



CORPORATE RESPONSIBILITY

At HeiTech, we recognise and are committed to our corporate citizenship, which form an important part of our business culture. We believe that the long-term success of our business depends on the health and prosperity of the communities in which we operate. Therefore, good Corporate Responsibility (CR) practices have been part and parcel of our business processes. For the year under review, we continued to focus and align our CR efforts to our business priorities with special emphasis on our commitment to the community, marketplace, workplace and environment.



OUR COMMITMENT TO THE COMMUNITY

We believe in making a positive and sustainable impact in the communities we operate in. We continuously build our goodwill by playing a significant role in enhancing the living standards of the community focusing on educational and social development, and philanthropy. Our beneficiaries includes schools, higher learning institutions, NGOs, orphanages and other deserving groups.

In 2014, we continued our flagship programme, 'Empowerment of Youth Generation Programme' by funding 13 schools with the objective to improve the educational standard for students in the rural areas. Yet another facet

of our educational development initiative was making industrial visits possible to college and university students. In this initiative, students from selected colleges and universities were given the opportunity to make industrial visits to our world-class IT facilities. This yearly initiative helped fuel their interest to be the next generation of IT specialists by giving them a wealth of knowledge on the latest advancement in IT.

We also continued to focus on philanthropic activities such as sponsorships, charitable and disaster relief efforts. In 2014, we have played significant roles during the flood disaster in the East Coast region by organising a Disaster Relief Campaign among our employees.

The contribution has been given to flood victims through our Flood Relief Mission in Kelantan and Pahang. In addition, the establishment of HeiTech Cares is also a testament of our relentless commitment towards humanitarian related causes. Many volunteers have joined the Flood Relief Mission in those affected areas. These notable efforts have inspired us to further improve and expand our community initiatives to the next level in years to come.

CORPORATE RESPONSIBILITY



OUR COMMITMENT TO THE WORKPLACE

With more than 1,000 employees, of whom 80% are IT specialists, human capital development is vital in strengthening the competencies, ability and knowledge of our people. Therefore, each individual is required to enhance their skills by attending selective training courses that meet the IT industry's standards and best practices. We also continued our endeavour to attract quality talents that could contribute to the growth of the organisation and we continuously looked into ways to develop competencies of each individual according to their skills.

In our efforts to provide conducive and safe working environments for our employees, we have provided training and awareness programmes on occupational health and safety related matters; hazard identification, fire drills and first aid. The formulation and enforcement of HeiTech's established Occupational Health and Safety (OHS) Policy ensures all employees are aware of their roles and responsibilities and strictly adhere to this policy in their work environment.

We also advocate a good work-life balance amongst the employees in order to improve morale and productivity. Programmes such as motivational talks, family programmes, sports and recreational programmes are being carried out to foster employee bond, while at the same time, promote work-life balance and spirit of volunteerism amongst the employees.

Ensuring effective communication with employees has always been our top priority as we believe that engaging employees at every level of the business results in higher performance and increase employee's loyalty. For the year under review, we have organised various activities to enhance two-way communications with employees such as Corporate Kick-Off session, appraisal and career development programme, Long Service Award ceremony, Chairman Award ceremony, family day, annual dinner, sports day, internal newsletter, corporate website, and corporate e-mail blast.

OUR COMMITMENT TO THE MARKETPLACE

We are committed to be a responsible corporate citizen to our stakeholders; customers, partners, suppliers and Government regulators. Hence, we strive to build long term working relationships based on integrity, respect and fairness. In 2014, we continued to demonstrate our commitment in addressing this through various initiatives such as information update through our investor relations portal, delivering excellent services, and active engagement with stakeholders through activities such as friendly golf tournament, Majlis Semarak Ramadan, and technology update sessions.

OUR COMMITMENT TO THE ENVIRONMENT

We have embraced the conservation towards our green environment by improving the quality of life to our citizen. This was done through the virtualisation of our IT solutions in both public and private sectors.