



Special Supplement with MDBC Magazine 4th edition 2013





MDBC created the MDBC Sustainability Awards (MSA) in 2011 to acknowledge, showcase, honor and reward the outstanding Best Practices of MDBC member companies in sustainability. It has become a proven frontrunner in the sharing the best practices of the MDBC business community in a variety of categories related to Sustainability and CSR.

MDBC continued to grow and evolve the awards program, we worked on the concept, categories and criteria but always kept in mind that the MSA was created inline with the efforts of the MDBC and the Netherlands Embassy to be involved in events and share information on CSR, Corporate Governance, Green Technology, Sustainable Development and more. Categories for the awards are changed every year ensuring different companies with a variety of specializations have the opportunity to showcase their best practices.

MSA consists of both a day (informative) and an evening program (social). For the day program, shortlisted companies in each category present their projects to the judges and audience members (open to all). This provides judges with a final opportunity to review each nomination and make their decision on the winners in each category. This format provides transparency and also encourages the sharing of best practices, ensuring that we all learn from each other. The evening program this year

featured a special exhibition by all short-listed companies during the cocktail reception. This was followed immediately by the awards presentation to the winners.

Award categories for this year were:

*** Best Sustainability Communication**

Sustainable business practices are becoming more important and communication (both internal and external) plays a vital part in any sustainability strategy, it drives engagement and public awareness. Going beyond a company's CSR report or green reporting, sustainability communication is about educating your internal and external stakeholders as well as the wider community about your sustainability initiatives in an engaging, compelling manner.

*** Best Sustainable Workplace**

Creating a sustainable workplace includes technical and human elements. Reducing, reusing and recycling will not only help the environment but can also decrease operational costs, eliminate waste and support greater efficiency. A more complete approach to having a sustainable workplace includes HR and safety policies. Employees need a safe, healthy and natural work environment. Allowing for flextime, working remotely, carpooling, mental breaks, teambuilding, etc. and educating the employees on the company's CSR and sustainability activities can develop their engagement and productivity. It also strongly supports HR recruitment efforts.

*** Best Sustainable Supply Chain Management or Logistics Project (Open to Members and Non - Members)**

Sustainability in the supply chain is increasingly seen as a business development tool and essential to delivering long term profitability. Sustainable supply chain management can be a strong driver of value and success - for business as much as for society. A sustainable supply chain, in the long term, equips a company to respond to rapidly evolving customer demand by increasing innovation, flexibility and quality, while avoiding customer dissatisfaction and supply chain disruptions, mitigating reputation risks, and avoiding regulatory barriers.

Held at Parkroyal Kuala Lumpur this year, the MSA once again featured a panel of independent, expert judges led by a Chief Judge (H.E. Harry Molenaar - Ambassador, Embassy of the Kingdom of the Netherlands). Judges evaluated entries with the following criteria:

- * Uniqueness, Innovativeness and Originality of the project.
- * Impact of the project on the stakeholder (qualitative / quantitative, short and long term)
- * Sustainability of the program (People, Planet, Profit)
- * Efficiency and effectiveness of the project.
- * How and to what extent the project is being communicated and reported (Internally and externally)
- * Project Management (planning, control, assurance and improvement)
- * How easy it is to duplicate the project.

Our sincere thanks goes out to the companies that participated in this special event and to the judges for their time and wisdom.

In the photo l to r: Marco Winter (MDBC Executive Director), Linda Giebing (DoubleTree by Hilton), Juanita Ali (Unilever Malaysia), Jan-Willem Smulders (AQ Services), Mabal Tan (Shell Business Service Centre), YB Dato' Sri Mustapa Mohamed (Minister of International Trade and Industry), H.E. Harry Molenaar (Ambassador, Embassy of the Kingdom of the Netherlands), Nora Abd Manaf (Malayan Banking Berhad), Jason Tan (Philips Malaysia), Julien Wilkinson (Intermovers Malaysia), Ting Hie Ming (Guinness Anchor Berhad) and Henk Jan Jonge Poerink (Besi APAC)





IN HIS WELCOMING SPEECH AMBASSADOR HARRY MOLENAAR SHARED HIS THOUGHTS ON SUSTAINABILITY AND HOW IT IS ABOUT BETTER PREPARING OURSELVES FOR THE FUTURE, NOT ONLY FROM AN ENVIRONMENTAL PERSPECTIVE, BUT IN GENERAL AND RAISING THE STANDARD OF SUSTAINABILITY RELATED PROJECTS.

