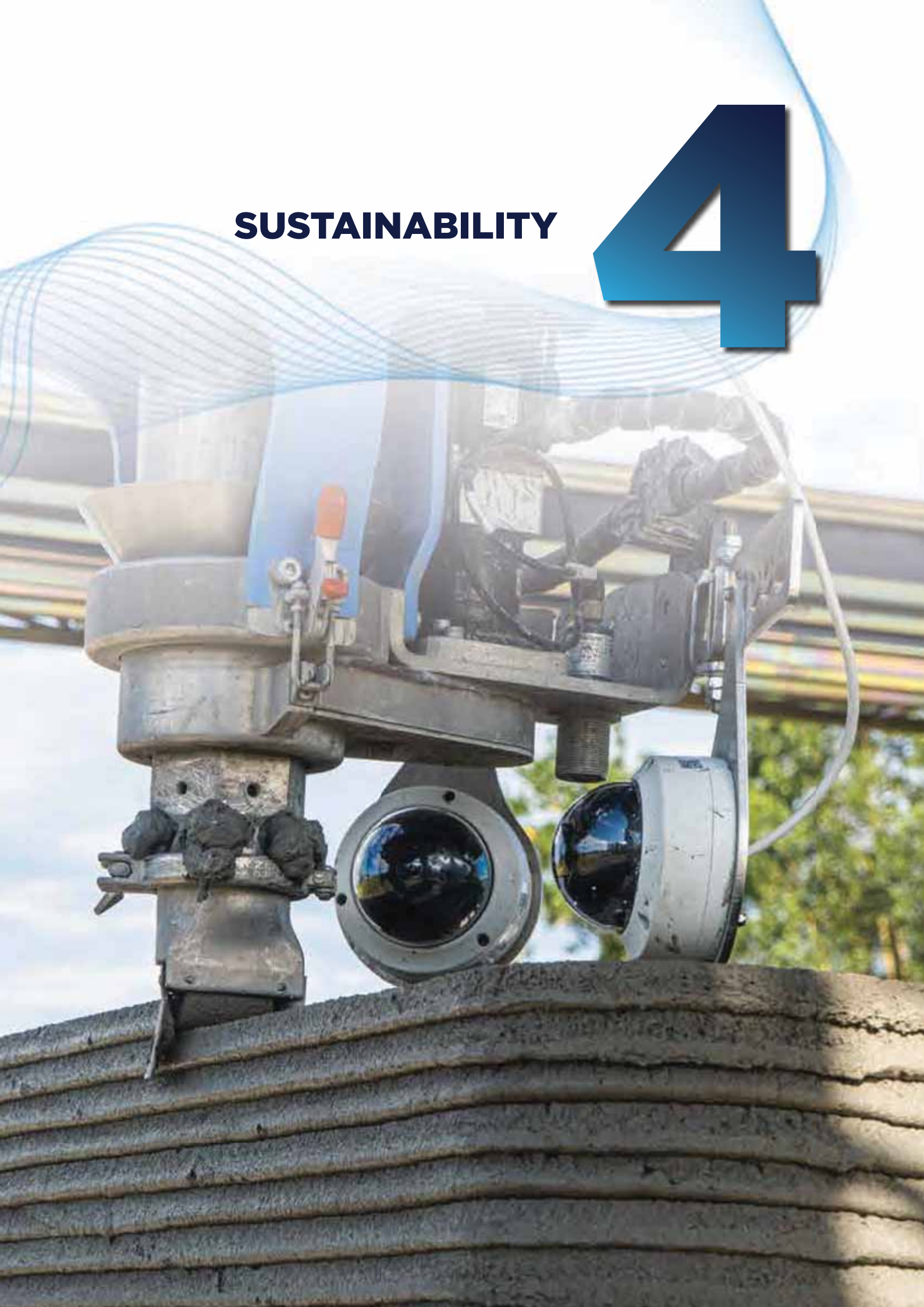


SUSTAINABILITY

4



SUSTAINABILITY STATEMENT

SUSTAINABILITY MISSION

To improve the quality of life of the broader community by operating responsibly and recognizing the central role business plays in society. This is in line with the Company's vision, "to be a Company founded on excellence," and our Special Mission is to operate the Company in a way that actively recognizes the central role that business plays in the structure of society by initiating innovative ways to improve the quality of life of a broad community.

REPORT PERIOD AND CYCLE

SCIB's reporting period starts from 1 July 2022 to 30 June 2023, known as the financial year ended 30 June 2023. The Sustainability Statement discloses some historical data deemed relevant to show the trends for the readers to comprehend the sustainability achievement of the Group better.

However, as announced on 24 May 2021, the Group has changed its financial year end from 31 December to 30 June. The current and preceding financial year ended 30 June 2023 and 30 June 2022, respectively, covers 12 months of financial results and, therefore, cannot be entirely compared with the results reported in the 18 months financial period ended 30 June 2021.

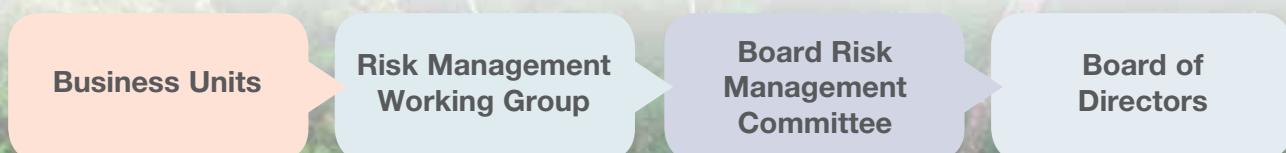
GOVERNANCE STRUCTURE

The Board of Directors is committed to our sustainability journey and is primarily responsible for the implementation and execution of the Group's sustainability practices and performance, providing oversight for the Group's sustainability practices. The Board is kept informed on the progress of sustainability-related matters, delegating to the Board Risk Management Committee ("RMC") and Risk Management Working Group ("RMWG") to set direction and focus on facilitating the formulation of strategies for meeting sustainability missions and report to the Board on a half-yearly basis or whenever necessary, on the status of sustainability-related matters. At the same time, the RMWG has the task of monitoring and assessment of sustainability plans and targets.

Recognizing that risk management is correlated to overall sustainability performance, our sustainability agenda is driven within our governance structure by the Board RMC and RMWG where sustainability issues or sustainability-related risks are identified. The RMWG is led by the Chief Executive Officer and comprises a management team from all of the Group's business units. RMWG manages the identified sustainability issues and reports to the RMC at the Board level.

We will constantly review our approach in addressing the key sustainability challenges facing SCIB affecting employees, customers, the environment and society.

SCIB's sustainability governance structure is shown below:



SUSTAINABILITY STATEMENT

(CONT'D)

	Roles and Responsibilities	
	Members	Function
Board of Directors	Directors of SCIB	<ul style="list-style-type: none"> • Oversight of the Sustainability goals set and implementation and execution of the sustainability efforts and practices; • Approve Sustainability-related policies; and • Approve Sustainability framework and structure.
Board Risk Management Committee	Risk Management Committee Members	<ul style="list-style-type: none"> • Assist the Board in overseeing the development of SCIB's sustainability strategy, implementation and performance; • Review the effectiveness of the risk management and internal control policies for sustainability; • Set direction and focus on facilitating the formulation of strategies for meeting sustainability missions; • Report to the Board on the status of sustainability-related matters; • Oversee the management of principal business risks and significant/material Economic, Environmental and Social ("EES") risks; • Ensure resources and processes are in place to enable the company to achieve its sustainability commitments or targets; and • Approve the disclosure statements relating to the management of sustainability matters of the company.
Board Audit Committee	<ul style="list-style-type: none"> • Audit Committee Members 	<ul style="list-style-type: none"> • Identify links between material sustainability matters and financial performance to facilitate Audit Committee oversight of financial reporting; and • Evaluate Environmental, Social and Governance ("ESG") performance in alignment with the company's business performance and strategy.
Risk Management Working Group	<ul style="list-style-type: none"> • Group Managing Director/ Chief Executive Officer • Group Executive Director • Chief Operating Officer • Chief Financial Officer • Head of Corporate Services • Head of Project Management Team • Human Resource & Administrative Manager • Quality, Health, Safety & Environment officer 	<ul style="list-style-type: none"> • Establish sustainability plans and targets; • Assess and monitor sustainability efforts progress against targets set; and • Review and recommend the Sustainability Report to the Board Risk Management Committee and the Board for approval.
Business units	<p>All the heads of departments for the following segments;</p> <ul style="list-style-type: none"> • Manufacturing Segment • EPCC Segment 	<ul style="list-style-type: none"> • Identify possible Sustainability initiatives, opportunities and risks and propose improvement plans to support sustainability goals; • Manage day-to-day operations to ensure align with the Sustainability goals set; and • Prepare, collect and submit sustainability-related data for Sustainability Working Group on a quarterly basis and/or when requested.

SUSTAINABILITY STATEMENT

(CONT'D)

SCIB SUSTAINABILITY FRAMEWORK

We are committed to nurturing sustainability values within our Group from the aspects of the Environmental, Social, and Governance (“ESG”) pillars and have conducted in-house briefings across our organisation where we collate inputs from various business units to create awareness as well as to arrive at sustainability commitments or action plans.

SCIB’s overall sustainability strategy takes on four (4) main focus areas that drives the Group’s sustainability direction and reporting processes:

- (1) Embracing the marketplace;
- (2) Protecting the environment from harm;
- (3) Inspiring and empowering our workforce; and
- (4) Giving back to the community



SUSTAINABILITY STATEMENT

(CONT'D)

REPORT SCOPE AND BOUNDARY

Unless otherwise stated, this report covers the operations, activities and sustainability performance of Sarawak Consolidated Industries Berhad and its active subsidiaries in Malaysia. Our reporting scope includes the Manufacturing segment and the construction / EPCC segment in Malaysia which are the key drivers and main contributors to the Group's revenue. Unless otherwise mentioned, this report shall exclude all outsourced activities and operations. This report highlights some of our challenges and the corresponding action plans to address the sustainability-related issues and opportunities. We have identified our initial sustainability approach and will continue to explore and pursue ways to improve our sustainability practices and performances across our business operations.

SCIB is conscious about the ESG impacts from its value chain and is committed toward promoting its Sustainability agenda and practices to its stakeholders including its external business partners, vendors, and subcontractors. This would include future plans to assess the ESG performance of our vendors and subcontractors. However, SCIB acknowledge the challenges it would face in data collection and would need to enhance its data tracking and collection system moving forward.

For more information about the outlook and future ESG prospects of the Group, readers may read the Sustainability report together with the Group Management Discussion and Analysis report of this Annual Report 2023.

FORWARD LOOKING STATEMENTS

SCIB Sustainability report contains forward-looking statements on the group future plans, goals, forecasts and targets which are based on reasonable assumptions made surrounding the current operational situations. The forward-looking information is subject to the risks and uncertainties that may cause the actual results to differ materially and thus we advise readers to not solely rely on the statement.

GUIDANCE

The Sustainability Report was approved by the Board of Directors ("Board") on 11 October 2023. The information reported for the financial year 2023 was prepared under the Bursa Malaysia Sustainability Reporting Guidelines and Toolkits, Sustainable Development Goals ("SDGs"), United Nations Global Compact ("UNGC") and Global Reporting Initiatives ("GRI") standards 2021 as reference.

ASSURANCE

Salihin Consulting Group Sdn. Bhd. have reviewed this Sustainability Statement under the scope set out in the Main Market Listing Requirements of the Bursa Malaysia Securities Berhad ("BMSB") in respect to the Enhanced Sustainability Disclosures for inclusion in the annual report of the Company for the financial year ended 30 June 2023, and reported to the Board that nothing has come to their attention that causes them to believe that the statement intended to be included in the annual report of the Company, in all material aspects, has not been prepared in accordance with the disclosures required under the updated Sustainability Reporting Guide issued by BMSB or is factually inaccurate.

REPORT DISTRIBUTION

Our Sustainability Report is accessible and downloadable from our corporate website at <http://www.scib.com.my/>

SUSTAINABILITY STATEMENT

(CONT'D)

FINANCIAL YEAR 2023 SUSTAINABILITY HIGHLIGHTS AS OF 30 JUNE 2023

ECONOMIC



RM132,044,551
Revenue



RM23,641,684
of Loss After Tax



RM24,015,918
Cash and Cash Equivalents



All our products are SIRIM QAS ISO9001:2015 certified/credited.

Our subsidiary companies were awarded ISO 45001:2018 Occupational Health & Safety Management System (“OHSMS”) certification and ISO 14001:2015 Environmental Management System (“EMS”) certification by NIOSH Certification.

ENVIRONMENTAL



5.45%

Carbon Dioxide CO₂ tonnes of
Total Scope 1 and 2 GHG emissions



Zero

Environmental contamination

SOCIAL



303
Total employees



2016
of hours of employee training



Zero (0)
workplace fatalities



One (1)
Lost Time Injury

All Injury Frequency Rate (**AIFR**)

1.33%

Dust Load

FY2021/2022 **VS** **FY2022/2023**
0.049 g/Nm³ **0.038** g/Nm³

SUSTAINABILITY STATEMENT

(CONT'D)

SCIB's Board Approved Sustainability Framework

At SCIB, we appreciate global and national efforts in recognizing and championing sustainable development. We align our business strategy and sustainability efforts towards achieving our sustainable development goals, which mirrors our dedication to conducting a safe, healthy, and environmentally friendly business for our workforce and workplace, at home or abroad, including the sites we are working on, with emphasis on the environmental, social and governance aspects.

