

Ranhill Berhad UN Global Compact – Communications on Progress 2012

Human Rights			
Principles (GRI indicators to help correlation)	Company's Policy & Direction (Approach / Process / Deployment)	Specific actions taken during the current financial year	(Outcomes with key Results & Measurements)
<p>Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights (HR 1,2,3,4)</p>	<p>By virtue of operating in Malaysia, we are regulated by:</p> <ul style="list-style-type: none"> - The Employment Act, 1955 - Industrial Relations Act, 1967 <p>These 2 protect the interests of the employees.</p> <p>Code of Ethics & Conduct for Employees</p>	<p>Constant observation of the laws.</p> <p>The Code is distributed to every employee upon joining and explanation is given during the induction course.</p> <p>A secured channel of communication is set-up for employees to raise any grievances.</p> <p>Roadshows and awareness programmes conducted by the Human Resources department to all subsidiaries.</p>	<p>Employee Satisfaction Index (ESI) Survey is conducted every year. For the year under review, ESI stands at 87.12% a slight dip from last year's 89.49%.</p> <p>This is due to some restructuring exercises that the Company underwent which saw some subsidiaries being merged.</p>
<p>Principle 2 Make sure they are not complicit in human rights abuses</p>	<p>Policy on Sexual Harassment</p>	<p>Circulated to every employee. New recruits are informed about the policy during induction course.</p>	<p>No reports were lodged during the year under review.</p>

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Labour Standards			
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<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Mutual Agreement signed with non-executives to provide effective 2-way communication channel.</p>	<p>The Management reviews the following:</p> <ul style="list-style-type: none"> -salary & remuneration -hours of work -staff allowance -Group insurance coverage -medial benefits -other staff benefits 	<p>43% of our employees are members of the union.</p> <p>Conducted ESI which also includes the non-executives. Overall ESI stands at 90.12%</p>

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<p>Principle 4 The elimination of all forms of forced and compulsory labour</p>	<p>Ranhill abides by Malaysian Labour Law where forced and compulsory labour is prohibited.</p>	<p>Ranhill didn't hire anyone against their own free will.</p>	<p>There is no forced and compulsory labour in Ranhill</p>
<p>Principle 5 The effective abolition of child labour</p>	<p>Observes Children and Young Persons (Employment) Act, 1966</p>	<p>Ranhill minimum age of recruitment is 18 years old. The practice is being applied in every country we operate in.</p>	<p>There are no children or young persons working for Ranhill.</p>
<p>Principle 6 Eliminate discrimination in respect of employment and occupation</p>	<p>Human Resource Policies and Procedures strictly prohibit any types of discrimination.</p>	<p>New recruits are informed about the Policies and Procedures during induction course.</p>	<p>Women in the Management team – 17%</p> <p>Staff composition based on ethnicity: Malay – 69% Chinese – 20% India – 8% Others – 3%</p> <p>Note: Malaysia's ethnic composition is Malay 65%, Chinese 26%, India 8%, others 1%</p>

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Environmental Protection			
Principles (GRI indicators to help correlation)	Company's Policy & Direction (Approach / Process / Deployment)	Specific actions taken during the current financial year	(Outcomes with key Results & Measurements)
<p>Principle 7 Businesses should support a precautionary approach to environmental challenges.</p>	<p>Environmental Policy</p>	<p>Ranhill continuously seeks to:</p> <ul style="list-style-type: none"> -comply with relevant environmental standards, regulation and legislation in all activities. -improve elements of design works to promote the use of ecologically sustainable design. -help our customers reduce environmental impact of their projects and operations. -reduce our environmental impact through substitution, conservation and recycling. -raise awareness of environmental issues by implementing training programmes for employees and enlist their support in improving the Company's performance. 	<p>For the period under review, Ranhill complies with all the relevant laws.</p> <p>Engineers with expertise in Green Building Index (GBI) are recruited specifically for this purpose.</p> <p>Ranhill finished the building of its first full fledge green building, Binjai Tower, that has dual certification i.e. Malaysia's GBI and Singapore's Green Mark Gold.</p> <p>Printers are set to print double-sided. Papers are collected and recycled.</p>

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<p>Principle 8 Undertake initiatives to promote greater environmental responsibility</p>	<p>Ranhill supports CEO Water Mandate</p> <p>-Public Policy Promote water agenda and issues via Malaysia Water Association (MWA)</p> <p>-Direct operations</p> <p>-Collective action</p> <p>-Community engagement</p>	<p>CEO of Ranhill Utilities, one of Ranhill's subsidiaries, is President of MWA. Therefore, we are in a better position to influence public policy and opinion on water related issues.</p> <p>Reduce Non-revenue Water (NRW)</p> <p>Ranhill has been supporting the MDGs i.e. halving, by 2015, the proportion of the population without sustainable access to safe drinking water and basic sanitation.</p> <p>It is done in collaboration with ADB and USAID. For more info www.waterlinks.org</p> <p>Organised World Water Monitoring Day</p> <p>Conducted Water Conservation Education Programmes. In 2012, Ranhill partnered with GCLN-MY for the Water Education programme.</p>	<p>Ranhill is part of the National Non-Revenue Water (NRW) Task Force set up by the national water services regulator Suruhanjaya Perkhidmatan Air Negara (SPAN) to help implement NRW strategies throughout Malaysia.</p> <p>NRW level has been consistently kept below 30% in Johor, where we supply water to 3.2 million of population.</p> <p>-Ranhill is mentor to 8 water operators in 5 countries :</p> <p>Thailand – working with the Provincial Waterworks Authority of Thailand (the umbrella agency overseeing some 200 water agencies in Thailand)</p> <p>Vietnam – working with Bac Ninh Water Supply and Sewerage Company</p> <p>India</p> <ul style="list-style-type: none"> - partnering with Maharashtra Jeevan Pradhikaran to provide uninterrupted water supplies to India's third-largest state. - partnering with Public Health and Environment Department of Jaipur for NRW reduction and leakage. <p>Indonesia</p> <ul style="list-style-type: none"> - working with PDAM Kota Surabaya to focus on improving pressure management in the distribution network to enable continuous water supply. - partnering with PDAM Tirta Khatulistiwa in improving water quality management practices in Kota Pontianak - partnering with PDAM Kabupaten Serang in improving NRW <p>Philippines – collaborating with Davao City Water District to tackle NRW issues</p> <p>More than 1,000 primary school children took part in this event, which was held in 5 states.</p> <p>Awareness programmes were conducted in 32 high schools in the state of Johor. Project has successfully shown that there is a reduction in water usage in these schools.</p>
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Anti-Corruption and prevention of Bribery			
Principles (GRI indicators to help correlation)	Company's Policy & Direction (Approach / Process / Deployment)	Specific actions taken during the current financial year	(Outcomes with key Results & Measurements)
<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>Code of Ethics & Conduct for Employees</p>	<p>The Code is distributed to every employee upon joining and explanation is given during the induction course.</p> <p>A secure channel of communication is set-up for employees, suppliers, contractors and other external parties to report any misconduct done by any employees.</p>	<p>For the year under review, there were no complaints lodged for misconducts.</p>