



United Nations
Global Compact

Communication On Progress Report 2021



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INTRODUCTION

About Us

Established in 1993 with the aim of providing state-of-the-art metal stamping and metal fabrication services for the electrical and electronics industries, VSP Industries (Malaysia) SDN BHD has come a long way.

Today, we have become the main sub-contractor for several reputable international companies that supply metal components throughout the world. In the spirit of strengthening our expertise and keeping up with rapidly-evolving market demands, we have also set up VSP Technology (Malaysia) SDN BHD four years later in 1997.

With this latest outfit that is always at the forefront of cutting-edge research and development, we have been able to stay ahead of market trends with the most advanced technology, thus paving the way for us to diversify into other related services such as silver contact welding, the design of jigs and fixtures, as well as product development consultancy.

Helmed by a team of qualified professionals with a wealth of experience and the necessary track record in related fields, VSP has been able to serve the varying needs of our customers across a wide range of industries, evolving from the metal stamping and metal fabrication specialist to a reputable supplier offering one-stop solutions for all manufacturing needs.

We have acquired Quality & Environment Standards, ISO 9001 (in 2003) & ISO 14001 (in 2007), implemented ERP system in 2007 and products certified to LCIE (France) and CCC (China).

Statement from Managing Director

16th April 2021

To our stakeholders:

We are excited to confirm that VSP Technology (M) Sdn Bhd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and consistently apply its principles into our business strategy, culture and daily operations. Last but not least, we commit to share this information with our stakeholders using our primary channels of communication.



Best Regards,
JK Chew

Human Rights

In VSP, we acknowledge and respect the principles contained in the Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights. We are committed to uphold the human rights of workers, and to treat them with dignity and respect. This applies to all workers including temporary, contract and permanent employees.

In VSP, we monitor our activities for human rights risks and impacts to identify actual and potential human rights issues. Actions to manage and address human rights risks are guided and carried out through dialogue and in collaboration with relevant management & stakeholders when necessary.

In order to prevent human rights violations in workplace, grievance mechanism is available for employees to show their dissatisfaction towards unfair treatment, with procedures clearly written in VSP's Employees Handbook. The complaints are reviewed in different levels until satisfactory solutions are provided.

Besides, any form of inhumane treatment including any sexual abuse, mental or physical coercion and verbal abuse are strictly disallowed in the company. Disciplinary actions will be taken against those who are found guilty of convicting the abuses.

During the past one year, no case was reported on the violation of human rights. VSP will continue to commit to human rights principles while making sure no offense on human rights issues within the company.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Employees are a company's greatest asset, VSP practice a fair employment policy as an approach to managing talents. In VSP, labour practices and policies include:

Freedom of Association and Collective Bargaining

VSP respects our employees' right to join, form or refrain from joining a labour union and choose collective bargaining representatives, without interference, discrimination, retaliation, or harassment. We are committed to bargaining in good faith with such representatives when necessary.

Forced Labour and Human Trafficking

VSP prohibits the use of all forms of forced labour and modern slavery as well as any form of human trafficking-related activities.

Child Labour

VSP does not recruit child labour and condemns all forms of exploitation of children. "Child" in this context means any person who has not completed his fifteenth year of age according to Act 350. We strictly adhere to Children and Young Persons (Employment) Act 1966 and do not tolerate any breach of rules.

Non-Discrimination and Anti-Harassment

VSP does not tolerate discrimination or harassment, and eliminates all forms of discriminatory practices with respect to all aspects of employment, which includes race, colour, religion, gender identity, age, social status, nationality or sexual orientation. We base employment decisions on merit, considering qualifications, skills and achievements. We adhere to VSP's Equal Employment Opportunity Policy in the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation and company sponsored training.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Safety & Healthy Work Environment

VSP committed to recognize the requirement under Malaysia Law in particular the Occupational Safety & Health Act 1944 and is aim to achieve highest degree of excellence in matters connected there in. We are committed carry out our operational activities to comply of the following objectives:-

- To ensure our work place and environment is safe & clean.
- To encourage the implementation of adequate occupational safety & health's regulations & orders to employee and all other who are associated with our company.
- To improve employee awareness, safe working ethic or method and good discipline.
- To maintain and recognized locally and internationally for our high standard in Occupational Safety & Health.
- To achieve and maintain zero occupational accident, injuries, infectious disease and poisoning.
- To reduce loss time on man – hours & production due to occupational accident or injury.