These initiatives are seen as our responsibility to portray the Group as an organization that operates in a way that recognizes the central role that businesses play in improving the quality of life for a community.

We are committed to uphold good sustainability practices through reference made to the following Frameworks:

Environmental	Application	Page reference
Sustainable Development Goals ("SDG")	SDG 9: Industry, Innovation and Infrastructure	Page 90
	SDG 12: Responsible Consumption and production	Page 87, 90 to 91
	SDG 13: Climate Action	Page 87, 90 to 94
	SDG 6: Clean Water and Sanitation	Page 92
UN Global Compact ("UNGC")	Principle 7: Businesses should support a precautionary approach to environmental challenges	Page 87, 90 to 94
	Principle 8: Undertake initiatives to promote greater environmental responsibility	Page 87, 90 to 94
	Principle 9: encourage the development and diffusion of environmentally friendly technologies	Page 90 to 94
Global Reporting Initiative ("GRI")	GRI 302: Energy 2016	Page 90, 92 to 93
	GRI 305: Emissions 2016	Page 93
	GRI 306: Effluents and Waste 2016; Waste 2020	Page 91 to 92

Social	Application	Page reference
SDG	SDG 8: Decent Work and economic Growth	Page 100 to 104
	SDG 11: Sustainable Cities & Communities	Page 87, 90, 113
	SDG 5: Gender equality	Page 95, 107
	SDG 10: Reduced Inequalities	Page 95, 107
UNGC	Principle 1: Human Rights- Businesses should support and respect the protection of internationally proclaimed human rights	Page 95, 107
	Principle 2: Human Rights: Make sure that they are not complicit in human rights abuse	Page 95, 107
	Principle 6: the elimination of discrimination in respect of employment and occupation	Page 95, 107
GRI	GRI 401: Employment 2016	Page 95, 105 to 107
	GRI402: Labour/ Management Relations 2016	Page 95, 105 to 107
	GRI403: Occupational Health & Safety 2018	Page 100 to 104
	GRI 404: Training and Education 2016	Page 103 to 104, 106 to 107
	GRI 405: Diversity and Equal Opportunity	Page 107, 115
	GRI 406: Non-Discrimination	Page 107, 115
	GRI 410: Security Practices	Page 100 to 104, 113
	GRI 413: Local Communities 2016	Page 106, 108 to 110

SUSTAINABILITY STATEMENT








(CONT'D)

Economic & Governance	Application	Page reference
SDG	SDG 16: Peace, Justice and Strong Institution	Page 115
UNGC	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Page 115
GRI	GRI 201: Anti-Corruption	Page 115
	GRI 204: Procurement Practices	Page 118
	GRI 416: Customer Health & Safety	Page 113
	GRI 418: Customer Privacy	Page 118

KEY STAKEHOLDERS' ENGAGEMENT

We recognise the importance of engaging with stakeholders given their importance to the Group's performance. We continue to strengthen engagement with them to not only ensure good corporate governance but also enable us to understand their needs, interests and motivations more effectively and help us build positive and mutually beneficial long-term relationships that can improve the Group's brand image, reputation and business outcomes.

Our existing list of engagement activities are as follows:

Key Stakeholders	Nature of Engagement	Key Stakeholders	Nature of Engagement
Customers 	Customer surveys and customer complaints	Bankers/Financiers 	Periodic meetings
Employees 	Monthly assembly, in-house briefing, staff recreational programmes, employee satisfaction surveys	Government Agencies and Regulatory Authorities 	Correspondences, trainings and social activities
Suppliers 	Periodic meetings and visits	Community 	Corporate Social Responsibility activities
Shareholders and Investors 	Company website, Quarterly reporting, Annual General Meeting, Regular Analyst briefing, Analyst reports		

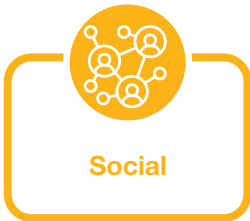
SUSTAINABILITY STATEMENT

(CONT'D)

MATERIALITY ASSESSMENT

We conduct materiality assessment to help us determine and prioritise areas to which efforts are intensified from both the Company and stakeholder perspectives. Through our process of identifying and prioritisation of sustainability matters, we have broadly categorised the following key sustainability matters at this juncture on the matrix along these two axes: Importance to stakeholders and importance to SCIB Group as set out on page 86 of this report.

Key Material Sustainability Matters	Anticipated Impacts on the Group's Business
<p>Investment in technology and Research and Development</p> <hr/> <p>Waste, energy and Water Management</p> <hr/> <p>Climate Change and Carbon Emissions</p>	<p>Investment in off-site precast manufacturing and prefabricated industrialised building systems (“IBS”) reduces debris, waste and air pollution at site.</p> <p>Investment in research and development helps us to continuously source for environmentally friendly manufacturing solutions.</p> <hr/> <p>Efficient waste management, recycling and energy saving programmes helps to protect the environment from further harm.</p> <hr/> <p>Effective management of carbon emissions helps reduce the impact of greenhouse gas emissions into the atmosphere to avoid the long-term effect of global warming and disastrous climate change, improving human health and preventing economic losses from higher carbon emissions energy costs.</p>
<p>Employee health, safety and welfare</p> <hr/> <p>Human resource development</p> <hr/> <p>Labour practices and standards – human rights and diversity</p> <hr/> <p>Community support</p>	<p>Safe work places and practices reduces risk of accidents and injuries, claim cost and business interruptions. It helps improve corporate reputation and increases employee motivation. Healthy lifestyle and staff welfare is conducive to enhancing work commitments, increasing productivity and reducing costs.</p> <hr/> <p>Continuous staff training and development are crucial to help improve staff competency, work efficiency, retain talents and attract new talents that will improve productivity and enhance overall financial performance.</p> <hr/> <p>People are crucial for business sustainability and the most valuable assets of the Group. Respecting and protecting human and labour rights helps to promote a harmonious working environment and enhances corporate image for corporate success and economic growth.</p> <hr/> <p>As responsible corporate citizens, social contributions to the community are crucial for a better future to the generations that come after and builds bridges that enhances ties between the business and the community.</p>



SUSTAINABILITY STATEMENT

(CONT'D)

Key Material Sustainability Matters

Product and service quality	●
Corporate governance and risk management	●
Anti-Bribery and Anti-Corruption	●
Stakeholder Engagement	●
Business ethics	●
Supply chain and procurement	●
Data Privacy and Security	●



Anticipated Impacts on the Group's Business

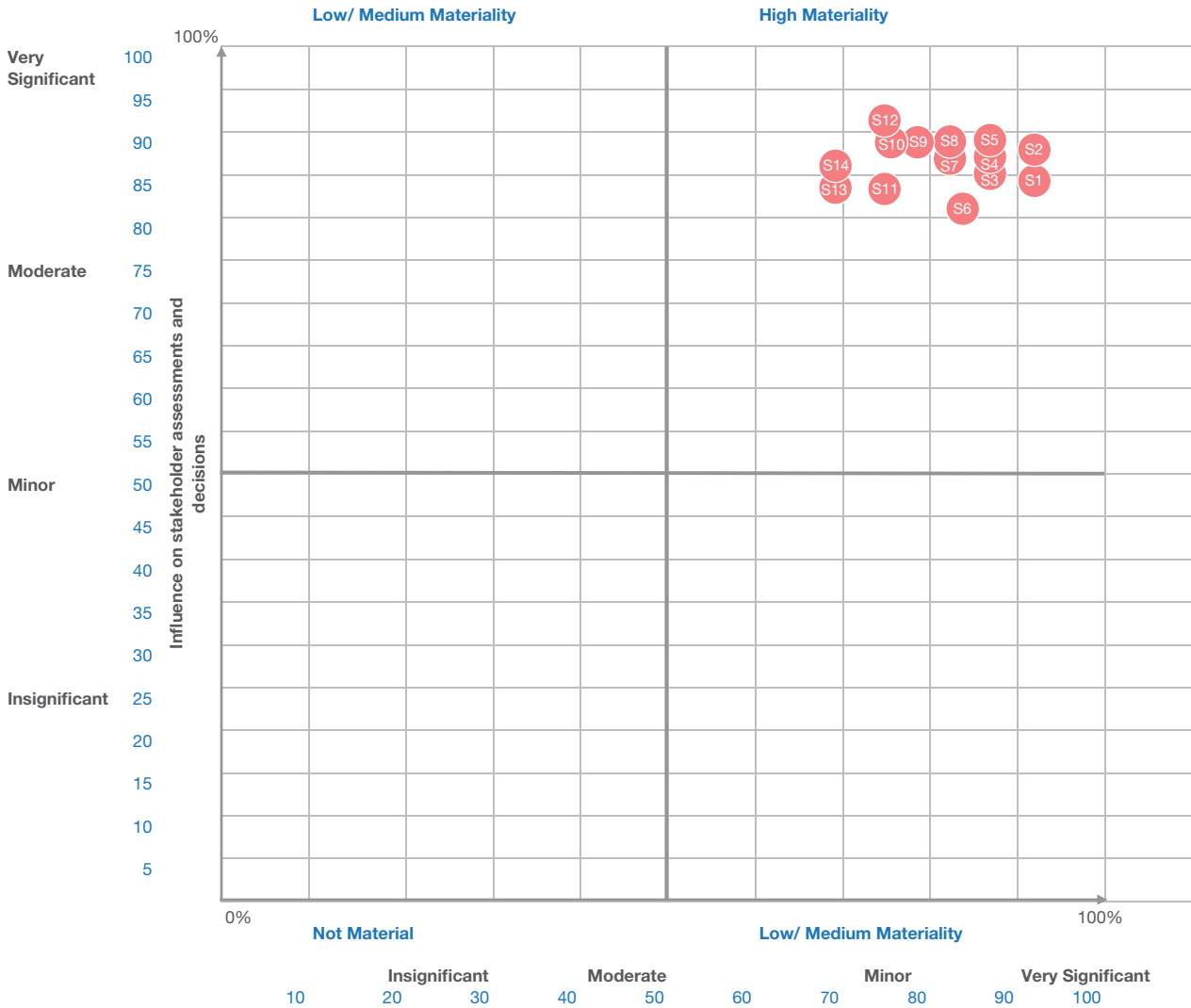
●	Stringent quality control of our finished products and value-added services are essential to maintain customer satisfaction and for maintaining brand image to attract new sales.
●	Strong corporate governance and effective risk management system helps to improve the Group's financial stability and minimize risk of loss that will gain shareholders' confidence.
●	Bribery and corruption harm businesses by undermining good governance, damaging reputation and resulting in financial loss. Adequate prevention procedures will promote and drive long-term sustainable growth whilst considering the interests of the investors and all other stakeholders.
●	Strong Stakeholders relationships help a company build a good reputation, trust and brand recognition. A good reputation improves recognition and represents people's perception of the Group's customer service and reputation, which creates stakeholder trust, supports advertising, inspires employees, generates new customers and thus increases financial value. Effective shareholder engagement is also essential for investor relations, understanding investors' expectations, building trust, loyalty, and financial viability.
●	Applying ethical values in business enables the Group's leadership to make strategic decisions that are socially acceptable. Business ethics increases employee retention, attracts investors, promotes customer loyalty, reduces business risks and leads to long term gains.
●	Fair and unbiased business policies and ethical procurement procedures and practices are crucial to promote trust and transparency within the supply chain. Good relationships with key stakeholders across the supply chain will ensure lower cost, more competitive pricing and better margin.
●	Preventing data and security breaches is crucial and must not be compromised, as the ramifications can be severe. The primary purpose of data privacy and security is to protect organisational data, which contains trade and customer information, from unauthorised access, destruction, corruption, modification, theft and disclosure.

SUSTAINABILITY STATEMENT

(CONT'D)

Materiality Matrix

Sustainability Materiality Matrix for SCIB



Legend	Category
Red	High Materiality
Yellow	Medium
Green	Low
Blue	Not material

Score
76%-100%
51%-75%
26%-50%
0-25%

Significance of SCIB's sustainability Impacts			
S1	Corporate governance and risk management	S8	Data Privacy and Security
S2	Anti-Bribery and Anti-Corruption	S9	Human Resource Development
S3	Stakeholder Engagement	S10	Employee Health, Safety, and Welfare
S4	Business Ethics	S11	Climate Change and Carbon Emissions
S5	Product and service quality	S12	Labour practices and standards – human rights and diversity
S6	Investment in technology and Research and Development	S13	Waste, energy and Water Management
S7	Supply chain management	S14	Community Support

SUSTAINABILITY STATEMENT

(CONT'D)



ENVIRONMENTAL

SCIB remain vigilant in monitoring and tracking the operations emissions and energy and resource consumption as we acknowledge that everyone plays a role to mitigate the potential and actual impacts of climate change. We recognise that climate change poses fundamental threats to livelihoods and it is important as a responsible corporate citizen to work with industry peers and government to reduce the impact of climate change on its operations, value chain and stakeholders.

