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ON THE COVER



HIGHLIGHTING THE
IMPORTANCE OF ESG
Globally, business
leaders are making
sustainability a priority,
transforming company
operations for the
greater good



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BEING A FORCE FOR GOOD



2022 has come to an end, and as we close the book on yet another challenging year, let us buckle down and prepare ourselves to weather the global downturn.

Due to global uncertainties, it is predicted that there will be a potential slowdown in Q1 2023. Nevertheless, the manufacturing

sector is still contributing about 25% of GDP growth so far, and foreign direct investments worth billions are still coming in.

In this issue of *Business in Action*, we examine how ESG practices have become a priority globally, transforming businesses for the greater good.

There is a need for all companies to place greater importance on ESG practices, and I have every confidence that we, as an industry are fully capable of adopting this with the support of the Government.

Read our Cover Story to find out what Malaysia, international agencies, and other countries are doing to make sustainability a priority.

FMM held its 54th Annual General Meeting (AGM) on November 24, 2022, where issues related to the business environment and Malaysia's competitiveness on the world stage were discussed.

On several pressing matters and key policies, FMM has played an important role in providing views, feedback, proposals, and recommendations, successfully providing solutions to many issues that will affect the manufacturing sector and the economy.

As we bid farewell to another year, let us move forward in 2023 with renewed vigour, fully prepared to face new challenges as we navigate an ever-changing business landscape.

Sincerely,

Tan Sri Dato' Soh Thian Lai
President
Federation of Malaysian
Manufacturers

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FTAs BOOSTING ECONOMIC GROWTH

New-generation free trade agreements (FTAs) continue to be a silver lining in Vietnam’s trade growth targeting US\$1 trillion (RM4.33 trillion) in import-export revenue by 2025, reported Vietnam News/ANN.



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FTAs BOOSTING ECONOMIC GROWTH



New-generation free trade agreements (FTAs) continue to be a silver lining in Vietnam's trade growth targeting US\$1 trillion (RM4.33 trillion) in import-export revenue by 2025, reported *Vietnam News/ANN*.

Vietnam's trade surpassed the milestone of US\$700 billion (RM3 trillion) in value to hit US\$735 billion (RM3.19 trillion) in

2022, a rise of 9.5% against the same period of the previous year. Exports rose by 10.6%, while imports rose by 8.4%

This was based on updates from the General Statistics Office.

With a trade surplus of nearly US\$11 billion (RM47.7 billion) this year, the country has now registered a trade surplus for seven years running. This has significantly contributed to the balance of payments, improving foreign-exchange reserves, stabilising exchange rates and other macroeconomic indicators, the Deputy Minister of Industry and Trade Tran Quoc Khanh was quoted as saying, in the report.

Thirty-nine products joined the club of over a billion US dollars in export revenue, nine of which had export value from US\$10 billion (RM43.3 billion).

The implementation of new-generation FTAs such as the Comprehensive and Progressive Trans-Pacific Partnership (CPTPP), EU-Vietnam FTA (EVFTA) and UK-Vietnam FTA (UKVFTA), and the Regional Comprehensive Economic Partnership also helped promote exports to these markets with an average growth rate of around 20%, detailed the report.

By the end of 2022, 15 FTAs with Vietnam were in effect, and two others under negotiation.

FOREIGN TRADE EXPANSION FOR CHINA IN 2023

China Daily/ANN reported China's foreign trade in goods is expected to keep expanding this year.

According to experts, the resilience of the country's industrial and supply chain as well as trade competitiveness will be built up thanks to the optimisation of China's COVID-19 measures.

The report stated that relatively fast trade expansion with members of Asean, Regional Comprehensive Economic Partnership (RCEP) members and Belt and Road economies will continue.

China's goods trade surged 7.7% year-on-year (y-o-y) to a record 42.07 trillion yuan (US\$6.26 trillion or RM27.1 trillion) last year, making the country the world's largest trader in goods for the

sixth successive year, despite challenges faced by the industry.

The corresponding figure for December was 3.77 trillion yuan (RM2.44 trillion), up 0.6% y-o-y, which also exceeded analysts' expectations.

The article also stated that GAC data showed that Asean remained China's largest trading partner in 2022, followed by the European Union (EU) and the United States.

Trade between China and Asean grew 15% y-o-y in 2022, while trade with the EU went up 5.6% over the same period, and it grew by 3.7% y-o-y with the United States.

CARMAKER AIMS TO CAPTURE 40% OF SALES BY 2030

Chinese carmaker BYD Co is planning a bold push into India's electric vehicle (EV) sector, joining a rush of foreign carmakers jockeying for a bigger share of the world's fourth-biggest auto market, reported *Bloomberg*.

BYD, which is backed by Warren Buffett, is seeking to capture 40% of India's EV market by 2030, Sanjay Gopalakrishnan, senior vice-president of its local unit, said in the report.

Due to high upfront costs and a lack of charging infrastructure, India is lagging behind other countries in the EV sector.

BYD, which entered India in 2007, will launch its third electric model, the Seal luxury sedan, by the last quarter of 2023, Gopalakrishnan said. Its first EV, the Atto 3 SUV, was introduced in 2022.

The company stated that it will introduce higher priced cars to showcase its "premium" technology into the market, and then work toward mass-market vehicles.

The carmaker currently assembles vehicles at a plant in the southern city of Chennai. With increased manpower and double shifts, its Chennai plant can produce 50,000 vehicles annually.

BYD has invested US\$200 million (RM874 million) in its electronics and automobile factories in India, said the report.

THE INDUSTRY NEWS

YOU NEED TO KNOW

Bring back GST

FMM has called on the government to reintroduce the Goods and Services Tax (GST) in the upcoming revised Budget 2023.

In a statement, FMM President, Tan Sri Dato' Soh Thian Lai said, "As this broad tax base system would increase indirect taxes, it will give flexibility to the government to reduce direct taxes (personal income tax and corporate tax) to make Malaysia a more attractive business destination."

In a report by *Bernama*, he was also quoted as saying that in this regard, GST 2.0's implementation should not be considered in isolation but as a part of the holistic assessment of Malaysia's tax system which would require the government to consult all stakeholders for a thorough review process.

Tan Sri Dato' Soh Thian Lai said manufacturers had proposed improvements to GST 2.0 to be more consumer-and-business-friendly, among others, reducing the GST rate to 4% to boost conducive business conditions, and gradually bringing down the corporate tax rate to 20% and zero-rate all essential goods and services.

"The government should maintain the GST registration threshold at RM500,000 and minimise delay in refunds, especially for exporters and businesses with zero-rated supplies, as the long refund period between six and eight months has rendered the GST into an accumulating tax burden," added Tan Sri Dato' Soh Thian Lai.

According to the FMM-Malaysian Institute of Economic Research Business Conditions Survey first half of 2022 (1H 2022) conducted in August 2022, 74% of the survey respondents strongly supported the GST to replace the current Sales and Services Tax (SST).

New capacity for production

The Star reported that Farm Fresh Bhd is expected to see improved milk production and sales in the second half of its financial year (ending March 31).

Maybank IB Research noted that the company had received new equipment for its additional capacity line to be installed at the Muadzam Shah facility in Pahang.

The company's processing plant in Taiping is also on-track to be commissioned by early February, with a total annual production capacity of 21 million litres of milk, said the report.

Farm Fresh currently supplies milk to schools in the North, East and Southern

regions of Malaysia, and also caters to the hotel and restaurant industries.

Additionally, it will begin supplying milk to hotels, and is in the process of securing a milk supply contract with a large food and beverage chain in the fourth quarter of financial year 2023, the report stated.

Maybank IB Research expects Farm Fresh's operating margins to improve for its second half of financial year 2023 (2H23).

The report noted that this is on the back of weaker whole milk powder average selling prices by about 8% quarter-on-quarter, and the full effect of its chilled product price increase of about 5% effective August 2022.



Appeal for a gradual electricity tariff surcharge increase

FMM welcomed the December 16 announcement by the Minister of Natural Resources, Environment and Climate Change (NRECC) on the non-increase in electrical tariff surcharge on domestic and low voltage non-domestic users for the period of January 1 to June 30, 2023.

However, FMM President, Tan Sri Dato' Soh Thian Lai also expressed concern with the significant rate of increase in electricity tariff surcharge on the medium and high voltage industries.

He appealed to the Government for a more gradual and tenable surcharge rate to ease some of the cost burdens on these industrial users during this



period of prolonged uncertainty, reported *The Sun*.

Tan Sri Dato' Soh Thian Lai said that while FMM appreciates the decision that the low voltage users would not be affected by any surcharge increase for the Imbalance Cost Pass-Through (ICPT) review for January to June 2023, the increase in surcharge by more than 44% for the medium (MV) and high voltage (HV) users will pose major concerns and challenges to this category of users for the next six months.

This request, he added, took into consideration that the MV and HV industrial users comprising medium and large sized local and multinationals (MNCs) are equally affected by the challenging high operating costs given the high inflationary pressures and impact of the increase in minimum wage, labour shortages, rise in transportation costs, global supply chain disruption and weakening of the Ringgit.

He said is important to note that these companies have contributed tremendously to the Malaysian economy numerous ways including significant investments by the MNCs and local large companies, significant GDP contribution, largest number of employers and more.

Given that the monthly electricity cost that a particular company would have to pay could range between 1% to 10%, depending on the size of operation and industry subsector, Tan Sri Dato' Soh Thian Lai said FMM proposed the following: a three-month grace period with a gradual increase i.e. 6.3 sen/kWh surcharge to be effective April 2023 followed by another 10 sen/kWh by October 2023 and a temporary moratorium of 1.6% contribution to the Renewable Energy fund for the next 6 months for the categories of customers affected with the increase in surcharge.

This was to avoid any significant adverse impact to the cost of operation which could further reduce our competitiveness especially the export market given the intense competition among the regional competitors.

In view that the global environment is expected to be challenging in 2023, he said a more gradual increase in surcharge would also help to avoid any setback to the economic recovery as when the global demand is expected to drop, manufacturers would have to implement cost cutting exercise which may include freeze in employment as well as putting any expansion plans or projects on hold until the market normalises.

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HIGHLIGHTING THE IMPORTANCE OF ESG

Globally, business leaders are making sustainability a priority, transforming company operations for the greater good

A recent survey from Gartner, released in November 2022, noted that 80% of companies surveyed said that sustainability helped their organisation optimise and reduce costs.

In the survey, the companies planned on increasing their investment in sustainability over the next two years.

The annual Gartner 2022 CEO and Senior Business Executive Survey was conducted between July 2021 through December 2021 among over 400 CEOs and other senior business executives in North America, EMEA and APAC across different industries, revenue and company sizes. (Gartner.com)

In 2023, the importance of ESG (environmental, social, and governance) has extended beyond checking these elements of business off the box for stakeholders – it is fast becoming an inextricable way to conduct business, across the board.

At the recent FMM Entrepreneurship Conference (FEC) 2022, FMM President, Tan Sri Dato' Soh Thian Lai, noted that there is a need for greater adoption of ESG practices among micro, small and medium enterprises (MSMEs), as investors and financial institutions are increasingly placing greater importance on ESG elements before making decisions on where to invest and financing.

FMM, at the conference, urged the Government to establish a one-stop centre

and offer a fund of up to RM2 billion to assist MSMEs in implementing environmental, social and governance (ESG) initiatives.

Tan Sri Dato' Soh Thian Lai said this would allow MSMEs the opportunity to obtain affordable financing and resources to kick-start their ESG journeys, reported *The Edge Markets*.

At the same conference, the keynote address by Ministry of Entrepreneur and Cooperatives Development Secretary General, Datuk Suriani Ahmad, said MSMEs will need to seriously address ESG aspects of their business models to meet sustainability goals to remain relevant in global value and supply chains.

A report in the McKinsey Quarterly (November 2019), "Five Ways that ESG Creates Value" describes how every business is deeply intertwined with environmental, social, and governance (ESG) concerns.

The individual elements of ESG, as defined in the report, are as follows:

- **E:** Environmental criteria, includes the energy your company takes in and the waste it discharges, the resources it needs, and the consequences for living beings as a result. Not least, E encompasses carbon emissions and climate change. Every company uses energy and resources; every company affects, and are affected by the environment.





