

GLOBAL COMPACT 2020

MULTI NET RESOURCES SDN BHD



OBJECTIVE

- The main objectives of Global Compact Program 2020 of Multi Net Resources Sdn Bhd is to: -
 - Bringing a healthier working place and environment to employee.
 - Ensure all employee can enjoy the working without any restriction.
 - Strengthen the cooperation and organization skillsets and abilities.



COMMITMENT

- Multi Net Resources Sdn Bhd is committed in the Ten principles and the four major sections which including:
 - I. Human Rights
 - II. Labour
 - III. Environment
 - IV. Anti-Corruption



HUMAN RIGHTS

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- **Freedom of Speech**

- In Mulit Net Resources Sdn Bhd, every employee has the right to speak freely, their minds and opinions.
- We encouraged employee to speak more with top management and different department. This is to improve the understanding and cooperation between each department.
- However, the freedom of speech must be carried out in advance of these rules “to respect each other” , “Adherent to Local Government Rules”, and “Follow Company Rules”.

- **Women Rights**

- Multi Net Resources Sdn Bhd does not exclude or restrict any woman with pregnancy to work in the company.
- Pregnancy female employee are given at least 60 days of maternity leave.
- Besides, to support the workers with newborn. Company rewards special fund to the worker with the aim of reduce financial burden and kind of appreciation to the contribution of the workers

HUMAN RIGHTS

- **Freedom of Education**

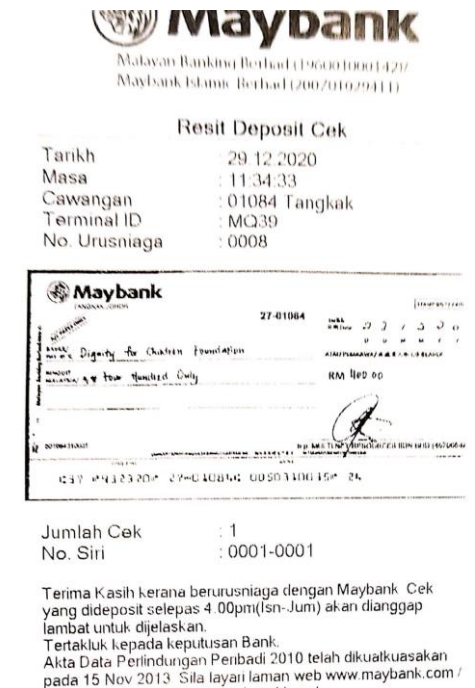
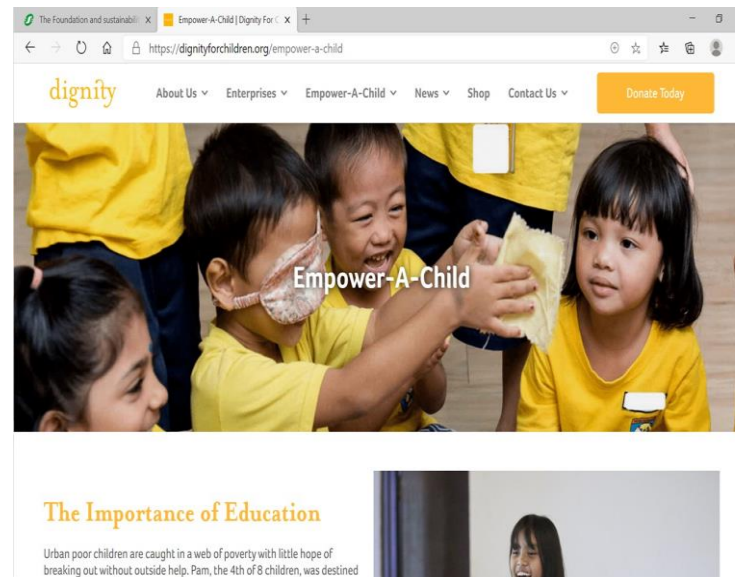
- Company provide necessary training to all employee which benefit the whole company and improve the employee knowledge.
- Multi Net Resources Sdn Bhd is highly open suggestion to all employee that they have ideas of training which will benefit the growth of organization and departments.
- To resolve the current pandemic of COVID-19 which affect the live training, the training will carry out through online training.

- **Freedom of Privacy**

- Any confidential information such as copies of identification card, licenses, employee info, product information were stored in the secure system with only authorized personnel to access and manage.
- Any unused hardcopy of confidential information will be scrapped into paper scrap machine.

