

Sustainability Statement



The Carimin Group of Companies (“Carimin” or “the Group”) is resolute in integrating sustainable practices in its business agenda as it moves forward. The Group believes that embodying sustainability across the organisation will drive operational efficiencies, assure long-term growth and create positive value for all stakeholders.

We are committed in implementing initiatives for the responsible management of Economic, Environmental and Social (“EES”) sustainability.

About This Report



Economy

To sustain market leadership within the oil and gas technical engineering and support services industry whilst promoting healthy business growth.

This Sustainability Statement conveys the initiatives undertaken by the Group to demonstrate its commitment to EES sustainability.

Scope and Boundary:

This statement covers the entire operations of the Group as well as on entities where the Group holds a majority stake or has direct control.

Reporting Period:

The reporting period spans from 1 July 2019 to 30 June 2020 (“FY2020”). Historical information collected from previous years is included to display comparative data and trends.

Report Cycle:

One (1) year coinciding with our Annual Report

Reporting Standards:

- o Principal Guideline: Bursa Malaysia Sustainability Reporting Guide (2nd Edition)
- o Reference Guideline: Global Reporting Initiative (“GRI”) Standards (Core option)

Feedback:

We welcome your feedback: biz@carimin.com



Environment

To adhere to regulations for environmental conservation.



Social

To foster long-term and meaningful relationships with our stakeholders, provide a safe workplace for our employees and business partners, contribute to the welfare of our community and serve our clients to the best of our ability.

Sustainability Statement *(Cont'd)*

SUSTAINABILITY GOVERNANCE

We believe that in order to truly embed sustainability into our business operations, we should follow a sound governance structure that would lead to inculcate a culture of sustainability within the Group.

Our sustainability governance structure consists of two-tiers: the Board and the Sustainability Committee.

Board

The Board of Directors ("Board") is the highest body of sustainability governance. As the leaders of the Group's sustainability agenda, the Board is responsible for the vital tasks of developing strategies, setting goals and driving the sustainability culture within the Group. The Board formulates the guidelines that will be implemented by the Sustainability Committee in enhancing the Group's sustainability performance.

The Board reviews the report given by the Sustainability Committee ("SC") and evaluates the effectiveness of existing strategies, i.e. whether they're consistent with the current best practices and meeting stakeholders' expectations.

BOARD

Sustainability Committee

- o Group Chief Operating Officer ("COO")
- o Group Chief Financial Officer ("CFO")
- o Departmental General Manager
- o Head of Department ("HOD") of Health, Safety and Environment
- o HOD of Quality Assurance and Quality Control
- o HOD of Group Finance and Accounts
- o HOD of Human Resources

Sustainability Committee

Headed by the COO, the SC assists the Board in performing their oversight responsibilities concerning CPB's sustainability policies and practices.

The SC, which comprises the Group's managers, implements, monitors and improves upon the sustainability initiatives that is approved by the Board to enhance the Group's sustainability performance.

The SC reports to the Board the sustainability performances and make recommendations regarding EES sustainability matters that are relevant to the Group's operations.



Sustainability Statement (Cont'd)

BUSINESS ETHICS

The Group recognises the importance of observing good business practice, so our commitment is to perform ethical, transparent and responsible actions always.

Policies: To ensure our employees and transactions are treated with respect, fairly and held accountable, the Group has established the following policies:

- Code of Business Conduct and Ethics ("Code")
- Anti-Bribery and Corruption Policy ("ABC")
- Whistleblowing Policy
- Employee Handbook

The Group abides by all applicable laws, including the Malaysian Anti-Corruption Commission (Amendment) Act 2018.

Management and Monitoring: Implementation procedures have been established to ensure compliance with the policies. Awareness programmes are also conducted to inculcate a culture of ethical behaviour across the entire Group and business partners.

Grievance Channel: We have created a Whistleblowing Policy to provide a platform where all stakeholders can report grievances, suspected and/or actual incidents of misconduct. The steps in making a confidential report are detailed in the policy guidelines and published on our corporate website.

SUSTAINABILITY MATTERS

Materiality Assessment Process

We conducted a materiality assessment to understand the Group's key sustainability focus areas. The material EES sustainability issues were identified and ranked based on their significance. All heads of department and senior management participated in this assessment to obtain a more comprehensive perspective.

Materiality Review

Our report would focus on the issues that are presently most significant to our stakeholders. As such, our materiality assessment is updated every year to make sure that it reflects any changes in our business and the external environment.

1



Identification

A comprehensive list of potential material sustainability matters were drawn up through Carimin's risks and opportunities, benchmarking of industry peers' factors and discussion with relevant departmental heads and senior management.

2



Prioritisation

Material assessment workshop was conducted with the departmental heads and senior management. The EES matters were prioritised using a weighted ranking method.

The results were plotted on a materiality matrix that displays each matter's position according to its importance to stakeholders and Carimin.

3



Validation

The materiality matrix was then distributed to the SC for their comments and confirmation, and submitted to the Board for validation and approval.

4



Review

In the subsequent reporting periods, these material sustainability matters will be reviewed and reassessed to ensure its relevancy in the sustainability context.

Based on the results of the materiality review, Carimin may include or exclude other sustainability matters for reporting.

