

# Sustainability Statement

## CORE VALUE #2: HEALTH, SAFETY AND ENVIRONMENT

**SOCIAL**  
Respecting, Supporting and Upholding Fundamental Human Rights of People in Where We Operate

**HEALTH AND SAFETY**



### Why It Matters

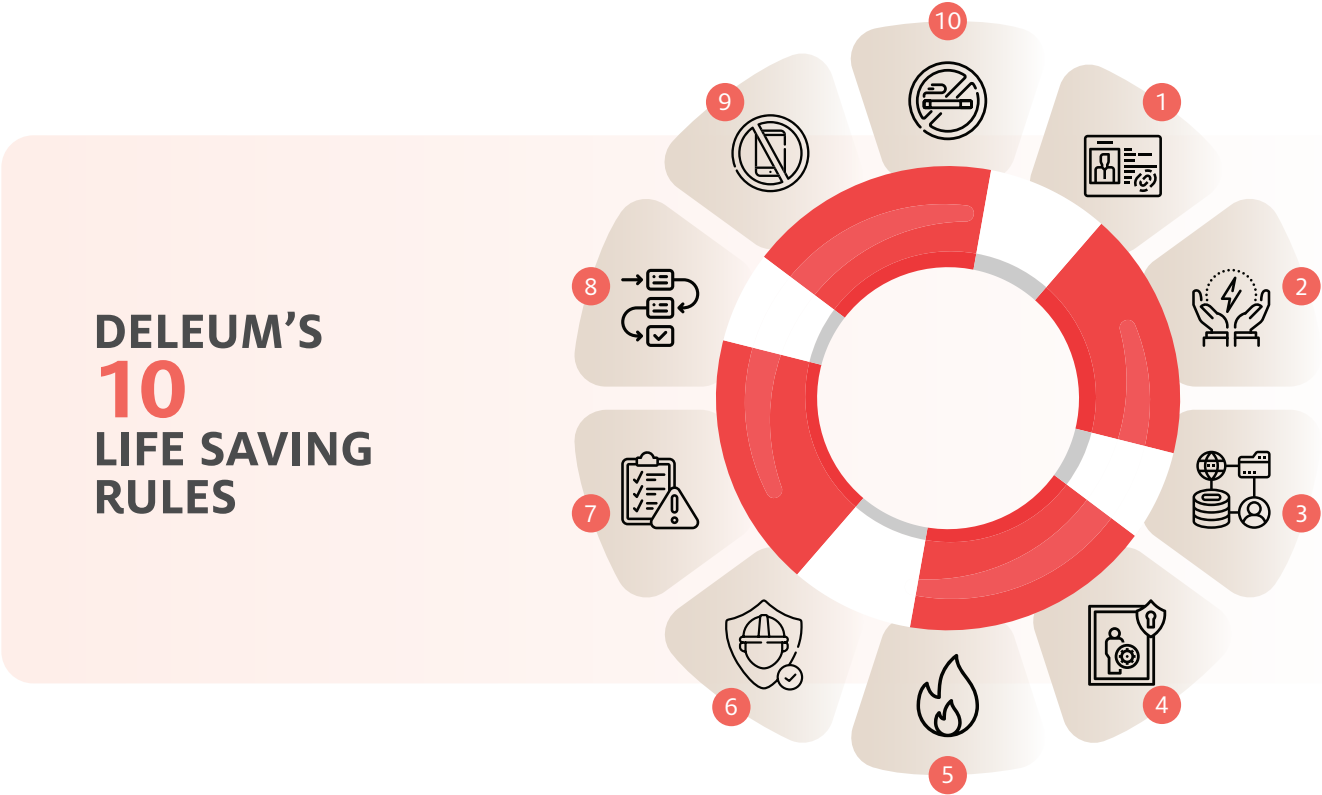
#### Healthy and Safe Work Conditions

At Deleum, we recognise healthy and safe working conditions as a fundamental human right. Our commitment to a robust safety culture extends beyond our dedicated employees to encompass everyone involved in or contemplating a partnership with Deleum, including casual workers, contractors, subcontractors and their employees, as well as third parties.

Our central focus is not only on ensuring their safety at the workplace but also on ensuring they return home in good health, embodying our dedication to their overall well-being. We annually review and enhance our policy in accordance with the Occupational Safety and Health Act of Malaysia to ensure compliance and the highest standards of workplace safety.

#### Our Approach and Performance

Our Health and Safety guiding principle, “Collective Responsibility Towards HSE Excellence” is not merely a slogan but a reflection of our dedication, reinforced through our adherence to the COBC, Sustainability Policy, HSE Policy, 10 Life Saving Rules, and other pertinent policies and procedures. This commitment is not only a corporate mandate; it is a pledge to our people, partners, and the communities we serve.



## Sustainability Statement

- 1 Valid Safe Work Permit**  
Perform with a valid safe work permit when required.
- 2 Energy Isolation**  
Verify that there is no live energy before work begins.
- 3 Systems Override**  
Obtain authorisation before overriding or disabling safety-critical equipment.
- 4 Confined Space Entry**  
Obtain authorisation before entering a confined space.
- 5 The Line of Fire**  
Stay vigilant and keep a safe distance from areas that have potential safety hazards.
- 6 Personal Protective Equipment (“PPE”)**  
Always use correct and approved PPE in accordance with the safe work plan, permit, or site requirements.
- 7 Perform Risk Assessment**  
Identify all hazards associated with tasks and assess potential risks prior to commencing and during work.
- 8 Follow Prescribed Journey Management Plan**  
Plan and execute necessary road transport journeys.
- 9 Mobile/Portable Devices**  
Do not handle phone or any other mobile/portable communication device when walking or driving.
- 10 Smoking and Ignition Sources**  
Do not smoke outside designated areas or bring potential ignition sources into process areas without authorisation.

### Health, Safety and Environmental Management System (“HSEMS”)

Our HSEMS prioritises the safety and wellbeing of our stakeholders, encompassing all employees, casual workers, and contractors across operational sites. Our HSEMS aligns with globally recognised frameworks and standards to ensure the highest level of safety and operational excellence, including:

- ISO 9001:2015 – Quality Management System (“QMS”)
- ISO 14001:2015 – Environmental Management System
- API Specification Q2 (2nd Edition)

Deleum's commitment to health and safety practices is also grounded in the ISO 45001:2018 Occupational Health and Safety Management System. These internationally recognised standards form the bedrock of Deleum's HSE Management System, which extends its coverage to include all employees, casual workers, and contractors across operational sites. We conduct regular audits and inspections to ensure our practices align seamlessly with the stipulations of the management system, fostering a culture of continuous improvement and safety excellence.

