

ESG Excellence
Universiti Malaysia Sarawak
2023

Community Driven University for a Sustainable World

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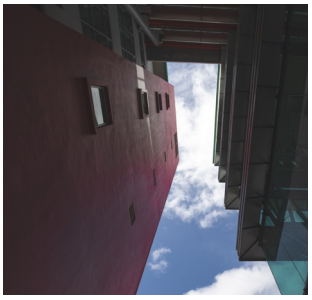

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About This Report

Reporting Period

The information in this report pertains to our sustainability performance in the Year 2022.

Reporting Cycle

UNIMAS plans to release this report annually.

Report Coverage

This Report addresses specific sustainability metrics and data for UNIMAS throughout 2022. The report covers only UNIMAS operations, unless stated otherwise. We report our impacts based on identified material topics, which are based on our strategic plan 2021-2025.

References and Guidelines

Global Reporting Initiative (GRI) principles and FTSE4Good Bursa Malaysia Index guided our decision-making regarding this report's contents.

Information Reliability

All the data contained in this report has been internally gathered, verified, and validated by the respective departments. We strive to improve our data collection and analysis procedures to increase data precision and quality as well as to strengthen future disclosures.

Forward-looking Statements

This report contains forward-looking statements including objectives, prospects, plans, and reasonable performance expectations. These projections are founded on currently available data and information as well as the current operating environment conditions. These are subject to potential changes due to external factors beyond UNIMAS' control. Readers are cautioned not to place inordinate reliance on these statements.

To provide feedback on this Report, please contact usc.unimas@gmail.com

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Who Are We?

Located in Sarawak on the island of Borneo, Universiti Malaysia Sarawak (UNIMAS) is ideally situated to take advantage of the numerous opportunities for research essentially in its backyard, including the challenges of geography and geology as well as the biological and ethnic diversity. Through its ultra-modern campus, UNIMAS is making significant strides towards becoming a world-renowned institution of higher education and research.

UNIMAS is a locally and internationally recognised institution with ISO certification. Its research focuses on public health, medical biotechnology, information technology, tropical biodiversity, renewable energy, environmental conservation, industrial design, international economics, and the sociopolitical implications of economic development programs.

UNIMAS aspires to be comparable and competitive in a world in which knowledge is becoming increasingly globalised. UNIMAS will continue to offer courses that are market-driven and innovative to confidently respond to national and international developments. Standard of research excellence will be maintained, and the application of significant research findings will be central to the economic and social relevance of the University's academic endeavours and goals.




SAYANG



51985
Alumni

2265
Staff

UNIMAS
UNIVERSITI MALAYSIA SARAWAK

16172
Students

20MIL
Total Grants

90+
Programs

VISION

A Leading Global University for a Sustainable Future

MISSION

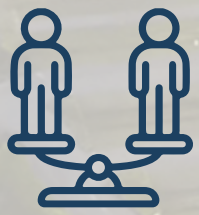
To enhance the social and economic impacts on the global community through the pursuit of excellence in teaching, research, and strategic engagement

VALUES



INTEGRITY

We uphold accountability and fully commit to exceptional work ethic.



EQUITY

We embrace differences and work towards a safe environment that values, respects, and offers fair opportunities to everyone in our community.



EXEMPLARY

We continuously strive to become role models to others through outstanding conducts in both professional and personal contexts.



TENACITY

We do not give in to hardships. We practice persistence and resilience in managing and solving challenges.



COLLEGIALITY

We value unity.
We collaborate and cooperate towards achieving collective goals for the betterment of the University.

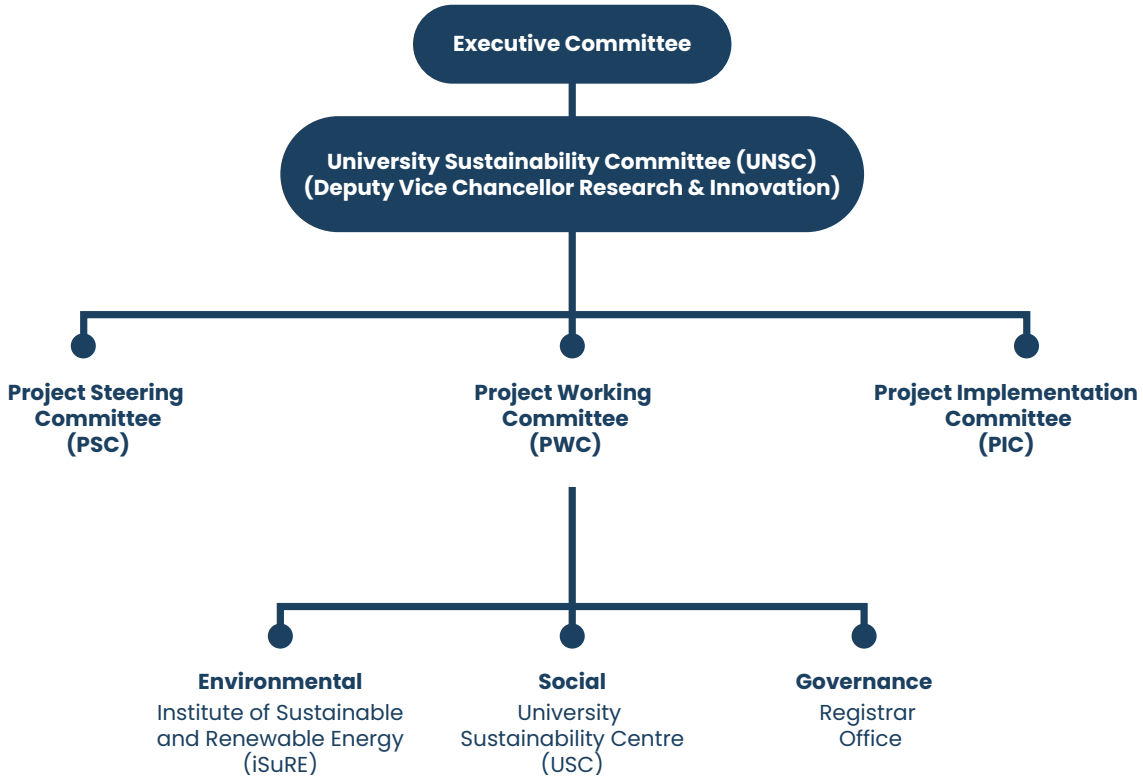


Our Region

UNIMAS is located in the heart of Borneo – one of the world's richest sites for biodiversity and indigenous knowledge. UNIMAS is a prominent global player in empowering communities, nurturing creativity, and pioneering innovation for a sustainable world.



Delegating Authority



Delegating authority is a common practice in most organisations, and UNIMAS is no exception. At UNIMAS, different levels of authority and responsibilities are assigned to various positions, as outlined in the organisational chart (see chart on Page 7). For example, the Vice Chancellor is responsible for the overall management and administration of the University, including academic affairs, student welfare, and research development. Other senior executives, such as the Deputy Vice Chancellors, Deans, Directors and Heads of Departments, are responsible for overseeing the day-to-day operations of their respective units. In addition, UNIMAS has established various committees and working groups to address specific issues related to governance, social, and environmental.

The responsibility of ensuring economic, social sustainability and environmental at UNIMAS was delegated to three entities: an institute, a centre, and an office, as indicated in the chart shown above. Each of these entities, referred to as the project working committee, was tasked with overseeing the progress of development in their specific area. The Institute of Sustainable and Renewable Energy (ISuRE) was in charge of monitoring environmental sustainability, while the University Sustainability Centre (USC) was responsible for overseeing social sustainability. The Registrar's Office was responsible for ensuring economic sustainability. All faculties, institutes, centres, colleges, and divisions were considered Project Implementation Committees. Additionally, Strategic Officers will be appointed and integrated into the Project Implementation Committee. By delegating authority, UNIMAS can ensure that decisions are made efficiently and effectively, and that responsibilities are distributed across different levels of the organisation.



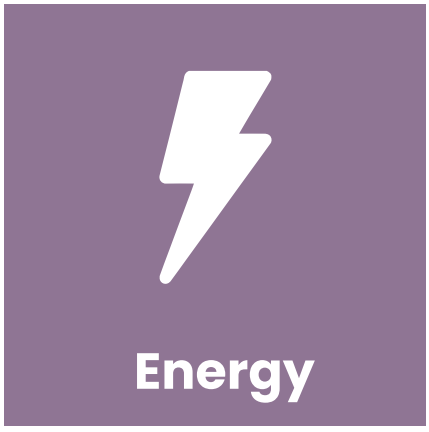
Creating Value

Our Sustainability Value

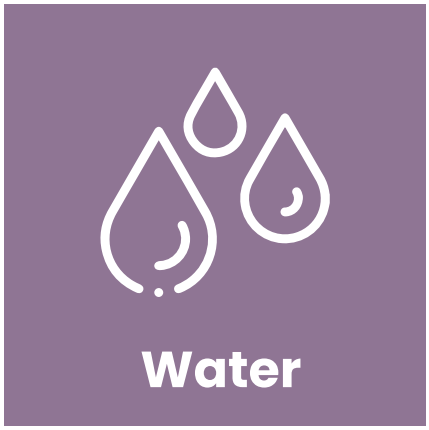
Managing Our Materiality

Our Strategic Plan

Our Materiality











ESG at UNIMAS

As a higher education institution, UNIMAS recognises its responsibility to promote sustainability and benefit to its stakeholders, and sees ESG as a tool to drive positive change. UNIMAS has committed to integrating ESG principles into its core, guided by the GRI and other sustainability standards and methodology for transparency and accountability. Moving forward, UNIMAS will expand its data gathering and processing methods to improve the precision and quality of disclosures, setting an example for other universities and organisations to demonstrate the positive impact of ESG.



ENVIRONMENTAL

At UNIMAS, we take our environmental responsibility seriously and strive to minimise our impact on the planet. To achieve this goal, we assess the environmental impact of our corporate operations, such as greenhouse gas emissions, waste management, energy consumption, and water usage, and actively monitor and manage these aspects to reduce our environmental footprint and promote sustainable practices.



SOCIAL

At UNIMAS, we recognise the impact we have on individuals, including employees, students, alumni, stakeholders, partners, and the wider community. To this end, we prioritise ethical and socially conscious topics such as diversity, equality, social justice, working conditions, health and safety, and the elimination of racial, gender, and sexual prejudice by doing so, we aim to create a positive and inclusive environment that benefits everyone associated with UNIMAS.

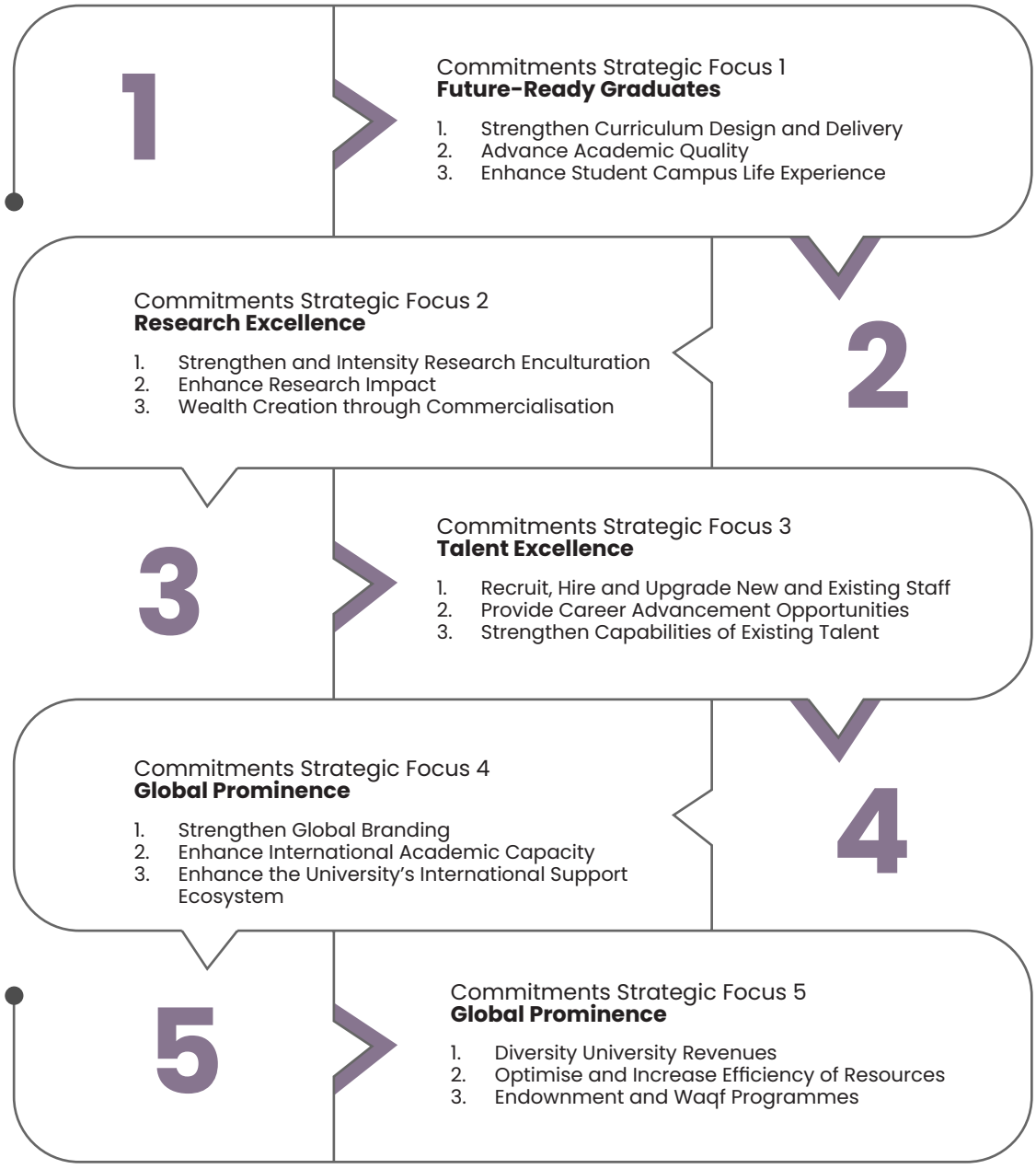


GOVERNANCE

Transparency and accountability are fundamental values at UNIMAS which guide our actions at every level of the organisation. We uphold these values by selecting leaders with integrity and diversity in mind, and by being accountable to our stakeholders.

