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B E R I T A IOI

The Official Newsletter of



IOI GROUP

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IOI Corporation Berhad
Level 29, IOI City Tower 2,
Lebuhr IRC, IOI Resort City,
62502 Putrajaya, Malaysia.
Tel: 03.8947.8888
Fax: 03.8947.6725

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When Men Become Fathers

When a man becomes a father, his whole world changes. When the little one arrives, every father responds differently but all fathers have these in common: changing diapers, shopping for baby-care toys and food, sleepless nights and more. Before long, a father is introduced to the childhood and adulthood of his child. Becoming a father is a real challenge. Ask any father.

In 1910, Ms Sonora Smart Dodd decided to create Father's Day to honour her American Civil War veteran father and single dad, who had selflessly raised six children. She had heard how Ms Anna Jarvis founded Mother's Day to honour her beloved mother. So why not fathers too? Since then, Father's Day is celebrated worldwide to recognise the efforts that fathers make to a child's well-being and development.

Fatherhood is a journey of exploring, learning, bonding and discovery. It is a transformational experience. This issue, we are proud to welcome six fellow colleagues who have received the mantle of fatherhood and jumped on the bandwagon of parenting. Turn to our Cover Feature and share the joy of their fatherhood.

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Driving Inclusion & Efficiency With Digital Transformation

In the past 24 months, IOI Corporation Berhad (IOIC) has accelerated our digital transformation by implementing numerous initiatives such as the SAP enterprise resource planning (ERP) system, recruitment verification via online interviews, e-wallet system (Merchantrade) for salary disbursement, grievance reporting application (IOI Mesra), workers' welfare survey and countering child labour through provision of digital education platforms.

These programmes have enabled us to adopt wage monitoring that ensures prompt and fair wage disbursement, prevent working hours manipulation and ensure transparency in handling grievance cases, in addition to significantly minimising labour issues and combatting forced labour within our operations. We are also the first to implement digital transformation initiatives in the oil palm sector to drive social inclusion and operational efficiency, strengthening and enhancing our social practices.

All these efforts have led us to be recognised as the sole Malaysian winner of the notable 2022 ASEAN Tech for Environmental, Social and Governance (ESG) Awards.

Our victory is largely attributed to our strong emphasis on social issues. Sustainability does not rest with environmental issues and climate change alone. We must also address societal issues at large, such as employee welfare, capacity building, human rights and social inclusion, to achieve a sustainable future for all.

The ASEAN Tech for ESG Awards was established by AIBP to recognise organisations that have embarked on projects to digitally transform their business through the adoption of innovative technology.

“Opportunities with technology are endless. Our sustainability agenda is further strengthened and supported by connectivity, digital systems and mobile applications, which help us reach out to our workers better, empower women and allow children to have fair access to education.”

Dr Surina Ismail,
Group Head of Sustainability, IOI Corporation Berhad



Our Baturing Palm Oil Mill colleagues in Labad Datu, Sabah were the first to enjoy the use of our e-wallet service when we successfully collaborated with Merchantrade Asia Sdn Bhd to launch our digital wallet service on 1 February 2020. Since then, our plantation employees have been enjoying a world of convenience and connectivity.



On 4 July 2022, Dr Surina Ismail represented IOIC to receive the 2022 ASEAN Tech for ESG Awards at the awards presentation that was held at the 2022 AIBP ASEAN Innovation Retreat in Singapore.

Giving Sustainable Life To

SINGAPORE'S BUILT HERITAGE

Earlier this year, Singapore announced its climate ambition to achieve net-zero emissions by or around the mid-century. The built environment sector is fundamental to Singapore's drive in pursuing a circular economy as over 20% of the buildings account for carbon emissions.

South Beach Singapore is one of our skyscrapers that is commended for our commitment to build a green and resilient Singapore. Not only does our state-of-the-art microclimatic canopy filters the sunlight and solar glare, it also harvests rainwater and converts solar energy into electricity. Even during the hottest hours of the day, the wave-like canopy introduces a new kind of public space that provides a cosy, airy and comfortable ventilation – just like a cool sea breeze.



General Manager of South Beach Ms Samantha Tan (second from right) receiving the coveted award from Singapore's Minister for Sustainability & the Environment Ms Grace Fu (second from left), witnessed by SGBC President Ar. Tang Kok The (left) and BCA CEO Mr Kelvin Wong (right).

Furthermore, it links our South Beach's two modern towers and the spread of heritage buildings that consist of three military blocks and a neighbouring NCO (Non-Commissioned Officers) Club. Not only have we conserved these historic buildings, we have restored them and created a liveable space for the community to dine and interact by re-opening it as the Chinese dining restaurant *Madame Fan*. We have also converted the remaining space to JW Marriott's Ballroom and Function Rooms, fitness centre and restaurants.

That is why our Green Mark Certified building was awarded the *Urban Renewal Award* in the Singapore Green Building Council-Building and Construction Authority (SGBC-BCA) Leadership in Sustainability Awards on 20 May 2022.

Editor's Note

Mother's Day and Father's Day are significant days that encourage us to appreciate our loved ones and reminisce the good old days with love. They are man-made opportunities to thank our parents and celebrate their presence in our lives. Raising children is not an easy feat, and we can certainly give Mom and Dad more than a day of thanks. Every day can be our special Mother's Day or Father's Day to show our love, gratitude and appreciation.

IOI PELITA'S WIN-WIN LANDMARK CASE

IN 2007, IOI Corporation Berhad (IOI) acquired a joint venture company in Tinjar, Sarawak. But who knew we were inheriting a land dispute that had started way back in 1996, that would continue on for years as we tried to resolve a conflict where everyone would emerge satisfied? How does IOI settle a dispute so complicated involving five ethnic groups over eight communities of over 3,500 settlers, with many of them having overlapping claims on the 9,000 hectare (ha) land?



The long-awaited exchange of documents signalling the end of the land dispute between IOI Pelita and eight Tinjar communities took place at Pullman Waterfront Hotel in Miri, Sarawak.

It was not easy but through perseverance, tenacity and transparency, we finally reached a win-win landmark settlement agreement. Officials from the Sarawak state government, community leaders, respective headmen representing the affected villages and representatives from the Roundtable on Sustainable Palm Oil (RSPO) came together to end a two-decade long land dispute on 30 May 2022. Here, former IOI Pelita Head of Stakeholder Engagement Mr Carl Dagenhart (front, right in pic) gives us an insight into this challenging and unprecedented land dispute.

Q1 On 30 May 2022, IOI Pelita signed the Settlement Agreement with eight communities located in Tinjar area of Sarawak to put an end to a two-decade long and complicated land dispute. Can you tell us more about it? What are the terms of this agreement?

A: IOI Pelita agreed to excise 4,615 ha from its 9,000 ha of Provisional Lease, the Sarawak State Government agreed to give communal title of this land exclusively to the eight communities, and the communities agreed to divide this land among themselves, should they want to do it, following their customary law called *Adat*. IOI Pelita also made sure that every farmer with a valid claim for a parcel of land inside the land that IOI Pelita will keep, receives an ex-gratia payment for it. In exchange, the eight communities agreed not to submit any additional claims related to the past period and not to disturb IOI Pelita's operations in the future.

Q2 What is the significance of this agreement? How important is it for IOI?

A: It puts the turbulent past behind and allows both sides to move forward to create better prospects for themselves. It should lead to RSPO's closing of the grievance case launched many years ago by a group of NGOs against IOI. These NGOs have been threatening IOI that in case of failure in reaching a settlement with the eight communities, they would launch a campaign against IOI and block the entrance to the European market for IOI products.

Q3 Why was this dispute so difficult to settle? Why did it take so long?

A: Land disputes are difficult in general. This one was particularly difficult because it involved eight communities with sometimes conflicting agendas in mind, four ethnic groups with complicated historical backgrounds and overlapping land claims. What made the case even more difficult is that IOI had to find a way to respect both the Sarawak Land Code and the customary land rights. As you can imagine, these issues were difficult to deal with not only for IOI but even more so for the communities.

But more on a practical side, for example, to make an appointment with a community, to get their consent to visit them and talk, to agree on the exact day and time of such visit, could take a few weeks, and then, at the last minute, the appointment could be cancelled. So, one can imagine how long it took to meet all eight communities for us and also the NGOs. And we had to meet them dozens of times. That is why the process was slow despite us trying to make it not so.



Q4 So, what made the difference and finally to get it done?

A: IOI took the matter into its own hands and delegated the task of resolving the dispute to the Stakeholder Engagement team, and provided them with resources they needed. The team came up with a detailed Dispute Resolution Plan, which was endorsed by the communities, NGOs and the RSPO. The plan was implemented in four years instead of three, but it was implemented well, following the principles of transparency, inclusivity, and most importantly Free, Prior and Informed Consent (FPIC). But to implement the plan effectively, other things had to happen, mainly all relevant stakeholders had to be given a role in the resolution process, and, throughout the entire resolution process, be regularly updated, consulted, and actively involved.



