

Ushering In The Ox Year With The Underprivileged

Page 13 >



B E R I T A IOI

The Official Newsletter of



IOI GROUP

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#ChooseToChallenge

International Women's Day 2021

Mother. Wife. Sister. Girlfriend. Daughter. Friend.
Colleague.....

Every woman is celebrated and honoured on 8 March every year on International Women's Day (IWD). It is a day that has been designated as an official observance by the United Nations since 1975. It is a day that offers an opportunity to reflect on the progress made, to call for change and to celebrate the many acts of courage and determination by women. It is also an opportunity for IOI to join our voices and raise our hands with everyone in the world to strengthen our support for women and forge an inclusive world in line with this year's theme, *#ChooseToChallenge*, as a challenged world is an alert world.

This IWD, we are giving a voice to the women and men of IOI to celebrate the successes and achievements of women, appreciate the meaningful contributions of women, applaud the sacrifices of women, recognise the role models and heroines in our lives, and inspire women to continue to rise to the challenge. Turn to our Cover Feature as we amplify their voices, challenges and experiences.

Will you choose to challenge?

Earth Month

Turn to page 6 and 7 for more information.



Positive Breakthrough In Land Dispute



IOI Corporation Berhad has achieved a significant breakthrough in the dispute resolution for the IOI Pelita Plantation Sdn Bhd (IOI Pelita) land in Miri, Sarawak at a dialogue session. The IOI Pelita land dispute with local communities in Tinjar, Sarawak, has been going on for 14 years and is considered to be one of the long-running disputes in

Sarawak. Actually, this dispute started back in 1997, long time before we entered into the joint venture with the Land Custody and Development Authority of Sarawak (LCDA) in 2006.

Over the years, there were many attempts to resolve the dispute but they have not

succeeded. The case is complex as it involves eight community groups and approximately 505 households, together with the Sarawak state government, which considers the land as State Land.

Three years ago, IOI Pelita launched a three-stage resolution plan which was approved by the Roundtable on Sustainable Palm Oil (RSPO). Since then, IOI Pelita has been following the resolution plan closely, with the involvement and assistance from RSPO, LCDA, Sarawak State Government and two non-governmental organisations, namely Grassroots and the Communities Information and Communications Centre.

As a result of the close involvement and assistance from these stakeholders, a significant breakthrough in the dispute resolution process was reached on 17 March 2021 in Miri at a dialogue session held by the Sarawak state government with all the eight community groups. The dialogue session was chaired by the Acting Resident of Miri Mr Abdul Aziz Mohamad Yusuf, and attended by, among others, the Assistant State Minister of Local Government & Housing, Yang Berhormat Datu Dr Penguang Manggil, and IOI Pelita's representatives.

In resolving the communities' communal and individual land claims made during the

community participatory mapping stage, IOI Pelita offered during the session to relinquish their interest over all the remaining land which has not been planted with oil palm by them. This amounts to a sizable approximately 5,000 hectares out of the total land area of approximately 9,000 hectares.

In conjunction with the intended relinquishment of interest by IOI Pelita, the Sarawak state government has made a far-reaching and unprecedented offer to declare that area of approximately 5,000 hectares of land a Native Communal Reserve and subsequently grant the communities communal and individual land titles, which give better legal rights and protections to the communities than the native customary rights.

IOI Pelita's offer is conditional on all parties to the dispute reaching an agreement on the exact terms of the final dispute settlement. These terms will be discussed at the upcoming last stage of the resolution process, the negotiation stage, where expert advice will also be offered to the communities. The negotiation stage will commence as soon as the current interstate travel restrictions (due to the Covid-19 pandemic) are lifted.

out of 10 in workplace for our decent work for young workers, parents and caregivers in the prevention of child labour, and was given 7.2 for our community and environment impacts.

Founded in 2009 by the Swedish Royal Family, GCF is a leading independent non-profit forum that promotes cross-sector partnerships and the sharing of knowledge and best practices to achieve and strengthen children's rights.

We are proud of our progress but will remain committed to improve our sustainability practices by addressing the gaps and taking additional measures to eliminate all forms of child labour in our plantations. We hope that our win will serve as an inspiration for others to create a better world for all children.



Dr Surina (top left) sharing a light moment with the rest of the speakers during the GCF's panel discussion. She presented IOIC's journey in children empowerment.

From only 3% in 2016, we have witnessed a rise to 24% in 2020 in board accountability for children's rights in Southeast Asian companies. According to *The State of Children's Rights and Business 2020 Southeast Asia* study conducted by Global Child Forum (GCF), many leading companies are recognising that their impact on children goes far beyond child labour, and that they have the opportunity to influence children in positive ways.

At IOI Corporation Berhad (IOIC), we support the establishment of learning centres and daycare facilities for our workers' children in our plantations. The Humana Child Aid Society Sabah schools and Community Learning Centres provide school-age children with basic education and prevent them from accompanying their parents into the estates for work. "Children are our future. Our workers have the same ideals and wants as we do, and it's important to recognise that," said IOIC Group Head of Sustainability Dr Surina Ismail during a GCF webinar on 16 March 2021.

Our ongoing commitment in implementing policies and practices as well as taking concrete steps to move beyond policies and embedding children's rights into our company's practice have led us to be named a Leader (the Top

3 companies with the highest score for 2020) with a benchmark score of 8.1 in the Food, Beverage & Personal Care sector. This regional study covers six countries, eight sectors and assesses companies against 27

indicators. We are also the Top Mover since our last benchmark in 2016 – showing the highest overall increase in score amongst 232 Southeast Asian corporations in six countries and eight different sectors. We also scored 9.4

Committed To Children's Rights



Editor's Note

Individually, each of us is responsible for our own actions. When we choose to challenge the status quo or the current norms in unity, our actions will collectively lead to a more impactful change. Instead of celebrating women or going green on one specific day, we can choose to bring about change every day. Because every day is a good day to value the women in our lives and give a shout out to those we care about. Every day is a good day to empower ourselves to arise against our challenges. Every day is certainly a good day to care for our environment and start to rethink, repurpose, recycle, reuse, reduce, recover and repair. So, raise your hands towards a changed life and commit to make a difference today, tomorrow and the day after.



Leader In Environmental Excellence

Our team has put in a lot of effort, cohesively and tirelessly overcoming all the sporadic and short-term challenges while at the same time working on a more holistic and longer-term project, said IOI Oleochemical Industries Berhad Executive Director Mr Tan Kean Hua as he applauds the winning feat of IOI Pan-Century Oleochemicals Sdn Bhd in garnering the highest honour in the prestigious 2019/20 *Prime Minister's Hibiscus Awards (PMHA)*.

Besides bagging the *Challenge Trophy* at the country's premier environmental award ceremony that recognises environmental accomplishment and leadership, we were also awarded the *Excellent Achievement Award in Environmental Performance*, which is the highest category of merit within the award structure. Not only that, we also won the *Johor State Award* for showcasing the best environmental performance amongst all Johor participants. Our awards were presented by Prime Minister Tan Sri Muhyiddin Yassin in a virtual presentation ceremony held on 25 February 2021.

We contended among 72 companies from the private sectors, ranging from petrochemical industries to food and beverage producers to glove manufacturers, to prove we can preserve the environment even in the face of challenging economic uncertainties. To win the award, a comprehensive report was prepared on the sustainable practices of the company based on 15 criteria laid out by PMHA panel. It was evaluated by a panel of distinguished industry experts and was followed by a site visit. Our co-generation plant, reverse osmosis plant, rainwater harvesting, solar thermal system are just some of the numerous green efforts that we take pride in.

We will continue with our environmental initiatives, investment in green technology and sustainability practices.



Recertified With Green Mark Platinum

True to its commitment to sustainability, South Beach Residences had reused its Christmas Ferris Wheel to feature a display of 12 Chinese zodiac animals, complemented by eight golden fishes at the bottom, to usher in the Lunar New Year.

The passion towards sustainability is also reflected in the iconic architecture that is designed with the idea of blending innovative form with environmentally conscious design and ingenious green technologies. From a 280m-long louvred microclimatic canopy which functions as a solar shading device, rainwater collection device and wind deflector to a high-performance glass facade that reduces glare and heat from the sun to the

multiple sky gardens which create natural air movements that enhance the air quality, South Beach exemplifies Singapore's ideal of a 'city in a garden'. This prestigious development is in line with the *Singapore Green Plan 2030* that was unveiled in February 2021 to build a sustainable future by bolstering current sustainability efforts and building a more vibrant and greener home for future generations.

In recognition of its various sustainable features, South Beach has been recertified with two *BCA Green Mark Platinum Awards (Residential and Commercial)* in 2021.



Most Improved Company 2020



IOI Corporation Berhad has made another significant milestone in its sustainability journey. We were awarded the *Most Improved Company 2020* for Hong Kong, Macau and Southeast Asia in the area of *Water Security* at a Carbon Disclosure Programme (CDP) webinar on 3 February 2021.