We acknowledge the importance of integrating sustainable principles into project delivery, given the extent to which construction of buildings affect the environment. Hence, we continuously seek to improve by adopting sustainable approaches in our planning, building design, construction, operations and maintenance processes and practices. We prioritise energy reduction, conservation of natural resources, reduction of solid waste and improvement of ecosystems as much as possible. In the face of climate change, we take precautionary and preventive action whenever appropriate to prevent harm to the environment.

We implemented the Environmental Quality Monitoring Program which sets out the standard operating procedures ("SOP") for our factories and construction sites. All project sites must comply with regulations as stipulated by the Department of Environment ("DOE"), local municipal, councils and other authorities for air, water, noise as well as sewage.

We have also adopted measures to manage our emissions in compliance with the ISO 14001:2015 standard such as reducing the use of diesel-powered vehicles/ machineries, introducing the use of energy-efficient light bulbs such as the LED which requires less power to produce a desirable level of brightness.

SCIB ensure compliance with relevant environmental laws, rules and regulations and appropriate standards by the regulatory authorities such as the Department of Environment ("DOE") in Malaysia. At SCIB, we actively address current or potential environmental issues/ negative impacts on the environment which includes monitoring, devising and implementing mitigation action plans. In this regard, we ensure our employees undergo training to equip them with the necessary skills and knowledge to understand the environmental aspects of protecting the environment from harm.

SUSTAINABILITY STATEMENT

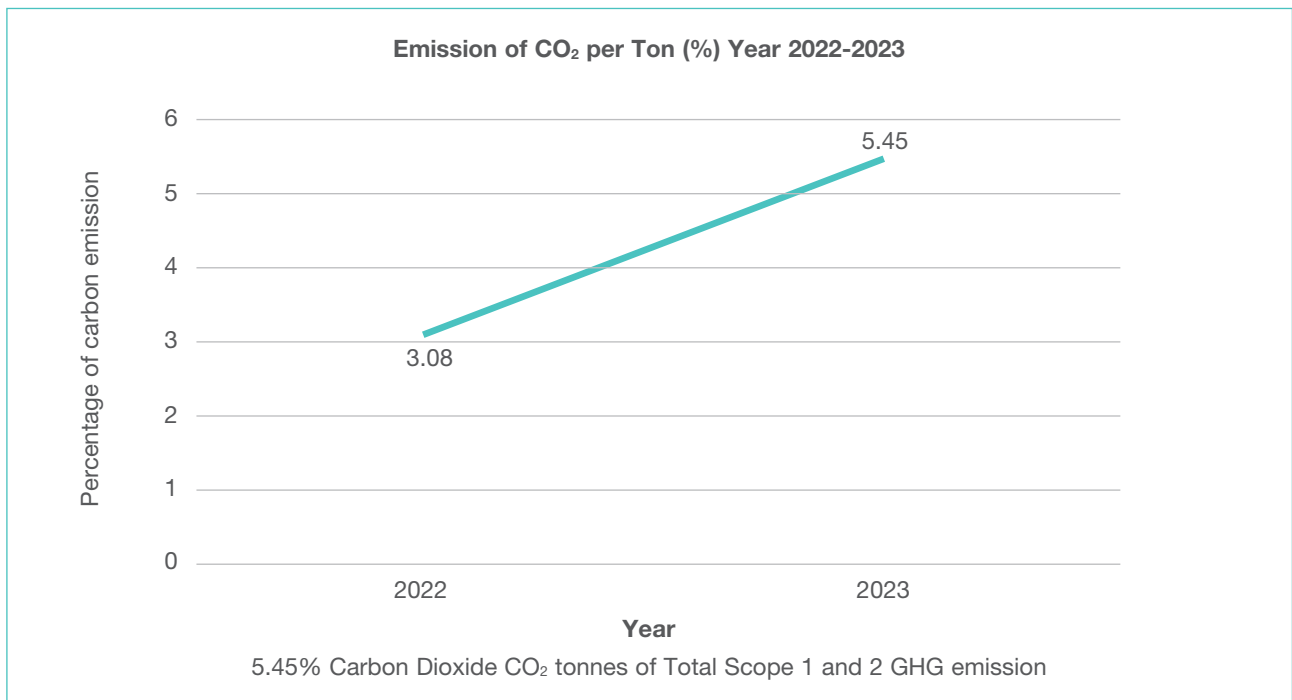
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Our Key Targets and achievements

Our Key Targets

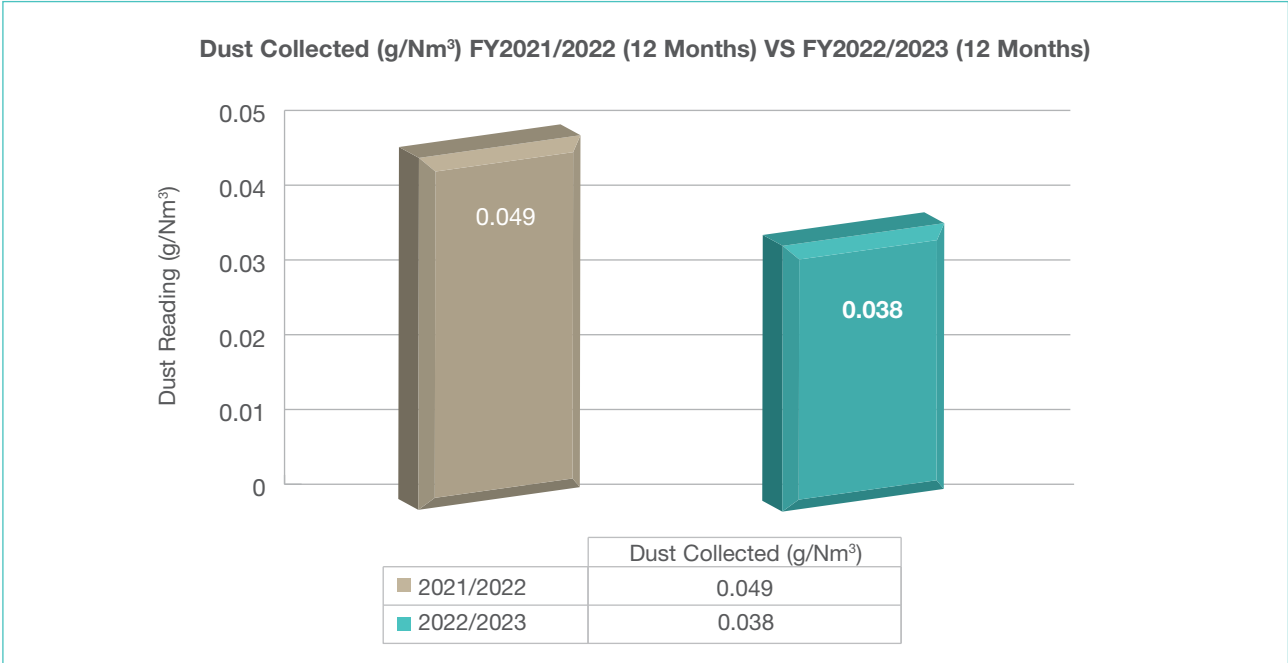
<p>0</p> <p>Carbon emissions</p> <p>1</p>	<p>Dust load</p> <p>reading in the Smoke Emission according to Standard C, EQ (Clean Air) Regulation, 2014, must not exceed the permissible limit of < 0.15g/Nm³</p> <p>2</p>	<p>0</p> <p>Environmental non-compliance incidents and no related fines and penalties were received</p> <p>3</p>
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Our Progress and Achievements



SUSTAINABILITY STATEMENT

(CONT'D)



Our Initiatives



Our Challenges

Inadequate knowledge regarding the environmental protection laws, practices and environmentally friendly materials to find appropriate solutions to environmental problems

Lack of tracking system to assist in data collection and analysis of key factual information about the environment which make it impossible or difficult assess the environmental impact

Assessment of environmental impact requires inputs from the experts due to the complexity and enormous diversity of the environmental data

SUSTAINABILITY STATEMENT

(CONT'D)

Investment in technology and Research and Development



Factory-made products under stringent ISO accredited quality management system

Our precast concrete and industrialised building system (“IBS”) products are manufactured in a factory-controlled environment, employing quality plants and machinery such as batching plant technology and reusable pre-stressed concrete moulds. Precast concrete structures are made under stringent ISO-accredited quality systems and procedures, are therefore quality assured, strong and durable to last for years, creating less wastage than the conventional cast-in situ method. Precast concrete products are not only reinforced with steel bars but will go through a curing process to ensure the concrete will be set correctly under controlled conditions for optimized strength. Conceivably, concrete doesn’t burn or emit toxic fumes when exposed to heat and is less susceptible to damage caused by wear and tear over time.

Off-site manufacturing also brings the advantage of safer and faster delivery, reduces cluttering, construction wastes and debris at the site, and less noise, less dust / air pollution and disruption to the neighbourhood of the construction sites. Besides, our prefabricated Industrialised Building System (“IBS”) components contribute to neat and safe layout and stockpiles at the construction sites when managed adequately. IBS has been shown to enable shorter project completion timelines and enhanced quality of work, resulting in a more cost-efficient construction sector.

IBS adoption not only improved construction quality and cost and reduced reliance on foreign labour but also accelerated construction timelines, simplifying on-site management and safety and reducing the construction industry’s environmental impact.



3D printing technology

With the development and evolution of IR 4.0, our management team has explored digital approaches such as 3D printing technology to transform our existing supply chain into a digital value network system. The integrated 3D-printing architecture is a new emerging technology in the construction industry as the technology is able to build an entire physical structure by integrating the design, construction, equipment, new materials and application to the architecture within a short period of time without incurring high cost compared to the traditional method. 3D printing brings the benefits of reducing wastage by eliminating the usage of timber foam work.

We acquired a 3D modular construction printer from COBOD, Denmark, commissioned and completed the building of a 3D printed sample house at CIDB Sarawak Complex, Kuching, in collaboration with Akademi Binaan Malaysia (Sarawak) Sdn Bhd (“ABM”). SCIB and CIDB Malaysia had jointly organised an event to launch and introduce the 3D printed technology for the construction industry to relevant authorities and government agencies on 4 October 2022. We are proud to have the technical support from COBOD, a world leader in 3D construction printing solutions and coupled with our capable inhouse technical team, we are confident to deliver quality 3D printed structures.

We are exploring the certification and potential application of this new 3D construction system with our IBS in the domestic landscape and how this can assist in the overall operational efficiency of the construction industry.



Light weight system

In addition to this, we have incorporated a lightweight system plant to improve our IBS offerings. Generally, lightweight materials such as light steel frame systems and lightweight block systems have a lower embodied energy rating than heavyweight materials, resulting in lower overall life cycle energy consumption. As well as consuming less energy, lightweight construction materials require fewer resources than concrete, producing energy-efficient structures with minimal carbon footprint over time.

SUSTAINABILITY STATEMENT

(CONT'D)



Research & development

We also conduct research and development to find alternative materials in manufacturing of precast concrete to reduce cement consumption such as the use of admixtures as hardening accelerators and use of recyclable materials in our production.

Our factory managers have taken initiatives to reduce the usage of diesel and sludge oil for machinery, progressively replacing with formulated mould oil that is less harmful to human health and the environment.

Waste, Energy and Water management



Pursuing ISO Certification

We are also committed to answering society's ever-louder call for greater corporate responsibility in managing the environmental impact from our operations, especially of our factory sites. Since our factories are closely located to major bodies of water such as rivers, we are doing our best to ensure that the water discharged from our premises are within the tolerable limit permitted by relevant statutes, and in particular the Environmental Quality Act 1974. In respect to this, we will draw / collect water sample from different discharge points and send them to local lab for test.

Our investment in off-site precast manufacturing and prefabricated IBS contributes positively towards sustainability as it reduces debris, waste and air pollution at site. Furthermore, our operations do not discharge excessive or harmful dust or smoke into the air.



Recycle of wastes

We also encourage efficient resource use to prevent and reduce production wastage and would recycle waste materials back to production if they are reusable, while those that are unusable are sold as scrap. We are also improving the drainage system to dispose of production slurry more effectively. We have implemented proper disposal of Solidified Slurry Waste programme as a community service at zero disposal cost where the slurry wastes are self-collected by transporters and used for land filling etc.

Our project sites are also equipped with adequate bins for temporary collection and disposal to be disposed of by authorised contractors registered with the local authorities. We also prepare recycle bins to collect recyclable materials at the construction sites, where recycled items are gathered for resale at the buy-back centre, which will reprocess the materials to make new things.

We have also participated in the recycle waste programme known as the Coral Reef Propagation Project in collaboration with the Jabatan Perikanan Malaysia in which our obsolete or defect pipes and U-culverts are laid out in the coasts of Sematan. We have plans for future participation in this project as we accumulate more obsolete / defect products.

Through our subsidiary, SCIB Industrialised Building System Dan Sasoakai Resources JV Sdn. Bhd., we have also engaged in the collection of beach trash in Pantai Teluk Ketapang, Kuala Terengganu, through a collaboration with Universiti Malaysia Terengganu ("UMT") and Sekolah Menengah Kebangsaan Bukit Sawa. This event, held on 9 August 2022 aims to raise awareness about beach litter and marine plastic pollution, and the importance of maintaining the beach's cleanliness to preserve marine wildlife and create a safer environment for the beach.

