

# SUSTAINABILITY STATEMENT (CONT'D)

## SOCIAL

**As Malaysia's construction industry continues to be a primary driver in boosting the country's economic and social development agenda, the Group continues to leverage this as one of Malaysia's leading infrastructure developers in playing a leading role in nation building.**

### Employee Management

In WCE, we hold the belief that our employees, referred to as our People, as the most valuable asset to drive our company's success. The purpose of our employment management is to equip our workforce with the necessary skills, capabilities and resources to effectively contribute to our corporate goals. Our dedication lies in the recruitment and retention of top-performing individuals, fostering an environment that is empowering. The management of our People has been guided internally by the WCE Employee Handbook, Terms and Conditions of Service as well as WCE's Code of Ethics & Conduct.

### Fostering Engaged Workforce

We strongly believe in the importance of fostering an engaged workforce that creates a positive impact on our overall performance. In FY2024, fostering an engaged workforce was a priority for WCE Group, demonstrated by several key initiatives. The Group conducted an annual town hall session, that served as a critical platform for transparent communication, where the senior management team shared organisational achievements, future plans, and strategic goals with employees. This direct line of communication helps in building trust, aligning everyone with the company's vision, and reinforcing a sense of shared purpose. This session also provides employees with the opportunity to voice their concerns, ask questions, and provide feedback in an open forum, promoting a culture of inclusivity and mutual respect.

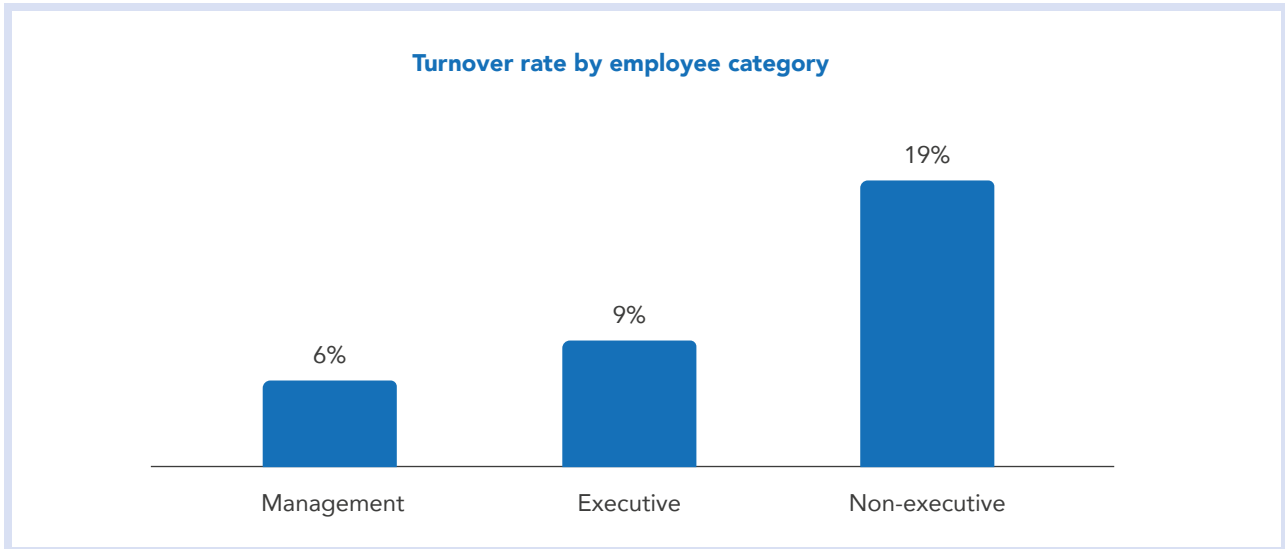
Additionally, the Group has successfully carried out our second Employee Engagement Survey which was facilitated by an International HR Consulting Agency. We are happy to report that the Group achieved an increase of 14% on the overall engagement score from the previous survey FY2022. This survey aimed to delve deeper into employee morale, satisfaction, and engagement levels, providing valuable insights for enhancing our workplace environment.