With continuous support and commitment from our implementation team (from plantation and manufacturing divisions), we have upgraded our score to B (Management Awareness & Involvement) from last year's C (Awareness). The CDP, with this year's theme of *Road to Net-Zero: Climate Action in Asia Pacific*, is one of the international and national initiatives that we have voluntarily commit to improve our overall sustainability credentials.

Congratulations! Let us keep the sustainability momentum going!



Mr Samuel Leong (right) of Fortuna POM receiving the award trophy.

Thank You To Our Trusted Suppliers

Every year, IOI Edible Oils Sdn Bhd shows its appreciation to its suppliers for supplying high quality crude palm oil (CPO) and palm kernel (PK). If not for the Covid-19 pandemic, our Supplier Appreciation Dinner would have been a grand affair of celebration, just like any other year. Nevertheless, we showed gratitude to our suppliers by presenting six *Quality Awards* to eight recipients and eight *Quantity Awards* to nine recipients from the best performing palm oil mills (POMs) in FY2019/2020. We also included goodie bags filled with assorted confectionery, wine, face masks and hand sanitisers as we usher in the Year of the Ox together.

Our mills have also performed well and bagged these coveted awards:
Best Quality CPO Supplier (Individual Mill Category) : Pamol POM (Washed CPO)
Best Improved CPO Quality : Morisem POM
Best Quality PK Supplier (Grouping Category) : IOI Sandakan Region
Best Quality PK Supplier (Individual Mill Category) : Syarimo POM



IOI Sandakan Region Senior Mill Controller Mr Raymond Herberson (right) with the Best Quality PK Supplier award.

Protecting Our Gentle Giants With *Satellite Collars*

Celeste is a 30-year-old Bornean pygmy elephant in Sabah that is categorised as *Rare*, *Threatened* and *Endangered* along with 200 to 300 elephants that can be found in the Kinabatangan floodplain. Due to habitat loss, Celeste and other elephants are wandering into oil palm plantations in search of food.

On 26 February 2021, Celeste was successfully collared following a collaboration between IOI Plantation Services Sdn Bhd (IOI Plantation) and non-governmental organisation, Seratu Aatai. Together, we will protect the dwindling population of elephants by mapping and tracing their movements via satellite collaring, as well as expand our knowledge on their presence and needs. The elephant collaring activity started with an introduction by IOI Sustainability Department at Leepang 1 Estate and a team briefing by HUTAN-Kinabatangan Orang-utan Conservation Programme (HUTAN-KOCP) representatives. After successfully tracking Celeste, Sabah Wildlife Rescue Unit (WRU) veterinarian Dr Roopan sedated her with a tranquiliser dart. We waited till it was secure to place a satellite tracking collar on her. Since then, we have been tracing and mapping her movements as she travels from Leepang 5 Estate to the west along the Kinabatangan River. The collar will enable us to monitor her

movements as well as protect or redirect her in the event of any threatening human-elephant conflict.

Seratu Aatai (which means *united* in Orang Sungai lingo) is led by founder-cum-elephant expert Dr Nurhafarina Othman, and has been working closely with HUTAN-KOCP, Sabah Wildlife Department and WRU to study the elephants' population dynamics, reasons for their movement patterns across the floodplain, their impact on the Kinabatangan ecosystem, the efficient mitigation measures to minimise human-elephant conflicts, the real versus perceived opinions of villagers and those in the palm oil estates with regards to elephant and their co-habitation. All these aims are in line with our IOI Biodiversity and Conservation Guidelines and our adoption of the United Nations' Sustainable Development Goals 15 (Life on Land) and 17 (Partnerships for the Goals).

This collaboration will help us to mutually understand the Bornean Pygmy Elephants and allow us to create a future for humans and nature to live harmoniously. Together with Seratu Aatai, we are now searching for another elephant to be collared.



A satellite collar only weighs approximately 10 to 15 kg and causes no discomfort or burden to the elephant.



Flooding With Generosity

When the recent flood worsened in Peninsular Malaysia, ravaging homes and displacing scores of people in states such as Pahang, Johor, Terengganu and Perak, Putrajaya Marriott Hotel, Palm Garden Hotel and Palm Garden Golf Club joined forces with Triton Tuners Club Malaysia to lend a hand in a Corporate Social Responsibility initiative. Together, we offered flood relief assistance to victims of over 100 homes that were ravaged by the flood at Kampung Machang Gelap, which is located in Chenor, Maran along the Pahang River.

Our colleagues went all out to source and gather essential supplies such as rice, dry food items, fruits, bottled water, clothing, pillows, blankets, *Al-Quran* and more, with the value of over RM10,000 – all within a week. The public also donated generously to this *Flood Relief Movement 2021*. On 22 January 2021, a total of 31 Triton trucks and one lorry set off to Maran amidst the Covid-19 pandemic to deliver the donated items to the affected families.



The Future Of *Palm Oil Trade*



There are two overarching strategies that can be taken up by the palm oil industry to make palm oil's competitive position more secure and sustainable in the long term. By focusing on the neighbouring regional market in palm oil trade including strengthening market shares in developing countries such as the African region, we can reduce the food security risk from a long supply chain. We can also minimise substantial logistic cost and the cost of preserving the quality of palm oil due to long travelling distance and time.

IOI Corporation Berhad (IOIC) Group Managing Director & Chief Executive Dato' Lee Yeow Chor presented his strategies at the virtual Council of Palm Oil Producing Countries (CPOPC) Chief Executive Officer (CEO) Forum on 26 February 2021. Focusing on *The Future of Palm Oil Trade*, he further added that palm oil companies can collaborate

with other vegetable oil producers in the Western world to offer multi-oils solutions in accordance with the usage or purpose, rather than emphasising the type and origin of the oils. He highlighted the need to eliminate the point of origin of palm oil, and focus on generalising palm oil without emphasising the origin, as practised in hydrocarbon trading.

Dato' Lee was invited to be the Lead Presenter of Malaysian CEOs at the forum, which was held right after the 8th Ministerial Meeting of CPOPC. Attended by five prominent Malaysian CEOs (from IOIC, Kuala Lumpur Kepong Berhad, Sime Darby Plantation Berhad, IJM Plantations Berhad and Sarawak Oil Palms Berhad), six notable Indonesian CEOs, senior officials of member countries, and the Secretariat, the forum was a high-level consultation between the governments and the main representatives of the industry from



CPOPC member countries. The CPOPC CEO Forum was an excellent opportunity for the leaders of the industry to deliberate on the way forward to bring the palm oil sector to greater heights. Coordinating Minister for Economic Affairs of the Republic of Indonesia His Excellency Mr. Airlangga Hartarto served as CPOPC Chairman while Minister of Plantation Industries & Commodities

of Malaysia co-chaired the CPOPC CEO Forum. In addition to promoting the image of palm oil, the forum was a good engagement platform in improving the leadership thinking and bringing the future direction of the palm oil industry to greater heights. It is in line with CPOPC's purpose of strengthening mutual cooperation and collaboration as well as uniting the world's palm oil producers.

Progressing From Sustainability To *Climate Action*

"The world is heading for mortality rates equivalent to the Covid crisis every year by mid century unless we take action now," said Mr Mark Carney, the former Governor of the Bank of England. That is why the efforts towards climate action in the palm oil industry need to be further improved over time. It is a collective responsibility.

Although IOI Corporation Berhad (IOIC) has just launched its *Climate Change Action Initiative*, its climate action journey actually started more than 15 years ago when it joined the Roundtable on Sustainable Palm Oil (RSPO). This is because the RSPO criteria include various environmental, sustainability and climate change issues, such as greenhouse gas emission reduction, no deforestation, no peatland planting and more.

We are now replanting our aged palms which are of low yield, with high-yielding materials, intensifying the utilisation of by-products into green products as well as converting our waste into green energy. As an integrated palm oil player, we are also focusing on energy efficiency, water conservation, waste reduction and also green energy. In fact, we have planted 200,000 hectares with 30 million oil palm trees to offset our carbon footprint. Oil palm



growing is a carbon capture activity and we have integrated tree planting into our business activity.

These good agricultural practices were shared by IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor during the *Progressing from Sustainability to Climate Action in the Palm Oil Sector* webinar that was organised by Climate Governance Malaysia (CGM) on 3 March 2021.

Hosted by CGM founder Dr Kala Nesaretnam, the webinar includes an esteemed panel (including IOIC) which discusses the efforts that are being taken to step up sustainability and climate action initiatives, among others.

Watch the webinar at: <https://www.youtube.com/watch?v=PpzST5518f8>.

Switching To *Green Electricity*

Offering sustainable and nature-based products is one of IOI Oleo GmbH's basic principles. We recently took another consistent step and made a positive contribution to climate change by switching the energy supply of our production sites to green electricity.

As a raw material producer, we are positioned at the beginning of the value chain hence our carbon footprint affects downstream industries as well. At the same time, the chemical industry, which includes us, is one of the major industrial carbon dioxide (CO₂) emitters. We therefore play a key role in climate protection, because climate-friendly products are a crucial factor in almost all industrial sectors.

