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# Corporate Social Responsibility

At Gamuda, we do not view Corporate Social Responsibility as a mere component of the company's activities. In fact, CSR is at the very heart of everything we do. We subscribe to the ideal that through our people and our actions, we can make a positive impact on society.

## WORKPLACE

We believe that before we can look outward and be a benefit to the community, we have to ensure that we have good governance policies in place on our own premises. It resonates like a ripple effect.

Our human resource development strategy focuses on building self-confidence, leadership, and personal and work competence. The Gamuda Training Centre was set up to meet the needs of our business model, organisational and management demands. Core areas of training include business leadership, personal leadership, people skills, business management, financial management, quality, safety and technical skills. Learning extends from formal classroom training to on-the-job, action-based training, coaching and self-directed learning. We ensure that our employees are equipped, empowered and motivated to carry out their duties well and realise their full potential.

Health and safety is another key concern. Wherever we operate around the world and in every situation, we strive to maintain a work place that is safe and without risk to the health and welfare of all those involved in the project. We ensure that information and instruction are always clear and there is constant supervision on site.

A strong and distinctive work culture, high levels of employee engagement, commitment and advocacy and sense of fulfilment are what we have established within the Gamuda group. We aim to become the employer of choice in our industry.

Furthermore this year, the QSHEP (Quality, Safety & Health and Environment Policy) was put in place with a committee to steer its implementation. There is active participation from every department and proper processes, systems, procedures and materials have been developed to ensure its successful enforcement. QSHEP is a big leap forward in integrating three certifications for Safety & Health and Environment into one policy through the Integrated Management System (IMS). Since its introduction, QSHEP is already being implemented in all Gamuda offices around the world, and once it is well entrenched, it will underscore the fact that Gamuda is a company that highly values quality, safety and health, and the environment.

## COMMUNITY

The aim of our community initiative is to accompany our operations with a positive return to the communities in which we work. CSR programmes are thus mainly responding to the needs of the people around us.

**Jobs and skills training for indigenous communities**

The Orang Asli is one community we are particularly committed to. We provide job opportunities on our various projects and help them to develop their skills to earn a better livelihood.

**Scholarship awards and education sponsorships**

Over the years, the Gamuda Group has consistently provided deserving individuals with higher education opportunities. Every year, dozens of Scholarship Awards are presented by Gamuda, LITRAK and SPLASH. Besides that, there are also Gamuda Staff and Employees' Children Scholarships and Staff Apprenticeship Programmes. The Group also serves to encourage and nurture talent in the industry by presenting cash awards to outstanding Civil Engineering undergraduates in local public universities. For this same purpose, road shows and recruitment exercises have also been organised to attract young graduates to join the industry.

**Construction skills training**

As an industry leader, it is also our responsibility to ensure that a high and consistent level of skill is maintained by the construction workforce. The Gamuda Plant Operator School (GPOS) was established with the purpose of providing invaluable practical training for the workforce on site. Initially providing only in-house training, GPOS now trains any individual who is interested in a career in engineering and construction, in the areas of skill competency training, youth apprenticeship programmes and awareness training for a wide range of machinery and equipment. GPOS is recognised and accredited by the Construction Industry Development Board (CIDB) of Malaysia, the Department of Occupational Safety & Health (DOSH), the Master Builders Association of Malaysia (MBAM) and the Human Resource Development Council (HRDC).

**ENVIRONMENT**

Extensive infrastructure projects and large township developments often inevitably result in some amount of negative impact on the environment. Stemming from our philosophy of responsible conduct, programmes to mitigate or minimise adverse impacts, including inconvenience to our community and existing users, are mandated and are standard operating practice.

Besides that, Gamuda also initiates environmental improvement programmes to provide a higher level of environmental quality than is naturally available, such as introducing lakes and wetland parks into our residential developments.

As an affirmation of the Group's good environmentally responsible practice, we have won many prestigious awards, locally and overseas.

**OUR POLICY**

The group's governing policy of corporate responsibility is reflected in the programmes we undertake in community and social development, environmental management and human resources development. It is these efforts that help us build a company capable of contributing to the global need for a sustainable balance of economic growth, environmental protection and social progress.

# Calendar of Events



## 16 August 2006

SSP3 Bukit Badong Water Treatment Plant accredited with the MS ISO/IEC 17025:2005 under the Laboratory Accreditation Scheme of Malaysia (SAMM)

## 17 October 2006

LITRAK brings Aidilfitri joy to 123 orphans from Rumah Amal Limpahan Kasih (RALK)

## 2006

### 1 August

Gamuda wins BD64.8 million Sitra Causeway Bridges project in Bahrain. The project involves the construction of two concrete marine bridges and associated embankment works together with flyovers at both ends

### 16 August

Gamuda sponsored Malaysian Flags worth RM18,900 in conjunction with Malaysia Independence Day

### 16 August

Gamuda sponsors RM300,000 worth of tickets for 'Puteri Gunung Ledang The Musical Season 2', which was held at Istana Budaya from 6-21 August 2006 to selected charity homes

