



Global Compact  
Network Singapore

# The SME Vanguard: SIMSYS's Path to Tech Agility Anchored in Environmental and Social Responsibility

SME SPOTLIGHT ON

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## SME JOURNEY SPOTLIGHT:

# Future-Proofing Business: SIMSYS Shows SMEs the Path to Sustainable Digital Growth in Singapore

## From carbon accounting to climate leadership and social sustainability: SIMSYS shares how it navigates through Singapore's green economy

Singapore's business sectors are venturing into new frontiers—even banks are now embedding tech and sustainability at the heart of their offerings, such as DBS Group's new family-office tech platform. In a similar vein, **SIMSYS (recipient of the Company of Good (3 hearts award))** is steadily defining its niche in sustainable tech as this trend broadens in an economy that demands greater versatility.

Founded in 2007 and headquartered in Singapore, SIMSYS is reinventing what digital transformation looks like — where people, not technology, are at the forefront.



“*At a time when artificial intelligence blurs the lines between humans and reality, many IT firms ask users to adapt. SIMSYS, instead, adapts systems to how humans actually work.*”



SIMSYS is driven by the goal to be a socially responsible, well-governed company committed to achieving zero carbon emissions by 2050. This goal aligns with the targets outlined in Singapore's Green Plan 2030, which has helped them access sustainability-linked loans, such as OCBC Green Loans for SMEs.

Like many companies, SIMSYS has faced the harsh truths of emissions accounting: rather than sweeping Scope 2 and 3 carbon challenges under the rug, it has turned them into a launchpad for change - from retrofitting its office for energy efficiency to embedding green coding practices and implementing cloud-based resilience strategies. As its SME peers race to achieve commercial growth, SIMSYS is sending a clear message: long-term survival in Singapore's climate economy demands not only tech prowess but environmental integrity that extends beyond compliance. SIMSYS's goal is bold: to future-proof responsible business in the digital transformation industry.



SIMSYS is certified to ISO 9001 and ISO 27001, demonstrating its commitment to quality and security. Underscoring their commitment to sustainability, they joined the UN Global Compact Network Singapore (UNGCNS) in February 2025, which inspired them to revise their internal guidelines to ensure that their operations are environmentally and socially responsible.

Since joining the UNGCNS, SIMSYS has found their Global Compact Resource Hub, the UNGC Library and Academy Portal to be a comprehensive platform and valuable resource for strengthening sustainability knowledge among SMEs. By investing the time to learn, SIMSYS now encourages other SMEs to participate in UNGCNS' events and to attend the UNGCNS' carbon management course to sharpen their emissions-tracking skills. These include a standout asset, the UNGCNS Carbon & Emissions Recording Tool (CERT), developed in consultation with Singapore's National Environment Agency which streamlines emissions tracking by scope and has been instrumental in simplifying accurate carbon accounting for many businesses, including SIMSYS. For SIMSYS, human well-being, environmental sustainability, and business integrity are core values that guide operations.





## Championing Social Sustainability

From the outset, SIMSYS has championed diversity, equity, and inclusion (DEI) and has established a formal policy to hold itself accountable for fostering an inclusive culture. This proactive approach aims to prevent issues rather than merely reacting to them. As a result of tracking mental health and addressing everyday workplace stressors, such as the common burnout, SIMSYS has seen significant improvements in employee satisfaction. Tools such as the WSH Council's iWorkhealth app, have proven effective for conducting surveys to support these efforts.

The introduction of fitness and active lifestyle programmes has encouraged many employees to start bicycle-sharing for first- and last-mile travel, providing a greener alternative for transportation. A great case in point of how closely ESG matters are interlinked: this shift has led to an estimated 15% reduction in commuting-related emissions, contributing to efforts to manage Scope 3 emissions.

## Beyond Compliance: A Genuine Commitment to Climate

*“ We closely monitor developments related to carbon taxes and environmental regulations to ensure compliance and preparedness. And like many smaller companies, with rising carbon taxes, we see the need to take measures to reduce our electricity usage. Yet our commitment goes deeper – we are actively pursuing relevant certifications and weaving sustainability into our operations. ”*

*~Anurax Lian,  
Managing Director,  
SIMSYS*

To address high electricity bills and potential wastage, the management integrated sustainability into the new office setup by reconfiguring lighting controls for easier access, enabling the last employee to switch off lights efficiently.

