



AUGUST - 2019

CENERGI
NEWSLETTER



NOOR AMTAZA BINTI SAWAL
Head of Human Capital Management

"Building A High-Performance Culture"

We are now well into the third quarter of 2019 and there is now a much greater need to increase productivity to achieve our 2019 business plan targets. As we continuously raise the bar to encourage higher performance in Cenergi, commitment from each and every Cenergian is required to build a high-performance culture in order to achieve sustainable growth. The people agenda for the remaining of 2019 will focus on setting clear expectations, defining employees' roles, creating a trusting environment and encouraging employees' growth and development. HCM is also currently planning a leadership program to increase leadership capability at all levels of the company. This will ensure leaders and managers understand their role in the communication process and encourage a more collaborative approach to resolve issues and create strong levels of trust.

I wish to also remind everyone to practise our 5 core values: respect, integrity, transparency, sustainability and safety in our everyday dealings with each other. While HCM commits to build a high performing organization through various efforts, it is everyone's responsibility to make Cenergi a great workplace. So, let's put our hearts and minds together to drive Cenergi forward. I believe Cenergi have the Right Talent, and to develop the Right Leader to have the Right Environment (3R).

Good bye July and Welcome August, new month, new chapter, new page!



All too often we hear about the risks of safety to the employees until we forgot the health part. For example, the exposure to hazardous materials and exposure to infectious agents. This is especially important to the vulnerable groups which are pregnant women, children (under 59 months) elderly and individuals with chronic medical conditions.

Currently we're hit by seasonal influenza where the patients will have sudden fever, dry cough and sore throat, headache, muscle and joint pain and runny nose. Most people can recover from fever and other symptoms within a week without requiring medical attention. They can be transmitted easily where an infected person coughs or sneezes, droplets containing viruses are dispersed into the air and spread up to one meter. This is why we need to cover our mouth and nose with tissues when coughing and wash our hands regularly.

Apart from that exposure to viruses, employees are also exposed to chemicals hazardous to health. Those chemicals are mentioned in the Occupational Safety and Health (Use and Standard Exposure of Chemical Hazardous to Health) Regulations 2000, which is why we have conducted Chemical Health Risk Assessment. Thus, we are hoping everyone to be mindful and take care of your health, as all the money in the world can't buy you back good health.

SUSTAINABILITY FOCUS

July has been a busy month for the Sustainability team. First off, we welcome a new member to the team, Atiqah Zakaria. Secondly, we have also seen Phase 1 of the Sustainability Competition come to a close and the top 5 ideas were presented to a judging panel made up of HODs and Cenergi consultants. On 21st June 2019, the top 2 teams (Midori and Lord of the Greens) were chosen to move through to Phase 2 of the competition whereby their ideas will be put into action. Team Midori put forward a cooking oil collection system idea while Team Lord of the Greens had the idea to use one man's junk as another man's treasure. Both teams will set up their ideas at Cenergi HQ to be implemented through to November when the overall winner will be announced.

While the HQ teams were busy with their ideas, the competition was also extended to the plant sites. Our Sawira plant won best idea and their suggestion to collect clothes for an orphanage as well as to have a small garden patch at the site will also be put into action in November.

Other activities during July included taking part in the International Congress on Conservation Biology from 22/7/2019 till 25/7/2019. Shakila sat on a panel for Diversity in Science and discussed how climate change can be better mitigated by clean energy as well as introducing the various sustainability initiatives that Cenergi takes part in to give diversity to the business.





HCM has conducted a mini workshop to all HODs and Team Lead on 26 July 2019 at New World Petaling Jaya Hotel. This initiative is initiated by HCM Department, supported by GCEO office and Corporate Services Department to gives clear direction to all HODs and Team Lead on what Cenergi's is going to achieved by end of 2019.

The highlight of the meeting was on the stand of Cenergi for the 1st half of 2019, presenting what the expectation from the Board's for the 2nd half of 2019 and also highlighting the overall KPI score after the moderation of all the department for Q2 and to understand Department's strategy to achieve target which at the end of 2019.