#### Enhancing Health and Safety through API Specification Q2 (2nd Edition)

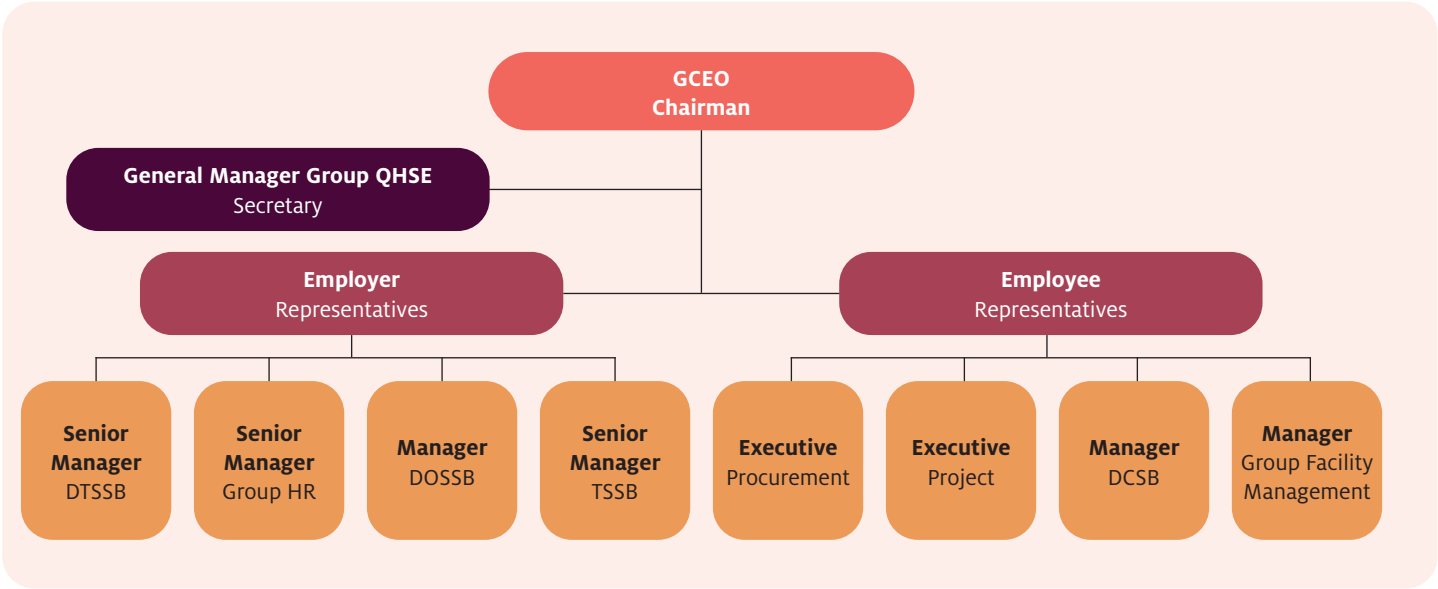
The API Specification Q2 (2nd Edition), developed by the American Petroleum Institute (“API”), is a comprehensive quality management standard that emphasises health and safety in the petroleum and natural gas industry. The key aspects from a health and safety perspective include Risk Management, Competence and Training, Incident Prevention and Response, Operational Controls, Continuous Improvement and Environmental Protection.

By adhering to API Specification Q2 (2nd Edition), service supply organisations in the petroleum and natural gas industry can ensure a robust health and safety management system, fostering a safer and more sustainable operational environment.

# Sustainability Statement

## Health and Safety Reporting Structure

We have established an HSE Committee spearheaded by our GCEO, which includes management representatives as required by the Occupational Safety and Health (Safety and Health Committee) Regulations 1996. The HSE Committee thoroughly examines and oversees HSE policies, procedures, plans, and performances. Rigorous incident investigations and quarterly awareness initiatives are conducted to ensure the well-being of employees, casual workers, and contractors.



We conduct HSE Committee meetings on a quarterly basis, which serve as an avenue to discuss HSE matters involving employees, casual workers, and management representatives. These sessions delve into diverse matters, including feedback on health and safety measures, process enhancements, revisions to investigation procedures, and updates to policies and procedures.

Elevating the oversight to the Board level, the BRIC, chaired by an Independent Non-Executive Director, convenes quarterly. BRIC plays a pivotal role in supervising health and safety risks and routines, reaffirming our commitment to maintaining a secure and responsible operational environment.

## Implementing Health and Safety Risk Assessment and Due Diligence Practices

We conduct health and safety impact assessments to identify potential work-related hazards. These assessments include:

- Job Hazard Analysis
- Risk Assessments
- Noise Monitoring
- Initial Ergonomic Assessment
- Chemical Health Risk Assessment
- Hazards Effect Management Process
- Random Drug and Alcohol Test

Our primary focus is on preventing high-consequence injuries such as working with high pressure, working at great heights and exposure to or handling explosive, flammable, poisonous, or harmful substances. This approach promotes overall employee health and avoids injuries and fatalities.

## Sustainability Statement

We extend our risk assessments to cover both existing and potential projects. Contractors operating within our premises must undergo mandatory health and safety briefings and are obliged to conduct thorough risk assessments before initiating any work. To ensure adherence to safety protocols, rigorous supervision and inspections are conducted by our site safety and security personnel.

To manage and mitigate identified risks, we implement several remediation measures:



### Cultural Maturity Survey (“CMS”):

CMS provided valuable insights into employee perceptions and attitudes towards safety, highlighting both strengths and opportunities for cultivating a generative safety culture.



### Management Site Self-Assessment:

In addition to the HSE inspections carried out by the site HSE personnel, comprehensive site self-assessments are conducted to assess environmental, social, and economic factors by the management during their site visits, ensuring a more thorough evaluation.



### Stop Work Policy:

Empowering workers with the right to refuse or stop unsafe or unhealthy work. Workers have the right to remove themselves from work situations that they believe could cause injury or ill health to them or another person.



### Digitalisation of Safety Observations:

Specifically Unsafe Acts and Unsafe Conditions involves submitting observations through the utilisation of QR codes.

This commitment underscores our determination to uphold the highest safety standards and proactively manage risks across all facets of our operations. Some of our achievements include:

### ExxonMobil STAR Recognition Award

DOSSB is honoured to receive the 2023 and 1H2024 STAR Recognition Award from ExxonMobil, acknowledging exceptional performance in safety, quality, timeliness, and responsiveness in delivering slickline equipment and services. This award is a testament to the expertise, dedication and relentless pursuit of excellence by the team, ensuring that Deleum consistently meets the highest industry standards.

### Outstanding Safety Recognition from EnQuest – Solid Control Team

DOSSB’s Solid Control Team was recognised by EnQuest for its outstanding safety performance in the 2024 well delivery programme. This award highlights Deleum’s strict adherence to safety protocols, proactive risk prevention, and commitment to maintaining a secure work environment – successfully executing the campaign without incidents.

**Deleum received Special Award by PETRONAS Malaysia Petroleum Management** during 2024 MPM Townhall due to its active participation with WIINTEC HSSE complacency campaign and initiatives throughout the year.

# Sustainability Statement

## Emergency Response Plan

As part of our commitment to ensuring the safety and well-being of employees, contractors and the surrounding community, Deleum's Flood Operation Committee integrates flood preparedness with approaches to prepare our people for flood emergencies at our business locations.

## Reporting Protocol for Incidents or Accidents

Our Incident Investigation and Reporting Procedure serves as the guiding framework in the occurrence of reported incidents or accidents, especially relating to injuries or fatalities. This structured approach includes initiating a safety stand-down, escalating the matter to relevant management levels and customers, conducting a thorough incident investigation, communicating and reporting findings to customers and management, and issuing an internal health and safety alert.

The investigation is a collaborative effort involving customers, casual workers, and employees, with the primary goal of understanding the root cause of the incident. The insights gained from these investigations play a pivotal role in fortifying safety measures, emphasising the importance of compliance before commencing work and refining overarching safety processes.

The outcomes of the investigation and the subsequent actions taken are communicated and reported to key stakeholders, including the HSE Committee, the BRIC, and the Board. This transparent communication ensures that lessons learned are integrated into our practices, creating continuous improvement in our pledge to maintain a safe and secure working environment and to achieve our target of zero work-related fatalities and lost-time injuries annually.