The signing ceremony was witnessed by Mr Carl Dagenhart (second from right), IOI Plantation Director Mr NB Sudhakaran (front, left), representative of the eight communities Mr Francis Ubi (front, right), officials from the Sarawak State Government, community leaders and RSPO representatives.

Q5 Is this all? Just improving the quality of the resolution process?

A: No. That helped but wouldn't be enough.

Q6 So, if you could reveal the secret, what really made the difference?

A: Establishing a close collaboration with the Sarawak State Government, and finding a "champion" among the state government officials to help us drive the process forward. And we did find two such champions [Sarawak State Legal Counsel Datuk Seri Fong Joo Chung and Assistant Minister for Public Health, Housing & Local Government cum Marudi Assemblyman representing Beluru District Yang Berhormat Datu Dr Penguang Manggil] and that made a lot of difference.

Another thing that made a huge difference was the fact that over the last four years we managed to gradually build a better relationship and trust with communities, and that is essential because negotiating settlement with a hostile group of communities would not ever be successful.

Q7 What lessons have you learnt from this experience?

A: Every dispute can be made as complicated or as simple as we want it to be. It is better to make it simple and see clearly what the involved parties can realistically agree to. That is better than being entangled in a myriad of details and issues, which would make the case intractable. And there is a need to compromise and find a greater common good, and focus on achieving it. That notion had to be emphasised throughout the resolution process. Individual communities have had a tendency to focus on their narrow interests, which is understandable. It took time to convince them that they need to take a longer view and sometimes sacrifice something small in order to gain something bigger. Now they got a large piece of land, with a title, and it is huge for them.

Q8 Is this the first settlement of such kind in Sarawak?

A: It is a landmark case. It sets a precedent for many other similar land disputes between a company and locals in Sarawak.

Q9 My last question. Did IOI get a good deal out of it? 4,615 ha sounds like a lot of land to lose.

A: We lost those 4,615 ha anyways, and long time ago. The locals have been establishing their farms inside the so-called "vacant land" for years, while we stopped expanding due to the conflict. Eventually they managed to occupy most of this area in a *nasi campuri* swiss cheese fashion, leaving no sizeable contiguous land for IOI Pelita to reclaim. Moving these farmers off these plots of land would not be possible. Therefore, the only solution was to accept the fact and excise the whole area, and settle the conflict.

Turn Trash Into NATURE'S TREASURE

Segregate your trash properly. Throw your plastics to the red bin, cans to the yellow bin, e-wastes to the green bin and papers to the blue bin.



Every day, we Malaysians throw away paper, plastic containers, unfinished food, lunch boxes, bottles, anything and everything, conveniently into the garbage bins. Did you know that our daily waste amounts to 38,000 tonnes a day? How can we achieve our nation's 40% recycling target rate within the next three years? Well, you can help to minimise the wastage. Before you make the next toss-out, pause and look at the trash in your hands. Spare a moment to think if it can be recycled. If yes, which recycling bin does it belong to?

IOI Properties Group Berhad (IOIPG) collected 1,250 kg of recyclable items – papers, cardboard, plastics, aluminium cans, steel and electronic wastes – from several IOI Gallerias and nearby properties on 16 and 23 April 2022, following our three webinar sessions entitled *Waste to Treasure – Reduce Waste for a Better Tomorrow*, which were conducted by our Customer Relations Unit. Together with Cenviro Sdn Bhd (Cenviro), a waste management company, and Generasi Peduli Sampah (GPS), an anti-litter non-governmental organisation, we taught 90 participants to segregate their wastes and embrace the 5Rs (Refuse, Reduce, Reuse, Repurpose and Recycle) on 26 March and 2 April 2022.

Kudos to our invited speakers, Cenviro Manager of Recycle For Life (RFL) Mr Shahridan Aziz and GPS Advisor cum Certified Green Project Manager Mr Mohd Faisal Abdur Rani. We did not forget our IOIPG residents and the public, who came out in full force to support the RFL programme, which rewards cash through a smart card based on the recyclables' market price. They each left with an IOIPG cleaning enzyme and metal straw. Let us be good sports too and turn our trash to treasure!

Apart from clothes and household items, we also received plenty of books from our participants at IOI Galleria @ 16 Sierra, Puchong South. We donated them to Bargain Basement.



One tonne of recycled cardboard saves 46 gallons of oil so empty those boxes in your home and recycle them like our Sky Condominium residents.



Check out www.rfl.com.my to participate in the RFL programme and make recycling a part of your life.

Let's Get Muddy!



What do you get by mixing fermented clay, paddy husk, effective microorganisms, red sugar and a microbial solution? Enzymatic mud balls that can purify muddy rivers, lakes, drains and other sanitary-challenged waterways. The enzymes in the mud balls will turn harmful enzymes into beneficial ones by inhibiting the growth of algae and breaking down any sludges so the water will be clear and healthy.



On the early morning of 18 June 2022, IOI Properties Group Berhad Johor Bahru (IOIPG JB) Chief Operating Officer Mr Lim Beng Yeang (top left in pic) led the IOIPG JB employees and Kulai Municipal Council staff to clean up the murky and polluted lake in Hutan Bandar MPKu. Joining us were a batch of excited students from Sekolah Menengah Bandar Putra 1 & 2 and our Bandar Putra Kulai residents. Together we made 1,000 mud balls on top of the 12,000 mud balls that were prepared by EMRO Malaysia Sdn Bhd, a mud ball supplier who had surveyed the lake, and collected water samples prior to the event and will test the water quality after our mud-ball fest. We cannot wait to see clean and improved water quality in the lake!



Let us don our gloves and prepare for a mud fest.



Ready, Set, Toss!

Share Some Care For The Rare

Sun bears are the world's smallest bears. They are so gentle and adorable that some people hunt them to keep as exotic pets. Others target their bile or fur. Alongside other rare and endangered wildlife such as leopards, Borneo pygmy elephants, deer or turtles, do not try hunting, poaching, capturing or injuring them. Otherwise, you will be fined between RM50,000 and RM250,000, and even risk imprisonment for up to five years for merely possessing a protected species in Sabah, regardless dead or alive.

IOI Plantation Services Sdn Bhd Sustainable Palm Oil Executive (Lahad Datu Region) Mr Felix Francis recently conducted a training on Rare, Threatened and Endangered (RTE) Species, Forest Buffer and Riparian Reserve, Pond Management and Waste Management for our Unico 6 Estate employees and external fresh fruit bunch suppliers from neighbouring estates.



Let us see how waste management is carried out at the waste storage area.

Peninsular Malaysia, Sabah and Sarawak do not share a common constitution when it comes to protecting wildlife yet we should learn to prevent wildlife extinction and protect the environment. Our participants not only learnt about the various protected species declared by the Sabah Wildlife Department, penalties and fines stipulated under the Wildlife Conservation Enactment 1997, and contactable hotlines for the wildlife department, they are now equipped with practices to manage forest and river areas in compliance with the Malaysian Sustainable Palm Oil requirements, ensure proper management of water supply from ponds, segregate and dispose waste in an environmentally sensitive manner.

Remember, if you do not have a legal hunting license for RTE species such as porcupines, deer and flying foxes, you risk being fined, jailed or both.



Free, Wild & Alive

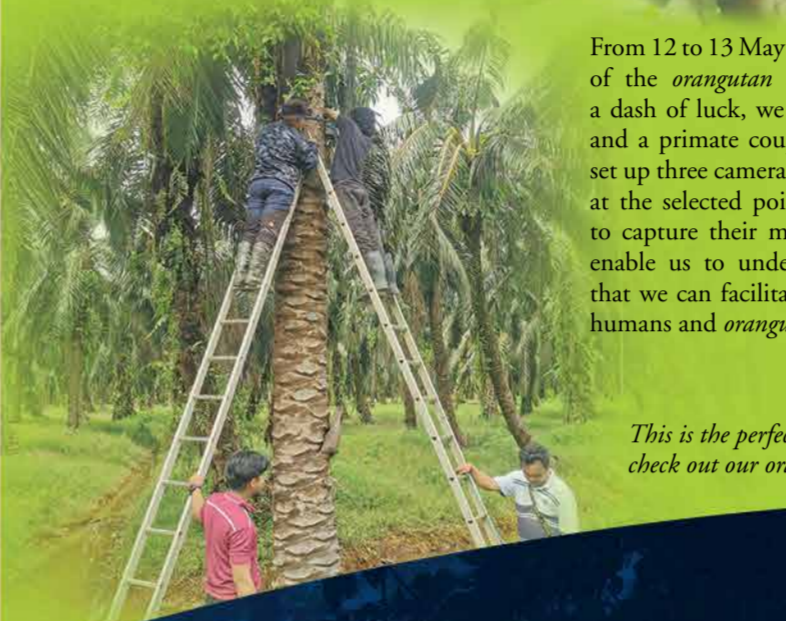
Orangutans are known to be among the most intelligent primates. Do you know that they share 96.4% of our genes? They spend almost their entire lives in trees yet they are critically endangered in the wild. They are commonly sighted in Leepang 4 Estate so we collaborated with HUTAN-Kinabatangan Orangutan Conservation Programme (KOCP) and PONGO (Palm Oil & NGO) Alliance to conduct an ecological study on the orangutan population at Kinabatangan, Sabah.