Environment

VSP Environmental Policy serves to outline our commitment to consider and meeting our environmental obligations and responsibility in order forms the basis of our environmental management system in accordance with ISO 14001:2015. At the same time applies to all activities undertaken by VSP and impacts upon our external provider, customers and interested party.

We are committed to minimize the impacts of our operations on the environmental and ensure achievement of the following: Compliance with all relevant environment legislation and other legal requirements to where the organisation subscribes. In cases where no such legislation is known to exist we will employ such measures as to ensure that adequate control plan have been adopted so far as is reasonably practicable:-

- Review the environmental impact of all company activities with relevant interested parties. Identify feasible and effective control measures in order to prevent pollution and will also serve to establish objectives and targets.
- Maintain Environmental Management Program (EMP) as part of continual improvement by setting and reviewing environmental objectives and targets.
- Involve all VSP employees in our EMP and ensure adequate training is provided to ensure them to fulfil their roles and responsibilities.

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Environment...continue

- Engage with external provider and customers to ensure best environmental practice are adopted in our activities, so far as is reasonably practicable.
- Improve energy and other resources efficiency, and reduce waste generation.
- Identify, source, promote and purchase environmentally preferable supplies and services for all of our daily operational needs where economically feasible.

“Society Recycle Program Campaign”

The recycling campaign was initiated since 2013 to encourage employees to reduce, reuse and recycle as much waste as possible. It aims to educate employees on the importance of recycle in order to divert useful wastes from landfill, thereby reducing the use of virgin resources. VSP encourages its employees to bring recyclables from home to VSP appointed recycling collection points every month and cultivates recycling attitudes in the office and production plant by providing recyclables collection facilities in both areas. The instructions for recycling which include separation at source and identification of recyclables and non-recyclables are well communicated within the company through emails and newsletters and available at the collection point.

VSP have re-appointed 2 Recycling Collection Point, which was Tzu Chi Charity Recycling Collection Point, Taman Pelangi Indah & Taman Setia Indah in year 2020.

Recyclable Items



GOTONG-ROYONG – OPERASI KESEDARAN SIVIK'

Cleanup Campaign 2018

On 23rd September 2018, VSP has participated in foreign worker hostel flats area cleanup at Jati & Meranti Flats, Taman Desa Cemerlang In conjunction with “ Program Gotong-Royong” organized by MPJB-Jabatan Kesihatan. The objective of this cleanup is to raise awareness of resident on general waste/debris issue and keep environment clean to prevent dengue spread. In this event, we have cleared up blocked drainage gutters, collecting abandoned containers & bottles, mowing the lawn.



Social Responsibility

Donation to Grace Covenant Community Care Bhd

Sponsor Child Program 2021

On 31st March 2021, VSP has participated and make some donation to Grace Covenant which is located at Johor Bahru, Malaysia for unfortunate children, seeing into their growth and providing them a home.

VSP also encourage more individual can participate relevant program to support and help these unfortunate children nurture better future.

请领养孩子们的...

 <p>教育 EDUCATION we need education... 我们需要读书...</p>	 <p>交通 TRANSPORT we need to reach destination... 到达目的地...</p>	 <p>医药 MEDIC we need a medication... 治疗的药片...</p>	
 <p>衣服 CLOTHING we need wear to be warm... 暖身的衣服...</p>	 <p>工作人员 STAFF we need caring... 需要照顾孩子...</p>	 <p>物品 STUFF we need daily necessities... 生活的需要...</p>	
 <p>住所 HOME we need a home... 我们需要家...</p>	 <p>食物 FOOD we need daily meals... 三餐的餐费...</p>	 <p>水费 WATER BILLS 电费 ELECTRICAL BILLS 分期付款 INSTALLMENTS</p>	





注册慈善机构
注册慈善机构 (香港及美国)
Charity Status in Hong Kong and United States



慈善委员会
慈善委员会 (香港)
Charity Commission in Hong Kong



慈善委员会
慈善委员会 (美国)
Charity Commission in United States



慈善委员会
慈善委员会 (加拿大)
Charity Commission in Canada

今日你向善，明日他向上

Your helping hands today leads him to better tomorrow.

只要每月RM50，换取孩子的未来



我们提供 We Provide

- 卓越的教育 An Excellent Education
- 干净的环境 A Clean Environment
- 完善的设备 A Well Equip Facility
- 安全的住所 A Safe Home

我们接受 We Receive

我们极度需要爱心人士在财务上的资助以维持机构在拨款、教育、租金、医药、水电排污、维修、员工薪资的开销。

We desperately need financial support in order to maintain organization rental, education, loan, medication, staff salary and utilities expenses.