	FY2022	FY2023	FY2024
<b>Total Hours Worked</b>	2,647,578	1,742,710	2,266,925
<b>Number of Work-Related Fatalities</b>			
• Employee	0	0	0
• Casual Worker/Contractor	1	0	0
<b>Number of Lost Time Injuries<sup>(1)</sup></b>			
• Employee	0	0	0
• Casual Worker/Contractor	2 <sup>(3)</sup>	0	0
<b>Lost Time Incident Rate<sup>(2)</sup></b>			
• Employee	0	0	0
• Casual Worker/Contractor	0.76 <sup>(3)</sup>	0	0

Note:

<sup>1</sup> Lost time injury: An injury is assessed to be a "lost time injury" when the injured cannot return for duty next shift or next day irrespective whether the following is days off, off shift, weekends or public holiday

<sup>2</sup> Lost time incident rate: It is a calculated number based on total number of lost time injuries per one-million-man hours (Total number of lost time injury X 1,000,000 / total man hours)

<sup>3</sup> Restated due to technical variance

# Sustainability Statement

## Health and Safety Training and Awareness

In an ever-evolving business landscape, investing in training is not solely a compliance measure but a strategic imperative. It ensures that our team is equipped with the necessary skills and knowledge, highlighting Deleum's commitment to creating a safe, inclusive, and dynamic work environment for all employees. We communicate these initiatives through our monthly HSE bulletin, keeping everyone informed and engaged in our continuous improvement efforts.

The training and learning sessions conducted in FY2024 included:

- Induction training tailored for new employees including permanent, temporary and casual workers by our QHSE representatives
- Regular health and safety briefings, awareness training, bulletins, and meetings, including toolbox and pre-and-post briefings, which are conducted to ensure continuous improvement in safety standards and practices
- Other safety initiatives involving staff engagement including Review, Reverify, Revalidate and Repeat ("4RE"), Bowtie training, Lock Out Tag Out, Management of Change and Root Cause Analysis

	FY2022	FY2023	FY2024
Workforce trained on health and safety standards	584	364	527

## Health and Well-being of Our Workforce

Acknowledging the importance of mental health concerns among employees, we prioritise the health and well-being of our employees. In collaboration with the Group Human Resources Department and other various departments, in FY2024 we have conducted:



**Depression Anxiety Stress Scales** – This proactive approach allows us to assess their mental health status, and in the event of identified issues, appropriate actions are taken. Importantly, we ensure the utmost protection of employees' privacy information throughout this process.

**Mindfulness, Managing Stress & Anxiety in the Office Talk** – Practical tools and techniques to better manage stress and anxiety, fostering a more mindful approach to daily changes.

**Health and Safety Programmes** – Extending beyond physical well-being to encompass mental health learning awareness.

**Adverse Weather Awareness** – Sharing tips to ensure everyone stays safe and healthy during hot weather.

# Sustainability Statement

## HUMAN RIGHTS AND LABOUR PRACTICES



### Why It Matters

#### Duty to Protect Human Rights

At Deleum, we are devoted to respecting human rights in managing our business and the way we work. Every individual must be treated with dignity, fairness, respect and equality, regardless of their age, gender, religion or race. This commitment builds trust with our workforce, suppliers and local communities and provides us with our licence to operate.

#### Our Approach and Performance

We support the United Nations Universal Declaration of Human Rights and International Labour Organisation standards, along with all necessary domestic regulations such as the Malaysian Employment (Amendment) Act 2022.

Our commitment is reflected in our COBC and Policy Statement on Human Rights and Labour Standards, which were reviewed and updated in 2022. The policy, available in English and Bahasa Malaysia, has been communicated to our employees through COBC training and extended to our suppliers and contractors.

The policy outlines our commitments:

#### Right to Freedom of Association

Deleum adheres to local labour laws on freedom of association. Although we are not a unionised organisation, we fully acknowledge and respect employees’ rights to unionise and is dedicated to ensuring dignity and respect for all, extending this commitment to our suppliers.

#### Zero Tolerance for Forced Labour

We maintain a strict policy of zero tolerance for forced labour, explicitly ensuring that we do not engage illegal workers or individuals subjected to forced labour or modern slavery conditions.

We recognise the fundamental right of all employees to choose voluntary employment with Deleum, unequivocally committing to refrain from any form of forced labour across all our operational domains.

#### Prohibiting Child Labour

Deleum strictly forbids child labour and any form of child exploitation in all our operations. We ensure adherence by refraining from employing individuals below the legal minimum working age as stipulated by the respective countries’ regulations.

#### Advocating for Children’s Rights

In our unwavering commitment to champion children’s rights, we have invested approximately RM145,500 in supporting various charitable organisations and schools, focusing on essential needs such as education, food, and clothing. Additionally, we organise programmes that foster learning, well-being, and other community-driven initiatives aimed at nurturing young minds.

# Sustainability Statement

**Preventing Bullying and Harassment**

We view bullying and harassment, including sexual harassment, as grave misconduct that erodes the dignity and respect of our employees. To raise awareness about sexual harassment, we have prominently displayed notices in the workplace.

**Ensuring Pay Equality for Equal Work**

Deleum advocates for equal pay between women and men in comparable roles, adhering to equitable practices in recruitment, performance evaluations, promotions, and leadership opportunities. Compensation is determined based on performance and other legitimate factors, while respecting individual privacy within the lawful discretion of the Company. We do not endorse the disclosure of confidential pay and benefits information to employees or unrelated parties.

**Minimum Wages Compliance**

Deleum adheres to national labour laws, including the Employment (Amendment) Act 2022 (“Employment Act”) and the Minimum Wages Order 2024, as part of our commitment outlined in the Policy Statement on Human Rights and Labour Standards. This encompasses compliance with the new Order, effective from 1 February 2025, addressing minimum wage and mandated benefits.

**Ensuring Compliance with Working Hours and Claims**

Deleum complies with local laws and agreements on working hours, overtime, and holiday work. Our commitment includes providing flexible work arrangements (to reduce excessive working hours) and facilitating overtime claims for eligible employees earning below RM4,000 a month, in accordance with the Employment Act and our well-being principle.

**Workforce Diversity, Equal Opportunities, and Non-Discrimination**

At Deleum, we are passionate about developing a diverse workforce. We do not engage in any form of unlawful discrimination and provide fair and equal opportunity in employment practices regardless of race, nationality, ethnic origin, age, religion or belief, gender, marital status, sexual orientation, disability, or any other characteristic unrelated to job performance.



# Sustainability Statement

## Assessing Our Labour Risks

Respecting human rights boosts the working conditions and livelihoods of our people, while mitigating reputational risks, labour risk assessment, and due diligence practices. We identified potential issues that could affect employees’ well-being, productivity and rights. Our key actions include:



**Flexible Working Arrangement:**  
Implementation of flexible working hours arrangements to reduce commuting hours and promote employee well-being.



**Compassionate Financial Assistance:**  
Providing compassionate financial assistance for employees, irrespective of gender, age, nationality, disabilities, religion and race.



**Salary Benchmarking:**  
Conducting salary benchmarking against market standards and relevant laws to ensure our salaries are market competitive and fair.



**Employee Feedback Programmes:**  
Sustaining efforts to encourage employee feedback and suggestions through the Speak-Up and Listen-Up (“SULU”) Programme and Employee Engagement Survey




**Employee Well-being Benefits:**  
Continuously reviewing employee insurance and well-being benefits to manage increasing global medical costs, while also promoting regular medical check-ups as part of our employee wellness programme.

## Conflict and Security

Deleum recognises that its activities may sometimes lead to conflict or exacerbate existing conflicts. The deployment of security personnel is crucial for ensuring safe and productive operations. However, it is also important to consider the potential impact on human rights. Although we do not operate in conflict zones that are characterised by political and social instability, we ensure that our security personnel are trained by the security providers under the guidelines of the Malaysian National Security Council to uphold safety standards and human rights.