HIS EXCELLENCY HARRY MOLENAAR, NETHERLANDS AMBASSADOR AND CHIEF JUDGE OF THE MDBC SUSTAINABILITY AWARDS 2013

For the third consecutive year the MDBC Sustainability Awards (MSA) have been organised. It is on its way to becoming an evergreen on the calendar of business events in Malaysia. As a newcomer I must say I am duly impressed by the innovation drive, dedication and quality of the twenty submissions. You, participants, made our work as judges not easy. Coming from postings where sustainability is still in its infancy I was pleasantly surprised by the high standards of the submissions.

The MSA are based on strong economic ties between our two countries. The Netherlands is Malaysia's first export destination and second biggest trading partner in the EU. On top of that, according to the latest figures, The Netherlands is also the fourth largest foreign investor in Malaysia. This strong economic relationship has also developed in the field of sustainability where Malaysia and The Netherlands are on the same page. It is high on both our governments' agendas.

Let me once and for all take away the misconception that it is about charity, it is actually about serious business. It is about better preparing ourselves for the future, not only from an environmental perspective. It is an integral concept of being responsible, ethical and sustainable. It is about creating win-win, taking care of yourself, your business as well as your stakeholders, be it your employees, your international clients, the environment and your community. The submissions presented today are a testimony of this wide-ranging idea and concept. It takes passion, innovation, creativity, dialogue and not to forget, a sound business case.

The standard has been raised, the Dutch and Malaysians are well aware of the challenges when it comes to sustainability ahead of us. The Netherlands and in particular the Employers Association see sustainability as an opportunity that adds to the competitive edge The Netherlands has and should further develop in the coming years. Some Netherlands-based companies are truly sustainability leaders. Let me name two outstanding examples. Example no. 1: AkzoNobel, the Holland-based paint and chemical company that again has been

awarded a no. 1 position on the Dow Jones sustainability indices. It assesses various criteria, including supply chain management, operational eco-efficiency, product stewardship, human capital development and occupational health and safety. The second example concerns a waste-to-energy project. The Amsterdam Waste Water Treatment Company Waternet discovered that it was possible to reclaim phosphates from waste and set about generating a business plan to reclaim the valuable phosphates on an industrial scale from the city's waste flows. The three reactors that will be put into service at the Amsterdam plant will ensure that enough phosphates can be reclaimed to fertilize an area equivalent to ten thousand football pitches each year.

Let me end with the way forward. The Netherlands and Malaysia wish to be strong partners and walk the "responsible" path together. Common interest and priorities, that is, renewable energy, green tech, waste management, high technology and innovation are the foundation. Share your ideas and put them into practice. To remind and trigger our partners I would like to conclude with an Embassy initiative, be it modest, namely the CSR app. The app promotes best practices and can be seen as a tool kit providing a good starting point on how to implement good CSR practices. In addition it helps Dutch and European companies to inform their suppliers on their expectations regarding CSR.

I could not conclude without thanking the Board of MDBC and in particular its Executive Director Marco Winter and his team Janneke and Jocelyn for their efforts to put this event together. Thank you all!!

MSA'13 JUDGES

We are very proud to present you with the MSA



CHIEF JUDGE



HIS EXCELLENCY HARRY MOLENAAR
Ambassador, Embassy of the Kingdom of the Netherlands

Taking over as Chief Judge of the MSA, His Excellency Harry Molenaar aims to continue building upon the success of the MSA and its focus on the sharing of best practices by MDBC member companies.

Having started his career at the Ministry of Foreign Affairs in 1980, H.E. Harry Molenaar has been posted to Bangkok, Harare, Athens and the Ministry in The Hague.