Sustainability Statement (Cont'd)

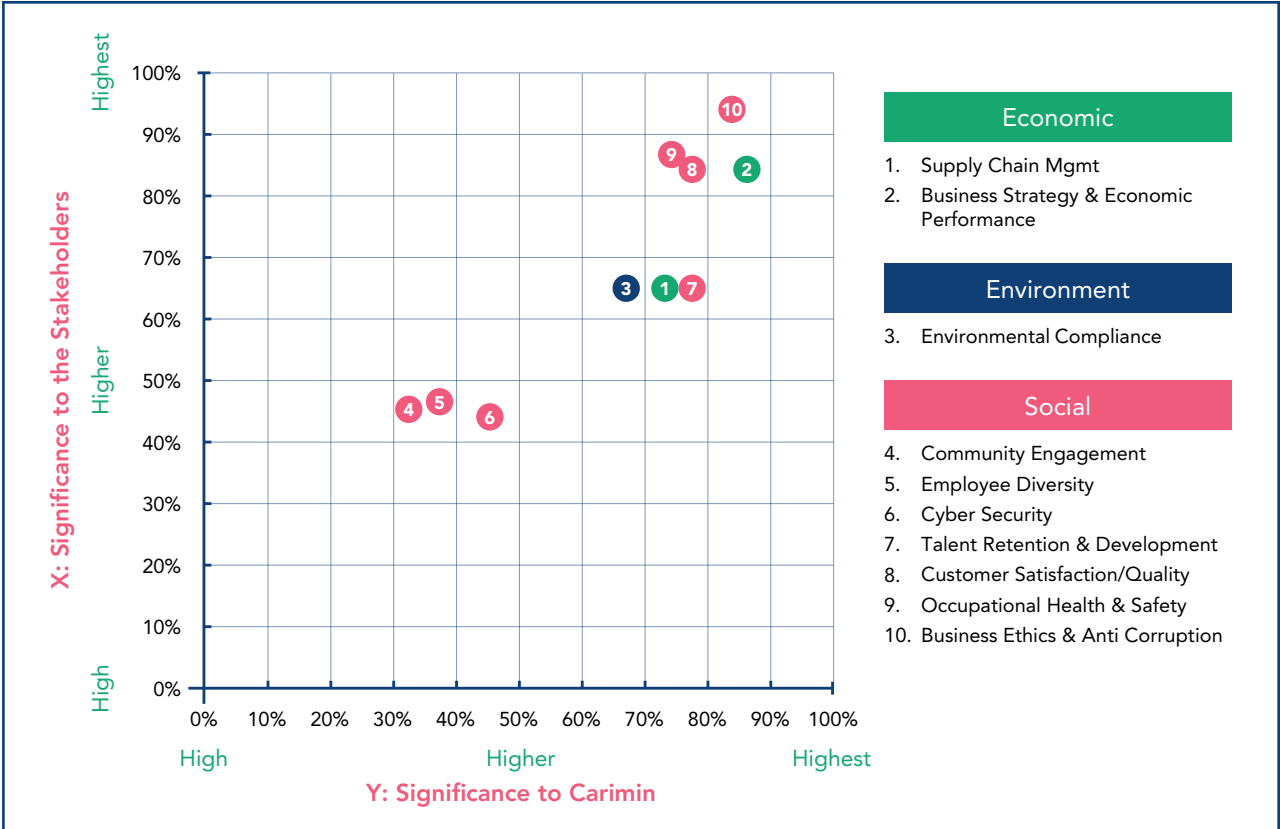
SUSTAINABILITY MATTERS (Cont'd)

Materiality Matrix

The diagram below depicts the results of our materiality assessment. The Y-axis represents the relevance of the EES issues to the Group, and the X-axis denotes their significance to our stakeholders. The issues situated in the upper right-hand quadrant of the matrix are those that are most significant to both our Group and stakeholders.

Our materiality assessment identified 10 material EES issues. The Group's top three (3) priority aspects are business ethics and anti-corruption, occupational health and safety and customer satisfaction, which are all closely linked to the core nature of our business.

The less important issues are cyber security, employee diversity and community engagement. Our activities do not have a significant impact on the community as we do not operate in highly populated areas, and cyber security does not warrant too much focus at the moment. In terms of employee diversity, given that the nature of the job scope in the oil and gas industry is physically demanding, most of our employees are male with the exception of those who are working in an office environment. Although the above three (3) issues are not high in our priority, we have implemented programmes to enhance its positive impacts.



Sustainability Statement (Cont'd)

PROACTIVE STAKEHOLDER ENGAGEMENT

Each of our stakeholder group exerts a different level of influence and impact on our operations. Thus, the sustainability initiatives that we implement for each will vary. We maintain constant communication with our stakeholder groups as necessary throughout the year to understand and meet their expectations in a timely manner.

The table below shows the list of stakeholders that we engage with, their concerns, our responses and the mode and channels of engagements. The table also shows the identified material issues and their corresponding concerns.