## Grievance Mechanism



**ZERO**  
number of substantiated complaints concerning human rights violations in FY2024

FY2023: 0  
FY2022: 0

We provide multiple channels for employees to express and resolve grievances promptly, amicably, and equitably related to all types of grievances, including discrimination and sexual harassment, with care, compassion, sensitivity and confidentiality.

For instance, employees with specific issues regarding working conditions, employment terms, or labour standards can directly report to their supervisor or the Group Human Resources Department, in adherence to the Grievance Policy communicated to all employees. Alternatively, the SULU Programme which allows employees to submit any complaints or suggestions digitally using a Quick Response code strategically placed in our office locations and / or via intranet. In addition, we encourage our stakeholders to report all forms of non-compliance of breaches of human rights and our COBC through our whistleblowing channel at [whistle@deleum.com](mailto:whistle@deleum.com).

# Sustainability Statement

## HUMAN CAPITAL DEVELOPMENT



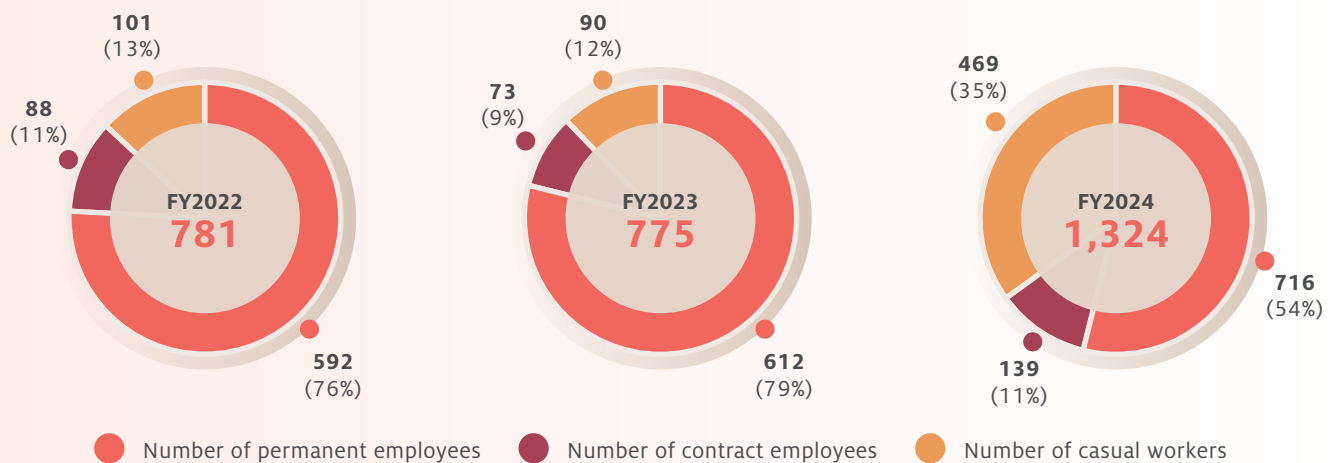
### Why It Matters

The core of Deleum's success is its people who serve as a fundamental pillar in ensuring our continued prominence in the oil and gas industry. Empowering our talents with indispensable tools and providing expansive learning opportunities within a nurturing ecosystem is imperative to bolster their career and personal development. Our commitment to these principles is reflected in our COBC, Sustainability Policy, Learning and Development Policy and Equal Opportunity Policy.

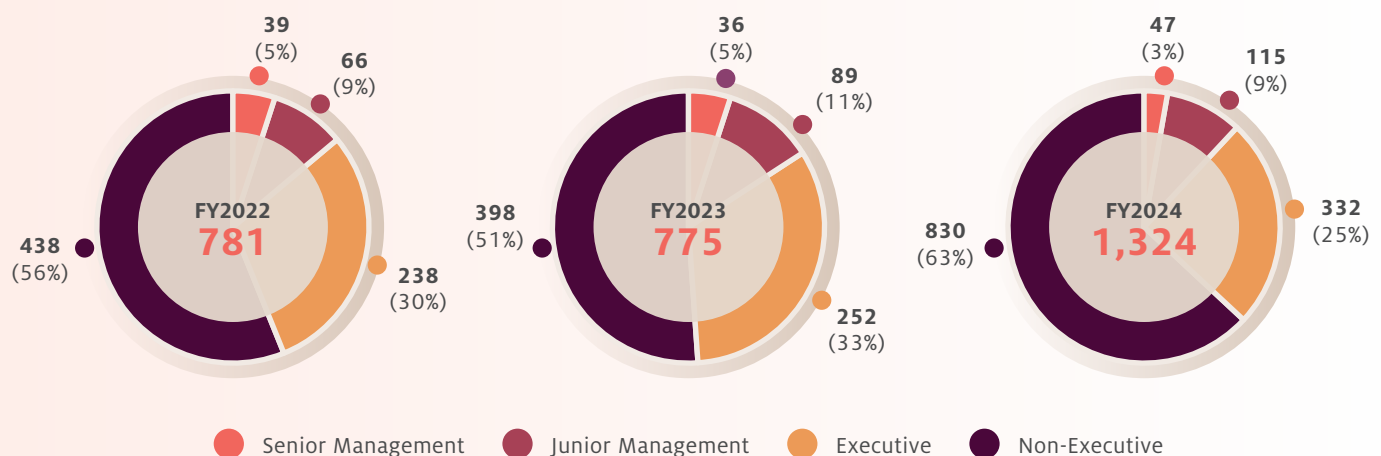
### Our Approach and Performance

#### Our Workforce

##### Total number workforce



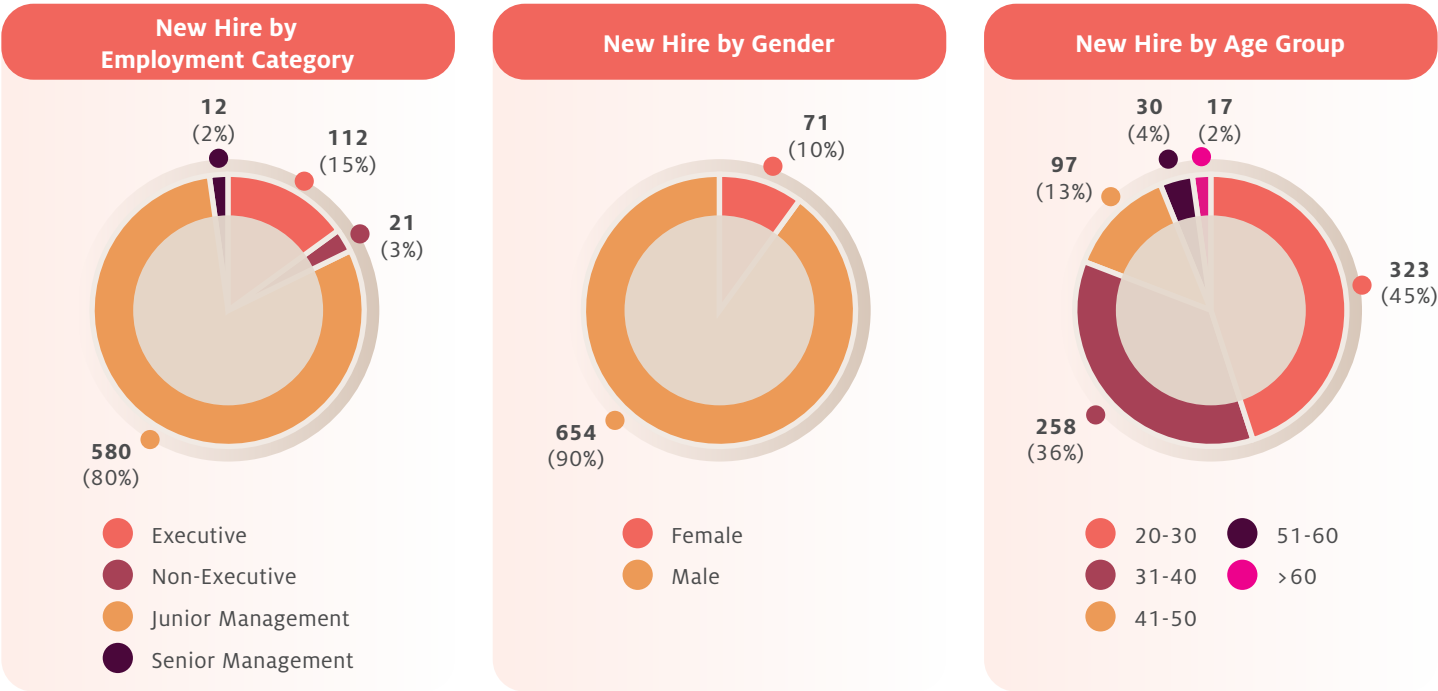
##### Total workforce by Employment Category