PONGO Alliance spotted a female orangutan cuddling her baby in protection.

From 12 to 13 May 2022, we surveyed the hotspots of the orangutan sightings. With patience and a dash of luck, we spotted a few orangutan nests and a primate couple with a baby. Carefully, we set up three cameras using ropes, cables and chains at the selected points along the forest boundary to capture their movements. These cameras will enable us to understand their habitat needs so that we can facilitate the peaceful co-existence of humans and orangutans.

This is the perfect spot to check out our orangutans.



Co-Existing With Elephants

Elephants are the largest living land animals. Can you believe that a male elephant weighs up to 6,800 kg? Despite their large sizes, elephants are the gentlest giants that roam and live in our forests. Unfortunately, they have been harmed or killed over the years due to human-elephant conflicts.

Co-existence with elephants is not only possible, but is imminent, in order to prevent their declining population. Hence, IOI Plantation Services Sdn Bhd and major plantation companies (such as Sime Darby Plantation, FELDA, FGV Holdings, etc.), government industries and conservation bodies have come together to look deep into human-elephant conflict in Peninsular Malaysia, particularly 19 estates in Johor. Currently, Johor is a hotspot for elephant-vehicle collisions, which are dangerous for humans, elephants and vehicles.

We have signed the *Achieving Coexistence with Elephants (ACE) Project* so that we can collaborate and exchange knowledge to create a win-win situation for the people (plantations, smallholders and local communities) and conserve our elephants. With this, we can mitigate human-elephant conflicts together and co-exist harmoniously with our gentle giants.



(From left to right): IOI Paya Lang Regional Office Plantation Controller Encik Zakaria Arsbad representing IOI as he holds the ACE Project agreement on 22 June 2022 with Professor Andy Chan from University of Nottingham Malaysia and Management and Ecology of Malaysian Elephants Principal Investigator Dr Wong Ee Phin. Since 2020, we have worked closely with them to spearhead conservation efforts.



Human-elephant conflict has long been an issue in the Ulu Muanad village in Beluran, Sabah. Since 2015, Borneo pygmy elephants have been wandering and raiding the village for food. Out of fear, villagers often try to drive them away and even resort to killing them, causing the elephants to retaliate. These occasional encounters have devastating effects for both elephants and villagers.

IOI Edible Oils Sdn Bhd has been actively supporting wildlife preservation with local community in Sabah. Our efforts include sponsoring the cause of 7 Team, which is initiated by Earthworm Foundation and supervised by Sabah Wildlife Department. Together, we assist to enable 7 Team in patrolling, translocating elephants, mitigating conflicts and minimising fatal human-elephant conflicts for peaceful co-existence with the elephants.

Enjoying Nature

Protecting Urban Biodiversity

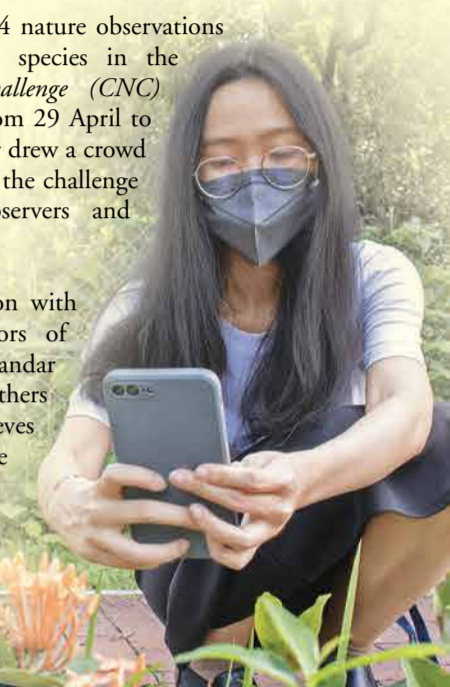
Outdoor learning got interesting and exciting again as IOI Properties Group Berhad (IOIPG) invited our groupwide business development units from all walks of life to head outdoors and connect with nature. A tap on the iNaturalist app and our nature enthusiasts in Malaysia, Singapore and Xiamen, China could identify and document the animal and plant species around them.



This year, we documented 2,794 nature observations and identified 910 wildlife species in the IOIPG's *City Nature Challenge (CNC) 2022* which took place from 29 April to 8 May 2022. The webinar drew a crowd of 320 participants while the challenge attracted over 230 observers and identifiers.

Thanks to the collaboration with Sekitar Kita, Water Warriors of Universiti Malaya and Iskandar Malaysia CNC, the challenge also gathers urban biodiversity data to protect nature together. It achieves our Sustainability Goal of Caring for the Environment as we continue our efforts to create a sustainable community that cares for nature.

Team IOI documenting and submitting their observations through the iNaturalist application.



On 10 April 2022, the Food & Beverage Team at Le Méridien Putrajaya brought food to Pertubuhan Warisan Suci, an orphanage in Kajang, Selangor. The team spent quality time teaching the children, aged three to six years old, how to eat by themselves and pray correctly before breaking their fast together.

Four Points by Sheraton Puchong opened its doors to 25 underprivileged children from Rumah Bakti Nur Ain Bangi, Selangor on 6 April 2022 along with 10 delegates from KPJ Kajang Hospital and Nestlé Malaysia. The children explored the hotel facilities, took pictures, prayed before enjoying a spread of buffet to break their fast. Each child left happily with a goodie bag with snacks and Nestlé Milo UHT.



Healing With Compassion

In life, we encounter many different experiences. Some are joyful and uplifting, while others are painful and challenging. Once again, Team IOI has been a source of care and courage to those in need or experiencing difficulties in life.

As the month drew closer to the *Syawal* celebration, Team IOI visited Rumah Amal Limpahan Kasih in Puchong, Selangor on 21 April 2022. They contributed fresh groceries, household items and personal hygiene items to the 120 occupants including orphans, children from poor families, single mothers, and senior citizens. Celebrity Chef Naem Ramli personally graced the event on behalf of Le Méridien Putrajaya to distribute special *Ramadan* delicacies like rice with *ayam masak kicap*, fried fish and vegetables.



Team IOI also reached out to three homes in down south Johor on 15, 22 and 25 April 2022, respectively. Rumah Amal Raudhatul Maryam, Pertubuhan Kebajikan An-Nur and Pertubuhan Anak-anak Yatim Islam Daerah Segamat are shelter homes to orphans and single mothers, and they each received goodie boxes with food items, *duit raya* for each child as well as a hearty meal to break their fast in the evening.

Team IOI did not forget the disabled, handicapped and stranded, and volunteered at Pusat Jagaan Al-Fikrah Malaysia on 25 April 2022, to spring clean the home and gave various groceries to boost their daily nutrient intakes.



Renewing A Sense Of Hope

We can rely on the people around us for support during good and bad times. This motto encourages IOI Oleochemical Industries Berhad's (IOI Oleo) Community Service Committee (CSC) to step up to every call of help. Four schools in Prai, Penang received five units of IOI Acidchem Sdn Bhd's 5-litre in-house hand sanitisers each (a total of 20 containers) on 17 June 2022, as we recognise how critical it is to feel safe in tough circumstances.



Aside from ensuring hygiene safety in school, as education moves full speed ahead, making up for lost time during the last two years of lockdown, the same four schools, namely Sekolah Jenis Kebangsaan (Tamil), Sekolah Jenis Kebangsaan (Cina) Chung Hwa 3, Sekolah Kebangsaan Khir Johari, Prai and Sekolah Jenis Kebangsaan (Tamil) Ladang Prye, received 50 reams of A4 papers on 17 July 2022 as each school gears up for the preparation of examinations.



Developing Leaders To Grow

Having a strong set of technical skills is crucial to perform on the job but having a set of good leadership skills will propel us further to grow ourselves and our team via purposeful influence. Mr John C. Maxwell said: "A leader is one who knows the way, goes the way, and shows the way."

corporate learning consultant, to make the learning journey complete with virtual instructor-led trainings, reflections, bite-sized learning tips and group coaching. The *Delegation* module (*Bringing the Best Out of Everyone*) gave IOI Edible Oils Sdn Bhd Quality Assurance & Quality Control Laboratory Manager Ms Yung Yen Li some useful tips on how to trust her team better by delegating tasks with the proper method. Check out what she and other employees have to say in our Instagram at <https://cutr.ly/VLrOa4I>.