He has also served as Ambassador for the Kingdom of the Netherlands in Georgia, Zambia and Iraq before coming to Malaysia.

BEST SUSTAINABLE WORKPLACE



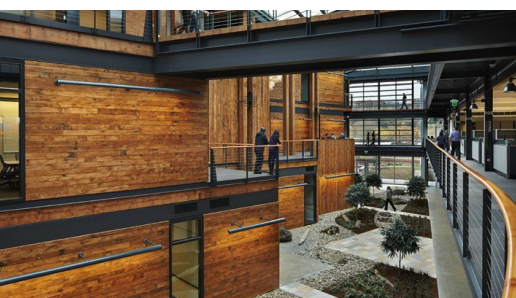
IR. AHMAD HADRI HARIS
CEO, Malaysian Green Technology Corporation

Ir. Hadri's most notable national contributions were the Malaysia's Green Technology Policy and Malaysia's Renewable Energy Policy and Action Plan. Ir. Hadri is widely recognised for his success in transforming solar and renewable energy industries in Malaysia and was the architect of the Malaysian feed-in tariff.



MR. JOHAN MAHMOOD MERICAN
CEO, TalentCorp Malaysia

Johan was previously the Principal Private Secretary to the Minister in the Prime Minister's Department of Malaysia and has 18 years of experience in policy development, corporate finance and accountancy. Trained as a chartered accountant, he is an Associate of the Institute of Chartered Accountants in England and Wales (ICAEW).



2013 panel of judges. As always, the panel of judges consists of highly regarded, independent expert individuals.



BEST SUSTAINABILITY COMMUNICATION

MR. BALAN MOSES

Managing Editor, The Sun

Balan has 35 years of experience as a journalist, most of which was spent with the New Straits Times where he served as its diplomatic columnist upon his retirement as Deputy Chief News Editor. He is now the Managing Editor of The Sun newspaper.



MS MEERA SIVASOTHY

Presenter and Producer with BFM 89.9

Meera graduated with a Business degree majoring in Accounting from RMIT University. After exploring investor relations & business development, Meera started off as a producer on the Bigger Picture segment, the 'soul' of BFM 89.9 in 2008. She subsequently moved on to be an Anchor Presenter 3 years ago.

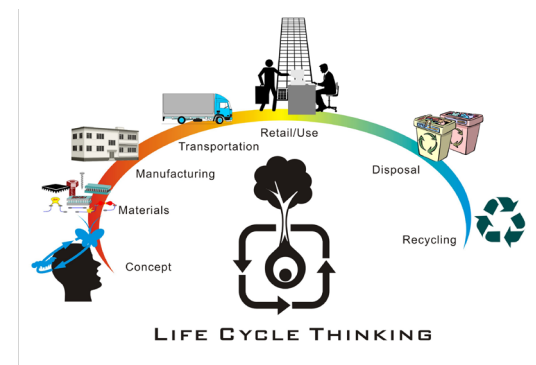


BEST SUSTAINABLE SUPPLY CHAIN MANAGEMENT OR LOGISTICS PROJECT

MR. RAHUL COLACO

Managing Director, Dutch Lady

Rahul Colaco has been leading Dutch Lady Milk Industries as Managing Director since 2012. Colaco started off as a management trainee at Hindustan Unilever in 1997, the largest FMCG organization in India, known for its training. After this, he continued with Unilever in different countries such as Italy and The Netherlands as Marketing or Operations Director.

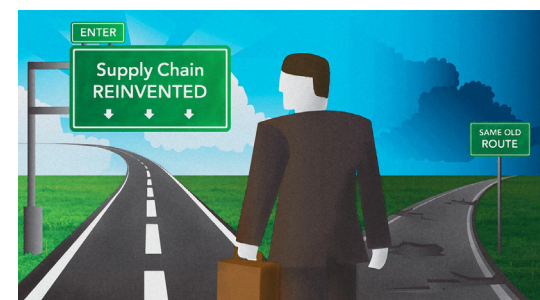


EN. ZAINAL AMANSHAH

CEO, InvestKL

With more than 22 years of experience in the private sector, Zainal has held senior positions in multinationals, Malaysian companies and start ups.