# Sustainability Statement

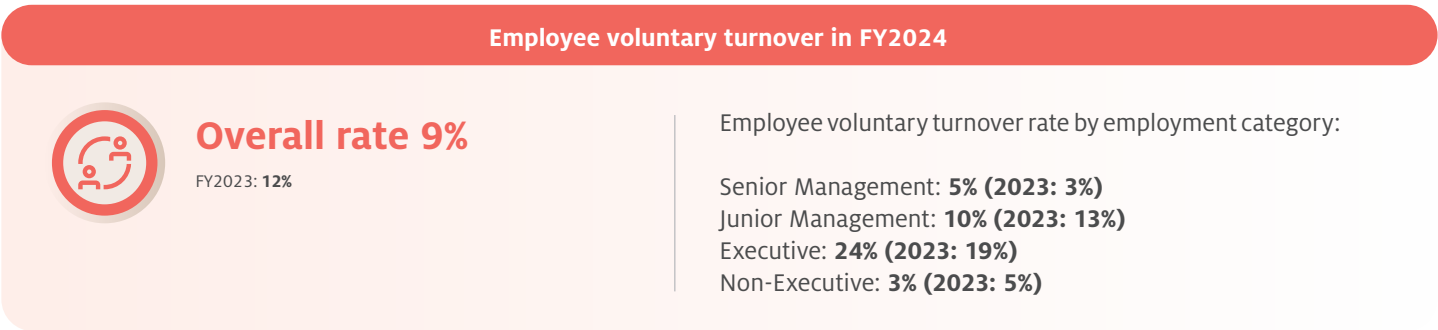
In FY2024, Deleum’s total employees is 1,324, including contract and casual workers, across East and West Malaysia. The workforce grew by 70.8% from FY2023 to FY2024, reflecting the growth of business and activities.

## Diverse and qualified employees



In FY2024, 725 new employees underwent the On-Boarding of New Hires programme, inducting members into the Deleum family involves a specially curated orientation programme, strategically designed to assimilate them seamlessly into the Group fold while familiarising them with our working culture.

Additionally, we observed a decrease in employee voluntary turnover rates from 12% in FY2023 to 9%. This positive trend is a direct result of the retention strategies we implemented throughout the year, including learning and career development opportunities.