Stakeholder Group	Concerns	Response	Engagement Channels
Shareholders/ Investors	<ul style="list-style-type: none"> - Fiduciary Duties - Ethics & Transparency - Timely Information Disclosure - Economic Performance 	<ul style="list-style-type: none"> - Good Governance Best Practices - Bursa Compliance - Business Strategy 	<ul style="list-style-type: none"> - Website information update - AGM/EGM meetings
Bankers	<ul style="list-style-type: none"> - Business Strategy & Economic Performance 	<ul style="list-style-type: none"> - Strategic Capital Management 	<ul style="list-style-type: none"> - Meetings - Annual reviews
Employees	<ul style="list-style-type: none"> - Health and Safety - Career Development - Job Security 	<ul style="list-style-type: none"> - OSHA Compliance - Education and Trainings - Succession Planning 	<ul style="list-style-type: none"> - HSE meetings and conferences - Career management - Performance reviews
Customers	<ul style="list-style-type: none"> - Service Quality - Health, Safety & Environmental ("HSE") Compliance 	<ul style="list-style-type: none"> - ISO Certification - HSE Performance Goals 	<ul style="list-style-type: none"> - HSE meetings, conferences and mentorships
Community	<ul style="list-style-type: none"> - Community Welfare & Engagement 	<ul style="list-style-type: none"> - Local Hiring and Sourcing - Community Outreach Activities 	<ul style="list-style-type: none"> - Local recruiting and hiring - CSR Activities
Government	<ul style="list-style-type: none"> - Compliance 	<ul style="list-style-type: none"> - Regulatory Compliance 	<ul style="list-style-type: none"> - Regulatory seminars - Updating of permits & license
Suppliers/ Contractors	<ul style="list-style-type: none"> - Health and Safety - Ethics and Transparency 	<ul style="list-style-type: none"> - Reduce Lost Time Injuries ("LTI") - OSHA Compliance - Anti-Corruption and Bribery (ABC) Policy 	<ul style="list-style-type: none"> - S&H awareness trainings and discussion - ABC policy awareness



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Endorsed by all 193 United Nations Member States in 2015, the 2030 Agenda focus global efforts and attention on 17 pressing issues. While the overall responsibility lies with national governments, the SDGs cannot be achieved without a concerted effort by business and other organisations.

Our main contribution to SDGs is by providing services that supports O&G sustainable development. The mapping below identifies the areas of our business and operational activities that demonstrate our commitment to the achievement of SDGs.

Sustainability Statement (Cont'd)

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs) (Cont'd)

UNSDGs	The Group Contribution
	<p>Goal 3. Ensure healthy lives and promote well-being for all at all ages.</p> <ul style="list-style-type: none"> > The Group does not tolerate any form of harassment in the workplace. > Provide employee health benefits, sports and recreational activities, compassionate leaves, maternal and paternal leaves
	<p>Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <ul style="list-style-type: none"> > Invest in workforce education, training, and technical programmes
	<p>Goal 5. Achieve gender equality and empower all women and girls</p> <ul style="list-style-type: none"> > Upholds the practice of equal opportunity to its employees, customers, suppliers and other stakeholders
	<p>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <ul style="list-style-type: none"> > Foster productive local employment and workforce development
	<p>Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> <ul style="list-style-type: none"> > Upgrade infrastructure and technology as well as enhance technological capabilities
	<p>Goal 12. Ensure sustainable consumption and production patterns</p> <ul style="list-style-type: none"> > Practice environmentally sound waste management and recycling activity
	<p>Goal 14. Conserve and sustainably use oceans, sea and marine resources for sustainable development</p> <ul style="list-style-type: none"> > Incorporate environmental assessments into management plans
	<p>Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p> <ul style="list-style-type: none"> > The Group Policies address Conflicts of Interest, Related Party Transactions, as well as Bribery, Corruption and Business Courtesies > Conduct stakeholder engagement between the public and private sectors.

ECONOMIC

Malaysia is a key oil and gas (“O&G”) hub and has, in many ways, been identified under various government economic development programmes. Within this eco-system, Carimin has established a niche in supporting the driving forces of O&G industry.

Direct Economic Impact

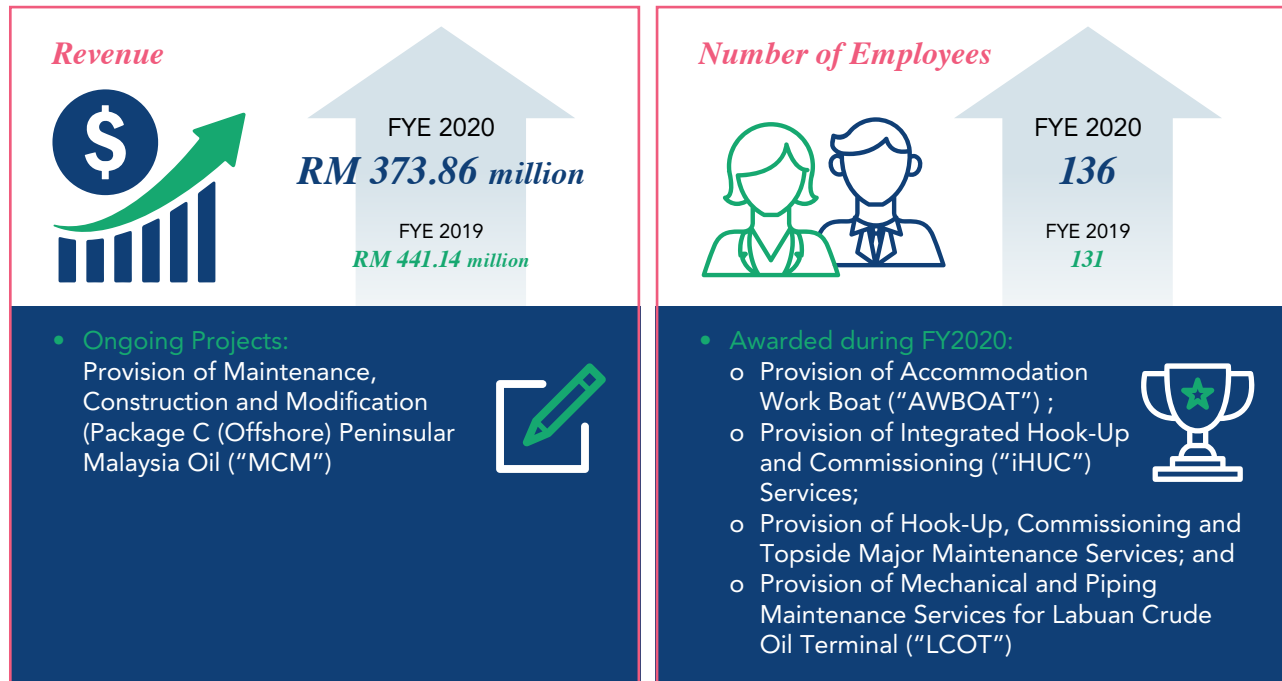
The economic aspect is an essential component of Carimin’s long-term growth and is thus rated as high priority in our material matters. Although the O&G industry has to contend with the challenging global climate, we are steadfast in implementing business strategies that would contribute to the economy.

