STATEMENT AND REPORT ON
Corporate Responsibility (cont’d)

STATEMENT AND REPORT ON WORKPLACE

Statement on Workplace

The Group’s focus on Workplace is embedded in its sustainability pillar of “Investor in People”. This cornerstone puts the spotlight on the Group’s human assets, and is directed towards building an esprit de corps of an One-IJMP family. Prominence is given towards engaging with employees at all levels, promoting sports and cultural heritage, training and retraining towards skill and competency enhancement, addressing generational shifts in succession planning, focusing on safety and health aspects and upgrading of facilities for our people living in the operations. One of these key initiatives involves collaborating with a social NGO, Borneo Child Aid Society towards the establishment of purpose-built learning centres that provide education for the guest workers’ children.

Report on Employees Welfare and Engagements

People are the key assets and building blocks to achieve sustainable business development. The Group is committed in providing a long-term employment with a decent working and living environment along with wide opportunities for personal and career development. The Group adheres to the national minimum wage standards. Wages are also further supplemented with benefits-in-kind that include living quarters, amenities and utilities, medical services and education support for children of those living and working in the operating units. The Group continued improving the living environment of its people through progressive upgrading and building of new housing along with other ancillary buildings such as daycare centres, clinics and sports facilities. A long-term incentive plan has also been introduced by the parent company to eligible employees, through the employee share option scheme and employees share grant plan.

As in the past, the Group actively engages and empowers its people in achieving a high performance culture at the workplace. In the reporting year, the Group has deliberated and adopted a set of shared values, namely the IJM Core Values, that aspire to govern and guide our people towards achieving common goals and a shared destiny. The IJM Core Values depict the desired attributes for employees to uphold and demonstrate at the workplace and personal lives. These attributes are translated into a set of eight behavioral values of Integrity, Passion, Efficiency, Teamwork, Respect for Diversity, Innovation, Customer Focus and Quality (“I-PETRICQ”). These core values are now the Group’s operating philosophy and represent the foundation on which we work and conduct our business.

The Group continues to promote open and positive communication with its employees. Joint Consultative Committees (JCC) have been established for years and are an important platform for all levels of employees and guest workers to come together to discuss and resolve issues related to the workplace and living environment.

Report on Safe Workplace

Safety and health are given priority and the Group is committed to continue and constantly raise health and safety awareness. Various training and refresher courses were conducted for both our employees and relevant contractors to enable them to carry out their tasks in a responsible and safe manner. Sufficient warning signages and first-aid kits are positioned and displayed at strategic locations in the workplace. In order to ensure safety and health policies and measures are duly implemented, the Group’s in-house safety and health officer conducts periodic audits and monitors safety and health aspects in all the operating units.

In addition, an Occupational Safety and health awareness month is commemorated in the month of August with a series of scheduled health talks and safety training classes to enhance safety awareness among the employees.
In addition, the Group also believes that safety awareness should be nurtured at a young age among the guest workers’ children. As such, the briefings on fire hazards and precaution measures were also extended to these children at their learning centres through interactive games and coloring contests.

Job-related competency training such as working at heights and in confined spaces which were carried out by the National Institute of Occupational Safety and Health (NIOSH), attracted the participation by the Group’s relevant employees. In addition, emergency rescue simulation, first-aid training and firefighting were also organised frequently at the processing plants. The Group’s in-house response team has also been trained to extend their services to the surrounding community as and when necessary.

Employees who have potential exposure to hazards at the workplace are well equipped with appropriate personal protective equipment. All employees have also been given access to quality healthcare, either at the clinics operated within the Group or at government and privately operated medical establishments. Monthly medical surveillance and basic health screening are conducted for employees exposed to chemical hazards, by both the in-house medical staff and the visiting medical officers. In the reporting year, the medical services have been further enhanced with the newly opened regional polyclinic in the Sugut region which is equipped with medical equipment such as a X-ray diagnostic machine and enhanced laboratory instruments.

Report on Nurturing People Asset

The Group continues to focus on developing and training local talent by offering a list of structured training and retraining programmes. Apart from technical and job-based training, management also provides comprehensive soft skills training to enhance the management skills and competency levels of its staff. The Group prioritises effective talent management and leadership development as part of its succession planning strategy. Moving forward, the Group shall address the generational shift in operations by empowering the younger employees in the Gen-X category with enhanced job scope and responsibilities in the operations while their ‘baby-boomer’ seniors continue to provide guidance by acting as their mentors. The mentorship process is expected to help in preparing the Gen-X employees to be better equipped for higher level positions in the Group.
Promoting Sports and Cultural Heritage

Various sports are promoted and organised throughout the operating units to enhance solidarity and teamwork. In continuation from the previous IJM-Adidas football tourneys and subsequently the first edition of the IJMP HPC sports event involving football last year, the 2nd edition of the IJMP HPC Tournament, featuring futsal was organised with participation from all the operating units in the Group. Friendly matches with the industry fraternity and local agencies, such as the annual IJMP Invitational Netball Competition are also organised and participated by governmental bodies. These friendly matches are important in promoting espíritu-de-corpor among our people and it also provides a platform to strengthen the working relationships with other agencies as well as the local community.

In addition, the Group continued to promote local ethnic cultural excellence by encouraging employees to practice and promote their respective ethnic groups’ traditions and customs. Traditional dances and musical performances were performed at various in-house functions. Besides, employees also celebrated Pesta Kaamatan or Harvest festival in Sabah in the month of May with various cultural activities including the ‘Unduk Ngadau’ beauty pageant contest.

Knowledge empowerment of guest workers children at the learning centres
IJM employees choreographed the Kadazandusun genesis story, the sacrifice of the beautiful maiden Huminodun – the only child to Kinoigan and Suminundu to save mankind.

The Group continued its collaboration with the social NGO, Borneo Child Aid in the provision of basic education to the guest workers’ children. In the reporting year, a new learning centre was opened for registration in Sg. Sabang estate, Sugut region. There are now three (3) learning centres within the Group and these centres are able to cater for more than 500 children. In addition, students who have completed their basic education from the learning centre in Desa Talisai estate now have the option to further their studies through the ‘Community Learning Centre’ (or CLC) programme. Students placed under the CLC programme are guided by the teachers after normal school hours. Upon completion of the syllabus through self-study and with the help of their teachers, they are then able to sit for examinations which are endorsed by the Indonesian government.