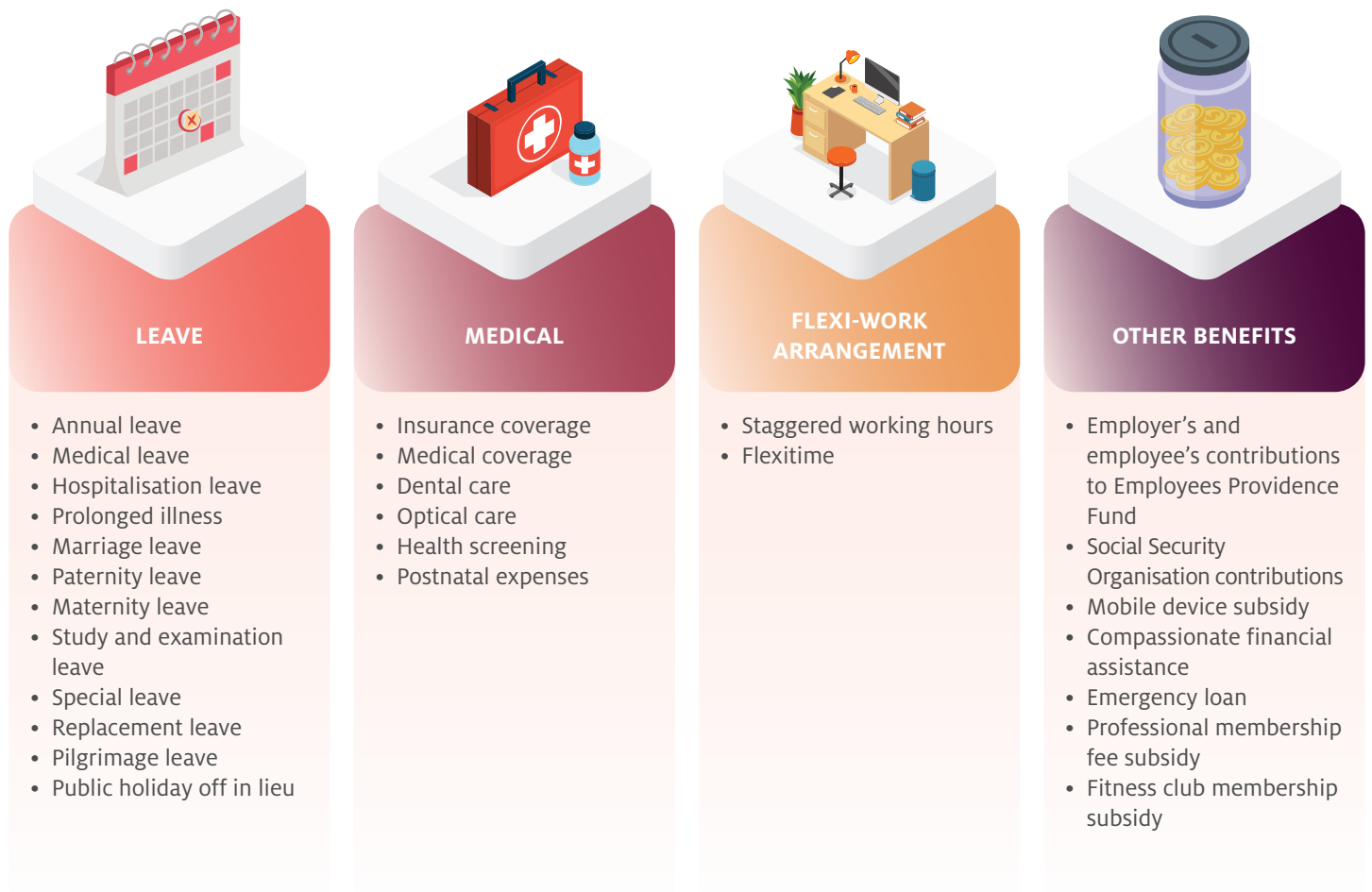


# Sustainability Statement

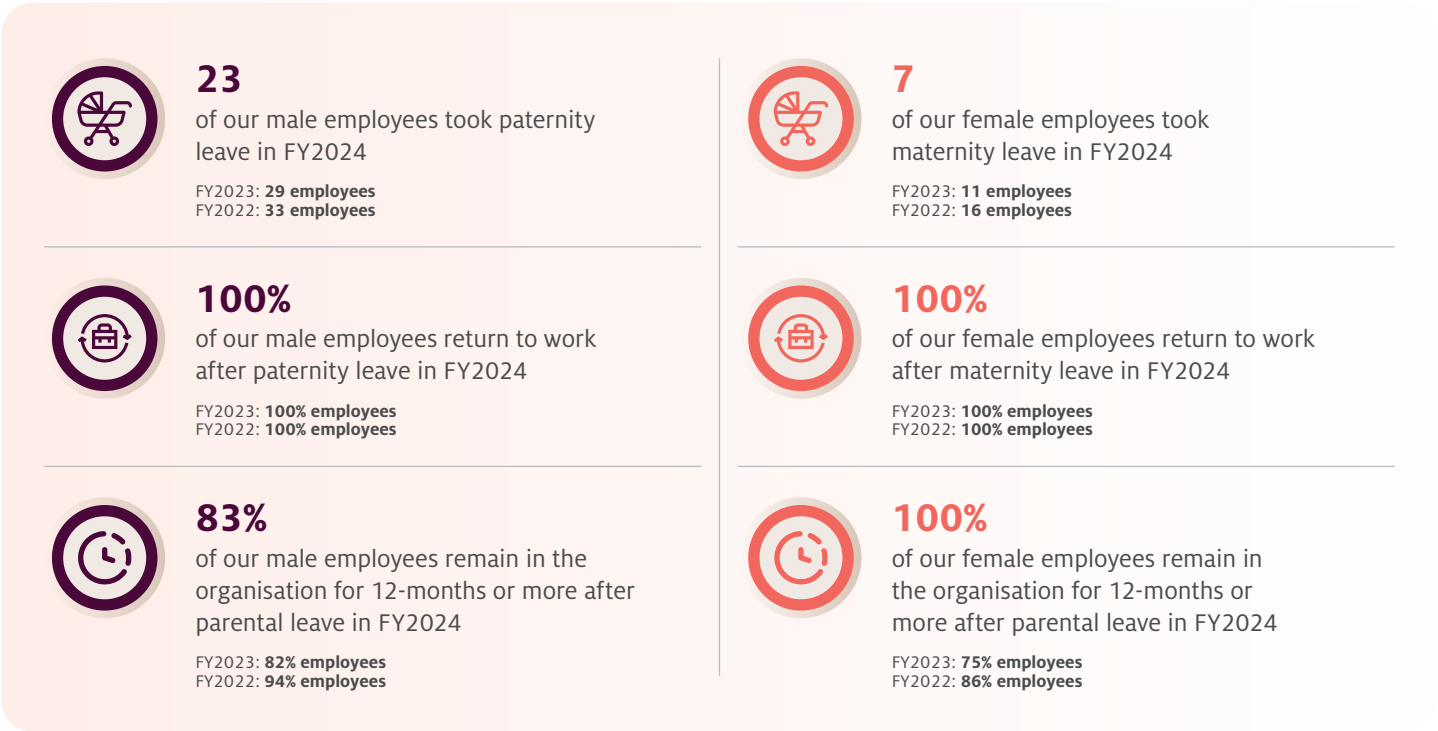
## Employees Benefits and Well-Being

At Deleum, we prioritise the well-being and job satisfaction of all our employees by offering a diverse array of benefits. From health and wellness programmes to professional development opportunities, our aim is to create a supportive and enriching environment where every individual can thrive personally and professionally.

By providing these benefits, we not only demonstrate our commitment to our employees' welfare and their family members but also cultivate a culture of care and excellence within our organisation.



# Sustainability Statement



We recorded 83% of our male employees and 100% of female employees who returned to work and remained employed for 12 months. This high return to work rate suggests that our employees feel supported and valued. It also demonstrates that the Group has successfully facilitated their transitions back to work after taking time off for family responsibilities.

## Learning and Development

Our commitment to comprehensive learning and development extends across all levels within the organisation, encompassing technical competencies, professional education, soft skills development, leadership skills, and other areas deemed essential by the management. The programmes are diligently designed to address specific skill gaps, with dedicated support from respective supervisors and management. Furthermore, we actively contribute to the Malaysian Government’s Human Resource Development Corporation, reinforcing our commitment to supporting employee learning and development initiatives.

In FY2024, we significantly increased our investment in training by 2.6 times from RM1.2 million to RM2.6 million. This increase reflects our commitment to talent development and ensuring a highly skilled workforce. Additionally, the average training expenditure per workforce rose by 25% from RM1,544 in FY2023 to RM1,935 in FY2024.

This structure ensures that all employees receive essential training while also providing opportunities for further development and specialisation.



## Sustainability Statement

### Total training hours in FY2024



**17.4 hours**

average training  
hours per workforce

FY2023: **17 hours**  
FY2022: **20 hours**



**2.2 days**

average training  
days per workforce

FY2023: **2 days**  
FY2022: **2.5 days**



**23,053 hours**

total training hours for  
Group-wide in FY2024

FY2023: **12,912 hours**  
FY2022: **15,828 hours**



**2,864**

total training hours by  
Senior Management

FY2023: **1,096 hours**  
FY2022: **247 hours**



**5,977**

total training hours  
by Executive

FY2023: **3,333 hours**  
FY2022: **2,097 hours**



**2,882 hours**

average training  
hours per entity

FY2023: **1,435 hours**  
FY2022: **1,759 hours**



**1,536**

total training hours by  
Junior Management

FY2023: **518 hours**  
FY2022: **560 hours**



**12,676**

total training hours  
by Non-Executive

FY2023: **7,965 hours**  
FY2022: **12,924 hours**

\* Total training invested is inclusive of Human Resource Development Fund utilisation

Through purposefully structured training and learning programmes, we aim to furnish our people with a diverse array of opportunities for upskilling and competency building:

#### Leadership Training

Our commitment to fostering leadership excellence is embodied in tailored training programmes for the senior management team. These initiatives do not only aim to augment their leadership capabilities but also lay the foundation for continuous professional development.

#### Talent Development Programmes

Actively fortifying our talent pipeline, we presently engage in succession management and mentoring programmes. These strategic initiatives encompass the identification and assessment of readiness, accompanied by redefinition of talent categories. This targeted approach facilitates more focused development interventions, nurturing and enhancing our workforce.

#### Soft Skills Training

We provide soft skills training to equip our team with the necessary skillsets to perform their roles effectively and contribute successfully to the organisation.

# Sustainability Statement

## Functional and Technical Training Programmes

Upholding our commitment to continuous learning, we provide training programmes for upskilling and reskilling employees. This includes bespoke function-specific training, adeptly tailored to align with evolving guidelines and operational dynamics.

- Core functional and technical training programmes:
- Standard Operating Procedure training
  - Structured Performance Based Competency Programme
  - Mental Health Awareness Talk
  - ISO / quality assurance training
  - Microsoft-related module training
  - Function-specific training
  - Sustainability-related standards training
  - Enterprise Resources Planning training
  - Human Resource Management System training
  - Anti-Bribery Management System trainings

## Compulsory Training

Mandatory participation in essential training sessions is a cornerstone of our corporate culture, encompassing Health, Safety, and Environmental aspects. Additionally, employees are immersed in sessions covering the COBC, Conflict of Interest (“COI”), and Anti-Bribery and Corruption protocols.

