

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS 2022

Statement of continued support

We are pleased to confirm that Eng Joo Precision Plastic Sdn Bhd reaffirms its support of the Ten Principles of the United Nations Global Compact (UNGC) in the areas of Human Rights, Labour, Environment and Anti-Corruption. We commit ourselves to the further development of those principles within our sphere of influence.

Our participation was prompted by basic principles of UNGC in the way we conduct our business. We felt that the principles are aligned to our own principles of conduct. We are proud to share homogenous ideas and be part of an international development towards the professional ethical conducts.

We will continue to support the UNGC Principles and look forward to reporting our progress again next year. To support public accountability and transparency concerning our efforts, we are committed to share this information with our stakeholders.



Christopher Kwa

Managing Director

13 April 2022

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Human Rights

[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.

Assessment, Policy & Goals

Eng Joo Precision Plastic Sdn Bhd is committed to the standards that deliver a fair, respectable, and safe workplace for all employees in the company. We provide an environment which supports and promotes equal opportunities, dignity, and mutual respect. This is clearly stated in our Labor & Human Right Policy.

Implementation

- 1) Eng Joo practice no discrimination in race, age, gender, and religion. All our employees can practice their chosen religion and belief without prejudice. Our employees are of different ethnics and they are all treated equally.
- 2) In Eng Joo, we make sure our foreign workers have an appropriate accommodations and facilities during their stay and work in Malaysia.

Measurement

- 1) Periodic review of Human Right adherence by top management.
- 2) To date, we have no incidents of legal case or human rights violation. We will follow the rule of law in the country we are operating.

Labour

[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;

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[Principle 5](#): the effective abolition of child labour; and

[Principle 6](#): the elimination of discrimination in respect of employment and occupation.

Assessment, Policy & Goals

Eng Joo Precision Plastic Sdn Bhd is committed to the standards that deliver a fair, respectable, and safe workplace for all employees in the company. We comply with all applicable laws, regulations and other employment standards, wherever we operate.

We respect the rights and dignity of every employee and treat them fairly and without discrimination, rejecting all kind of discrimination or harassment based on an employee's race, color, religion, sex, national origin, citizenship, age status, sexual orientation, disability, marital status, or any other basis prohibited by law.

Implementation

- 1) All new employees will undergo job orientation briefing which introduces company's rules and regulation as well as policies.
- 2) To brief employees on company organization to create easy access to company representative in the event of escalation of an incident.
- 3) Employees are granted of special time off for overtime worked.
- 4) Employees are granted of paid vacation.
- 5) Employees receive 24 hours rest within a time frame of 7 consecutive days.
- 6) To perform job safety analysis to ensure a safe working environment for employees.
- 7) All the working condition like wages, working benefits and working hours are compliant to the Malaysia Labor Law.
- 8) No employment of child labor
- 9) Joint labor management health and safety committee regular meeting to discuss about employees working condition.

Measurement

- 1) Employee's training result are evaluated and recorded

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- 2) There are no records of breaking any labour laws and code of ethics.
- 3) Employee's data is on tracked and monitored.
- 4) Accident frequency rate tracking and monitoring
- 5) Accident severity rate tracking and monitoring
- 6) Data collected for employee's age structure.

Environment

[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.

Assessment, Policy & Goals

Eng Joo is committed to continuously improve our environment performance. We will achieve this through the efficient use of the resources, preventing pollution, minimizing waste and the promotion of recycling. We ensure the compliance with legal such as Environmental Quality legislation, regulations, and global environmental requirement to prevent environmental pollution issues.

Implementation

1. Eng Joo is certified to ISO 14001 for environmental management system.
2. Electricity and water saving program
3. Raw material, paper, wooden pallet, and carton box recycling
4. Investment on electrical type injection machine to replace hydraulic machine
5. Smoke emission control of motor vehicles
6. RoHS compliance and non-use of Hazardous or Banned Substances in company.

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7. Energy saving signage at each electric switch location to remind each employee to switch the electricity when not in use.
8. Quarterly 5S and safety audit to identify area for improvement

Measurement

- 1) Eng Joo has passed the ISO14001:2015 audit in 2021.
- 2) The monthly water and electricity consumption are monitored, and data recorded.
- 3) The recycle rate of resin, carton and pallet are measured and recorded.
- 4) All the company vehicles are passed the Puspakom Inspection.
- 5) RoHS compliance certificate is attached for all incoming raw material.

Anti-Corruption

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, Policy & Goals

Eng Joo Precision Plastic Sdn Bhd is committed to conducting our business in an honest and ethical manner, we protest any forms of bribery and corruption.

Implementation

- 1) All employees are briefed with company code of ethic and conduct
- 2) Grievance procedures to allow employees a way to raise issues about their working environment or work relationships.
- 3) Non-disclosure agreement is implemented with customer and supplier before any sensitive information being shared.

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Measurement

- 1) There have been no reports of misconduct during or previous reporting periods.
- 2) Employee's awareness training on company code of ethic and conduct is on track.