Prior to joining InvestKL, he was the Group CEO of REDtone, a Malaysian public listed telecommunications provider. He was also one of the company's founders.





On any given day, two billion people use Unilever products to look good, feel good and get more out of life. Unilever is an Anglo - Dutch multinational consumer goods company. Its products include foods, beverages, cleaning agents and personal care products.

In 2010, Unilever announced a publically stated ambition to double the size of the company while halving their environmental impact and increasing their positive social impact.

Now in 2013, Unilever shared their journey with MDBC members and guests at the MDBC Sustainability Awards and impressed the judges with what they have been able to achieve.

Emerging as winners in the Best Sustainability Communication category, Unilever shared the details of their winning project.

For Unilever, sustainability is integral to how they do business. They set out to decouple the company's growth from their environmental impact. The key to delivering this stated goal was their Unilever Sustainable Living Plan (USLP). It is a robust framework of over 50 time bound commitments.

Unilever Malaysia embraced the USLP a long time ago, but awareness of the plan remained low among both internal and external stakeholders. To address this issue, the company initiated a major communications program in 2013, designed to increase the understanding of the USLP and position it as a competitive differentiator in the minds of consumers, key opinion formers and potential employees.

The program incorporated a variety of internal and external communication activities that successfully engaged staff and drove widespread coverage of USLP in the Malaysian media.

The Unilever USLP communications program had a number of key objectives. Firstly, it aimed to engage existing employees and educate them about the USLP. Staff previously saw the Plan as a major global initiative, but had little understanding of how they could contribute in Malaysia.



The Unilever Malaysia team being presented with their plaque and painting by Y.B. Dato' Sri Mustapa Mohamed, H.E. Harry Molenaar and Balan Moses

Secondly, the communications program aimed to build external awareness of the USLP, both in its own right, and as a way in which Unilever Malaysia was contributing to the social, economic and environmental development of the country. This was important to enhancing the company's license to operate and also as a way to build greater mindshare and brand preference among local consumers.

This communications project also aimed to attract graduates, many of whom saw Unilever's focus on sustainability as a key reason for joining the company. As such, building awareness of the USLP was important to building Unilever Malaysia's employer brand.

The sustainability communications program delivered immediate and far reaching success with all target audiences. Internal stakeholders were heavily engaged by the Smarter Greener Living week, which demonstrated how the small actions of employees could add up to a big difference in sustainability terms.

This program included a broad range of creative activities, such as a "Love your Leftovers" cooking challenge, which showed how to reduce food wastage and save money in the process. These fun programs helped communicate the importance of sustainability to staff in fun ways, to ensure staff were both informed and entertained.

A widespread media relations program was integral to reaching external stakeholders and highlighting the merits of the USLP. Unilever Malaysia's Chairman, Rakesh Mohan, acted as the key spokesperson for media interviews and spoke about how the Plan had enabled the company to increase

business performance through its commitment to sustainability. Coverage ran in a range of top tier media outlets, spanning TV, newsprint and print.

Livebuoy's Global Handwashing Day provided a key focal point for the sustainability communications program and enabled Unilever employees to reach out to Malaysian consumers. The activation saw Unilever employees working in conjunction with the local Government to venture into the community and collect pledges promising to encourage children to wash their hands.

This resulted in tens of thousands of signatures being collected as well as generating widespread consumer focused media coverage, helping to build mindshare and advocacy for Unilever and Livebuoy.

Finally, the USLP has been a key focus on student engagement activity, featuring strongly in on campus talks. This targeted communications approach has been integral to reaching students 'at the source'.

The sustainability communications program has delivered across all KPIs. In particular, the key internal measurements of employee engagement and understanding of sustainability showed a substantial lift in 2013. Media coverage of Unilever Malaysia's sustainability efforts has increased by over 100% year on year, contributing to an increase in awareness of the Unilever brand.

Unilever has also increased sharply in terms of employer brand rankings, with the focus on the USLP playing a key role. Overall, the communications program has surpassed all metrics, helping Unilever Malaysia to move ahead as a leader in sustainability in Malaysia.