Our Cohort 1 and Cohort 2 employees completed their *Leadership Development Programme* and *Senior Leaders Development Programme* respectively, and received their ILM certificates at the recent hybrid Leadership Graduation on 29 June 2022. Congratulations. Though the leadership training has ended, our Group HR will continue to work with Heads of Departments on the progress of our employees' leadership development.

Adaptability, Influence and Bringing the Best Out of Everyone – these were the three key competencies for our 39 selected employees to develop and build in three months. IOI Group Human Resources (HR) partnered with Fish Camp, a leading



"Leadership is a journey, not a destination. It is a marathon, not a sprint. It is a process, not an outcome."
Mr John Donahoe
President of eBay

Touching Lives, Caring Hearts

In the midst of improving our own lives, balancing work and family, and finding time for leisure and health, there may be an important but overlooked key to feeling better. And that is giving back. Here we dive in to IOI Properties Group Berhad's (IOIPG) Team IOI's social support to the community around Malaysia. Team IOI consists of IOIPG and its business units from 16 Sierra, Bandar Puteri Puchong, Bandar Puchong Jaya, Bandar Puteri Bangi and Warisan Puteri Sepang, its portfolio of hotels and malls such as Putrajaya Marriott Hotel, Le Méridien Putrajaya, Four Points by Sheraton Puchong, Palm Garden Hotel, Palm Garden Golf Club as well as IOI City Mall, IOI Mall Puchong and IOI Mall Kulai.

Palm Garden Golf Club wrapped up May 2022 with the presence of IOIPG Chief Executive Officer Dato' Voon Tin Yow at its Eugenia Ballroom where he presented *duit raya* to each child from Rumah Bakti Al-Kausar during an open house on 30 May 2022.

On 17 May 2022, Team IOI visited Pusat Jagaan Warga Emas Nur Ehsan in Kempas with household supplies like detergents, adult diapers, shampoo and bodywash as well as other equipment like wheelchairs and lazy chairs. The home houses 65 male and 35 female old folks who are suffering health issues and unable to receive care by their families or are abandoned altogether.



In Penang, Team IOI went door to door to hand out daily necessities such as rice, flour, cooking oil, biscuits, canned food, instant noodles and *raya* cookies to 20 families at the Sri Merpati low cost flats on 28 April 2022.

Down in Johor, Team IOI visited Ar-Rayyan Charity Centre on 29 April 2022. Each child received *duit raya* and food for *iftar* while the home was given daily essential items.

When Men Become Fathers

Being a father can be scary and challenging. For first-time fathers like Clayton Lay and Alvin Tang, nothing can be more exciting and exhausting than having a new king or queen in the house. The experience is equally wonderful for our four fathers who welcomed their second or third bundle of joy in 2022. Look at these happy fathers. We are delighted to celebrate their fatherhood, and share their happiness and joy.

Becoming a father is a role that involves endless time, patience, responsibilities, sacrificial love, undivided care and devotion, but it is certainly rewarding and enriching as you forge those unforgettable moments with your little one. A father is no longer unnoticed and unappreciated, or regarded as a secondary role to a mother. We are acknowledging all the fathers out there. Happy Father's Day.

"A father is someone you look up to no matter how tall you grow."

Mr Muhamad Ashran Bin Kamarul Zaman,
Assistant Officer II (Administration),
IOI Oleochemical Industries Berhad,
with daughter,
Aaira Marissa Binti Muhamad Ashran,
born on 21 February 2022.



"The day when your child is born is the most precious moment in your life. It will change your life forever and it will make you develop more responsibility as a father. Always remember the moment when your child is born till he or she grows up. It will make your life happy."

My happy moment was on 20 February 2022. At midnight, my wife told me her water broke. I got ready everything and rushed her to hospital. On 21 February 2022 at 12:37 am, my wife gave birth to our

third child, a baby girl. But I couldn't hold my baby because the hospital needed to monitor our baby in NICU as my wife was in labour for over 12 hours. I was so sad. Furthermore because of the Covid-19 pandemic restriction, we were not allowed to see our child for almost three days. When the hospital finally called us to take our baby home, we were so excited and happy. That was my happiest moment.

As a father of three children, I am very proud to see my children grow up in front of me. I learnt a lot from them on how to be good in parenting. Sometimes, it may be very difficult for us to manage three children at the same time, but I am sure it will slowly take time for us to manage it easily."

Mr Clayton Lay,
Assistant Insurance Manager,
IOI Corporation Berhad,
with daughter, Lay Zi Qing,
born on 10 April 2021.



"Since my cutie monster appeared, I have understood the truth that parents are the greatest influence for children, and children are the objects of parental learning. Children will behave, react and imitate their parents. In this case, parents must set a good example to their children. For example, if parents keep swiping and playing on their mobile phones at home, their children will also learn the same thing from them. So, in order to discourage and stop their children from spending too much time on the mobile phones, parents should learn to put down their mobile phones."

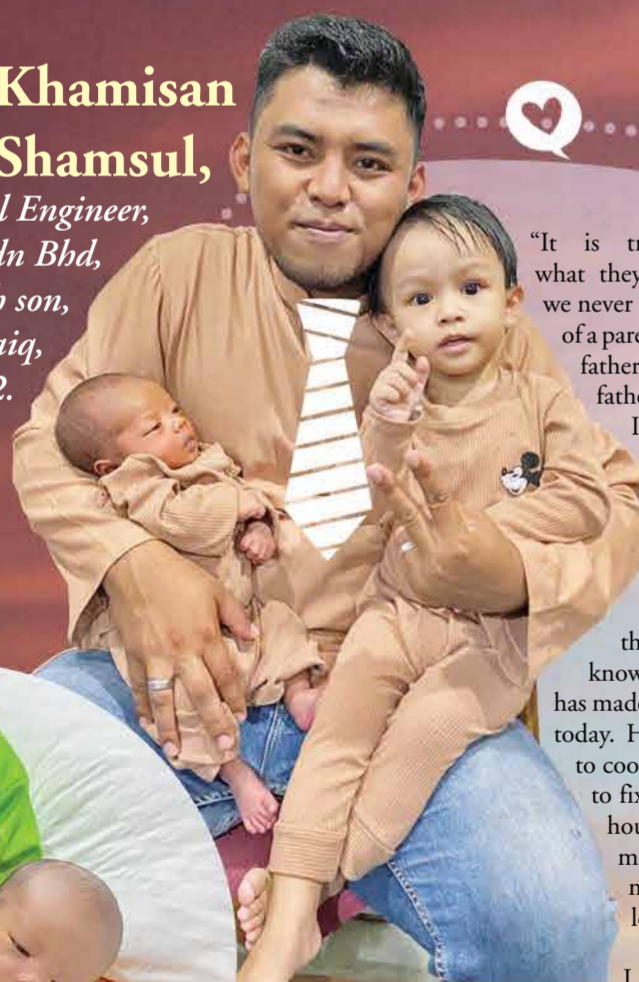
"This Father's Day, I have only one wish – my child to be happy and healthy. For me, every day is Father's Day as long as my cutie monster grows up strong and healthy by my side. Happy Father's Day to all dads out there, gan b a t t e ! 加油."

Mr Alvin Tang,
Project Manager (IOI Resort Projects),
IOI Properties Group Berhad,
with son, Tang Jun Xu,
born on 4 November 2021.

"Being a father is such an amazing moment, my heart melts when I see my baby smile. No doubt it is tiring, but it is also rewarding to take care of him, particularly the first two months."



Mr Muhammad Khamisan Firdaus Bin Shamsul,
Mechanical Engineer,
IOI Palm Wood Sdn Bhd,
with son,
Muhammad Aqil Faiq,
born on 23 June 2022.



"It is true what they say that we never know the love of a parent, in this case, a father, until we become fathers ourselves."

I remember my role model, my father, Shamsul Bin Sahat. He taught me everything when I was young. All the hardship and knowledge that I gained has made me into who I am today. He taught me how to cook, how to sew, how to fix things, how to do household chores and more. I am a lucky man for knowing my loving dad.

I forged a deep bond with my dad when I was just 16 years old and still studying in *asrama* (boarding school). Due to financial difficulties, I could only return home during school breaks. I recalled our sharing sessions that were filled with love and advice. Those were my treasured moments.

Thanks to my father's well-taught lessons, from household chores to technical knowledge, I will try my best to teach my sons all that he has taught me. Because of him, I am an engineer today as I was mesmerised by my father's technical knowledge and repairing skills, which led me to pursue engineering."