Despite a turnover rate of 8% for executive level employees and 19% for non-executive level employees, we remain steadfast in our commitment to employee well-being by continually enhancing our benefits and striving to minimize turnover. Key to these efforts is our Annual Performance Appraisal exercise, which is reviewed annually to ensure it meets the evolving needs of our workforce. Through these initiatives, WCE Group reaffirms its dedication to creating a supportive, engaging, and rewarding workplace for all employees.



# SUSTAINABILITY STATEMENT (CONT'D)

## Fostering Engaged Workforce (Cont'd)



## Employee Training and Education

We encourage our staff to work efficiently and deliver excellent performance. To achieve this, we actively engage in developing and coordinating training programs that support both the professional and personal growth of our employees. By investing in comprehensive training and education, we inspire our workforce to strive for excellence and reach their full potential. This commitment not only enhances individual capabilities but also drives the collective success of our organisation.

Training	FY2022	FY2023	FY2024
Total employee headcount	201	218	291
Total training hours	1082.5	2057.5	1586.3
Average training hours per year per employee	5.39	9.44	5.45

## Some of the training sessions attended by our employees during FY2024

### The Asia HRD Congress

- This congress featured a diverse array of presentations and sessions led by distinguished HR professionals, covering a wide range of HR topics
- Staying current with the latest trends, technologies, regulations, and best practices in the field, ensuring our people remain at the forefront of the industry.

### WCE Communication Skill Course

- To improve skills in delivering exceptional service and adeptly handling complex scenarios, ultimately contributing to a better customer experience.

# SUSTAINABILITY STATEMENT (CONT'D)

## Employee Training and Education (Cont'd)

### Some of the training sessions attended by our employees during FY2024 (Cont'd)

#### WCE Leadership Summit

- A series of leadership team coaching sessions with an aim to adopt a growth mindset to overcome challenges and use decision making and problem solving frameworks in responding to changes encountered.

#### Study Tour in Thailand Operation and Maintenance Highway

- To gain knowledge on the latest technologies surrounding highway operations and maintenance, gather insights on overcoming issues and challenges related to highway development, to understand innovative solutions and best practices as well as enhancing the overall efficiency and effectiveness of highway operations.

## Employee Benefits

We offer competitive compensation packages with significant benefits, as our employees receive Annual Physical Examinations, Hospitalisation & Surgical Insurance as well as life insurance and disability coverage through our Group Personal Accident Benefits and Group Term Assurance with Critical Illness Benefits. Our employees also receive medical benefits, maternity and paternity leaves. Our compensation and benefits packages are regularly reviewed and updated in line with market practices and offerings.

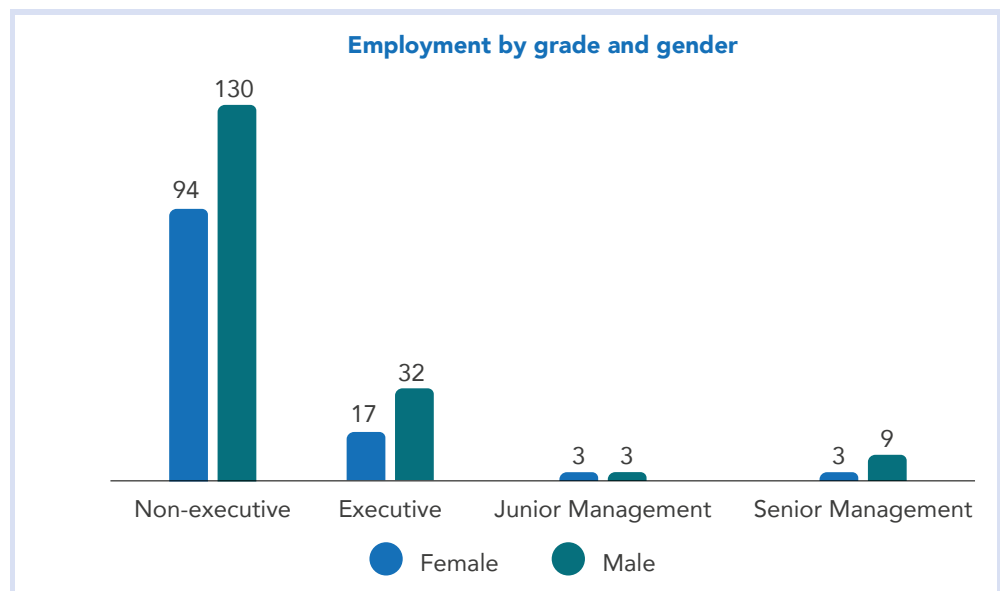
## Employment Diversity and Equal Opportunity