From 1 January 2021, we switched our production sites in Witten

and Wittenberge completely to 100% green electricity. Green electricity is electrical energy generated from renewable energy resources (hydro, wind, solar, etc.), renewable raw materials (wood, straw bales, maize, organic waste, etc.) or environmentally-friendly resources which can be restored over a short period of time. This contrasts with energy generated from nuclear power and fossil fuels which will diminish over time. With the implementation of this green project, IOI Oleo GmbH can potentially save up to 7,500 MT of CO₂ annually.

With our sustainable products and the switch to green electricity, we are consistently pursuing our targets while exerting a positive influence on downstream industries and the environment. Thus, with our products and raw materials we are creating a leverage effect for our customers' products by also lowering their carbon footprint.



Fighting Climate Change Together

Throughout March 2021, IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) implemented a line-up of exciting eco-activities to raise awareness on climate change and environmental protection. Here are some activities that were organised in line with IOIC's *Climate Change Action (CCA) Initiative* and IOIPG's *IOI Connects to Earth Campaign*. They are held in support of the global Earth Hour on 27 March 2021.



Practising the 7Rs (Rethink, Repurpose, Recycle, Reuse, Reduce, Recover and Repair) daily is an excellent way to reduce our carbon footprint as encouraged by IOIC Sustainability Department during the *Lunch & Learn Talk Session on CCA Initiative* on 1 March 2021.



Team Masyarakat Majmuk **₹ 352.51 km**



Jaswin Goh **₹ 120.59 km**



Chu Ket Pein **₹ 126.30 km**

Let us be as active as our 97 participants from IOIC and subsidiaries who challenged themselves to walk or run individually or in groups from 3 until 28 March 2021 to attain the longest distance in our *Virtual Run for Climate Change* competition.



Plastic Container

From planting a tree to repurposing unwanted items to opting for a plant-based meal, we can change our daily habits and make IOIC's 21-Day Earth Month Challenge our lifestyle.



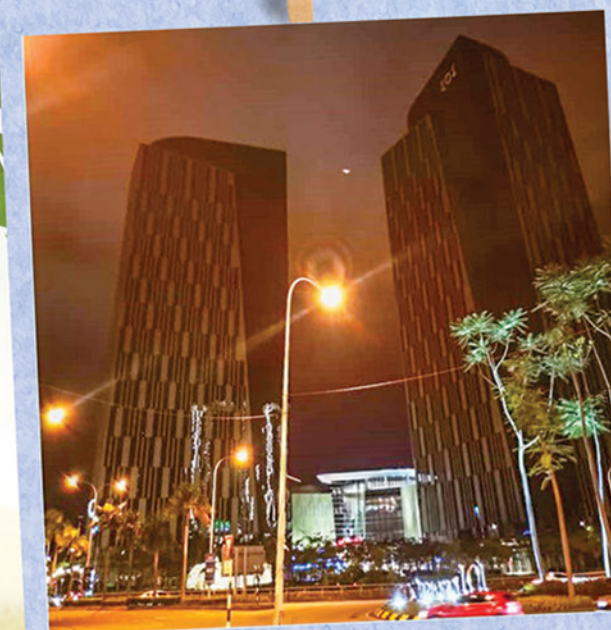
Teaching children and adults to care for Mother Earth is the way to go as IOIPG employees and their children learnt how to create terrariums via a physical and a virtual workshop.



Staying active and raising funds for wildlife spurred 24 Putrajaya Marriott associates to support the World Wildlife Fund-Malaysia's inaugural *Virtual Run for Nature* from 29 March to 8 April 2021.



Weaving creative environmental-themed stories through storytelling not only sparks our creativity but creates a deeper appreciation of Mother Earth as IOIC employees discovered during a *Wayang Kulit* workshop on 19 March 2021.



Puchong Financial Corporate Centre, IOI Squares and IOI City Towers marked Earth Hour by going lights out on 27 March 2021 from 8:30 to 9:30 pm.



Over 300 diners at Le Méridien Putrajaya and Four Points by Sheraton Puchong joined millions around the world to conserve energy on 27 March 2021. Diners also enjoyed the hotels' Earth Hour-themed desserts and glow-in-the-dark cocktails.



Congratulations TO ALL WINNERS

- | | |
|----------------------------|--------------------------|
| 1. Hanna Hazirah Awaluddin | 11. Rina Norbazura |
| 2. Guan Chin Jo | 12. Jee Siaw Hsia |
| 3. Ting Ming Chin | 13. Annie Yeoh |
| 4. Kevin Tai | 14. Shirlyne Cheah |
| 5. Mashitah Binti Diron | 15. Yuki Low |
| 6. Lily Syafrina | 16. Noor Khamisah |
| 7. Brosnan Tan | 17. Mastura Mohamed |
| 8. Dawson Chong | 18. Kogilavani Mariappan |
| 9. Rubiah Binti Osman | 19. Iliyana Mohd Sah |
| 10. Fadzyla Bt Sukirun | 20. Yong Shiau Ching |

Kindly collect your gift by today (31/03), 3pm @ Level 29 Corporate Communications Department.

Congratulations to IOIC employees for demonstrating superb knowledge and understanding of various climate change and environmental issues in the *Earth Month's Online Quiz*.



IOI Mall Puchong gave out bottles of cleaning enzymes by Puteri Mart to mall patrons to encourage them to upcycle fruit peels into eco-friendly cleaners in contrast to chemical-based ones.

LET'S FIGHT Climate Change Together Contest

Congratulations to all the winners!

- 1st prize: **Salleh Kasmon**
2nd prize: **Noorfarazana Mohd Fadzi**
3rd prize: **Wah Li Lian**

Consolation prizes:

- Zefy Norhaiza Ab Rahman**
Samantha Lim Pei Ying
- Special category:
Best Idea in ways to "7R" Materials from Oil Palm Plantations*
Mastura Mohamed

Congratulations to these eco-warriors for sharing their climate change mitigation ideas. Watch out for more updates in our next issue.



On 27 March 2021 at 8:30 pm, Palm Garden Golf Club's R5ve Café welcomed diners to dine in the dark and lit its walkway with capsule candles to conserve energy.



Used aluminium cans can be creatively repurposed and not thrown away so let us be as eager as the students who submitted their array of creative artworks to IOI Mall Kulai.



IOI Corporation Berhad (IOIC) sponsored and participated in the virtual *Palm Oil Trade Fair & Seminar (POTS) Digital 2021* conference, with the theme *Malaysian Palm Oil – Forging Ahead in the New Norm*, where world-renowned oils and fats industry leaders and experts gathered while 103 exhibition booths from local and international palm oil companies displayed and promoted a variety of palm-based products and services to a global audience. This event was Malaysian Palm Oil Council's maiden virtual conference.

POTS Digital 2021 was a tremendous success despite the Covid-19 pandemic. We too, had a display booth where our range of oleochemical products such as fatty acids, glycerine, soap noodles and fatty esters were showcased to over 25,000 people from all over the world, who registered for the conference which ran from 5 to 8 January 2021.

A total of 15 world-renowned oils and fats industry leaders and experts delivered four insightful talks while 12 specialists and

scientists shared their latest research findings and views on sustaining healthy lifestyles from fats and bio-actives. In fact, the Chief Executive Officer (CEO) Forum enjoyed over 2,000 conference delegates participating in real time.

IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor, who spoke at the CEO Forum, proposed that special applications and purposes be developed for smaller volumes of palm oil when it comes to

commodity-based palm oil trade as the current pandemic makes shipping massive volumes of palm oil across continents and into inland areas a risk and not feasible due to cost and hygiene factors. He added: "Palm oil can be turned into high-value products. On the oleochemicals side, it can be applied to the hygiene sector, the pharmaceutical sector and as a renewable fuel." If you missed out on the event, log in at www.potsdigital.vfairs.com.



The CEO Forum, themed Key Growth Drivers for Malaysian Palm Oil Trade, saw a live discussion among six top CEOs from around the world, including Dato' Lee (middle on top row) on the way forward for the palm oil industry, particularly in the post-pandemic era.

Turning Waste Into Value

There are many ways to go green – recycling, repurposing old things, using energy efficient appliances, and more – but one of the most overlooked ways to go green and sustainable is the practice of compost. The agriculture world is moving towards self-sustenance by recycling waste products as an alternative source of fertiliser because composting is seen as a valuable method to mix and degrade waste ingredients for the benefit of plants. It is a 100% organic fertiliser that contains nutrients that are often absent in synthetic fertiliser.

At Sagil Estate, our oil palm wastes such as empty fruit bunches and palm oil mill effluent are utilised as a renewable nutrient source. Even our animal manure, plant debris, rice husk ash, grass and other by-products can be

converted to good use. They are all gathered and dumped into several composting pits, mixed and churned at the right temperature, before they are ploughed into the soil.