Our Strategic Plan
UNIMAS Strategic Plan 2021 - 2025

UNIMAS has integrated its strategic plan with Environmental, Social, and Governance (ESG) principles, reflecting its commitment to sustainability and responsible practices. By aligning its goals and initiatives with ESG criteria, UNIMAS ensures that environmental conservation, social responsibility, and good governance are integrated into its operations and decision-making processes. This integration promotes a holistic approach to addressing societal and environmental challenges, fostering long-term sustainability and positive impacts within and beyond the university community





Our Resources

ESG concerns are now a top priority for businesses and educational institutions. UNIMAS has allocated and implemented all necessary resources for the successful execution of its ESG plan. UNIMAS has established a working committee to support the integration and implementation of ESG initiatives across all departments. This involves leveraging the knowledge and experience of employees, maximising synergies, and minimising costs to ensure continuity and momentum.

UNIMAS ESG Report is a collaborative effort involving all administrative centers, divisions, offices, academic faculties, research institutes, centers, and residential colleges.

Academic Faculties and Centre

- Faculty of Engineering (FENG)
- Faculty of Resource Science and Technology (FRST)
- Faculty of Medicine and Health Sciences (FMHS)
- Faculty of Cognitive Sciences and Human Development (FCSHD)
- Faculty of Applied and Creative Arts (FACA)
- Faculty of Social Sciences and Humanities (FSSH)
- Faculty of Language and Communication (FLC)
- Faculty of Built Environment (FBE)
- Faculty of Economics and Business (FEB)
- Faculty of Computer Science and Information Technology (FCSIT)
- Centre of Pre-University (PPPU)

Research Institutes and Centres

- Institute of Sustainable and Renewable Energy (ISuRE)
- Institute of Social Informatics and Technological Innovations (ISITI)
- Institute of Biodiversity and Environmental Conservation (IBEC)
- Institute of Health and Community Medicine (IHCM)
- Institute of Borneo Studies (IBS)
- Institute of Creative Arts and Technology (iCreaTe)
- Institute for Tourism Research and Innovation (ITRI)
- Malaria Research Centre
- Centre for Sago Research (CoSAR)
- Financial Technology & Innovation Centre (FinTech)
- Centre for Spatially Integrated Digital Humanities (CSIDH)
- Centre for Big Data Analytics And Visualizations
- Social Innovation Research Centre
- UNIMAS Water Centre (UWC)
- Human Resilience and Potential Centre
- UNIMAS Data Science Research Center
- Gamification Centre



Administrative Centres, Divisions and Offices

- University Sustainability Centre (USC)
- Research Innovation and Enterprise Centre (RIEC)
- Perpustakaan Tun Abdul Rahman Ya'kub (PeTARY)
- Unimas Leadership Centre (ULC)
- Strategic Planning, Quality & Risk Management Centre (SQRC)
- Centre for Academic Development and Management (CADM)
- Centre for Applied Learning and Multimedia (CALM)
- Centre for Student Development (CSD)
- Pusat Islam Tun Abang Salahuddin (PITAS)
- Centre for Information Technology Development and Services(CITDS)
- University Industry Centre (UnIC)
- University Enterpreneurship Centre (UEC)
- Centre for Student Services (PKP)
- Centre for Student Development (PPP)
- Tun Tuanku Haji Bujang Arena (UNIMAS Sports Centre)
- Registrar Office
- Bursary Office
- Development Office
- Legal Office
- Internal Audit Office
- Corporate Affairs Division (UNIMAS Corporate)
- International Affairs Division (UNIMAS Global)
- Academic Quality Assurance Division (BJKA/AQAD)
- Organisation Management Division (BPO)
- Integrity Division
- Security Division
- University Publication Division (UNIPUB)
- Endowment & Waqf Division
- Human Resource Management Division (HRM)
- Occupational Safety & Health Unit (OSH)
- Transportation Unit
- UNIMAS Business School (UBS)
- Centre for Graduate Studies (CGS)
- Undergraduate Studies Division (BPPS/USD)
- UNIMAS Holdings Sdn Bhd (UHSB)

Residential Colleges

- Rafflesia
- Dahlia
- Tun Ahmad Zaidi (TAZ)
- Seroja
- Kasturi
- Sakura
- Allamanda
- Kenanga
- Bunga Raya



Our Workforce

These esteemed professionals serve as the essential members of the working committee entrusted with the crucial task of crafting the UNIMAS ESG report, each contributing their expertise in their respective domains within the report. Below, you will find a list of institutes, centers, divisions, and offices along with their respective tasks in the development of the UNIMAS ESG report:

Main Working Committee:

Institute of Sustainable and Renewable Energy (ISuRE)
Analysing data received from divisions/offices, overseeing the ESG report

University Sustainable Centre (USC)
Overseeing the ESG report and assisting in data verification

Development Office
Data on energy, water, and waste

Bursary Office
Data on finance

Integrity Division
Data on anti-corruption

Human Resource Management Division (HRM)
Data on employment, benefits, diversity, and equal opportunity

Organisation Management Division (BPO)
Data on employee benefits

Endowment & Waqf Division
Data on endowment and waqf

Corporate Affairs Division (UNIMAS Corporate)
Integrating the ESG report into the Annual report for unified publication

UNIMAS Leadership Centre (ULC)
Data on UNIMAS training

Institute of Biodiversity and Environmental Conservation (IBEC)
Data on biodiversity

UNIMAS Business School (UBS)
Data on value generated and distributed

UNIMAS Holdings Sdn Bhd (UHSB)
Data on value generated and distributed

Occupational Safety & Health Unit (OSH)
Data on occupational safety and health practices in UNIMAS

Together, these institutes, centers, divisions, and offices collaborate to create a comprehensive UNIMAS ESG report, encompassing various aspects of sustainability, environmental impact, social responsibility and governance.

Our Stackholders

We value our stakeholders and actively engage with them to understand their expectations of UNIMAS as a community-driven university. We use multiple engagement platforms to determine our material ESG topics and anticipate global developments. Our comprehensive stakeholder management sustains strong relationships, particularly at project sites. We consider any individual or organisation with direct or indirect contact with UNIMAS as an important stakeholder, including but not limited to:

- **Students**
- **Parents and guardian**
- **Alumni**
- **Board of Directors**
- **Vice Chancellor**
- **Employees**
- **Local and regional organisations**
- **Local business and suppliers**
- **State Government**
- **Federal Government**
- **Accrediting boards**
- **Sponsors and Strategic Partners**

Our Materiallity Alignment

We have thoroughly mapped our list of material topics against the GRI Standards topics, UNIMAS domain, UNIMAS Strategic Focus, and the United Nations' Sustainable Development Goals (SDGs) 2030 to demonstrate their complete alignment with the most widely used sustainability frameworks. As a result, we have identified a comprehensive list of all material aspects, as follows:

Materiality Topic	Equivalent GRI Topic	Domain				UNIMAS Strategic Focus					SDGs Mapping
		C	R	G	CE	FR	RE	TE	GP	FS	
Energy	302 Energy	●	●	●	●					●	
Waste	306 Waste	●	●	●	●		●			●	
Water	303 Water	●	●	●	●		●		●		
People	400 Social	●	●	●	●	●		●			
Biodiversity	304 Biodiversity	●	●	●	●		●		●		

Domain

- **C** Curriculum
- **R** Research
- **G** Governance
- **CE** Community Engagement

UNIMAS Strategic Focus

- **FR** Future Ready Graduates
- **RE** Research Excellence
- **TE** Talent Excellence
- **GP** Global Prominence and Visibility
- **FS** Financial Sustainability

Sustainability Highlights

UNIMAS Sustainability Masterplan 2021-2025
in February 2023

Launching of **Low-Carbon Campus Roadmap 2030**

161 Number of research grants in sustainability projects **(2021/2022)**

Overall research grants related to Sustainability **(2021/2022)**

RM 14, 027,437

(Takasago-UNIMAS Educational Forest Project)

20,000
TREES PLANTED IN UNIMAS (2018-2022)

which can absorb **50,000** TONNES OF CO_2 = **10,000** TRAVELLING ON A DAILY AVERAGE OF **50 KM**

Funding for Sustainability Programs in UNIMAS
2021/2022

UNIMAS Occupational Safety & Health Unit and 5 Competent Persons

Ensure the safety and well-being of employees and students through comprehensive training, regular inspections, and hazard identification

94% **technical training for employees**

6% **non-technical training for employees**

50% **women in management and board of directors**

Ethnicities in UNIMAS
Malay
Iban
Chinese
Bidayuh
Melanau

UNIMAS implements an **Equal Opportunity Recruitment** approach that ensures equal opportunities for all candidates, as specified in its **Equality and Protection Policy**

Establishment of **University Sustainability Committee (UNSC)** in 2020

Establishment of internal policies
Environmental **Energy Policy**
Social & Governance **Equality and Protection Policy**

Local **Sarawakian** supplier procurement
75%

Financial implications, risk and opportunities on climate change

RM 1,904,551.05



Vice Chancellor's Statement

As the Vice Chancellor of Universiti Malaysia Sarawak (UNIMAS), I am proud to say that our institution has undergone steady and consistent growth over the past three decades, providing permanent outcomes for the people we serve. UNIMAS was established right in the heart of Borneo, and the community at large has benefited tremendously from our presence. However, with the ever-changing higher education landscape and arising challenges, we must adapt ourselves not only to stay pertinent, but also to successfully lead inclusive and sustainable changes regionally and internationally.

The ESG Excellence @ UNIMAS 2022 is an ambitious attempt to articulate our vision for UNIMAS to be a renowned global institution and enhance our position in the country, with a particular emphasis on the amalgamation of sustainability and ESG in one collective report. Our primary goal with this report is to disclose all relevant environmental, social, and governance statistics. We understand that planning and reviewing processes in a large organisation like ours, where significant initiatives are launched to staff, students, and other stakeholders at various levels, must take into account limited resources while also maximising our efforts to realise our sustainability initiatives.

In the coming years, ESG Excellence @ UNIMAS will continue to be one of the most important documents in our planning cycle. It will help us identify and mitigate risks related to environmental, social, and governance factors, thereby increasing our resilience in the face of challenges such as natural disasters, regulatory changes, and social instability. The commitment and data contained within the report will form the basis for annual planning and resource allocation as faculties, institutes, and divisions consider their optimal use of resources to maximise progress towards higher performance and international standing sought by the University. To achieve this comprehensive strategy, we need to address alterations and allot our efforts and enthusiasm to activities that will elevate the University to a more prominent level. I anticipate your sustained aid as we strive to make UNIMAS a renowned university, both in Malaysia and beyond.

Prof Datuk Dr Mohamad Kadim Suaidi
Vice Chancellor of Universiti Malaysia Sarawak



Scope of the Report

Reporting Period

The information in this report pertains to our sustainability performance from Year 2021 to Year 2022, mainly focusing on Year 2022. This is not the full sustainability and ESG report.

Reporting Cycle

UNIMAS plans to release this report annually.

Report Coverage

This report addresses specific sustainability metrics and data for UNIMAS as of and during the fiscal year of 2022. The report covers only UNIMAS operations, unless stated otherwise. We report on our impacts in our identified material topics, which are anchored in our strategic plan for 2021-2025 and contribute to our mission of enhancing the social and economic impacts on the global community by pursuing excellence in instruction, research, and strategic engagement.

References and Guidelines

Global Reporting Initiative (GRI) principles and FTSE4Good Bursa Malaysia Index guided our decision-making regarding this report's contents.

Information Reliability

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Feedback

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2019
2017
Merdeka Award 2017
2014
Full Accreditation Recognition from the Engineering Accreditation Council of Malaysia (EAC) and the Board of Engineers of Malaysia (BEM)
2009
2011
Special Recognition
2016
World Top 8 Young Health Innovators
2012
British Invention Show (BIS) 2012, London, England
ASEAN Leadership Award on Rural Development and Poverty Eradication 2017