Our direct economic contribution is measured in terms of the revenue we generate and awarded service contracts, as well as the employment creation, and corresponding taxes associated with the mentioned direct impacts. The investment we inject to grow and improve our business and services also contributes to economic growth.

Sustainability Statement (Cont'd)

ECONOMIC (Cont'd)

FY2020 Economic Impacts:



Indirect Economic Impact

The effect of midstream investment and expenditures of the O&G support operation sector has a significant and beneficial economic impact over the decades.

The number of skilled jobs created by these expenditures through the supply chain is long term. Our partnership with stakeholders contributed to the increased number of local workers who are given training opportunities for relevant job scopes. We have also contributed to the local supporting industries and communities in the locations where we have performed our contract and works over the years.

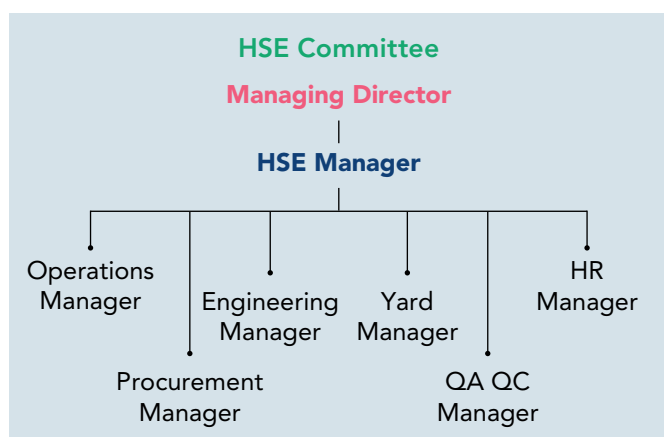
HEALTH SAFETY AND ENVIRONMENT ("HSE")

At Carimin, we embody sustainable excellence in all our activities and services. In every aspect of our business, we consider the wellbeing and safety of our personnel. We strictly adhere to regulatory requirements pertaining to HSE, and our actions contribute to the conservation and preservation of the environment, including enhancements on health and safety.

HSE COMMITTEE

The HSE Committee was established as the main body responsible for the protection and operational safety of all employees. The committee would review protocols, develop strategies, make recommendations, and monitor operational activities to ensure that all necessary measures are taken to prevent accidents and create a safe working environment. The committee comprises the heads of department, headed by the HSE manager and chaired by the managing director.

The status of the Group's HSE is reported by the HSE committee to the SC.



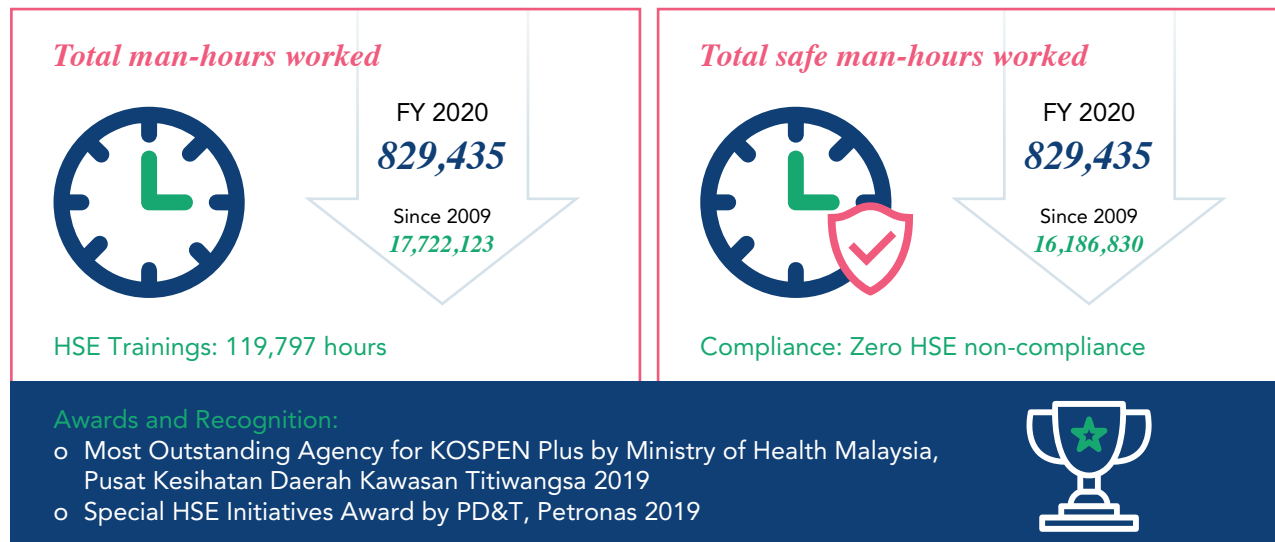
Sustainability Statement *(Cont'd)*

HEALTH SAFETY AND ENVIRONMENT (HSE) (Cont'd)

HSE PERFORMANCE

Building a sustainable workforce is a core component of the Group's strength and success. At Carimin, we protect the health and safety of our employees, support their growth and development, and encourage teamwork to create a good and sustainable work culture.