- **S:** Social criteria, addresses the relationships your company has and the reputation it fosters with people and institutions in the communities where you do business. S includes labor relations and diversity and inclusion. Every company operates within a broader, diverse society.
- **G:** Governance, is the internal system of practices, controls, and procedures your company adopts in order to govern itself, make effective decisions, comply with the law, and meet the needs of external stakeholders. Every company, which is itself a legal creation, requires governance.

To adhere to the elements of ESG, international action plans as well as local initiatives have been put into place.

NATIONAL ACTION PLAN ON FORCED LABOUR (NAPFL)

Developed by the Ministry of Human Resources (MOHR) with the support of the International Labour Organization (ILO), the National Action Plan on Forced Labour (NAPFL) 2021-2025, focuses on awareness, enforcement, labour migration as well as access to remedy and support services with the aim to eliminate forced labour in Malaysia by 2030.

Launched in November 2021, the NAPFL sets out actions to be carried out by government, employers, and workers organisations as well as civil society, said a report on ilo.org.

Legal compliance and enforcement related to forced labour will be improved and migration management, including recruitment practices, strengthened, while victims of forced labour will be provided with improved access to remedy, support and protective services.

The launch of the NAPFL follows a two-year development process

undertaken by the MOHR and the ILO's (International Labour Organization) US Department of Labour-funded project "From Protocol to Practice: A Bridge to Global Action on Forced Labour" in close collaboration with the Malaysian Employers Federation and Malaysian Trade Union Congress.

The project saw consultations held in Peninsular Malaysia, Sabah and Sarawak involving the government, workers, employers, civil society, academia and young people.

PROPOSED LEGISLATION ON FORCED LABOUR BY THE EU

The European Commission, the EU's executive arm, has proposed a far-reaching ban on the sale of goods made with forced labour, which could result in companies increasing due diligence efforts when it comes to their supply chains.

The move would mean that goods made with forced labour would be prohibited from being imported into the EU, or stop them from being sold if they are found inside the bloc.

An article in the *Wall Street Journal* noted that this move comes amid an intense enforcement push from US authorities to use legislation to block the import stateside of goods made with forced labour in China's Xinjiang region, the home of Uyghur people and other minority groups where crimes against humanity have been reported.

The US law, which came into force in 2022, made it much harder to import goods from Xinjiang, a major exporter of cotton and materials used in solar panels, by establishing a legal presumption, which can be rebutted, that goods from the region are tainted by forced labour, said the write-up.

Europe's proposed forced labour rule would apply to goods made anywhere, and human-rights organisations as well as industry groups have largely

applauded the proposal's intent, while also questioning how it might be implemented.

OUTLINING INDICATORS OF FORCED LABOUR

The International Labour Organization (ILO) outlines the indicators of forced labour in the publication, Special Action Programme to combat Forced Labour (SAP-FL).

These indicators are intended to help "front-line" criminal law enforcement officials, labour inspectors, trade union officers, NGO workers and others to identify persons who are possibly trapped in a forced labour situation, and who may require urgent assistance.

The indicators represent the most common signs or "clues" that point to the possible existence of a forced labour case. The indicators are derived from theoretical and practical experience of the ILO's Special Action Programme to Combat Forced Labour (SAP-FL).

They are based upon the definition of forced labour specified in the ILO Forced Labour Convention, 1930 (No. 29) as: "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily".

The indicators are: abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime.

Overall, the set of 11 indicators covers the main possible elements of a forced labour situation, and hence provides the basis to assess whether not an individual worker is a victim of this crime.

(Source: www.ilo.org)



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THE ART OF MARKETING

The Internet is your oyster. You can grow your audience and cultivate a successful business with the right digital marketing strategies

In the last two decades, social media platforms like Facebook, WhatsApp, Instagram and TikTok have become integral to many people's lives.

With a few taps on the phone or clicks of the mouse on these channels, Malaysians can stay up to date with the latest news, ranging from politics to fashion.

Business owners leverage these platforms to reach, nurture, and engage with their targeted audience, regardless of location. Today, more organisations are turning to paid digital marketing to advertise across digital marketing platforms like social media and Google.

Companies are steering towards paid online marketing because it is proven to generate valuable traffic to their website. And the good news, is with the right digital marketing strategies, organisations can create brand awareness, reach their targeted audience and drive traffic back to their website.

Food company, Nestle Malaysia Berhad, relies on social media platforms to engage with its consumers and build its brand identity.

It uses Instagram to grow its brand awareness, audience and leads. On its Instagram page, Nestle Malaysia uploads posts, including its products and corporate social responsibility activities. In addition, it highlights special theme days like Merdeka, Hari Malaysia and Children's Day. It has

over 16,000 followers, and the numbers keep growing each day.

A 2017 literature review of *Theoretical Models on the Development of Content Marketing Strategy in Malaysia's E-Commerce Industry* published in the International Journal of Professional Management states that the e-commerce industry is recognised as one of the main contributors to economic development and employment growth.

"In recent years, social media has become a new marketing communication tool at a rapid and dynamic pace. Nevertheless, increasing numbers of businesses are leveraging social media and other electronic media in conducting their marketing efforts," the review states.

A 2018 research paper, *Exploring the Conceptual Framework in EMagazine Portal Development in Malaysia: A Case Study on Media Glam*, echoes the same sentiment. It states that the Internet, especially digital media, is the primary necessity of daily life.

"The existence of the digital world has opened up a space that virtually allows humans to interconnect through digital devices or devices. The benefits are inclusive for the whole world as it is a space filled with ideas, opinions, learning, information and endless opportunities for 24 hours a day, let alone for 365 days a year," as reported in the research, published in the International Journal of Innovative Technology and Exploring Engineering.

Technological advancements have resulted in a significant shift in how the printing and publishing industry operates. In addition, the emergence of the Internet has seen a transition from analogue to digital.

These days, digital publications (e-magazines, e-newspapers and e-newsletters) have become the preferred choice as it allows consumers to obtain information at their fingertips.

Despite that, digital publications does have its fair share of drawbacks. One of the issue is that online publications can be a tad harder to read than printed material because readers may have to increase the font size to read texts. And there are also issues like poor connectivity and the time taken to download articles. E-publications may not seem ideal for some consumers, like the elderly who struggle to navigate their way around the Internet.

Here are some ways to connect with consumers and business customers in meaningful ways.

SEO FOR YOUR BUSINESS

SEO is an acronym for "search engine optimisation." In layperson's terms, it means improving your site to increase visibility when people search for products or services related to your business in search engines like Google, Yahoo, and other search engines. To improve your SEO rankings, implies keywords that are more familiar to the consumers/more likely to be used by



consumers and catchy page titles for your websites.

MARKETING MIX

To enhance your digital marketing strategy, focus on elements encompassing the services or products offered by the organisation. There are 4Ps of marketing - product, people, price and place. This marketing mix is crucial to assist businesses in considering the nitty gritty details about a product when deciding how to thrust it into the limelight. The advent of the

Internet has resulted in a new set of 4Ps in digital marketing - people, process, platform and performance. These elements are essential in developing a roadmap for CRM (customer relationship management). CRM is a method where businesses administer customer interactions, typically using data analytics.

SOCIAL MEDIA MARKETING

Over the years, social media marketing has become one of the most important ways of reaching out to customers

because businesses can reach many people within seconds of posting an advertisement. Organisations must have a solid social media strategy and the ability to create engaging content. And remember to update your content regularly. It is equally important to track and analyse metrics to determine if targeted objectives are met using these niche digital marketing strategies. Opt for the 4Cs of social media marketing: communities, conversations, channels, and campaigns when reaching out to your target audience.

TOWARDS ADOPTING GREEN MANUFACTURING

It is vital for companies to adopt efficient sustainable practices to reduce waste and lower manufacturing costs



In Budget 2023, former Finance Minister Tengku Datuk Seri Zafrul Abdul Aziz announced there would be more emphasis on environmental sustainability and sustainable financing of the economy.

Zafrul said the government would also issue up to RM10 billion in sustainability sukus to fund social and environmental-friendly projects.

Sustainable manufacturing is described as how factories produce things and market them in an environmentally responsible way. To reduce negative environmental impacts, many organisations are looking into sustainable methods at all levels of the life cycle of manufacturing products.

While the manufacturing industry plays a vital role in Malaysia's economic development, statistics show some companies continue to impact the environment through air pollutant emissions, toxic waste disposal and water contamination.

British Petroleum's (BP) 2019 *Statistical Review of World Energy* states carbon dioxide (CO₂) emissions from energy use grew 2% in 2018, the fastest growth in seven years. The report also revealed Malaysia's CO₂ emissions amounted to 250.3 million tonnes in 2018, up from 241.6 million tonnes in 2017.

The primary sources of the emissions were energy (electricity consumption), mobility (vehicles) and waste (municipal solid waste that ends up in landfills), the study indicated.

In recent years, the Federation of Malaysian Manufacturers (FMM) has emphasised sustainability more and encouraged its members to adopt more environmentally friendly practices.

In May 2022, the Penang Green Council (PGC) and FMM Penang signed a Memorandum of Understanding (MoU) to facilitate the transition of the state's manufacturing industries to the digital age and a green economy.

Article PGC, *FMM Penang sign MoU to promote green economy* in www.weekly-echo.com states that under the deal, FMM will encourage its stakeholders to be involved in the green industry.

This is expected to be achieved by adopting the Circular Economy (CE), which eliminates waste and pollution, keeps products and materials in use, and regenerates the natural system.

Remember, a shift to a greener lifestyle isn't a trend but a way forward to care for Mother Earth. Check out these sustainable manufacturing practices.

BIOPLASTICS

Bioplastics are plastic materials from renewable biomass sources, such as vegetable oils, woodchips, and sawdust. In the last few decades, bioplastics have been emphasised because they are biodegradable and will break down in natural environments, leaving only biomass, carbon dioxide and water.

Article *Circular Economy: Where Are We Now And How Do We Even Begin* on www.mida.gov.my states the Sarawak

state government is exploring a new form of biobased solutions such as biofuel, biochemical, green hydrogen and algae. The goal is to gradually phase out fossil-based plastic and replace it with renewable materials that can be reproduced sustainably.

The report adds that since Malaysia is blessed with agricultural resources, the focus is now on ensuring resource-efficient valorisation of biomass by focusing more on establishing sustainable biomass projects. It includes Integrated Biohub (a biotechnology-themed smart city) and biorefineries (refineries that convert biomass to energy and other beneficial byproducts) of the future.

CIRCULAR ECONOMY (CE)

A CE is crucial in tackling the triple planetary crisis' - climate change, biodiversity and pollution. A CE also establishes the need for manufacturing industries to band together to cut down on greenhouse gases and ensure continuous utility.

More organisations are finding new alternatives to practise the 3Rs (reduce, reuse and recycle), and are steering toward a circular economy.

This means creating a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling products. The purpose of a circular economy is to extend items' life cycle and use them as long as possible.

For example, the beverage brand, Etika Group of Companies, promotes environmentally-conscious business practices. It has embarked on achieving net zero carbon emissions by 2050, recycling efforts and composting. It has also implemented new systems to improve its current waste management.

DIGITAL MANUFACTURING

Digital manufacturing uses an integrated, computer-based system (simulation, 3D visualisation and analytics) to improve manufacturing operations. This also involves using data-driven operations, increased supply chain visibility and innovative factory solutions to promote sustainability in manufacturing processes.

In October 2021, Huawei Technologies (Malaysia) Sdn Bhd (Huawei Malaysia) and FMM signed a MoU towards talent development and knowledge sharing. The agreement also focuses on Huawei's experience in the ICT sector and expertise in 5G, cloud computing and the Internet of Things (IoT).

In the article, *Huawei Malaysia And FMM Partner Up To Embark on Digital Transformation Initiatives* on www.fmm.org.my, FMM President, Tan Sri Dato' Soh Thian Lai said it is crucial for manufacturers, especially SMI/SMEs (small medium industries/enterprises), to leverage on technology. He added it was important to gain further efficiencies and to extend their reach beyond domestic shores.