### 29 August

LITRAK awards scholarships of RM121,000 to deserving students who are pursuing their studies at university level

### 9 September

16 undergraduates lauded with Gamuda Scholarships & Excellence Awards of RM1million during the 11th Annual Scholarship presentation

### 20 September

Presentation ceremony of MS ISO/IEC 17025:2005 Certificates for SSP3 Rasa and Bukit Badong Water Treatment Plant laboratories

### 26 September

Gamuda sponsors RM70,000 for The Star '6-1' UPSR Pullout for numerous schools in the country

### 2 November

Gamuda donates RM30,000 to Lembaga Kebajikan Perempuan Islam Malaysia for the Majlis Pelancaran Buku Raja Permaisuri Agong-Payung Mahkota Ibu Pertiwi

### 8 November

Signing Ceremony for the Sitra Causeway Bridges project between Bahrain's Ministry of Works and Housing and Gamuda in the Kingdom of Bahrain

### 14 November

LITRAK & SPRINT entertain 1,400 guests and 40 orphans from Rumah Amal Limpahan Kasih (RALK) at its headquarters



**18 November 2006**

30th Anniversary of the Group being celebrated in Hilton Kuala Lumpur, with 130 employees receiving the Gamuda Long Service Awards for 10, 15, 25 and 30 years of service to the Group



**16 January 2007**

Gamuda holds its 30th Annual General Meeting at the Kota Permai Golf & Country Club in Kota Kemuning



**11 March 2007**

Horizon Hills, joint-venture township between Gamuda Land and UEM Land officially launched its first housing precinct, the Gateway

**18 December**

Gamuda signs tariff pact with Electricity Generating Authority of Thailand (EGAT) for Laos Nam Theun 1 hydropower project

**23 December**

Kota Permai Golf & Country Club was the selected venue chosen by the newly installed Yang Di-Pertuan Agong, Kebawah Duli Yang Maha Mulia Al-Wathiqu Billah Sultan Mizan Zainal Abidin for a round of golf

**27 December**

LITRAK donates RM9,840 to six schools for New Straits Times School Sponsorship Programmes. Six schools along the highway will benefit with 10 copies of New Straits Times daily for a year

**2007**

**15 January**

Gamuda donates RM100,000 to New Straits Times Flood Victims Assistance Fund following the recent Johor floods

**16 January**

300 flood victims in Yong Peng, Johor, received assistance from LITRAK. A total of RM15,000 worth of supplies were donated as relief to flood victims

**29 January**

Gamuda receives the approval to carry out the implementation of an integrated development project at Yenso Park, Hanoi, Vietnam

**29 January**

SMART hosts a working visit by the Minister of Works, Dato' Seri S. Samy Vellu

**5 February**

Gamuda sponsors RM30,000 for Nanyang Siang Pau Charity Dinner in aid of the Chinese Schools affected by floods in Johor

**11 March**

SMART highway opens for the first time to the public for a Tunnel Run. The event co-organised by JPS and SMART, had over 3,000 contestants participating in a 13.5km run

**29 March**

Gamuda purchases painting 'Conversation With Nature' by Mr Soh Boon Kiong. Part of the proceeds of sale was donated to Yayasan Harapan Kanak-Kanak Malaysia, for building funds towards Miracle of Hope Home in Salak Tinggi, Selangor

## Calendar of Events



### 2 April 2007

Tuah, the second tunnel boring machine reaches its final destination to signify the end of tunneling works for SMART



### 14 May 2007

The Malaysian Highway Authority and the Ministry of Natural Resource and Environment officiate the opening of SMART Highway to the public



### 17-19 July 2007

Gamuda participates as a platinum sponsor in the 7th Malaysia Road Conference, showcasing the group's many projects

### 19 April

Gamuda donated 130 Perak Royal family pictures to His Royal Highness on the occasion of His Royal Highness 79th Birthday. Gamuda was the executive sponsor of the event

### 19 April

LITRAK and the Royal Malaysian Police (PDRM) organized a series of road safety talks for selected high schools along the Lebuhraya-Damansara Puchong

### 12 May

Bandar Botanic Resort Club in Selangor is officially opened. The RM30 million resort club, exclusive to Bandar Botanic residents, offers 5-star quality facilities

### 14 May

Gamuda Land sponsors double-storey house in Bandar Botanic worth RM500,000 in conjunction with The Star's 'Happy 50 Malaysia' contest

### 20 May

Gamuda donates RM30,000 to Pusat Anak Permata Negara during the official opening of Pusat Anak Permata Negara Kepala Batas in Penang. The ceremony was officiated by the Malaysian Prime Minister, YAB Dato' Seri Abdullah Ahmad Badawi and Deputy Prime Minister, YAB Dato' Seri Najib Tun Abdul Razak

### 6 June

Gamuda was given the approval to implement the Electrified Double Tracking Project from Ipoh to Padang Besar on a PFI basis from the Government of Malaysia

### 23 June

SMART's 9.7km flood mitigation tunnel is operational and is handed to the Department of Irrigation and Drainage (JPS), Malaysia