This small-scale composting project is able to subsidise the manure requirements of our pineapple, mangosteen, rambutan, avocado, durian and other fruit trees at Sagil Estate. The nutrients in the compost are gradually released to the soil which will increase the soil pH and moisture holding capacity, and eventually, will nourish our fruit trees to be healthy, fruitful and plentiful.



Besides enriching the soil and reducing the need for chemical fertilisers, compost decreases landfill waste and makes our environment greener.



Soap Making For Soup Making

Back in June 2020, IOI Pan-Century Oleochemicals Sdn Bhd (IOI Pan-Cen Oleo) extended 50 kg of repurposed soap scraps to Kechara Soup Kitchen. On 26 March 2021, we showed our fervent support again by contributing 50 kg of clean, fresh-smelling and repurposed soap scraps to the non-profit organisation. Instead of ending up in the landfill, our raw soap scraps are upcycled into hygienic and scented soaps. All we do is add fresh herbs and emollients, then shape and press them into handmade soap bars.

IOI Pan-Cen Oleo Senior Store Supervisor Mr Paramisvam and Senior Human Resource Executive Mr Kobinathan (left and middle in pix) handed 50 kg soapfuls of care, love and hope to Mr Ang who accepted the contribution on behalf of Kechara. The repurposed soap will be sold by Kechara, which will then use the proceeds for its community development activities, such as providing sustenance and basic medical care for the homeless and urban poor in Malaysia, and upskilling and training young mothers for job placements.



International Women's Day: #ChooseToChallenge

Speak Up & Take Charge, Women

Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) Executive Director Datin Joanne Wong, who had recently gone back to playing golf, challenged herself to get a golf handicap by the end of this year. Meanwhile, IOI Corporation Berhad (IOIC) Group Legal Counsel Ms Farah Suhanah challenged herself to cycle 4,450 km crossing from France over to Bulgaria with 10 countries in between, over 50 days. These are some of the voices of our women as they strive to challenge themselves to push beyond the normal during International Women's Day (IWD) on 8 March 2021.

Our female and male colleagues from IOIC and IOI Plantation Services Sdn Bhd voiced out their support for a more inclusive and gender-equal world in a video presentation during the IWD celebration, which was launched by IOIC Plantation Director Mr NB Sudhakaran and Group Head of Sustainability Dr Surina Ismail.



Raise your hand to support IWD with the organising committee.

During the event, our Women & Empowerment Committee (WEC) launched the *Haircut Initiative* as a method to empower and uplift women who are living within the plantation community. Yayasan TSLSC Administration Executive Ms Kogilavani (who is also a trained hairdresser) demonstrated the simple skills of trimming hair for our budding hairdressers who will employ the newly learned skill to earn extra income and improve their livelihood by providing haircutting services to others. WEC also donated 20 sets of free haircut toolkits to selected operating units in support of the cause and to kickstart the initiative.

Stay a cut above and empower yourselves to earn extra income.

We also challenged our women to showcase their makeup skills in the *Wake Up and Makeup Contest* in celebration of the beauty of women. Makeup empowers women by giving them a sense of fulfilment and confidence. Cheers to our colleagues who wore purple or pink attires to work on IWD to show their support and solidarity in creating a more inclusive and gender-equal workplace.



Mr NB Sudhakaran giving his opening remarks to both our IWD's physical and virtual participants.

We support women's rights for a more equal and sustainable future.

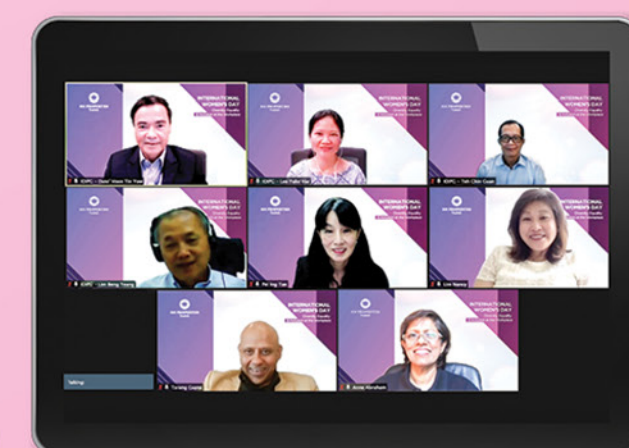
Inspire & Encourage Women Leaders

IOI Properties Group Berhad (IOIPG) Chief Executive Officer Dato' Voon Tin Yow said: "IOIPG believes in equality, fair play and mutual respect, and embraces diversity, inclusiveness and transparency. We want to create an ecosystem that empowers our people to be the best that they can be, enables creativity and innovation, encourages collaboration and teamwork, and builds trust across all stakeholders that leads to our vision, TRUSTED.."

As women currently make up over 30% of IOIPG's senior management positions, Dato' Voon hopes for more women to take on more leadership roles and functions across different business segments. He believes that women are capable of performing better than their male counterparts; and celebrates the inspiring women of IOIPG during a webinar entitled *Diversity, Equality and Inclusion at the Workplace* on International Women's Day (IWD).



Over 300 IOIPG employees from Malaysia, Singapore and China participated in the high-powered interactive session to listen to Dato' Voon, IOIPG Executive Director Ms Lee Yoke Har, PI Architect founder Ar. Datuk Tan Pei Ing, Independent Director & Coach Datin Nancy Sim and Dutch Lady Milk Industries Berhad Managing Director Mr Tarang Gupta. It was organised in collaboration with LeadWomen Sdn Bhd, and was moderated by its co-founder and chair Ms Anne Abraham.



March

Prior to the webinar, a series of group-wide activities were held to encourage collective action and shared responsibility for driving diversity and inclusion at the workplace and in the community. They included the *#ChooseToChallenge* photo contest and *#InspiringWomen* Facebook profile photo frame giveaway in February 2021. Our employees across IOIPG participated in the month-long activities. Our malls and hotels also participated in the IWD celebration by contributing shopping and dining vouchers.



#ChooseToChallenge photo contest.



IOI Mall Kulai gave 150 muffins to its customers to celebrate women's achievements and to raise awareness on gender equality.

International Women's Day:



While girls followed their parents to work in oil palm plantations or stayed home to cook and clean, Nalia, the eldest of six siblings, challenged the norms by insisting on schooling despite her family situation. Born in 1971 to parents of oil palm workers, she understood the values of working hard and persevering. After completing her studies (Form 3) at Pamol, she continued her studies at Beluran, but during school holidays, she would always help her parents at the estate by collecting oil palm loose fruits. Her firm values led her to complete her studies.

Since joining IOI in 2000, she has learnt to handle numerous portfolios, from accounts to administration to human resources. Her 32 years of extensive and in-depth knowledge and experience led her to be appointed as the lead of SAP operations. She believes that IOI is a company where women can become anything if they put their mind, heart and soul into it. With her attitude that there is no shortcut to success, just hard work, honesty, integrity and responsibility, she has successfully spearheaded the SAP implementation in IOI Sandakan Region.

A role model for being a committed career woman, mother, wife and homemaker, Nalia lives life to the fullest by seizing every opportunity along the way to learn, explore and grow. A woman who loves the outdoors, she is equally passionate about cooking as her colleagues will attest to her culinary expertise. She challenges women to go forth: "We as women have a long way to go in breaking social norms as well as our own perception of our roles in society and what we are really capable of. The sky is the limit for those who are willing to take chances and break the glass ceiling. The fight for equality must continue for this and future generations."

Puan Nalia Rudin
Assistant Manager, SAP Support
IOI Plantation Services Sdn Bhd
(Sandakan Region)



"My Mum is my hero! She is German and as a teenager at the end of the Second World War, she fell in love with my father who was a British soldier in the occupying army. She followed him back to the UK when his tour of duty ended and started a family.

She endured being disowned by her own family, discriminated against back in the UK. All this whilst learning a new language and adapting to a foreign culture, yet still going out to work, to support the household and to raise a family.

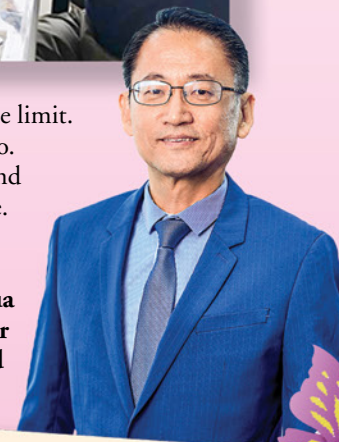
I remember fondly her constant words of encouragement to both my sister and myself with the words: "Keep moving forward, and never have regrets." So, we should never complain about our problems as they are probably insignificant to what our parents endured."

Mr Peter Fitch
Chief Executive Officer
IOI Palm Wood Sdn Bhd



"I often tell my two daughters that the sky is the limit. I believe this cliché holds true for all women too. So long as you have the drive, the persistency and the self-belief. There is no glass ceiling anymore. Go for it, Ladies!"