"While it is difficult to compete with manufacturers with large domestic markets in their respective countries, or on labour intensive industries where labour costs are lower, we can compete on expertise and agility, and we have a head start in this when compared to our neighbours."



Data security, as defined by IBM, is the practice of protecting digital information from unauthorised access, corruption, or theft throughout its entire lifecycle.

It encompasses every aspect of information security from the physical security of hardware and storage devices and administrative and access controls, to the logical security of software applications as well as organisational policies and procedures.

Reliable data security strategies will protect your company's information assets while also guarding against insider threats and human error, which makes up for numerous cases of data breaches.

According to data from Check Point Research, global cyberattacks increased by 38% last year, with healthcare, education, and government the three industries most impacted.

The manufacturing industry is also one of the most frequently hacked industries, and while different sectors are considered separate from each other, a loss of data in one could result in serious repercussions in others as many

ENHANCING CYBER RESILIENCE

To prevent your company's digital information from being compromised, robust data security strategies should be a top priority

industries are interconnected with manufacturing.

While smart factories are changing the face of manufacturing, connectivity comes at a price. A study by Deloitte revealed that 48% of manufacturers identified operational risks, including cybersecurity, as the greatest threat to their factories.

In 2021, global monetary losses due to cybercrime was estimated at around US\$6 trillion (RM27.4 trillion), according to US-based global cybersecurity specialist Palo Alto Networks Inc.

An article in *StarBiz* quoted the company's regional vice-president Steven Scheurmann as saying the dependence on digital infrastructure has positioned cybersecurity as a "great facilitator" of accelerating the digital economy.

"Internet adoption is directly correlated with economic development", he said, adding that the importance of data security was not only pertinent for information industries, but also for other manufacturing and traditional businesses.

In the article, Scheurmann noted that emails and collaboration tools have become one of the most common and overlooked cyber threat entry points today, which generally start with a phishing email requesting email credentials.

WHAT TO LOOK OUT FOR

According to a writeup on [ibm.com](https://www.ibm.com), there are several things to be aware of when it comes to hackers' activity:

Email phishing scams: These emails include convincing messages, such as those promising large sums of money or access to a hidden account, that might end up being phishing scams. In a cyber-attack, the criminals might spread malware to the person's computer in an effort to gain access to personal and financial information.

Virus threats: Any type of virus could be dangerous, as it could damage data, prevent the use of machines or servers and damage the system. Often, a factory will be infected with its not all doom and gloom, though. Within the world of cybersecurity, data breaches aren't always as obvious and visible as leaks of credit card information online.

Ransomware: The most common type of hacking is in the form of ransomware, which involves a malicious hacker or group of hackers who infect a company's database. Once this happens, the hacker or group demand money for their work to be completed or they will withhold the data and hold it for ransom, before releasing it when the money is paid.

SECURITY SOLUTIONS

There are several steps businesses can take when it comes to protecting their companies against cyber-attacks.

UNDERSTAND THE RISK AREAS

Cutting Tool Engineering suggests that businesses first seek to understand how they could be at risk.

The cloud offers manufacturers flexibility, from lights-out manufacturing to remote real-time data. However, connectivity at this level can expose your business to attack.

The risk is not limited to connected machines, as phishing attacks, ransomware and internal breaches are very real threats, meaning company phones, email addresses and laptops should all be protected.

Relying on supply chains also means manufacturing can be disrupted by attacks on suppliers and distributors. Knowing what the risk areas are, is the first step to creating a secure network.

DOCUMENT POLICIES AND PROCESSES

Human behaviour is a significant factor in compromised systems, and a company must ensure all employees understand the risks and carry out the following, recommended by *Cutting Tool Engineering*:

- Detailed/clear document security measures.
- Implement a policy of regular security reviews.
- Apply software updates as they are made available.
- Teach staff about the benefits of strong passwords and two-factor authentication.
- Ensure new employees are educated as part of their onboarding.

- Introduce a "principle of least privilege"—give employees the minimum permissions they need to perform their duties.

INTELLIGENT, REAL-TIME MONITORING

Cxotoday.com recommends that companies stay up to date in this rapidly changing threat landscape, by monitoring and detecting threats facing them in real-time.

"They must leverage state-of-the-art automation, self-learning AI, analytics, global threat feeds, and cloud-based threat monitoring solutions. This is key to proactive threat prevention", recommended the site.

CHOOSE SECURE MACHINES

In the past, tooling machines had no external links to networks and so were not vulnerable to digital attacks, and running them day in, day out, means relying on the network to remain secure even when operators are not physically present.

A machine that has not been secured which is connected to a company's network is vulnerable to not just ransomware, but can also be subject to a hacker corrupting the part programs to cause defects (according to a case study, *Proceedings in Manufacturing Systems* published in 2014).

In an article on [companyweek.com](https://www.companyweek.com), IT manager, Tim Francis suggests that manufacturers put a next generation firewall between the machine tool and the network.

"This up-to date-firewall scans for viruses, knowing the signatures of different viruses. This should be a manufacturer's primary focus of security before other options", said the article.

MAKE REGULAR OFFLINE BACKUPS

Another recommendation by *Cutting Tool Engineering* is to ensure that the IP is as robust as possible, and to limit the impact on productivity, managers should be performing regular offline backups away from a network.

It is recommended that multiple backups be stored in different places to better distribute the risk of further data loss.

DEVELOPING SKILLS AMONG THE YOUTH

Young people are the future of the manufacturing industry, which makes cultivating their interest in this field crucial

The manufacturing industry is responsible for countless products that we use daily, a main factor of global consumption.

An estimate by the World Bank showed that net manufacturing output contributed to 16% of global GDP in 2020.

In 2021, the manufacturing industry in Malaysia was estimated to contribute 23.5% of the country's gross domestic product (GDP), with the biggest contributor to the industry being the electronic components sector with a 4.6% share to the GDP, reported [statista.com](https://www.statista.com) in October 2022.

For the future of economic growth in this sector, it is imperative that interest and skills are cultivated among the future workforce, the youths of today.

TalentCorp lists systems analysts, software developers and applications programmers as highly demanded skilled occupations in its 2020/2021 Critical Occupations List (COL), comprising of job titles including managers, engineers and computer scientists.

These are the main high-skilled jobs that are highly sought-after in Malaysia, especially in the manufacturing industry, which in 2021 accounted for 57% of total job vacancies, reported *The Star*.

"The three recurring reasons contained throughout the report include: lack

of required technical skills, lack of relevant job experience and shortage of applicants."

While companies continuously invest in their workers by retraining and upskilling them, many also take the initiative to work with government agencies and other parties to create awareness and cultivate interest among youths on career opportunities within the industry.

NURTURING YOUNG TALENTS

In 2021, Malaysia Digital Economy Corporation (MDEC) rolled out the MyDigitalWorkForce Work In Tech (MYWiT) initiative, a training and hiring incentive programme aimed at boosting the digital business services sector as well as developing quality tech talents in Malaysia.

The initiative incentivises employers through training and salary subsidies to hire unemployed Malaysians for digital tech and services jobs.

Another MDEC initiative is the Digital Skill Training Directory, a catalogue of courses and online training providers that have been reviewed and endorsed by a panel of digital industry experts as a guide to selecting courses.

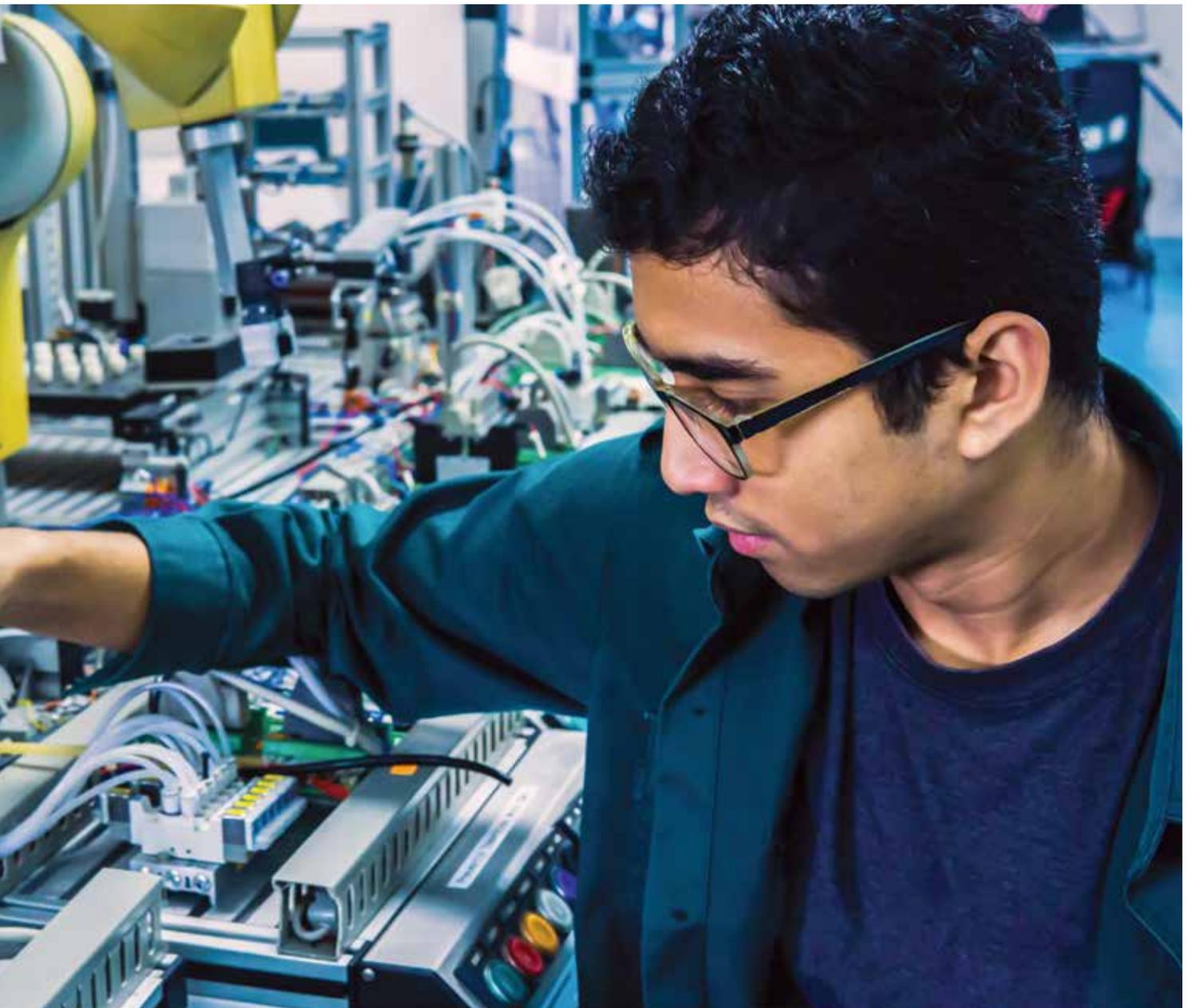
Encouraging youths to take an interest in pursuing a career in the sector can also come in the form of collaborations between learning institutes and companies.



The strategic partnership between Multimedia University (MMU) and local technology firm ACO Tech Sdn Bhd resulted in the work of the students being adopted by Proton.

According to a report in *The Star*, ACO Tech worked with final year students from the Faculty of Creative Multimedia on the design theme for its operating system (OS) dubbed ATLAS OS.

As a result, four wallpapers were picked by ACO Tech and incorporated into its latest ATLAS OS, which has been used in the latest Proton cars, namely, the X50 and 2022 versions of the Iriz and Persona models.



The collaboration was initiated via the Industry Handshake Programme (IHP), where industry ideas and problems were brought into classrooms as assignments or projects to allow industrial-level exposure to MMU students, said the report.

These, and other such partnerships, can serve as a boost of encouragement for young people who have an interest in tech and manufacturing.

MakersLab by Malaysian Research Accelerator for Technology and Innovation (MRANTI), a Fourth Industrial Revolution (IR 4.0)-themed playground, features an array of IR4.0 focused tools, technologies and technology immersion programmes.