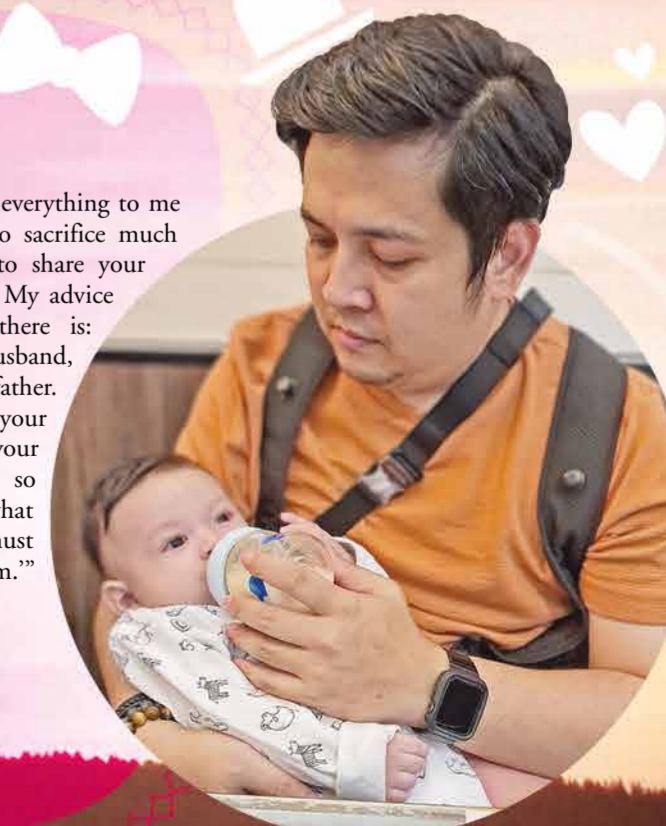
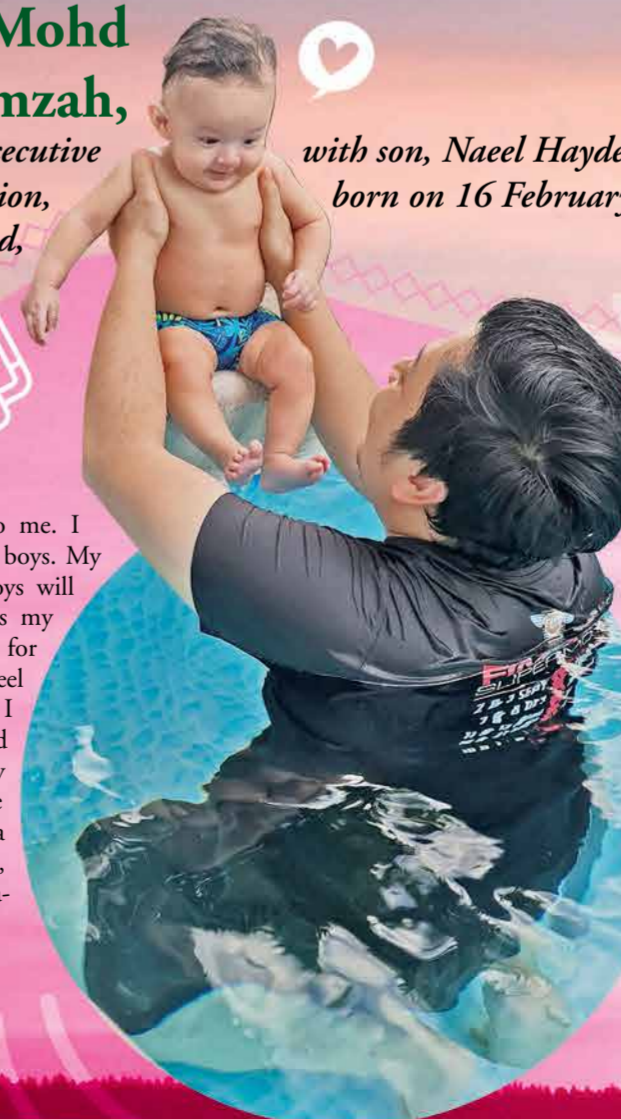
Mr Kevin Tai,
Accounts & Finance Manager
(Commodity Marketing),
IOI Corporation Berhad,
with son, Ethan Tai,
born on 22 February 2022.

"Though I am struggling to juggle my work and family life, and getting my work-life balance right, what I love about being a father is making my boy smile. When I say 'Ethan boy' and he does those huge great smiles back to me, I get an overwhelming sense of satisfaction. My hope as a father for my Ethan boy and my four-year-old daughter is for them to be always healthy, happy and grow up to be successful."

Mr Mohd Hazlee Hamzah,
Senior Executive
Digital Transformation,
IOI Properties Group Berhad,
with son, Naeel Hayder,
born on 16 February 2022.

"Every day is Father's Day to me. I love being a dad to my three boys. My seven- and nine-year-old boys will not forget to hug and kiss my hands before they leave for school. And when my Naeel was just three months old, I was so proud when he could hold his own milk bottle by himself. He is so talkative though I cannot understand a single word as he babbles a lot, making sounds like ba-ba-ba, ta-ta, ma-ma-ma. Hahaha."

"Being a father is everything to me – you don't need to sacrifice much but you just have to share your passion with them. My advice for fathers out there is: 'Be a good husband, be a good father. Your wife and your children are your responsibilities so no matter what happens, you must be there for them.'"



"My elder son really loves his brother. Every day before he sleeps and every morning when he wakes up, he will give his baby brother a kiss. Sadly, my parents have passed away and cannot see their grandchildren."

A Better Wood Than Rubberwood



Rubberwood has long been a popular source material for furniture, particle board and medium-density fibreboard. But the rubberwood era has reached its peak due to the declining land area for rubber plantations. There is now a sustainable alternative and what can be more innovative than converting unused and discarded oil palm trunks which are abundantly available into high-performance palm wood for the furniture, building materials and joinery sectors in Malaysia? Even the Malaysian Timber Council (MTC) is more than thrilled.

MTC Director of Market Promotion & Product Development Division Ms Alexis Chang said: "We are really excited about this new material; it has been a long time since we last saw something as innovative and stunning as IOI Palm Wood." Eco-friendly, lightweight, steady, good screw holding and higher fire resistance than rubberwood – these are just some of the strengths of our palm wood. IOI Palm Wood Sdn Bhd will continue to co-ordinate with MTC on the awareness, promotion, positioning and marketing of our *OnCore* brand. Part of our strategy is to develop a set of standards by which customers can be assured of the highest quality and sustainability.



IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yew Chor (left) visited the factory recently and is up to date with the progress of the project. The factory is estimated to be completed by February 2023 and production is planned to start commercially in April 2023.



IOI Palm Wood Chief Executive Officer Mr Peter Fitch (centre) received a courtesy visit from the MTC delegation, which was headed by their Heads of the Marketing and Strategic Planning Divisions, at IOI headquarters on 2 June 2022.

Once our 22-acre palm wood factory in Segamat, Johor is completed, we will promote our *OnCore* brand to meet the rising demand for high quality wood panels that are both high performance and environmentally sustainable.



All Things Sweet @ DjazAgro

From the high cocoa butter tolerant cocoa butter substitute *CLSP 555 Plus* to the 100% shea-based specialty fat *Karibon*, Bunge Lodens Croklaan showed off its confectionery portfolio at *DjazAgro*, an annual trade show leader at Algiers, Algeria from 30 May to 2 June 2022.



Our Middle East & Africa team was beaming with pride when both our products were nominated as finalists in the *DjazInnov* awards at *DjazAgro*. We were even delighted when we took home the *DjazInnov Gold Award* for our *CLSP 555 Plus*. This lauric specialty lipid allows us to double the amount of cocoa in the coating, giving it a much stronger chocolate flavour and mouthfeel, creating a premium experience.

Mini Concert, Maxi Effect



Special guest Fara Dolhadi sang her heart out and ended *Hari Raya* with a blast. The Asia's Got Talent finalist and singer cheered with over 300 people who were more than excited and thrilled by IOI Properties Group Berhad's *Raya Mini Concert*. The crowd sat at the Centre Courtyard at Conezion with door gifts and free drinks, entertained by the LED diabolo performance, live bands and fire performers plus interactive games and lucky draws. The concert is our way of thanking the public and providing new experiences via every aspect and touch point of our IOI Resort City township.



Board Retreat

Reviewing the corporation's strategic plans, strategic priorities and progress are serious matters. So, a calm and informal setting at Le Méridien Putrajaya is the start to a productive discussion. The relaxed atmosphere certainly encouraged a positive vibe at our inaugural IOI Corporation Berhad's (IOIC) Board Retreat on 9 May 2022. We welcomed our new Board member, Independent Non-Executive Director, Dato' Kong Sooi Lin on board, and dived deep into the various topics and issues with our Group Managing Director & Chief Executive Dato' Lee Yew Chor, the rest of our Board of Directors and senior management team, while our other colleagues from Sabah and Germany joined virtually. Let us look forward to another progressive year.