Our Governance

Our Financial Statement

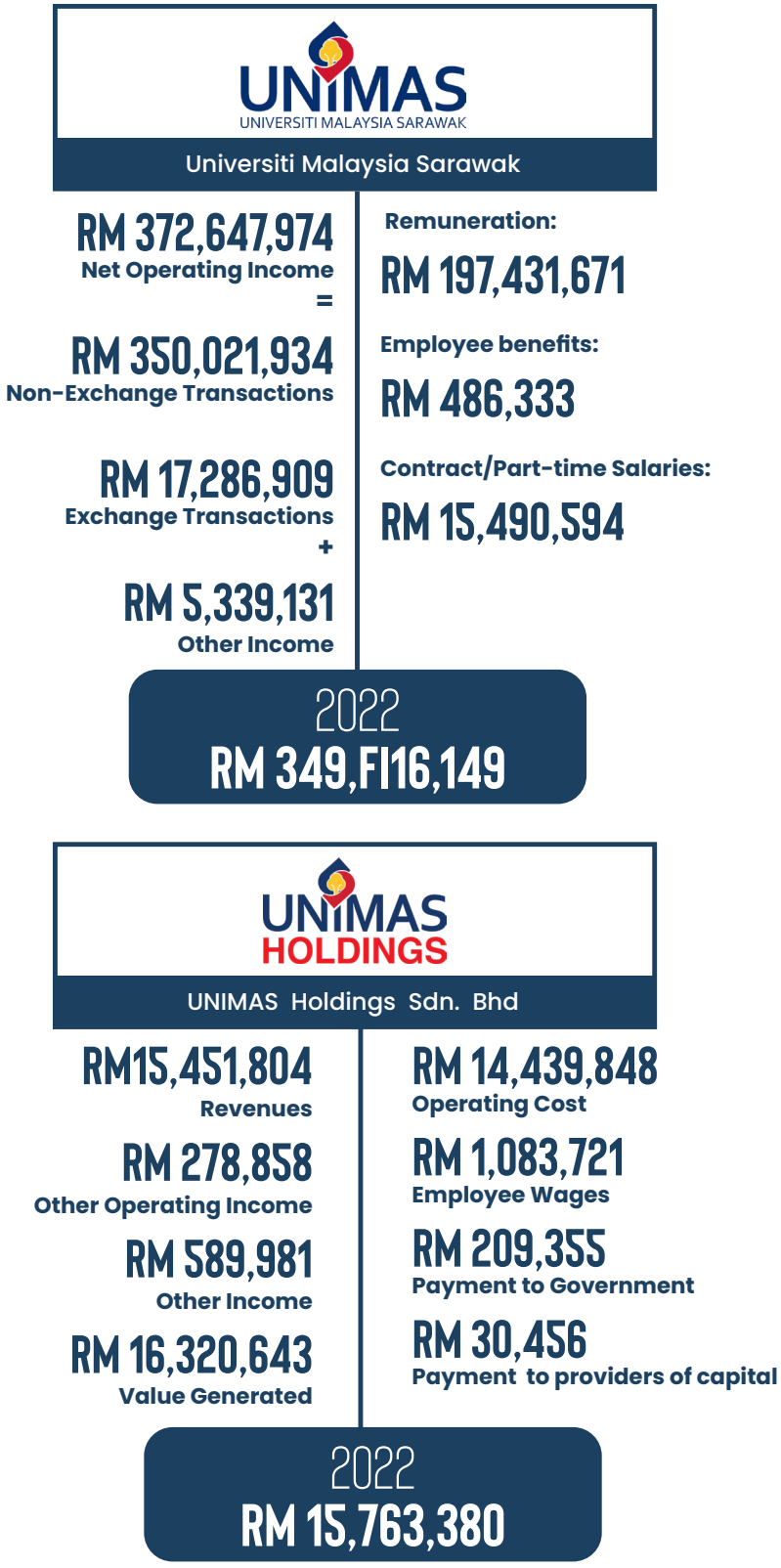
Our Economic Performance

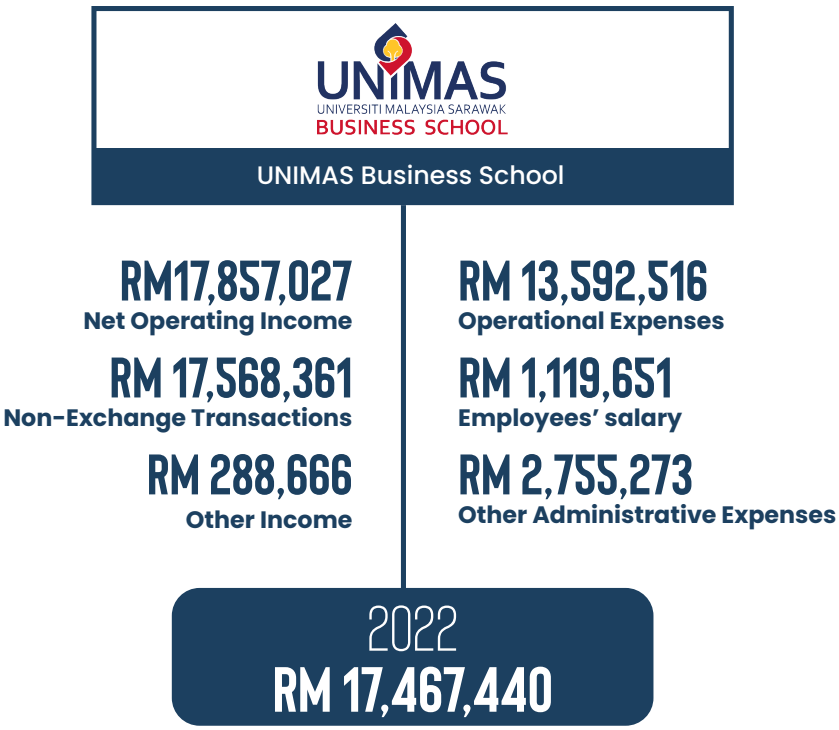
Our Market Presence

Our Procurement Practices

Our Economic Performance

Direct economic value generated and distributed Value Generated In 2022





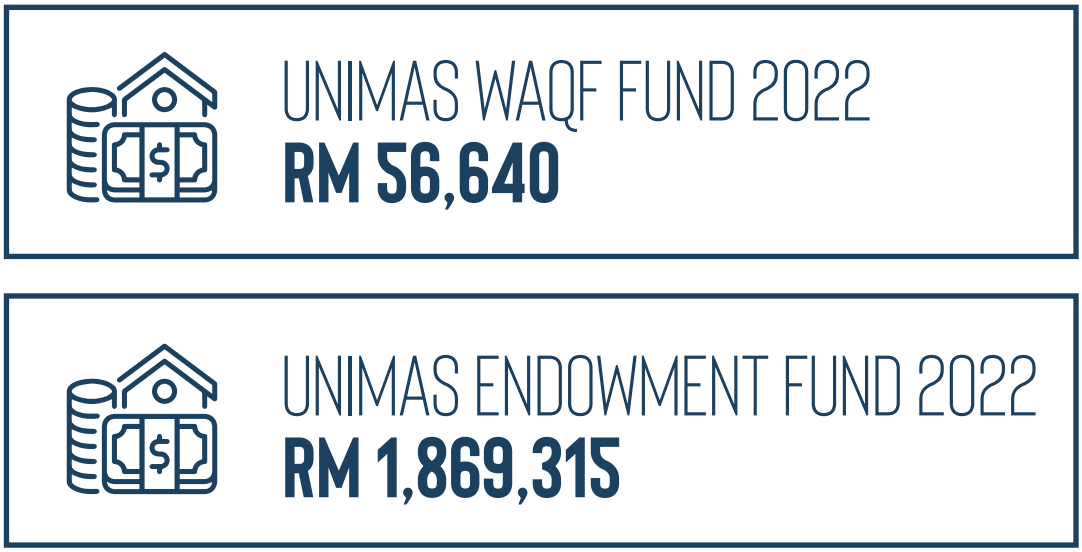
UNIMAS' financial performance is crucial to the sustainability of the UNIMAS' services and business. It serves as the impetus for the University's ESG agenda. The revenues and profits allow UNIMAS to create economic value for a diverse group of stakeholders. Through financial growth, UNIMAS is able to generate employment and entrepreneurial opportunities, increase lots of contribution to the community and government, support the local supply chain and at the same time, fulfil all financial obligations. Information on the creation and distribution of economic value indicates fundamentally how UNIMAS has created wealth for the stakeholders as well as their economic profile.

UNIMAS Holdings Sdn. Bhd. (UHSB), established in 2006 as a wholly-owned subsidiary of UNIMAS, serves as its commercial and investment arm. UHSB aims to diversify UNIMAS' revenue streams, foster entrepreneurial opportunities, and leverage the University's resources for intellectual services, research ventures, and strategic partnerships with the public and private sectors. UNIMAS Holdings Sdn. Bhd. contributed to the economic value by generating RM 16,320,643 and distributed RM 15,763,380.

Established on January 2, 2016, UNIMAS Business School (UBS) carries forward UNIMAS' legacy as a premier public university, renowned for nurturing talented individuals and leaders in various fields. UBS is dedicated to providing high-quality lifelong learning education and training, offering tailored courses and postgraduate programs to professionals, communities, and individuals seeking to enhance their knowledge and skills. Similarly, UNIMAS Business School also generated RM 17,857,027 and RM 17,467,440 was distributed.

In 2022, UNIMAS generated a total economic value of RM 372,647,974 out of which RM 349,216,149 was distributed. These numbers show that UNIMAS and its subsidiaries are creating significant economic value and are distributing it effectively. It is important to note that generating economic value is not the only goal for organisations like UNIMAS, as they also need to consider their impact on society and the environment. However, these numbers do provide a snapshot of the financial impact of UNIMAS and its subsidiaries.

Our Economic Preformance



The collection of the UNIMAS waqf fund for 2022 currently stands at RM 56,640.00, contributing to the accumulated amount of RM 7,124,181.91. These funds are dedicated to the development of three (3) pioneering projects on the campus, namely the East Campus Mosque, the Exam Hall (known as Yusuf Marais Waqf Hall), and CITDS (known as the Tun Abang Haji Openg Digital Centre). In addition to cash waqf, UNIMAS has also secured 300 acres of waqf land as a fixed waqf asset.

In parallel, the UNIMAS Endowment Fund has successfully gathered RM 1,869,315.00 in 2022, adding to the total accumulated amount of RM 17,042,861.17 since its establishment in 2017. Presently, there are seven (7) different endowment funds available for donations, including the Alumni Fund, Student Welfare Fund, Scholarship Fund (B40), Academic and Research Fund, Development Fund, UNIMAS8, and COVID-19 Fund.

The Endowment Fund is strategically designed to provide sustainable financial support for the University's long-term development, encompassing crucial areas such as research, infrastructure, student scholarships, and welfare.

Overall, both the Waqf and the Endowment funds play an essential role in advancing the mission and vision of UNIMAS. They support the University's academic, research, and community engagement initiatives, which are central to its purpose. The contributions made to these funds by staff and the public are vital in ensuring that UNIMAS maintains its position as a leading institution of higher learning that has a positive impact on society.

Note:
UNIMAS8 is a bidding platform launched by the University in July 2020 that enables the general public, UNIMAS students and staff, and alumni to acquire exclusive vehicle registration numbers with the 'UNIMAS' prefix, through a bidding system. These numbers are only available within the UNIMAS8 system.

Our Economic Preformance

Financial implications and other risks and opportunities due to climate change

Risk	Opportunity	Impacts
Physical risk originating from acute (event-based) and extreme climate- related events that damage property, reduce productivity, and disrupt the University's day-to-day operations.	The use of low-emission energy sources can create a positive impact on the community and the environment.	Physical risk has an impact on UNIMAS' operation, productivity, and can hurt the organisation.
Transition risk, which occurs when the financial hazards stemming from adaptation to a low-carbon economy and this adjustment. Changes in public policy and strategy, legislative and regulatory frameworks are sources of transition risk.	Development of new green products and services by researchers.	The transition risk will increase operating expenses and cause changes in UNIMAS procurement policy.
Risk of legal liability resulting from risks and litigation for damages and losses caused by inactive actions or inactions that result in physical and transition risks.	Investment opportunities in net zero carbon.	The risk of liability may result in an increase in the university expenses.

2022

RM 1,904,551.05

Climate change is a rapidly evolving issue that has prompted businesses and institutions across the globe to grapple with new financial implications paired with several risks and opportunities. UNIMAS, like many institutions, is not immune to these challenges. As an institute that acknowledges the urgency in addressing climate change's impact on our environment, UNIMAS is actively taking steps towards reducing its carbon footprint while promoting sustainability on campus. Given the unpredictable nature of how climate change can affect economies worldwide, UNIMAS must acknowledge potential financial implications from such changes while assessing emerging risks they could pose on its operations or investments; managing them efficiently will ensure long-term resilience.

Our Market Presence

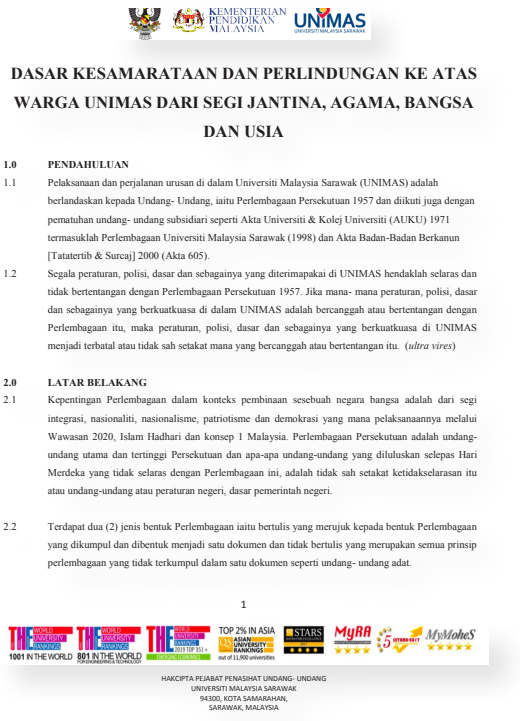
Ratios of standard entry level wage by gender compared to local minimum wage

Male and female employees receive the same initial starting remuneration at UNIMAS, which does not discriminate on the basis of gender. UNIMAS has a distinct commitment to the protection and equality of its citizens, which includes a policy that promotes gender, racial, and age equality. The minimum wage is essential for enhancing the economic well-being of UNIMAS employees who contribute to the University's operations. Salary levels have immediate and long-term effects on economic growth and development, which has significant repercussions for individuals, businesses, nations, and economies. It is essential to ensure equitable wage distribution in order to reduce disparities, including those based on gender, citizenship, and other factors.

Range of **Maximum Wage**	Range of **Minimum Wage**
RM 2,939 - RM 24,465	**RM 1,200 - RM 9,038**

Minimum Wage

Despite the government's recent increase of the minimum wage to RM1,500, UNIMAS continues to use RM1,200 (not including allowances) as its minimum wage.



KEMENTERIAN PENDIDIKAN MALAYSIA UNIMAS

DASAR KESAMARATAAN DAN PERLINDUNGAN KE ATAS WARGA UNIMAS DARI SEGI JANTINA, AGAMA, BANGSA DAN USIA

1.0 PENDAHULUAN

1.1 Pelaksanaan dan perjalanan urusan di dalam Universiti Malaysia Sarawak (UNIMAS) adalah berlandaskan kepada Undang- Undang, iaitu Perlembagaan Persekutuan 1957 dan diikuti juga dengan pematuhan undang- undang subsidiari seperti Akta Universiti & Kolej Universiti (AUKU) 1971 termasuklah Perlembagaan Universiti Malaysia Sarawak (1998) dan Akta Badan-Badan Berkanun [Tatatertib & Surcaj] 2000 (Akta 605).

1.2 Segala peraturan, polisi, dasar dan sebagainya yang diterimapakai di UNIMAS hendaklah selaras dan tidak bertentangan dengan Perlembagaan Persekutuan 1957. Jika mana- mana peraturan, polisi, dasar dan sebagainya yang berkuatkuasa di dalam UNIMAS adalah bercanggah atau bertentangan dengan Perlembagaan itu, maka peraturan, polisi, dasar dan sebagainya yang berkuatkuasa di UNIMAS menjadi terbatal atau tidak sah setakat mana yang bercanggah atau bertentangan itu. (*ultra vires*)

2.0 LATAR BELAKANG

2.1 Kepentingan Perlembagaan dalam konteks pembinaan sesebuah negara bangsa adalah dari segi integrasi, nasionaliti, nasionalisme, patriotisme dan demokrasi yang mana pelaksanaannya melalui Wawasan 2020, Islam Hadhari dan konsep 1 Malaysia. Perlembagaan Persekutuan adalah undang-undang utama dan tertinggi Persekutuan dan apa-apa undang-undang yang diluluskan selepas Hari Merdeka yang tidak selaras dengan Perlembagaan ini, adalah tidak sah setakat ketidakselarasan itu atau undang-undang atau peraturan negeri, dasar pemerintah negeri.

2.2 Terdapat dua (2) jenis bentuk Perlembagaan iaitu bertulis yang merujuk kepada bentuk Perlembagaan yang dikumpul dan dibentuk menjadi satu dokumen dan tidak bertulis yang merupakan semua prinsip perlembagaan yang tidak terkumpul dalam satu dokumen seperti undang- undang adat.