These comprehensive training modules span topics ranging from health, safety, and environmental awareness to reporting procedures for wrongdoing, addressing bullying or harassment, and instilling an understanding of business ethics with a specific focus on anti-bribery and corruption.

## Employee Performance Appraisals

As we recognise and celebrate exceptional accomplishments by individuals who consistently exhibit outstanding performance within their peer group, deliver high-calibre results, and demonstrate exemplary conduct, we express our acknowledgement through a range of incentives, including bonuses, Star Awards and MVP awards and well-deserved promotions.

Concurrently, every employee is eligible for annual appraisals featuring comprehensive feedback and commensurate with rewards. These include adjustments to compensation, derived from collaborative goal-setting sessions with managers. This commitment highlights our relentless pursuit of individual development, ensuring that recognition and advancement within our organisation are transparent, merit-driven, and aligned with our overarching goal of cultivating a workplace that values and amplifies the potential of each unique individual.



**100%**  
of Deleum’s eligible employees were appraised annually



# Sustainability Statement

## Fostering Young Talent

We continue to showcase our unwavering commitment to nurturing young talent in FY2024 through a range of initiatives. This included the engagement of 19 interns who actively interacted with senior leadership, gaining valuable insights.

Additionally, we forged a collaborative partnership with a local university, extending our support to young talent in the specialised field of petroleum engineering. This multifaceted approach underlines our dedication to fostering the growth and development of the next generation in industry.

## Employee Engagement

We actively pursue a range of employee engagement initiatives aimed at fostering camaraderie and addressing employee concerns. Among the employee engagement activities conducted in FY2024 are as follows:

- Employee Engagement Survey
- Regular townhall briefings with the GCEO
- Department gatherings
- Employee appreciation programmes, including long service, Star Awards, and recognition Most Valuable Person Award
- Initiatives for mental health awareness, including private sessions with clinical psychologists
- Team buildings / awareness sessions
- Social, sports, and recreational events organised by the Deleum Sports and Recreational Club
- Festive celebrations and activities throughout the year
- Inter-department festivities decoration competition
- Annual dinner

These diverse initiatives contribute to creating a vibrant and supportive work environment, promoting both professional and personal well-being among our valued employees.





# Sustainability Statement

DIVERSITY AND INCLUSION

10  
REDAKED  
RECOGNITION

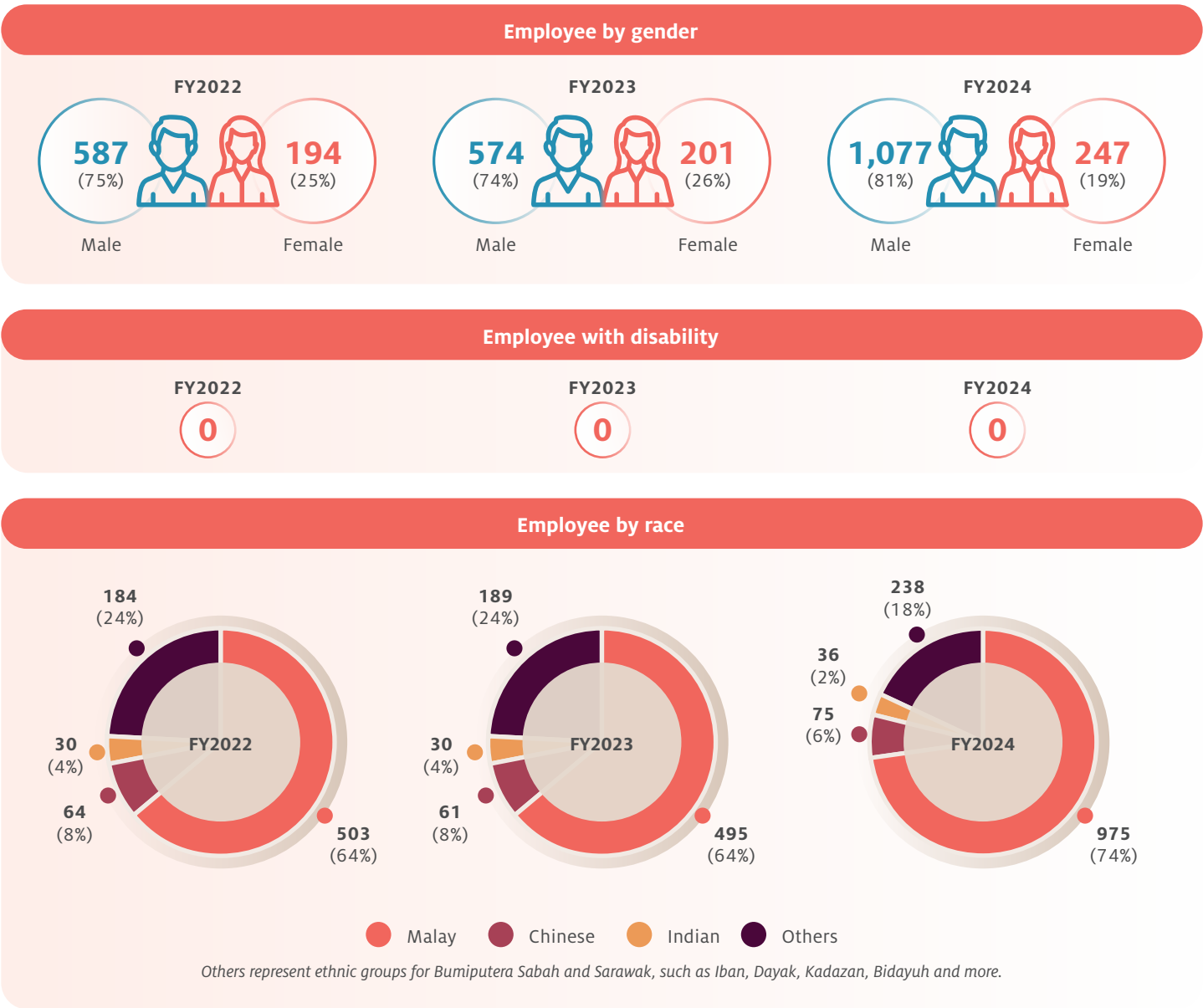
16  
PEACE, JUSTICE  
AND ECONOMIC  
INCLUSION

