

# CORPORATE RESPONSIBILITY

**Corporate Responsibility (CR) practices have long since 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 include students, schools, NGOs, orphanages and other deserving groups.

In 2015, we continued our philanthropic activities through HeiTech Cares program which was launched in January 2015. Basically, objective of HeiTech Cares is to promote volunteerism and spirit of teamwork among HeiTech's staff. Among the notable activities organised were Projek Kasih with Institut Pediatrik Hospital Kuala Lumpur and We Care, HeiTech Cares with Pertubuhan Rumah Safiyah which were organised in collaboration with Kelab Kakitangan HeiTech and subsidiary companies. To date, HeiTech Cares has attracted more than 100 staff and has touched almost 1,000 people from different demographic and walk of life.

For the year under review, we also continued our flagship programme, 'Empowerment of Youth Generation Programme' by providing scholarship to excellent students and funded 13 primary schools with the objective to improve the educational standard of students from rural areas.



COMMUNITY



WORKPLACE



MARKETPLACE



ENVIROMENT

# CORPORATE RESPONSIBILITY

## OUR COMMITMENT TO THE WORKPLACE

We are committed to build a constructive work culture that is suitable for everyone. With nearly 1,000 employees, whereby 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.

In our efforts to provide conducive and safe working environments for our employees, we 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 advocate a good work-life balance amongst the employees in order to improve morale and productivity. Activities conducted in 2015 includes motivational and religious talks, family programmes as well as sports and recreational programmes. Our flagship programme, HeiTech Cares is also part of the initiative that aimed to promote work-life balance and spirit of volunteerism amongst our 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 to higher performance and increase employee's loyalty. For the year under review, we have organised various activities to enhance two-way communications with employees which includes Corporate Town Hall session, appraisal and career development programme, Long Service Award ceremony, Chairman's Award ceremony, family day, annual dinner, sports day, internal newsletter, corporate website, and corporate e-mail blast.



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## OUR COMMITMENT TO THE MARKETPLACE

We are committed to being a responsible corporate citizen to our stakeholders; customers, partners, suppliers and Government regulators. Hence, we strived to build long term working relationships based on integrity, respect and fairness. In 2015, 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 are committed towards the conservation of the environment. For this initiative, we focused on improving the quality of life for all Malaysians by meeting their growing IT demands while reducing the impact on the environment these communities live in. As an IT company, we make use of our innovative solutions and technology to optimise the computing environments in our business operations to tackle problems associated with climate change and biodiversity.

We have positively reduced our paper and electrical consumption for the period of 2013 till 2015 reflecting our gargantuan effort in committing towards our environment and cost saving effort.

Year	Electrical usage (KwH)	A4 paper usage (ream)	A3 paper usage (ream)
2013	2,975,268	3,132	18
2014	2,876,187	2,462	20
2015	2,781,743	1,495	3