A centre aimed at fostering learning and development for innovators of all ages, it aims at encouraging communities to gather for experiments and collaboration in order to increase local inventions as well as repositioning Malaysia as a high-income nation, according to a writeup on *Bernama*.

“This learning and development centre is aimed for innovators at all ages, is ideal for sandboxing smaller scale ideas, as well as tinkering of hardware and software in a dedicated space,” said MRANTI’s CEO Dzuleira Abu Bakar.

“At MRANTI’s MakersLab, we want to foster a culture of learning by-doing, innovation, hands-on exploration

here — where the community can be involved in the shaping of world-class Malaysian-made inventions which could someday be applied to address critical societal and planetary issues.”

Finally, the best authority over what is needed in the move to get youths into careers related to manufacturing is FMM’s Youth Committee.

One of their goals is to promote manufacturing to youths, inspire and recruiting them to become the next generation of manufacturers, as well as spur manufacturing employment and expose prospective employees and young people to the many aspects of modern manufacturing.



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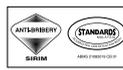


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HQ**Insightful Session**

On September 28, 2022, the event, FMM-JACTIM (Japanese Chamber of Trade & Industry) Biz Matching Session was held at Dewan FMM, attended by 22 companies.

The objective of this programme was to create cooperative connections between the two parties and discover business opportunities that are mutually beneficial.

The session began with opening remarks by FMM President Tan Sri Dato' Soh Thian Lai and JACTIM President Daiji Kojima, followed by presentations by participating companies and a business matching session. The companies showcased their products or services with the aim of finding new businesses and new markets and most importantly creating value through collaboration.



Tan Sri Dato' Soh Thian Lai (2nd from right) presenting a token of appreciation to Daiji Kojima (2nd from left).



Group photo with the participants of FMM-JACTIM Biz Matching.

Youth Committee Recruitment Drive

On October 27 and 28, 2022, the FMM Youth Committee carried out visits to FMM Perak, FMM Penang, FMM Kedah/Perlis, PSDC, UWC Berhad and The Ship Campus to recruit new members and to assist in the setting up of the Youth Committee in FMM Perak and FMM Kedah/Perlis.

The trip, led by FMM YC Chairman Brian Soo, started off with a visit to the FMM Perak branch to introduce the Youth Committee to the team, followed by a factory visit to UWC Berhad in Batu Kawan, which was hosted by their Deputy CEO, Dr. Matin Ng, who is also the Chairman of Penang FMM Youth Committee.

They ended the night with a dinner and fireside chat session on ESG in Manufacturing with three expert panelists on the matter, attended by around 37 youths from various manufacturing industries.

On the second day of their visit, the team visited Penang Skills Development Center (PSDC), where they met with Tham Kee, TVET Centre Academy Dean, and toured the PSDC facilities. They continued to visit the FMM Penang Branch in the afternoon and ended the northern trip with their final stop visiting FMM Kedah/Perlis at Park Avenue Hotel of which they were welcomed by the whole committee.



Group photo of the panellists during the fireside chat, with moderator Brian Soo (2nd from left) and Dato' Lee Teong Li (1st from left).



Group photo at FMM Penang.

HQ



Group photo with FMM Perak.



Group photo with FMM Kedah.



Group photo at Penang Skills Development Centre (PSDC).



Group photo at UWC Berhad.

Doing Business with the World

To assist participants to better understand the trade and investment opportunities for Malaysian companies in Azerbaijan, a zoom webinar was held on the subject, attended by 48 participants.

One of the world's most important trading hubs, Azerbaijan's economy is anchored in oil and gas production, which accounted for roughly 40% of the country's GDP and over 80% of export revenue in 2021.

The speakers at the event were Ambassador Extraordinary and Plenipotentiary of the Republic of Azerbaijan to Malaysia HE Irfan Davudov, Malaysia External Trade Development Corporation (MATRADE) Istanbul Trade Commissioner, Zahiruddin Basiran, Trade Commissioner, Export and Investment Promotion Agency of the Republic of Azerbaijan (AZPROMO) Advisors, Tural Hajili and Zohrab Gadirov, and General Director, Holcim Azerbaijan General Director Khalid Samaka.

Webinar on Customs Codes

On September 22, 2022, a second webinar on the new Customs HS Codes 2022 was held to assist companies in obtaining a better understanding of the classification updates, particularly the general interpretative rules and practical applications in trade documents when it comes to the implementation of the new HS Codes 2022.

FMM Customs Committee Chairman, Datuk Noraini Soltan was present at the event, which was attended by 23 participants.

The speakers were Royal Malaysian Customs Department (RMCD) Assistant Director of Customs, Tuan Shafiq Wazzan Ahmad Salman, RMCD Assistant Director of Customs, Puan Tan Fong Yi and RMCD Assistant Director of Customs, Tuan Mohd Ezwan Mohd Edris.



FMM Webinar on Doing Business with the World, Focus on Azerbaijan.

HQ

Webinar on CPTPP

To provide deeper understanding on the findings especially on the benefits and new markets and the new elements in Rules of Origin under CPTPP, a webinar was held online, attended by 82 participants.

FMM Vice President, Dato' Nathan K Suppiah was present at the event, led by speakers MITI Strategic Negotiations Division Senior Principal Assistant Director, Guna Seelan and MITI Strategic Negotiations Division Principal Assistant Director, Nik Mohd Salihin Nik Mustafa.

Insightful Session on Sugar Tax

The webinar titled "Sugar Tax: Expansion of Excise Duty on Premixed Beverages" was held on October 18, 2022, over Zoom, and was attended by 123 participants.

FMM Customs Committee Chair, Datuk Noraini Soltan and FMM Customs Committee Vice Chairman, Dato' Abd Ghani Othman were present at the event, led by speakers from the Customs Division HQ – Senior Assistant Director of Customs II, Hartini Abd Razak and Assistant Director of Customs II, Shazrul Nizam Sharifuddin.

The purpose of the session was to assist companies to obtain a better understanding on the expansion of excise duty on premixed beverages such as the HS code, threshold and description of the affected premixed beverages; application of excise license and bank guarantee requirements and declaration procedures, and so on.

**Strengthening Ties**

On October 11, 2022, the Taiwan Chamber of Commerce & Industry in Malaysia paid a courtesy call to FMM to explore and discuss the potential collaborations to strengthen bilateral ties between Taiwan and Malaysian businesses.

FMM President, Tan Sri Dato' Soh Thian Lai was joined by FMM Vice-Presidents, Dato' Andrew Goh Boon Kim, Dato' Gan Tack Kong and Jacob Lee Chor Kok, as they received Taiwan Chamber of Commerce & Industry in Malaysia (TWCHAM) President Lin Kai Min, who led a delegation of its council members along with James Chang, Director of Economic Division, Taipei Economic and Cultural Office in Malaysia.

Courtesy Call by the Taiwan Chamber of Commerce & Industry in Malaysia to FMM.

Discussing Bilateral Cooperation

The Taiwan Computer Association (TCA) paid a courtesy visit to the HQ on October 3, 2022, to gather FMM's views on the new developments and trends of the Malaysian manufacturing industry and to explore bilateral cooperation between Taiwan and Malaysian businesses.

FMM President, Tan Sri Dato' Soh Thian Lai, FMM Vice-President, Dato' Andrew Goh Boon Kim and FMM CEO, Datuk Dr Yeoh Oon Tean, were present to warmly receive TCA International Cooperation Center CEO, Dr Chen-Yu Lee. The session was also attended by Taipei Economic and Cultural Office in Malaysia Economic Division Director, James Chang and Taiwan Trade Center Kuala Lumpur Director, Eva Peng.



Courtesy call by the Taipei Computer Association (TCA).

HQ

Courtesy Visit

On October 11, 2022, FMM received a courtesy call from Ambassador of Türkiye to Malaysia HE, Emir Salim Yuksel, with the purpose of discussing potential collaborations to strengthen ties between our two countries.

FMM President, Tan Sri Dato' Soh Thian Lai and FMM Vice Presidents, Dato' Andrew Goh Boon Kim, Dato' Gan Tack Kong and Jacob Lee Chor Kok welcomed the Ambassador. Among items that were discussed was the MUSIAD Expo 2022 that was held from November 2 to 5, 2022 at Tuyap Fair Convention and Congress Center in Istanbul, Türkiye.



Courtesy call from H.E. Emir Salim.



Courtesy call from HE Anna Baloch, High Commissioner of Pakistan.

Exploring Avenues for Flood Relief

On September 7, 2022, High Commissioner of Pakistan, HE Anna Baloch, made a courtesy visit to FMM to explore avenues for FMM to assist in the flood relief efforts for Pakistan.

FMM President, Tan Sri Dato' Soh Thian Lai, FMM Vice-Presidents, Jacob Lee, Dato' Nathan K Suppiah, Dato' Andrew Goh and Dato' Gan Tack Kong, as well as FMM Export & International Business Committee Chair, Hiroyuki Imizu were present to receive the High Commissioner.

Exploring Options for Collaboration

For the purpose of exploring potential collaboration between Sri Lanka and Malaysia, on Sept 15, 2022, Sri Lanka's High Commissioner in Malaysia HE Air Chief, Marshal Sumangala Dias paid a visit to Wisma FMM.

There, a meeting was held with FMM President, Tan Sri Dato' Soh Thian Lai, FMM Vice-Presidents, Dato' Andrew Goh Boon Kim, Dato' Gan Tack Kong and Dato' Nathan K Suppiah, as well as FMM Export & International Business Committee Chair, Hiroyuki Imizu.



Courtesy call from HE Air Chief Marshal Sumangala Dias, High Commissioner of Sri Lanka.



Exploring Bilateral Trade and Investment Opportunities

On August 23, 2022, FMM Vice-President, Dato' Andrew Goh Boon Kim and FMM CEO, Datuk Dr Yeoh Oon Tean, received a courtesy call from Marcos Rodrigues Savini, Minister Counsellor of the Embassy of Brazil. The purpose of the visit was to discuss opportunities to explore bilateral trade and investment between our two countries.

Courtesy call from Marcos Rodrigues Savini, Minister Counsellor of Embassy of Brazil.

HQ

Courtesy Visit

FMM President, Tan Sri Dato' Soh Thian Lai, FMM Vice-President, Jacob Lee Chor Kok, FMM Selangor & Kuala Lumpur Branch Chairman, Michelle Hah Mei Kian, FMM Export & International Business Committee Chair, Hiroyuki Imizu and FMM CEO, Datuk Dr Yeoh Oon Tean received a courtesy call from Kasujja Moses Kalule, Charge' D'Affairs of Uganda High Commission.

The visit, which was held on August 19, 2022, was to discuss business opportunities and explore bilateral trade and investment between the two countries.

Courtesy call from Kasujja Moses Kalule, Charge' D'Affairs of Uganda High Commission.



FMM BUSINESS BEST PRACTICES WEBINAR
Working towards Employee Engagement
August 23, 2022 (Tuesday) • 9.00am – 1.00pm

Mr Jan Wong Founder & CEO OpenMinds Malaysia	Mr Muhammad Kasbil Head of Marketing & Client Solutions ManpowerGroup Malaysia	Ms Hanani Damiri Health Psychologist and Health Coach Naluri	Ms Kathryn Lee Head of Digi-X Digi Telecommunications
Elements of an Engaging Culture and How to Develop It	How to Successfully Acquire Talents to Build an Engaging Culture	Ways to Better Care for Employees' Mental Health and Wellness	How to Engage Staff across Job Functions and Regions with a Digital HRMS/HRM app

Four invited speakers addressing concerns on employee engagement; covering topics on company culture, recruitment, mental wellness and human resources management application.

Insightful Seminar

On August 23, 2022, a FMM Business Best Practices seminar, titled "Employee Engagement for High Performance and Retention" was held over Zoom, attended by 89 participants.

The seminar focused on delivering information to participants on gaining ideas from companies that have successfully implemented employee engagement initiatives; learning how employee engagement can be influenced by talent acquisition as well as employees' mental health and wellness; and discovering Human Resources Management System (HRMS) apps that support employee engagement.

