

*For Internal Use Only*

# **ISO 45001:2018 AWARENESS**

13-15 March 2024



*Health, Safety, System & Environment*  
*UMW Corporation Sdn Bhd*

# CONTENT

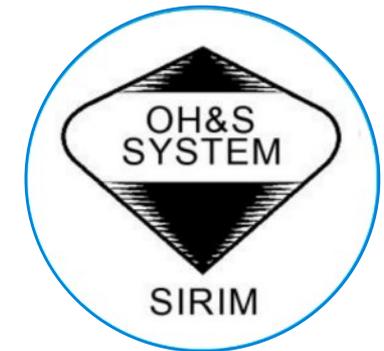
1. ISO 45001:2018 Certification
2. An Overview of OHSMS
3. Leadership and Worker Participation
4. Managing Hazards & Risks
5. Responding to An Emergency
6. Outcome of OHSMS Management Review
7. Knowing Your Surroundings

**ISO 45001:2018 CERTIFICATION**

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# ISO 45001 : 2018 CERTIFICATE

## UMW OHSMS is certified to a recognized international standard



CERTIFIED TO ISO 45001:2018  
CERT. NO. : OHS 00341

Certification Body – SIRIM  
QAS International Sdn. Bhd.  
**Certified since:  
29 May 2009**

SIRIM is Malaysia's leading certification body and is part of the IQnet international certification alliance

A certified organization is allowed to use certification marks across its marketing materials

# ACCREDITATION ADDED VALUE

## UMW Corporation Sdn Bhd

1

100% compliance of occupational health and safety and other related legal requirements.

[Certified companies have **never received** any notice of improvement, stop work order or legal notice from the authorities since 2009].

2

Zero Accident Rate due to industrial accidents for the last 4 years (2020 – 2023).

[Last industrial accident case recorded was in 2019]

3

Companies are entitled to claim double tax deduction for expenditures incurred for the purpose of obtaining certification.

[Para 34(6)(ma), Income Tax Act 1967]

4

Promote good image for the company.

UMW Corporation Sdn Bhd is one of the companies certified with ISO 45001 in Malaysia, which is known for its stringent standards and requirements for compliance.]

# **AN OVERVIEW OF OHSMS**

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# AN OVERVIEW OF OHSMS

**Occupational Health & Safety Management System (OHSMS) is a system to manage occupational health and safety at the workplace.**

OHSMS enables an organization to provide:



A safe and healthy workplace



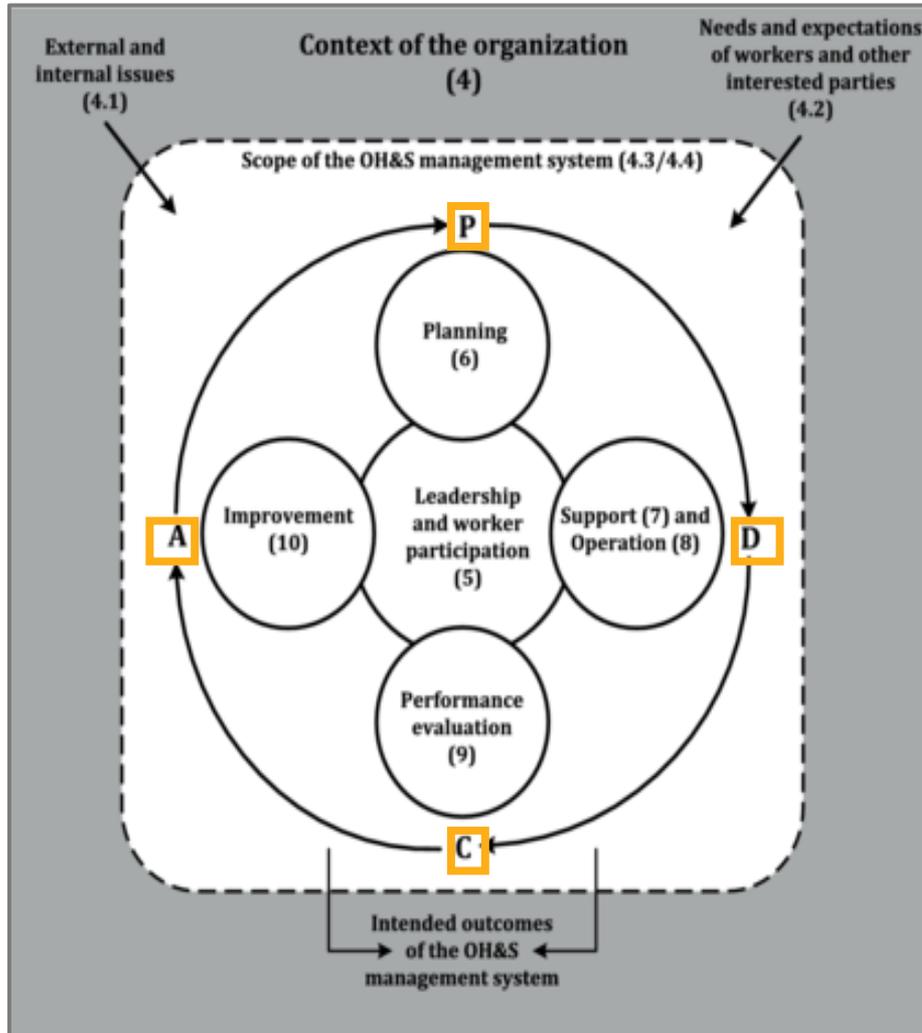
Prevent work-related injury and ill health