The Shell Business Service Center team being presented with their plaque and painting by Y.B. Dato' Sri Mustapa Mohamed, H.E. Harry Molenaar, Johan Merican and Ir. Ahmad Hadri Haris

Winner of the MSA'13 Best Sustainable Workplace, Shell Business Service Center showed that creating a sustainable workplace means that you have to take a more complete approach and include both the technical as well as the human elements.

In 2009, Shell started a project to acquire an office for Shell Business Service Center (SBSC) which was code named U - Village. Their vision was to make SBSC a great place to work - vibrant, energetic, engaging, productive.

Shell embraces sustainable development principles within all its activities to deliver sustainable outcomes. When they first embarked on the project they developed a comprehensive selection criteria incorporating sustainability, health and safety elements over and above the normal real estate selection criteria. This included:

- Leadership in Energy and Environmental Design (LEED) certified (minimum silver)
- Security and surrounding environment
- Uninterrupted network and power supply
- Accessibility by road and public transport

Once they selected the building, Shell identified focus groups from amongst the staff population to work with their ID consultants to develop a space design to achieve the project vision. The team took into consideration the demography of the community, nature of work, environment (sustainability) and practicality / cost effectiveness. Shell's Group standard for Offices, Connect Workplace provided the basis for the general layout and branding to ensure that all Shell offices have the same look and feel.

Ergonomics was a key consideration in the selection of workplace furniture as staff spend most of their time at their worksta-

tions. Wheelchair and other handicapped accessible features were also included.

Together with the office move came changes which impacted the staff and their families. e.g. communiting, accommodation and house rules (waste baskets were no longer provided at workstations). Business continuity due to mass resignation was a key and real risk to be mitigated. Timely and regular communication targeted at different stakeholders started soon after the location selection.

Focus groups met regularly and provided input from designs to operations. A dedicated U - Village website was set up to keep staff up to - date on the latest developments, provide information on Cyberjaya, obtain feedback etc. Exhibitions showcasing housing and facilities in the Cyberjaya township were held. Communication materials were developed for supervisors to engage with their staff.

Pre-move engagement sessions were conducted and each department appointed a move focal point to coordinate the pre-move housekeeping, allocation of workstations, the actual move and settling in.

Various networks and a Sports and Recreation Club were set up and a calendar of social and learning events for the year drawn up to promote community building. Continuous improvements to the facilities work environment were initiated and progressively implemented. In March of this year, Wisma Shell attained LEED platinum certification.

In addition to LEED certification (which is an internationally recognized green building certification system), Shell ensured that in accordance to Shell's Group standard



for offices, Connect Workplace, the SBSC office included a fully open plan office with energy hubs and space for collaboration and hotdesking. The location of the meeting rooms are in the core of the building while the workstations benefit from natural light from glass windows in the perimeter. They also follow HSSE guidelines for fire fighting and building evacuation.

New house rules were also put in place to encourage behaviours to support a sustainable workplace. Workstation waste baskets were not provided. Instead, large recycle bins are available on every floor to encourage recycling. Car pooling and use of public transport is actively encouraged. Car poolers are allocated dedicated Green Bays that are close to the building lifts. The 24x7 dedicated bus service in Cyberjaya stops in front of the building and passengers are a few steps away from a secured tunnel entrance leading to the building premises. They also have an Energy Challenge @ Work network of like minded individuals who help drive environment and sustainability initiatives in the office to further drive home the sustainability message.

HSSE awareness and behaviours are ingrained into the minds of SBSC's employees and contractors to the extent that they often bring the HSSE message home to their families. Similarly, SBSC employees recycle at home and deposit these recycled materials in the recycle bins at the office. Cash from the sales of these recycled materials are used to fund staff - initiated CSR activities. They have an employee organized charity event every year to raise additional funds. Employees bring in unwanted gifts, old books and other reusable items for sale. Sports and recreation facilities coupled with the Be Well programs and biggest loser competitions organized by staff at SBSC are well received.