1

HAKCIPTA PEJABAT PENASIHAT UNDANG- UNDANG
UNIVERSITI MALAYSIA SARAWAK
94300, KOTA SAMARAHAN,
SARAWAK, MALAYSIA

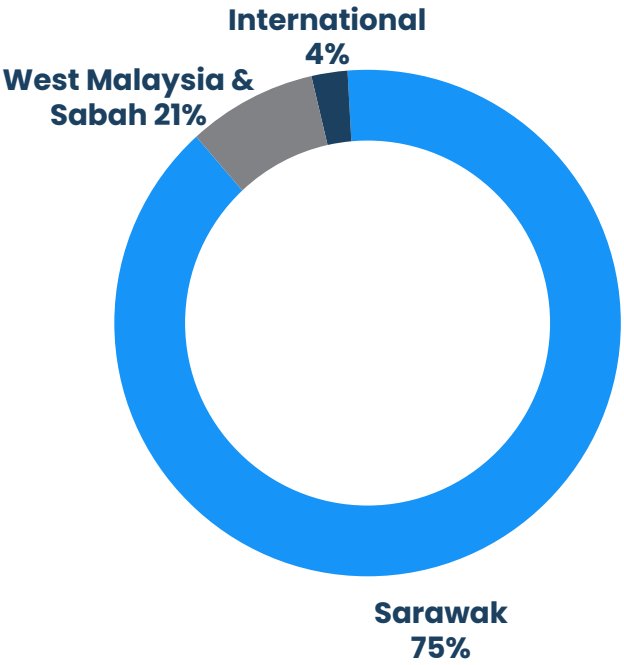
Our Procurement Practices

Proportion of spending on local suppliers

UNIMAS is committed to supporting the local economy and community by prioritising local procurement. This involves working with vendors based in Sarawak, which accounted for 75% of our suppliers in 2022. Our decision to work with local vendors not only contributes to the growth and development of the local economy but also helps to build strong community connections and promote stability. By procuring goods and services locally, we can ensure a reliable supply while supporting the businesses and people in our region. UNIMAS is proud to play a role in fostering the growth and prosperity of the Sarawakian community through our procurement practices.

Percentage of Suppliers in UNIMAS

2022



In **2022**, UNIMAS' procurement spending on local suppliers was

75%

UNIMAS Low Carbon Campus Roadmap Initiatives

Green Procurement (30%):

UNIMAS intends to follow and adapt verifiable environmental criteria for the procurement of products and services for the University, thereby utilising our buying influence in support of environmental sustainability.

Anti-Corruption

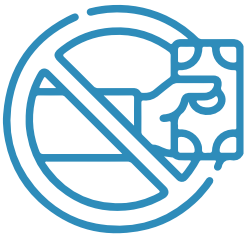
Number of employees who have taken anti-corruption training, broken down by employee type



7%
Grade 54 and above

15%
Management & Professional

38%
Executive



100%

of UNIMAS employees has signed pledge on anti-bribery and corruption matters

Action taken in response to corruption events

To date, only one case of corruption has been reported at UNIMAS, and the details of the incident have not been made public. The University may be taking steps to address the matter, but no information has been released regarding any investigations, disciplinary action, or preventive measures. Further transparency and accountability may be necessary to ensure that such incidents do not occur again and to maintain the public's trust in the University.


40
km/j



Our Environmental

Our Energy

Our Water

Our Biodiversity

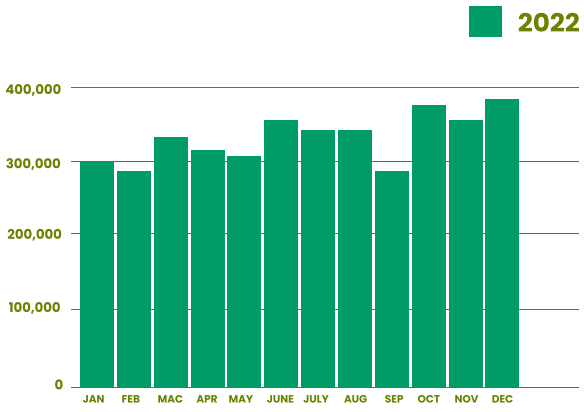
Our GHG Emissions

Our Waste



Our Energy

Energy Consumption for 2022 (kWh)





Energy consumption at a university refers to the amount of energy required to power the facilities, buildings, and equipment on campus. This includes the electricity used to light classrooms and offices, power computers and other electronics, ventilation, and air conditioning systems, and provide hot water.

Energy consumption in UNIMAS primarily pertains to the use of electricity. Tracking and managing energy consumption is important for universities to reduce their carbon footprint, save on energy costs, and promote sustainability. Total energy consumption in 2022 was 39,469,987 kWh.

The management of energy consumption at UNIMAS is under the purview of the UNIMAS Development Office. UNIMAS employs energy meters as the standard measuring device for energy consumption. One of the purposes of installing an energy meter in a building is to determine the trend and pattern of energy consumption in that building. In addition, the energy meter can aid in analysing and identifying opportunities to optimise electricity usage.

The installation of an energy meter enables UNIMAS to implement measures to reduce electricity consumption and monitor it more effectively. Hence, under UNIMAS Low Carbon Campus Roadmap, UNIMAS targets to reduce 30% in its 2022 energy consumption by 2030.

UNIMAS Energy policy convened in 2018. The UNIMAS electricity policy was devised with the intent of optimising and reducing the university's electricity consumption. This is consistent with the government's prudent expenditure practises and its intention to transform UNIMAS into a sustainable and low-carbon campus with target.

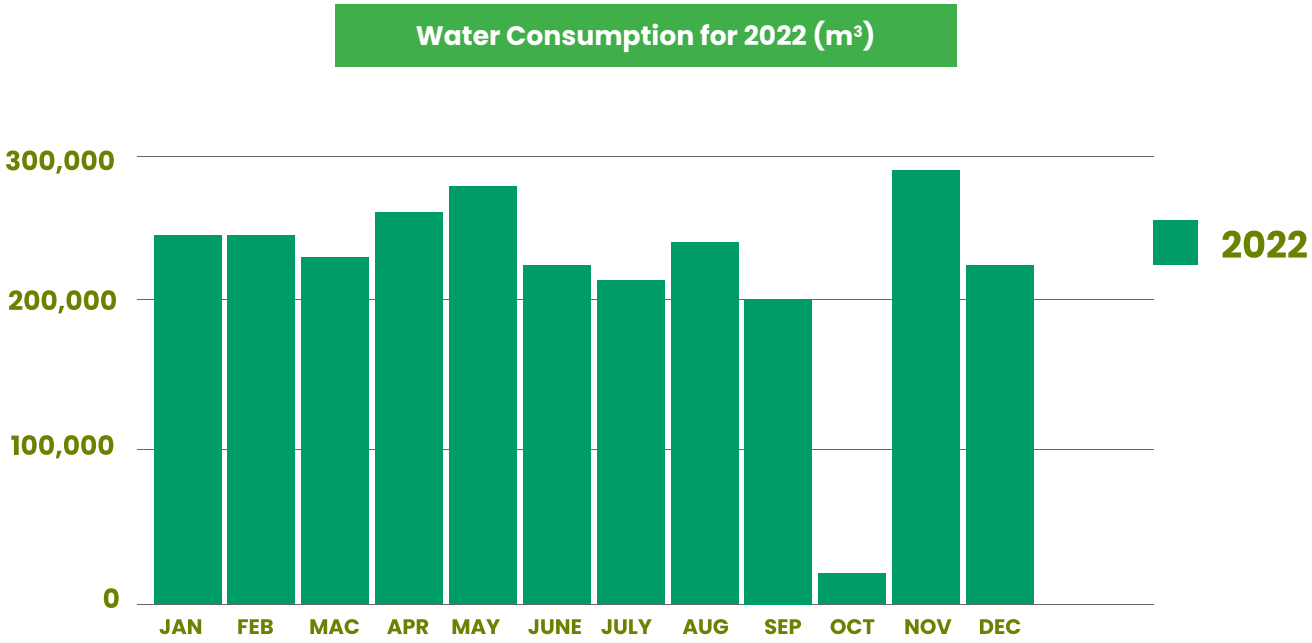
One of the key actions derived from the Energy Policy is the installation of solar panels for electricity generation, rain water harvesting system for general cleaning and gardening purposes and the gradual adoption of energy-efficient lighting in the Central UNIMAS Building for Educators (CUBE).

UNIMAS Low Carbon Campus Roadmap Initiatives

- To align with UNIMAS' current commitment to transition towards a low-carbon campus, the energy policy will be revised, and an environment policy will be created. These policies will reflect the University's dedication to this goal.
- To engage in contract negotiations with private companies for the implementation of energy-efficient solutions.
- To ensure optimal performance and energy efficiency of UNIMAS facilities through constant monitoring and maintenance.
- To apply for Penarafan Hijau JKR for 30% of UNIMAS' buildings.
- To apply for an EMGS Gold Standard 3-star rating to validate third-party energy-saving measures and certify energy management personnel.



Our Water



Water consumption plays a vital role in the day-to-day operations of our office, which falls under the purview of the UNIMAS Development Office. In the year 2022, UNIMAS reported a total consumption of 2,646,476.00 m^3 , demonstrating a consistent downward trend in water usage. This signifies a notable 6% decrease compared to the 2,805,435.00 m^3 consumed in 2021. Notably, water consumption experiences a significant reduction during the semester breaks in early March and September. In October, the bill issued by the Kuching Water Board (KWB) did not reflect the actual usage of water for the whole campus. The usage in October was accumulated and charged in November bill.

Recognising the critical importance of effective treated water management, UNIMAS has established the UNIMAS Water Centre (UWC). This initiative aims to collaborate with state governments and relevant stakeholders to specialise in developing and upgrading water infrastructure services, conducting research activities related to treated water management, and providing consultancy services. Additionally, the center will emphasise the significance of public health, address socioeconomic challenges, and promote sustainable water management practices. By focusing on these key areas, the UNIMAS Water Centre (UWC) aims to contribute to the development and improvement of water facilities while addressing the diverse challenges associated with water management effectively.



UNIMAS Rain Harvesting System at The CUBE (Academic Block)

UNIMAS has also developed another initiative to reduce water consumption at the newly built Academic Block, Central UNIMAS Building for Educators (The CUBE) through the use of rainwater harvesting system.

UNIMAS Sustainability Masterplan 2021-2025

- UNIMAS intends to conduct more research related to water and sanitation.
- UNIMAS aims to enhance awareness programs related to sustainable water use.
- UNIMAS targets to establish a water reuse policy.

UNIMAS Low Carbon Campus Roadmap Initiatives

UNIMAS will install the StormPav Green Pavement System, which serves the dual purpose of storing stormwater and serving as a conduit for draining stormwater in a commercial environment. Additionally, green walls will be installed to regulate the micro-climate of UNIMAS buildings.

Our Biodiversity

UNIMAS is home to a rich and diverse range of flora and fauna. As a result of its strategic location in the heart of Borneo, the campus is surrounded by tropical rainforests and hosts a multitude of unique and endangered species. The campus also provides habitat to many protected species of conservation importance. Past studies have shown that the campus hosts over 77 species of birds from 34 families and several larger mammals such as mousedeer, long-tailed macaque, civets as well as otters.

UNIMAS has made significant efforts to preserve its biodiversity through various research and conservation programs. UNIMAS' Institute of Biodiversity & Environmental Conservation serves as a hub for such efforts, providing facilities for researchers and students to conduct studies on the rich diversity of wildlife and ecosystems in the region. With its commitment to preserving biodiversity, UNIMAS plays an important role in the conservation of the natural heritage of Borneo.

UNIMAS has several key operational sites and study areas that are essential to its research and academic programs

Key Operational Sites/Study areas

- Baleh Kubah
- Matang Range Gunung Penrissen Sadong Jaya
- Pelagus National Park Samunsam Wildlife Sanctuary Bako National Park
- Gunung Santubong Piasau
- Putai
- Sebauh, Bintulu Niah
- Limbang
- Ta Ann Plantation Wilmar Plantation
- Kampung Endap, Kota Samarahan
- Gunung Gading
- Mulu National Park
- Kanowit/Song basins Peninsular Malaysia Rajang Basin
- Sabah, Tawau ultramafics Neotropics
- Mongkos Vietnam Santubong River Salak River
- Telaga Air
- Sibu Laut River Buntal Similajau
- Kuala Nyalau



UNIMAS has established collaborative partnerships with a diverse group of institutions and organisations dedicated to biodiversity conservation. Some of the notable collaborators include WWF Malaysia, the Malaysian Palm Oil Board, Sarawak Energy Berhad, and the Sarawak Museum Department. Additionally, UNIMAS has partnered with various academic institutions such as the National University of Singapore, Van Hall Larenstein University of Applied Sciences, and the University of Maine in the USA. These collaborations extend beyond academia and include organisations such as the Sarawak Forestry Corporation, Sarawak Oil Palms Berhad, Sarawak Multimedia Authority, Megaptera Marine Conservation, Cetacean Conservation Medicine Group, Royal Botanic Gardens, Kew, and the National Museum of Natural History. These partnerships demonstrate UNIMAS's commitment to working with a diverse range of stakeholders to protect and conserve the rich biodiversity of Sarawak and beyond.