Continually improve its OH&S performance

# OHSMS PDCA Model

A cyclical process for promoting continual improvement within an organization



## PLAN

Determine and assess OHS risks, OHS opportunities and other risks and other opportunities, establish OHS objectives and processes necessary to deliver results in accordance with the organization's OHS policy.

## DO

Implement the processes as planned

## CHECK

Monitor and measure activities and processes with regard to the OHS policy and OHS objectives, and report the results

## ACT

Take actions to continually improve the OHS performance to achieve the intended outcomes

# HSE POLICY

## Solid commitment and leadership from the Top Management

**A commitment from the top management to ensure:**

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**1** Eliminate hazards and risks.

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**2** Comply with OSH legal requirements.

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**3** Provide safe & healthy working conditions to prevent injury and ill health.

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**4** Ensure consultation and participation of employees.

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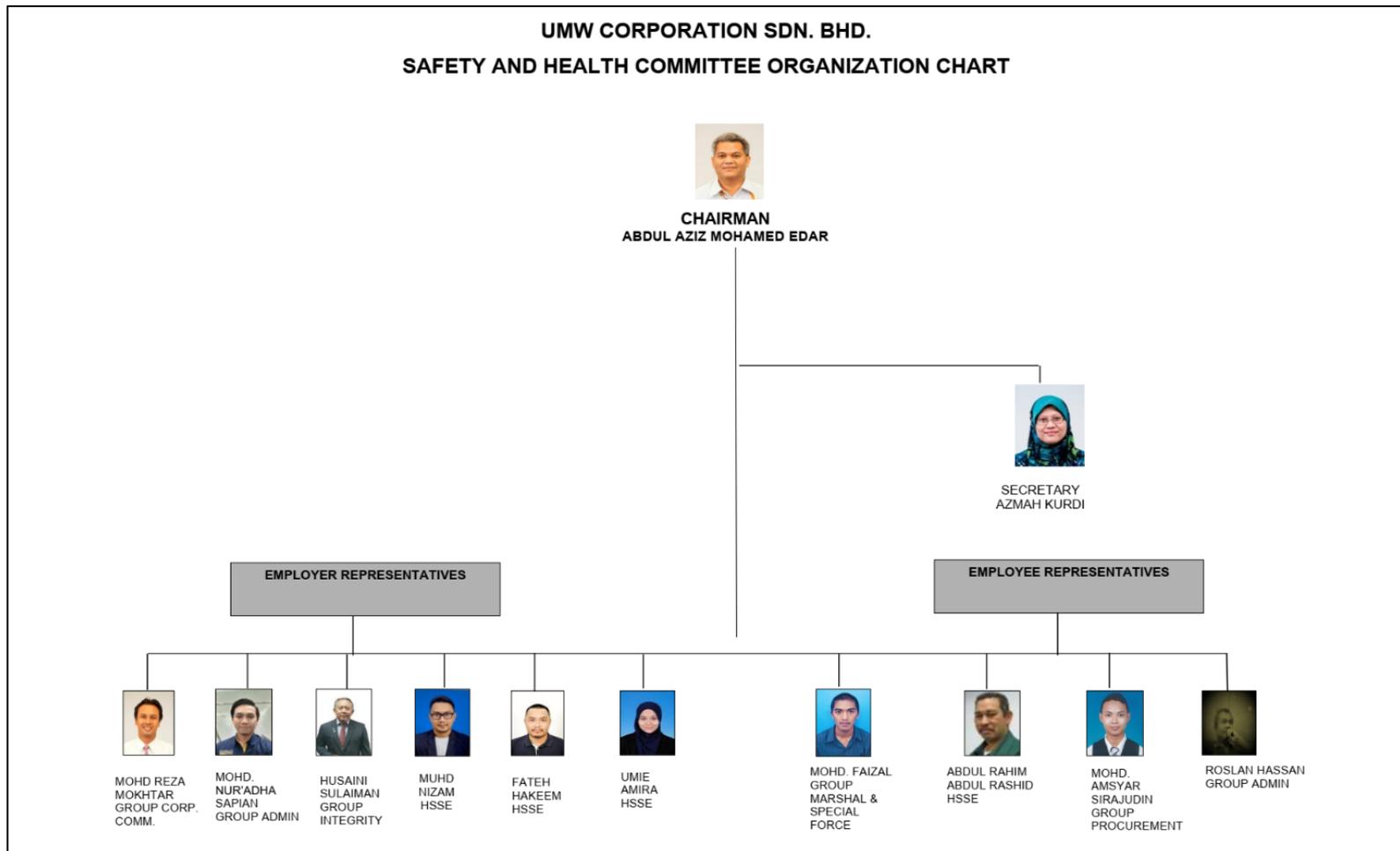
**5** Continual improvement of health and safety performance.

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# SAFETY AND HEALTH COMMITTEE

The Committee is established in accordance with Occupational Safety & Health Act 1994 as a platform for worker consultation & participation



# **MANAGING HAZARDS & RISKS**

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# HAZARDS, RISKS & OPPORTUNITIES