Mr Tan Kean Hua
Executive Director
IOI Oleochemical Industries Berhad



Voices That Inspire

Without her eldest sister's wake-up call, Lee Fong would have thrown in the towel. She told Lee Fong: "Spend time to improve yourself and take over the position instead of wasting time on complaining which doesn't help at all." Without her role model's positive impact, she would not have become the youngest Director of Sales in the Malaysian hotels under Starwood Hotels & Resorts at age 27!



Dedication has driven her to be one of only two Cluster Directors of Sales & Marketing (under Marriott International) in the Malaysian market today. Her success is due to her family support and self-enhancement: "Turn the Power of Passion into energy, then you definitely can make it happen! Keep things that excite you, and you will feel the energy to move forward and continue to grow. I always believe the ability to learn is the most important quality a leader can have."

A passionate leader and working mother of two, she has never failed to travel from Kuala Lumpur to her hometown in Langkawi for the past five years because she wants to spend time with her family and she cherishes every moment of her children's growing path.

Once the borders are lifted and it is safe to travel, Lee Fong cannot wait to visit her 21st country with her family! Till then, she continues to challenge herself to strategise the businesses of both hotels under her leadership to move forward more aggressively and productively.

Ms Tan Lee Fong
Cluster Director of Sales & Marketing
Le Méridien Putrajaya & Four Points by
Sheraton Puchong Hotels



"Being a mother of two (soon to be three) is pretty challenging. While keeping the house tidy, I am bombarded by my children's requests and non-stop questions. I can't say 'because I said so'. It's lame. They will use it to you the next time. They fight, quarrel and yet have their 'adorable' ways. And they pick up your actions – good and bad.

As parents, we have to improve our parenting skills. To add on, children tend to reveal our ugly side and make us want to change for the better, and we learn to appreciate our parents more knowing what they have gone through and how they express their love in their unique ways. I am also thankful to encounter understanding leaders in IOI towards working moms. Mothers, press on... because we know everything is worth it!"

Ms Wendy Ng
Corporate Learning & Organisational Development
Manager
IOI Corporation Berhad

"We are seeing that a diverse representation of women is more evident, where more women are playing key roles and participating in important decision-making. We are seeing this everywhere, from a Chief Executive Officer who runs a big corporation to a mother who raises her children, and they are always inspiring. However, there is still a need for continuing effort by everyone to promote progressive mindsets for women empowerment, diversity and inclusion.

At IOI, we recognise the unique perspectives and views that women bring to our organisation. The launch of Women & Empowerment Committee last year is one of the critical steps that we have undertaken to promote women empowerment. I am calling everyone everywhere to strive for women's equality and to celebrate women's achievements."

Mr Amir Hafiz
Head of Group Strategy
IOI Corporation
Berhad



The proven way to reduce biases is to gain trust. The sure way to earn trust is to be an effective facilitator is someone who has a strong sense of responsibility and teamwork, possesses high integrity and acts with humility.

Lee Yoke Har
Executive Director,
IOI Properties Group

#InspiringWomen #ChooseToChallenge



The supportive work environment provides a platform for me to build confidence and develop my leadership skills.

Thiruga
Auxiliary Police,
IOI City Tower

#InspiringWomen #ChooseToChallenge



In a globalised environment, we need to look at issues and opportunities from multiple perspectives. Hence, diversity is crucial for an organisation to stay relevant.

Be strong, challenge inequality and stay curious as the world is our oyster.

Tan Keng Seng
Senior General Manager,
Project

#InspiringWomen #ChooseToChallenge



The Group has supportive policies in place that allows me to work in a conducive environment with great colleagues that enables me to excel.

Xiang Jie
HR & Admin Specialist,
IOI Properties Group, Johore

#InspiringWomen #ChooseToChallenge



As a member of Team IOI, I have been able to develop in my career, and my experience here has brought many positive changes in both my career and personal life.

Masintan bt Bachok
Senior Executive, HR & Admin,
IOI Properties Group, Johore

#InspiringWomen #ChooseToChallenge

IWD: Voices That Inspire



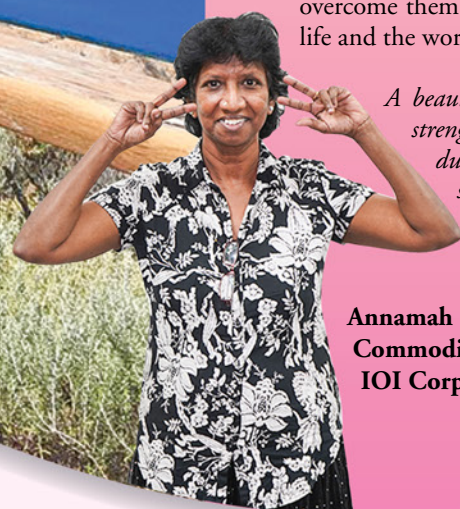
"When my husband passed away, I was told not to stay with my in-laws so I had to move back to my mother's house. Thank God for my siblings as they were very good and understood my situation. Without a word, they welcomed me into their house. I was a single mother with a seven-year-old daughter and without a house to stay as my parents had passed away.

I overcame my situation by not being belligerent but by challenging myself and saying if others can do it, why not me? I continued to work in IOI to give a proper education for my daughter who is now 19 years old. Till now, my sisters still take care of my daughter and myself, and give preference to us because my parents brought us up to share and care.

I do face a lot of hindrances but I just smile and say a little prayer when overwhelmed. So, women, take up your challenges for then you can say: 'Hey, I did this and that, and our children will be proud of us. You can overcome them for you are the queen of your life and the world.'

A beautiful woman is one who draws strength from her troubles, smiles during her distress and grows stronger with prayer and hope.

Annamah Santiago
Commodity Accounts
IOI Corporation Berhad



"From climbing an overhead water tank to driving a 4WD in the forest to confronting wild animals to travelling along the Kinabatangan River on a barge or high-speed boat, there is nothing that compares to the adventurous life of a woman working in the plantation estate. All these may sound like a man's job but I don't think there is anything a man can do that a woman cannot.

As the queen bee in the Safety & Health Department, I have been with IOI for over eight years. I have built a strong team and overcome countless challenges and obstacles. People say that your hardest times often lead to the greatest moments of your life.

My most fearful moments are when our task is involved in accident investigations, especially major accidents. There will be blood stains and barricaded tapes everywhere, but all these experiences give me precious skills that make me become a great safety practitioner, just as the adage goes, smooth seas do not make skilful sailors.

To all the women out there: You are all women of strength, courage and dignity! You got this, girls, keep going!"

Ms Gurjit Kaur Sandhu
Acting Manager (Safety & Health)
IOI Plantation Services Sdn Bhd
(Lahad Datu Region)



"Success is no accident. It is due to hard work, perseverance, sacrifice, and most importantly, passion in what you do. It is not easy being a Woman, the obstacles and barriers are greater but can be overcome with family support and understanding.

Have no fear to take up any challenge and accept failure. Never say no for an answer. If you stay positive in a negative situation, you have won the battle."

Ms Daphne Goh
Financial Controller
IOI Plantation Services Sdn Bhd

Make A Difference



IOI PROPERTIES
Trusted.

If you have a dream, make it a goal. Always see yourself as a competent and capable individual who can get the job done just as well as anyone else.

A strong woman's voice will change the way the world perceives her strength.

Kumar Renua
Cluster General Manager,
Le Meridien Putrajaya &
Four Points by Sheraton Puchong



IOI PROPERTIES
Trusted.

There is always equal opportunities to outperform myself. The work environment emphasises on integrity, commitment to excellence as well as teamwork and collaboration.

Ng See Khee
Assistant Account Manager,
IOI Properties Group, Penang

#InspiringWomen #ChooseToChallenge

Ushering In The Ox Year With The Underprivileged

It was a Chinese New Year celebration that was unlike any year as no large gatherings or celebrations with the underprivileged were allowed at the IOI Malls due to the Covid-19 pandemic. Yet the pandemic did not deter us from spreading the festive joy and ushering in the Year of the Ox with them. In line with our Corporate Social Responsibility and IOI Properties Group Berhad's (IOIPG) *Think WE Not ME* campaign, we reached out to the needy at their homes with Chinese New Year treats to spread cheer and happiness.



On 1 February 2021, our colleagues from IOI City Mall (ICM) came together with employees from IOIPG Corporate Communication Department, Le Meridien Putrajaya and IOI Galleria @ Warisan Puteri Sepang to spread some festive cheer to Sincere Care Home. The 46 disabled and mentally ill senior citizens plus 10 caretakers were glad that they were not forgotten despite the Covid-19 pandemic and greeted us with joy as they remembered our visit last year. Our festive contribution consisted of 50 bags of groceries and mandarin oranges, medical supplies, 60 packs of Prosperity Fried Rice, delicious pastries, mouthwatering snacks, yee sang plus angpows from our generous ICM tenants.