List of representative collaborators

- WWF Malaysia
- Sarawak Energy Berhad
- Malaysian Palm Oil Board
- Sarawak Museum Department
- Sarawak Forestry Corporation
- Sarawak Oil Palms Berhad
- Van Hall Larenstein University of Applied Sciences
- Natural History Museum, Switzerland
- National University of Singapore
- University of Maine, USA
- Sarawak Multimedia Authority
- Megaptera Marine Conservation
- Cetacean Conservation Medicine Group
- Royal Botanic Gardens, Kew
- National Museum of Natural History



The UNIMAS Zoological Museum boasts a remarkable collection of IUCN Red List species, including some of the most significant and notable animals in Sarawak, Malaysia. Through the study and comprehension of these species, our researchers and students contribute to the protection and preservation of these important animals and their habitats. According to Zainudin, R., Das I., and Deka, E. (Eds.) (2023), in their forthcoming publication "Anuran: IN 30 Years Collection of Zoological Museum Universiti Malaysia Sarawak", the museum's collection includes 82 species of frogs, amounting to 4,255 individuals, discovered throughout Sarawak. Among these species are several listed on the IUCN Red List, such as the Lesser Swamp Frog, Malaysia River Frog, Sarawak Slender Litter Frog, Gunther's Borneo Frog, Lesser Rock Skipper, Cinnamon Tree Frog, and Rainbow Toad. Additionally, the collection includes other IUCN-listed species such as the Bornean crested fireback, Scarlet-breasted flowerpecker, Rufous-crowned babbler, Striped wren- babbler, Red-crowned barbet, Red-throated barbet, Yellow-crowned barbet, Lesser mouse-deer, Crab- eating macaque, Short-tailed mongoose, Malayan porcupine, Moonrat, and Asian palm civet. The availability of these species in the UNIMAS collection provides a valuable resource for research and education in the fields of biodiversity and conservation. Some IUCN Red List species found at UNIMAS include:

Species	Common Name	IUCN Status
Tragulus kanchil	Lesser mouse-deer	Least Concern
Macaca fascicularis	Crab-eating macaque	Least Concern
Herpestes brachyurus	Short-tailed mongoose	Near Threatened
Hystrix brachyura	Malayan porcupine	Least Concern
Echinosorex gymnura	Moonrat	Least Concern
Paradoxurus hermaphroditus	Asian palm civet	Least Concern
Lophura ignita	Bornean crested fireback	Near Threatened
Prionochilus thoracicus	Scarlet-breasted flowerpecker	Near Threatened
Malacopteron magnum	Rufous-crowned babble	Near Threatened
Kenopia striata	Striped wren-babbler	Near Threatened
Megalaima rafflesii	Red-crowned barbet	Near Threatened
Megalaima mystacophanos	Red-throated barbet	Near Threatened
Megalaima henricii	Yellow-crowned barbet	Near Threatened
Limnonectes paramacrodon	Lesser Swamp Frog	Near Threatened
Limnonectes malesianus	Malaysia river frog	Near Threatened
Leptobrachella gracilis	Sarawak slender litter frog	Near Threatened
Meristogenys jerboa	Gunther's Borneo Frog	Vulnerable
Staurois parvus	Lesser rock skipper	Vulnerable
Nyctixalus pictus	Cinnamon Tree Frog	Near Threatened
Ansonia latidisca	Rainbow toad	Endangered

References:

Camera trapping in Universiti Malaysia Sarawak (UNIMAS). Final Year Project (FYP) by Ahmad Irsyaduddin bin Lokhman. June 24, 2020.
Voon, A. M. F., Nasradhi, K. N. A. K., Rahman, M. A., & Mohd-Azlan, J. (2014). Bird diversity, density and foraging activities in a university campus landscape in Sarawak. Borneo Journal of Resource Science and Technology, 4(2), 9-20.
Zainudin R Das I and E Deka 2023: Anuran: IN 30 Years Collection of Zoological Museum Universiti Malaysia Sarawak (eds Rovie-Ryan, J.J., Deka, E.Q., Hazali, R., and Zainudin, R.). In Press

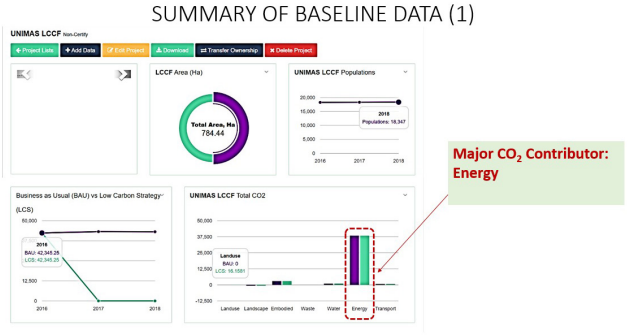
Our GHG Emissions

Greenhouse gas (GHG) emissions in universities refer to the release of gases, such as carbon dioxide, methane, and nitrous oxide, into the atmosphere from activities related to the operation and maintenance of university facilities, buildings, and transportation. These emissions can come from various sources, including energy consumption for electricity, heating, and cooling, transportation of students, faculty, and staff, and waste management practices.

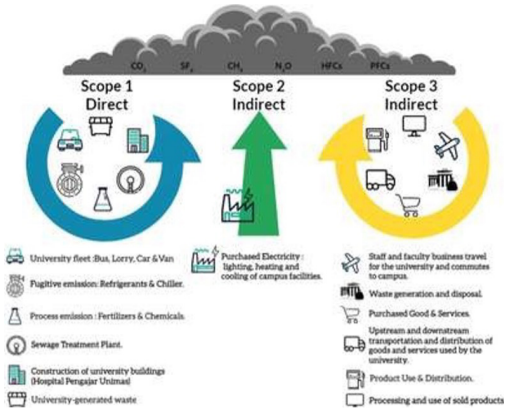
GHG emissions from universities are a significant contributor to climate change and can have negative impacts on the environment and human health. Universities can take steps to reduce their GHG emissions by implementing energy-efficient practices, using renewable energy sources, promoting sustainable transportation options, and adopting sustainable waste management practices. Many universities have set goals to become carbon-neutral or to reduce their GHG emissions by a certain percentage by a specific year, as part of their commitment to sustainability and environmental responsibility.

UNIMAS is a hub of activity – academic and otherwise. When inventorying our GHG emissions, we categorise our campus' emissions following the three (3) scopes defined by the GHG Protocol, the leading international greenhouse gas emissions standards and frameworks provider. We have previously undertaken an inventory of our carbon emissions in 2018, resulting in the baseline data utilised in this roadmap. This inventory of emissions allowed us to pinpoint our strengths and areas of improvement when developing our low carbon campus roadmap.

SUMMARY OF BASELINE DATA (1)



Major CO_2 Contributor: Energy

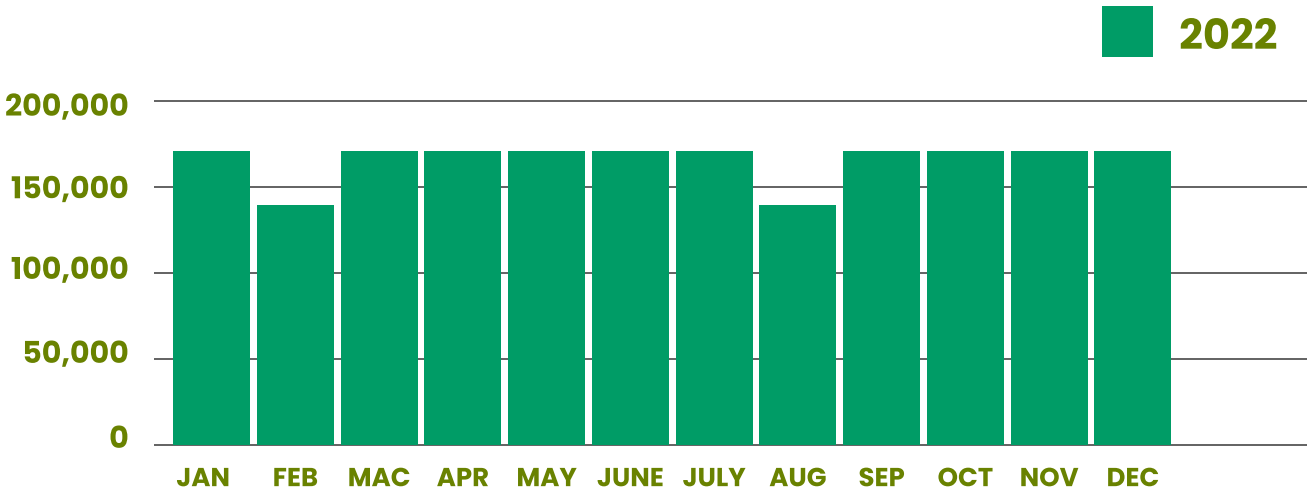


UNIMAS Low Carbon Campus Roadmap Initiatives

- UNIMAS is working towards a goal of reducing GHG emissions by 45% from the 2016 level of 42,345.00 tCO.
- UNIMAS is developing and introducing the 4SEE application and GHG inventory dashboard that aims to raise awareness and educate its users onclimate change, carbon emissions, and the circular economy.
- UNIMAS plans to conserve and manage the carbon sinks present on its campus, thereby generating biodiversity gains and offsetting the potential emissions resulting from university operations
- Nature-based solutions can be used to safeguard and restore natural ecosystems, enabling them to provide essential services such as climate regulation, food and water security, and disaster risk reduction
- UNIMAS plans to introduce bus routes that connect to nearby transit stations and offer a carpooling system.

Our Waste

Total Weight of Waste Generated for the Year 2022 in UNIMAS (kg)



Waste generation at a university refers to the amount of waste produced on campus by students, faculty, staff, and university facilities. The waste generated on a university campus can include a wide range of materials, such as paper, plastic, food waste, hazardous waste, and electronic waste. Waste generation at universities can have a significant impact on the environment and can contribute to pollution, landfills, and greenhouse gas emissions.

To address this issue, UNIMAS has recently launched Low Carbon Campus Roadmap 2030 where it includes waste management programs, such as recycling, composting, and hazardous waste disposal, to reduce the amount of waste that is sent to landfills. There will also be more awareness programs to encourage sustainable behaviors among students, faculty, and staff, such as reducing paper use, bringing reusable containers for food and drinks, and properly disposing of hazardous waste. By reducing waste generation and implementing sustainable waste management practices, UNIMAS can promote environmental sustainability and reduce its carbon footprint.

In 2021, UNIMAS generated a total of 2,164,800 kg of non-hazardous waste. Around 2,006,400 kg of nonhazardous waste have been collected in 2022. For hazardous waste, respective faculties and research institute adopt different mechanisms to handle hazardous waste disposal. Through UNIMAS Low Carbon Campus Roadmap, UNIMAS targets to reduce 40% in its 2022 waste generation by 2030.



The Malaysian Roadmap Towards Zero Single-Use Plastics 2018–2030 Towards A Sustainable Future was put into reality by UNIMAS. In supporting the National Roadmap, UNIMAS pledged to using non single-use plastics or other disposable materials. To further this drive, UNIMAS has mandated that all food and drink served in its offices and at its events must be served in non-plastic containers.

In addition, UNIMAS will be establishing Environmental Policy by 2024 to act as guidelines.

UNIMAS Low Carbon Campus Roadmap Initiatives

- UNIMAS plans to manage its waste within a designated facility on its campus, utilising integrated waste management principles and practices that prioritise the efficient use of resources.
- Through educational programs such as the Sustainability on Wheels program and the Green Galleria Café, UNIMAS aims to showcase various strategies, including refuse, rethink, reduce, reuse, repair, refurbish, remanufacture, repurpose, recycle, and recover (9R), to create wealth from waste.
- UNIMAS plans to measure waste, energy consumption, and water usage in cafés located in nine different areas of the campus. Additionally, the carbon footprint resulting from supplier and caterer movements will also be evaluated. Finally, UNIMAS will implement a policy of zero single-use plastics.





Our Social

Our Human Rights

Our Labour Practices

Our Society

Our Services Responsibility



Our Employment

New employee hires and employee turnover

UNIMAS recognises that its employees and students are the University's most valuable asset, and we are committed to recruiting and developing competent individuals. People are the primary driving force behind our development and play a critical role in enhancing the employability of our students.

To ensure that we recruit the best individuals, UNIMAS has a rigorous hiring process, where key senior management participates to ensure that we hire skilled individuals with a good personality and practical skill sets. In 2022, UNIMAS welcomed 63 new employees.

We believe that investing in our employees' development and providing them with the necessary resources and opportunities to grow and advance in their careers is crucial to our success. By doing so, we can foster a culture of learning, innovation, and excellence that benefits both the University and the community.

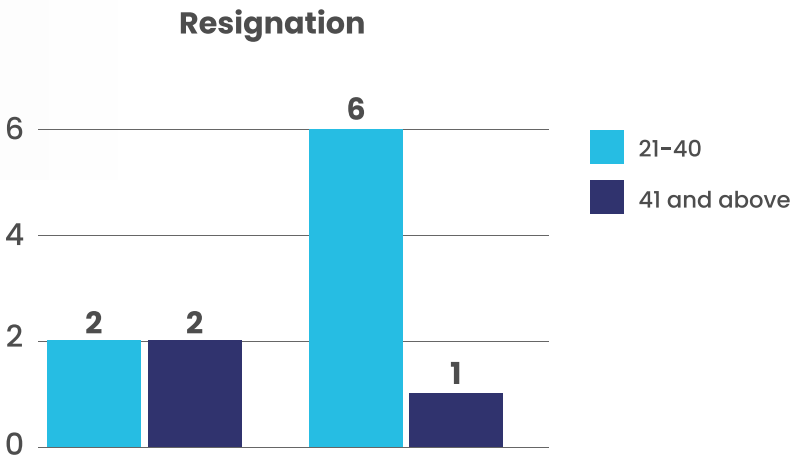


Employees Turnover

Retirement and Resignation

In 2022, the majority of UNIMAS employees retired at the ages of 56, 58, and 60, in compliance with Act 753 of the Laws of Malaysia, which mandates a minimum retirement age of 60 for employees. However, the law also allows for optional retirement at the age specified in the contract of service or collective agreement, which ranged from 47 to 58 for some UNIMAS employees. In the same year, UNIMAS experienced four service-related deaths. It is important for the university to provide support and resources to employees and their families during such difficult times.

YEAR	2022	
Gender	Female	Male
Death in service	2	0
Optional retirement	3	3
Retirement	7	15
Total	12	18
Grand Total	30	



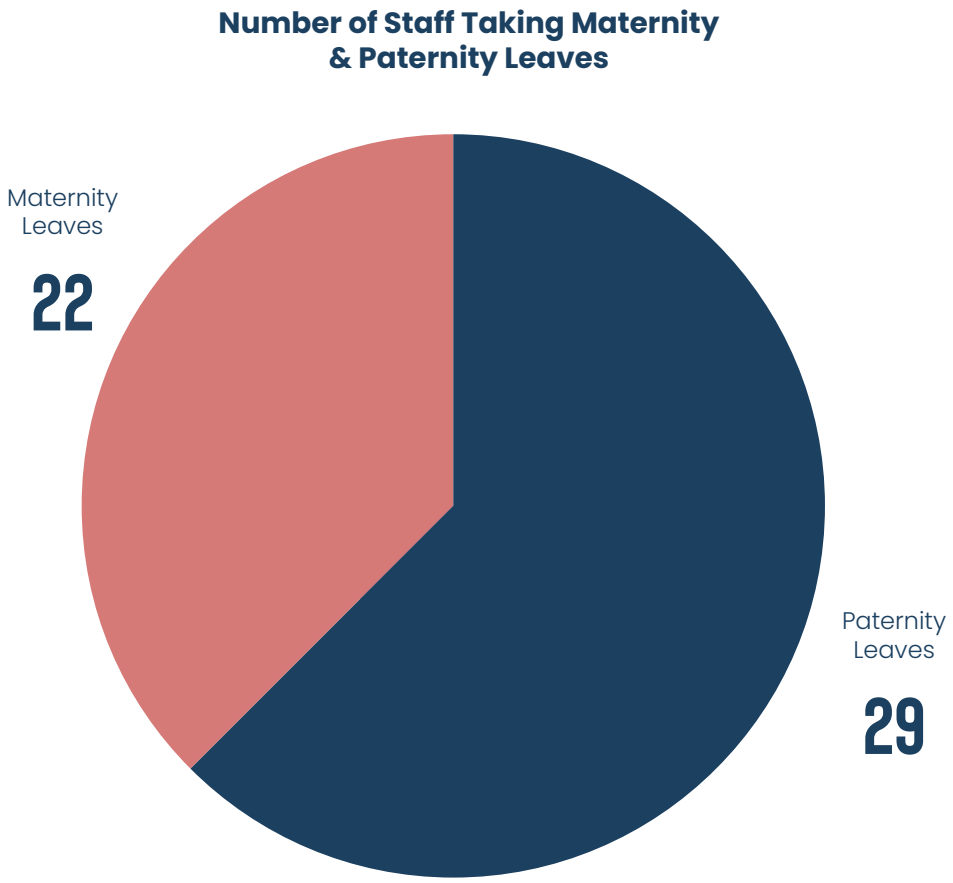
In 2022, a total of eight UNIMAS employees resigned from their positions, including two females and six males aged between 21 and 40 years old. Additionally, three employees aged 41 and above, comprising two females and one male, also tendered their resignations during the same period. Employee turnover can have a significant impact on organisational performance and should be monitored and managed effectively by the University to maintain a healthy and productive workforce.