## Top 3 Hazards in Menara UMW



**HAZARD**

**Slippery floor**

**RISK :** *Slip and fall can cause bodily injury*

**OPPORTUNITIES :** *Warning sign / change the flooring*



**HAZARD**

**Archaic Building Systems**

**RISK :** *Delay in responding to an emergency*

**OPPORTUNITIES :** *Effective communication with building owner. Provide training / test the effectiveness of emergency procedures (e.g. emergency simulation)*



**HAZARD**

**Manual lifting**

**RISK :** *Health problem such as back pain, slip disk etc.*

**OPPORTUNITIES :** *use trolley, buddy system etc. Provide training / awareness on proper lifting.*

# 2024 OHS OBJECTIVE



## Managing Hazards & Risks



### OBJECTIVES AND PROGRAMME(S)

UMW CORPORATION SDN BHD  
YEAR 2024

| NO. | OBJECTIVE   | TARGET   | PROGRAMME  |
|-----|---|--|--|
| 1   | To inculcate preventive OSH culture among the employees                   | a. Zero fatality rate by 31 December 2024<br>b. Accident rate less 2.13 / 1000 workers by 31 December 2024 | 1. Promoting of hazards and near-miss reporting.<br>2. World OSH Day celebration.                                |
| 2   | To promote good healthy lifestyle and total wellbeing among the employees | 100% occupational diseases at the workplace reported by 31 December 2024                                   | 1. Promoting of Occupational Illnesses.<br>2. Visit to Occupational Illnesses treatment and research facilities. |

|                            |                   |                               |                   |
|----------------------------|-------------------|-------------------------------|-------------------|
| Prepared By:               | Reviewed By:      | Verified By:                  | Approved By:      |
| Date: 31/01/2024           | Date: 31/01/2024  | Date: 31/1/2024               | Date: 31/1/2024   |
| Name: Fateh Hakeem M Fauzi | Name: Azmah Kurdi | Name: Abdul Aziz Mohamed Edar | Name: Zailani Ali |