Diversity in workplace creates a broader talent pool which enables our company to harness a diverse range of expertise, ultimately leading to the delivery of higher-quality results. We are committed to provide equal rights and opportunities regardless of race, age and gender as a reflection of our dedication to inclusivity and tapping into varied perspectives.

Breakdowns of our employees' racial composition, gender and age profile are presented below:

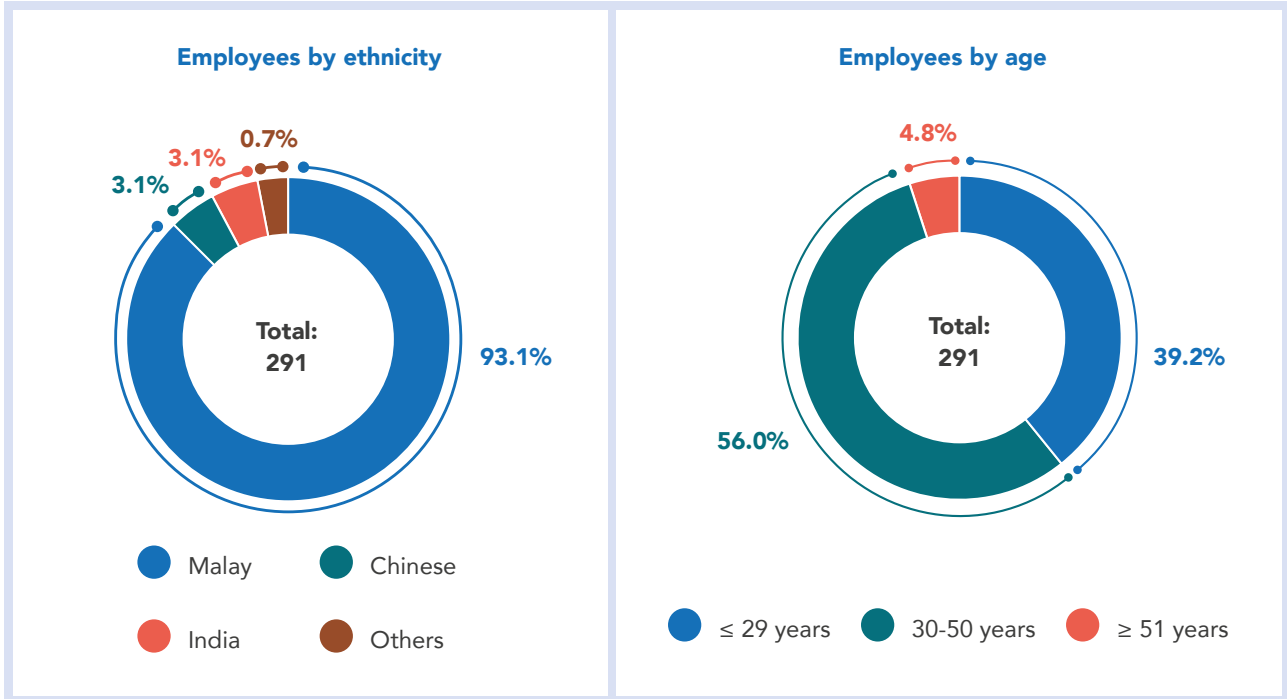
 117 Female

 174 Male



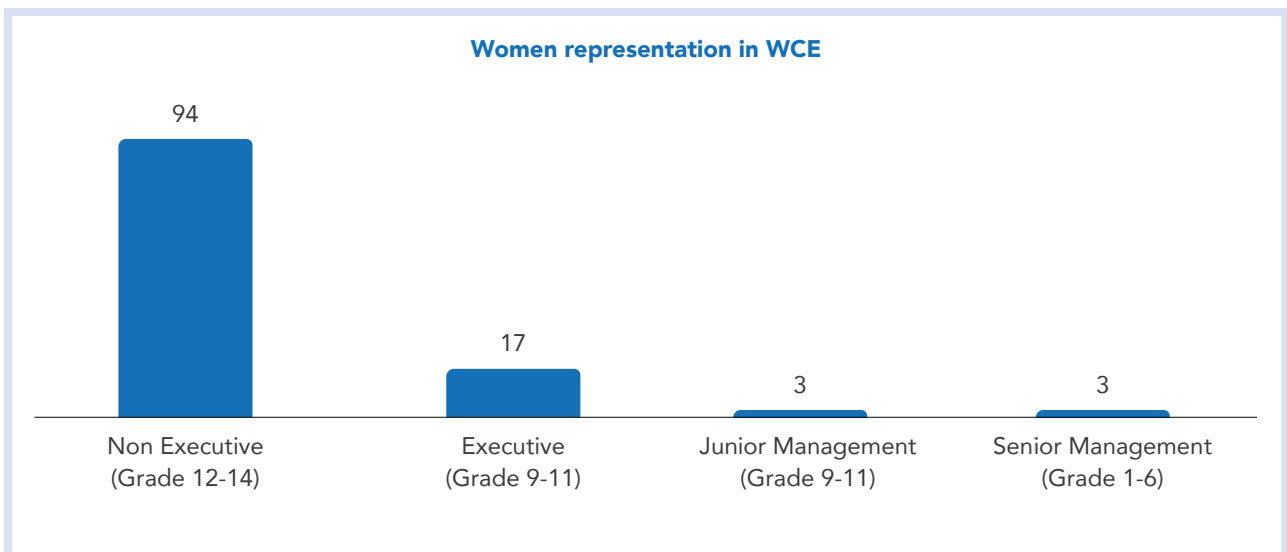
# SUSTAINABILITY STATEMENT (CONT'D)

## Employment Diversity and Equal Opportunity (Cont'd)



## Women Representation in The Workplace

In WCE, we fully encourage the empowerment of women in our workplace to promote diversity, inclusivity and equity in the workplace. This factor will further accelerate our company towards the betterment of creative ideas and good decision making. Women in our organization account for 40% of total employees. Every level of the workforce consists of women representation, accounting for 3% of senior management, 3% of junior management, 15% of executives and 80% of non-executives.



# SUSTAINABILITY STATEMENT (CONT'D)

## Human Rights

We uphold the human rights laws as underlined in the Employment Act 1995. We are committed to protect and respect human rights in the workplace. This includes the right to mandatory benefits and welfare, humane working conditions and the right to freedom of association, to bargain collectively and to express grievances.

Our CoC and Whistle Blowing Policy serve as guiding documents and we expect all employees to internalize these principles and consistently demonstrate a commitment to professionalism and ethical conduct in their work.

In WCE, we encourage employees and associates (the reporting individual) to promptly report any suspected or known instances of misconduct, wrongdoing, corruption, fraud, or abuse involving the company's resources. Our Whistleblowing Policy provides a structured grievance mechanism through which such concerns can be raised and addressed appropriately. In FY2024, there were no complaints concerning human rights violations in relation to the operational changes which resulted in constructive dismissals.