On 22 January 2021, our colleagues from IOI Mall Puchong (IMP) and IOIPG Corporate Communication Department visited Rumah Victory in Puchong, a welfare-based organisation which provides a home for homeless and abandoned old folks. Aside from treats by IMP which consists of food stuff, groceries, household items, electrical appliances, eyewear and festive goodies, the old folks received angpows and enjoyed an auspicious prosperity tossing of yee sang.



From 1 January to 7 February 2021, IOI Mall Kulai (IMK) initiated a Food for Needy programme which encouraged shoppers to help the less fortunate during the festive season by contributing essential items to a food bank bin. At the end of the programme, our colleagues at IMK delivered a total of 25 bags of 10 kg rice and 10 boxes of various items to V R Melodies Old Folks Home's 240 children.

Learning Never Stops

It was a tearful but joyful moment as eight students said their good-byes to their families and friends at the Community Learning Centre (CLC) in Luangmanis Estate on 9 January 2021. Luangmanis Estate Manager Mr Jumar Asjadi and Assistant Manager Mr Hendrayanto Nyanggau proudly encouraged the students to strive for educational success and remember their parents' sacrifices as they departed for their hometown in Indonesia.

These eight high achievers are children of our migrant workers who have completed their studies at our CLC Luangmanis, and have been offered scholarships by the Indonesian Government to pursue their higher education in Indonesia. Whether they continue to further their studies at Sekolah Indonesia Kota Kinabalu or return to their home country in Indonesia to continue their education after completing their PT3 or Form 3 equivalent studies at our CLC in Sabah, IOI Plantation Services Sdn Bhd is fully supportive of their right to education and continues to provide a learning platform to them. As an accorded Leader by Global Child Forum (turn to page 2 for more information) committed to eliminating all forms of child labour and providing education to the children, we are proud to witness the children embrace their passion for education.



Bon voyage! All the best to your future studies.



Mr Jumar Asjadi praising the students and encouraging them to continue pursuing their education.



Group picture before departing to the Consulate of the Republic of Indonesia in Tawau.

Our Luangmanis and Laukin Estates are honoured to facilitate their journey and bear their travel cost to the Consulate of the Republic of Indonesia in Tawau and to the airport. We are glad to bring such positive changes to the children's lives and will continue to encourage our workers to value the importance of education by bringing their children to attend school at our learning centres, namely, HUMANA schools and CLC, that are provided for children of workers at school-age level.

Let's Continue To Reduce, Reuse & Recycle

After a successful collaboration with Alam Flora in November 2020, Palm Garden Hotel organised a green effort for a second time. The Social Welfare and Activities Team (SWAT) continued to build up a recycling culture by promoting the 3Rs (Reduce, Reuse, Recycle) among the employees. Our colleagues accumulated a total of 60 kg of paper, 539 kg of cardboard, 537 kg of metal and 22 kg of plastic in two months. On 27 January 2021, Alam Flora collected and disposed the items in a responsible and eco-friendly manner. We were rewarded with RM450!

Let's all continue to cultivate this rewarding habit to reduce, reuse and recycle in our lives!



Going Beyond Earth Month

Save Energy



Conserve Water



Use Reusable Alternatives



Add Plants Indoors



Caring For Senior Citizens

Living under the shadow of Covid-19 has been a tough time for the elderly. While visitations and outings have been restricted with their well-being in mind, these measures have intensified their loneliness and isolation. The plight of our senior citizens has touched Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC), which reached out to three homes in Puchong. We hope our contributions and donations would help to lift the spirits of the elderly, and improve the living conditions of the homes.



Pusat Jagaan & Rawatan Orang Tua Al-Ikhlas

Madam Muji Binti Sulaiman, who founded the home in 1998, was grateful when Yayasan TSLSC Executive Director Datin Joanne Wong visited the home on 10 March 2021, with a cash donation for basic necessities as well as two 640-gallon water tanks to relieve the water shortage faced by the home.

The 45 residents are in good hands with Madam Muji (*left*), who has extensive medical knowledge and an attentive nature due to her 28 years of experience in nursing care at Hospital Serdang.



Yuan Ai Selangor

Meanwhile, Yuan Ai Selangor is another home that benefitted from Yayasan TSLSC's initiative. Established by Mr Lim Leong Wee last year, Yuan Ai Selangor opened its doors to the elderly who are suffering from poverty or neglect, or who have been abandoned by family members. The elderly enjoyed a great day as they talked and mingled with Datin Joanne.

Yayasan TSLSC praises Mr Lim for his efforts and sincerely hopes our donation of air conditioners and mattresses worth RM6,000 would provide comfort and improve the quality of life for the elderly.



Shan Xing Charity

On the same day, Yayasan TSLSC also donated various household items and funds totalling RM8,000 to Shan Xing Charity. Established in 2018, the home houses 10 elderly people in need of special care and attention. Mr Thomas Lai Kok Keong (*right*), who is in charge of the home, is delighted to receive the monetary donation from Datin Joanne.

We hope that our modest contribution of household items, which include bed frames, mattresses, bed sets and a washing machine, would improve the well-being of the elderly.

Changing Lives At Rumah Bonda



Young underaged girls who are unmarried and pregnant are often shunned, discriminated against and sometimes disowned by their families and communities. It has been reported that in Malaysia, an average of 18,000 teenagers get pregnant each year. Some give birth secretly in toilets and some resort to baby dumping.

Currently, Pertubuhan Kebajikan Rumah Bonda Kuala Lumpur, a non-governmental organisation, is caring for 14 babies and raising them until they reach a certain age before moving to an orphanage or be adopted. It is also a safe haven for underaged pregnant girls where they can improve themselves with important life skills to re-enter the next phase of their lives.

Both mothers and babies were delighted when Putrajaya Marriott Hotel (PMH) associates visited

Rumah Bonda on 24 February 2021 with boxes filled with daily necessities, which were presented by PMH Marcom Manager Ms Nur Azela and Human Resource Trainer Mr Rozai. A successful fundraiser was also held by PMH in support of the shelter where for every #wewillwin mug sold, its proceeds were donated to the shelter. *We Will Win* mugs are special mugs where its hidden design will appear when hot water is poured in.



Boiling With Passion & Skills

The boiler is a vital part of the manufacturing operations that generates steam and enables the production process to operate reliably without interruption. Often the largest and a critical equipment, it is also potentially one of the most lethal equipment if not operated and maintained properly. A missed operation or insufficient water can cause burning issues from property damage to fatal injuries to termination of other operations.

That is why 46-year-old Mr Tan Hian Yiam is tasked to ensure the smooth operation and maintenance of the boiler activities and equipment, the effective manpower utilisation and safety at all times at IOI Oleochemical Industries Berhad.

A competent Utilities Manager and First Grade Steam Engineer who is registered with the Department of Occupational Safety & Health (DOSH), Mr Tan is dedicated to his task. No matter if it is a regular check on the boiler log to assure total combustion efficiency or a maintenance check for compliance to the machinery and safety requirements, every action is fundamental for a hazard-free and safe working environment.

He proudly shared his skills and vast experience of almost two decades with IOI Acidchem Sdn Bhd employees who have no knowledge but have a strong interest to join the boiler house. He conducted an in-house *Boilerman Certification Programme* to train the earnest employees how to manage and handle our boiler house efficiently according to the Factories & Machinery Act Regulations. Ultimately, they must know the various types of boilers in our plants, the basic and essential understanding on boiler operations, the maintenance/repair procedures, the safety protocols and more.

A two-day theory training (on 24 February and 4 March 2021) was followed by a three-month on-site training in April 2021. Mr Tan will be evaluating and guiding them for the annual boiler inspections and examination (external certification) conducted by DOSH. Under his guidance, we can look forward to qualified and skilful employees who are equally boiling and fired up with competence, dedication and passion.

Five years ago, IOI Group welcomed 250 employees of IOI Oleo GmbH in Germany into the family of IOI. 2016 was the year when the entire oleochemical business of Cremer Oleo GmbH & Co. KG was officially handed to IOI, and when IOI Oleo GmbH was founded, with the production sites in Witten and Wittenberge, and the new headquarters in Hamburg.

On 16 February 2021, IOI Oleo GmbH celebrated its fifth anniversary. Happy Birthday to everyone at Wittenberge, Witten and Hamburg.

Unfortunately, it was not possible to have a big birthday party due to the Covid-19 pandemic. Nevertheless, the occasion called for a worthy celebration and the Management Team visited the 300 employees at the three locations within the scope of a roadshow, bringing small gifts for the teams.

Apart from the festivities, the focus was on the revised IOI Vision and corporate values, as well as the strategic orientation up to 2025.

The past five years have been full of achievements, improvements and successes that included:

- the development of innovative products and new formulations in the Research and Development departments;
- the new, fully automatic API filling plant in Witten;
- the construction of the new storage tank facility in Wittenberge;
- the opening of the Care Studio in Hamburg;
- the numerous satisfied customers who are part of the company's success;
- our market position as one of the leading suppliers of oleochemical specialties.

