

Governance Evaluation Checklists

Tier 2 - 1 April 2024 to 31 March 2025

S/NO	CALL FOR ACTION	CODE ID	Did the charity put this principle into action?	If you have indicated 'No' or 'Partial Compliance' please explain
Principle 1 – The charity serves its mission and achieves its objectives.				
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity's governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	Yes	
2	Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes	
3	Have the Board review the charity's strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	Yes	
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. "Capacity" refers to a charity's infrastructure and operational resources while "capability" refers to its expertise, skills and knowledge.	1.4	Yes	
Principle 2 – The charity has an effective Board and Management.				
5	The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	Yes	
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	Yes	
7	Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity: a. Audit b. Finance * Other areas include Programmes and Services, Fund-raising, Appointment/Nomination, Human Resource, and Investment.	2.3	Yes	
8	Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.	2.4	Yes	
9	Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.	2.5	Yes	

S/NO	CALL FOR ACTION	CODE ID	Did the charity put this principle into action?	If you have indicated 'No' or 'Partial Compliance' please explain
10	Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position). For Treasurer (or equivalent position) only: a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role. i. After meeting the maximum term limit for the Treasurer, a Board member's re- appointment to the position of Treasurer (or an equivalent position) may be considered after at least a two-year break. ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.	2.6	Yes	
11	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well. a. No staff should chair the Board and staff should not comprise more than one-third of the Board.	2.7	Yes	
12	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well. a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.	2.8	Yes	
13	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break. For all Board members: a. Should the Board member leave the Board for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board. b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting). c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.	2.9a 2.9b 2.9c	Yes	One Director (i.e. Board member) had served for more than 10 consecutive years as a Director and as Chairman of the Board since 23 August 2018. The Director term extension was deliberated and approved at the Annual General Meeting held on 29 August 2024. The Company's amended Constitution, approved on 26 February 2025, permits for the Chairman of the Board to serve in that capacity for up to 10 consecutive years from the initial date of his appointment as Chairman. The reasons for retaining this director beyond 10 consecutive years and the succession plan are disclosed in the annual report.

S/NO	CALL FOR ACTION	CODE ID	Did the charity put this principle into action?	If you have indicated 'No' or 'Partial Compliance' please explain
For Treasurer (or equivalent position) only:				
14	d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years.	2.9d	Yes	
	i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9.b.			
Principle 3 – The charity acts responsibly, fairly and with integrity.				
15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes	
16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise. a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/ herself from the meeting and should not vote or take part in the decision-making during the meeting.	3.2	Yes	
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	
18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	Yes	
19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	Yes	
20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Yes	
Principle 4 – The charity is well-managed and plans for the future.				
21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on).	4.1a	Yes	
22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as: i. Revenue and receipting policies and procedures; ii. Procurement and payment policies and procedures; and iii. System for the delegation of authority and limits of approval.	4.1b	Yes	

S/NO	CALL FOR ACTION	CODE ID	Did the charity put this principle into action?	If you have indicated 'No' or 'Partial Compliance' please explain
23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities).	4.2	Yes	
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks. Set internal policies for the charity on the following areas and regularly review them: a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection	4.3	Yes	
25	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.4	Yes	
26	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.5	Yes	
27		4.6	Yes	
Principle 5 – The charity is accountable and transparent.				
28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on).	5.1	Yes	
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	Yes	
30	The charity should disclose the following in its annual report: a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	Yes	
31	The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	Yes	

S/NO	CALL FOR ACTION	CODE ID	Did the charity put this principle into action?	If you have indicated 'No' or 'Partial Compliance' please explain
32	The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.	5.5	Yes	
33	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.	5.6a	Yes	
34	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. b. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.	5.6b	Yes	
35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.7	Yes	
Principle 6 – The charity communicates actively to instil public confidence.				
36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on).	6.1	Yes	
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	Yes	
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	Yes	

Acknowledgement of Donors and Volunteers

Cash Donation

\$499,999 and above

- Lien Foundation
- UBS Optimus Foundation Singapore Ltd c/o UBS AG, Singapore Branch
- United Overseas Bank Limited

\$100,000 to \$499,999

- Community Chest
- Leap Philanthropy Ltd
- Octava Foundation Limited
- Orchard Parksuites Pte Ltd
- Propnex Realty Pte. Ltd.
- Singapore Chinese Girls' School
- Singapore Power Ltd
- UOL Group Limited

\$50,000 to \$99,000

- StarHub Ltd

\$10,000 to \$49,999

- Capital Group Investment Management Pte. Ltd.
- CFAM Pte. Ltd.
- Chua Xin Rong Gillian
- Eunos Link Technology Park Ltd
- Firstcom Academy Pte Ltd
- Island View Ship Management Pte Ltd
- Khoo Ching Wei Wayne
- Lee Foundation
- Pang Sze Khai
- PSB Academy Pte. Ltd.
- Singapore Pools Private Limited
- Sumitomo Mitsui Banking Corporation
- The Rightway Corporation Pte Ltd