The speakers were OpenMinds Malaysia Founder and CEO, Jan Wong, ManpowerGroup Malaysia Head of Marketing & Client Solutions, Mohammad Kashif, Naluri Health Psychologist and Health Coach Hanani Damiri and Digi Telecommunications Head of Digi-X, Kathryn Lee.

KEDAH/PERLIS

Gotong Royong

On August 6, 2022, a "Gotong Royong" was conducted by FMM, MOH Kuala Muda, Bomba, SW Corp and E Idaman at Kawasan Perindustrian Taman Ria Jaya (Jalan Ayam Didik).

The event, held to prevent the outbreak of dengue fever in the area, was led by FMM Kedah/Perlis Chairman Ng Lai Choon.

Group picture with MOH Kuala Muda, Bomba, SW Corp, E Idaman and companies that participated.



KEDAH/PERLIS



Hoe Lean Fatt briefing participants on the latest amendment of Employment Act 1955 to be applied at their workplaces.

Formulating Good HR Policies

A workshop which focused on the Employment Act 1955 (Incorporating Employment (Amendment) Act 2022 For HR Practitioners was held on August 24, 2022.

This workshop, attended by 17 participants from 14 companies, was customised to make understanding of the basic provisions of the Act as comprehensible as possible to enable those in administration and management to adopt transparency and achieve competency in performance and productivity in their respective units or departments.

The event, held at Park Avenue Hotel, Sungai Petani, was led by trainer Hoe Lean Fatt.

Fruitful Meeting

On September 29, 2022, the IPMC Kuala Ketil Meeting 01/2022 was held at Schaefer Kalk Malaysia Sdn Bhd, Kuala Ketil, led by IPMC Kuala Ketil Chairman Mazlan Kassim.

At the meeting, attended by 14 participants from 10 companies and agencies, among the topics discussed were the Land Conversion and CLQ update from Perbadanan Kemajuan Negeri Kedah (PKNK) and Majlis Daerah Baling (MDB) for Kuala Ketil Industrial Area phase 1; as well as PKNK's proposal to build a CLQ at the abandoned food court located beside the Kuala Ketil Industrial Area.



Mazlan chaired the IPMC Kuala Ketil which was attended by representatives of MIDA Kedah/Perlis, Majlis Daerah Baling, BOMBA Baling, UniSHAMS and FMM members.

Raising Awareness on Road Safety

The FMM Motorcycle Riding Campaign – Jitra, was held on October 13, 2022, and co-organised by Institut Latihan Perindustrian (ILP) Jitra.

Attended by 135 participants from 4 companies and agencies, the event was officiated by SOCSO Kedah

Deputy Director, Ahmad Firdaus and attended by Head of Mechanical Department ILP Jitra, Mohammad Jefri Jaafar.

Tuan Yaseri Jusoh from JPJ Kedah delivered a briefing on the department's initiative to reduce the accident rate in Kedah involving drivers and motorcycle passengers. JPJ also emphasised the importance of motorcycle maintenance as well as the level of modification that is permitted.



Several participants, VIPs and trainers who took part in the FMM Motorcycle Riding Campaign – Jitra.

PENANG

In-depth Knowledge and Skills in Quality Engineering and Management

From September 13, 2022 to December 8, 2022, a programme, "Peneraju Skil PLUS Certified Quality Engineer (Cohort 3)", fully sponsored by Yayasan Peneraju Pendidikan Bumiputera, an agency under the Prime Minister's Department,

was conducted in the form of a 19-day classroom training, online learning via Learning Management System (Talent LMS) and a 5-hour examination at the end of the programme.

Held at the School of Materials and Minerals Resources Engineering, USM Nibong Tebal, it was led by trainers Then Kui Min, Flora Anthonysamy and Khairol Anuar Masuan.

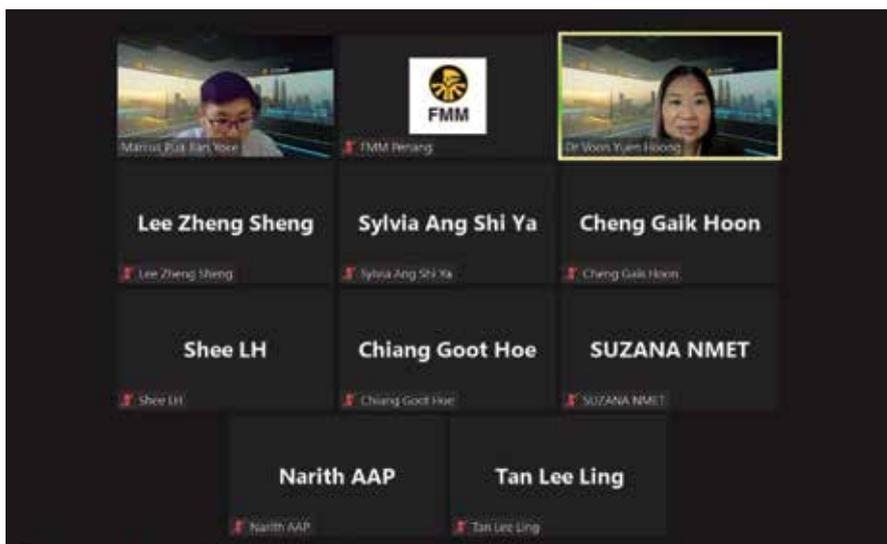
Insightful Webinar

On July 5 and 6, 2022, the webinar Malaysian Customs Tariff Classification under the Harmonised Commodity Description & Coding System was held, attended by 18 participants.

The purpose of the session was to educate participants on the correct customs procedures on how to apply for Customs Classification & Customs Ruling. Speaking at the session was the Former Deputy Director of Customs, Head of Enforcement Division KLIA, Royal Malaysian Customs Department (RMCD), Lee Wing Onn.



Participants at the Malaysian Customs Tariff Classification under the Harmonised Commodity Description & Coding System webinar.



Participants of the webinar, Tax Audits & Investigations: Are You Ready for a Capital Statement Review?

Individual Tax Webinar

The branch held a webinar Tax Audits & Investigations: Are You Ready for a Capital Statement Review? on September 5, 2022, led by Crowe Malaysia Executive Director, Dr Voon Yuen Hoong.

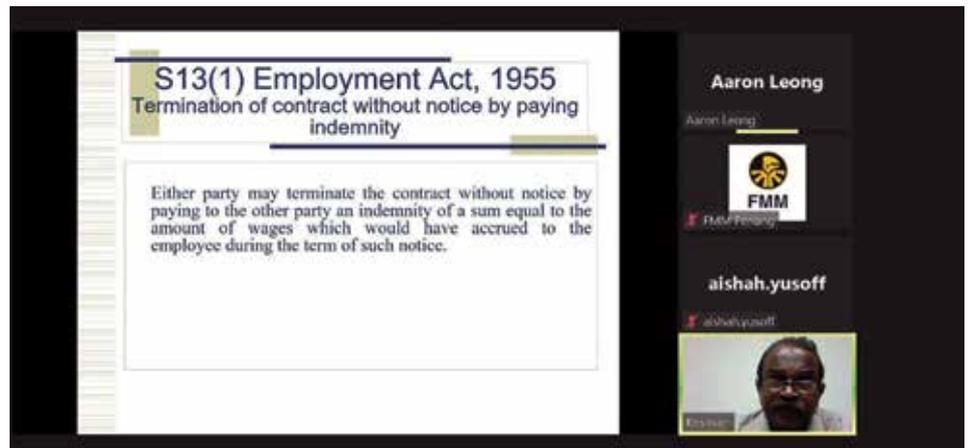
The Inland Revenue Board (IRB) is now increasingly focused on verifying whether taxpayers' income was under-declared through the review of an individual's Net Worth Analysis or Capital Statement in a tax audit or investigation. These methods compare the increase of the person's net assets in a particular year to his net income.

PENANG

Webinar on Employment Contracts

On September 7, 2022, a webinar led by FMM HR/IR Advisor K. Kesavan was held to enhance employers' awareness on employment contracts.

The session, attended by 11 participants, was a provide guidance to members on the compliance with employment contracts and probationers' issues in relations to the Employment Act 1955 and other interrelated matters.



Participants of the webinar, Employment Contracts & Probationers Issues in Relation to Employment Act 1955.

A Fruitful Session

FMM Penang collaborated with Invest Penang and the Penang Development Corporation (PDC) to promo the Penang Food Industry in conjunction with the Penang 50th Industrial Anniversary.

In conjunction with this, the branch along with InvestPenang and the Penang Development Corporation (PDC) made a visit to the Torto Food Industries (M) S/B factory on September 28, 2022.

In attendance were Branch Chairman, Dato' Lee Teong Li, Special Investment Advisor to the Chief Minister of Penang, Dato' Seri Lee Kah Choon and Invest Penang CEO, Dato' Loo Lee Lian.



Group photo at Torto Food Industries Sdn Bhd with the delegates from FMM Penang, Invest Penang and Penang Development Corporation Sdn Bhd.

PERAK

Fostering Closer Ties

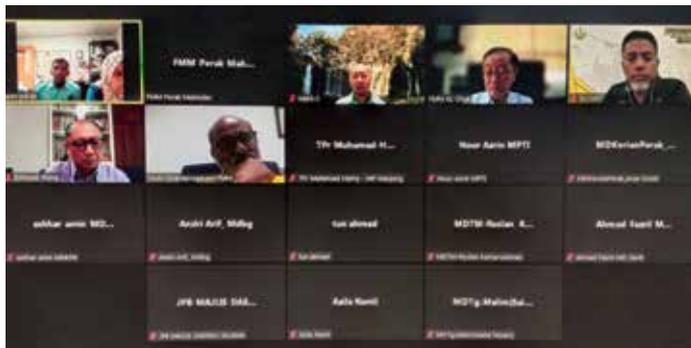
The Branch paid a courtesy visit to the Perak Labour Department on August 2, 2022, with the purpose of creating a closer rapport with the department’s officials.

Perak’s Labour Department (JTK) Director, Muhamad Fauzi Hj. Abd Ghani warmly received FMM Immediate Part Chairman, Tan Seow Heng, FMM Perak Chairman, Chua Kay Lin and FMM Vice Chairmen, Mok Tuck Meng and Mark Chan.

Matters discussed during the visit were JTK Ipoh’s One Stop Centre, which is fully operational, as well as members’ various concerns on the Amendments to the Employment Act 2022.



The visit led by Chua Kay Lin (1st row, 3rd from right) was well received by Muhamad Fauzi (1st row, 4th from left).



Engagement Session

On August 26, 2022, the FMM-UPEN e-Engagement Session was held, with the aim of creating close rapport with Unit Perancangan Ekonomi Perak.

In attendance were FMM Perak Chairman, Chua Kay Lin, FMM Perak Vice Chairmen, Edmund Wong and Mark Chan, as well as UPEN Deputy Director, Kumaresan Lingam and UPEN Assistant Director, Syariza.

Group photo of attendees who joined the e-engagement session.

Courtesy Visit - DOE

The Branch paid a courtesy visit to the Director of the Department of Environment (DOE) on October 5, 2022, to discuss various matters and to foster closer ties between both parties.

On hand to receive FMM Perak Chairman, Chua Kay Lin, FMM Perak Vice Chairman, Mark Chan and FMM Perak Safety Health and Environment Chairman, Zubair Abdullah was DOE Director, Tuan Haji Rosli Zul.

Group photo of Tuan Haji Rosli Zul (front row, 3rd from left) with FMM Perak Safety Health and Environment Sub-Committee Members.



PERAK



FMM Perak 54th AGM

On October 20, 2022, the Branch held its 54th AGM, attended by 26 members. This not being an election year, Committee members retained their positions.

In attendance were FMM Perak Immediate Past Chairman, Tan Seow Heng, FMM Perak Chairman, Chua Kay Lin and FMM Perak Vice Chairmen, Edmund Wong, Mark Chan, Mok Tuck Meng and Tony Cheam.

The Branch Chairman delivering his address.