There has been a 35 - 50% reduction in CO2 emission from the green features of the building - underfloor air conditioning, rainwater harvesting, low - energy glass facade, optimized use of natural light, rooftop gardens to reduce heat absorption through the roof, T5 lighting and the use of sustainable materials. More importantly, the healthier and more engaged employee population are motivated to deliver more for the company, driving up productivity in the organization.



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In one of the toughest category competitions of the MSA'13, Guinness Anchor Berhad (GAB) emerged victorious. GAB was formed in 1989 following a merger of Guinness Malaysia and Malayan Breweries. It operates in the Sungei Way Brewery which started operations in 1965 and oversees Guinness, Tiger, Heineken, Anchor Smooth, Anchor Strong, Kilkenney, Anglia Shandy and Malta.

In 2011, GAB decided to introduce the new Heineken bottle in the Malaysian market. With a sleek new design featuring a longer neck, clear plastic label and higher bottle shoulder, the bottle would also be the first returnable Heineken bottle in the Asia Pacific region. To ensure that the bottles could be produced as GAB's brewery and also safely distributed to the market, GAB submitted detailed drawings of its existing Heineken plastic crates to the Heineken Group Supply Chain material expert for assessment of their compatibility with the new Heineken bottle (in pint and quart sizes).

While the quart bottles (640 ml) were compatible with the existing quart crates, the pint bottles (325 ml) were incompatible. The new pint bottle's higher shoulder was higher than the inner partitions of the pint crates. These partitions were too low to prevent contact between the bottles during transportation, which could result in cracks or breakages. This presented a need to replace the current pint crates which would lead to a significant increase in cost and result in hundreds of tonnes in plastic wastage.



The team from Guinness Anchor Berhad being presented with their plaque and painting by Y.B. Dato' Sri Mustapa Mohamed, H.E. Harry Molenaar and Zainal Amanshah

Taking into consideration that it was only the inner partition's height that was causing the issue, GAB decided to innovate instead of replace the existing crates. Together with their supplier, GAB modified the inner partitions by designing clips that could be attached to the existing partitions to raise the height and accommodate the new bottle design. With the clips in place, contact between the bottles were prevented, allowing for safe transportation.

To ensure that the modified crates would be fit for use in the market, they were put through extensive testing by the Heineken International Supply Chain team. The team ran simulation exercises, replicating real life transportation scenarios. After several rounds of improvements, the clips were found to be an appropriate solution with GAB earning Heineken International's stamp of approval.

By developing the clips, GAB was able to avoid producing 320 tonnes of plastic waste which would have occurred if the

original 165,000 original Heineken crates had been replaced. This undertaking to avoid the wastage reflects GAB's continuous efforts to mitigate their environmental impact by developing solutions that avoid unnecessary wastage altogether. Corporate responsibility is a key consideration for GAB and it has a CR framework that touches all aspects of its business.

It also enabled GAB to save RM 3.8 million, achieving 90% cost savings through sustainable innovation. This reflects how responsible principles and sustainable solutions can also contribute to a company's business agenda.

Through this innovative solution, GAB has a proven workable solution that may be adapted in the region. It also paved the way for more sustainable initiatives in the future. Moving forward, GAB will continue to innovative and explore ways to reduce its environmental impact while staying at the forefront of the industry.



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CO - SPONSORS:



AND OTHER SUPPORTERS:



SUSTAINABILITY SUPPORTER:



THE SHORTLIST



Baked with CARE and Legends Cook for Care are two of DoubleTree by Hilton Kuala Lumpur's CR initiatives organized by the hotel's CARE Committee, a group of volunteers who continuously work on implementing the hotel's CARE Culture. Baked with CARE is a charity drive to raise funds through selling the hotel's famous DoubleTree Chocolate Chip cookies in tins autographed by top women tennis players. The campaign was developed in Feb 2011 when the hotel was chosen to be the official hotel of the BMW Malaysian Open. Funds raised from this campaign were channeled to the Make-a-Wish Foundation Malaysia. Legends Cook for CARE is a charity drive to raise funds through a charity lunch at Makan Kitchen that would be prepared by football players with the help of the hotel's specialty chefs. Funds raised are for the Agathians Shelter for underprivileged boys.