A Visit To IOI Oleo



When Tan Sri Peter Chin Fah Kui first visited IOI Oleochemical Industries Berhad (IOI Oleo) at Prai, Penang in 1994 as Minister of Plantation Industries & Commodity, the oleochemical industry was just developing but it showed signs of a promising future. Now, after almost three decades, Tan Sri Peter Chin made a comeback visit to IOI Oleo on 11 May 2022. As IOI Corporation Berhad (IOIC) Independent Non-Executive Chairman, Tan Sri Peter Chin visited IOI Oleo with IOIC Independent Non-Executive Directors Dr Nesadurai Kalanithi and Dato' Kong Sooi Lin, both of whom have expressed keen interest in the oleochemical operations (such as the inception of the leading process technologies, product qualities and its applications), and how each operation upholds the principles of sustainability.

The Covid-19 pandemic has positively impacted the growth of the oleochemical industry through the increased demand for cleaning products especially soaps and sanitisers, all of which oleochemicals are used. Not only that, our oleochemical plants have evolved and



A tree to remember our visit on Wednesday, 11 May 2022.

increased in size, capacity, technology and more over the years. The IOI Oleo team, consisting of Executive Director Mr Tan Kean Hua, Chief Operating Officer Mr Lai Choon Wah and senior management team, brought our IOIC directors on a plant tour to the various production sites for the basic and specialty oleochemicals in addition to briefing them on the construction of the latest fatty acid plant (*pix*) and warehouse. Both Dr Kala and Dato' Kong enjoyed the tour and encouraged the oleochemical team to maintain their leadership while continuing to strive for excellence and to serve the myriad customers' challenges. Meanwhile, Tan Sri Peter Chin, impressed by the growth since his last visit, believes that IOI Oleo's meticulous focus on quality and commitment to customisation are the ingredients to strengthening IOI Group's reputation.

Greater Access To Bandar Puteri Puchong

Connectivity serves as an important catalyst to spur greater economic activities for our townships and local communities. With the new Rio City Interchange, the traffic flow at the densely populated Bandar Puteri Puchong will ease up significantly by 90%.

On 27 May 2022, IOI Properties Group Berhad (IOIPG) Chief Executive Officer Dato' Voon Tin Yow with IOIPG Chief Operating Officer (Property Development Central) Mr Teh Chin Guan, Selangor State Exco Yang Berhormat Tuan Ng Sze Han, Deputy Mayor of Subang Jaya City Council (MBSJ) Tuan Haji Mohd Zulkurnain, MBSJ Councillor Mr George Yap Kok Weng, business associates and representatives from the Residents' Associations officiated the opening of the Rio City Interchange.

Since 2016, the RM90 million upgrading and construction works on the interchange were completed in two phases. Apart from the upgrading of infrastructure, IOIPG also enhanced the landscaping in the area.

Now, the improved infrastructure is key to providing greater accessibility and connectivity, which enables Bandar Puteri Puchong to continue to thrive.

Phase 1 (August 2016 to September 2019)	Phase 2 (February 2019 to April 2022)
<ul style="list-style-type: none"> Construction of a flyover from Lebuhraya Damansara - Puchong Highway to Lebuhraya Puchong, a 35-metre covered pedestrian bridge and a covered walkway between PFCC and Taman Perindustrian Puchong LRT station. 	<ul style="list-style-type: none"> Construction of a dedicated underpass for direct access into IOI Rio, an additional 80-metre underpass beneath Rio City Interchange, a pedestrian linked bridge from The Cube to Rio City, pedestrian crossing with signal lights, upgrading of street lights to LED lights and new walkways.



IOIPG has undertaken this upgrading and expansion project, which spans 2.35 km, as an investment to build sustainable communities despite having handed over the infrastructure to the local city council.

4th Bargain Basement @ UTAR Sungai Long Campus



Yang Amat Berbahagia (YABhg) Toh Puan Ena Ling (left), congratulating Datin Joanne on the Bargain Basement opening. Equally delighted were the UTAR students with their first customer YABhg Toh Puan Ena Ling who bought two reusable food bags.

Since Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) Executive Director Datin Joanne Wong mooted the idea of decluttering and selling pre-loved items via Bargain Basement, the social enterprise launched in 2016 has thus far donated RM526,844 to 33 charity organisations.

We welcomed our fourth Bargain Basement in Universiti Tunku Abdul Rahman (UTAR) Sungai Long Campus on 27 June 2022 after launching the third outlet in UTAR Kampar Campus five months ago. Datin Joanne and Yayasan TSLSC Senior Executive CSR cum Retail Ms Elaine Teoh worked long and hard with UTAR's Student Affairs Department on picking the ideal location, organising and planning the setting, publicising the outlet to UTAR students via social media and encouraging the students to declutter and donate their pre-loved items, and more. All the efforts certainly paid off. The outlet was launched to the beating of Chinese drums, cymbals and gongs as UTAR's Wushu Club students celebrated the auspicious event with a vigorous lion dance performance.

Together with UTAR President Ir Professor Dr Ewe Hong Tat and Vice President (Student Development & Alumni Relations) Professor Dr Choong Chee Keong, Datin Joanne proudly unveiled a platform for UTAR students that will also allow them to learn how to plan, source for items, promote and operate the outlet.



Bargain Basement is officially opened! It is strategically located at UTAR Sungai Long Campus' Sub-Basement, ideally positioned across a row of restaurants and shophouses as well as a night market which opens every Tuesday.

Safety Today, Tomorrow & Every Day

A total of 1,065 occupational accidents were reported in the manufacturing sector from January to March 2022 by the Department of Occupational Safety & Health (DOSH). It is an alarming figure because accidents can be prevented if we are alert to our surrounding hazards and risks. Unavoidable hazards can be resolved with minimal risk if we know how to manage them effectively and speedily. Without education, awareness or training, safety and health are easily compromised. That is why IOI Pan-Century launched its 8th Health, Safety & Environment Campaign 2022 on 25 May 2022 after a two-year Covid-19 pandemic hiatus.



We need gloves, goggles, gowns, medical masks and face shields as our personal protective equipment to protect us from occupational hazards.

From mid till the end of May 2022, our employees gathered with staff from the Department of Environment (DOE), Department of Civil Defence and Tenaga Nasional Berhad. Our contractors, vendors and the neighbouring community also came together. From crane safety and working at heights to waste management and chronic disease prevention, all the guidelines and procedures needed to be mastered. We even conducted a safety hunt to spur seven teams to compete across various locations at Pasir Gudang, Johor.

Thumbs-up to our employees who proved to Bomba Pasir Gudang, DOE and DOSH that they can handle various emergencies efficiently – no fire incidents, oil spills or hazards at height can affect their prompt and speedy response. Let us maintain the health and safety attitude at work at all times and practise safety today for a safer tomorrow!



When you are handling chemical products, label them clearly and never store incompatible chemicals together.

Vital Connections @ Vitafoods

What better way to promote a new way to support muscle building than displaying it at a live exhibition that attracts over 25,000 people industry experts from over 130 countries?

Vitafoods Europe returned to Geneva, Switzerland from 10 to 12 May 2022 with a hybrid event. And Bunge Loders Croklaan pitched its nutrition portfolio including the recently launched *NuliGo* structured medium- and long-chain triglyceride (sMLCT) that supports muscle building, maintenance and recovery in sports nutrition, active aging and medical foods products. It was also a great way to connect with global manufacturers in sports supplements and health as well as promote our nutraceutical platform and highlight our innovative *Lecithin* portfolio.



Raya Bersama-Sama

Everyone could not wait for the R-day. After two years of silenced celebration, our IOI Properties Group Berhad (IOIPG) employees excitedly styled up for the long-awaited *raya*. Everyone came in their best festive attires from satin silk to exclusive prints to embroidery wear in every hue and shade. Our IOIPG Chief Executive Officer Dato' Voon Tin Yow was equally excited to celebrate his first *raya* with IOIPG. Our employees were treated to a memorable feast of *raya* delicacies, lively performances, sharing and bonding, fun and games at our IOIPG headquarters, malls and hotels. The *raya* celebrations lifted everyone's spirits up and kept the positive vibes going.



Our IOI Mall Puchong colleagues enjoyed a great time on 27 May 2022 while colleagues at IOI City Mall and IOI Mall Kulai celebrated on 19 May 2022 and 30 May 2022 respectively.

Dato' Voon donned his sparkling blue baju Melayu and joined the fun at Palm Garden Hotel on 13 May 2022.



Leprosy: #United4Dignity

Leprosy disfigures and causes body parts to fall off. This is just one of the myths of leprosy that causes lepers to be stigmatised, shunned and rejected. The disease which existed as early as 1,500 BC is sadly still being discriminated today because of these myths:

Myth	Truth
• Leprosy is a curse, a punishment from God, or a sign that we have sinned.	• Leprosy is caused by the <i>Mycobacterium leprae</i> bacteria that affects the skin, nerves in the arms and legs, and other body areas such as the nose and eyes.
• Leprosy causes our body parts to fall off.	• Leprosy may cause numbness, swelling or skin discolouration but never results in body parts to drop off.
• Leprosy is highly contagious and cannot be cured.	• Leprosy can be treated and is curable. A multi-drug therapy (MDT) prevents the disease from spreading and causes lepers to be no longer infectious.