Education Support

- Multi Net Resources Sdn Bhd always support and promote the education right to all people regardless to any society level especially poverty community.
- Multi Net Resources Sdn Bhd donates total of RM400.00 Malaysia Ringgit to Empower-A-Children campaign held by Dignity for children foundation to support poor children to receive the education they deserved.



HUMAN RIGHTS

- **Freedom of Safety & Health**

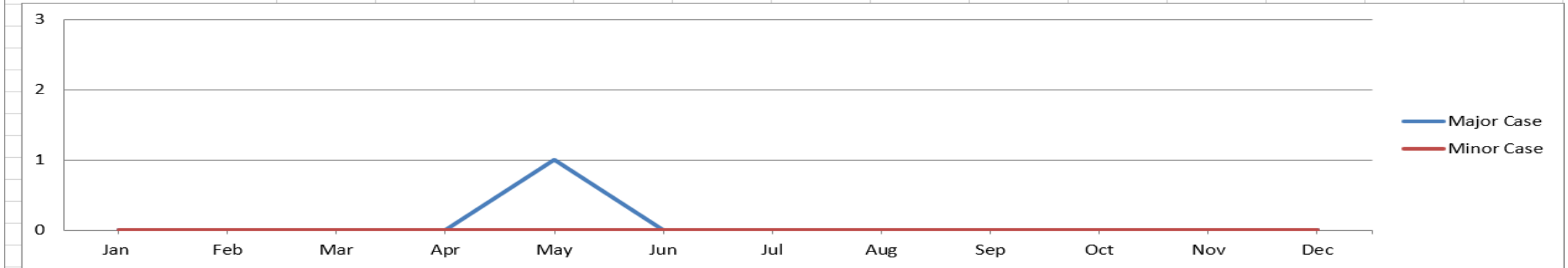
- While the pandemic of COVID-19 still existed, company not prepared all necessary safety protective gear – face masks, hand sanitizers and disposable gloves. The company also enhanced the current practice (social distancing, disinfection methods, temperature taking, employee movement tracking) to prevent the company employee been infected by the COVID-19 and affect the company operation.
- Company require each employee to submit COVID-19 self-declaration form everyday to filter out the high risk employee and take necessary action.
- We also improve our current guidelines and implement multiple contingency plans for COVID-19.
- To let employee understand the danger of COVID-19 and prevention, we publish the latest news or related information about COVID-19 into our electronic billboard and WhatsApp group.
- The billboard also been published safety guide other than COVID-19 incident.
- The medical equipment, fire escape route and fire extinguisher will review every year to ensure the validation.

SAFETY MONITORING RECORD

SAFETY ≤ 1 MAJOR CASE PER YEAR 2020

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Major Case	0	0	0	0	1	0	0	0	0	0	0	0	1
Minor Case	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Case	0	0	0	0	1	0	0	0	0	0	0	0	1

Minor Injury Definition	Small Cut & Scratches, Small Portion of Body Bruis, Small Bleeding, Injury which can be fully supported by Internal First Aid Team												
Major Injury Definition	Fainting, Sprains and Broken Bones, Unstoppable Bleeding, Slips and Fall, Injury that need professional Medical Team involved												



No major / minor case happened in Multi Net Resources Sdn Bhd at the second half of year 2020

Example of COVID-19 practice & procedure



Social distancing label



Maximum occupy for every room
(Meeting room, resting room, store)



Protective face mask and sanitizers were
provided for employee to use



Sanitize Zone (Door knob,
stair handler)



JENIS-JENIS APAR

Electronic Billboard

We have a billboard placed for display information such as fire escape route demonstration, safety precaution, fire extinguisher user manual, also including recent COVID-19 precaution, prevention and related information.



LABOR

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- **Elimination of Forced Employment**

- All employee in Multi Net Resources employee are protected by company contract in order to protect them.
- All company contract is written based on Local Employment Laws.
- Without both agreement from employer and employee, the contract will not be effective.
- Multi Net Resources Sdn Bhd will not force any employee to work overtime.
- Due to the impact of COVID-19, employee were given the option to work from home without restriction.

LABOR

- **Protest against Child Labor**

- Multi Net Resources Sdn Bhd will never involve any child labor activity or support any child labor activity.
- All types of hiring excluding Internship underage are not allowed.
- All the job applicant require to proof themselves by original identification card / passport or any document related to them.

- **Elimination of Discrimination**

- Multi Net Resources open job position to all people regardless to their races / gender / religion.
- Company also heavily restrict any radical comments / voice / argument inside the organization.
- All employee will share the same benefits / rewards regarding to their race / gender / religion. So does the punishment if the employee act wrong.



