


UNITED NATION GLOBAL COMPACT  
COMMUNICATION ON PROGRESS

Company Name	DVM Innovate	Date	21 <sup>st</sup> May 2013
Address	Lot 11.3 11 <sup>th</sup> Floor, Menara Lien Hoe, No. 8, Persiaran Tropicana, Tropicana Golf & Country Resort, 47410 Petaling Jaya	Membership date	24 <sup>th</sup> February 2009
Country	Malaysia	Number of employees	31
Contact name	Esther Khoo	Sector	Software & Computer Services
Contact Position	Financial Controller		
Contact telephone no	603-78053868		

<b>Brief description of nature of business</b>
DVM Innovate Sdn Bhd, was incorporated in 1997, as an IT System Integrator with businesses focused on providing Network, Security and Next Generation Communication solutions for medium-to-large organizations and government agencies.

<b>Statement of continued support</b>			
<p>Being a signatory of the UN Global Compact and supporting the 10 fundamental principles augur well for DVM Innovate Sdn Bhd.</p> <p>As DVM Innovate Sdn Bhd (DVMI) looks ahead to further expand its regional and international business, we are increasingly confronted with multicultural issues, domestic conflicts and various socio-economic sensitivities. The UN Global Compact and the UNGC Local Networks "spheres of influence" brings great comfort to our stakeholders domestically, regionally and internationally.</p> <p>We look forward to participating in the Local Network's activities, continuing to influence our stakeholders on the values of Global Compact's principles and being vigilant in ensuring that our organization and its people abide by these principles.</p>			
Signature	 Esther Khoo	Position	Financial Controller

HUMAN RIGHTS	
PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE COMPLICIT IN HUMAN RIGHTS ABUSES

**Our Commitment or Policy**

DVM Innovate has explicitly defined these in its related SOPs and Code of Conduct to ensure fairness and respect for all employees in the company.

**A brief description of our Processes or Systems**

We carry out company strategies to support human rights through staff trainings on company policies.

**Actions implemented in the past year / planned for next year**

A safe working environment is of our topmost concern. DVM believes a continuous program for improvement in ensuring the above can bring about the desired achievements and adherence to Human Rights Policy

**Measurable Results or Outcomes**

No incidents of non-conformance

**Target for future years**

- Deliver human rights training to all DVM personnel
- Review our employee and community grievance mechanisms.
- We will continue to detect and prevent human rights risks in our operations and seek to be aligned with the internal principles and also ensuring that all employees know how to report on breaches of human rights.

LABOUR	
PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE REGOGNITION OF THE RIGHT TO COLLECTIVE BARGRAINING
PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

### **Our Commitment or Policy**

DVM Innovate actively commits to being an equal opportunity and anti-discriminatory employer, promoting and providing for an equal and fair opportunity in employment, compensation and other terms and conditions of employment. The guidelines and policies include:-

- Non-discrimination on the basis of gender, marital or parental status, race, age, impairment, religion, pregnancy or breastfeeding, colour, national origin, former military status, sexual orientation or any other personal characteristic protected by law.
- Zero tolerance towards physical or verbal discriminatory harassment in the workplace.
- Performing unbiased and constructive employee evaluations.
- Respecting the rights of employees to freedom and association.

### **A brief description of our Processes or Systems**

We have adopted and practiced Human Resources (HR) SOP. The HR SOP covers recruitment & probation, performance management, disciplinary and domestic inquiry, training & development.

### **Actions implemented in the past year / planned for next year**

Apart from initiatives mentioned in the previous COP, we have sent key engineers / staff to attend the courses, for instance, Windows Server 2008, ITIL and etc. During the past year, the company has initiated reviews and meetings to assess the satisfaction within the workplace.

### **Measurable Results or Outcomes**

The engineers/staff have passed the examination and have contributed their knowledge to the organisation

During the reporting period, DVM was not involved in any investigation, legal proceedings or other relevant event related to labour rights.

### **Target for future years**

- specific training on Human and Labour Rights for managers will be planned and managers will be assessed on their understanding on these issues on a regular basis.
- review company procedures to ensure it does not discriminate or present barriers to entry to anyone seeking to work with us



ENVIRONMENT	
PRINCIPLE 7	BUSINESS SHOULD SUPPORT A PRECAUTIONALRY APPROACH TO ENVIRONMENTAL CHALLENGES
PRINCIPLE 8	BUSINESS SHOULD UNDERTAKE INIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
PRINCIPLE 9	BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENCIRONMENTALLY FRIENDLY TECHNOLOGIES

**Our Commitment or Policy**

We are committed to promoting greater environmental responsibility by ensuring our work space and work culture embraces the principles above.

**A brief description of our Processes or Systems**

We practise a standard internal operational process that carries out the “Reduce, Reuse, Recycle” principle, in maximizing efficiency in terms of resource use, waste production and where possible reduce any risk of pollution to the environment.

**Actions implemented in the past year / planned for next year**

Apart from continue to maintain and promote green, paperless environment, we promote environmental initiatives in our business operations and proactively raise employee awareness of environmental issues. We have implemented a web based document management system for the purpose of reducing paper storage, chances of losing documents and improved staff productivity

**Measurable Results or Outcomes**

- Accessing of web based document management system from desktop computer and notebooks
- Employee is aware of the environmental initiatives
- DVM has not experienced any reportable environmental incidents during the past year and has not been subject to any statutory notice or prosecution

**Target for future years**

Implementation of Health, Safety and Environmental Policy

ANTI-CORRUPTION	
PRINCIPLE 10	BUSINESS SHOULD WORK AGAINST CORRUTIPON IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

**Our Commitment or Policy**

DVM Innovate is committed to observing the principal set forth in the UN Global Compact and shall do full compliance with the Malaysia Anti-Corruption Act 1997.

**A brief description of our Processes or Systems**

We adopt and practise various compliance SOPs and Code of Conduct. The code has expressly prohibited any kind of immoral conduct whereas the SOPs have specified the fiscal limits for transactions at various levels and positions and all contracts, procurements are subject to internal and external audit process.

**Actions Implemented in the past year / planned for next year**

We had disseminated guidance, process flow charts and a check list in relation to anti-corruption to all of the employees.

DVM Innovate management is committed to conducting reviews and follow up compliances to ensure that there will be no conflict of interests.

**Measurable Results or Outcomes**

DVM has not been involved in any legal proceedings, ruling or other event related to corruption or bribery

**Target for future years**

Finalize a list of corruption-related risks and internal controls for each operation and assess how and where our operations may still be vulnerable to bribery, kickbacks or other forms of corruption.

**How do you intend to make this COP available to your stakeholders?**

***A COP is a direct communication from business participants to their stakeholders. For this reason, you are required to make their COP widely available.***

Our COP will be accessible to our staff, customers and suppliers, and the general public on our website [www.dvm.com.my](http://www.dvm.com.my).

Our Annual Report will indicate our commitment to the UN Global Compact.