SELANGOR & KUALA LUMPUR

Courtesy Visit - Klang

FMM Klang Regional Committee paid a visit to Majlis Perbandaran Klang Yang DiPertua Hajah Noraini Roslan on August 2, 2022. Issues concerning infrastructure and centralised workers' accommodation or Temporary Labour Quarters (TLQ) were discussed. The meeting continued with a video presentation on FMM's background, organisation structure and membership benefits. FMM was represented by FMM Klang Regional Committee Chairman, Lee Pang, and Branch Chairman, Michelle Hah.



(4th from left) Lee Pang, Chairman of FMM Klang Regional Committee, Hajah Noraini Roslan, Yang DiPertua (YDP), (5th from left) Majlis Perbandaran Klang (MPK), and Michelle Hah, Chairman of FMM Selangor & Kuala Lumpur (5th from right).

SELANGOR & KUALA LUMPUR

Saving Selangor's Waterways

A meeting with Lembaga Urus Air Selangor (LUAS) on Zero Discharge Policy (ZDP) took place on September 5, 2022 at the Branch office in Shah Alam, Selangor. Green Technology Working Committee Branch Chairman, Dato' Kevin Lai Tak Kuan presented the survey results of the Implementation of ZDP. LUAS emphasised on the importance of reducing the amount of water and effluents discharged into rivers. LUAS was represented by its River Basin and Coastal Management Division Chief Assistant Director, Haslina Amer, Environmental Management Unit Head, Mohd Nazifi Nawawi and Law Officer, Norfazilah Shahrudin.



(3rd from left) Dato' Kevin Lai, Chairman of the Branch Green Technology Working Committee and Haslina Amer, Chief Assistant Director of River Basin and Coastal Management Division, with the officers from LUAS, FMM Members and Regional Chairmen.

Gala Dinner

The FMM Selangor & Kuala Lumpur Annual Dinner 2022 was held on September 15, 2022 at Setia City Convention Centre, Setia Alam in Shah Alam, Selangor. It was an occasion for celebration, networking, and good entertainment. Close to 800 guests attended the event, comprising senior representatives from manufacturing companies, State Executive Councillors and government department heads.

Present at the event were Selangor State Executive Councillor for Investment, Industry & Commerce and Small & Medium Enterprise (SME), Dato' Teng Chang Khim, FMM Selangor & Kuala Lumpur Chairman, Michelle Hah Mei Kian, FMM Selangor & Kuala Lumpur Annual Dinner 2022 Organising Chairman and Branch Membership Services Working Sub-Committee, Mag Ng and Department of Occupational Safety & Health Selangor Director, Bahrudin Mamat.



(8th from right) Mag Ng, Organising Chairman of FMM Selangor & Kuala Lumpur Annual Dinner 2022 (12th from left): Dato' Teng Chang Khim, Selangor State Executive Councillor for Investment, Industry & Commerce and Small & Medium Enterprise (SME), Michelle Hah, Chairman of FMM Selangor & Kuala Lumpur, Tan Sri Dato' Soh Thian Lai, FMM President with VVIPs at FMM Selangor & Kuala Lumpur Annual Dinner 2022.

SELANGOR & KUALA LUMPUR

Safety Comes First

The Branch collaborated with Social Security Organisation (SOCSO) to organise an Occupational Safety and Health (OSH) 2022 conference on October 5 and 6, 2022. At the event, OSH practitioners shared experiences and exchanged information on the latest OSH developments at national and international levels. 130 participants attended the conference,

held at De Palma Hotel in Shah Alam, Selangor. Guests included Selangor Department of Occupational Safety and Health (DOSH) Director, Bahrudin Mamat, SOCSO Section for Prevention and Health Promotion Head, Harun Bakar, Branch Chairman, Michelle Hah Mei Kian, Industrial Safety, Health, and Environment (SHE) Working Sub-Committee Branch Vice Chairman, Prame Kumar Nair and SHE Working Sub-Committee Branch Chairman, Wong Soo Kan.



(From left) Prame Kumar Nair, Vice Chairman of Branch Industrial Safety, Health, and Environment Committee, Wong Soo Kan, Chairman of Branch Industrial Safety, Health, and Environment Committee, Tuan Bahrudin Bin Mamat, Director of the Department of Occupational Safety and Health (DOSH) Selangor, Michelle Hah, Chairman of FMM Selangor & Kuala Lumpur together with the speakers and participants of the conference on Occupational Safety and Health 2022.

Strategic Alliances

The Selangor International Business Summit (SIBS) 2022 took place from October 6-9, 2022 at Kuala Lumpur Convention Centre. The event served a platform for business representatives to engage in a dialogue with key decision-makers. Over 25,000 people attended SIBS, also aimed at connecting businesses and introducing Selangor as Malaysia's gateway to ASEAN. The event was graced by Selangor Menteri Besar, Dato' Amirudin Shari and FMM Selangor & Kuala Lumpur Chairman, Michelle Hah Mei Kian.



Group photo at the Selangor International Business Summit (SIBS) at Kuala Lumpur Convention Centre.

SELANGOR & KUALA LUMPUR

A Plaque of Appreciation

Spices & Seasonings Specialties Sdn Bhd has been FMM member for over half a century. On October 10, 2022, the Branch paid a visit to the Semenyih-based factory to present an appreciation plaque and certificate to acknowledge its relationship with the company. The visit started with a brief history of the manufacturing company, followed by the award presentation to Spices & Seasonings Specialties Sdn Bhd's Managing Director Yeoh Jin Beng. Present at the ceremony were FMM Hulu Langat Regional Committee Chairman, Wilson Chang, Branch Chairman, Michelle Hah and Branch Membership Services Working Sub-Committee Chairman, Mag Ng.

(From right) Wilson Chang, Chairman of FMM Hulu Langat Regional Committee, Michelle Hah, Chairman of FMM and Selangor & Kuala Lumpur and (from Left) Mag Ng, Chairman of Branch Membership Services Working Sub-Committee presenting the certificate and plaque to Yeoh Jin Beng Managing Director of Spices & Seasonings Specialties Sdn Bhd.



NEGERI SEMBILAN



Photo of the trainer, Satwant Singh with participants at Klana Resort Seremban, Negeri Sembilan.

Lessons on Safety

The FMM Negeri Sembilan/SOCSO Seminar on Chemical Safety Management and Hazard Communication was designed to provide guidance to staff in understanding the safety and hazards of chemicals and methods to avoid exposures that could be injurious to health and safety. Organised on August 24 and 25, 2022 at the Klana Resort Seremban, the seminar was led by FMM associate trainer, Satwant Singh, who taught chemical safety concepts and policies for the 12 participants to better comprehend the potential hazards of chemicals.

They were also taught the responsibilities of those handling chemicals and its overall risk, as well as methods of preventing and reducing the incidences of occupational injuries and illness. The participants also had a strong grasp of the proper method of storing and handling of chemicals by the end of the programme.

Reducing Changeover Time

A total of nine participants attended the webinar titled Understanding Single Minute Exchange of Dies (SMED) for Manufacturing led by FMM associate trainer, Nyana Pragasam Sellavappan. Held on September 19 and 20, 2022, the objective of the programme was to ensure that participants learned the standard methodology in applying SMED.

The techniques covered demonstrated how to reduce changeover time from hours to minutes and even to seconds. Conducted via Zoom, the two-day webinar programme ensured that participants learned key concepts and principles related to Quick Changeover/setup reduction and develop skills required to apply Quick Changeover using a disciplined, visual process of documentation and improvement.



A group photo of the trainer, Pragasam (1st row, 1st from the left) with participants at the end of the webinar.

NEGERI SEMBILAN

Understanding the Dos and Don'ts of Customs

The FMM Seminar on Import Export Documentation, Procedural Requirements, INCOTERMS 2020, in brief, relating to Acceptable Declared Customs Import and Export Value Including Impact of Sales Tax 2018 was held on September 20 and 21, 2022 at the Klana Resort. Led by FMM associate trainer Jeyasingam Ratnasingam, the

11 participants gained invaluable knowledge including Definitions of Import and Export and its Legal Requirements; Methods of WTO Customs Valuation, in brief; Acceptable Customs Import and Export declared value with reference to INCOTERMS 2020; Types of Customs Forms and its required supporting documents; and Latest updates on Custom Release Document (CRD) & Custom Official Receipt (COR) for non-dutiable and dutiable declarations.



FMM Seminar on Import Export Documentation, Procedural Requirements, INCOTERMS 2020 at Klana Resort.

Meeting and Briefing

The UCSI Hospital organised the FMM NS 2nd S.H.E Sub-Committee Meeting 2021/2022 & 2022/2023 and Briefing Session on Hearing Conservation Programme on October 6, 2022. Held at the UCSI Hospital in Port Dickson, the programme was led by FMM Negeri Sembilan Sub-Committee

Chairman, Radzi Abdul Rashid, where 17 participants were invited to share and update related issues among members. This was a good opportunity for FMM NS Sub-Committee to learn more about the hearing conservation programme conducted by UCSI Hospital, as well as a chance to interact with fellow FMM NS 2nd S.H.E Sub-Committee practitioners.



Group photograph of Radzi Abdul Rashid (6th from the right) during the meeting at UCSI Hospital, Port Dickson on October 6, 2022.

MELAKA

Trained to Save

On August 10 and 11, 2022 the FMM Malacca Branch organised the Training on First Aid and Cardio Pulmonary Resuscitation (CPR) sessions which were attended by 19 participants aspiring to become first aiders.

Under the guidance of trainer Mohd Fakurol Mustapha, the participants learned how to identify the signs and symptoms of various injuries as well as how to immediately help the injured co-worker.

Participants practising head injury bandage.



Always Be Prepared

A total of 40 participants attended the Emergency Seminar held on September 7 and 8, 2022 at the Cheng Fire and Rescue Station, Melaka.

Led by Station Head Assistant Fire Superintendent, Roslan Jalil, the training allowed the participants to familiarise themselves with the use of firefighting equipment which would enable them to take immediate actions during emergencies.

Participants being briefed on the equipment used during fire fighting.

Annual Meeting

The FMM Malacca Branch held its 48th Annual General Meeting on October 18, 2022. Eleven participants attended the meeting chaired by Branch Chairman, Jimmy Ong and held at the organisation's headquarters.



Attendees of the 48th Annual General Meeting.

JOHOR

Tax Topics Explained

Customs Johor Import Audit & SST Department Assistant Director Tuan Tan Chee Yong led the discussion at the FMM Seminar on Customs Sales Tax Exemption 2021 and Tax Audit Requirements.

Held on July 20, 2022 at Grand Paragon Hotel in Johor Bahru, a total of 42 participants attended the seminar which aimed to give understanding on online applications on sales tax exemption under schedule A, B & C and to plan and make use of the tax exemptions offered by the Government.

It also promoted one-to-one interactions with a government department where participants learned the procedure and ways to use the self-declaration mechanism to apply for sales tax exemption on purchase of machinery, equipment and spare parts.



Participants of the FMM Seminar on Customs Sales Tax Exemption 2021 and Tax Audit Requirements.



Participants of the FMM Seminar Understanding the Basics of the Employment Act, 1955 & The Employment (Amendments) Act 2021.

Understanding the Employment Acts

A total of 109 participants attended the FMM Seminar Understanding the Basics of the Employment Act, 1955 and The Employment (Amendments) Act 2021 held on August 17, 2022. Organised at the Doubletree by Hilton Hotel in Johor Bahru, the seminar was conducted by Employment & Industrial Relation Lawyer, Auzan Hasanuddin Sazali who equipped the participants with the basic understanding of the Employment Act 1955.

The seminar provided knowledge on labour laws compliance and enhancing good employer/employee relationships, stressing that while the quality of performance and productivity is crucial to any employer, the industrial harmony and its maintenance is equally important to the employee.

A Bonding Session

FMM Johor Membership Services Sub-Committee Chairman, Gerard R. Sankar led the business networking session held on September 13, 2022 at the Grand Paragon Hotel in Johor Bahru. About 45 participants attended the networking platform that allowed FMM members to introduce and promote their services and products.

Business Opportunity Networking @ Grand Paragon Hotel. Participants interacted with each other to promote their products and services.