ENVIRONMENT

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- **Recycling Program**

- Instead of direct throwing the waste, we separate the recycle and non-recycle item.
- All the recycle-able items will be collected and separated into different categories based on the material.
- All the environmental-friendly information are shared amongst company area to instill the mindset of protecting environment to our employees and even visitors
- We are planning to design annual event with idea of combination of healthy lifestyle and green environment into 1 in order to promote the importance of protect environment to all interested parties.

- **RoHS & REACH Compliance**

- All the materials and products purchased and sold by Multi Net Resources Sdn Bhd are RoHS and REACH Compliance.
- We will never take part in purchasing non-RoHS & REACH compliance items as the items will greatly impact our nature environment.
- Strictly control over adoption of control chemical substances
- Reject any materials which will bringing great negative impact to the nature environment



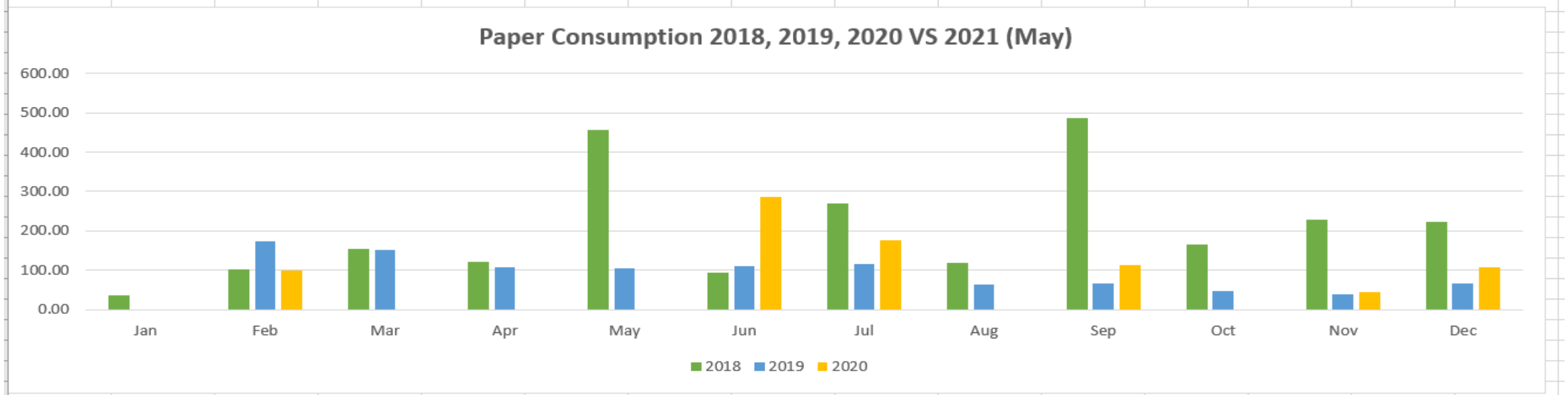
ENVIRONMENT

- **Embrace the Environment with Green Technology**

- Multi Net Resources Sdn Bhd has started to reduce any paper usage by implementing digitalization since 2019.
- Company has transformed traditional record on paper as much as possible into e-Form and digital application for reducing paper consumption.
- We are planning to replace the traditional paper notice into electronic billboard which will greatly reduce the paper consumption in the future.

SIGNIFICATION DROP IN PAPER CONSUMPTION

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
2018	36.07	100.70	154.48	120.74	455.16	93.92	270.58	118.23	485.96	164.32	229.12	222.70	2451.98	204.33
2019	0.00	172.28	151.78	106.90	103.48	111.24	116.54	62.83	65.16	48.00	37.65	65.49	1041.35	86.78
2020	0.00	99.48	0.00	0.00	0.00	285.35	176.21	0.00	113.61	0.00	43.75	106.00	824.40	68.70
Average	12.02	124.15	102.09	75.88	186.21	163.50	187.78	60.35	221.58	70.77	103.51	131.40	1439.24	119.94



In year 2020, we manage to achieve lower average of paper consumption than previous year and achieve our requirement which is lower than RM300.00 per year.



ANTI-CORRUPTION



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- Corruption is one of the issue that Multi Net Resources Sdn Bhd see as the worst activity and does not support this culture in anywhere.
- All activities such as procurement, sales, evaluation, auditing are highly monitored and recorded.
- We constantly monitor the supplier performance and review the supplier if they underperform our expectation.
- All financial documents or related items are only handle by authorized personnel and stored in high secure place.

RELATED POLICIES



Environment Policy



Ethics Policy



Labor Policy



Safety & Health Policy

The following documents is Multi Net Resources Sdn Bhd existed policies.