SUSTAINABILITY STATEMENT

(CONT'D)



Water Quality Control at Factories and Construction Sites

We monitor the water discharge from all factories to look for contaminants and have installed proper drainage, filters or oil traps that the local authorities recommended.

We are also actively looking into designing and construction of more effective slurry pits in our factories as additional engineering control against transmission of harmful pollutants to the environment and will conduct scheduled checks to ensure that water discharged are close to PH neutral and less harmful to the environment.

We regularly test the water discharged or accumulated at construction sites for pollutants in the water and take the necessary steps to treat or implement an appropriate dewatering process.

Reducing the environmental impact from our construction sites requires a collaborative effort, so site supervisors and all workers including the sub-contractors, must understand and take responsibility.



Water ponding Control at Factory Premises and Construction Sites

Controlled earthworks and water ponding mitigation controls in construction projects is vital to prevent flooding of the surrounding low-lying areas near the project sites. Hence, controlled earthworks and effective Flood Mitigation Controls, including adequate earth drainage and detention ponds, have been implemented to control the flow of rainwater. We did not record any case of severe flooding at our construction sites in 2023.

Our factory premises, being at the proximity of a river mouth, have to cope with the seasonal King Tide phenomenon, were largely unaffected this year even though we have seen water levels substantially rising due to the combined effects of sea water rising and heavy rainfalls towards the end of the year. Efforts are ongoing to improve the drainage system within our factory premises to facilitate smooth flowing of rain water during heavy downpour, which would mitigate against the risk of flash flood.



Water and electricity saving initiatives

We practice turn off computers, lights, air conditioners and all office electrical appliances when not in use to conserve energy, save on electricity, expenses and money. This practice may help to extend the useful lives of the electrical appliances. Our digitalisation efforts are ongoing, and we embark on converting hardcopies into an electronic version, such as our successful implementation of our digital boardroom for meeting papers and electronic submission of staff claims and leave applications. We believe every little bit counts.

Further, we would strive towards reducing water consumption at our office premises, factories and construction sites and may consider introducing the rainwater harvesting system or reclaimed water for non-potable use at the project sites subject to further studies.



Training and awareness program

We have conducted training to enhance awareness and put in place adequate controls over handling of scheduled waste within our premises in line with Environmental Quality (Scheduled Waste) Regulation, 2005 ie. Training on Environmental Sustainability - Low Carbon with CO₂ Mineralization, Scheduled Waste Management, Safety, Handling and Storing scheduled waste were carried out in the financial year 2023.

SUSTAINABILITY STATEMENT

(CONT'D)

Climate Change and Carbon Emissions



Control of Emission for Carbon Footprint and Ozone Depleting Substances

We are committed to the Kyoto Protocol / Paris Agreement (2016) Emission of GreenHouse Gases (“GHG”) to monitor, mitigate and report periodically the on-site greenhouse emission, the emissions from the use of company-owned or leased vehicles and from the raw material generation, transports, wastewater treatment, creation of company infrastructure and employee commuting. All these are now included in the SCIB Carbon Footprint Calculator Version 1.0, which enables us to track the emission of carbon dioxide (“CO₂”).

As for Ozone Depleting Substances (“ODS”) which are chemicals that destroy the earth’s protective ozone layer such as chlorofluorocarbon (“CFC”), hydrochlorofluorocarbon (“HCFC”) and hydrofluorocarbons (“HFCs”), these are neither used in any of our products nor used in any production processes. Aerosol insecticide for pest control and air-conditioning refrigerant are mostly chlorine-free, while use of Clorox for disinfection and sanitization is known to be non-hazardous to the ozone.

To the extent where it is possible, the use of environmentally friendly machinery is preferred at our factory premises and work sites. Efforts are ongoing to replace old machinery with the latest technologies that emit less carbon to the environment, such as reducing the use of diesel-powered vehicles / machinery, as diesel engines contribute to environmental pollution caused by exhaust emissions and are hazardous to health as well. Future planning of adoption green transportation practices, using clean energy as a fuel such as electric or hybrid vehicles or hydrogen subject to further studies.

For a start, we have begun to engage with suppliers on the importance of sustainability-related matters and will move towards suppliers who provide environmental friendly combustion engines to power machineries and reducing the carbon footprint of their operation, such the rental of forklift, transportation vehicles and mixer trucks.

We also prefer using energy-efficient light bulbs in our factory premises, such as the LED, which requires less power to produce a desired brightness level. LED are efficient, low maintenance, and long-lasting, with lower replacement and disposal rate, making them ideal for sustainable lighting. Besides greenhouse gas emissions associated with LED lights are considerably lower than conventional incandescent or compact fluorescent lamps for the same luminosity. We are encouraging our employees to practice energy-saving behaviour by turning off lights, PC and optimizing the cooling systems from the air conditioner.

We are exploring green design involving the creation of energy-efficient products and systems with a light footprint on the environment from building design, production, installation to construction and commissioning and also consider environmental effect and energy efficiency in building design and material purchasing criteria. We have established an open communication with our suppliers about reducing the environmental impact and improving social conditions throughout the supply chain. We would consider incorporating the “green building index” concept into our design of IBS products use in projects.

SUSTAINABILITY STATEMENT

(CONT'D)



Environmental Quality Monitoring Program

We established an Environmental Quality Monitoring Programme ("EQMP") at all factories and local project sites to systematically monitor the environmental quality. The programme is a self-assessment system to measure the air, water quality of the surrounding environment in which the business operates. This programme was established to voluntarily measure and monitor the environmental effect of the projects but are not subject to Environmental Impact Assessment ("EIA") Approval Conditions. Several key areas are covered in the programme such as air quality, noise quality and discharged water quality. We measure and monitor based on the average dust load parameters at the factories.



Air Quality Control at Factories and Construction Sites

Open burning is not allowed at our factory premises and construction sites. We do not permit open burning at work sites to prevent smoke pollution, which may escalate into haze hazards and add to the carbon dioxide emissions while maintaining the atmospheric air quality of the surrounding areas. It is also a precaution against potential fire hazards.

By controlling dust pollution at factory premises and work sites, air pollution can also be reduced. Workers regularly sprinkle water onto the ground on dry days to control airborne particles that affects visibility as well as reduce the air quality for breathing. Our cement silo has a filter system that is regularly maintained to avoid accidental discharge of cement into the atmosphere. Offsite manufacturing precast concrete products and adoption of IBS system and 3D printing system brings the advantage of less cluttering, construction wastes, less dust and debris at the construction site.



SUSTAINABILITY STATEMENT

(CONT'D)

SOCIAL

We recognise that our workforce is the fundamental factor driving sustainable success for the Company. In SCIB, we strive to create a positive work environment where there is trust, respect and teamwork. We recognize that respect is the foundation for a productive workforce that leads to company's success. We emphasize on building a positive work culture that is one that prioritizes the well-being of the employees, encourages open communication, sets clear expectations and goals and recognizes and rewards the good works.

New employees will undergo orientation program to help them familiarise with the Company's background, current undertakings, and future plans and to gain understanding of the relevant policies, safety procedures, work culture and see how their role fits within the Company.

SCIB prioritises health and safety. We strive to provide a safe, healthy and quality working environment for our employees through reducing accidents and injuries, improving workflow and efficiency. We recognise that a good health and safety environment are crucial to boost staff morale, retain and attract skilled employees, increase productivity and reduce costs.

In SCIB, we support gender equality and respect human rights and will not tolerate any forms of discrimination, bullying, harassment and forced labour. We encourage equal employment opportunities and participation of women, men, people of diverse gender, race, culture and background. We also implement adequate welfare facilities, programs and staff benefits to motivate employees to overcome work-related stress and increase staff morale and job satisfaction for staff retention.

We believe in the crucial need to cultivate the spirit of giving back to the community where we bring people together and work towards achieving the common and ultimate goals for a better society. Besides, involving in community work enhance the Company's reputation and promote a harmonious atmosphere and employee camaraderie. Further, a community-oriented environment inspires employees to find purpose and value in their work.

SUSTAINABILITY STATEMENT

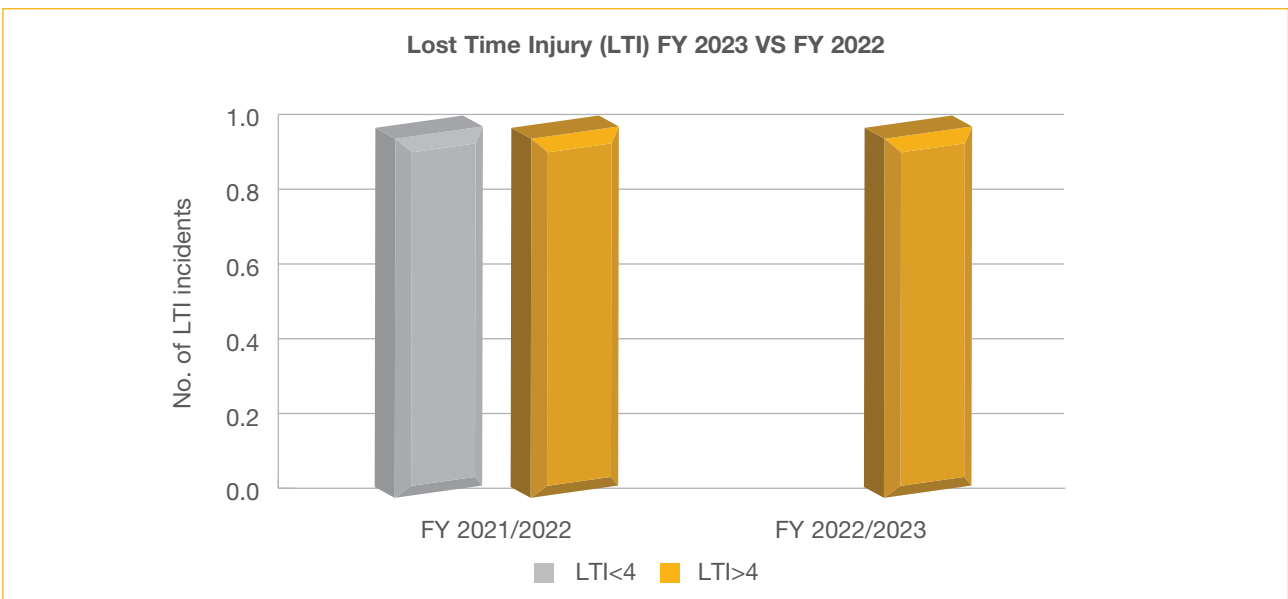
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Our Key Targets and achievements

Our Key Targets



Our Progress and Achievements

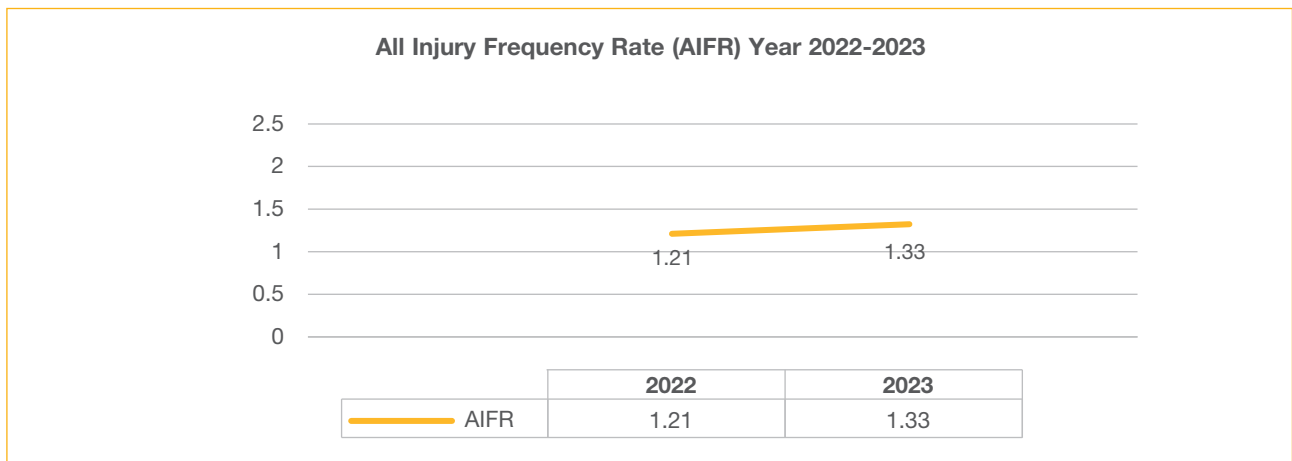
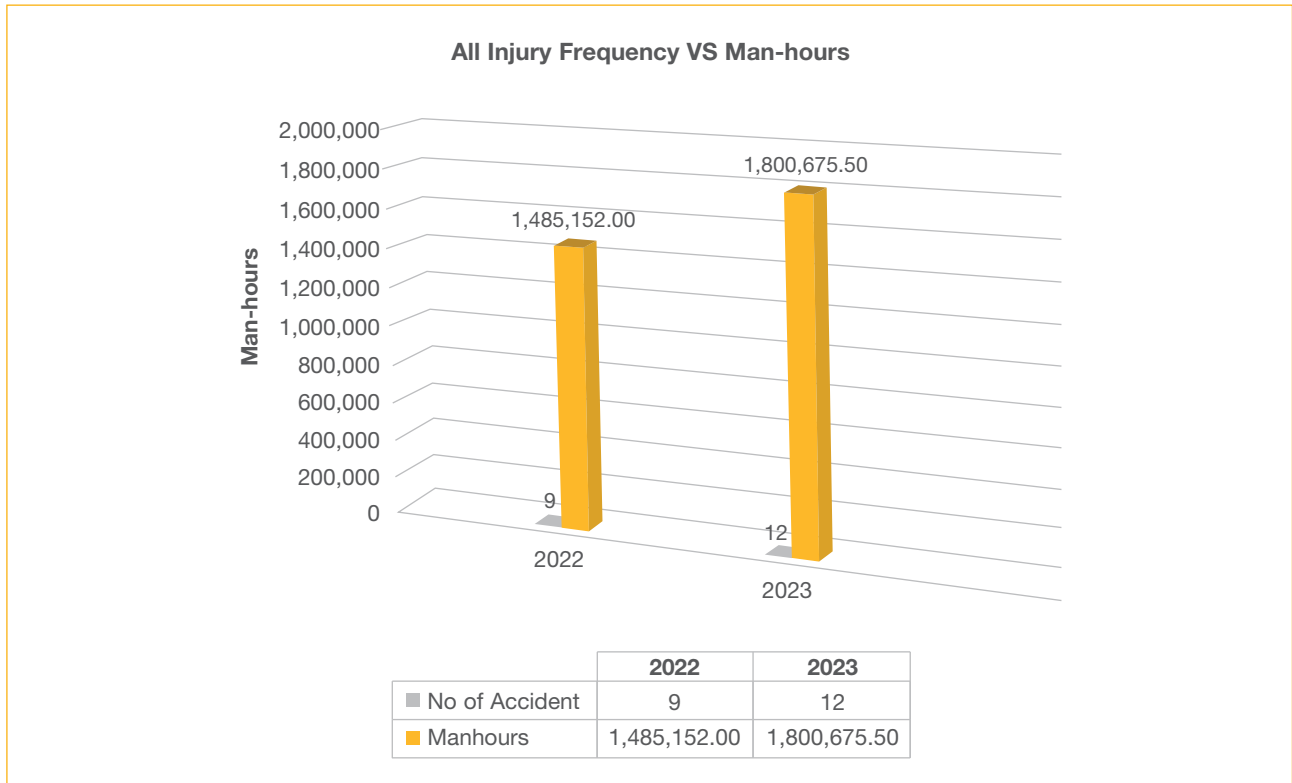