Benefits provided to full-time employees

Incentives / Allowances

- Regional Incentive Payment/ Placement Incentive Payment
- Critical Service Incentive Payment
- Expert Incentive Payment (MPP)
- Permanent Housing Allowance (MTP) / Housing Incentive
- Critical Service Incentive Payment (BIK)
- Clinical/Encouragement Allowance Payment
- Fixed Remuneration for Special Grade A Position
- Fixed Remuneration for Special Grade B Positions
- Medical/Dentist Placement Incentive Payment
- Fixed Public Service Remuneration
- Fixed Remuneration for Special Grade C Positions
- Special Incentive Payment
- Entertainment Allowance
- Language Incentive Payment
- Driver's Special Responsibility Allowance
- Financial Duty Insurance Payment & Store Management Duty Insurance Payment
- Work Outfit Allowance
- Computer Room Workwear
- Ceremonial Dress
- Black Tie Clothing Payment Assistance
- Dress Fees to attend Official Ceremonies
- Return Postage (Critical & Clinical)
- Mortuary Attendant Insurance Payment
- Administrative Allowance
- Medical Lecturer Academic Insurance Payment
- Vehicle Replacement Allowance
- Mobile Phone Allowance
- Fuel Allowance
- Mobile Phone Allowance
- Employment Allowance

UNIMAS provides various types of incentives and benefits to its employees to ensure that they are motivated to perform their duties effectively. The incentives offered include the Regional Incentive Payment/Placement Incentive Payment, Expert Incentive Payment (MPP), Permanent Housing Allowance (MTP)/Housing Incentive, Critical Service Incentive (BIK), and Clinical/Encouragement Allowance Payment. In addition to these, there are fixed remunerations for special Grade A, B, and C positions, language incentive payment, and driver's special responsibility allowance. UNIMAS also provides financial duty insurance payment and store management duty insurance payment, work outfit allowance, ceremonial dress, and black-tie clothing payment assistance. Furthermore, the institution offers return postage, mortuary attendant insurance payment, administrative allowance, medical lecturer academic insurance payment, vehicle replacement allowance, mobile phone allowance, fuel allowance, and employment allowance to ensure that the employees are well taken care of.



UNIMAS grants parental leave to both permanent and contract employees, in accordance with national legislation that allows workers to take leave and return to their previous or comparable positions. However, the application of such laws may vary depending on the interpretation of government, employers, and employees. Women and men may face obstacles in taking parental leave, such as employer policies that affect job security, compensation, and career advancement.

Ensuring equal access to maternity and paternity leave, as well as other leave entitlements, can enhance the recruitment and retention of skilled employees, while also improving morale and productivity. The uptake of paternity leave by male employees can indicate the extent to which the company encourages fathers to take leave and can encourage female employees to do the same without fear of jeopardising their careers.

In 2022, about 22 UNIMAS employees took maternity leave, while 29 male employees took paternity leave in 2021. It is important for the university to promote a culture that values and supports work-life balance for all employees, regardless of their gender or family status.

Employee's Benefits

UNIMAS provides numerous benefits to full-time, temporary, or part time employees. UNIMAS is dedicated to fostering employee work experience, engagement, and talent while administering a competitive benefits package to meet the needs of everyone who works for UNIMAS.

Pension Benefits

- Benefit is limited to pensioners and spouses only
- Medical benefits scheme is half of the eligibility of current/active staff

UNIMAS Care

- Established from 2018 to cover the cost of medical care that exceeds the qualifications under the University's Medical Benefits Scheme
- The minimum contribution rate is RM5.00/per person per month for the supporting staff and RM10.00/person per month for the Management & Professional Group staff

Leave

- Annual Leave: full paid leave granted due to qualifying service in a given year. Number of leaves: 20 days and 25 days
- Study Leave: Academic, Non-Academic, Sabbatical, Sub Expertise/Post Doctoral

100% EMPLOYEES RECEIVE ANNUAL LEAVE
STUDY LEAVE:
2021 : 26 STAFF
2022 : 18 STAFF

Medical Benefits Scheme

- Out-Patient Treatment
- General Treatment

2021 : RM 2,908,297.10
2022 : RM 2,484,010.96

Staff Welfare Fund

- Staff are encouraged to donate to the UNIMAS Staff Welfare Fund with a monthly salary deduction method at a minimum of RM 1.00
- Staff Funeral Expense, Death of family member, Serious accident, Education Excellence Award, Natural disasters, "Jasamu Dikenang" for retired staff, Admission of staff's children to Diploma / Public University Studies

RM 50,000 IS ALLOCATED FOR 2021 & 2022
2021 : 115 STAFF
2022 : 154 STAFF

Claims for allowances and payment/facilities

- Travel Facility: Travel claims for self-reporting purposes can only be claimed once in service (one-off)
- Fare Benefit for Visiting Home Regions: Staff from Peninsular Malaysia, Sabah and Federal Territory are eligible to use Fare Facilities for Visiting Home Region

FARE BENEFIT
2021 : RM 900,000
2022 : RM 1,351,898

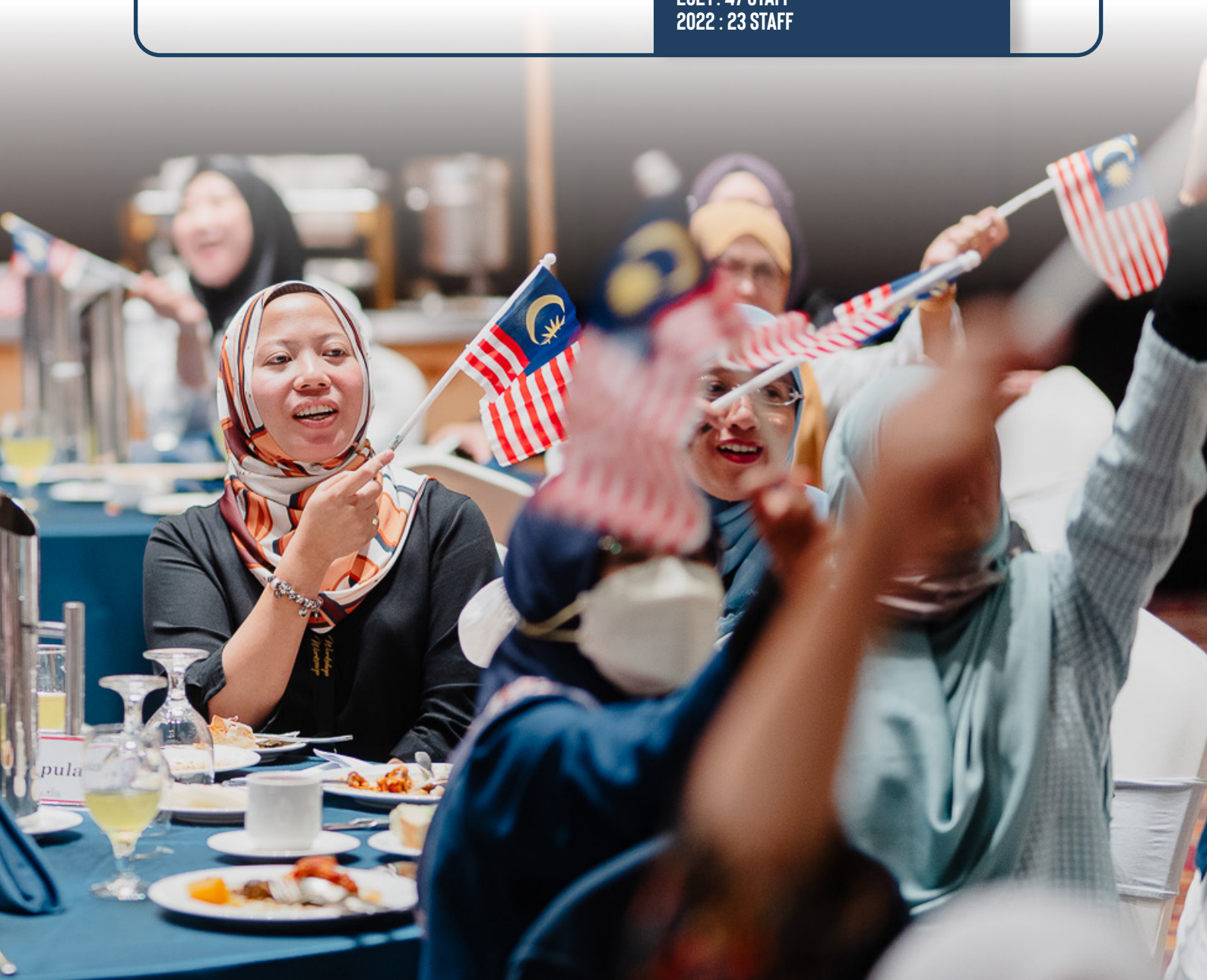
Ease of Loan for Staff

- Vehicle
- Computer
- House Loan

CAR/MOTORCYCLE
2021 : RM 947,711 (36 STAFF)
2022 : RM 644,160 (36 STAFF)

COMPUTER
2021 : RM 163,800 (44 STAFF)
2022 : RM 216,100 (55 STAFF)

HOUSE LOAN
2021 : 47 STAFF
2022 : 23 STAFF



Our Occupational Safety and Health

Workers' representation in formal joint management–worker health and safety committees

UNIMAS Council for Occupational Safety and Health (OSH) comprises Deans, Directors, Head of Departments, and representatives of employee associations, and is led by the Deputy Vice Chancellor (Research & Innovation), with OSH unit serving as the Secretariat. This platform promotes cooperation and collaboration among top-level management to improve OSH standards at UNIMAS. It serves as a channel to discuss strategic and operational OSH issues, make informed decisions, communicate essential information, and monitor past decisions' implementation. The Council's biannual meetings demonstrate the top management's commitment to sustaining OSH initiatives for the good of employees.

UNIMAS has established 16 safety and health committees comprising elected employees (called 'Health and Safety Representatives') and appointed management members. All UNIMAS employees are represented on one of these committees, which meets quarterly to discuss safety and health-related concerns within their represented faculty or department. Health & Safety Representatives (HSRs) are elected employees who represent their workgroup in health and safety matters at their respective faculties or departments. Currently, 52 HSRs from various faculties, institutes, centres, and colleges represent UNIMAS employees.



Worker training in occupational health and safety

The role of OSH competent person and the implementation of robust risk management policies are critical in ensuring that UNIMAS employees, students, and visitors are protected from harm, and that the university can operate safely and effectively. UNIMAS is committed to continuously improving our safety and health practices to ensure that we maintain the highest possible standards in risk management.

Certified Safety Officers at UNIMAS are highly trained employees who have successfully completed government-approved training and assessments to acquire specialised skills that enable them to provide quality advice and recommend effective solutions to improve safety and health in the workplace. UNIMAS is proud to have five OSH-competent persons who play a crucial role in maintaining a safe and healthy working environment for everyone.

In line with our commitment to risk management, UNIMAS has established a policy and work process that adheres to the standards outlined in the "Dasar & Tatacara Pengurusan Risiko UNIMAS." Policy and work process for UNIMAS risk management is as stipulated in Dasar & Tatacara Pengurusan Risiko UNIMAS, published in SQRC website https://www.sqrc.unimas.my/index.php/course-list/risk- management. and provides a comprehensive framework for managing risks effectively.

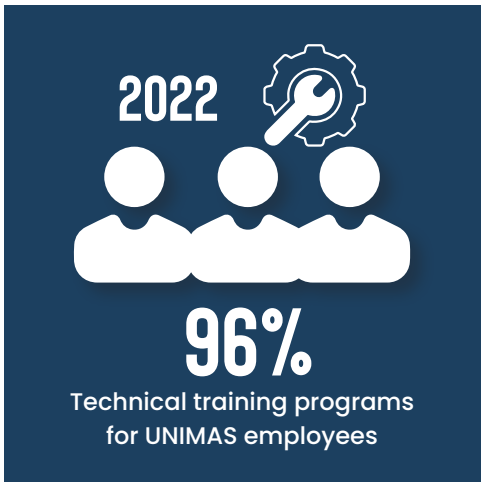
Our Training and Talent Excellence

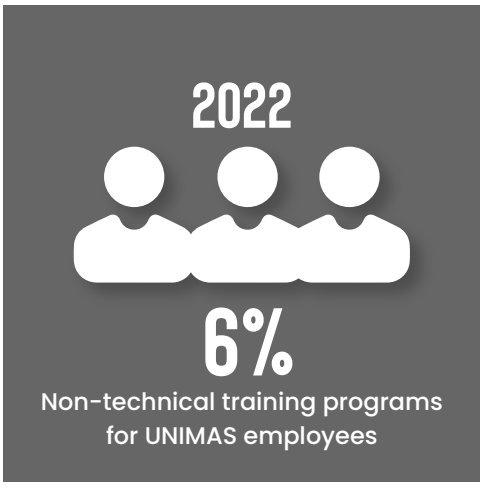
Average hours of training per year per employee

As per Polisi Latihan dan Pembangunan Bakat UNIMAS and Sistem Pelaksanaan Sistem Pengumpulan Mata CPD UNIMAS, each staff member at UNIMAS is required to complete a minimum of 42 Continuous Professional Development (CPD) points of training per year. The training CPD points can be accumulated through various means, such as attending programs or training sessions (up to a maximum of 42 points), or engaging in lifelong learning activities (up to a maximum of 10 points). UNIMAS is committed to ensuring that our staff members have access to training and development opportunities to enhance their skills and knowledge. By providing regular training opportunities, UNIMAS can maintain a competent and up-to-date workforce capable of meeting the challenges of a rapidly evolving higher education landscape.