## Fostering Positive Working Environment

We believe that striking a good balance between work and active social programs is important in fostering teamwork and boosting morale. During the year, the Group organised the inaugural WCE Sports Day as well as staff celebrations in conjunction with Hari Raya and Christmas.



**There were no complaints concerning human rights violations in relation to the operational changes which resulted in constructive dismissals.**



**WCE Sports Day**



**Raya Celebration**



**Christmas Celebration**

# SUSTAINABILITY STATEMENT (CONT'D)

## Occupational Health and Safety at Working Place

Instilling a culture of safety in our workplace is of the highest priority for WCE. We take pride in our achievement of maintaining high standards on occupational health and safety measures to ensure compliance with regulatory requirements. We believe that a safe and conducive workplace for our employees is the foundation for a motivated and productive workforce.

## Occupational Health and Safety

WCE remains focused on implementing control measures governed by the Occupational Health and Safety (OHS) Management System. Our health and safety officer is responsible for managing and closely monitoring all health and safety matters.

In FY2024, the group achieved a significant milestone by recording zero fatalities and a zero loss-time injury rate for our employees, with a total of 680,992 man-hours worked. Moving forward, we are dedicated to maintaining this exemplary record. We will continue to enhance our safety management by executing relevant safety controls, monitoring the number of work-related injuries, and ensuring zero fatalities in the workplace. This unwavering commitment to safety underscores our dedication to the well-being of our workforce.

## Health, Safety and Environment Policy

The WCE Project is governed by the highest standards for health, safety and environment ("HSE"). This is done by ensuring our activities are not detrimental to the environmental, safety and health of our employees, sub-contractors, customers or any member of the community. We comply with all the applicable regulations and standards. The following principles are adhered to:

- Prevent Occupational Accident;
- Prevent Occupational Illness; and
- Prevent Environmental Pollution.

The project management team, contractors and all those involved in the project will be guided by the motto, "Health, Safety and Environment is Everyone's responsibility through ensuring the following:

### Compliance



Comply with all applicable laws and regulations

### Risk Management



- Conduct Hazard Identification, Risk Assessment and Control ("HIRAC") to ensure risk mitigation and measures for high risk work are in place
- Minimise health and safety risk through adoption of best practices

### Prevention



- Dissemination of relevant information to everyone involved
- Provide appropriate training to our employees and other related parties
- Provide personal protective equipment to employees and visitors at project sites

### Monitor, Report and Review



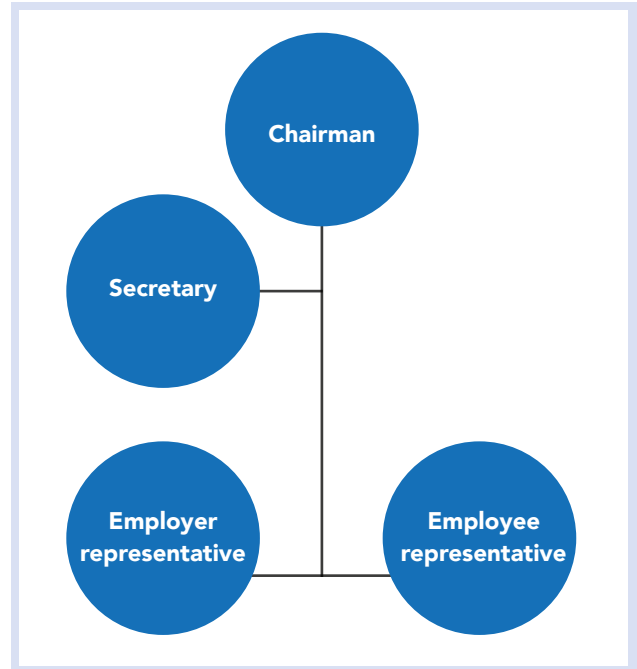
- Review performance and objectives periodically
- Committed to monitor health and safety performance to ensure standards are being met and continuously improved, which indicates that management control is effective

# SUSTAINABILITY STATEMENT (CONT'D)

## Occupational Health and Safety at Working Place

We have established the Occupational Health and Safety (OHS) Committee to oversee health and safety matters, review the adequacy of Health and Safety policy and practices, and address regulatory compliance issues through meetings on a quarterly basis.

