

# CORPORATE SOCIAL RESPONSIBILITY STATEMENT

WCT's commitment towards Corporate Social Responsibility ("CSR") initiatives is expressed in our Mission Statement. We strongly believe in harmonising our CSR efforts with our businesses and are ever mindful of our social obligations towards the marketplace, environment, communities and employees.

Towards achieving our CSR objectives, WCT has internalised in the businesses, elements to ensure delivery of long-term sustainable value to the society at large, specifically its social, economic and environmental well-being.

## MARKETPLACE

The Group recognises the importance of market perception and confidence on the sustainability of our businesses. As such, various standards, policies, best practices and procedures on quality, health and safety, good corporate governance and stakeholder engagement have been adopted. Details of the Group's corporate governance and investor relations practices are set out in the Statement on Corporate Governance.

The Group's adopted best business ethics and values ultimately ensure customer satisfaction and optimum returns to shareholders. In line with these objectives, the Group diligently pursues such best practices as the timely delivery of quality services and products.

WCT continuously evaluates and develops work processes and quality management systems conforming to MS ISO 9001:2000 standards which are subject to annual independent audits. In addition, major stakeholders such as sub-contractors and suppliers are expected to conform to the relevant standards practised by the Group.



*Yas Marina Circuit, Abu Dhabi, U.A.E.*

As a responsible developer, WCT develops townships which are holistic environments for our customers and their loved ones to live, work and play by offering a balanced integration of residential and commercial developments. In planning our townships, besides quality and aesthetic considerations, emphasis is placed on accessibility and the availability of parks, playgrounds and facilities for leisure and sporting activities. With this objective in mind, the townships developed by WCT are vibrant communities complete with schools, shopping centres, well-maintained parks, playgrounds, aesthetic landscaping and community centres.



*People's Park at Bandar Parklands (BBT3), Klang, Selangor*

## ENVIRONMENT

The Group is mindful of the direct impact our businesses have on the environment. Various environmental best practices and preservation initiatives are continually being introduced and carried out at our project sites. Through the adoption of internationally recognized construction methodology and practices, the Group continues to operate in a responsible manner by optimizing our resources and reducing the generation of waste.

Our construction plants and machineries are stringently maintained to ensure minimal emission of pollution and smoke. They undergo annual assessment and independent audit to ensure conformation to the standards of MS ISO 9001:2000.

We organise regular trainings to promote awareness towards responsible environmental practices among our people. The following trainings were conducted last year:-

- (i) Update on ISO 14001 Series of Standards on Environmental Management for Sustainable Development;

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- (ii) Green Building Index and Sustainable Construction Practices;
- (iii) Environmental Pollution Control (for construction industry);
- (iv) Environmental Legislation;
- (v) CIDB Green Card Training;
- (vi) Quality Assessment System in Construction; and
- (vii) Scheduled Wastes Management for Construction Industry.



*Safety awareness campaign at project site*

## WORKPLACE

WCT recognizes that our people are our key assets and acknowledges their invaluable contribution to the Group's growth. We uphold basic human rights and support workplace diversity. The Group practises non-prejudicial policies in respect of any race, gender, age or minorities.



*Training programmes are organised to upgrade employees' skills and knowledge*

## Human Capital Development

The Group organises various trainings, seminars and workshops to upgrade and enhance the skills and knowledge of our employees. The training programmes range from job-related technical trainings to soft skills, management and administrative courses, broadly categorised as follows:-

- (i) Quality and Environment: Quality Assessment System in Construction, Internal Quality Audit Training, Environmental Pollution Control for Construction Industry and Update on ISO 14001 Series of Standards on Environmental Management for Sustainable Development.
- (ii) Project Management: Airport Planning & Management and Transforming Construction Justice.
- (iii) Technical Skills: AutoCAD Civil 3D Essentials, Taxation, Accounting Recognition, Measurement, Presentation and Disclosure.
- (iv) Management: Talent Retention, Benchmarking Performance to the Best of Formula 1, Managing Employees' Conduct and Performance, Improving Risk Committee Performance and Leading Teams into Action.
- (v) Administrative: Induction for new employees, computer skills, business writing and communication.