sense and simplicity

SimplyHealthy@Schools is a prominent community involvement project from Philips. It is aimed at helping children understand that the simple steps they take to improve their health and well-being, and the environment can make a huge difference to society. There are three activities being carried out under this project. On the ground activities with the school children, re-lamping of the schools' light bulbs and the SimplyHealthy@Schools online blog. The on-ground activities teach school children between 8 and 12 years of age how to live healthier through a Healthy Heroes toolkit. This toolkit teaches them nutrition, hygiene and about the need to have a healthy breakfast. Philips also donated energy efficient lighting to provide a conducive environment that will indirectly help to improve their studies, health and well-being. The online blog shares Philips' expertise in various areas related to health and well-being.

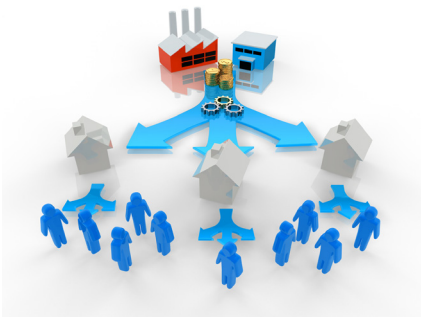
THE SHORTLIST



Even in times of crisis, AQ Services introduced medical insurance benefits for their staff as well as a quarterly bonus structure. They invested in renovating their office so that it was conducive to work and provided a warm, comfortable environment. Their outdoor terrace was upgraded to include a bar, pool table, speakers, picnic tables and a full library of (business) books. AQ improved communication by sharing information, providing clarity and insight leading to confidence, perseverance and willingness to face and tackle challenges together. AQ invested in their team members but also shifted its client approach to a new model called 'Rhythm in Action' of which success would be based on a substantial return on investment for AQ's clients. Many team members at AQ are also involved in their "Young Refugee Cause". AQ has supported a refugee school in Pudu by paying the rent, teaching or giving support in some way.



Maybank embarked on a strategic transformation journey to safeguard and maintain its leadership and pursue a new strategic path to be a leading regional financial services group in Asia by 2015. The strategic thrusts of the transformation journey were to secure domestic leadership, strengthen their regional presence and become a talent and execution focused company. The strengthening of Maybank's people, policies and practices required an honest assessment of where they were and what was not working well. They did this by engaging all quarters across the organization and obtaining feedback on what it would take to improve. A set of key strategic initiatives were developed based on the feedback received and in - line with the 5 year People Transformation Plan. Strategic initiatives were formalised into the Group Human Capital Strategy Map which focuses on sustainability of efforts amidst achieving financial results.



BEST SUSTAINABLE SUPPLY CHAIN MANAGEMENT OR LOGISTICS PROJECT



Besi

BESI APAC

Besi is setting up a Corporate Sustainability Program for Besi and the supply base focusing on three key elements: People, Planet and Product. Besi operates with the highest ethical standards and complies with all relevant laws and regulations, they also expect their suppliers to do the same. Suppliers must provide a written statement accepting their compliance with the standards outlined in the Besi Supply Chain Policy document or at minimum the EICC standard. Besi's policy covers areas such as human rights, product quality, health and safety, and the environment. Besi itself is also already starting to be more sustainable with packaging. All Besi modules are now assembled to one product prior to shipping (previously they were shipped individually). Besi has also started re-using packaging from suppliers to consumers, leading to a 70% reduction in packaging materials.



INTERMOVERS MALAYSIA

InterMovers seeks to supply quality customer care through providing constant and clear communication, using sustainable equipment and a dedicated, courteous task force. They strive to keep outgoing costs minimal by a variety of methods. Logistical removal teams are encouraged to "clock in" at the Warehouse located near their homes providing group transportation to customer venues in newly purchased 5 tonne trucks designed to reduce CO2 emissions. Trucks are GPS tracked and drivers are directed away from congested areas ensuring punctuality, reducing stress and fuel costs. Wherever possible, they also support local businesses for purchases of necessary products. This assists in sustaining the community and reduces economic pressure to the client and on the environment. InterMovers also encourages recycling - not just paper waste from the office but also reusing blankets, packing boxes and other recyclable waste.