HSE Highlights



Since 2009, the company's total logged man-hours worked has totalled 17,722,123 hours. From the commencement of the recordkeeping, there has only been one lost time incident (LTI) occurrence in 2010, which was defined as an on-the-job accident that resulted from an employee being absent from the workplace for a minimum of one full day work day. 2020 has similarly seen no LTIs out of the 829,435 total logged man-hours within the year.

Carimin has completed 16,186,830 man-hours without any LTI's. We attribute this to our safety measures being effective, regular education and continuous safety programmes for proper conduct whilst on site for our employees.

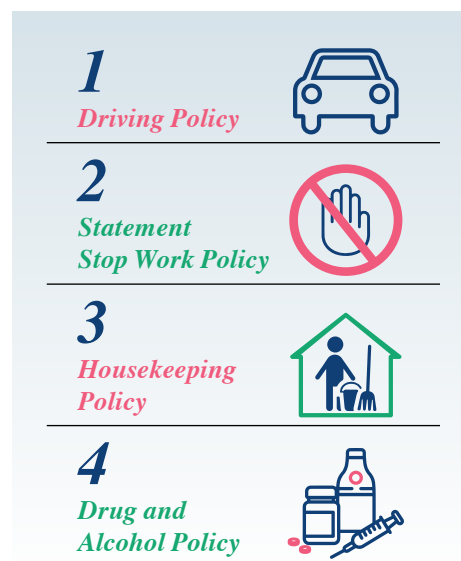
HSE PROMOTION PROGRAMMES

'Achieving high productivity without losses'

The Group strongly believes that maintaining a high degree of safety awareness would ultimately lead to achieving high productivity without losses as a result of minimised accidents and equipment damage. The Group takes extra precautions and organises HSE promotion activities to ensure that the health and safety of all our stakeholders are safeguarded in accordance with our policy.

Supplemental Policies:

We have also created supplemental policies to address all S&H issues associated with our sector. These policies target health and work issues that specifically affect our daily operations.



Sustainability Statement *(Cont'd)*

HEALTH SAFETY AND ENVIRONMENT (HSE) (Cont'd)

HSE PROMOTION PROGRAMMES (Cont'd)

Rewarding Positive Behaviour:

To highlight the emphasis that management places on this aspect of the business. Incentive programmes have been put in place to motivate employees with categories such as the best Unsafe Condition *Unsafe Act (UCUA)*, which encourages employees to identify hazards, intervene and report any unsafe act and unsafe conditions.

HSE INCENTIVE Programme

- BEST Unsafe Condition Unsafe Act ("UCUA")
- MOST UCUA
- HSE Best Personnel Performance

Incident Reporting and Communication:

All reported incidents are investigated to determine the potential severity and probability of occurrence. In this way, we can address and adequately control the root cause of the problem, thereby preventing re-occurrence. All injuries must be reported promptly to the supervisor regardless of extent.

Job Hazard Analysis ("JHA"):

The JHA is used to examine all the possible hazards and risks that can arise for certain roles. They then identify methods for eliminating or minimising those risks. Prioritised for assessment are jobs that historically incur more accidents, produce higher rates of injury, and pose greater risks. These evaluations are conducted by the supervisor in charge and are then reviewed and endorsed by the HOD or Project Manager.

Awareness and Trainings:

U-SEE U-ACT is a programme that allows us to mitigate human errors in our accident/incident prevention efforts before these errors could result in accidents. Observers can take immediate corrective actions and make suggestions. The process is not punitive in nature, and no names are mentioned in the reports submitted by observers.

Emergency Response Plan ("ERP") and Emergency Response Team ("ERT"):

The ERP details the standard operating procedures that must be observed in the event of an emergency.

Disciplinary Actions:

At Carimin, HSE breaches are taken seriously, and employees are expected to abide by the SOPs. A negligent worker may expose other employees to injury or put our operations at risk.

Personal Protective Equipment (PPE):

All employees are equipped with PPE in accordance with their responsibility as per our safety checklist to reduce their exposure to occupational health and safety risks.

Signages:

Standardised safety signs are placed to warn employees about potential dangers and precautionary measures. All safety signs are displayed at the main entrance for reference.



Sustainability Statement *(Cont'd)*

HEALTH SAFETY AND ENVIRONMENT (HSE) (Cont'd)

HSE PROMOTION PROGRAMMES (Cont'd)

Competency and Training:

To implement an effective and efficient HSE management, the Group has created customised training programmes for employees and contractors based on their work scope and responsibility. These trainings are updated as necessary.

- *Internal Trainings* are structured working practices for raising awareness and better understanding of the work environment to ensure that employees are well trained in executing their roles in projects.
- *External Trainings* focus on teaching the basic knowledge on lifesaving appliances and survival techniques. These trainings are required for employees and subcontractors working onshore and offshore.
- *Manager/Supervisor Trainings* are conducted to highlight the worksite environment, HSE trainings and organised refresher courses at required intervals.

For FY2020, we have conducted 119,797 hours of internal and external HSE trainings and campaign awareness programmes to 1,579 contractors, vendors, and employees at various locations onshore and offshore.