The OHS Committee is headed by a Chairman and its members comprise employees and employer representatives.



## Occupational Health and Safety Training and Awareness

Beyond having in place standards and systems, we continue our efforts in health and safety awareness among our employees to prevent workplace accidents. Series of on-job training and daily safety briefings were conducted at project sites on emergency response, HSE management, toolbox briefings, handling of plant and machinery and environmental management system.

During FY2024, the Quality Management Department has conducted several OHS trainings for employees within the group. A total of 186 employees have attended health and safety-related training with a total of 16 hours across 7 sessions. The awareness and training sessions stand as important pillars in elevating comprehension and fostering a safety culture during daily work routines.



Spillage Management Training



Emergency Response Plan Training

7



Total training sessions

16



Total training hours

186



Total participants

# SUSTAINABILITY STATEMENT (CONT'D)

## Services and Facilities for Road Users Well Being

At WCE, we are dedicated to ensuring the overall safety, comfort, and satisfaction of our road users' well-being. Efforts to improve road safety have included enforcement of traffic laws, public awareness campaigns, and infrastructure upgrades.

In FY2024, the group actively participated in various road safety campaigns in collaboration with relevant government agencies. These initiatives were focused on raising awareness about road safety among road users, ensuring smooth traffic flow, and minimizing road accidents. Through these campaigns, we demonstrated our commitment to promoting safer roads and enhancing the overall safety of our communities.



*Road Safety Campaign during Chinese New Year 2024*

As traffic volumes are expected to rise before the full completion of the highway, WCE remains steadfast in its commitment to delivering excellent highway services and facilities.



*Emergency telephones are installed on both sides of the highway at every 2 km*



*Touch n Go self-service kiosks at each toll plaza*



# SUSTAINABILITY STATEMENT (CONT'D)



*CCTV surveillance*



*24 hours surveillance and emergency assistance highway patrol*



*Variable Message Signboard and 24/7 free hotline at  
1700 81 6600*



*Fully Electronic Toll Collection via Touch n Go,  
SmartTag and RFID lanes*



*Lay-By with basic facilities  
(surau & toilet)*



*Motorcycle Shelters*

# SUSTAINABILITY STATEMENT (CONT'D)

## Socioeconomic Compliance

It is in our interest to comply with national laws and regulations in the country where we operate. We ensure that our employees are aware and fully comprehend our standards in all sustainability aspects. Measures and controls such as standard operating procedures, audits and inspections by local authorities are in place, among others, to strengthen compliance with regulations, thereby reducing financial risk and impact.

The following is a list of key laws and regulations that are related to our business activities:



### Labour

- Employment Act 1955
- Personal Data Protection Act 2010
- Workmen Compensation Act 1952
- Employees' Social Security Act 1969
- Employees Provident Fund Act 1991
- Income Tax Act 1967



### Safety and Health

- Occupational Safety & Health Act, 1994
- Fire Service Act, 1988
- Construction Industry Standards by Construction Industry Development Board Malaysia

## Local Communities & Society

WCE is committed to contribute positively to the surrounding community through social activities. We organised various Corporate Social Responsibility ("CSR") engagements mainly focused on education and social welfare.