JOHOR

Worth a Dialogue

The FMM Briefing & Dialogue Session on Employment Act 1955 (Amendment 2021) saw 72 participants listening to Industrial Relation Officer, Noraini Nordin speaking on several issues pertaining to the topic. The seminar updated members on the latest amendment of Employment Act 1955, whereby the participants also learned the dos and don'ts to promote harmony within the industry. The event was held on September 13, 2022 at the Grand Paragon Hotel in Johor Bahru.



Participants of the FMM Briefing & Dialogue Session on Employment Act 1955 (Amendment 2021).



Exploring New Opportunities

FMM Johor Youth Committee Chairman Ong Khai Kher led the team at the Selangor International Expo (SIE) 2022 event held on October 7 and 8, 2022 at the Kuala Lumpur Convention Centre. Attended by Invest Selangor Berhad Senior Manager, Ezriq Sajad Ismail Sajad, the SIE aims to boost business visibility and be the biggest regional platform to exchange fresh ideas among significant industry players.

The 24 youth members who participated in the show complimented that it is a great platform for their companies to expand their network, explore new opportunities and business potential. Also in attendance at the Industrial Park and Investment exhibition was the Selangor State Executive Councillor for Industry and Trade, Dato' Teng Chang Khim.

SARAWAK

A Fruitful Session

The FMM Sarawak held its Membership Networking Session on August 1, 2022 at the Waterfront Hotel in Kuching.

Led by FMM Sarawak Branch Chairman Dato' Sri Victor Hii Lu Thian, the session was attended by participants from 25 different companies.

Also in attendance were FMM Vice Presidents, Dato' Gan Tack Kong and Dato' Andrew Goh Boon Kim.

A total of 26 participants were briefed on what are the benefits of joining FMM by Dato' Andrew and Dato' Gan. During the networking session, FMM members mingled and shared their experience of being a FMM member with participants from the non-member companies. Participants were also briefed by a member of the Sarawak Ministry of Education, Innovation and Talent Development on the latest apprentice incentives by the State Government. Other invitees included Ministry of International Trade and Industry Sarawak Division Director, Griffith Goba and Head of SIRIM Sarawak, Kasvenda Kassim.



Group photo on the FMM Sarawak Membership Networking Session led by Chairman, Dato' Sri Victor Hii Lu Thian (seated 5th left) and flanked by Dato' Andrew Goh (seated 4th left) and Dato' Gan (seated 6th left) held on August 1, 2022.

SARAWAK

For the Environment

On August 16, 2022, the FMM Sarawak Branch Vice Chairman, Leslie Phuan Puay Khing led a team of eight delegates to pay a courtesy call to the Sarawak Department of Environment at its office in Wisma STA, Kuching.

Representing the DOE Director, Hazrel Izzat, who listened to the members highlighting issues pertaining to the environment, and addressed the matters accordingly. The visit proved to be a good avenue to build a closer rapport between FMM and DOE.

Vice Chairman, Leslie Phuan Puay Khing (4th left) led the FMM delegation to pay a courtesy call to DOE Sarawak.



The Sarawak Deputy Premier, Datuk Amar Haji Awang Tengah Ali Hasan (2nd left) and RECODA CEO, Datuk Haji Ismawi Haji Ismuni (far left) being briefed on the progress of the Employ@SCORE by FMM Sarawak.

Benefitting the Employers

The EMPLOY@SCORE programme by Regional Corridor Development Authority (RECODA) was launched on September 30, 2022 by the Deputy Premier, Second Minister for Natural Resources and Urban Development, Minister of International Trade and Investment Datuk Amar Haji Awang Tengah Ali Hasan.

FMM Sarawak participated in the EMPLOY@SCORE programme where the employers will be given a RM 3,000 wage subsidy over a six month period while FMM Institute training programmes will be sponsored by RECODA.

A total of 35 companies with 320 vacancies from Sibu, Bintulu and Miri participated in this programme. Also in attendance of the event in Pullman Hotel, Kuching was RECODA Chief Executive Officer, Datuk Haji Ismawi Haji Ismuni.

A Learning Experience

The UNIMAS Business School (UBS) delegation led by its Chief Executive Officer Professor, Dr Puah Chin Hong paid a courtesy call to FMM Sarawak on October 14, 2022 to further the organisations' endeavours to work closer together. During the discussion FMM and UBS explored several matters including the notion of FMM/FMM Institute programmes to be certified by UBS or UNIMAS and the collaboration to co-organise programmes for the industries.



CEO of UBS, Professor Dr Puah Chin Hong (2nd left) presenting a souvenir to FMM Sarawak.

EASTERN

Insightful Session

On July 4, 2022, a Business Opportunity Networking Session (BON) was held at the AC Marriott Hotel, Kuantan, led by Branch Chairman, Ir Kua Jit How, and attended by 30 participants.

In attendance were FMM Vice Presidents, Dato' Andrew Goh Boon Kim and Jacob Lee, FMM Eastern Branch Vice Chairmen, Chen Lai Peng, Ir. Burhanud-Din Ishak, Dato' Stanley Goh and Fakhrul Adly.

Also present at the event were Tenaga Kerja Kanan Assistant Director, Aznan Salleh, Jabatan Senibina, MBK Head of Department, Nik Muhamad Amin, MIDA Pahang Director, Nadia Zam Zam, MIDA Terengganu Director, Nurul Amalina Ahmad Kassim, MIDA Terengganu Assistant Director, Nooraimie Afzan Zakaria and MIDF East Coast Director, Hizramurny Zakaria.



Business Opportunity Networking (BON) Session held at the AC Marriott Hotel, Kuantan.

Fruitful Networking Session

A Business Networking Session was on August 4, 2022 to create a networking platform for members and non-members to introduce and promote their services and products amongst FMM members, especially with FMM Eastern Branch.

20 members attended the session, held at MIDA Kelantan and led by FMM Eastern Branch Vice Chairman, Fakhrul Adly. Also in attendance were MIDA Kelantan Director, Nik Mohd Faizal Nik Kamarudin and MIDF East Coast Director, Hizramurny Zakaria.



The insightful Business Opportunity Networking (BON) Session in Kelantan.

EASTERN

Session on Cyber Security

A webinar on Cyber Security Awareness was conducted by Rahul Thomas on August 5, 2022, attended by five members.

The webinar was conducted to update participants with recent updates and practice in fundamentals of cyber security such as how to secure privacy and security of personal information.



The webinar was conducted by Rahul Thomas.



The webinar was conducted by Khairil Anuar Baharuddin and Raymond Foong.

Informative Webinar

On August 23, 2022, a webinar, Amendments to the Employment Act & Handling Grievances, Misconducts and Domestic Inquiry Procedures Compliances was conducted.

The session was led by Jabatan Tenaga Kerja Negeri Pahang Industrial Relation Officer, Khairil Anuar Baharuddin and Raymond Foong.

An Exchange of Views

On September 7, 2022, a BON session was held at Asfa D'village, attended by representatives from MITI, MIDA, MIDF, the local council, ECER and Committee Members to exchange views on the current industrial issues and business conditions.

Led by Branch Chairman, Ir Kua Jit How and committee member Dato' Rozano Saad, attendees included Perancangan Pembangunan MPK Department Director, Rooslinda Mamat, MIDA Terengganu Director, Nurul Amalina Ahmad Kasim, MIDA Terengganu Assistant Director, Nooraimie Zakaria, MIDF East Coast Director, Hizramurny Zakaria, MITI Pahang Director, Lee Meng Tat and ECER Senior Manager, Razlee Hassan.



The BON Session included attendees from several parties.

An Informative Session

A webinar, Import Export Documentation, Procedural Requirements, INCOTERMS 2020, (in brief, relating to Acceptable Declared Customs Import and Export Value Including Impact of Sales Tax 2018) was held on October 5 and 6, 2022, led by Jeyasingam Ratnasingam.

The webinar was conducted to update participants with the latest information on Custom Release Document (CRD) & Custom Official Receipt (COR) for non-dutiable and dutiable Declarations, as well as updates on legal requirements for import and export.



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FMM 54th Annual General Meeting on Thursday, November 24, 2022 at Dewan FMM, Wisma FMM.

FMM 54TH ANNUAL GENERAL MEETING

FMM held its 54th Annual General Meeting (AGM) on November 24, 2022, at Dewan FMM, Wisma FMM, Bandar Sri Damansara, Kuala Lumpur.

In his address, YBhg Tan Sri Dato' Soh Thian Lai, FMM President, highlighted the following:

1. As the voice of industry to assist members to mitigate the challenges, FMM continued to provide views, feedback, proposals and recommendations on all major key policies and issues affecting the economy and the manufacturing sector, in particular issues related to the business environment and Malaysia's competitiveness, such as shortage of labours, proposed for progressive implementation of minimum wage; conversion of housing approved as temporary labour quarter to centralise labour quarter; challenges in obtaining the certificate of accommodation in compliance to Act 446; objection to HRD Corp's microcredential fee implementation, trade promotion, Customs and logistics, through regular meetings with key players in both Federal and State Governments.
2. FMM had successfully intervened on the moratorium on implementation of electricity tariff surcharge; suspension of the 80:20 ratio of local to foreign workers condition; lifting of the freeze and reopened application for recruitment of foreign worker.
3. In the effort to promote ethical business practices, FMM was a strategic partner to the Malaysian Anti-Corruption Commission (MACC) for the International Anti-Corruption Day on December 9, 2021 with focus on the expatriate business community in the country.
4. In support of the Government's national commitment to achieve sustainable growth and better planetary health and the achievement of the 2030 Agenda for Sustainable Development, FMM signed a MoU with the Malaysian International Chamber of Commerce and Industry to establish a Joint Taskforce on Environmental, Social and Governance on June 10, 2022.
5. The government has acknowledged that the Technical and Vocational Education and Training (TVET) should be the main route to provide highly-skilled human

resources. On June 29, 2021, FMM was appointed to lead the establishment of the Government-Industry TVET Coordination Body (GITC) which is mandated by the Majlis TVET Negara as the platform for the industry to provide inputs towards the development and progress of the national TVET agenda and himself was appointed as its Pro-tem Chairman. GITC has been registered as a Company Limited by Guarantee in October 2022.

6. FMM continued to play an active role in promoting the development of SMIs by collaborating with MIDA to implement the Industrial Linkage Programme (ILP). The ILP was officially launched in August 2021 and kicked off with five anchor multinational corporations and local large companies. To prepare the youths to take charge of charting the future of manufacturing, FMM set up FMM Youth Committee under the FMM SMI, Youth & Entrepreneurship Committee to promote FMM to young entrepreneurs and start-ups. FMM also encouraged youth participation in FMM as well as to promote manufacturing to youth and inspiring them to become the next generation of manufacturers
7. In the wake of the increasing adoption of smart manufacturing and industry 4.0, FMM signed a Memorandum of Understanding with Huawei Technologies (Malaysia) Sdn Bhd (Huawei Malaysia) on September 29, 2021 to strengthen collaboration in adoption best manufacturing practices through the usage of Industry 4.0 technology.



FMM President Tan Sri Dato' Soh Thian Lai.

The Audited Financial Statements for the financial year ended June 30, 2022 and the Reports of the Directors and Auditors were unanimously approved and adopted by the members present. Thirteen Council members were elected into the FMM Council.



FMM Council Members voting at the FMM 54th Annual General Meeting.