The other key points to be highlighted need to be deliver to the next Business Plan are:

- EBIDTA Positive in 2019
- New Projects that will deliver Cenergi's Investment Criteria
- Projects that will deliver maximum value to the new investment that Cenergi hopes to attract as part of Cenergi 3.0
- Projects that will enhance Cenergi's current value or capability; if it involves a new business, need to show value of how the new business will add value to Cenergi Group in the long run

The event that took place almost 4 hours has flooded with motivation boosting, strategizing and goal setting by each department that hopefully will contribute to the Balance Scorecard achievement target as expected by the Board at the end of 2019. Hopefully the message received during the event be conveyed by HODs and Team Lead to all members in their respective departments.

HEALTH TALK – 18 JULAI 2019

Sehingga Julai 2019, rekod kesihatan pekerja di Cenergi semakin merosot dan bilangan pekerja mengambil cuti sakit juga kian meningkat dan memberi kesan pada bisnes. Menyedari isu ini, wakil daripada HCM, Siti Hajar dan Firzah Hani, SCM telah bersepakat untuk menganjurkan program 'Health Talk & Wellness' pada 18 Julai 2019 lepas sebagai salah satu langkah dengan memupuk kesedaran pada masyarakat tentang pentingnya menjaga kesihatan dan cara yang betul untuk menjaga kesihatan.

Fitness Trainer, Encik Munir & Encik Azlin dari Flashfit telah dijemput sebagai penceramah kesihatan pada hari itu. Mereka menyampaikan informasi yang padat serta mudah difahami. Saringan kesihatan dan 'Healthy Snack' juga diberikan secara percuma.



INDUCTION – 15 & 16 JULAI 2019

Induksi juga dikenali sebagai orientasi atau on-boarding. Program Induksi mesti disediakan kepada individu-individu yang menyertai organisasi untuk kali pertama.

HCM telah mengadakan program induksi ini selama 2 hari pada 15 Julai dan 16 Julai yang lalu kepada staf baru yang telah melapor diri pada bulan Julai. Ini adalah bertujuan untuk memperkenalkan lebih dekat tentang syarikat dan memberi kefahaman lebih jelas tentang polisi dan prosedur syarikat.

Seramai lima (5) orang staff yang telah hadir untuk program tersebut dan 'presenter' pada hari tersebut dari HCM ialah Noor Amtaza, Khairul Badrull, Nur Hafeeza, Ahmad Yusuf (SCM), Muhamad Farhan (HSE), Shakila (Sustainability), Azana Fariza (Corporate Affairs), Hafiz Jaafar (IT) dan Siti Suhanis (OD).

NEW STAFF – JULY 2019

1) NUR SYAFIKA
(CORPORATE AFFAIRS)

2) SITI SUHAILA
(OPERATION & MAINTENANCE)

3) NUR AYUNNI
(SUPPLY CHAIN MANAGEMENT)

4) ALIFF JAAFAR
(PROJECT DELIVERY)

5) MARTIN TEOH
(CORPORATE SERVICES)



PHOTOS IN JULY



HEALTH ASSESSMENT & WELLNESS TALK



INNOVATE MALAYSIA DESIGN COMPETITION



MORNING TEA: MINI WORKSHOP



TEH TARIK TALK



NATIONAL ENERGY AWARDS

EDITOR'S NOTES



LOO KIN HAN
Head of Corporate Services

Dear Cenergians,

July 2019 has been a hectic month for many of us as we moved into the second half of the year, and have been busy with mid-term reviews as performance evaluations of our various reporting lines.

I sincerely hope that the sessions organised by Management, including a workshop for HODs, a townhall at HQ, and downloads by the relevant HODs to Cenergians at site have been useful in communicating where we stand as of the middle of the year, and what else needs to be achieved for the rest of the year.

It is imperative that all of us are on the same page with regards to Cenergi's targets and deliverables for the rest of the year - only when we are all aligned can the silos fall and all of us work hand-in-hand towards achieving these goals.

THIS MONTH'S CONTRIBUTORS

1. Management Perspective - Amtaza
2. HSE Focus - Syahirah
3. Sustainability Focus - Shakila
4. Sudut HR - Hafeeza



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AZANA FARIZA
Editor



FEEZA MANSUR
Editor



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