我们收容 We Accept

孤儿、患感孤儿、受虐、极度穷困的儿童、被弃、单亲及轻智弱障儿。

Orphans, Single Parent, Abused, Desperately Poor, Abandoned Children and Mild Mental Retardation Children.

服务范围 Scope of Service

本慈爱与服务的管理、系统和教育、帮助孤儿、单亲孩子、特殊孩子、未婚和单亲妈妈。

We help the orphans, children of the single-parent, special children, unwed and single mothers with love and effective management, system and education.



Grace Covenant
慈爱与服务

通过有效系统管理，为儿童、妇女、弱势群体争取基本福利与权利，重建新的生命与生活

With the effectiveness of management system, we strive for basic civil welfare for the children, women and vulnerable group, reconstruct and renew life.

f: gracecovenant2010



恩约儿童助养计划
CHILDREN SPONSORSHIP REBUILD PROGRAMME (CSR)

f: gracecovenant2010

我们的目标
Our Objective

儿童及弱势群体争取人权与福利
live for the human rights & welfare for the children and vulnerable groups

为一个新时代的非盈利福利机构
establish a new generation of non-profit organization (NPO)

强调透明的系统
有组织的管理与创新的教育

fully enforce on transparency system, unified management & creative education



恩约护幼之家
Grace Covenant Infants Care Home

收容零至四岁的孤儿、弃婴和单亲婴儿，照顾并提供他们住宿。

We provide shelter & care to the orphans, abandoned infants & infants of the single-parent, Aged 0 to 4.



恩约青少年之家
Grace Covenant Teenage Home

我们收容十三至十八岁的单亲青少年、孤儿，为他们提供住宿和照顾。

We provide shelter, care education and wholesome development's welfare to the orphans, teenagers of the single-parent, Aged 13 to 18.



恩约儿童之家
Grace Covenant Children Home

收容五至十二岁的孤儿、流浪和单亲儿童，为他们提供住宿、照顾和全人发展。

We provide shelter, care education & wholesome development's welfare to the orphans, row children & children of the single-parent, Aged 5 to 12.



恩约特殊之家
Grace Covenant Special Home

收容智障孤儿、单亲家庭、智障孩童，为他们提供住宿、教育及全人发展。

We provide shelter, care education and wholesome development's welfare to the mental retarded children of the single-parent.

恩约教育中心
Grace Covenant Education Center

采用网络私立教育 Internet Private Education.



Grace Covenant
慈爱与服务





Grace Covenant
慈爱与服务

Activities Completed

Year 2011 -2015

- ❖ Participated Blood Donation Campaign
- ❖ Donation to Poor Student
- ❖ Participated Charity Event to help the Under-Privilege
- ❖ Sponsored Donation to an Orphanage Home
- ❖ Sponsored Donation to a School Summer Camp
- ❖ Participated Society Recycle Campaign (Care 4 –Planet & Society)
- ❖ Donation to Home For The Handicapped Children
- ❖ Cleaning at Foreign Worker Hostels and Surrounding/Community

Year 2016 –2021

- ❖ Cleaning and painting at Calvary Junior Centre
- ❖ Donation to Charity Drive for an Elementary/Primary School
- ❖ Donation to Orphanage Centre in April 2018
- ❖ Participated “Gotong-Royong – Operasi Kesedaran Sivik” Cleanup Campaign Sep 2018
- ❖ **Donation to Grace Covenant Community Care Bhd in Mar 2021**

Anti-Corruption

VSP is committed to uphold anti-corruption principles and comply with Malaysian Anti-Corruption Commission Act 2009. Any corrupt practices and embezzlement of company's funds are serious misconduct and disciplinary actions may impose against any employee who breaches the policy as stated in our Employees Handbook. We expect all employees, officers, directors and third parties working on its behalf to refrain from engaging all form of bribery or corruption, irrespective of citizenship, domicile, or location.

In VSP, top management is responsible to overlook specific departments to ensure smooth and efficient operations, as well as crosscheck each departmental performance to ensure no indulgence in any form of corruption and abuse of power either directly or indirectly with any party. Besides, internal and external audits were carried out to ensure transparency and accountability in company's administration and finance. In addition, open door policy and grievance mechanism have provided employees a channel to report any suspected misconduct in the company.

In financial year 2019/2020, we were proud to announce zero case reported on corruption acts in VSP. We will continue to advocate those practices and improve our operational system to further reduce the possibility of fraud.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.