Learning about the causes, symptoms and treatment for leprosy as well as early detection of the disease to prevent permanent nerve damage.



Medical officers and nurses using the slit skin smear diagnostic technique to detect any infection of leprosy.

Leprosy has been eliminated as a public health threat since 1994. Leprosy cases remain low at 175 in 2020 in Malaysia. Yet our Health Ministry continues to strengthen all control and prevention activities, as well as promote awareness and early detection. Sagil Estate collaborated with the Johor State Health Department and Tangkak District Health Office to organise a leprosy awareness and screening test under the *Program Lakar* for a total of 116 foreign workers on 22 May 2022 under the Johor Leprosy Control Programme 2022.

Now that you know the true facts of leprosy, let us champion the truth about the disease and make our society a better place to live in.

CELEBRATING YOU!

"Take care of associates and they will take care of the customers."

This is the philosophy that focuses on a people-first culture in Marriott Group. As Marriott celebrated the Associate Appreciation Week (AAW) from 23 to 27 May 2022 to recognise the dedication and hard work of their employees, our IOI Properties Group Berhad (IOIPG) hotels also hosted various activities to appreciate and recognise our associates.

Palm Garden Hotel

During our maiden AAW 2022, our associates were acknowledged with personalised appreciation letters from Marriott International. In addition to a potluck luncheon and coffee talk sessions with IOIPG Cluster General Manager Mr Kumar Renoo and Hotel Manager Ms Valerie Ong, we exercised our muscles in activities such as volleyball, night walk and dodgeball skills.



Putrajaya Marriott Hotel

We had an eventful week involving a briefing, stress management workshop, bowling competition at Wangsa Bowl, IOI City Mall, and Birthday Bash party. Thank you, associates, for your dedication, commitment, support and hard work!



Four Points by Sheraton Puchong

For two months, we planted seeds and nurtured their growth in an exercise signifying our career growth opportunities, and shared our work challenges with Mr Kumar Renoo during a dialogue session. A *Zumba* dance workout was fitting for us to de-stress while a recycling competition spurred everyone to declutter and recycle. Congratulations to the Stewarding team for accumulating the heaviest weight of recyclable items.



Le Méridien Putrajaya

It was a week of leisurely fun as we participated in various activities that celebrated our contributions. They included karaoke session, movie day, planting project, beach cleaning activity at Bagan Lalang, Selangor, *raya* feast and more, that allowed us to recharge and refresh ourselves.



Face-To-Face BEAUTY CARE

After more than two years, it was high time for the cosmetics industry to get together again at *in-cosmetics 2022* in Paris, France from 5 to 7 April 2022. Exhibitors, customers, suppliers and dealers could not wait to exchange ideas and exhibit their products and services. After all, it was the world's largest beauty and personal care ingredients event.

IOI Oleo GmbH's in-cosmetics team were equally excited. So were our Personal Care business unit and Marketing department. A new strategy, a new message, a new design, a new booth, a new ingredient launch, new formulations...there were so many different facets to ensure the fair would be a special experience.

The Distributor Meeting, which was held prior to the trade fair opening, updated our partners on the latest developments. It slowly built up the momentum to the unveiling of our booth. Seeing the design on paper gave us a first impression but seeing it in real dimensions wowed us! We placed our *Touching Technologies* concept in a prominent position so that our well thought-out, customer-



oriented design and innovative architecture plus the organic form of our booth would stand out from our competitors' conventional and functional square booth landscape.

What a successful fair. Many visitors were awed by our passionate presentations at our booth and at our Sensory Bar while others enjoyed the joint formulating of selected formulas at our Lab Session. We confirmed many appointments with prospective customers. Above all, responsibility, professionalism, respect and, naturally, fun made the fair an absolute wow for all of us.





Move It

As the body ages, it is vital to stay physically active. Give your brain a workout as exercise not only increases a protein called brain-derived neurotrophic factor which is vital for growing and keeping neurons, it also helps prevent brain inflammation and protects the brain from degenerating.

Aim for a combined programme of 150 minutes of aerobics workouts and one to two days of weight training each week. Add a cognitive challenge like:

- Playing sports or dancing
- Yoga which combines meditation with movement
- An outdoor stroll to enjoy nature's greenery and natural light



Laugh It Loud

Humour is powerful and beneficial as laughing releases endorphins, or neurotransmitters that bring a feeling of euphoria. At the same time, it stimulates circulation in our bodies, which increases oxygen intake and lowers blood pressure. Not only that, it reduces stress hormones and increases the number of lymphocytes in your blood which eliminates toxins and boosts your immune system.

- Tickle your funny bone by spending time with people who make you laugh, tuning in to sitcoms or comedies, checking out funny memes.
- If you are not in the mood for a chuckle, try journaling to de-stress and boost your well-being.



Speed It Up

Our brain naturally starts slowing down at 30. But fret not! Our brain at any age is highly adaptable, or "plastic," as neurologists put it. If you ask your brain to learn, it will learn. And it may speed up in the process.

Challenge your brain with mental exercises or try something new because anything that is unfamiliar will activate the processes that help maintain individual brain cells, stimulate communication among them, and keep your mind sharp. Change your routine to something different that requires physical and mental effort.

- Play ping-pong, pick up dancing or tango
- Learn new skills such as a new language, a musical instrument, cooking or painting
- Stay active socially by volunteering or mentoring



Rest It

Middle-aged to older learners do worse on memory tasks when they are exposed to negative stereotypes about aging and memory, but better when the messages are positive about memory preservation into old age.

- While challenging your brain is very important, relaxation is equally so. Music is a great de-stressor because it can be performed and listened to with friends, which could maximise its effect on cognitive longevity.
- A good night's rest between seven and nine hours (for adults) is critical for storing and consolidating memories. Adults who sleep poorly over the years are more likely to suffer from Alzheimer's disease.



Feed It

The brain and the gut (and its surrounding nervous system) are physically connected via the vagus nerve, sending messages back and forth between the two. When you eat poorly or eat foods that irritate the gut, it will send signal to your brain, which can cause memory issues and brain fog.

In concert with a good workout routine, follow a healthy dietary pattern that includes:

- Green, leafy vegetables
- Fatty fish
- Tea and coffee
- Legumes and whole grains
- Berries
- Walnuts

HOW CAN WE KEEP THE BRAIN YOUNG & SHARP

Everyone has at least once experienced a "senior moment" where you had walked to the kitchen and cannot remember why. Perhaps you had forgotten the name of a familiar face or you cannot seem to remember where you had placed your house keys. Memory lapses can occur at any age, but over time, our brain does experience some normal age-related memory loss. Nevertheless, we can still get our minds active and alert by adopting some brain-healthy activities.

BRAIN TEASER

Funny
Interesting
Fantastic
Adjectives
Bubbly
Healthy
Modern
Petite
Describe
Rude
Clean
Unsafe
Transparent
Big
Colourful
Comfy

T	N	C	L	V	E	N	C	B	C	A	I	R	E	L	U	F	R	U	O	L	O	C	I	P	N	T	V	N	I	N	T	E	R	E	S	T	I	N	G	
F	T	R	A	N	S	P	A	R	E	N	T	A	E	L	U	N	E	S	F	U	C	N	Y	V	I	A	F	R	A	A	H	C	E	F	A	S	N	U	S	T
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V	C	A	G	J	R	U	W	N	T	S	D	A	H	L	K	Y	E	W	G	J	L	S	V	M	R	C	S	I	L	D	T	Z	F	U	N	N	Y	S	A	

Learning To Take RESPONSIBILITY AT WORK

A high degree of responsibility, ownership and trust must exist in order for an organisation to perform at its best. Regardless of the type of work you do, without this ownership culture, if people fail to take responsibility, they will fail in their jobs, they will fail their teams, and they will fail to grow as individuals.

Signs Of NOT BEING RESPONSIBLE

- 1 Lacking interest in both work and the well-being of the team. Dodging challenging tasks and projects while habitually engaging in self-pity.
- 2 Avoiding taking action and being dependent on others for work and instructions. Regularly complaining about unfair treatment by team leaders and members.
- 3 Missing deadlines and blaming others for mistakes and failures. Making excuses regularly – e.g.: "It is not my fault", or "That is not my job."

People avoid responsibility for reasons ranging from simple laziness to a fear of failure to a sense of feeling overwhelmed by the scale of a problem or a situation.

Start By Talking

Speak to your superior to map out your job description that sets out your tasks clearly. If responsibilities are unclear within the team, ask your direct supervisor to outline who is responsible for different tasks, and share this information with everyone involved.

Be Flexible

Flexibility is a transferable skill that can benefit you in both your personal and professional life. This allows you to adjust your efforts or change your perspective in order to reach a goal. This trait can help you be a better team member and a more reliable employee.

