Safe Workplace

‘Safety First’, health as well as cleanliness remain a top priority in our daily operations as we take all possible measures to protect our people and visitors. The Group is committed to provide a safe workplace for all employees and is determined to inculcate a ‘Zero-Accident’ culture. The value of staying safe and healthy as well as the practice of cleanliness is cascaded throughout the operations. In the reporting year, safety performance has improved with a lower reported number of lost mandays. However, occurrences of minor accidents and first aid cases were reported for which management has taken serious attention to improve and address. Structured competency trainings are carried out and safety briefings were repeatedly conducted for employees. All relevant contractors were also included in the training activities to ensure both employees and contractors were able to carry out their tasks safely. In addition, emergency rescue simulations, first aid trainings and firefighting drills were also organised periodically in the operating units.

A Group level safety and health steering committee was established and spearheaded by top management and all heads of operating units. In order to ensure that all safety procedures and practices are adhered to, safety audits are carried out on half yearly basis by an in-house qualified safety and health officer. The safety audit reports are then presented at the safety and health steering committee meeting for management review. The safety performance of all the operating units are translated into appropriate safety and health related key performance indicators and monitored closely by management.

One of the safety awareness campaigns, the ‘OSHA Awareness Month’ was held in the month of July with the theme “Back-2-Basic”. A series of safety and health related talks and trainings were organised to promote awareness and enhance the safety and health knowledge.

STATEMENT AND REPORT ON WORKPLACE

Statement on Workplace

The Group places great importance on the welfare of its people. It is focused on developing its people assets towards building a high performing team that embraces the organisation’s core values and principle of shared destiny. The Group puts in place initiatives for its employees to be equipped with competent skills and knowledge via continuous training, with an emphasis on occupational safety and health aspects, through provision of better facilities in the operating units as well as continued encouragement for them to participate actively in sport and cultural events. We also encourage our people to adopt a healthy and holistic work-life balance. We endeavor to make our employees’ time at work as pleasant as possible by assimilating our core values and family culture into daily practices and activities.

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Employee Engagements

People asset is the key success component in an organisation in achieving sustainable business goals. The Group is committed to providing equal opportunities for personal and career development alongside the provision of decent working and living environment. The Group continues to improve the living environment of its people through progressive upgrading and building of new and quality houses and other ancillary amenities. A long term incentive plan has also been introduced by the holding company for those eligible employees through the employee share option scheme and employees share grant plan. In addition, a financial-assisted effort - ‘IJM Education Assistance Programme’ was also launched to provide financial aid to eligible employees’ children. The academic achievements of employees’ children are also recognised and rewarded annually.

Joint Consultative Committees (JCC) have been established for years to promote open and positive communication between the employees and management. It is a fitting platform for the employees and guest workers to discuss and resolve related issues on the workplace and living environment and for management to connect to people from all levels and to ensure issues are resolved in a constructive manner.

Nurturing and Rewarding People Asset

The Group continues to develop and train its people. From technical and job based training to soft skills training, 335 employees have undergone training in the reporting year to enhance their competency levels. As part of the Group’s succession planning strategy, an effective talent management and leadership development programme has been initiated. In managing the generation shift involving Gen-Y, younger employees have been empowered in the operations with enhanced job scope and responsibilities while their Gen-X mentors continue to provide guidance and supervision.

Management brainstorming and dialogue sessions were also organised during the reporting year to review performances and improve cross-functional cooperation eg. the inaugural mechanisation workshop and roundtable meetings with the CEO. These sessions have emerged to be useful platforms for management to share and hone their public speaking, leadership and problem solving skills as well as stimulating teamwork.

The Group also placed importance on rewards based on employees’ performance. To remain competitive in the evolving job market and in order to retain and motivate the right talent, employees continued to benefit from reward opportunities including good bonuses and a long term incentive plan by the Group’s holding company comprising of an employees share option scheme and employees share grant plan.

Sports Excellence

Employees are encouraged to participate in various sports activities with the aim of enhancing camaraderie among themselves as well as with others. Regular sporting events were organised in the operating units with friendly matches held during the Labour Day and Merdeka celebrations. In addition, employees of the head office have formed a sports club. At the IJM Games 2014-edition in Seremban, the Group emerged as the overall champion. The Games saw all divisions under the ambit of the IJM Group coming together for a competitive but fun-filled event promoting sportsmanship, teamwork and solidarity.
Promoting Cultural Heritage

People of Sabah are officially divided into 32 recognisable ethnic groups with each enriched with their own traditions and customs. Different ethnic groups are represented in the employee ethnicity profiling of the Group. In this respect, the Group promotes the local ethnic cultural heritage by encouraging employees to practice and promote their traditions and customs. The most important celebration of the ethnic groups in Sabah is the harvest festival, called Pesta Ka’amatan. It is held during the month of May each year. This festival is celebrated annually by the Group and organised by the operations in the Sugut region involving employees and their families. Various activities such as cultural performances, traditional sports, exhibitions that showcase the respective ethnic groups’ traditions and customs and the Unduk Ngadau (Harvest Festival Queen) pageant contest are organised during the celebration. Through this festivity, employees are able to appreciate and understand each other’s traditions and customs and at the same time these traditions can be preserved and passed down to the younger generation.

Empowering Children with Knowledge

The Group continues collaborating with a social NGO, Borneo Child Aid in providing education to the children of guest workers. Apart from constructing the learning centres and furnishing these centres with necessary amenities, it also provides transportation for the children staying a distance away from the learning centres. Presently, there are three (3) large purpose-built learning centres in the Group and they are now able to cater to more than 500 children between the ages of 5 and 12. Apart from that, the Group has also participated in the Community Learning Centre (CLC) programme which is monitored and sanctioned by the Indonesian government. In the CLC, older students will be guided by the teachers after normal school hours. At the end of the school term, the students will be eligible to sit for formal examinations endorsed by the Indonesian government. It has been revealed that several of these children were able to further their tertiary education in their homeland after completing the CLC programme.
Quality Housing and Amenities

The Group continues to invest in quality housing for its employees based in the plantations. Along with the houses, amenities such as crèches, kindergartens, learning centres, sports facilities, community halls and clinics are also available for the benefit of the plantation community. Utilities such as treated water and electricity are also available. Electricity produced from the generators have made way for electricity powered from the palm oil mills for its surrounding estates. In Sugut region, an X-ray facility is fully in operation to facilitate any diagnostic requirements and annual medical check-up.