FY 2020 HSE TRAINING PROGRAMMES		
Topic	Number of Hours	Number of Participants
Fire Extinguisher & Emergency Response Plan	6,025	265
Tropical Boreit	3,318	205
H2s Certification Training (Opito)	656	82
Permit to Work (PTW) LEVEL 2 (APPLICANT)	48	2
Carimin Yard readiness audit finding update for iHUC	20,800	20
Hand & Finger Injury Campaign	22,500	250
HSE Campaign Spot & Rectify the Hazards	66,150	735
PTW Training & Refresher	300	20
TOTAL	119,797	1,579

COVID-19:

The COVID-19 pandemic has raised new challenges in business operations. To help in curbing the spread of the virus, we have followed the government's guidelines and focused on protecting the socio-economic wellbeing of our stakeholders, thereby leading to overall sustainability.

Employees must wear masks, sanitise their hands, and have their temperature checked prior to entry to the work premises.

The Group has applied for the My Sejahtera App to assist in monitoring the COVID-19 outbreak in the country. This application collects useful data that will aid the Group and the Ministry of Health (MOH) in planning for early and effective countermeasures.

Sustainability Statement (Cont'd)

HEALTH SAFETY AND ENVIRONMENT (HSE) (Cont'd)

HSE PROMOTION PROGRAMMES (Cont'd)

WASTE MANAGEMENT

Scheduled Waste

Safety Data Sheets ("SDS"):

The SDS serves as guide for the safe use of controlled materials. It provides useful information, such as the warning levels, the hazards of exposure to these chemicals, as well as information on handling, storage, preventive and emergency measures.

Labelling and Storage:

All hazardous wastes are labelled with their contents, hazard warning and safe handling. All containers for storing hazardous chemicals are labelled with standard warning signs in accordance with internationally accepted standards.

Non-Scheduled Waste

The non-scheduled waste that we generate are industrial, domestic and office waste. Industrial waste consist of ferrous metals from construction and fabrication projects. These metals are disposed to registered metal recycling companies.

WASTE GENERATION FY 2020 (Kemaman Site)	
Types of Waste	Quantity (Tn)
Recycled Metal	20
General Waste	130
Scheduled Waste	31

HSE Audit and Inspection:

The effectiveness of our HSE initiatives is measured through an HSE audit and inspection. This process identifies programmes that require corrective action and those that deserve commendations.

An annual audit is conducted by an independent auditor, whereas quarterly inspections are carried out by the respective line supervisors. Daily inspections are also performed prior to work commencement where each worker is responsible for inspecting their own tool, equipment or machinery they operate.

HSE COMPLIANCE

The following HSE regulations govern our operations. For FY2020, we are proud to report that the Group has maintained a zero "0" non-compliance report as regards the HSE aspects of our business operations.

Employment Act 1955 & Regulations	Occupational Safety & Health Act 1994 & Regulations
Petroleum Safety Act 1984	Atomic Energy Licensing Act, 1984
Customer Requirements	Environmental Quality Act 1974 & Regulations
Factories & Machinery Act 1967 and Regulations	DOE Guideline for decommissioning of Oil & Gas Facilities in Malaysia
International Safety Management (ISM) for Marine Security	Local municipal and enforcement authorities

CUSTOMER

Our customers are one of our key stakeholder groups, and their most material concerns are Quality of work, timely completion and HSE. As such, we strive to strictly comply with the required statutory and specific work requirements relating to these areas, because satisfying our customers is our pathway towards achieving our vision:

'To be the most reliable and established integrated service provider for maintenance and hook-up & commissioning works in the oil and gas industry'

Sustainability Statement *(Cont'd)*

CUSTOMER (Cont'd)

QUALITY

Our Commitment to Quality

We have been accredited with Quality Policy and ISO 9001:2015 certifications, which demonstrate our commitment to deliver quality products and services to our customers.

These quality standards certificates assure that Carimin has consistently fulfilled customer requirements and regulatory conditions, enhanced our competencies and adopted new technologies. All of these actions translate to customer satisfaction.

Quality Management System (QMS)

We have adopted a quality management system (QMS) that is aligned with ISO 9001:2015 to ensure that every aspect of our operations adheres to the approved procedures. The QMS serves as a guide for all employees regarding the Group's quality policy, objectives and commitment to quality assurance, and customer satisfaction.

Organisational Structure

The QMS organisational structure was established by the management to display leadership and commitment. This structure defines the specific departments, positions, responsibilities, authority and interrelation of the personnel who will manage and verify the quality of projects.



CUSTOMER SATISFACTION

The customers' perception is monitored through the Customer Satisfaction Survey ("CSS"), through which customers can register complaints and offer feedback. The survey is conducted by interviewing representatives of relevant clients regarding their views on the products or services delivered. All complaints and feedback that are gathered through meetings, emails and verbal communications are recorded, compiled and analysed for corrective measures and further quality improvement.

CYBER SECURITY

At Carimin, cybersecurity and privacy are core elements of stakeholder trust. We abide by the terms prescribed by the Malaysian Personal Data Protection Act 2010 ("PDPA"), which mandates the protection of the private data of our customers, employees and business partners.

We are committed in building a strong foundation of privacy and security controls by employing a set of security best practices. Our data protection consists of secure usage in and out of the system, and every user is held accountable to deter unauthorised user behaviour.

EMPLOYEES

At Carimin, we value and nurture our employees so that we can work together in fulfilling our mission to:

'Provide excellent services to our customers'

TALENT RETENTION AND DEVELOPMENT

'Translate our vision into action'

We translate our vision into action by exposing our team to various learning opportunities and enriching their work experience. We place high regard in the career growth of our employees. As such, throughout their tenure, they are trained not only in the skills they need for their current job but also to gain competence for career advancement.