### NU Sentral KL (16 July 2023)



Visit Perak Year 2024 Soft Launch

### WCE Section 6 Assam Jawa (26 July 2023)

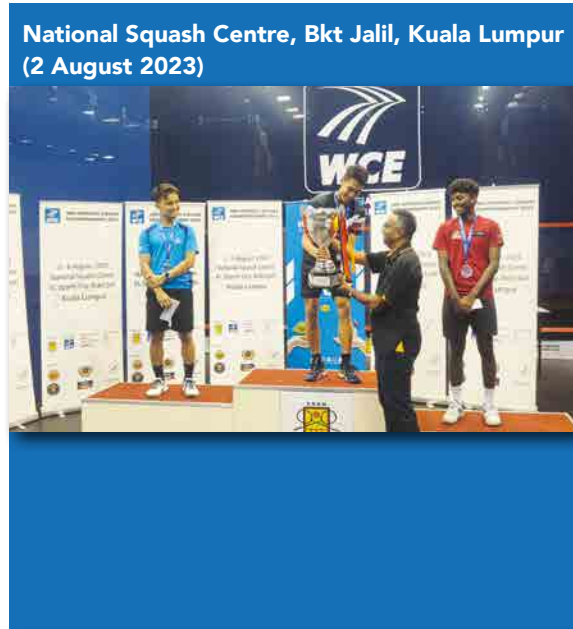


Minister of Works Site Visit

# SUSTAINABILITY STATEMENT (CONT'D)

During FY2024, the Group contributed towards Rugby Cobra 10s and SRAM National Squash Championship to inspire and support communities in engaging in sporting activities. The collaboration between the two sports and WCE demonstrates the convergence of different domains, showcasing WCE's role in driving not only commuters but also the nation's sporting aspirations to new heights.

We are confident that our efforts by giving back to local communities through social and welfare initiatives will strengthen good relationships and align with our sustainability objectives.



**WCE SRAM National Squash Championship**



**Cobra 10s Sponsorship**



**IPD Manjung Merdeka Convoy**

# SUSTAINABILITY STATEMENT (CONT'D)

## Local Communities & Society (Cont'd)

**WCE Section 6 Assam Jawa  
(20 November 2023)**



*WCE Section 6 Opening Event*

**WCE Selangor Regional Office  
(29 November 2023)**



*Visit from University of Wollongong*

**Lekir Toll Plaza  
(5 February 2024)**



*Kempen Keselamatan Jalan Raya bersama  
PDRM Perak Sempena Sambutan Tahun  
Baru Cina 2024*

**WCE Selangor Regional Office  
(29 January 2024)**



*Investor Visit (UOB Kay Hian, Eastspring  
Investments, AIA Malaysia and Principal Asset  
Management)*

**WCE Section 11  
(11 March 2024)**



*WCE Section 11 (Taiping Selatan – Beruas )  
opening ceremony by MOW & Perak MB*

**Shah Alam Toll Plaza  
(18 March 2024)**



*Program Jalinan Kasih Ramadan  
with PSKLM & Touch n Go*

# SUSTAINABILITY STATEMENT (CONT'D)

**Kg Bkt Hijau - Bandar Puncak Alam road  
(7 December 2023)**



*WCE collaboration with YB ADUN Jeram in improving the Kg Bkt Hijau - Bandar Puncak Alam road*

**WCE Selangor Regional Office  
(21 December 2023)**



*Visit from University Teknologi Malaysia*

**RHB Centre Kuala Lumpur  
(23 January 2024)**



*WCE Century Ride Press Conference*

**WCE Taiping Selatan Interchange  
(17 January 2024)**



*MB's PERAK SITE VISIT to SECTION 11*

**WCE Selangor Regional Office  
(19 March 2024)**



*MP Tanjong Karang courtesy visit to WCE lead by YB Dato' Zulkafperi Bin Hanapi*

# SUSTAINABILITY STATEMENT (CONT'D)

## **Assurance of Statement**

The sustainability report has been reviewed by Board of Directors, Chief Executive Officer, Head of Departments and Sustainability Committee. We conducted internal audit within our organisation to ensure our sustainability performance data is verified and valid. To enhance the credibility of our report, we plan to conduct an external assurance moving forward.