Apart from IOI Oleo GmbH's birthday, it was also a celebration of our Wittenberge facility. One of the most important events was its foray into oleochemicals in 1991, which was exactly 30 years ago. Today, it is one of the largest MCT (medium-chain triglycerides) manufacturers in Europe.

IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor and IOI Oleochemical Industries Berhad Executive Director Mr Tan Kean Hua could not be there due to the pandemic, but celebrated the occasion with IOI Oleo GmbH with encouraging messages. Dato' Lee commended on IOI Oleo GmbH's performance as it managed to achieve a 400% improvement in profit from a net loss of €2 million (in 2016) to a profit of €8 million (in FY2020), which exceeded the five-year plan of €5 million. He is confident of IOI Oleo GmbH's ability in the next five years and said: "This is a tremendous achievement and I believe better things are yet to come."

IOI Oleo GmbH too is convinced that the path taken is the right one – our development is not only important for us, but also for our customers and partners. We want to stay true to this approach and will continue to focus on our progress. Our aim is to become even better and make our partners' goals our own. Whether as a reliable solution provider for our customers or with an even greater emphasis on sustainability – we are far from finished. Let us look forward to the next five years of IOI Oleo GmbH!

Diversifying To Coconut Cultivation



Who does not love a cooling thirst quencher especially on a hot sunny day? Many would be delighted in drinking the naturally refreshing coconut water and indulging in its soft dewy flesh. Coconuts are currently Malaysia's fourth largest industrial crop behind oil palm, rubber and rice. Apart from a coconut's contents, almost every part of the tree is useful – from the tree trunk to the kernels and even to the husks – you name it!

In line with IOI Corporation Berhad's strategic priority to diversify to other crops, Sagil Estate has embarked on a breeding-cum-commercial coconut programme to produce and cultivate the best coconuts.

Dwarf, tall and hybrid coconuts have been progressively acquired and planted. This will pave the way for us to produce our own trademark hybrid coconuts in the future.

To date, we have allocated 250 hectares of land for coconut planting which consist of dwarf and hybrid coconuts. This initiative would translate to an average production of 4,000,000 coconuts per year. Hence, between 2021 and 2025, we hope to allot at least 5,000 hectares to coconut cultivation in accordance with our five-year strategic plan.

Thereafter, 80% of this would be used for our virgin coconut oil production while the rest would be catered to the tender nut and copra market. Virgin coconut oil, with its anti-fungal, anti-viral and anti-bacterial properties, is well known for its myriad health and wellness benefits. With dedication, hard work and focus, we look forward to achieving our goals.



Planting The Next Generation

After three gruelling months consisting of a week of theory class and 12 weeks of on-the-job training covering all plantation aspects such as harvesting, manuring, weeding, replanting, nursery, labour management and costing, IOI Plantation Services Sdn Bhd (Sandakan Region) selected the top Cadet Assistants who made the mark and joined IOI Sandakan Region in February 2021.

was evaluated by Senior Plantation Controller Mr Prakash Arumugam and a panel of the senior management via a presentation and interview session. Congratulations to our seven successful Cadet Assistants who made the mark and joined IOI Sandakan Region in February 2021.

A Cadet Assistant is responsible for assisting the estate management team in the day-to-day estate operations. From harvesting the fresh fruit bunches to the transportation to the maintenance and upkeep of the overall estate – everything needs to be learnt and performed in tip-top condition. All 16 trainees passed the three-month Cadetship Programme, which kicked off in September 2020, but seven trainees emerged as the chosen ones on the 13th week of the training programme. Their field work was assessed, and their performance

Be Kind To Your Mind

Covid-19 has changed our daily routines. Public health actions, such as social distancing, are necessary but they can make us feel isolated and lonely, and can increase stress and anxiety. Our frontliners and hotel associates, who are stationed at our hotel, are constantly at risk and face the difficulty of maintaining a positive mental health.

The session ended with a short talk on this message that is relevant to all of us: *Keeping a good psychological health is just as important as maintaining good physical conditions.*

how to cope emotionally and manage stress plus anxiety. Breathing techniques are useful. Equally important is talking to someone about the struggles at work. One of the activities included blowing balloons as hard as they can while imagining that they are blowing away their stress and anxiety and popping them to relieve the anxiety from their system.

The Sepang District Health Office reached out to Putrajaya Marriott Hotel and held a Counselling and Psychology Session on 4 March 2021. The session taught participants



A New Lease Of Life

It was a joyful moment on 29 January 2021 for IOI Plantation Permodalan 2 Estate and SK Ladang Sungai Bendera. Plantation Controller Leepang & Permodalan Grouping (Lahad Datu Region) Tuan Haji Abdul Raup Bin Syamsuddin and Permodalan 2 Estate Assistant Manager Mr Mohd Noor Azhan Bin Hamzah (representing IOI) signed a 30-year-old land lease agreement with SK Ladang Sungai Bendera Headmaster Mr Adnan Bin Hussain @ Joseph. The milestone will enable the school to reach out officially to the government for budget allocation and incentive for future maintenance and upgrading.

Now, the 85 children and thousands more can look forward to a brighter future as the school continues to provide educational services in an improved learning environment for 30 more years.

Education is the best gift we can impart to children, and is a priceless gift that will continue for the next 30 years at Sekolah Kebangsaan (SK) Ladang Sungai Bendera, thanks to a recent signing ceremony between the school and IOI Plantation Permodalan 2 Estate.

We have always maintained a good relationship and supported the primary school with a history going back to 1986 while under the management of Permodalan Plantations Sdn Bhd. The school, which currently consists of 16 teachers and 85 students (from Primary One to Six), is located on approximately 0.69 hectares of the estate's land in Lahad Datu, Sabah. Over the years, thousands of children living in Permodalan 2 Estate and the surrounding areas have been given an opportunity of a better future. Sadly, the uncertainty of the land status has hindered its development and deprived the school of any assistance from the Ministry of Education. Nevertheless, we have extended a helping hand by repairing the school building and the staff quarters as well as cooperate in the school activities and offering help in any additional needs.



Premium Infant Formula Mimicking Chinese Mother's Milk Fat

Breastfeeding is an important bonding experience that provides babies with the best start in life. Sometimes it is not an option so choosing the right infant formula is the key for babies' healthy growth and development.

Babies need the right mix of fats, proteins, carbohydrates and vitamins in their diet. While mother's milk contains only 3 to 4% fats, it provides 50% of their energy intake in the first

six months. Mother's milk has fat molecules in a very special OPO (oleic-palmitic-oleic) structure. According to research by Bunge Loders Croklaan (BLC), mother's milk has shown regional differences. In Western mother's milk fat, OPO is the most prevalent triglyceride, followed by OPL (oleic-palmitic-linoleic) structure. But in Chinese mother's milk, it is the other way around – the fat composition contains a higher level of OPL, followed by OPO.

On 22 January 2021, BLC launched *Betapol® Select*, a lipid ingredient for infant milk formula that is inspired by natural variations in the composition of human breast milk. It is BLC's first product line that mimics the fat composition of Chinese mother's milk.

Difference in fat structure

POP	OPO	OPL
Glycerol	Glycerol	Glycerol
Palmitic acid C16:0	Oleic acid C18:1	Oleic acid C18:1
Oleic acid C18:1	Palmitic acid C16:0	Palmitic acid C16:0
Palmitic acid C16:0	Oleic acid C18:1	Linoleic acid C18:2

Typical fat structure in conventional infant milk formula

Chinese mother's milk fat and *Betapol® Select*

BLC Vice-President Nutrition Dr Emiliano Rial Verde said: "Research in infant nutrition made us understand that macronutrients in human breast milk vary – not only with lactation stages, diurnally, and within feeds, but also regionally. These regional differences are influenced by the mother's origin and diet. Our new solution combines the benefits of *Betapol®* with OPL and POP (palmitic-oleic-palmitic) structure balance naturally present in Chinese mother's milk fat."

OPO and OPL are structured lipids present in mother's milk. The presence of palmitic acid in the centre position has been clinically proven, in the past decades, to improve energy intake, increase bone mineral density, reduce constipation, increase healthy gut bacteria, reduce crying, and improve sleep. *Betapol® Select* provides a high level of SN-2 palmitate with the combination of OPL and OPO triglycerides.

Being Right Here, Right Now

Achieving a healthy work-life balance requires managing our professional and personal life in sustainable ways that keep our energy flowing, our minds and bodies healthy and our whole selves happy and content. It means giving due attention to all of the things that enrich and fulfill us including work and career, health and fitness, family and relationships, spirituality, community service, hobbies and passions, intellectual stimulation, rest and recreation.



The Present Moment

Mindfulness is a reliable method for reducing stress by consciously paying attention to the present moment in an accepting and non-judgmental way. There are many ways to cultivate mindfulness at work, from walking during the day to taking purposeful pauses when eating. We are encouraged in the workplace to be attached to an array of technology wizardry 24-7 plus endless information which can overwhelm us and create a sense of disconnection in our personal and professional lives.