Note: Data comparison of LTI for two consecutive years includes all operations.

SUSTAINABILITY STATEMENT

(CONT'D)

For the full year FY2022/2023, an AIFR of 1.33 was recorded, an average achievement that is below the industry average of 2.6 cited for construction sector and 2.8 for the manufacturing sector (source: <https://sitemate.com>)



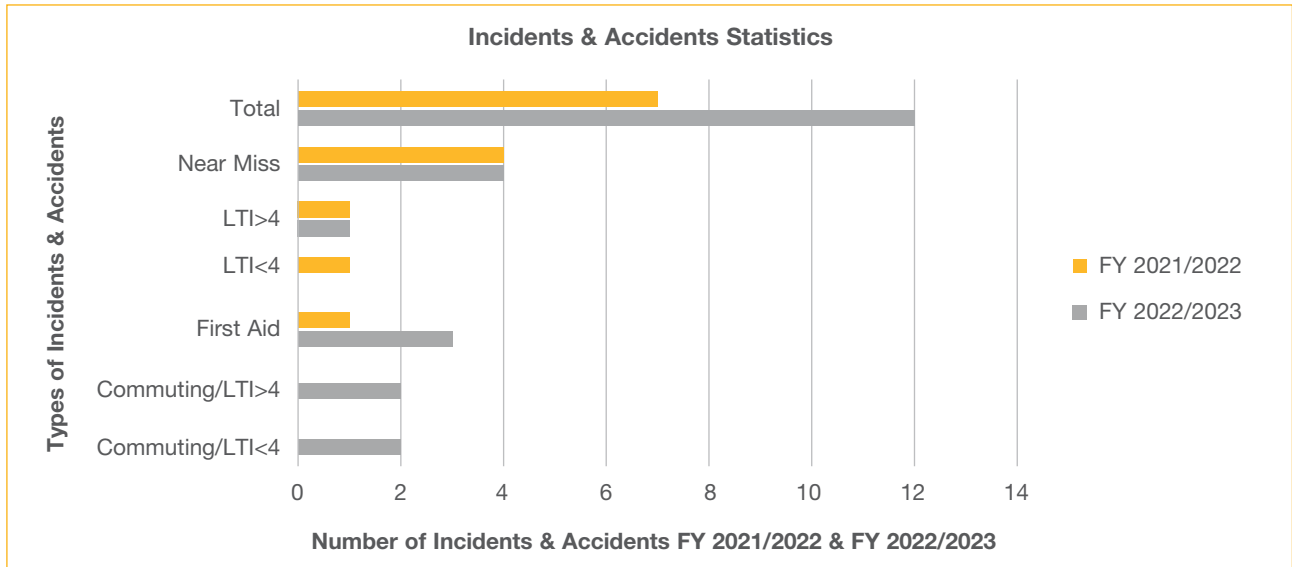
Notes:

1. Data includes all operations.
2. All Injury Frequency Rate provides an indication of the frequency of injury recorded compared with man-hours worked during the year and is calculated as follows: number of accidents divided by total hours worked, multiplied by 200,000 for standardization.
3. It is described as the number of accidents per 100 employees working 40 hours per week for 50 weeks per year.

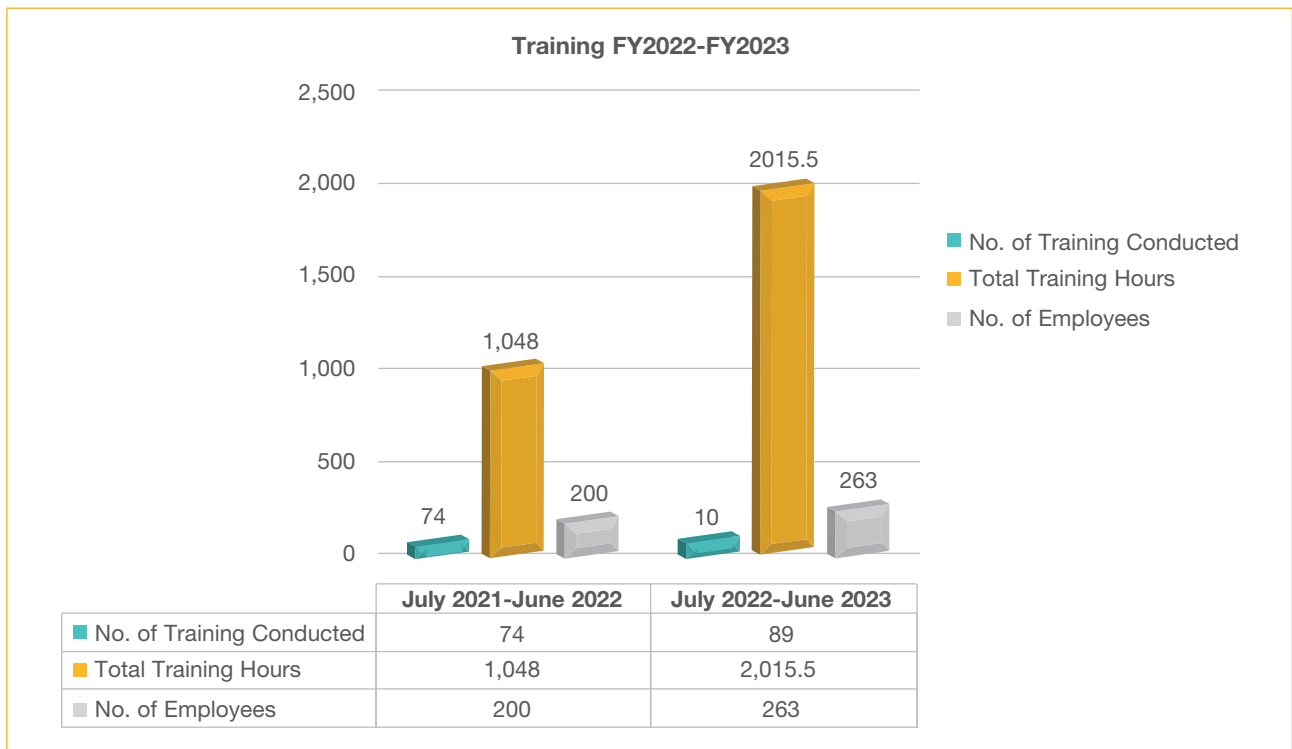
SUSTAINABILITY STATEMENT

(CONT'D)

For 2023, we reported four (4) near-misses and twelve (12) accidents in total compared to a total of seven (7) incidents and accidents previously reported for the preceding twelve (12) months in 2021/2022. The statistics of all types of incidents recorded for FY2022/2023 as compared to 2021/2022 is shown in the following chart:



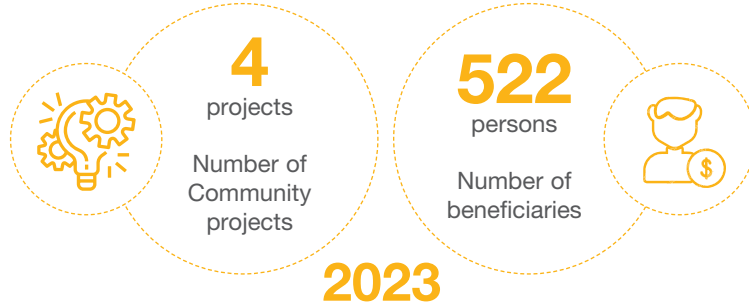
Note: Data comparison of number of incidents and accidents for two consecutive years.



Note: Data comparison of number of training hours for two consecutive years.

SUSTAINABILITY STATEMENT

(CONT'D)



We have also installed Safety Performance Board at the main entrance of our factories to monitor the Man-hour Accident-Free target and the results of the Four Zeros are summarized as follows: -



Our Initiatives



Our Challenges

- Managing employee health and safety programs are difficult as the company has no control over the mindset and attitudes of the employees
- Difficult to achieve gender diversity where the industry is more male-oriented
- Social problems are on the rise affecting community wellbeing and lack of volunteers and funds to support the ever-increasing community need

SUSTAINABILITY STATEMENT

(CONT'D)

Employee health, safety and welfare



Health & Safety policies and procedures

Risks to health and safety come mainly from people who are exposed to safety and health hazards such as the factory workers and construction or site workers, which may cause serious injuries or even fatality. Factors contributing to safety hazards include faulty design, adverse weather conditions, incorrect handling and installation practices, which can be avoided by ensuring all works comply with the relevant regulations and guidelines specified by the ISO 45001: 2018.

We continue to strengthen our health and safety policies and procedures and formulate safety and health plans throughout the year via our Safety 365 Awareness programmes. Among others, the Noise Risk Assessment (“NRA”), Dust Monitoring and Chemical Health Risk Assessment (“CHRA”) was undertaken at our factories in line with the requirements of relevant regulation enacted under the Occupational Safety & Health Act (1994).

We have engaged an independent and qualified assessor registered with the Department of Occupational Safety & Health (“DOSH”) to determine the level of chemical and cement dust exposure associated with our workers’ respiratory health. The appointed assessor conducted the CHRA review at the three factories to identify any chemicals that are potentially carcinogenic. The CHRA revealed that our workers are exposed to two major sources of health hazards, namely, silica dust and benzene, used as additives in diesel.

However, based on CHRA, we are not required to send any workers for medical surveillance as workers’ exposure to the chemicals are considered not significant.

Based on the Noise Monitoring Report issued by the Competent Noise Risk Assessor, workers who are exposed to high levels of noise and vibration, more than 82 dB(A) for average four hours a day, would have to undergo annual audiometric test. In order to prioritize the well-being and safety of our employees, our company took proactive step to address potential risks associated with working in high noise exposure areas. As a result, we sent 19 employees to undergo annual Audiometric Test at the KPJ Kuching Specialist Hospital Sdn Bhd. To ensure the smooth process of these examinations and factory production process, the test was conducted in two sessions. The first session took place on 20 February 2023, followed by the second session on the 23 February 2023. The purpose of the test was to evaluate the employees’ hearing capabilities and identify any potential occupational noise-related hearing disorders. Following the completion of the tests, we received a comprehensive report from the Occupational Health Doctor (“OHD”). The report provided valuable insights into the employees’ hearing conditions and enable us to understand the potential risks they might face due to their work environment.

We continuously improve our factory premises and work sites via the established Occupational Health & Safety Management System (“OHSMS”) and Environmental Management System (“EMS”) that seek to provide a safe and healthy working environment for the prevention of injury and ill health.

Additionally, we have also established campaigns, banners, posters, brochures and signboards at prominent areas to disseminate Health and Safety messages to workers such as posters on Silica Dust Hazards. We provide appropriate Personal Protective Equipment (“PPE”) such as hand gloves, safety boots, hard hats, face masks and ear plug to our workers and conduct regular inspection to ensure the compliance of PPE usage during work.

