

The logo for MCM (Max Capital Management) is displayed in white, bold, uppercase letters on a dark blue background. Below the logo, the text "MAX CAPITAL MANAGEMENT" is written in a smaller, white, uppercase font.

**MCM**

MAX CAPITAL MANAGEMENT

21 APRIL 2021

The background of the slide is a low-angle, upward-looking photograph of a modern building's facade. The image shows a complex grid of dark, metallic structural beams and lighter-colored panels, creating a strong sense of depth and perspective as the lines converge towards the top of the frame.

# **COMMUNICATION ON PROGRESS**

April 21, 2021

E. Ant3nio Guterres  
Secretary-General  
United Nations,  
New York,  
NY L0017 USA

**RE: STATEMENT OF CONTINUED SUPPORT**

Dear Mr. Secretary-General,

Max Capital Management Holding Ltd is a global company principally involved in the provision of a diverse range of services under Project Management Consultant. Since its foundation in 2014, we aimed to deliver top-notch service to meet the industry's demand, particularly in the real estate industry, real estate, hospitality, eCommerce, Internet of Things (IoT), EdTech, FinTech, and many more.

Additionally, we ensure that our Corporate Social Responsibility (CSR) approach is aligned with our business model, strategy, and values based on the notion to contribute meaningful things to the community by bringing together the best people. In a year shaped by the COVID-19 pandemic, we come forward with new solutions and at the same time modifying existing practices to adapt to the current situation. Due to this unprecedented event, we started implementing remote working for all our employees in Max Capital Management Holdings Ltd in order to safeguard their health and safety by working from home.

Furthermore, we are breaking through the barriers between our CSR members and the general public by creating more engaging events with the help of technology advancement and providing opportunities to novice to gain experience. As a signatory of the United Nations Global Compact, Max Capital Management has continuously integrated the Global Compact and its Ten Principles into our business strategy, culture and daily operations. This report highlights, described and reaffirms our ongoing support and effort in implementing the Ten Principles of the UN Global Compact on human rights, labor, environment and anti-corruption despite the hard times that our country endures lately.

Respectfully,

Adj. Prof. Ts. Maxshangkar  
Group Chief Executive Officer

# HUMAN RIGHT PRINCIPLE

## ASSESSMENT, POLICY, AND GOAL

MCM recognizes that in order to grow together in society, it is crucial that we respect and uphold the provision of basic humans rights to all individuals globally disregard whether they are involved or connected to us through our business. Freedom associates with the transformation of equal opportunity and protection against discrimination that encompasses health and safety with the right privacy at the workplace to promote personal and professional growth to our employees.

## IMPLEMENTATION

MCM is committed to providing its employees with a safe and conducive working environment. As a preventive measure and for the sake of our employee's safety and health during this COVID-19 pandemic, the management has decided to temporarily close our offices and restrict the employees from entering into the office to perform their daily tasks. To those employees that are required to enter the office, MCM ensures that all Standard Operating Procedure is being complied with as set out by the government.

Further to that, the MCM Human Resources Department is constantly developing towards having zero tolerance to any form of harassment whether verbal, physical, sexual or any form of abuse and harassment in our company by providing a proper grievance environment. We ensure that all employees' disregard of seniority entitlements is in accordance and complies with all Employment Act or labor law in Malaysia. In order for employees to perform optimally in their roles, MCM believes in providing the employees with a safe and conducive working environment and believes that employees should benefit from all activities conducted internally and externally. Therefore, MCM co-ordinate the premiere screening of the movie 《这一刻，想见你》"IN MY HEART" and invited their employees and business partners to the special premiere.

In addition to the above and stay committed to the community, MCM has collaborated with our business partners to initiate a charitable donation campaign known as "Love in Action" which provide supplies of goods to assists struggling families during these difficult times, "MCM KK Food Drive" which provide supplies and food to help students in rural areas. Despite the firm movement restriction imposed on all, we continuously made effort in providing assistance to those in need. We believe that a burden shared is a burden halved and as a community, each and everyone should never turn a blind eye.

The COVID-19 pandemic is taking its toll on the world, causing deaths, illnesses and economic despair. Amongst all, the needy and underprivileged members of the community are more vulnerable to pandemics than others. Thus, MCM extends the essential aids to help several groups and organisations who need the resources most in **MCM & JOCOM Care** CSR initiative.

Besides helping out the community, MCM has conducted an event known as “[MyMalaysia Career E-fair](#)”, Malaysia’s Biggest Online Job Fair with the aim to teach and educate job seekers to be well-equipped with the necessary skills to improve their chances of being employed. The pandemic has affected numerous job sectors and left many without a job. Therefore, we organized this event to help the general public as we believe that each and everyone has a right to work as enshrined in the Universal Declaration of Human Rights.

## **MEASUREMENT OF OUTCOMES**

In the past year, MCM has not been subjected to any investigations, legal cases or incidents involving Human Rights violations. We hold department meetings on weekly basis to review our labour policies based on all issues highlighted meanwhile management and staff meeting on a monthly basis to address any concerns relating to the right at work.