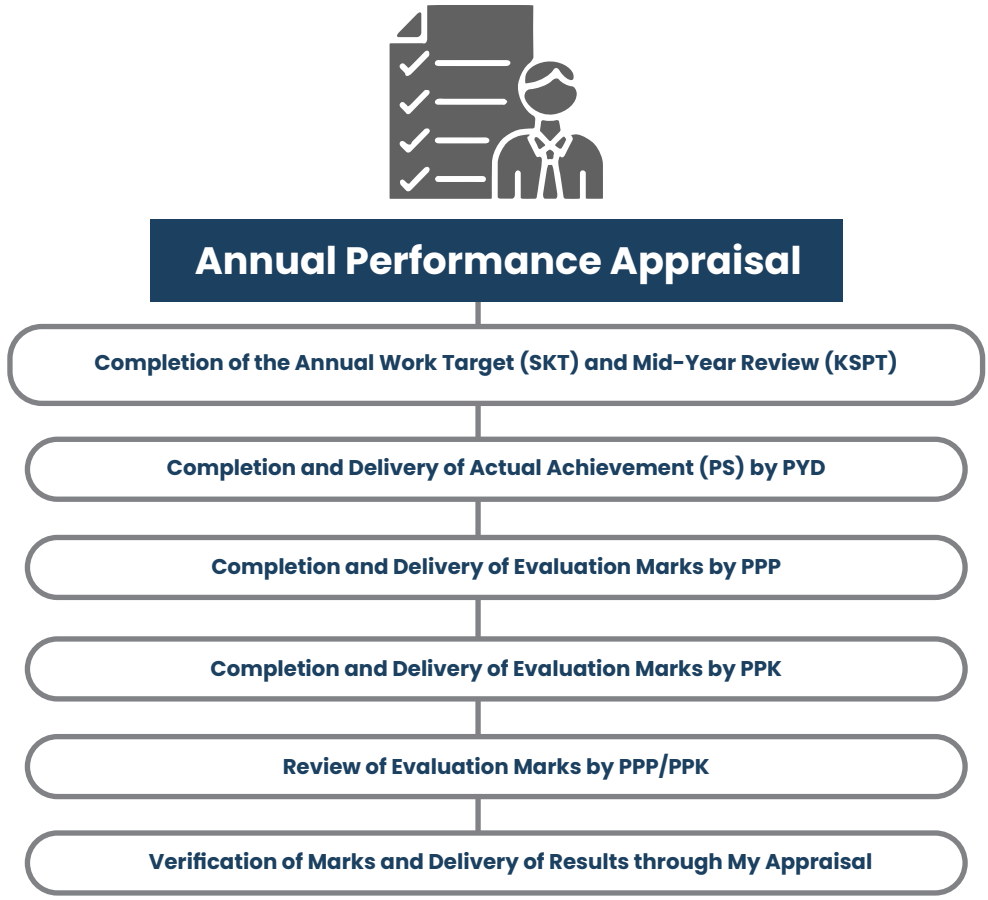
Programs for upgrading employee skills and transition assistance programs

To enhance the skills and capabilities of our employees, UNIMAS offers a wide range of training programs in generic and functional areas, as well as general and functional leadership courses. Additionally, long-term courses are available to support continuous learning and development. UNIMAS through UNIMAS Leaderships Centre (ULC) plays a crucial role in identifying strategic positions, competencies, talent pools, and competency gaps. ULC helps in developing talent for our succession planning efforts. UNIMAS also developed the UNIMAS e-profiling to help employees navigate the CPD self- monitoring and explore new opportunities in participating training programs.





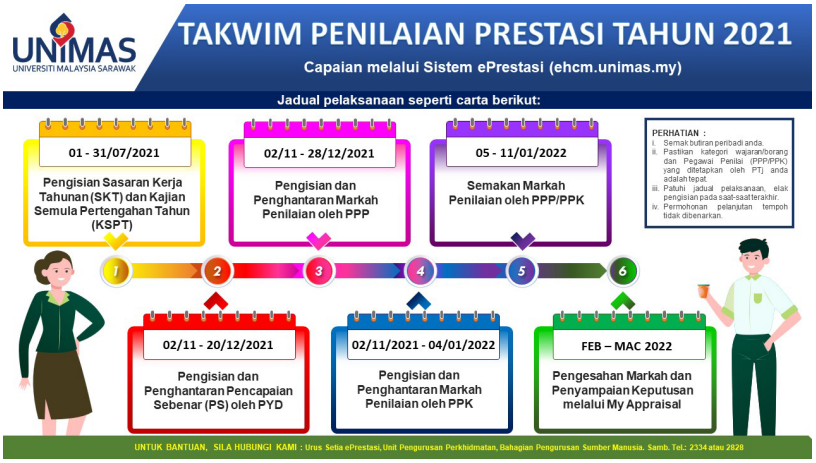
UNIMAS offers a variety of training programs to our employees, including both technical and non-technical options, aimed at developing their skills and competencies in order to enhance their performance in the workplace. UNIMAS provides its employees with a total of 491 training programs, consisting of 462 technical and 29 non-technical programs. The majority of the training programs (94%) offered by UNIMAS are technical, whereas the remaining 6% are non-technical.



Percentage of employees receiving regular performance and career development reviews

Career development reviews are an integral part of UNIMAS' talent management and human capital development initiatives. Regular performance and career development evaluations not only contribute to boosting employee satisfaction but are also correlated with enhanced organizational performance. UNIMAS' commitment to monitoring and maintaining its employees' skill sets is reflected in its adoption of Annual Performance Appraisal via the ePrestasi platform (with Schedule of Implementation for Performance Appraisal), which helps to identify areas for improvement and opportunities for career growth.



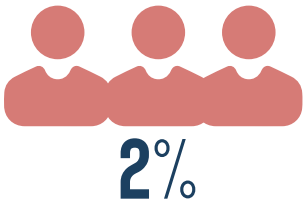


Diversity

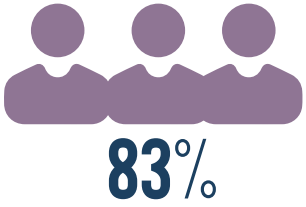
The reinforcement of UNIMAS relies significantly on fostering diversity within its workforce, as it enhances our decision-making abilities and widens our perspectives. We are committed to building a diverse team, comprising talents from various age groups and ethnicities, while maintaining a healthy gender balance. Our pursuit of diversity is strengthened by our unwavering commitment to fair employment opportunities, where we hire based solely on individual merit, and not on factors such as religion, ethnicity, gender, or background. Accordingly, career advancement and promotions are based purely on an employee's performance and leadership potential. The racial composition of our employees is a reflection of UNIMAS' unwavering commitment to meritocracy.