TalentCorp - Commitment to Sustainability

Malaysia has a strong pipeline of female talent, with 68% enrolment in public universities in 2013. However, female participation in the workforce is currently only at 49.5%, in part due to the challenge faced by many women in balancing their professional and personal commitments.

In advocating employer best practices, such as the MDBC Sustainability Award for Sustainable Workplace, TalentCorp is calling on Corporate Malaysia to provide better work-life integration by implementing flexible work arrangements and family-friendly working environment to retain talent in the workforce. In July 2013, TalentCorp in collaboration with the Ministry of Women, Family and Community Development launched flexWorkLife.my portal to promote best practices on flexible work arrangements, family friendly facilities and jobs with flexibility. Through this portal, employers can also apply for tax incentives to train

An online portal which aims to build a network of employers and talent to optimise work-life integration while maximising work efficiency and enhancing employee engagement.

This portal has a repository of best practices, case studies, research materials and success stories on flexible work arrangements, work-life benefits as well as family-friendly facilities.

What does it offer?

GET THAT FLEXIJOB	FOR EMPLOYERS	FOR JOBBEEKERS
	Advertise jobs with flexible and part-time arrangements (at no cost through myStarJob.com)	- Apply for jobs which offer part-time or flexible arrangements - Awareness of employers who offer flexibility at work
	Apply for tax incentive to train women who returned to the workforce	
	Share and learn best practices on flexible work arrangements, work-life benefits and family friendly facilities	

Other features in flexWorkLife.my

Learn from our Diversity Advocates

- Experienced HR practitioners who work together with TalentCorp to address the talent needs of our nation, particularly in areas related to diversity and inclusion. They believe that work-life integration is an effective human capital strategy to attract and retain talent.

Get Involved

- Join us for upcoming programmes and view what you've missed on our past programmes.

FOR MORE INFORMATION: www.flexworklife.my flexworklife@talentcorp.com.my

TalentCorp MALAYSIA
www.talentcorp.com.my

women returning to work and refer to latest updates on research findings and events related to gender diversity. Retaining and developing women in the workforce, which makes half of our talent pipeline, is evidently critical if companies want to optimise their talent pool. In turn,

this will assist Malaysia in achieving its vision of becoming a high-income economy by 2020.

Be a part of the flexWorkLife.my network to promote gender diversity and a sustainable workforce!



Way to Sustainable IT Green IT Best Practices

Optimisation of acquisition, deployment and management of IT resources with Sustainability in mind.



Smart Procurement

Adopt global sourcing policies based on sustainable supply chain practices, plus the effective use of recycled components and prudent IT procurement policies in deciding software and hardware IT acquisition.



Technology Life Cycle Management

Optimising the productive use of IT assets.



Green Data Centres

Actively measuring and managing Power Usage Effectiveness (PUE) and continuously seeking ways to effectively manage and design data centres.



IT Infrastructure Optimisation

Adopting intelligent cloud-based architectures and consolidated/virtualised systems.



InvestKL is mandated by the Malaysian Government to attract and facilitate large global multinationals including Fortune 500 and Forbes 2000 companies to set up their regional **business, innovation and talent hubs in Greater Kuala Lumpur, Malaysia** and strategically grow their business in Asia.

We work with government ministries, entities and agencies to formulate attractive fiscal packages, and help corporations identify business opportunities, while strengthening their competitiveness regionally and globally.

Setting up a business in Greater Kuala Lumpur is easy and seamless with the assistance of InvestKL team specialists who are ever ready to help ensure a smooth and expedited process. We are available to assist investors at any stage of the investment process, from collaborating in the formation of an effective business strategy and proposing talent management programmes to offering relocation assistance and post investment advisory services.

Located at the heart of high growth Asian markets, Greater Kuala Lumpur is fast becoming one of the world's top destinations for investors and multinational companies. Renowned for its world-class infrastructure, competitive cost of doing business, attractive tax incentives and multilingual talent pool, Greater Kuala Lumpur serves as the ideal regional hub for investors to base and grow their businesses in Asia.

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