PREMIERE SCREENING  
《这一刻，想见你》  
IN MY HEART





# MyMalaysia Career E-Fair

smeeffair@gmail.com 26-31 March

Fair is scheduled from 26th March to 31st March. Career e-Fair aims to help all the jo



ntly Organized by:



Media Partners:



7 MARCH, 2021 | SAT | 10AM -12M



Helping Malaysians to be Employable in the New Norm

MISSION register here: <http://smeeffair.com.my/mymalaysia-career-fair/>

- CAREER E-FAIR
- WEBINAR
- HALL OF FAME



# MCM LOVE IN ACTION

Groceries Charity Campaign



MCM & JOCOM Care



KK Food Drive

# L A B O U R P R I N C I P L E

## **ASSESSMENT, POLICY, AND GOAL**

As the quote goes “You don’t build a business, you build people then people build the business”. In MCM, we believe that our employees are the greatest assets. It has and always been our primary concern that our employee’s safety, well-being and rights are well-protected. All employees are provided with Company Handbook which clearly states the policies, responsibilities, benefits, rules and regulations.

## **IMPLEMENTATION**

During the unprecedented COVID-19 pandemic, MCM took into high consideration on our employees’ safety and concluded to move towards working from home. To those employees whom are required to go back office, we ensure they adhere the SOP’s issued by the government at all times including but not limited to wearing mask, temperature measurement, social distancing and frequent cleaning and/or disinfecting.

In addition, we announce or share on a regular basis any updates and/or information from our government in regards to the pandemic. We have recently urged that all employees to register for the vaccination protecting employees from the risk of developing the illness and its consequences. Over and above, MCM consistently advocate career development by encouraging our employees to learn, unlearn and relearn soft and hard skills where we ensure that all employees are given equal opportunities to undertake a different task. MCM continues its practice in conducting weekly meetings, non-discrimination equal opportunities policy, appraisal procedure and flexible working policy to increase labour productivity and efficiency at work.

MCM believes the employees who believe that management is concerned about them as a whole person - not just an employee - are more productive, satisfied and fulfilled. Motivated employees can lead to increased productivity and allow an organisation to achieve higher levels of output. MCM’s training and development department has initiated Monday’s Motivational Talk to increase the awareness of everyone’s importance in the organization. The session was conducted weekly basis for consecutively 8 weeks that covers all-in-aspect relating to the inner and outer resolution of challenge management. The department had invited Mystical Mandala Healing Solutions, where they offer a safe space for people to feel their emotions and to transform them into higher wisdom.

## **MEASUREMENT OF OUTCOMES**

MCM continuously carries out quarterly key performance indicator (KPI) reviews to abide by the organizational standard performance evaluation. The employees are satisfied to increase their productivity performance according to the quarterly KPI that was being set by the management to grow our organizational standards to the next level and likewise, the management is giving a complete encouragement for everyone to breakthrough their capabilities and put passion at work.

# ENVIRONMENTAL PRINCIPLE

## ASSESSMENT, POLICY AND GOALS

Being in the business in project management consultancy, MCM does not have the same carbon footprint like any other manufacturing company. Nevertheless, we focus on areas of energy conservation. MCM believes that the preservation of the global environment is crucial to achieving a sustainable society. We are committed to explore and seek new ways and possibilities to reduce any negative environmental impact.

## IMPLEMENTATION

As part of our environmental commitment and due to the impact of the global pandemic, we have progressed towards the culture of working from home. Consequently, such practices have played their part in reducing one of the major sources of air pollution which is motor vehicle emission. Equally as important, through the culture of working from home, we have moved towards a paperless environment by encouraging digital outcomes through the use of innovation and technology.

As compared to the previous days before the new norms of the pandemic, we annually organized a physical anniversary event. The year 2021 has brought a significant change where we organized a virtual e-fair of 2021 MCM GIC Members Week as a part of the digital transformation CSR initiative to mark the journey as a community - not limited to MCM GIC members but for all visitors all around the world because everyone is connected in an endless border of the technological circle.

MCM had launched 2021 MCM GIC Members Week first-ever virtual fair event opened to the general public covering e-seminars, e-forum, and e-conference and additionally featured the “Unipreneurship Development Grant Programme (UDGP)” with the aim to shape budding entrepreneurs among university students with the opportunity to pitch their business ideas to a panel of judges. While providing university students the opportunity, we have also carried various webinar sessions that cover extensive topics from market trends, legal and taxes, wealth management by respective industry experts.