# **RESPONDING TO AN EMERGENCY**

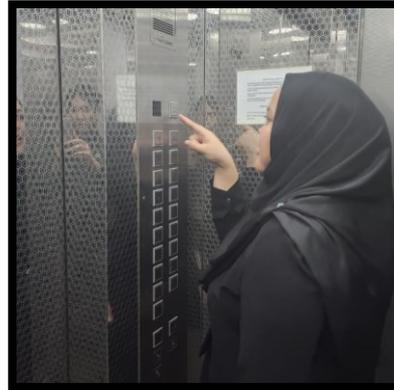
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# RESPONDING TO AN EMERGENCY

## Top 5 Potential Emergencies in Menara UMW



Building Fire



Trapped in Lift



Medical Emergencies  
(First Aids, Outbreaks)



Earthquake



Serious Crime & Bomb Threat

# RESPONDING TO AN EMERGENCY

## Critical Safety Facilities @ Menara UMW



First Aid Box  
@ all floors



Automatic Emergency  
Defibrillator (AED) @ lobby



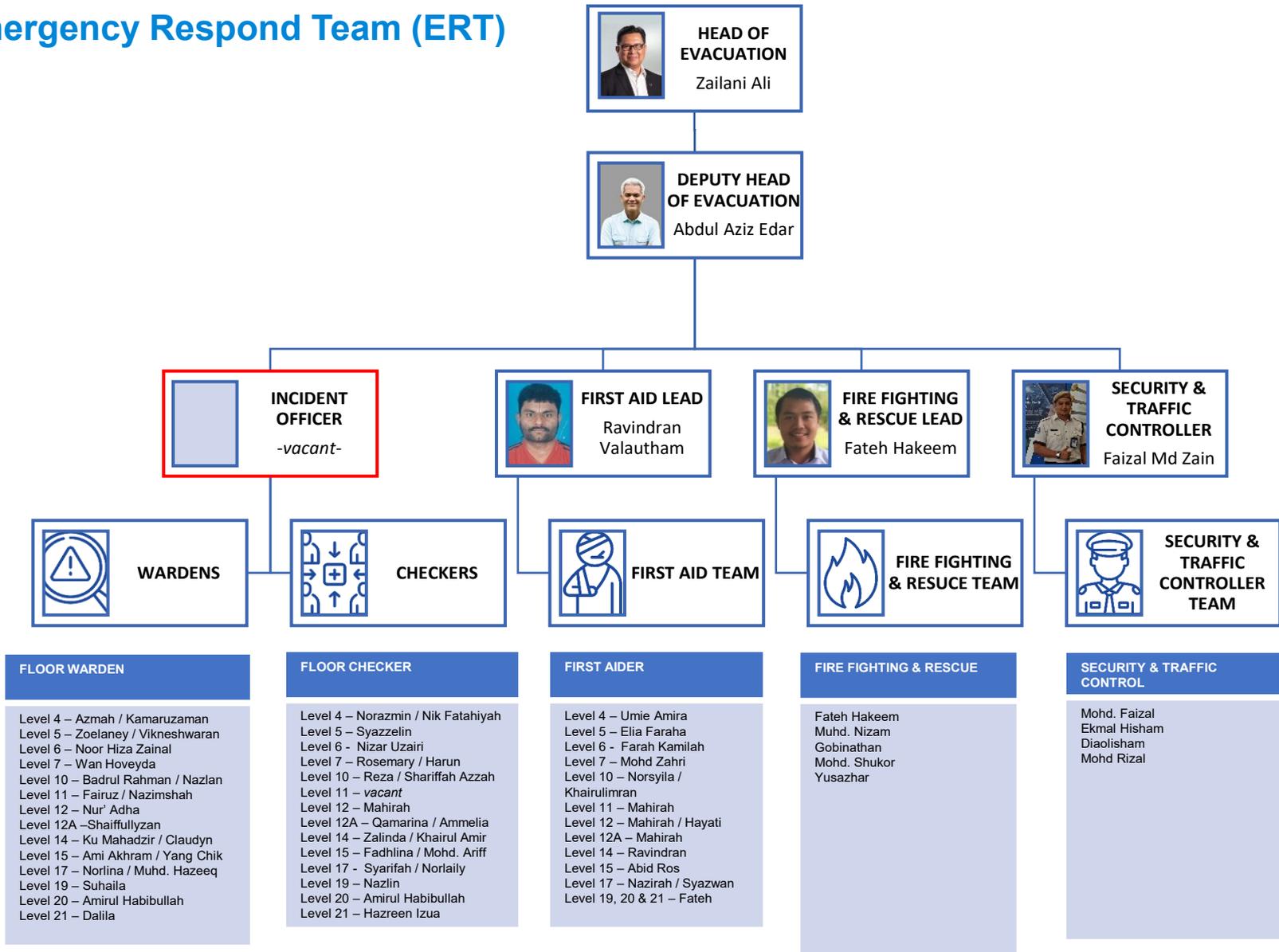
Fire Fighting Equipment  
@ all floors



Evacuation Assembly Area

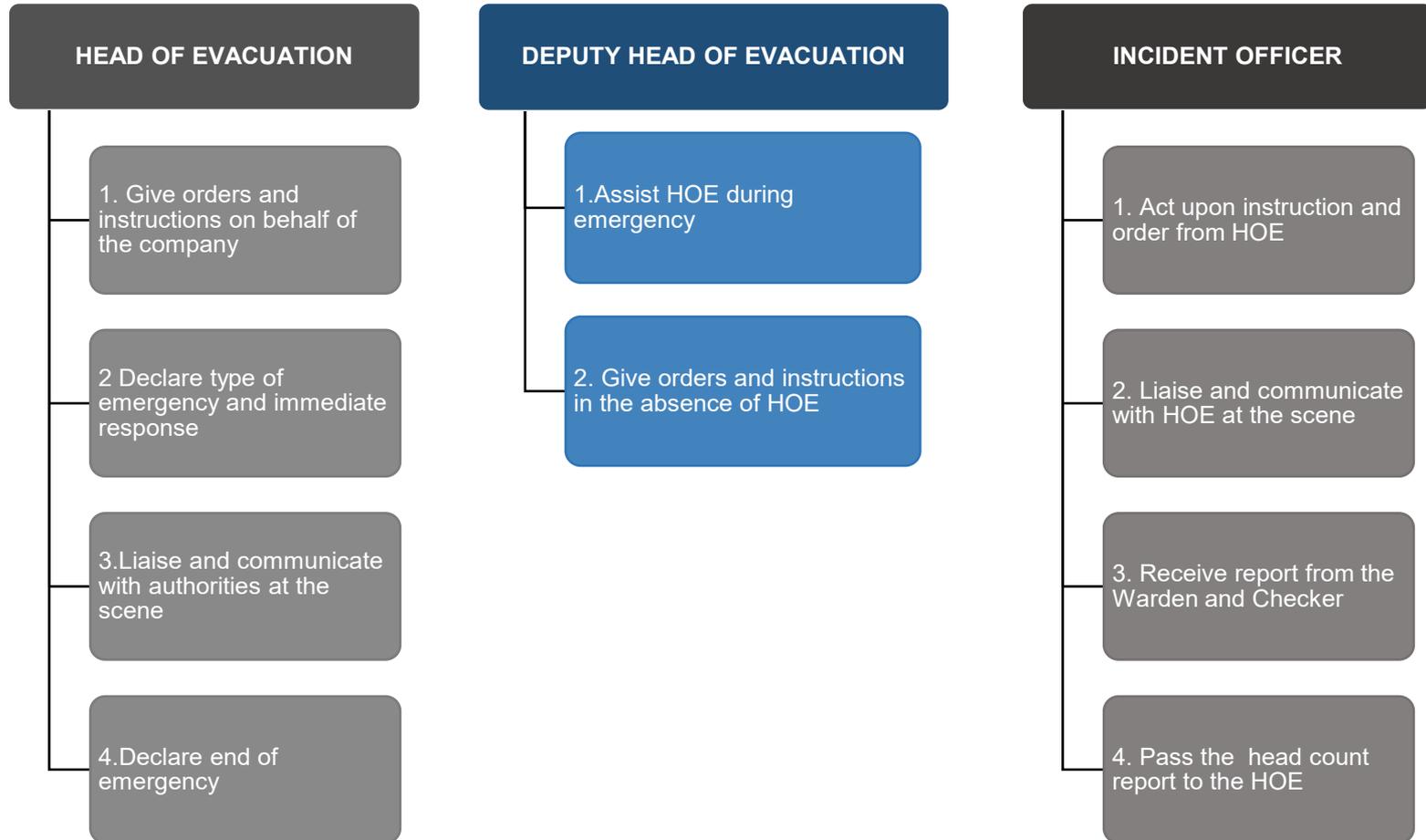