FMM NEW COUNCIL LINE-UP FOR 2022/2023 AND 2023/2024

PRESIDENT

- **YBhg Tan Sri Dato' Soh Thian Lai** YKGI Holdings Bhd

PRESIDENT EMERITUS

- **YBhg Tan Sri Dr Lim Wee Chai** Top Glove Sdn Bhd

VICE-PRESIDENTS

- **Mr Jacob Lee Chor Kok** Asli Mechanical Sdn Bhd
- **YBhg Dato' Nathan K Suppiah** ISUS JVC Industries Sdn Bhd
- **YBhg Dato' Gan Tack Kong** Ngan Yin Food Industries Sdn Bhd
- **YBhg Dato' Goh Boon Kim** Taik Sin Timber Industry Sdn Bhd

COUNCIL MEMBERS

- **Mr R. Narayanan** ABB Malaysia Sdn Bhd
- **Dr Helena Eian Yeut Lan** Accel Graphic System Sdn Bhd
- **YBhg Dato' Dr Ir Andy Seo Kian Haw** Alphaprime Engineering Sdn Bhd
- **YBhg Tan Sri Cheng Yong Kim** Amsteel Mills Sdn Bhd
- **YBhg Dato' Lim Hong Thye** Ann Joo Steel Berhad
- **Ms Lee Pang** Bodibasixs Manufacturing Sdn Bhd
- **Ms Michelle Hah Mei Kian** Fire Fighter Industry Sdn Bhd
- **Encik Azli Haji Norali** GKN Engine Systems Component Repair Sdn Bhd
- **YBhg Dato' Seri Dr Hj Haminnuddin Abd Hamid** Ideal Healthcare Sdn Bhd
- **Mr Mark Wing Kong** LB Aluminium Bhd
- **YBhg Tan Sri Saw Choo Boon** Mackenzie Industries Sdn Bhd
- **YBhg Dato' Tan Boon Pun** MDC Manufacturing Sdn Bhd
- **Mr Danny Ng Kian Boon** MTS Fibromat (M) Sdn Bhd
- **Mr Juan Jose Aranols** Nestle Manufacturing (Malaysia) Sdn Bhd
- **Mr Kenny Tan Thean Hin** Newbillion Industries (M) Sdn Bhd
- **YBhg Dato' Roh Jae Yeol** Samsung Electronics (Malaysia) Sdn Bhd
- **YBhg Dato' Palaniappan Joseph** Satake Technologies Sdn Bhd
- **YBhg Datuk Noraini bt Soltan** Sipro (Malaysia) Sdn Bhd
- **Ir Ter Leong Leng** Top-Mech Provincial Sdn Bhd
- **Ms Gor Siew Yeng** Penfabric Sdn Bhd
- **Ms Karen Young** Zeito Plastic Components Sdn Bhd

BRANCH COMMITTEE CHAIRMEN

- **Mr Ng Lai Choon** Minebea Electronics Motor (Malaysia) Sdn Bhd
(Kedah / Perlis Branch Committee)
- **YBhg Dato' Lee Teong Li** Amphenol TCS Malaysia Sdn Bhd
(Penang Branch Committee)
- **Mr Chua Kay Lin** Nutri Action Sdn Bhd
(Perak Branch Committee)
- **Ms Ng Foong Yuon** Mega Fortris (Malaysia) Sdn Bhd
(Selangor and Kuala Lumpur Branch Committee)
- **YBhg Dato' Steven Aroki** Smane (M) Sdn Bhd
(Negeri Sembilan Branch Committee)
- **Mr Jimmy Ong Kim Heng** San Miguel Yamamura Woven Products Sdn Bhd
(Malacca Branch Committee)
- **Mr Saw Seong Ho** PG Canister Sdn Bhd
(Johor Branch Committee)
- **Ir Kua Jit How** Sadagene Steel Sdn Bhd
(Eastern Branch Committee)
- **YBhg Dato' Sri Victor Hii Lu Thian** Asteel Sdn Bhd
(Sarawak Branch Committee)
- **Mr James Ha Haw Yew** Dong Sin Food Sdn Bhd
(Sabah Branch Committee)

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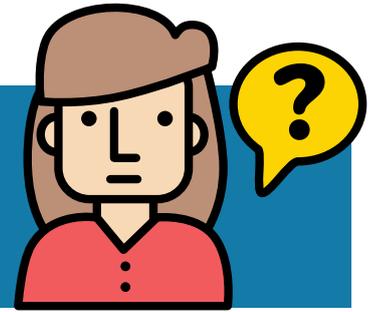
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ASK FMM



Q1.

Is it mandatory for an employer to observe additional or special holidays declared under section 8 or section 9 of the Holidays Act 1951?

A1.

The Holidays Act 1951 is only applicable throughout Peninsular Malaysia. Any additional or special holiday under section 8 of the Holidays Act 1951 will be declared by the Prime Minister. Under section 60D(1)(b) of the Employment Act 1955, additional or special holidays declared under section 8 of the Holidays Act 1951 is a compulsory holiday to be observed by the employer for employees covered under the scope of the Employment Act 1955.

Any additional or special holiday declared under section 9 of the Holidays Act 1951 will be declared by the Chief Minister or the Menteri Besar of the respective state. This state holiday is not a mandatory holiday to be observed by the employer under the Employment Act 1955. However, under the terms and conditions of employment if an employer has agreed to observe all state holidays then the employee will be entitled to paid holiday as provided under the terms and conditions of employment.

Q2.

Employee A met a serious industrial accident, as a result of the accident the employee was given 3 months medical leave. The employer reported the accident to SOCSO for the purpose of claiming the periodic temporary disablement benefits, two issues were raised, kindly advise.

- (i) During the 3 months medical leave, is the employee entitled to paid sick leave?**
- (ii) If during the 3 months medical leave, the employee has exhausted all his paid sick leave, can the employer give any advance of wages to the employee while waiting for the periodic payment from SOCSO? If the employer decides to give such advance, can the employer recover the advance through wage deduction, if the answer is in the affirmative, does the employer need to obtain any approval from the Labour Department?**



A2.

(i) During the three months of medical leave if, the employee is entitled to receive payment for periodic temporary disablement benefits, unless it is provided under the contract of service, the employee will not be entitled to paid sick leave, it is because under section 60F (4) of Employment Act 1955, no employee shall be entitled to paid sick leave during the period he is receiving periodic temporary disablement from SOCSO.

(ii) Yes, the employer can give advance of wages to the employee. If the employer decides to give such advance to the employee the employer can recover such advances by way of deduction of wages. The employer does not required to obtain any approval from the Labour Department as provided under section 24(c) reading together section 22(1)(dd) of the Employment Act 1955.

Q3.

Company A has a contract with Company B for machinery maintenance. Company B later failed to pay wages to the employees working in Plant A. The employees made a complaint to the Director General of Labour. Later, the Director General of Labour (Labour Court) issued an Order (Borang C) under section 69 of the Employment Act 1955 against Company B and ordered Company B to pay a total sum of RM50,000 to all his employees as stated under the Order. While waiting for Company B to make such payment, Company A received a summon in Borang D under section 73 of the Act requiring Company A to attend an inquiry, and during the inquiry, Company A admitted that Company A still owed Company B a sum of RM5,000 and is willing to pay such sum to the Director General to be paid to the employees of Company B. Two days later, Company A received a Prohibitory Order in Borang E ordering Company A to pay RM50,000 to the Director General.

(i) **Can the Director General order the Company A to pay RM50,000, while Company A only admitted to owing RM5,000 to Company B?**

(ii) **If Company A is not happy with the Prohibitory Order in Borang E to pay RM50,000, what can Company A do?**

A3.

(i) Under section 73 of the Employment Act 1955, the Director General is empowered to make an Order for a sum not exceeding the amount ordered under Borang C which is admitted by the Company A, that is RM50,000.

(ii) If the Company is not happy with the Prohibitory Order to pay RM50,000, Company A can appeal to the High Court within 14 days from the Prohibitory Order being made.

Q4.

Ah Ming joined the company as an executive effective November 1st, 2022 with a starting pay of RM 3,000 per month. Under the terms and conditions of employment, Ah Ming will not be entitled to claim overtime payment for overtime work and is only entitled to claim time off for the overtime work. Ah Ming wishes to know whether starting from January 2023, is he entitled to overtime payment for working overtime. He also wishes to know whether he can still claim time off for such overtime work.

A4.

When the new amendments to the Employment Act 1955 come into operation, the Act will cover all employees employed under a contract of service and an employee earning not more than RM4,000 per month will be entitled to claim overtime payment. By virtue of section 7 of the Employment Act 1955, the terms and conditions that Ah Ming will not be entitled to claim overtime payment for overtime work and only be entitled to claim time off for the overtime work will be void and no effect. Therefore, from January 2023 Ah Ming is entitled to claim overtime payment for overtime work, but he can no longer claim time off for such overtime work.

Q5.

(a) Employee C is an employee employed on piece rates. What will be his entitlement for wages for working full day on a paid public holiday, and later working overtime for 2 hours.

(b) Employee D is a female employee in Company D and is yet to get married to her husband to be, Employee E, who is working in Company E. Employee D, will be going on maternity leave on January 15, 2023. Both of them plan to get married on March 1st, 2023. Will employee D and her husband Employee E will be entitled to maternity leave and paternity leave with pay - respectively - from their employer?

A5.

(a) For working a full day on a paid public holiday, employee C will be entitled to one day's holiday pay based on his ordinary rate of pay, in addition to wages for working on holiday with a payment of twice the ordinary rate per piece. Then for overtime payment, the employee is entitled to not less than three times the ordinary rate per piece.

(b) For an female employee, as long as she goes for confinement after at least 22 weeks of pregnancy, she will be entitled to maternity leave with pay after fulfilling the qualifying employment period, because her entitlement is not based on her marital status (section 37), however, employee E is not entitled to paternity leave with pay because under the law only a married male employee will be entitled to paternity leave with pay.

WELCOME TO FMM

The Federation of Malaysian Manufacturers (FMM) thrives on the active participation of its members. The involvement of our members and their staff is essential to the long-term growth of the manufacturing sector and to the primary role of the Federation.

It is with great pride and honour for FMM to welcome 51 Ordinary Members and 23 Affiliate Members that joined the Federation from September to November 2022.

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- Dimal Asia Pacific Sdn Bhd
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- Dynasty Culture Sdn Bhd
- Flexsys Malaysia Sdn Bhd
- GFB Food Sdn Bhd
- GI Tech Nano Solution Sdn Bhd
- Hanri Lighting Sdn Bhd
- Hosiden Electronics (Malaysia) Sendirian Berhad
- I Medikel Healthcare (M) Sdn Bhd
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- Inventec Performance Chemicals South East Asia Sdn Bhd
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- Mirai Industrial Automation (M) Sdn Bhd
- Optaplus Sdn Bhd
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- Rico Food Industries Sdn Bhd
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- Risen Solar Technology Sdn Bhd
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About Us

AM ALLOY INDUSTRIES SDN BHD, a company specialized in Secondary Aluminium Alloy and special grades smelting process, has achieved enormous progress since its establishment in 2011. It has been one of the top leading companies representing Best Quality Ingots to customers. AM Alloy Industries Sdn Bhd is a Malaysian based company having a vast experience in manufacturing of various grades of Secondary Aluminium Alloy Ingot. We build valuable partnerships with our customers and provide them excellent services and we are **ISO 9001: 2015, ISO OH&S 45001: 2018, ISO EMS 14001:2015 and moving towards ISO TS 16949: 2016 by year 2023 certified**

Manufacturing Division

AM ALLOY INDUSTRIES SDN BHD is the leading manufacturer of secondary aluminium alloy Ingots from selected scraps properly segregated and sorted for minimum impurities and maximum recovery. With a particular emphasis on metal cleanliness, analytical accuracy and compositional consistency. AM ALLOY INDUSTRIES SDN BHD customers enjoy material with superior Quality, consistent mechanical properties, higher metal yields and low rate of scrap with production condition optimized to suit consistent feed material. We are passionate recycler and our ingots are produced using recycled materials, and only use new alloys to fine tune the melt after the analysis to ensure the alloy meets the required specification. Our in-house laboratory analyses every melt using the **SPECTRO MAXx** spectrometer by our metallurgists to ensure quality and conformity to the relevant specifications.

Quality Analyzing Tools



SPECTROMAXx model LMD07 ARC/SPARK OES ANALYZER is used for test chemical compositions for our superior product based on international standard and customer's customize specifications to maintain the ingots quality.



OXFORD Bench Type Optical Emission Spectrometer (OES) is used for testing raw material composition and at various stages to ensure complete control of Ingot quality to match standard specifications.



Hand held XRF analyzer for raw material checking while sourcing raw material

Raw Materials



6063 Extrusion



Tense



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Radiator

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