## Safety and Health

The safety and health of our people are of paramount importance to us. Besides having appropriate plans to deal with emergencies, concerted effort is made to prevent accidents and injuries at our workplace. To create a fair working environment for our employees, the following procedures have been adopted and diligently enforced:-

- (i) At every project site, the Project Team will ensure that a Project Safety Plan is in place before the commencement of any construction work to ensure that the highest standards of occupational safety and health are maintained.
- (ii) The Group's safety and health systems and practices for both corporate offices and project sites are annually assessed based on the OHSAS 18001: 2007 Standards.

In addition to placing sign boards and notices at strategic locations throughout all project sites, safety and health inspections are also carried out on a weekly basis. Our diligence in pursuing workplace safety and health is attested by the successful achievement of 21.0 million man-hours without Lost-Time-Injuries (LTI) in our joint-venture project at New Doha International Airport ("NDIA") in February 2010.

# CORPORATE SOCIAL RESPONSIBILITY STATEMENT (cont'd)

In the past year, various trainings and awareness programmes were held to inculcate a conscientious attitude and increase awareness towards safety and health among our employees:-

- (i) Occupational Health & Safety (OHSAS 18001:2007) – Awareness and Internal Audit Trainings;
- (ii) Legal and other requirements on safety: Occupational Safety & Health Act, 1994 and Factory & Machinery Act, 1967;
- (iii) First Aid Trainings;
- (iv) Emergency Response Preparedness – annual fire drills at both corporate and project sites;
- (v) Talks on Fire Safety and Prevention; and
- (vi) Environmental Awareness, Aspect and Impact.



Fire Safety and Prevention trainings are conducted at project sites

## Work-Life Balance

To promote work-life balance and a healthy lifestyle, our people are encouraged to engage themselves in various sporting and leisure activities.



Yoga session in progress

## Employee Welfare

The Group bears the cost of outpatient medical attention, dental and annual physical examination fees of our staff. Employees are insured under the Group's Hospitalisation and Surgical Scheme for hospitalisation and critical illnesses and are also covered by the Group's personal accident insurance scheme.

## COMMUNITY

WCT has been actively pursuing socially responsible practices in places where we operate to ensure the well-being of the local communities.



Memento and Certificate of Appreciation from the Ministry of Interior, State of Qatar, for the performance and cooperation extended to the local Police during the construction of the Dukhan Highway – West.

## Education

The Group contributed a piece of land measuring about 3.5 acres and donated a sum of RM1.0 million towards the construction of the new premises for the primary school, SRJK (C) Wu Teck, in Bandar Parklands (BBT3), Klang, Malaysia.



Staff having a game of badminton

# CORPORATE SOCIAL RESPONSIBILITY STATEMENT (cont'd)

## Industrial Trainings

With the objective of equipping students with the necessary working skills and knowledge, the Group has been taking in students from various universities and polytechnics to undergo practical trainings with durations ranging from 3 to 6 months. Students who successfully completed the trainings are presented with certificates of completion. Last year, three (3) students from the following institutions completed their respective trainings with the Group:-

- Universiti Tun Abdul Razak (1 student); and
- University Teknologi Malaysia (2 students).



*All trainees are presented with a certificate upon completion of their industrial training with WCT*

## Donations and Contributions

In 2009, WCT donated a double-storey corner shop lot in Bandar Bukit Tinggi, Klang, and a van for use as a police station and a mobile police beat base respectively.



*Hand-over of van for use as a mobile police beat base*

## Sports and Social Activities

In support of healthy activities among the youths, WCT was the venue sponsor for the following events held at Bandar Bukit Tinggi, Klang, Selangor, Malaysia, in 2009:-

- (a) AND1 Basketball Challenge; and
- (b) "Wau" Kite Competition.



*AND1 Basketball Challenge*



*"Wau" Kite Competition*