# RESPONDING TO AN EMERGENCY

## Emergency Respond Team (ERT)



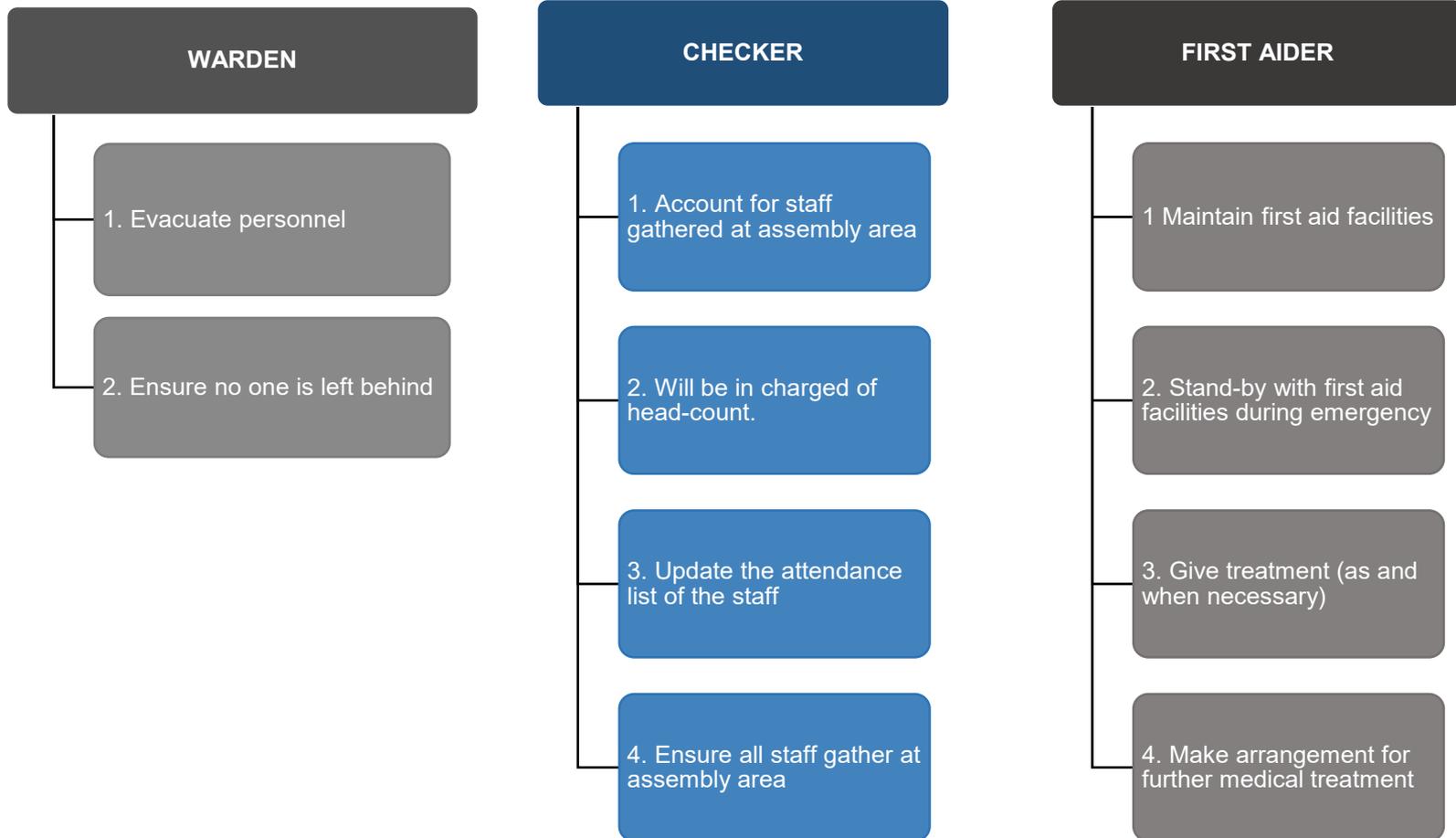
# RESPONDING TO AN EMERGENCY

## ERT- Roles and Responsibility (1/3)



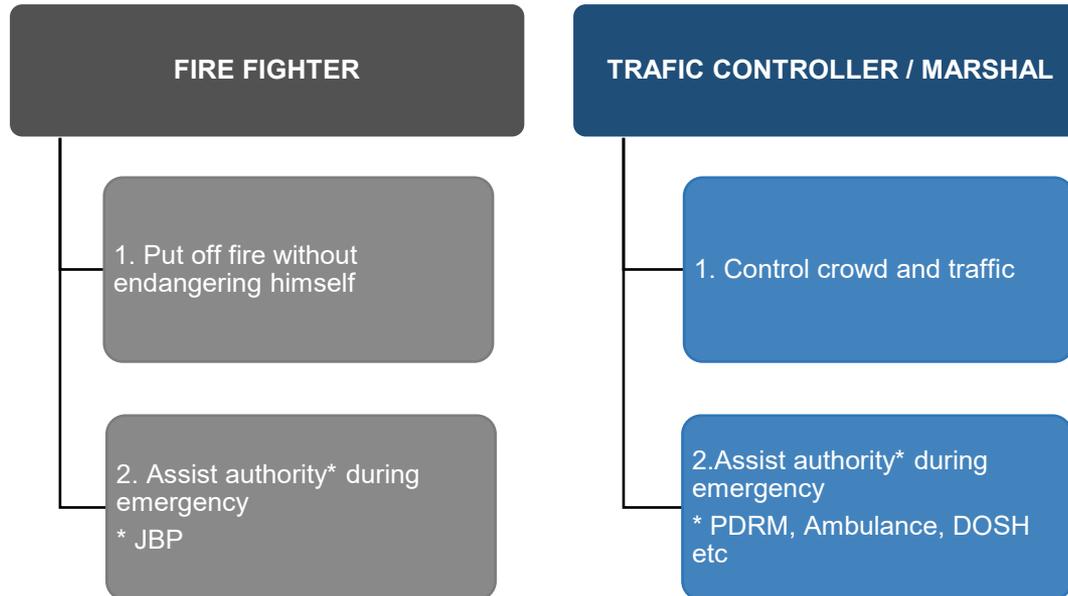
# RESPONDING TO AN EMERGENCY

## ERT- Roles and Responsibility (2/3)



# RESPONDING TO AN EMERGENCY

## ERT- Roles and Responsibility (3/3)



# **OUTCOME OF OHSMS MANAGEMENT REVIEW**

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# OUTCOME- OHSMS MANAGEMENT REVIEW

Management Review is part of ISO 45001 standard requirements and was conducted on 1 March 2024 involving all HODs in UMWC

| No | Description  | Output / decision  |
|----|--|--|
| a  | The continuous suitability, adequacy and effectiveness of the OHSMS in achieving its intended outcomes | The current implementation of OHSMS is suitable, adequate and effective in achieving its intended outcomes   |
| b  | Continual improvement opportunities  | All 3 elements for continual improvements shall be implemented :<br>a. Promoting of hazards awareness and near-miss reporting<br>b. Promoting of prevention occupational illness at the workplace<br>c. Continuously promoting SafeUhub to employees     |
| c  | Any need for changes to the OHSMS  | Currently, there is no need for changes to the OHSMS   |
| d  | Resources needed   | The existing resources are adequate and to be maintained   |
| e  | Action, if needed  | Not applicable   |
| f  | Opportunities to improve integration of the OHSMS with other business processes                        | Currently, the OHSMS is part of the business process. The integration to be enhanced and maintained e.g. Human Capital, Procurement, technology and innovations and sustainability process.<br><br>Opportunity to extend the OHSMS to Sime Darby Berhad. |
| g  | Any implications to the strategic direction of organization  | The impact of Sime Darby acquisition over UMW holding as follows :<br>a. Alignment of OSHMS between Sime Darby and UMW<br>b. Cultural integration<br>c. Resource allocation<br>d. Legal compliance   |