By Age

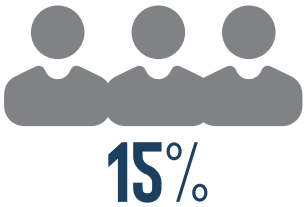
Year 2022



2%



83%



15%

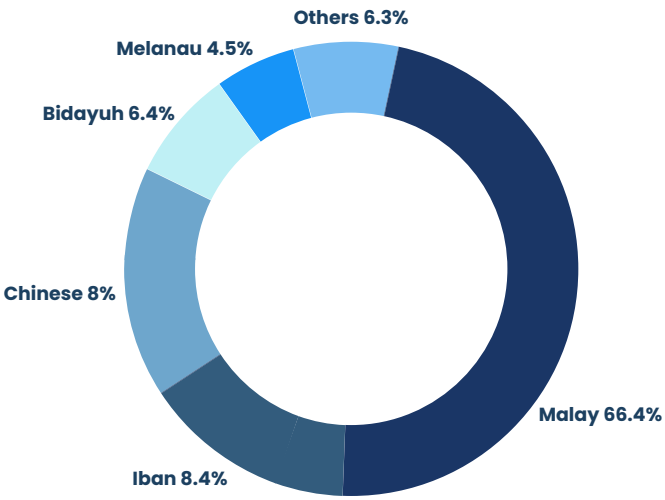
No. of employees

2250

- < 30
- 30 – 50
- > 50

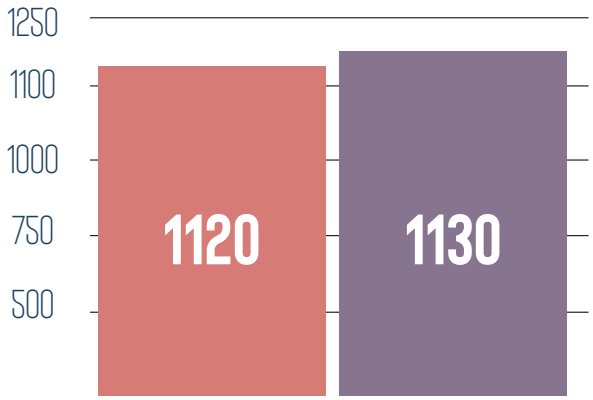
By Ethnicity

Year 2022

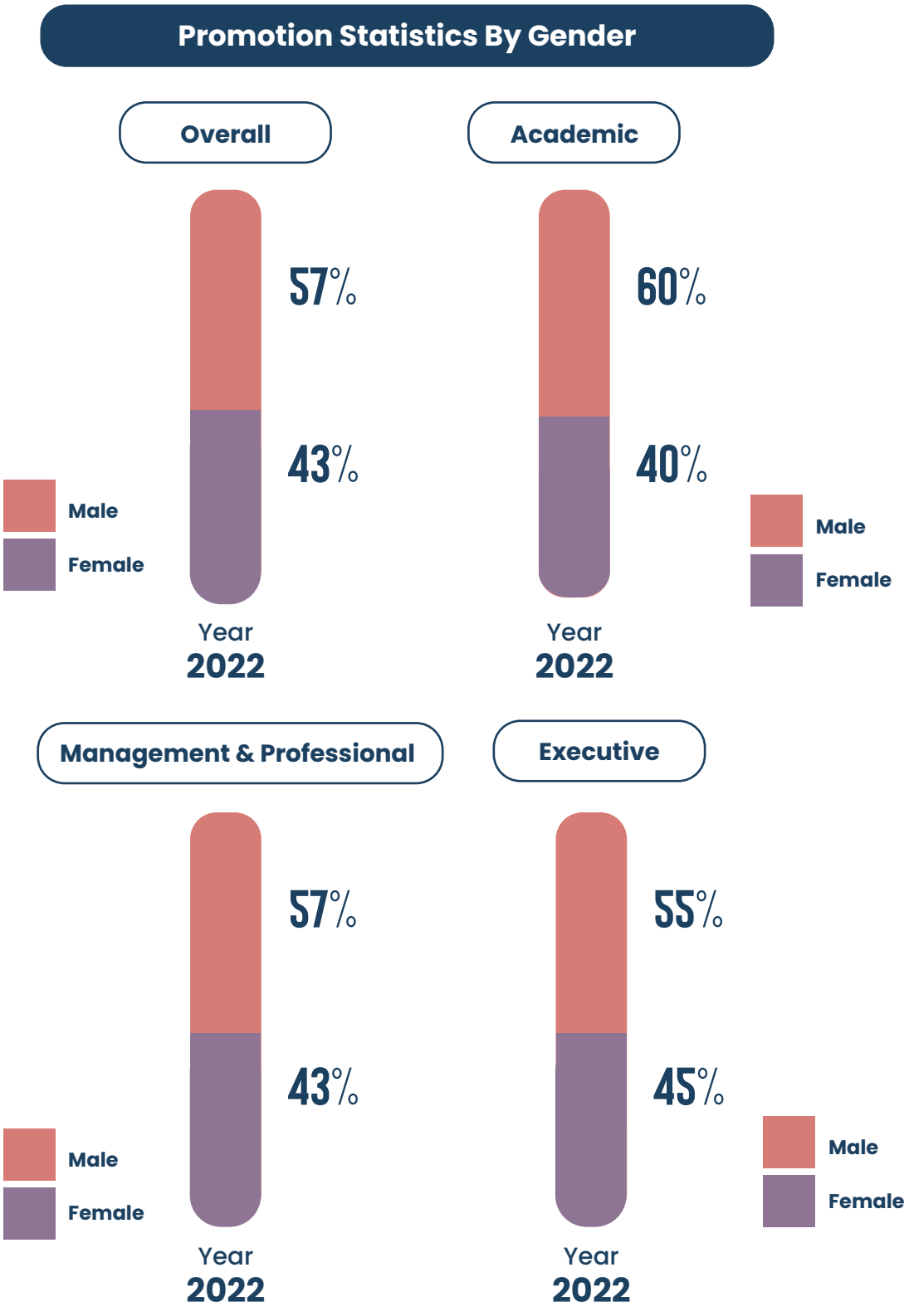


Number of Employee By Gender

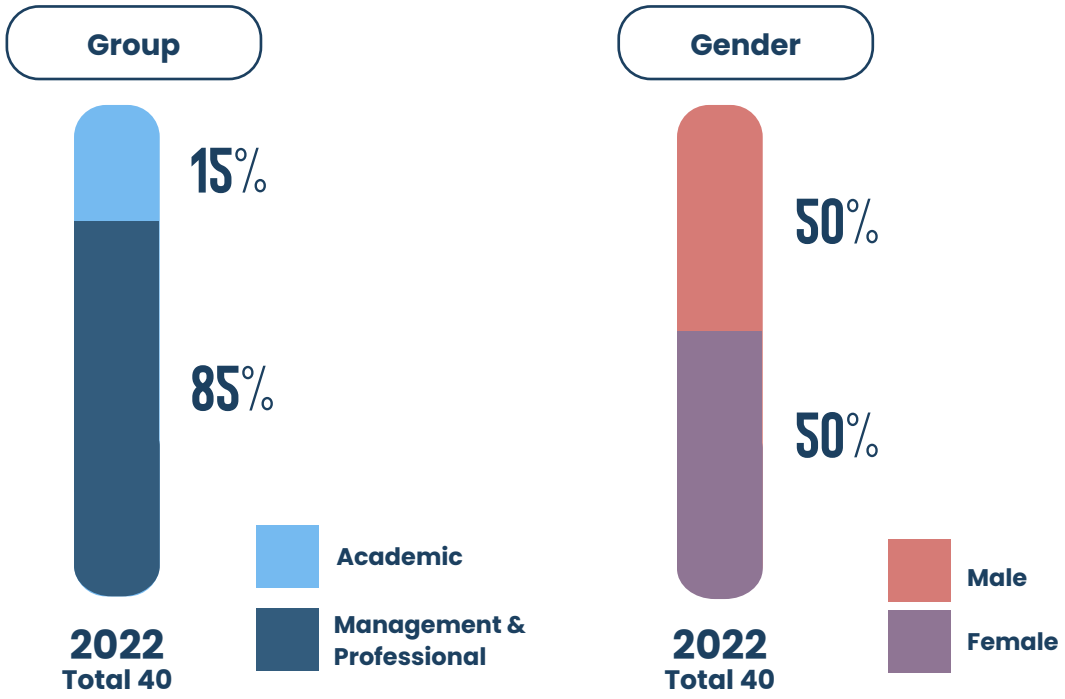
Year 2022

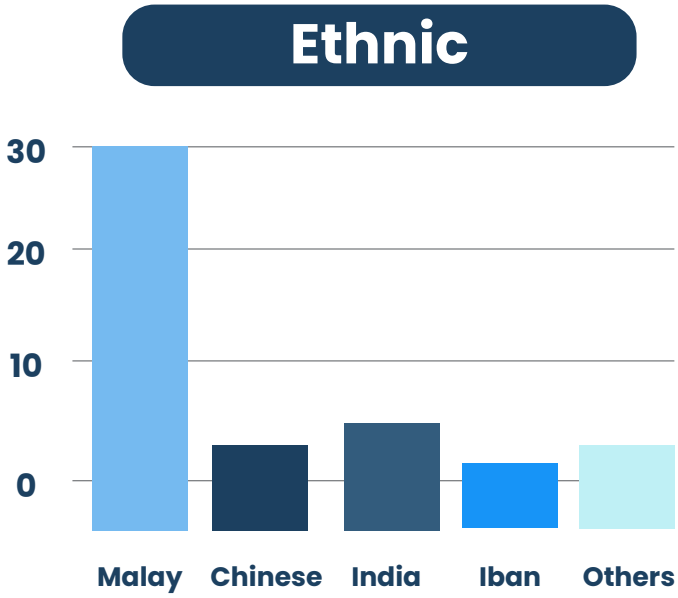


UNIMAS actively promotes diversity and inclusivity by welcoming individuals from diverse backgrounds, beliefs, races, nationalities, generations, and lifestyles. We believe that diversity is a valuable asset that enriches our community and strengthens our decision-making processes. By embracing and valuing the unique qualities that each person brings to the table, we can build a more equitable and prosperous work environment that benefits everyone.



Dean/Directors Appointment Statistics By Group, Gender, Race







Non-Discrimination

Equal Opportunity

Incidents of discrimination and corrective actions taken

As an institution committed to equality and fairness, UNIMAS has a strong stance against discrimination in any form. While there have been no reported cases of discrimination at UNIMAS, the University upholds its Equality and Protection Policy for all UNIMAS citizens, regardless of gender, race, or age. This includes providing equal opportunity for all members of the public to apply for any available positions at UNIMAS.

In addition, UNIMAS follows the remuneration guidelines set by the Ministry of Higher Education, which ensures that there is no differentiation in pay based on gender. UNIMAS takes pride in its efforts to promote diversity and inclusion and remains committed to maintaining a safe and respectful environment for all employees and students.

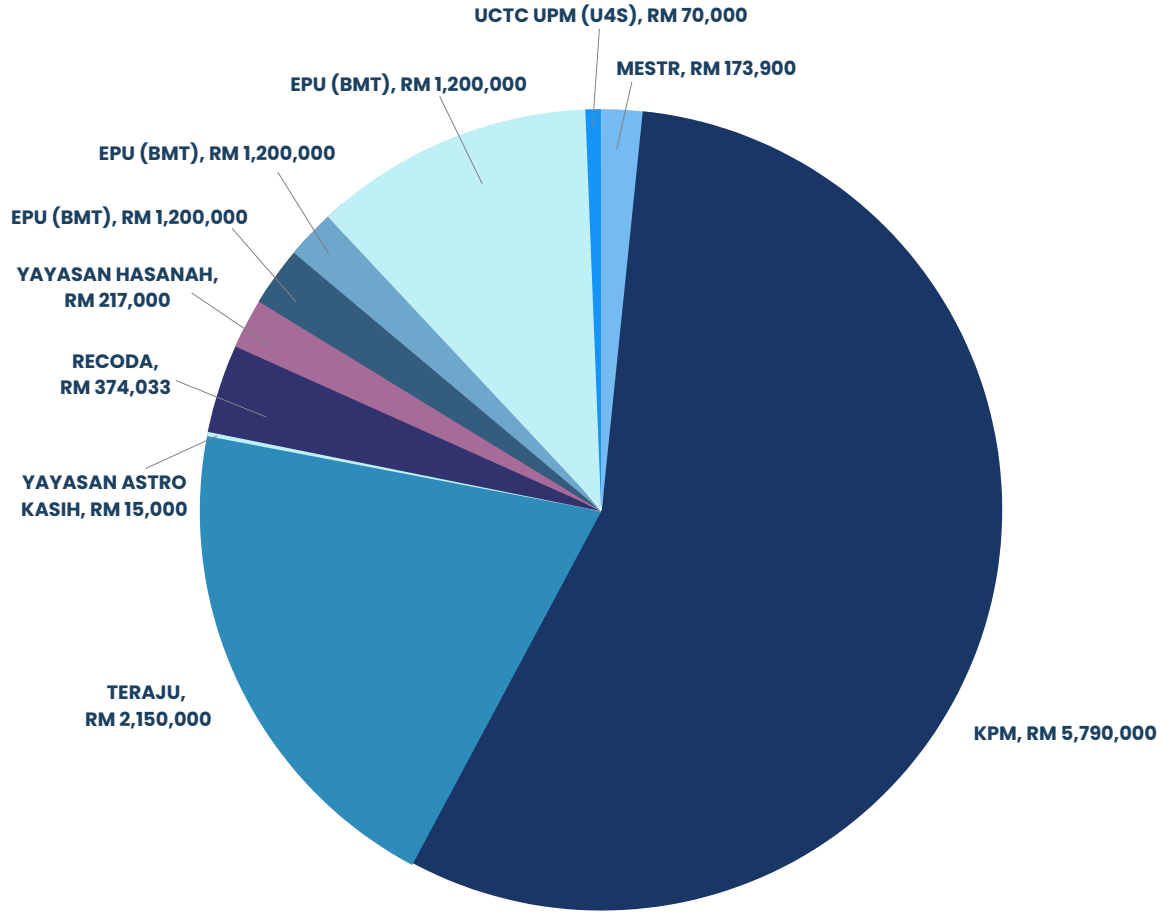
Rights of indigenous People

Incidents of violations involving rights of indigenous peoples

While there have been no reported violations of the rights of indigenous peoples at UNIMAS, we strongly condemn all forms of such violations. As part of our commitment to equality and protection of all our citizens regardless of gender, ethnicity, or age, UNIMAS upholds an Equality and Protection Policy that promotes a safe, respectful, and inclusive work and learning environment for all.



Local Communities



*Note: Data as of December 2022

With a substantial investment of RM 10,629,241.53 in community projects, UNIMAS is dedicated to becoming a community-driven university that actively contributes to creating a sustainable world, as our slogan exemplifies. We have successfully launched and actively participated in numerous initiatives that have greatly benefited the community. **Notable funders include TERAJU, Yayasan Hasanah and Yayasan Astro Kasih, among others. Apart from that, UNIMAS also takes the initiative in enculturating the University's tagline; "Community-driven University for a Sustainable World" by offering internal funds through Dana SULAM and Dana Lestar**i. As depicted in the accompanying graphics, these impactful endeavors have been generously funded, showcasing our unwavering commitment to making a positive difference in society.



Total Investment
in Community Projects
RM10mil





Way Forward

At UNIMAS, we are committed to building a sustainable, equitable, and resilient world for current and future generations. Our students, employees, and partners share this vision and are committed to making a positive impact on our university, community, and the wider world. We believe in the power of collaboration and welcome new ideas as we continue on this important journey. By working together, we can create a brighter future for all.

Our Path Towards a Stronger ESG Excellence

ENVIRONMENTAL

UNIMAS demonstrates a strong commitment to environmental sustainability. Through conservation efforts, renewable energy adoption, waste management practices, and ecosystem preservation initiatives, UNIMAS actively promotes a greener campus and contributes to mitigating environmental challenges

2023

- Reduction of Energy Consumption: Collaboration with a strategic partner (industry) to install an energy meter as a pilot on selected buildings prior to implementation of the scheduled energy audit
- GHG Emissions: Measurement of carbon footprint through GHG inventory and reporting

2024

Reduction of Energy Consumption: Scheduled energy audits
Waste Minimisation: Incorporation of 9R lab initiative
Environmental Compliance: Develop an Environmental Policy
Biodiversity: Establish inventories for habitat and species on campus (list of protected or restored habitats)

SOCIAL

UNIMAS places a significant emphasis on social responsibility and community engagement. The University actively promotes diversity, inclusion, and equal opportunities, ensuring a supportive and inclusive environment for students, faculty, and staff. Through community outreach programs, UNIMAS fosters social well-being, empowerment, and positive societal impacts.

2024

- Local Communities: Strengthen Community Based Participatory
- Local Communities: Research for all project leaders for community projects
- Non-discrimination: Increased transparency in handling discrimination and human rights violation issues
- Occupational health and safety: Consolidate Occupational Health and Safety policy by including items under GRI403
- Training and Education: Sustainability leadership certification for board members/management
- Customer health and safety: Strengthen balanced lifestyle and campus life for students
- Customer health and safety: Include policy and data for customer health and safety
- Customer health and safety: Include customer privacy and data protection policy
- Diversity and Equal Opportunity: Gender equality in Board of Directors

GOVERNANCE

UNIMAS upholds the highest standards of governance practices, ensuring transparency, accountability, and ethical decision-making. The University's governance framework emphasises integrity, responsible management of resources, and adherence to regulatory requirements. UNIMAS's robust governance structure supports effective leadership and fosters trust among stakeholders.

2022

- Establishment of UNIMAS Sustainability Masterplan

2023

- Annual sustainability reporting (17 SDG goals) according to 4 domains: research, teaching, stewardship and outreach.
- Economic Performance: Breakdown of source of income
- Economic Performance: Breakdown of spending on social/community
- Indirect Economic Impacts: Breakdowns and appraisals of Infrastructure investment and supported services

2025

- Reduction of Water Consumption: Conduct water footprint assessment for all buildings on campus
- Biodiversity: Conduct Environmental Impact Assessment (EIA) report for the campus
- Waste Minimisation: Establish waste inventory (standardization of hazardous waste collection)
- Supplier Environmental Assessment: Conduct supplier evaluation using environmental criteria

2026

- Biodiversity: Encourage research related to life underwater
- Biodiversity: Encourage research related to life on land
- Biodiversity: Establish policies related to the prevention and reduction of terrestrial/marine life pollution from all sources especially from industrial, agricultural, development and recreational activities

2025

- Supplier social assessment: Conduct supplier evaluation using social criteria.
- Supplier social assessment: Develop supplier related policies and strategies to include green practices, halal practices, and compliance with social criteria
- Supplier social assessment: Implement selective criteria to prioritise collaborators with environmental compliance
- Local Communities: Include risk assessment for all community projects to assess potential negative impacts on communities
- Training and Education: Conduct sustainability competency training

2026

Equal Opportunity: Improve the number and quality of facilities to those with special needs

2025

- Economic Performance: Breakdown of spending on environment (green procurement)
- Indirect Economic Impacts: Breakdown and appraisals of significant indirect economic impacts

2030

UNIMAS ESG EXCELLENCE

GLOSSARY

Anti-corruption	Measures and actions taken to prevent, expose, investigate, and punish corrupt practices in government, business, and other sectors
Biodiversity	The variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and desirable.
Community investment	The practice of allocating capital to low-income communities
Diversity	Range of differences that exist among individuals, including but not limited to, their cultural backgrounds, experiences, identities, and perspectives.
Economic performance	Those issues dealing with the amount and value of money, wealth, debt, and investment
Emissions	Production and discharge of something, especially gas or radiation
Employment	Employment is an agreement between an individual and another entity that stipulates the responsibilities, payment terms and arrangement, rules of the workplace, and is recognized by the government.
Energy	Power derived from the utilisation of physical or chemical resources, especially to provide light and heat or to work machines
Equal opportunity	A principle that every individual should have the same chances and rights to access education, employment, and other social benefits, regardless of their race, gender, religion, nationality, or any other personal characteristics.
Equal remuneration for women and men	Refers to rates of remuneration established without discrimination based on gender
ESG	Environmental, Social and Governance
GHG	Greenhouse gases
Governance	The system of policies, procedures, and practices that a company uses to manage its operations and stakeholders, including its board of directors, executive compensation, risk management, and stakeholder engagement.
Indigenous rights	Indigenous rights are those rights that exist in recognition of the specific condition of the indigenous people
Labour practices	Labour practices are practices that affect employee hiring and promotion, remuneration, disciplinary action, complaint response system, transfers and reassignment, termination of employment, human resources development, occupational safety and health, and working conditions (working hours and remuneration).
Local communities	Groups of people who share a geographical area, common interests, values, and cultural identity, and interact with each other on a regular basis.
Market presence	Market presence is the measure of how well your business is doing in the marketplace
Materiality	Refers to the extent to which environmental, social, or governance issues of a company could impact its financial performance or the perception of its stakeholders, such as investors or customers
Non-discrimination	Non-discrimination is fair and unprejudiced treatment of different categories of people.
Occupational Safety and Health	Occupational safety and health is identified as the discipline dealing with the prevention of work-related injuries and diseases as well as the protection and promotion of the health of workers
Procurement	Procurement is the process for an organisation to obtain products or services from external parties to ensure that production and business activities are smoothly carried out.

SDGs	Sustainable Development Goals. Refer to a set of 17 global goals designed to achieve sustainable development, aligned with ESG (Environmental, Social, and Governance) principles, by addressing economic, social, and environmental challenges
Stakeholders	Our customer, student, community, funders, industry and government/agencies
Sustainability	The ability of a company to operate in a way that preserves natural resources, protects the environment, and meets the needs of the present generation without compromising the ability of future generations to meet their own needs.
Training and education	A process that integrates both theoretical knowledge and practical skills development to enhance an individual's proficiency in a particular field or profession.
Water	Water is a substance composed of the chemical elements hydrogen and oxygen and existing in gaseous, liquid, and solid states