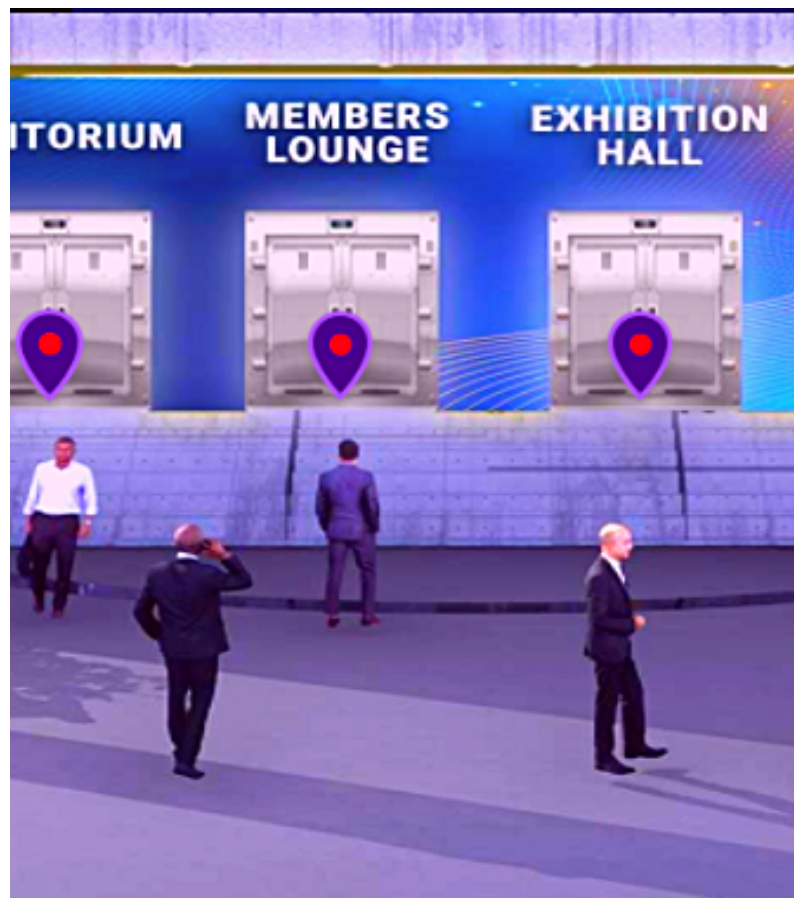
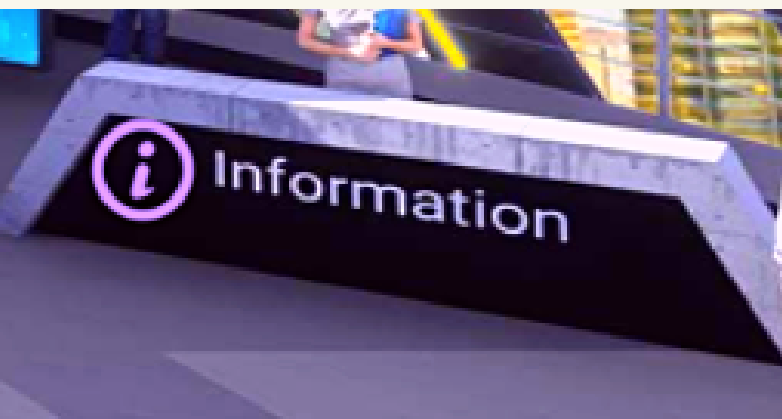
## MEASUREMENT OF OUTCOMES

The “work from home” culture has provided employees with a better work-life balance that encompasses entirely on the work completion and flexibility to arrange the task priority according to our preference at the comfort of their home. It eliminates the commute to work that can be quite stressful for some employees and increases time-saving that enables the employees to get higher health benefits such as ample rest and more time to exercise or prepare healthy meals, for a healthier sound mind and body.





**2021 MCM GIC MEMBERS  
WEEK VIRTUAL FAIR**



# **ANTI-CORRUPTION PRINCIPLE**

## **ASSESSMENT, POLICY, AND GOALS**

MCM continues to uphold zero-tolerance against any act of bribery, corruption, and fraud through acknowledging the best practices in anti-corruption as stated out in our company's SOP and carrying through those practices with the highest standards of ethical conduct and integrity among our employees, clients, and/or members who are connected in our eco-system.

## **IMPLEMENTATION**

A key activity in MCM's business conduct to reduce corruption is to conduct systematic and meticulous due diligence on all parties that are interested or connected in our eco-system. Additionally, MCM ensures and expects their employees to be well-aware of and adheres to the company's internal procedures and/or policies as well as with all applicable laws and regulations on anti-corruption. Employees are also encouraged to report any issues in relation to corruption and fraud to our Human Resources Department. Besides, all financial transactions made in connection with MCM are examined and approved by external auditors and accounts. By doing so, this ensures that there are a check and balance in our company.

Additionally, MCM continues to respect and accept the principles of ethics in business and the principles that guide the Global Compact because the cost of trying to prevent corruption is more cost-effective to a business than the cost of the corruption that gets committed.

## **MEASUREMENT OF OUTCOMES**

All financial transactions, due to law requirements and to avoid biased reporting, are checked by external accountants and auditors. Due to this reason, there have been no incidents involving misconduct of attempted bribery/ corruption, or conflict of interest, and no disciplinary action taken to the MCM employees.