## Why It Matters

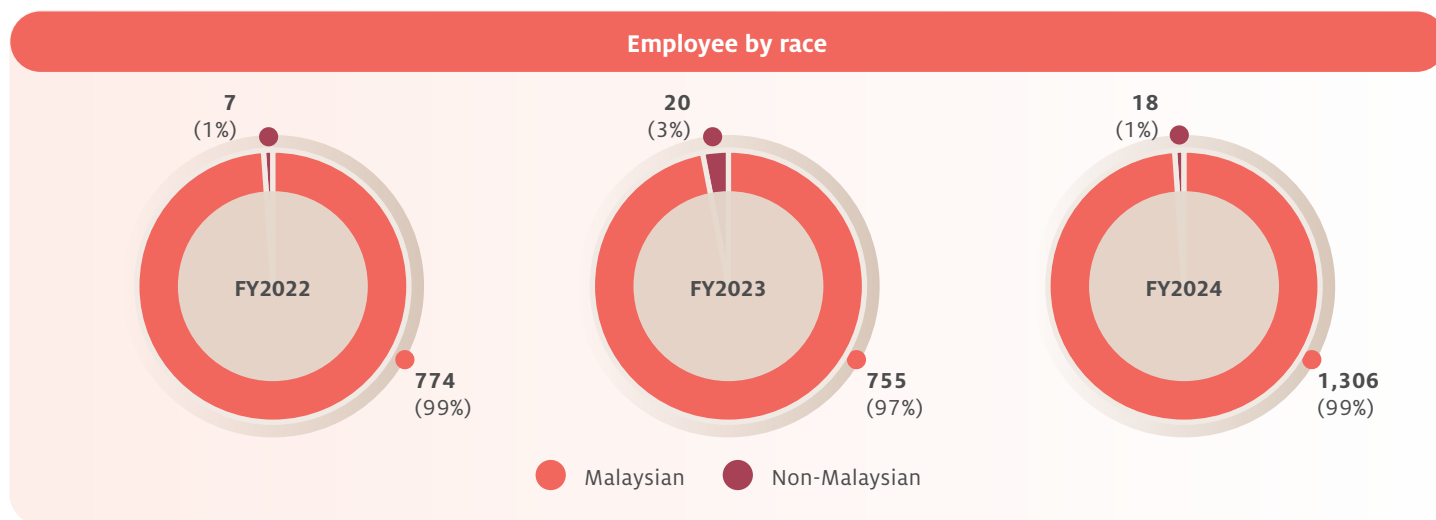
We believe that a diverse and inclusive workforce enhances our company’s vibrancy and promotes a culture of innovation. Equal opportunity practices are woven into the fabric of our organisation, ensuring that every individual, regardless of their background, has fair access to opportunities in recruitment, career advancement, and professional development.

## Our Approach and Performance

### Our Diverse Workforce



## Sustainability Statement



At Deleum, we are committed to fostering a diverse and inclusive workplace. Our approach to diversity and inclusion is guided by equal employment opportunity policies and guidelines, ensuring equality of opportunity to all, from the interview and recruitment stages, through the onboarding process, and continuing until an employee's departure from the company.

Furthermore, in strict accordance with our COBC and our Policy Statement on Human Rights and Labour Standards, we consistently refrain from engaging in any form of unlawful discrimination.

### Respectful and secure workplace standards

In FY2024, we recorded zero incidents of discrimination across our business operations. To further support women at work, we implemented key initiatives for safe and respectful conduct. In compliance with Section 81H of the Employment Act Amendment 2022, we are required to display notices about sexual harassment, covering verbal, written, non-verbal, physical, and visual forms. We are committed to taking necessary actions to address any form of harassment, ensuring a safe and inclusive workplace for everyone.

In accommodating religious practices, we provide dedicated prayer rooms for Muslims and extending employee welfare initiatives through a half-day leave on the eve of significant cultural and religious occasions. These occasions include Hari Raya Aidilfitri, Gawai, Kaamatan, Chinese New Year, Deepavali, and Christmas, further reflecting our commitment to enriching the work-life balance and celebrating the cultural diversity within our Deleum family. We also introduced Pilgrimage Leave to cater to the employees who wish to perform their religious obligations.

### Diverse in Leadership

Since FY2021, we have recognised that over 30% of our junior and senior management team consists of female employees.

	FY2022		FY2023		FY2024	
	Female	Male	Female	Male	Female	Male
<b>Senior Management</b>	14	25	15	21	14	33
<b>%</b>	36%	64%	42%	58%	30%	70%
<b>Junior Management</b>	27	39	32	57	45	70
<b>%</b>	41%	59%	36%	64%	39%	61%

We support local talent and are committed to local employment. Local Malaysian employments, East and West Malaysia made up 99% of our total workforce in FY2024 and this includes 100% of local Malaysian for senior management.

# Sustainability Statement

## COMMUNITY OUTREACH



### Why It Matters

We continued our unwavering passion to champion various societal causes, reflecting our approach to elevate communities around us. We believe in giving back to the community and actively managing our social footprint in the regions where our operations make an impact.

### Our Approach and Performance



**RM386,730**

invested in the community in FY2024

FY2023: **RM400,800**  
FY2022: **RM365,000**



**1,842**

total number of beneficiaries in FY2024

FY2023: **3,441 beneficiaries**  
FY2022: **500 beneficiaries**

Our enduring resolve for community outreach is exemplified through ongoing collaborations with reputable local NPOs such as the MyKasih Foundation, Turtle Conservation Society of Malaysia, Malaysian Nature Society, and more. These partnerships reflect our honour in contributing to meaningful change within communities and benefiting those in need.

We also offer numerous opportunities through various programmes for employees to engage and volunteer in a diverse range of social activities, aimed at supporting our workforce. Throughout the year, our key community outreach programmes included:

### Love My Neighbourhood Programme + Love My School Program

Deleum renewed its support of the MyKasih Love My Neighbourhood and Love My School cashless welfare programmes for 2024.

150 families in Miri, Labuan, Kemaman and Penampang are benefitting from monthly food support for a year, while 100 primary school students from Sekolah Kebangsaan St Aloysius Limbanak, Penampang, Sabah and Sekolah Kebangsaan Pasir Gajah, Kemaman, Terengganu are supported with cashless bursaries for their daily canteen meals and learning materials.

Deleum’s staff also involved in charitable giving. During the Ramadan fasting and Hari Raya months of March and April, the company ran the ‘Deleum Kasih Raya’ staff contribution initiative and raised a total of RM17,100.41. At the end of April, the collection was disbursed equally to the Deleum’s 150 recipient families as cashless Duit Raya.



## Sustainability Statement

### School Sponsorship



#### Sekolah Kebangsaan Kampung Bakam, Miri Sarawak

Deleum provided a small rural primary school in Miri, called Sekolah Kebangsaan Kampung Bakam, with RM27,400 worth of smart television sets for its 14 classrooms and one school hall. This enabled the students to adopt 21st-century learning and embark on a more interactive and immersive educational experience.

Additionally, RM7,000 was donated to support the school's sports-related programmes and purchase essential equipment, including sports gear and materials for various activities. This contribution aimed to encourage a healthy lifestyle, promote teamwork, and nurture the students' physical development by enabling their participation in co-curricular events and inter-school competitions.



### Supporting Terrapin Conservation



#### Terrapin Conservation Center, Kemaman, Terengganu

Deleum, in partnership with the Turtle Conservation Society, has actively supported terrapin conservation efforts in Kemaman, Terengganu. We organised Turtle Camps for students from seven primary schools, featuring engaging sessions like "Turtle Talk" and "Turtle Explorace," complete with interactive exhibits to foster environmental awareness.

Additionally, we contributed to upgrading the Terrapin Conservation Center's facilities to enhance its capacity for research and turtle rehabilitation. Our support also extended to a population study at Kampung Pasir Gajah Wetland, which identified various freshwater turtle species, highlighting the importance of preserving this critical habitat for wildlife.





# Sustainability Statement

## SPEKL Sehelai Baju Raya

The programme supported 227 children from seven homes, with Deleum providing sponsorship and volunteers. SPEKL organised two main activities: a baju raya shopping trip and an iftar. This initiative was put together by SPEKL to contribute to needy children, especially orphans and homeless children, in conjunction with the holy month of Ramadan. The programme aims to give these children the opportunity to celebrate Ramadan and Hari Raya.



## Blood Donation Programme

We conducted a blood donation drive with the anticipation of benefiting 933 people. We had 311 successful blood donors who volunteered, including our employees. This initiative made a positive impact on the well-being of our community and emphasising our commitment to social responsibility. Additionally, it helps the donor to reduce the risk of certain health conditions, regulate iron levels, and provide other health advantages.

\* Note: It is worth noting that according to Pusat Darah Negara, Ministry of Health Malaysia, one blood bag can be utilised for three people, amplifying the positive reach of this impactful endeavour.