One way mindfulness can help is simply improve our focus. When we constantly flit from one task to another, the quality of our work can suffer. By practising mindfulness – simply coming back to the present moment over and over again – we can train ourselves to become more aware of the present and be focused.

At the Office

⚡ Conscious Choices

We can make conscious choices about how distracted we will allow ourselves to be all day long:

- Turn off pop-up and push notifications;
- Answer unimportant emails during dedicated periods;
- Finish one task before you begin the next.

🧑‍🤝‍🧑 Mindful Meetings

Meetings can be an incredible waste of time when people are not really listening. To stay present:

- Allow no phones or computers at meetings, whenever possible;
- Have one person act as secretary and circulate the notes afterwards;
- Give everyone present the opportunity to speak, uninterrupted.

🔄 Try It

When you are experiencing a particularly stressful moment, remember to practice the S.T.O.P. exercise:

- **S: Stop.** Close your eyes and take a momentary pause, no matter what you are doing.
- **T: Take a breath.** Inhale and exhale deeply and slowly. Feel your own breathing, which brings you back to the present moment.
- **O: Observe.** Acknowledge what is happening to you and around you, for good or bad, inside you or out. Note your current feelings.
- **P: Proceed.** After having briefly checked in with the present moment, continue with whatever it was you were doing.

On the Go

⏸ Pausing

We can find time to pause for short moments throughout the day. This can have a positive effect on our disposition:

- Pause for 10 to 15 seconds. Feel the fullness of each inhale and each exhale;
- Remind yourself that nothing else matters right now other than simply breathing and being there for your breath.

🚶 Leaving Work at Work

- Remove the expectation of dealing with emails outside of work hours;
- Set hard deadlines for the end of your workday;
- Use your commute to clear the mental clutter of the day;
- Write tomorrow's to-dos today;
- Set aside time for hobbies, interests, and things that you truly care about.

🔄 Try It

The R.A.I.N. exercise can help us not to be overwhelmed with the experiences of others, or our own emotions:

- **R: Recognise.** Acknowledge what is happening, noting it in a calm and accepting manner.
- **A: Accept.** Allow life to be just as it is, without trying to change it right away, and without wishing it were different somehow.
- **I: Investigate.** Note how it feels, whether it is making you upset or happy, giving you pleasure or pain.
- **N: Non-Identification.** Realise that the sensations you are feeling make for a fleeting experience. It is not who you are.

Mindfulness = Happiness & Well-being

“Yesterday is history, tomorrow is mystery, but today is a gift. That is why it is called present.”

Planning for the future is important, but obsessing over it is counter-productive. There is no stress if you are not worrying about what might happen. There is no stress if you are not feeling resentment or guilt about the past. Because in the moment, there is only happiness and well-being.



IOI GROW

More Than Just Bite-Sized Content

There has been a long-standing, universal feeling from employees regarding training: “*I do not have time for this.*” But as research has shown, effective training does not have to be lengthy, classroom-style seminars to get messages across anymore. We do not have to spend hours in co-ordinating, logging, and planning. With microlearning (also known as bite-sized learning or just-in-time learning), training can be delivered in short bursts of content which is more effective than regular and lengthy learning. In addition, it can fit into anyone's hectic schedule anytime.

Here at IOI, we are targeting employees to spend an average of 30 minutes per month to learn or upskill themselves via the vast selection of training contents on *IOI Grow*, which is easily accessible while on-the-go via the computer or its mobile app. Listen to what our Top 3 learners from *IOI Grow's Leader Board* have to say:



“Users must have a mindset to learn as there is no age limitation in e-learning.”

Mr Goh Kah Weng,
Administration Manager,
IOI Properties Group
Berhad.



“With almost 39,000 modules on IOI Grow, this platform is a wonderful opportunity for us to learn as much as possible.”

Mr Lai Pui Leong,
Human Resource
Manager,
IOI Plantation Services
Sdn Bhd.



“I enjoy the easy-to-learn and interactive type of learning as I am able to improve my self-development and people's skill.”

Ms Yung Yen Li,
Chemist,
IOI Edible Oils Sdn Bhd.

Congratulations!

Three winners were chosen from IOI Grow's first learning journey titled IOI Core Vision, Mission & Core Values, based on the way how best and fast the quiz was answered. Each winner walks away with a one-of-a-kind USB pendrive in a wooden casing, carved with the IOI Grow logo on it.

Mr Siew Ching Wai

Commodity Marketing Assistant General Manager
IOI Corporation Berhad

Mr Wong Wing Kam

Corporate IT Senior Manager
IOI Corporation Berhad

Mr Mohd Yumnihadi Bin Yusoff

Bertam Estate Assistant Manager In-Charge
IOI Plantation Services Sdn Bhd



Becoming Curious

Curiosity is a key ingredient for learning. Curious people explore, ask questions, actively seek out information and are drawn to things that are interesting. Being curious is a great way to expand your knowledge and live a more stimulating life.

Here are several steps that you can take in order to become more curious:



Follow Interests

Focus and build on what you are interested in.



Avoid Routine

Try to find different ways of doing daily tasks.



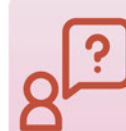
Explore

Have fun with being curious and explore.



Embrace Fear

Learn to conquer fear and try to be optimistic.



Ask Questions

Learn from others by asking them questions.



Growth Mindset

Open your mind to new ideas and ways of doing things.



Try New Things

Move beyond the familiar to gain new experiences.



Seek Information

Research to gain knowledge and skills in a desired field.



Consult Others

Talk to others to learn from their successes and failures.





More Than Just Gotong-Royong

Our Putrajaya Marriott Hotel associates took turns to *gotong-royong* in groups between 18 January and 8 February 2021, to clean the walkways and staircases, locker rooms, employees' cafe, general store and guest parking area. Accumulated rubbish and recyclables were then sent to a specialised waste company for further waste and recycling management.



Giving Blood To Save Lives

A total of 30 donors from IOI Edible Oils Sdn Bhd responded to the appeal for more blood supply at Hospital Duchess of Kent, Sandakan on 4 February 2021. Meanwhile, IOI Mall Kulai and Hospital Sultanah Aminah, Johor Bahru received an overwhelming public response during its blood donation drive from 3 to 5 February 2021, where a total of 265 donors came forward and donated their blood.



Yayasan TSLSC Supports Children Education

On 25 February 2021, Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) awarded a total of RM128,700 to 123 commendable students comprising 89 IOI employees' children and 34 non-employees' children, located in both Peninsular Malaysia and Sabah, via the Student Adoption Programme 2021.



Associates' Get-Together

January and February-born hotel associates at Putrajaya Marriott Hotel were celebrated and honoured at a birthday bash, held on 26 February 2021, where the *Employee of the Month* and *Perfect Attendance* awards were also handed out. A *yee sang* tossing and light refreshments were also served to mark *Chap Goh Mei*.



Protecting Our Frontliners

On 5 March 2021, the Sepang District Health Office conducted a total of 41 complimentary Covid-19 swab tests for hotel associates and frontliners who are stationed at Putrajaya Marriott Hotel. Results were released later that evening and brought relief as all participants were tested negative for the virus.

KARNIVAL KERJA AGRIKOMODITI 2021

KEMENTERIAN PERUSAHAAN PELABURAN DAN KOMODITI
8-10 MARCH 2021
Secara Dalam Talian
Melalui Aplikasi Cisco Webex



IOI PLANTATION
SERVICES SDN BHD
(SABAH)

Untuk maklumat lanjut berkenaan
kekosongan jawatan, sila layari
<https://careerfair.perkeso.gov.my>

Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC)

019-255 8289 (En. Dianhaari)
019-255 3565 (En. Ummei)

2021 MYFutureJobs

www.mylabour.gov.my



Antara Jawatan Kosong Yang Ditawarkan

- Penolong Pengurus Ladang
- Cadet Assistant
- Pembantu Klinik
- Penyelia Ladang
- Site Safety Supervisor
- Chargeman
- Boilerman
- Engine Driver

Job Opportunities At Career Carnival

IOI Plantation Services Sdn Bhd (Lahad Datu Region) received 145 job applications at the virtual *Agricommodity Career Carnival* on 9 and 10 March 2021. It was jointly organised by the Ministry of Plantation Industries & Commodities and the Social Security Organisation under the Ministry of Human Resources. We have shortlisted 26 applications for a second interview.



Ushering The Spring Festival

Chinese New Year was somewhat low-key this year but it did not stop IOI City Mall, IOI Mall Puchong and IOI Mall Kulai in welcoming the Year of the Ox with a beautiful set-up of spring cherry blossoms decorations.

RAMADAN KAMPUNGLICIOUS

13 April - 12 May 2021

Kampunglicious is back this Ramadan month with all the delicious village and International delights you have been longing for.

Adult
RM 88.00nett
per pax

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For reservations, please call Palms Cafe at 8943 2233 ext 8855 or 016 314 4101

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