To help reduce high maintenance costs associated with on-premises servers, SIMSYS adopted a cloud-first policy with strong management support, while ensuring that any new in-house servers procured are energy-efficient and cost-effective.

As such, SIMSYS has zero emissions under Scope 1; the bulk of its carbon footprint comes from Scopes 2 and 3. To help tackle Scope 2 emissions, they employ energy-saving strategies, including switching to LED lighting, implementing light zoning, setting air conditioning to 25°C, retrofitting ventilation systems (especially in high-heat zones), and enabling auto-standby settings on computers and devices.

On the software front, SIMSYS embeds green coding practices with tools such as the AWS Customer Carbon Footprint Tool and intends to roll out Green Software Practitioner training across its team. To bolster resilience against climate risks, SIMSYS migrated to cloud infrastructure and integrated these strategies into its Business Continuity Plan to safeguard operations from weather-related disruptions.

For SIMSYS, human well-being, environmental sustainability, and business integrity are core values that guide operations.



*Anurax Lian, Managing Director, SIMSYS*

## What challenges do SMEs like SIMSYS face?

"We encountered several hurdles when collecting emissions data: for Scope 2 and Scope 3, retrieving data from electricity invoices was difficult because we had switched energy suppliers' mid-year, which meant gaps in our records. For Scope 3, obtaining upstream and downstream emissions data from our suppliers—many of which are large multinationals is very challenging, as this information is not readily provided. While we have improved our Scope 1 & 2 processes, Scope 3 remains a work in progress, as it is for many companies, and we continue to monitor supplier readiness for sharing accurate emissions data" explains Anurax.

As its first step, SIMSYS published its 2023 ESG Report, following the GRI standards, and developed a Corporate Sustainability Action Book to guide its sustainability team with a roadmap spanning short and long-term objectives. In 2024, they made a strategic decision to prioritise sustainability as the driving business strategy. This was followed by engaging a consultant to evaluate and calculate Scope 1, 2, and 3 emissions. The next ESG Report will shift to a biennial reporting cycle, allowing the possibility of new initiatives, gathering feedback, and refine strategies with greater impact between reports.





# Trials, Tribulations Lead to Learning

"Balancing support for social causes with clean business practices can be challenging for small and medium-sized enterprises (SMEs), but we have found the benefits truly surpass the efforts! With the majority of Singapore's workforce in SMEs, we're hoping to inspire others through our overcoming of challenges with the support of UNGCNS," shares Anurax.

## SIMSYS's Alignment with the SDGs

### 3 GOOD HEALTH AND WELL-BEING



- Flexible work arrangements beyond mandatory TAFEP requirements.
- Achieved BizSafe 3 certification for workplace health.
- iWorkHealth Portal is in place for monitoring employee mental health.
- Employee medical benefits, counselling, and psychology sessions.
- Trained management as Well-Being First Responders.

### 4 QUALITY EDUCATION



- Invested in staff training and development to adapt to evolving technologies.

### 5 GENDER EQUALITY



- Maintained a 42% female workforce, with 50% representation in senior management.

### 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Green Procurement Policy in place, prioritising environmentally friendly products and services.

### 13 CLIMATE ACTION



- Shared climate strategies with staff through the intranet and onboarding.
- Signed the SGTech Scope 3 Pledge to address indirect emissions in their value chains.
- Participated in SGTech's inaugural "CXO-In-Conversation" event that took place last August. Themed "Tech Enabling Sustainability," the event gathered over 120 senior executives, including guest of honour Dr Amy Khor, Senior Minister of State for Sustainability and the Environment.

### 17 PARTNERSHIPS FOR THE GOALS



- Participation in SGTech Sustainability Committee events.
- Committed to The Climate Pledge.
- Attended the UN Global Compact Leaders Summit in New York (Sept 2025).
- SIMSYS has been a part of UNGCNS since Feb 2025.

# THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT



## HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.



## LABOUR

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour;
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.



## ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.



## ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

# ABOUT UN GLOBAL COMPACT NETWORK SINGAPORE

UN Global Compact Network Singapore (UNG CNS) is the local chapter of the United Nations Global Compact. As the leading voice on corporate sustainability, UNG CNS drives multi-stakeholder action to forge a more sustainable future, founded on the Ten Principles of the United Nations Global Compact and the Sustainable Development Goals.

Talk to us about joining us or visit our website at <https://unglobalcompact.sg/>



**Global Compact**  
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UN Global Compact Network Singapore

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.