\$5,000 to \$9,999

- ASM Front End Ang Mo Kio Methodist Church (TRAC)
- Centurion Corporation Limited
- Chao Jang Tao Christian
- Gan Fong Jek
- Goh Winnie
- Gregory Vijayendran
- Huan Nam Guan James

- Koh Miaojing
- Lee Yuin Mei Jane
- Lim Hong Lian
- Oh Bee Lock
- RSM SG Assurance LLP
- Szeto Peggy
- Tan Boon Kiat
- Tan Koon Yong Samuel
- The Community Foundation of Singapore
- UK Online Giving Foundation
- Wewe Media Group Pte Ltd
- Wong Sau Har
- Wong Siu Hong
- XL Catlin Services SE, UK Branch
- Yap Poh Kheng
- Yong Lum Sung

\$1,000 to \$4,999

- Amy Tan
- Ang Cheng Yong
- Aw Chon Wai
- Ben Tan
- BPositive Pte Ltd
- Br Law Corporation
- Bread Garden3
- Certis Tech-ops And Services Pte Ltd
- Cham Lee Fin Lynda
- Chan Chung Yein
- Cheng Cher Whey
- Cheng Yoke Ping
- Cheong Foong Yee
- Chew Ban Eng
- Chew Minhai Edmund
- Chia Ern Hui Dorothy
- Chong Soon Yew
- Choo Chye Hock
- Chua Jun Yong
- Chua Lee Li Ann
- Connect Centre Pte Ltd
- Danke Investment Holdings Pte Ltd
- Darren Tham
- Dunn & Partners Pte Ltd
- Eio Wee Hiong Joseph
- ERM Singapore Marketing Pte Ltd
- Fiftyfull Pte Ltd
- Fong Chin Meng
- Foo Choon Yeow
- Get Out Pte Ltd
- Goh Boon Huat
- Goh Kwee Fung
- Han Troy
- Han Xiuwen

- Heng Vanessa
- Ho Winnie
- How Siang Meng
- Hwang Winston
- Inline Technologies Pte Ltd
- Jang Chiou Chyn
- Jin Jing Xian Charmaine
- Kapkia Pte Ltd
- Khoo Erik Ghin-Leng
- Koh Louise
- Koh Teck Cheng
- Kok Wai Mun
- Kong Pin Cheong Leonard Arthur
- Kurniawan Yanti
- Lai Choon Jin Justin
- Lee Eng Thong David
- Lee Kee Seng
- Lee Mark Kok Huang
- Lee Siew Ling Andrew
- Lee Sylvia
- Lew Kar Yin Jennifer
- Lewis Public Relations Pte Ltd
- Lim Hai Yian
- Lim Hui Hoon
- Lim Kien Kong
- Lim Tahn Lin Alfred
- Lim Teck Chai Danny
- Lim Wei Wang
- Low Wei Lin Joyce
- LZMY Pte Ltd
- Mah Feng Feng Violet
- Mairadin Jumino
- Michael Sengol
- Miller Stephen
- Ng Kathy
- Ng Kok Siong
- Nikko Asset Management Asia Limited
- Omond Malcolm Damon
- Ong Chin Kian
- Ong Jenn
- Ong Joon Lim Wilson
- Ong Kenny
- Ong Wee Boon
- Ong Yew Lee
- Oxytap Pte Ltd
- Pang Nam Hong
- Peh Chong Eng
- Pentecost Methodist Church
- People's Association
- Persolkelly Singapore Pte. Ltd.
- Phua See Chun
- Phui Meow Kuan
- Queenstown Chinese

- Methodist Church
- Rakesh Sinha
- Sadanandan Jayanthi
- Scientec Consulting Pte Ltd
- Seah Jimmy
- SG Car Choice Pte Ltd
- Sia Chiew Shin
- Simmons (SEA) Pte Ltd
- Singapore Fozl Group Pte Ltd
- Sitoh Jia Ying Lisa
- Soh Lay Keow
- Soh Long Ping
- Sun Yi-Ling
- Tan Bee Geok
- Lai Choon Jin Justin
- Tan Peng Seng
- Tay Kai Long Benjamin
- Teo Chyun Sing
- Toh Ban Sheng
- Tong Seng Produce Pte Ltd
- Visa Worldwide Pte. Limited
- Wan Hui-Li Lena
- Wee Chye Siok Joyce
- Wong James
- Wong Yi Ning
- Woodlands Properties Pte. Ltd.
- Yap Chin Siang
- Yeo Min Wah Stella

\$500 to \$999

- Ang Khong Hoe Andy
- Ankit Akhila
- Bhasin Gurveen Kaur
- BusinessIT Pte Ltd
- Call Lade Enterprises Pte Ltd
- Chan Isabel
- Chan Kok Pun
- Chin Lee Fong Jolynn
- Chok Chun Hong Anthony
- Chua Beng Yeow Alexis Adrian
- Chua Chin San
- Chung Ruth
- Comedian VS + Mark Lee
- Deeplabs Pte Ltd
- Dora Bose
- Emmanuel Mark Visuvasum
- Fong Kam Lan
- Goh Andrew
- Goh Eddie
- Goh Yong Sen
- Goh Yu Shen