For our road maintenance projects, we have a Traffic Management Plan (“TMP”) to control and facilitate vehicle movement during road construction or road maintenance/ upgrading works. The TMP not only minimises traffic congestion but also safeguards the site workers, motorists, pedestrians and road users against safety hazards and accidents. A well-planned traffic management will increase the safety level and work productively, consequently the road works can be completed timely and cost effectively.

SUSTAINABILITY STATEMENT

(CONT'D)



Monitoring of Lost Time Injury (LTI) & All Injury Frequency Rate (AIFR)

We have established performance indicators for the HSEMS known as the Four Zeros consisting of Zero Lost Time Injury, Zero Fatality, Zero Environmental Contamination and Zero Regulatory Violation. Each factory is required to record and monitor their respective Lost Time Injury (“LTI”) which is the record of productive time lost when a worker is unable to return to work. LTI is used as a key performance indicator to measure work safety.

The Occupational Safety & Health Act, 2022 defined Lost time as lost day (consecutive or not), counted from the day of the accident, includes injury, diagnosis of occupational of occupational poisoning and occupational disease measured in calendar days, the employee was away from work. In SCIB, we categorise the LTI into two (2) categories which are LTI not more than four (4) days (LTI<4) and LTI more than four (4) days (LTI>4) that require us to submit JKKP 6 or JKKP 7 to DOSH. Unfortunately, in 2023 we recorded one lost time injury more than four (4) days involving one of our production line employees who was struck by moving object. Despite that, we recorded zero lost time injury not more than four (4) days compared to one case recorded in year 2022.

Safety accidents are also investigated to determine the root causes, to identify unsafe conditions or actions and to recommend corrective actions to prevent future recurrence. New employees are provided with orientation of the safety and health risks and procedures at the workplace.

We also recognize the importance of keeping tabs of the near misses and accidents to enable us to assess the hazards level at the workplace. We started to capture data on near misses since year 2020 to help us identify the root causes of actual accidents and at the same time manage and reduce the overall risk of having a serious accident, lost time injuries and illnesses, or even fatalities.

Further, we also monitor the *All-Injury Frequency Rate (“AIFR”)*, which provides an indication of the frequency of injury recorded compared with man-hours worked during the year. AIFR is calculated based on dividing reported accidents for a year by the number of hours worked, multiplied by 200,000 for standardization. It is described as the number of accidents per 100 employees working 40 hours per week for 50 weeks per year.

In 2023, we have seen an increase in commuting accident cases involving the employee going on the route between their residence to the workplace, reporting to four (4) cases compared to zero (0) cases in 2022. Besides, first aid cases also show an increasing trend in 2023, with three (3) cases compared to one (1) in 2022. Our number of incidents and accidents increased from seven (7) to twelve (12) due to the increase in work activities after the government declared Covid-19 as an endemic, and the commuting accidents are most likely due to the lack of road safety and traffic awareness. The SCIB Safety and Health & Safety team is concerned and takes this matter seriously and provides talks to raise awareness on crucial road safety and develop the right driving attitude.

In this regard, we focus on re-identifying and re-assessing potential hazards that could lead to accidents through inspections, risk assessments and employee feedback. Critical hazards mainly consist of high-risk work activities related to lifting and loading heavy products, simultaneous operation, working at height and mobile plant operation, machinery malfunction, and improper behavior at the operational level. Action taken to mitigate the risk continuously includes providing training and toolbox meetings, promoting and fostering a safety culture by encouraging open communication, active participation and reporting of potential hazards or near misses and providing adequate resources and equipment to employees such as complete PPE and ensuring machinery are well maintained.

SUSTAINABILITY STATEMENT

(CONT'D)



Safety and Health Committee

The Safety & Health Committee (“SHC”) plays a vital role in promoting and maintaining a safe and healthy working environment for employees. Its primary function is to act as a forum for collaboration between management and employees to identify, evaluate and control safety and health issues and foreseeable risks at our workplace. Both employers and employees are equally represented in the committee, and the management is represented by non-managerial executives in line with the ISO 45001:2018 requirements. The Committee provides links for better communication between workers on the ground and the management, bringing together a broad range of expertise and experience to help identify safety hazards at work and find solutions or new ways to enhance safety practices. Workers are encouraged to express their safety and health concerns to the Committee where issues can be responded to and addressed accordingly. In FY2023/2022, the Health & Safety Committee met on 27 July 2022, 17 Dec 2022 and 25 May 2023.



Mitigating the Threat of Pandemic, Epidemic & Occupational Diseases

It is with great pride and satisfaction that we communicate our company’s unwavering commitment to rigorously adhering to the guidelines set forth by the Ministry of Health (“MOH”) Malaysia, particularly the MKN five-step Standard Operating Procedure (“SOP”) called T.R.I.I.S., as we navigate through the challenging endemic phase of Covid-19. The T.R.I.I.S.S SOP, which stands for Testing, Reporting, Inform, Isolation, Seek and Sanitize, encompass a holistic approach towards controlling the transmission of Covid-19. Firstly, we acknowledge the invaluable importance of T.R.I.I.S.S SOP in effectively mitigating the risks associated with Covid-19 transmission in our workplace. We aim to protect the health and well-being of our employees and clients, while simultaneously contributing to the larger goal of curbing the spread of the virus within our community.

Our personnel shall use RTK Antigen test kit at home to conduct own test when experiencing symptoms such as high fever, flu, sore throat, or when knowingly become a close contact. Next, anyone who tested positive shall immediately update their MySejahtera profile in order to alert the authorities and to obtain Quarantine Order (“QO”). We enforce a robust reporting system where employees are required to promptly notify the relevant personnel (HR and HSE) about any symptoms, exposure incidents or positive diagnoses. In the event of a confirmed Covid-19 case, we diligently follow the mandated isolation protocols, which isolate at home and not to return to office until the quarantine period is over. If condition worsens, it is advisable for the infected individuals to seek for further treatment from nearest health facilities or to obtain hospitalisation order. Our commitment to comprehensive medical care aims to minimize the severity of the illness and enable a swift return to a healthy work environment. Lastly, sanitization is essential to eliminate the virus and the practice shall be conduct in regular basis to ensure factory premises and offices are safe all the time.

Other measures include assembly on precautionary measures and email reminders and updates.



Safety signage

SUSTAINABILITY STATEMENT

(CONT'D)



Healthy lifestyle

In order to encourage our employees to adopt a healthier lifestyle, health talks were conducted such as the “Breast Cancer Awareness” on 19 August 2022, “Workplace Stress and Burnout” on 28 October 2022 & “Chronic Illness: Diabetic, Hypertension & Obesity” on 19 April 2023. The purpose of the health talk is to raise awareness and share current information of the common diseases and challenges facing society, and educating employees on what they can do to overcome these challenges and live a healthier life.

Due to the pandemic, SCIB suspended all social and recreational events since 2020. However, we have resumed our sponsorship of badminton club to support interested employees to play the sport twice a week. We have also subsidized employees to join marathon events such as the TWINCITY MARATHON 2022 on 23-24 July, a scenic race across Cyberjaya and Putrajaya in which 17 employees in Cyberjaya office participated. Our employees participated in the “KUCHING MARATHON 2022” organized by the Association of International Marathons and Distance Races (“AIMS”) on 2 October 2022. The purpose of joining the marathon is to promote staff engagement and encourage a healthy lifestyle. Throughout all these events, we observed all the relevant COVID-19 SOPs and complied with the latest rules and regulations set by the policy-makers. On 18 June 2023, fifty of our employees in Kuching once again participated in the “Run To Save Lives 3.0 2023” event organised by Malaysian Red Crescent, Kuching Branch with Kuching Love Book Association as Co-organizer.



Run To Save Lives 3.0 2023



Safety talks & training

Safety and health talks are conducted throughout the year and during monthly assembly by experienced staff to create awareness on the importance of personal safety and hygiene. These talks cover topics on the Mandatory Use of PPE and Social Distancing in Office and Production during the Movement Control Order.

Safety Induction Briefing for new hires are conducted on a quarterly basis while courses conducted for the financial year ended June 2023 included the Fire Drill for all three factories, Emergency Response Preparedness, Fire Safety Guidelines, Safety in Scheduled Waste Handling and Storage, Chemical Safety Management & Emergency Spill Control, Working at Height Safety, Toolbox PPE & COVID-19 Awareness, and Five (5)S system.



Emergency Response Preparedness Training on 13-14 February 2023

SUSTAINABILITY STATEMENT

(CONT'D)



Forklift Training on 29-30 November 2022



Pending Factory Fire Drill on 28 February 2023



Training on ABAC & Scheduled Waste on 27 July 2022



Post Fire Drill Training on 28 February 2023



Health and safety officers regularly educate fellow workers about the risks at the workplace and safety procedures to prevent untoward accidents. Staff are provided with appropriate safety programmes and training to further enhance their knowledge on health and safety at the workplace. Our safety supervisors also have regular Toolbox Meeting with subcontractors' workers to highlight any Health, Safety and Environment related matters of concern.



Upgrade of factory facilities and infrastructures

We also progressively pursue upgrading of our factory facilities and infrastructure in order to provide a favorable working environment. We established safe operating procedures for machinery and set up an emergency response team ("ERT") in every factory. Our Health and Safety team works closely with our Repair and Maintenance team to enhance the Planned Preventive Maintenance Programmes to reduce hazards of major accidents at the factory. We continuously ensure that our workers and personnel are adequately protected when working in critical areas exposed to work hazards and provide them with PPE.

The cafeteria has been converted to an event room, where we have organized several events which includes luncheon for the Directors, Open Day for the Club SCIB members, Meet Up session with the group, internal team meeting, farewell event and Ramah Tamah Hari Raya & Hari Gawai.

SUSTAINABILITY STATEMENT

(CONT'D)



Staff appraisals and staff feedback

Annual staff appraisals present a valuable opportunity to measure employee performance, address any performance issues, and reward them accordingly. Appraisals are helpful in identifying skill gaps and training needs and help align their performance with the Company’s culture. An effective appraisal helps the company to spot talent to nurture and develop. During appraisals meeting, employees are allowed to speak up and provide feedback, giving them a sense of value in the workplace. This, in turn, improves the quality of work at the workplace and helps employees stay productive.



Appreciation of employees

We delivered delightful packed food to commemorate Raya Gawai 2022 on 30 June 2022, as a way of showing our appreciation for their support and contributions to SCIB. We extended our gratitude to our staff with annual increments and ex gratia. This year we have organised the presentation of the long service awards cum Chinese New Year celebration at Penview Hotel, Kuching, on 31 January 2023. Implementing Long Service Award is an integral element under our employee recognition and reward programs as it strengthens the organisation’s culture, showing that SCIB values loyalty. A total of 58 employees received the long service awards. This, in turn, will also motivate other employees to strive to hit the same milestones.



Chinese New Year 2023 Gathering on 31 January 2023

Ceremony of Long Service Award on 2023



Majlis Jamuan Raya SCIB 2023 on 27 April 2023

SUSTAINABILITY STATEMENT

(CONT'D)



True spirit of giving - Tabung SCIB

Kelab SCIB, established in 2003, is a fund in which employees and SCIB come together to contribute funds on a monthly basis. The Group matches every ringgit contributed by employees on a one-on-one basis. Kelab SCIB is overseen by employees with the objective of managing members' welfare through an emergency fund, benevolent fund, and education fund. The emergency fund provides assistance to employees during emergencies, while the education fund offers scholarships and cash rewards to children of our employees who achieved excellent results in public examinations such as SPM and final semester examinations for college and universities. SCIB also aims to promote togetherness among the club members through social events and activities organised by the Kelab. During the financial period ended 30 June 2023 under review, one hundred and ninety-two (192) children received Year-End Gifts of school stationery, six (6) children received Education Award, twenty-seven (27) members and children benefited from the special token given as retirement gift, for new baby born, non-academic award of our employee's children who won the World Championship 2022 ITF Taekwon-Do and other academic achievements of our employees' children.



Kelab SCIB - Prize Giving

As part of our dedication to nurturing young sporting talents, SCIB was honoured to sponsor Ms. Nur Zulaikha Binti Mohd Rasidi, the daughter of one of our employees, as she proudly represented Malaysia at the 22nd ITF Taekwon-Do World Championships, which were held from 19 August 2023 to 27 August 2023, in Astana, Kazakhstan. We proudly endorse her journey as she represents our country on this international stage.



Sponsorship for Taekwondo competition

Human resource development



ABAC and Scheduled Waste Training on 20 June 2023

SUSTAINABILITY STATEMENT

(CONT'D)

We ensure that there are continuous growth, development and progression opportunities for our employees through in-house training, seminars, workshops and talks. These opportunities equip them with the latest job-related updates and learning. A total of 263 employees benefited from eighty-nine (89) training courses, both internal and external, conducted over the year, which is equivalent to around 2015.5 training hours.

We also provide the opportunity of department rotation to employees where they are able to expand their knowledge, experience and expertise in various job scopes. During the financial year ended 30 June 2023, eighteen (18) employees were promoted, and five (5) employees were transferred to other departments or job functions for further development.

We have developed a competency and succession programme for key and critical positions in which assessments are made on job requirements and skillsets. Potential candidates who are identified are coached, nurtured and groomed for succession to these key and critical positions with career development plan and training needs analysis.

We are committed to providing educational opportunities to our employees. Financial aid is provided to support their quest for further learning. The Group also offers educational assistance and career development plans to employees helping them earn professional degree/master qualification for job enhancement. For the financial year ended 30 June 2023, one (1) employee benefited from the educational assistance.