Ways To ENCOURAGE RESPONSIBILITY

Responsibility is important because it shows your professionalism, builds working relationships with your colleagues, shows to your company that you are a valuable employee and it can advance your career. Companies value employees who exhibit responsibility because they know they can trust you to complete tasks on time and submit high-calibre work. Over time, you will be known as a professional with a consistent work ethic who takes actions daily towards your professional goals.

Actions Reveal Character

Being a responsible employee shows you take pride in your work and validates your worth. Supervisors will view you as a dependable and self-reliant employee and have faith in your abilities.

Volunteer

Volunteering can be an excellent learning experience and may align you with further opportunities for advancement. However, use good judgment and do not overextend yourself to the point your own job suffers.

Be Punctual

Arrive on time daily, show up to meetings a few minutes early, and complete tasks by, or before, deadlines to show your respect and appreciation of others' time.

Show Accountability

This means you accept the consequences of your actions; good and bad. For example, when you can set aside your pride and admit having made a mistake, you proactively take action to remedy them and become better because of them. This in turn allows your colleagues to value your presence, input, and relationship because they view you as a comrade rather than a competitor.

Use Time Wisely

Time management is not rocket science. With a little practice and learning, you will then be able to improve your ability to get things done, make better decisions and more importantly, gain ultimate control of your key priorities such as better work-life balance.



REACHING Your Goals

It is important to be successful at work and have a sense of purpose in your daily duties. Work responsibility is an important characteristic to establish your value as an employee and maintain a positive company culture. We hope with these strategies, you are able to support your career path goals and elevate your professionalism towards your dream job.



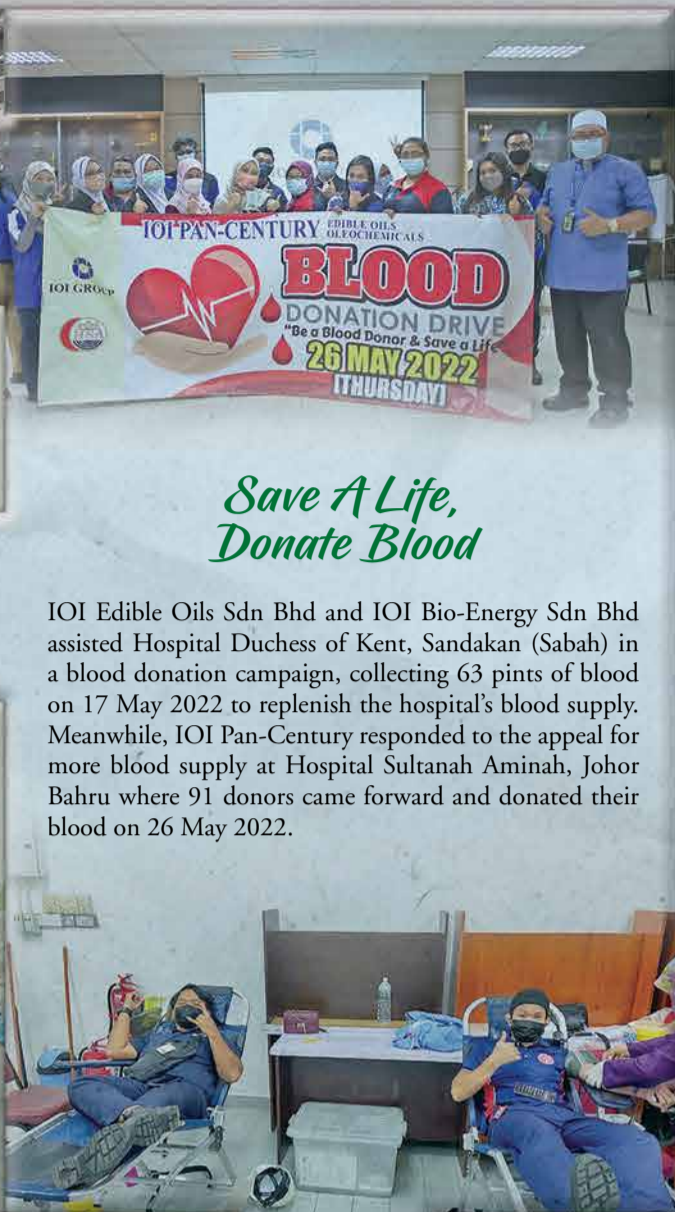
A Nostalgic Raya

IOI City Mall, IOI Mall Puchong and IOI Mall Kulai embraced the *naya* spirit, with colourful floral decorations that enlivened everyone's *Hari Raya* mood, which also lent a touch of nostalgic ambience to mall patrons as they enjoyed the new normal celebration after a two-year pandemic hiatus.



Spreading Communal Awareness

After a two-year hiatus, IOI Pan-Century relaunched its quarterly *gotong-royong* on 13 May 2022, with three divisions – namely Edible Oils, Oleochemicals and Soap Noodles – working together towards a shared responsibility in creating a safe and clean workplace.



Save A Life, Donate Blood

IOI Edible Oils Sdn Bhd and IOI Bio-Energy Sdn Bhd assisted Hospital Duchess of Kent, Sandakan (Sabah) in a blood donation campaign, collecting 63 pints of blood on 17 May 2022 to replenish the hospital's blood supply. Meanwhile, IOI Pan-Century responded to the appeal for more blood supply at Hospital Sultanah Aminah, Johor Bahru where 91 donors came forward and donated their blood on 26 May 2022.



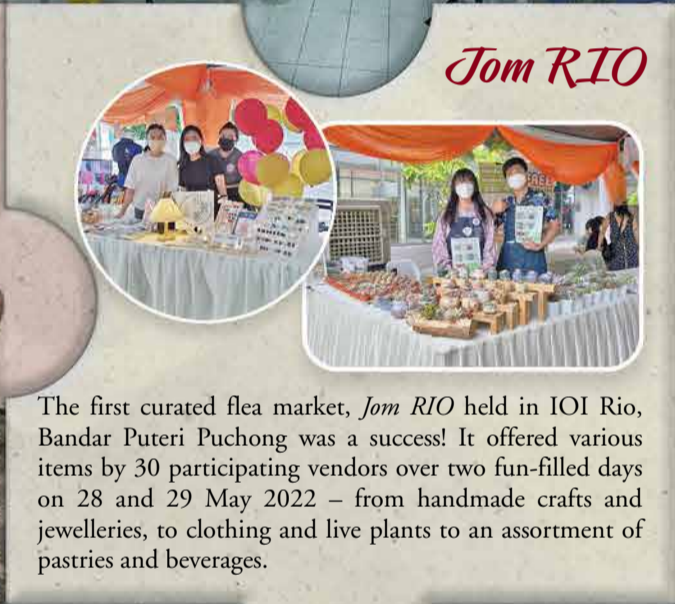
IOI Edible Oils Sdn Bhd embodied the spirit of *Ramadan* by providing monetary and food donation to Pusat Jagaan Anak-Anak Yatim Rumah Al-Yakin and Sekolah Pondok Miftahussalaam, Sandakan, Sabah, on 19 April 2022.

The Giving Spirit Of Ramadan



What better way to walk the talk on our 7Rs pledge than to repurpose and reuse pre-loved items in our *IOI Swap Project*, held on 22 April 2022. From bags and clothes to everything in between, employees of IOI Corporation Berhad took this opportunity to convert trash into treasure, giving new life to each item.

IOI Swap Project



Jom RIO

The first curated flea market, *Jom RIO* held in IOI Rio, Bandar Puteri Puchong was a success! It offered various items by 30 participating vendors over two fun-filled days on 28 and 29 May 2022 – from handmade crafts and jewellerys, to clothing and live plants to an assortment of pastries and beverages.



Soak Up The Sun

A tan for that S-line? A cocktail for the soul? With Le Méridien Putrajaya's collaboration with MALIN+GOETZ, you can slather MALIN+GOETZ's SPF 30 Mineral Sunscreen all over your body during your sun-soaked afternoons by the pool, alongside summer-inspired cocktails, and specially-crafted gelato.



Sweet Treats For Super Mums & Dads

On a separate note, ICM co-organised with Le Méridien Putrajaya on an interactive *Father's Day Cake Decorating Masterclass* where participating fathers and their families learnt tips and techniques to decorate cakes like our hotel's professional pastry chef!



IRRESISTIBLE BUFFETS

Offering an exciting gastronomic adventure as you enjoy the varieties of delicious cuisine presented before your eyes.

Weekend Hi-Tea Adult **RM 98** nett
Every Saturday & Sunday
12.00noon - 3.30pm

+ Prices are inclusive of prevailing taxes

#staywithcharacter

Sizzling BBQ Dinner Adult **RM 128** nett
Every Saturday
6.30pm - 10.00pm

For inquiries and reservations, please call Palms Café at 603 89432233 or 0163144101

www.palmgardenputrajaya.com



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