, we conducted an experiment to build a breakwater that could withstand the waves and asked the children to help fill the model with marbles. They applauded and cheered as the sturdy breakwater was built, and the waves did not move the breakwater. Also, we showed them how the construction industry's work is tied to protecting their lifestyles and lives by having them participate in experiments such as how to use pillars to prevent buildings from collapsing and why ground liquefaction occurs. Also, they experienced VR.

# Held the 26th Sea Site Tour

The 26th Sea Site Tour sponsored by the Japan Dredging and Reclamation Engineering Association was held at the Namboku Line Immersed Tube Construction Office, and 31 students from the Tokyo University of Science, Tokai University, and Shibaura



Institute of Technology were invited.

After explaining the construction outline, students walked in the undersea tunnel before its opening. The students seemed overwhelmed by the scale of the marine civil engineering work. Through this tour, we conveyed the appeal of marine civil engineering work, which is our strength, and raised interest in it.

We will continue to cooperate in activities that convey the appeal of the industry.

# Taking Part in the Kagoshima University Singapore Overseas Training

Our international business unit headquarters in Singapore welcomed a company visit as part of Kagoshima University Singapore overseas training.

We presented the company profile, construction results, ongoing construction work, etc., and explained the role of



Japanese construction companies in overseas, and our history and business overseas. Students asked a series of questions about working overseas, and we felt their desire to work overseas. We hope that the students who learned the significance and pleasure of working overseas during this visit will play a leading role in the international community in the future.

We will continue to cooperate in educational activities to develop human resources who will lead the next generation.

# Food Donation to the Food Bank Singapore

Our international headquarters in Singapore conducted food drives\* and donated food to the Food Bank Singapore.

This fiscal year, 28 staff members participated in the activity and cooperated in the donation. This activity is



essential for raising awareness of hunger and food waste.

Through this activity, we contributed to solving hunger issue and raised awareness of our employees in food issues such as wasting food.

\* Food drive: An activity where you gather the surplus food at each home and donate it to a food bank. The food bank delivers food to welfare organizations, facilities, and other places where

Working in Harmony with Society Promotion of Effective Corporate Governance

# Received the Minister of Agriculture, Forestry and Fisheries Award of the 3rd Infrastructure Maintenance Awards

Our jet pump type sand bypass system that simultaneously preserves sand accumulation in fishing ports and beach erosion won the Minister of Agriculture, Forestry and Fisheries Award, in the Technology Development Category of the 3rd Infrastructure Maintenance Awards. Award winners were Shizuoka Prefecture, the Japanese Institute of Fisheries Infrastructure and Communities, and Penta-Ocean Construction Co., Ltd.

This system adopted at Fukuda Fishing Port in Shizuoka Prefecture uses the jet pump type sand bypass method (J-SB method, patented) developed by our company. This method restores the eroded coast by sucking the sediment in the depositional coast with a fixed jet pump to move it to the eroded coastal area by slurry transfer pipes. Compared to the conventional method of transporting sand from the depositional coast area to the eroded area by dump trucks, problems such as environmental deterioration, including noise and exhaust gas, and traffic congestion are prevented. Thus, the issue of sedimentation and erosion can be solved efficiently.

We will continue to contribute to global environmental conservation through developing technologies.



# Received the Special Award of 5th Kensetsu-Komachi Empowerment Promotion Awards

We received a special award (Work Style Reform Promotion Award) at the 5th Kensetsu-Komachi Empowerment Promotion Awards of the Japan Federation of Construction Contractors for the second straight year. This award was established in 2015 to contribute to securing leaders, promoting diversity, and improving the construction industry's image by commending efforts to promote women's empowerment in the construction industry.

The work environment for construction site in the coastal area has improved due to the conversion of the onsite offices of our Osaka branch to satellite offices, and promoting work style reforms by actively utilizing ICT tools and new technologies to allow the employees to have a full two days off weekly. Through these efforts, the construction site has become a comfortable work place for both men and women, which was highly regarded, and led to the award winning.



# Received the Ministry of Defense Special Excellent Construction Awards for the Third Consecutive Year

In FY3/20, we received the Special Excellent Construction Award and the Special Excellent Construction Engineer Award at the Ministry of Defense Special Excellent Construction Awards. We won the award for the third consecutive year, following FY3/18 and 3/19.

The work that received the Special Excellent Construction Award is the Nagaura (27) pier maintenance work.

This work was carried out as part of the Japan Maritime Self-Defense Force Nagaura District Development Plan in Yokosuka City, Kanagawa Prefecture, which is being developed by the Ministry of Defense. Among the projects to demolish existing pier and quay for earthquake-resistant reconstruction, this project owed the construction of a new pier. The order was received while there were issues in the surrounding area. Also, due to the construction schedule of the ships to be moored at the new pier, we were required to comply with the construction period. We believe that this award highly evaluated our high technical capabilities, through which we proactively made various proposals leading to successful completion of the project within the construction period.



# Received the Outstanding Civil Engineering Achievement Award by Japan Society of Civil Engineers

Lach Huyen International Port Construction Project (Vietnam) received the Outstanding Civil Engineering Achievement Award Group II by Japan Society of Civil Engineers for a groundbreaking project recognized for remarkable contribution to the development of civil engineering technology and society. This award was jointly received by the client, consultant, contractor, and port operator.

As a new infrastructure that supports Vietnam's economic growth and international competitiveness, this project was funded by Japan's ODA special yen loan to maintain an international deep-water port, to increase the volume of cargo handled and maximize the size of ships in the northern part of the country. We were in charge of the construction of Package 6 for reclamation operations, ground improvement work, etc., and of Package 9 for dredging operations for shipping routes and basins. The port opened in May 2018 and is expected to contribute to the development of Vietnam's economy as a gateway to the north harbor.



# Received the Excellence Award at BCA Construction Excellence Award 2019

We received the Excellence Award in the Civil Engineering Projects Division at the Construction Excellence Award (CEA) 2019 by the Singapore Building and Construction Authority (BCA). CEA recognizes and commends construction projects that show a high level of construction technology in Singapore.

The work that won the Excellence Award is the construction of Bendemeer Station and associated tunnels for MRT Downtown Line ordered by the Land Transport Authority (LTA) of Singapore.

The construction won the award due to the recognition of features of the construction, such as: (1) Steel-fiber reinforced concrete segment (SFRC segment) of tunnel lining segment, for the first time in Singapore, (2) Four new tunnels constructed in a crowded traditional Singapore buildings area, while operating four tunnel boring machines (TBM) simultaneously, and (3) The subway station building, a large-scale underground structure with four basement floors and one floor above ground, was completed within a strict construction period through strong cooperation between the civil engineering business unit and the building construction business unit. The station has already been operating since October 2017 and is a familiar spot for citizens, which is used by approximately 500,000 people a day.