Since May 2021, we have organised virtual Tazkirah Jumaat, which was later renamed as Meet Up sessions aimed to connect staff in West Malaysia office and East Malaysia office while strengthening relationships and team cohesion among the employees. Further, it also encourages sharing of important updates and exchange of information and ideas as well as provides awareness and valuable information addressing issues of concern. Topics covered include the legal matters related to Employee Act 1955 Amendments, Anti-Bribery Awareness, Making it look easy & Creating your vision, to name a few.

Labour Practices and Standards: Human Rights and diversity



Fair employment and diversity

We treat everyone including our employees, customers, suppliers with respect and integrity and ensure we protect our employee rights at all times by adhering to local regulations and the Employment Act. We acknowledge employees' right to a minimum wage and fair salary and ensure monthly remuneration is paid on time. Our recruitment of employees is conducted through a fair and transparent process based on qualification, experience, merit and attributes. We practice gender diversity with 21% of our total employees being female as of 30 June 2023.

An employee survey was conducted in August 2022 reaching out to around 75% of employees, out of which 67% responded that they are satisfied working in SCIB.



Anti-Harassment policy

We established a zero-tolerance policy for harassment and discrimination of any kind, which include sexual harassment, on 30 August 2022. This was implemented to uphold our commitment to foster and preserve a culture of dignity and respect and sustain a healthy working environment. We put up anti-sexual harassment posters in the main entrance of our office and conducted a meet-up session with the employees on the topic of "Workplace Sexual Harassment". The Sexual Harassment policy act as a deterrent to inappropriate behaviour/ misconduct, undesired intimidation and harassment at the workplace that leads to poor staff morale, stress at work and legal consequences. Training program on Sexual Harassment was conducted to create awareness and encourage employees to come forward if they feel that the policy has been violated. Hence, it sends a clear message from the top to provide employees a working atmosphere that makes them feel safe, empowered and at ease at work.

SUSTAINABILITY STATEMENT

(CONT'D)

Community support



We believe that businesses and communities are interdependent and that building relationships are important as part of sustainability.

Community support - SCIB Volunteers

In conjunction with Malaysia Day, SCIB once again collaborated with the Sarawak General Hospital Blood Bank ("SGH Blood Bank") and the Malaysian Red Crescent to organize the "SCIB Blood Donation Day" on 16 September 2022, aiming to create awareness of blood donation and address the blood shortage at the Sarawak General Hospital. The Blood Donation Drive programme was held at the Department of Transfusion Service and Blood Bank of Sarawak General Hospital and we managed to register 120 successful donors who received a microfibre shirt and goodie bags sponsored by SCIB. Once again in 22 July 2023, in celebration of Sarawak Day, SCIB hosted a successful Blood Donation Drive, with 132 successful donors.



SCIB Blood Donation Day on 16 September 2022 and Blood Donation Drive on 22 July 2023

SUSTAINABILITY STATEMENT

(CONT'D)

In order to commemorate the month of Muharram, SCIB subsidiary, SCIB Industrialised Building System System Dan Sasoakai Resources JV Sdn. Bhd. had jointly organized the “Asyura porridge cooking program” with the Kelab Sukan dan Kebajikan JKR Kemaman. The event was successfully held on 11 August 2022. Asyura porridge is made from several ingredients, usually consisting of various kinds of vegetables, beans, and meat. The program aims to create team cooperation in promoting the maal hijrah celebration. This traditional activity also lets us understand the spirit of cooperation and tolerance in an activity.

On 7 and 8 June 2023, our CSR team has successfully reached out to SK Nanga Pedai and SK Nanga Jagoi, Kanowit, Sibuloh, Sarawak Daif schools to contribute cash donations, a few refurbished computers and printers as part of our initiatives to support betterment of our local communities. Our efforts in donating refurbished used computers to some schools not only reduce landfill waste but can also support schools in the community as we expedite the process of bringing educational technology into the classroom.



Sponsorship for SK Nanga Jagoi



Sponsorship for SK Nanga Pedai

SUSTAINABILITY STATEMENT

(CONT'D)

Training for tomorrow

During the financial year ended 30 June 2023, SCIB provided industrial training to 22 undergraduates from local institutions of higher learning in the areas of Production, Quality Safety Health Environment, Repair & Maintenance, Account, Human Resource, Purchasing and Marketing for a duration of between 2 to 6 months. We believe that these young students are the future of the manufacturing and construction industries in Malaysia and our training programme gives them learning opportunities and insights into the industry to improve their practical knowledge and field exposure.

In October 2019, SCIB inked an MoU with Akademi Binaan Malaysia and CIDB Malaysia to collaborate for five (5) years in providing training to CIDB-registered contractors in Malaysia on the IBS. We are always keen to send out technical experts to share with university students in conferences, lectures and talks on various topics to nurture talent and train our next-generation leaders. Our Senior Business Development Manager, a professional engineer, Mr. Ivonson Kwee, has spoken in several courses on IBS organised by CIDB Malaysia and has spoken as a panelist in an interactive forum of upcoming Industrial Revolution 4.0 programme on 29 October 2022, as the speaker at the Surveyors' Congress 2023 on the topic Sustainability in Built Environment on 21st to 22nd March 2023 and has conducted IBS courses with ABM Sarawak as the facilitator to all local registered contractors in Sarawak from 16th to 20th January 2023.

The Company also embarked on the Professional Training and Education for Growing Entrepreneurs (Protégé) program in collaboration with SCIB Sasoakai Resources Sdn. Bhd. in support of the Government's initiatives to create a pool of competent, well trained, knowledgeable and skilled graduates through industrial attachment that will help them to attain relevant competencies that enhance their marketability and employability. The 8-month programme blends intensive soft skills classroom training and on-the-job training opportunities, offering practical skills and real-life experiences to build a strong foundation for a successful future. SCIB's Protégé program was approved by the Ministry of Entrepreneur Development and Cooperatives ("MEDAC") and during the financial year, the Group has accepted 58 protégés under Terengganu Project and 8 protégés under Tebedu project to join the program.



Team Building Program in West Malaysia Office

SUSTAINABILITY STATEMENT

(CONT'D)

ECONOMIC & GOVERNANCE



SCIB embarked on the sustainability journey by strengthening the corporate governance framework to govern the policies, processes, and procedures centred around upholding the company's integrity in our undertaking and engagement with our stakeholders. Within our Corporate Governance framework, the core is our Board oversight, and the respective Board committees assist the Board with delegated functions, roles and responsibilities.

The Company has established an effective Corporate Governance structure and relevant Corporate Governance policies such as Anti-Bribery Anti-Corruption policies, Whistleblowing policies, Risk Management Framework and terms of reference for each Board committee. The Company also designated a risk management process that works out risks associated with the company's strategic direction and day-to-day operations and puts in place appropriate Internal controls to address/ mitigate and manage risks identified.

On top of that, the Board is supported by experienced, qualified and competent Company secretaries and corporate governance consultant, namely Salihin Consulting Group Sdn. Bhd. to provide sound advice and the latest updates on the listing requirements and the Malaysian Code on Corporate Governance ("MCCG") best practices.

The Company also set up a proper forum for dialogue with shareholders to give sufficient opportunity for them to enquire about the Company's activities and prospects as well as communicate their expectations and concerns. We organised regular investors briefing with research analyst and fund managers to share the Company's business updates and convene virtual Annual general meetings with shareholders to facilitate engagement with shareholders without restrictions of place / venue.

Besides, the management would ensure latest news, announcements, quarterly results are published on the Company's website to allow shareholders to access the information about the Company's business activities, financial performance, and prospects.

SUSTAINABILITY STATEMENT

(CONT'D)

Our Key Targets and Achievements

Our Key Targets



Our Achievements

As part of our Corporate Governance, we have put into action strategically designed initiatives to ensure SCIB’s business operations comply with ethical values and can bring benefit to society, especially communities that are within the vicinity to our operations.

SCIB has put in place a set of governance policies to maintain robust governance in social, economic, governance and environmental matters, which include as follows:

- | | |
|---|--|
| <ul style="list-style-type: none"> • Whistleblowing policy • Anti-Bribery & Anti-Corruption policy • Internal control framework • Risk Management framework • Fit & Proper policy • Terms of reference for Audit Committee • Terms of reference for Investment Committee • Terms of reference for Risk Management Committee | <ul style="list-style-type: none"> • Terms of reference for Credit Control Committee • Terms of reference for Remuneration & Nomination Committee • Terms of Reference for C-Suites Committee • Human Resource policy • Health, Safety and Environment Policy • Waste Management and Recycling Policy and Procedure • Employees’ Handbook |
|---|--|

In 2023, the Company received Zero whistleblowing report, Zero reported case of corruption, Zero non-compliance with laws and regulations in the social and economic area and Zero complaints concerning breaches of customer privacy and losses of customer data.

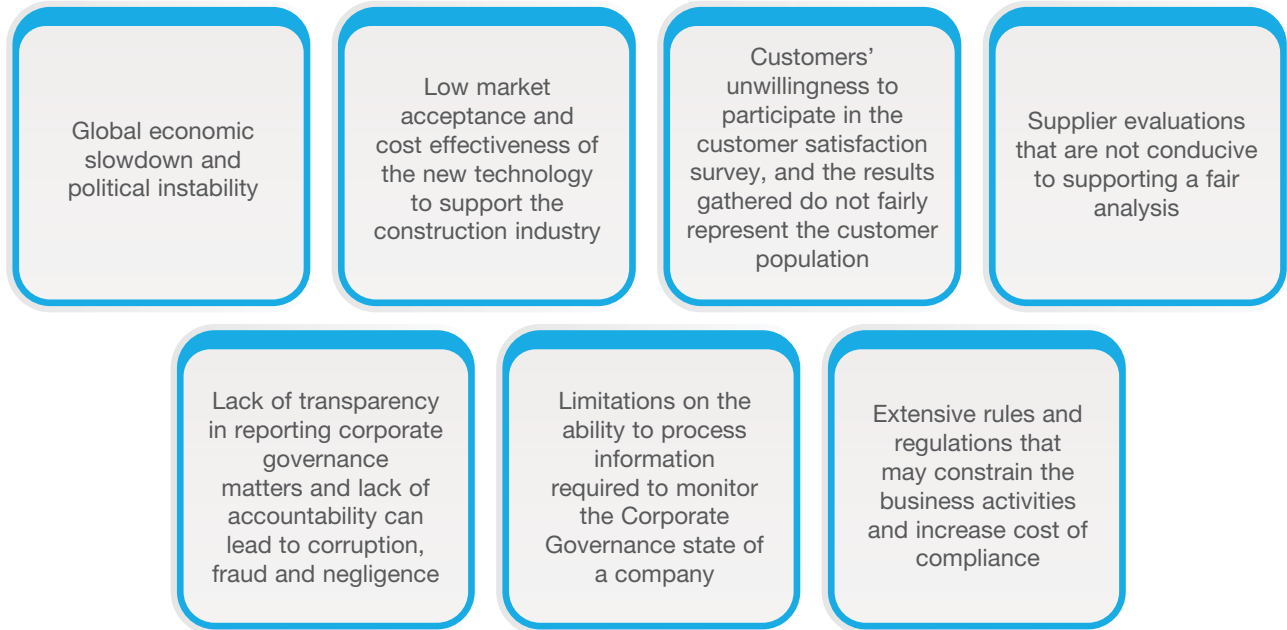
Our initiatives




SUSTAINABILITY STATEMENT

(CONT'D)

Our Challenges



Product and service quality 

 *Better products and services*

All of our products are SIRIM QAS ISO9001:2015 certified / credited. This is the best quality assurance for both our existing and potential customers to rely on when they work with us.

As a one-stop centre for engineering and manufacturing solutions, we offer customers excellent value-added services such as professional advice and consultation, problem solving and customised solutions while the in-house design team offers customers extended services covering a wide range of industry practices.

Through adopting technological advancement and pursuing product innovation to develop and introduce new products, and new designs, we have enhanced the quality of our products and improve overall performance. We stay on top of trends and customer expectations by constantly engaging customers to understand their needs and demands, and also get first hand feedback on our products or services.

Customer safety is our top priority. We can assure our customers that our incoming raw materials used in production will undergo a stringent quality inspection process by our Quality, Health & Safety department, validating the quality of purchased raw materials, engineering parts or components based on prescribed criteria. Besides, we equip our factories with regularly maintained automated machinery and batching plant facility. Coupled with an efficient plant layout, we ensure a smooth production process to achieve a consistent precast concrete product standard that meets the relevant specification requirements. We provide a suitable and controlled working environment / conditions and put proper procedures for finishing, curing, stacking, storing, handling, and transporting concrete products in place. Our quality inspectors are well-trained to conduct final inspections of the finished goods before shipment or delivery to customers to ensure they meet the desired specification and concrete strength. They would also identify and isolate non-conforming goods for repair or rejection to avoid sending defective products to customers and prevent safety hazards.

SUSTAINABILITY STATEMENT

(CONT'D)

Through the Engineering, Manufacturing, Construction and Commissioning (“EMCC”) strategy adopted in 2020 by the construction division of the Group, we are positioning to become a one-stop integrated provider of civil construction. This strategy also leverages on our manufacturing division’s precast concrete and IBS products. Our subsidiary, SIBS, is certified G7 from CIDB and possesses the Perbendaharaan Malaysia Sarawak (“MOF”) License.