Sustainability Statement (Cont'd)

EMPLOYEES (Cont'd)

TALENT RETENTION AND DEVELOPMENT (Cont'd)

Training Needs Analysis ("TNA") is the first step in creating a successful training programme. By developing a good training programme, we can produce more effective training materials and maximise training time.

The TNAs are composed of 82 topics which are categorised under five (5) types based on the employees' knowledge, skills and ability.

Performance Review is the management tool for gauging and acknowledging the contributions of employees. This process involves improving an employee's poor performance and incentivising competent performance.

Staff Assessment is conducted by managers or head of departments for purposes of employee confirmation, promotion, contract extension and change of contract. Unlike performance reviews, which are conducted yearly or two (2) months prior to contract expiry, staff assessments are conducted when necessary.

Performance reviews, staff assessments and TNAs are all interrelated, as the results of the former two directly leads to the identification of the training needs in the latter.

Training Programmes:

Our training programmes consist of external and internal trainings.

Internal training are conducted by supervisors and managers for new hires, new contractors/vendors and employees who are assigned to a new role or responsibility. By contrast, external trainings are carried out by third-party service provider.



The table below shows the list of trainings completed in FY2020.

Topic	Description	Number of Hours	Number of Participants
Security, Safety, Health and Environment ("SSHE")	SSHE Preventive Measures, Awareness Regulatory and Compliance, Role and Work Requirements, and Standard Working Procedures Trainings and Seminars	119,797	1,579
Key Performance Indicator ("KPI") Training	Defining Performance & Developing KPIs Training	16	1
	How to Set Relevant Goal/KPI@Work	32	2
Procurement	Effective Contract Preparation (E-Learning)	32	2
Accounting	Service Tax Seminar: Application on Facilities & Exemption	8	1
TOTAL		119,885	1,585

Sustainability Statement (Cont'd)

EMPLOYEES (Cont'd)

UPHOLDING DIVERSITY

Our Code of Conduct and Business Ethics espouse equal employment opportunity and anti-discrimination at the workplace.

Advocating for diversity is consistent with our mission to 'increase our stakeholder value'. Our employees come from diverse backgrounds, which promote creativity, innovation and better decision making. Our commitment to diversity also strengthens our reputation amongst our peers and aids in our ability to attract good talent.

AGE GROUP			
	FY2020	FY2019	FY2018
20 – 30 years	46 (33.82%)	56 (42.8%)	51 (39.8%)
31 – 45 years	69 (50.74%)	57 (43.5%)	58 (45.4%)
46 – 60 years	21 (15.44%)	18 (13.7%)	19 (14.8%)
Total	136 (100%)	131 (100%)	128 (100%)

EMPLOYEE CATEGORY			
	FY2020	FY2019	FY2018
Management	15 (11.03%)	16 (12.2%)	17 (13.3%)
Professionals	72 (52.94%)	75 (57.3%)	67 (52.3%)
Non-Professionals	49 (36.03%)	40 (30.5%)	44 (34.4%)
Total	136 (100%)	131 (100%)	128 (100%)

Employee Retention						
Year	FY 2020		FY2019		FY2018	
	Male	Female	Male	Female	Male	Female
Number of Employees	95	41	86	45	82	46
Employee Turnover	12	3	9	4	10	9
Newly Hired Employees	29	3	18	9	23	19

Carimin's employee recruitment trend has consistently increased every year from FY2018 to FY2020. In particular, we saw minimal reduction of management employees from 13.3% (FY2018) to 12.2% (FY2019) to 11.03% (FY2020) and professional employees from 52.3% (FY2018) to 57.3% (FY2019) to 52.94% (FY2020).

For FY2020, most of our employees are aged in the range of 31 to 45 years old, and the majority of our employees are males (69.85%), whereas females comprise 30.15%. Our group welcomed 32 new hires in FY2020.

Although we achieved a reduction of turnover rate from 14.8 % (FY2018) to 9.9% (FY2019), it is at 11.03% for FY2020.

GENDER DISTRIBUTION			
	FY2020	FY2019	FY2018
Male	95 (69.85%)	86 (65.6%)	82 (64.1%)
Female	41 (30.15%)	45 (34.4%)	46 (35.9%)
Total	136 (100%)	131 (100%)	128 (100%)

NEW EMPLOYEE HIRES			
Gender	FY2020	FY2019	FY2018
Male	29	18	23
Female	3	9	19
Total	32	27	42