Three of our wholly-owned subsidiaries, SCIB Industrialised Building System Sdn. Bhd. (“SIBS”), SCIB Properties Sdn. Bhd. (“SCIBP”) and SCIB Infracore Sdn. Bhd. (“SCIBI”), which comes under the Construction division, were identified to pursue qualifications and licenses to become full-fledged construction specialists. These wholly-owned subsidiaries are now licensed or have received specialisation codes, Bumiputra status license, ISO certification and other relevant accreditations.

SCIB’s wholly owned subsidiary, SCIB LW System Sdn. Bhd., is a supplier and installer of prefabricated lightweight system products, including but not limited to carrying out engineering, procurement, construction, and commissioning (“EPCC”) contracts. We completed the installation of the lightweight system plant in July 2021 to produce the IBS lightweight steel frame wall panel, steel roofing truss and form light concrete block. Targeted customers are building developers, contractor and Sekolah Daif Sarawak. We also have a wholly owned subsidiary company, SCIB Building Solutions Sdn. Bhd. for the purpose of exploring the business opportunities in Peninsular Malaysia.

SCIB had also, on 6 February 2023, signed a Memorandum of Understanding (“MoU”) with Bintai Kinden Corporation Berhad (“Bintai Kinden”) to establish a strategic alliance for exploring business opportunities, securing new projects and sharing of profits. The MoU serve as a preliminary step for the parties to explore a working relationship and cooperation to combine skills, expertise, capabilities, and experience, collectively bid for projects in Malaysia, and set out the principal terms of the arrangement between the parties. We believe this Joint Venture will bring together two teams with core expertise and knowledge in construction and engineering that will give an edge to projects undertaken jointly.

On 11 July 2023, SCIB entered into a MOU with IRIX SDN. BHD. (“IRIX”) to participate on the SEA-H2X Cable System (SEA – Hainan – Hong Kong Express)(referred to as “the Project”) wherein, SCIB shall subscribe up to 30% of the issued capital in IRIX SEA H2X SDN. BHD. (“IRIX SEA H2X”). IRIX SEA H2X is part of an international subsea cable consortium which is involved in the SEA-H2X Cable System (SEA – Hainan – Hong Kong Express) project. The Project is a subsea cable connecting Hong Kong SAR China, Hainan China, Philippines, Thailand, Malaysia (Borneo Island) and Singapore. SCIB acknowledges and recognizes potential benefits and synergies that can be derived from collaboration with IRIX wherein, SCIB anticipates creation of value, opportunities for growth and development of mutually beneficial business prospects.



3D printing Technology

We are confident that our newly acquired 3D printing technology will produce products that complement our existing product range to serve our customers better. Conceivably, 3D printing products offer the benefits of flexible and complex design, rapid prototyping, promoting printing on demand, strong, lightweight, fast delivery and minimal wastage. Currently, our team is exploring with Akademi Binaan Malaysia (Sarawak) Sdn. Bhd. (“ABM”) to devise the specification and relevant certification to commercialise the products in due time.



SUSTAINABILITY STATEMENT

(CONT'D)

Corporate governance and risk management



The board of directors is the fundamental of corporate governance, serving the voice of various stakeholders in providing oversight of executive leadership and administration. The Board comprises members with a broad range of experiences, backgrounds, qualification, skills, expertise, and demographic factors to provide effective stewardship of the Company. The majority of the Board is independent directors who will provide their unbiased advice, views, and perspectives based on their objective judgment and manage conflict of interests properly to ensure adequate checks and balances in the proceedings of the Board in compliance with corporate governance best practices and guidelines.

We are committed to achieving good corporate governance and code of conduct with a high level of transparency and ethical integrity in our engagements with various stakeholders through various communication channels such as regular meetings, timely disclosure to Bursa Malaysia Securities Berhad, annual general meeting and annual report. Our Board of Directors oversee the conduct of the Company's business providing governance of the Group's affairs and direction to optimise development, growth and performance.

We have adopted effective risk assessment and management systems that are evaluated every quarter of the year to ensure adequacy and integrity of the Group's internal controls are in place to manage the risks identified with a view to long term viability after taking into consideration economic, environmental and social impacts.

We applied the Fit and Proper policy setting out the criteria for the appointment, re-appointment and / or re-election of Directors of SCIB and its subsidiaries. This policy will provide guidelines and procedures to ensure each of the Directors has the character, experience, integrity, competence and time to effectively discharge his / her role as a Director of SCIB and its subsidiaries.

Currently, we have two (2) women on the Board. We have Ms. Toh Beng Suan and Dr. Dang Nguk Ling who joined SCIB as the independent non-executive directors of the company with effect from 25 May 2023 and 28 June 2023 respectively. Their appointment as the directors brings gender diversity to the boardroom. For instance, the presence of woman on boards could enhance corporate governance practices and cultivate gender perspectives in the decision-making process to drive better market and company performance. The Company's Board gender diversity makes apparent that the Company values women's rights and equality.



Anti-Bribery and Anti-Corruption

With the introduction of Corporate Liability in the amendment to the Malaysian Anti-Corruption Commission Act 2009 (MACC Act 2009), which became effective from 1 June 2020, the Group has taken proactive actions to ensure that it has adequate procedures in place designed to prevent associated persons from conduct that could trigger the newly introduced Section 17A of the MACC Act, 2009. We also published our Anti-Bribery and Anti-Corruption ("ABAC") tagline, "Arrest Corruption and Enhance Productivity", as a statement on banner, poster and the corporate website. We have our continuous ABAC training and awareness programme and on-going ABAC-briefing conducted during the monthly assembly and included ABAC as part of the orientation sessions for newly joined employees.

SUSTAINABILITY STATEMENT

(CONT'D)

Stakeholder Engagement



Media releases

We use media releases to provide valuable information to our customers, suppliers, employees, investors, and other important stakeholders regarding recent developments, achievements, and advancements within our Group. These media releases serve as essential marketing tools that enhance our sales potential and attract potential investors. During the financial period ended 30 June 2023, our Company issued several media releases pertaining to the acceptance of letters of award (“LOA”) and EPCC contracts. Notable examples include the award of an EPCC contract for the reconstruction of Sekolah Daif in Tebedu, Serian, valued at RM20.65 million, and subcontract valued at RM16.8 million for the construction of Sekolah Kebangsaan Tambay in Kota Samarahan, Sarawak, in March 2023. Also, an award for the housing development project in Kelantan Darul Naim involving 35 single-story and 12 double-story terrace houses valued at RM8 million in July 2023.

Additionally, we have published media releases highlighting significant achievement during the financial year, such as introducing the sample IBS House built using 3D technology and partnership with IRIX Sdn. Bhd. through a Memorandum of Understanding (“MOU”) for Project SEA-H2X. We also issued releases on the announcement of quarterly financial results and our corporate social responsibility (“CSR”) activities, for example, the release on the collaboration with the Sarawak Blood Bank to host a remarkable Blood Donation Drive in July 2023.



Market briefings

Market briefings serve as a crucial platform for the Group to engage with research analysts and fund managers, enabling us to share our business updates relevant to the analyst coverage area and provide information for their research reports. These briefings, organized on a quarterly basis or as needed, offer an opportunity for us to showcase our business profile, products, recent advancements, and prospects to research analysts, fund managers, and their sales teams.

During the financial year ended 30 June 2023, we have conducted a series of investor briefings, fostering meaningful dialogue and knowledge sharing. These briefings occurred on 2 September 2022, 1 December 2022, 1 March 2023, and 29 May 2023. Each session provided a comprehensive overview of our business and served as an opportunity to update the investment community on our progress, achievements, and future outlook.



Corporate website and corporate video

We have also revamped our corporate website to give a refreshing new interface with stakeholders and enhanced the website’s viewability and efficiency for a better navigation experience. We launched our first ever corporate video on 8 March 2020 as an effective communication platform to promote and raise awareness about the Group’s business, background, and key milestones.

We also took off a new video showcasing the process of printing the 3D sample house and presented it during the MoU signing ceremony with ABM on 4 October 2022. The video aims to promote and raise awareness of the 3D printing technology among the developers, contractors, consultants and the general public.

SUSTAINABILITY STATEMENT

(CONT'D)



Social Media

Recognizing the transformative power of technological advances in communication, our Group acknowledges the ever-increasing importance of social media interactions in our daily lives and business engagements. We are dedicated to actively engaging and updating our social media platforms, focusing on LinkedIn, to enhance visibility and foster meaningful connections within our valuable network. As a testament to our commitment to transparency, we consistently release timely media announcements regarding the receipt of Letters of Acceptance (“LOAs”) and our Corporate Social Responsibility (“CSR”) initiatives to raise public awareness. Furthermore, we embrace the vibrant multiculturalism of Malaysia by sharing warm and heartfelt season greetings on LinkedIn during every festive occasion.



General meeting

The Company shall call for Annual General Meeting once a year as a forum for communication with shareholders, where the Company will allocate time for question and answer to address their expectations and concerns. Members of the Board, the external auditors, senior management and / or advisers of the Company will be present to address queries relevant to the proposed resolutions at the general meetings.

In the Company’s general meetings, shareholders will resolve essential business affairs under the company’s law, rules and regulations by either approving or rejecting the proposed resolutions. The Company shall convene extraordinary meetings to address urgent matters not settled at the Annual General Meeting. Each item of special business included in the Notice of General Meeting will be accompanied by an explanatory statement for the proposed resolution to facilitate the evaluation of the proposed resolution.

During the year ended 30 June 2023, the Company had one Annual General Meeting (“AGM”) held virtually on 8 December 2022 to receive the Audited Financial Statements for the financial year ended 30 June 2022 together with the Reports of the directors’ and auditors’ thereon and to approve the payments of directors’ fees and benefits as well as for re-election of directors in accordance with Article 122(1) and Article 127 of the Company’s Constitution. The AGM also sought for the shareholders’ approval for the re-appointment of NEXIA SSY PLT as the auditors and to authorise the Directors to fix their remuneration. However, NEXIA SSY PLT had subsequently resigned on 15 March 2023 due to their difficulties in allocating sufficient resources requested by the Company based on the competitive fees charged. On 13 April 2023, the Company announced that having receiving the consent to act pursuant to Section 264(5) and (6) of the Companies Act, 2016 from Messrs. Kreston John & Gan (“KJG”), KJG was appointed as the new external auditors of the Company with effect from 12 April 2023.

Subsequently, on 30 May 2023, the Company received the Notice of Intention to Move Resolutions Requiring Special Notice pursuant to Section 206(3) and 322 of the Companies Act, 2016 (“Act”) (“Notice”) relating to the intention from the shareholders of the Company to call for an Extraordinary General Meeting (“EGM”) to be held pursuant to Section 310(b) of the Act for the members of the Company to consider the resolutions for removal of certain Directors from office and to propose Persons for Election as Directors. The EGM was convened by a group of shareholders who collectively holding at least 10% of the issued share capital of the Company in aggregate, on 28 June 2023, which was physically held pursuant to Section 310(b) of the Companies Act, 2016 at Matahari 1, Level 5, Cititel Mid valley, Lingkaran Syed Putra, Mid Valley City, 59200 Kuala Lumpur.

SUSTAINABILITY STATEMENT

(CONT'D)

Business ethics



We have our Code of Conduct policies in place that serves as a central guide and reference for employees to handle day-to-day decision making and business dealings. We have implemented adequate Anti-Corruption procedures and policies effective 1 April 2020 in line with Government efforts to combat bribery and whistleblowing policies to promote transparency, compliance and ethics.

Supply chain and procurement



We follow business policies and processes that are fair, unbiased and applied consistently. We engage in ethical procurement procedures, good management practices, internal control systems and promote transparency emphasising corporate accountability. We exercise due care and business professionalism in all communications within our supply chain to maintain good relationships with customers and suppliers while avoiding behaviours or actions that may negatively impact the supply management decisions.

SCIB deals with a good, reliable and diverse range of suppliers to ensure high quality materials are used for production. We have our Quality Assurance team that make inspections of materials ensuring they meet desired quality standards. We evaluate our suppliers once a year in terms of quality, pricing and services.

The supply chain review for our manufacturing division is conducted annually in conjunction with ISO 9001:2015 requirements for Management Review. The review for FY2022/2023 was conducted in December 2022 and indicated that the supply chain was adequate and demonstrated effectiveness in supporting the Group's operations.

Data Privacy and Security



At SCIB, we put in place our Information Technology ("IT") to restrict access and protect our trade and customers' confidential and sensitive data. The policy encompasses policy for software and internet usage, anti-virus protection, physical access to IT facilities / hardware and data recovery process. The policy states that only authorised users have the privilege to access and use SCIB IT resources, and the use is limited to purposes consistent with the Company's interest. All users are expected to respect the privacy and personal rights of others and to be professional when using IT Resources to communicate with others. Users are prohibited from using IT resources for personal economic gain or in a manner that could jeopardize the Company's reputation.

Any IT system storing or processing highly sensitive data, such as the main servers, is housed in secure locations, protected with appropriate security structures and entry controls to prevent unauthorised access, damage and interference. Besides, physical access to essential computer hardware and networks is controlled based on job role and legitimate business needs.