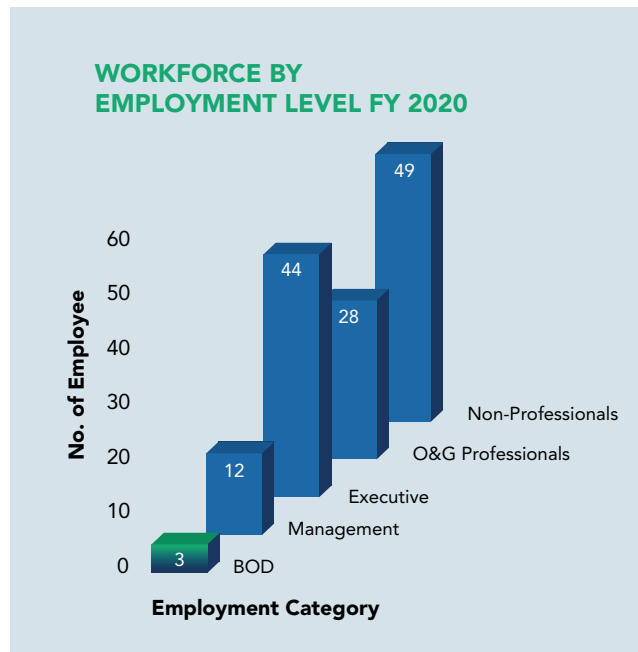
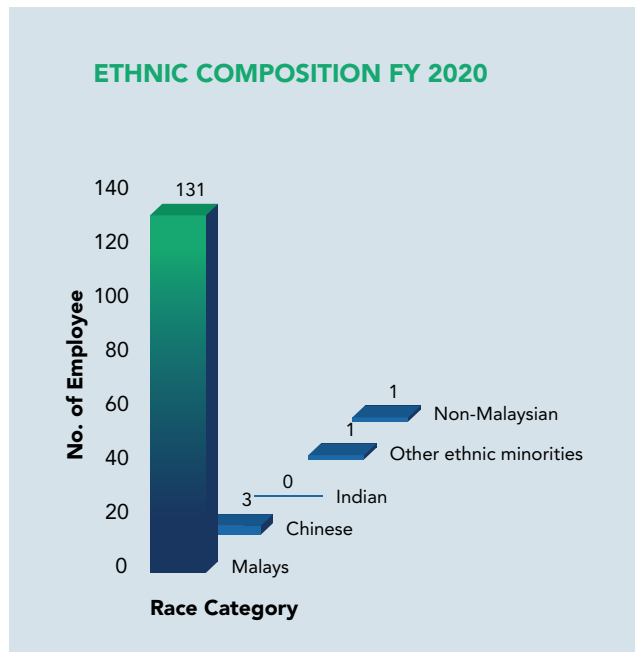
NATIONALITY OF EMPLOYEES			
	FY2020	FY2019	FY2018
Malaysians	135 (99.3%)	130 (99.2%)	127 (99.2%)
Non- Malaysian	1 (0.7%)	1 (0.8%)	1 (0.8%)
Total	136 (100%)	131 (100%)	128 (100%)

Employee Turnover			
Gender	FY 2020	FY 2019	FY 2018
Male	12	9	10
Female	3	4	9
Total	15 (11.03%)	13 (9.9%)	19 (14.8%)

Sustainability Statement (Cont'd)

EMPLOYEES (Cont'd)

UPHOLDING DIVERSITY (Cont'd)



REMUNERATION AND BENEFITS

We provide the compensation mandated by labour laws and other benefits in our remuneration packages. Our packages include incentives and bonuses, fair allowance, Group Personal Accident (“GPA”) insurance, and outpatient medical allowance for the employees’ family members.

Work-Life Balance

The need for both work and other aspects of life, such as family-related or personal interests, is necessary to achieve a work-life balance. The Group has initiated programmes that encourage work-life balance which include various recreation and social activities like celebrations of seasonal holidays and birthday to inspire employees to bond over their shared love for festivity and food. We have also organised sports activities and friendly matches that promote an active lifestyle, friendly competition and camaraderie amongst employees.



Sustainability Statement (Cont'd)

SUPPLY CHAIN

Carimin has an effective management system for managing the relevant sustainability aspects associated with O&G in our supply chain. We have established appropriate policies that incorporates training, monitoring and auditing processes to ensure that our suppliers are integrated seamlessly into our operations.

Transparent Vendor Selection Process

We implement a fair, transparent and equal supplier selection process. As part of the Group's due diligence, suppliers that wish to be part of the supply chain are required to submit an application to the Group's procurement department and include necessary documentations pertaining to HSE, quality and ethical conduct. The verification, audit and evaluation processes will follow for the evaluation of applications to mitigate supplier-related risks.

Mutual Growth

Our aim is for our business partners to support our vision and mission in the path to mutual growth. Accredited suppliers or contractors are duly informed of the policies and procedures relevant to their roles and responsibilities. We closely monitor vendor performance to ensure consistent performance, identify areas for improvement and conformity that can be addressed in succeeding plans.

COMMUNITY

The O&G sector is a significant contributor to the Malaysian economy, and Carimin is proud to be part of this industry. We believe that is our duty and responsibility to provide excellent products and services to all Malaysians and to engage in constant improvement. By making positive and impactful contributions, we can support the development of the communities where we operate and the nation as a whole.

Enhancing Local Content

Local hiring is one of our strengths. Amongst all our employees, only one is a foreigner. We sustain the local economy by hiring and training fellow Malaysians to develop their skills capabilities.

Local Sourcing is prioritised in Carimin. All of our contractors and subcontractors are Malaysian companies that specialise in the O&G sector. We believe in providing hiring opportunities to locals as there is a pool of qualified local talent available whilst promoting Malaysia's image as a reputable workforce in the O&G industry.

COMMUNITY OUTREACH INITIATIVES

Carimin fosters harmonious relationships with the communities where we operate. Our community welfare initiatives centre on underserved groups and contributions to relief work.



Contributions to MERCY MALAYSIA on 29 January 2020



Contributions to MALAYSIAN RELIEF AGENCY on 14 February 2020

Keeping the Spirit of Ramadan

Ramadan celebrations have unfortunately been restricted due to the implementation of the Movement Control Order (MCO). To keep the spirit of Ramadan alive, Carimin has contributed to the various institutions that aid those staying at home and those who are forbidden from 'balik kampung' to celebrate the breaking of fast.