**KNOWING YOUR SURROUNDINGS**

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# EXTERNAL ISSUES THAT ARE RELEVANT TO OHSMS



## EXTERNAL ISSUE

### 1. Occupational Safety and Health Act (Amendment) 2022

- The Act has been gazetted in March 2022 by the Government. Nevertheless, the date of enforcement yet to be determined.
- The new Act provide greater protection to the employees
- The new Act places higher degree of accountability on employer

### 2. Menara UMW Building Owner – PNBC

- Building maintenance
- Lift functionality and certificate of fitness
- Emergency Preparedness and Response - roles and responsibilities as building owner

## A- RISK & OPPORTUNITIES

- Risks**
  - Readiness to comply with the new requirements
  - Higher responsibilities and penalties to employer
  - Allocation of higher budget is required to comply with the new requirements (e.g. machinery inspection, employees competency and training)
- Opportunities**
  - Update the top management on the changes of the Act and its impact
  - Provide training to the related PIC and HSSE personnel

- Risks**
  - Legal compliance
  - Physical Hazard – trapped inside lift
  - Coordination for emergency drill
- Opportunities**
  - Collaboration program with PNBC
  - Empower UMW ERP team
  - Seek advice from the Authority

## B- NEEDS & EXPECTATION

- Full compliance with the Act
- No penalties / compound due to non-compliance

- The building owner is responsible for maintaining the facilities (e.g.. lift)
- The building owner is required to manage Emergency Response Procedures in accordance with the Fire Service Act and have clear organization structure

## C- LEGAL REQUIREMENTS AND OTHER REQ.

- Occupational Safety and Health Act (Amendment 2022)

- Occupational Safety and Health Act
- Fire Service Act
- Uniform Building By Law ( UBBL)
- Tenancy Agreement

IMPACT TO:

# EXTERNAL ISSUES THAT ARE RELEVANT TO OHSMS



## EXTERNAL ISSUE

### 3. Climate Change

- Climate Change becoming a global issue
- The world is experiencing extreme weather effect across the world , including continuous droughts, floods and heatwaves in many countries over the world
- Climate change affects health, safety and socio-economics

### 4- Pandemic

- Covid-19 new variant , Influenza, etc.
- The pandemic has presented numerous challenges for organizations across various industries
- On 9 May 2023, WHO announced that Covid-19 is no longer a global emergency

## A- RISK & OPPORTUNITIES

- Risks** – Heat exhaustion, heat stroke and deaths.
- Heavy rains cause floods that can lead to death and damage to property
- Tsunami, earthquake and landslide will cause death and damage to property
- Opportunities** – Readiness for unexpected and extreme weather (financial, resources, technology and infrastructure)

- Risks** – New variants and disease that cause deaths and prolong illness.
- Opportunities** - Vaccination, self-awareness and monitoring, SOP implementation, moral support, self test RTK and PPE

## B- NEEDS & EXPECTATION

- Employees awareness on climate change and the impact to their safety, health, wellbeing and socio-economics
- Company address the climate change and contribute towards climate change mitigation and adaptation

- Effective pandemic measures
- Reduction of mental illness and anxiety cases (better living)
- Economy recovery
- Work from home arrangement

## C- LEGAL REQUIREMENTS AND OTHER REQ.

- United Nation Sustainable Development Goals
- National Policy of Climate Change (Malaysia)

- Prevention and Control of Infectious Disease Act 1988 (MOH)
- SOP from National Security Council (NSC)
- HSSE SOP & Guidelines on Covid-19

IMPACT TO:

# INTERNAL ISSUES THAT ARE RELEVANT TO OHSMS



## INTERNAL ISSUE

### 1. Sime Darby Acquisition (New issue)

- Change of policies
- Psychological effects on employees
- Business restructuring and alignment
- Optimization of resources and talent
- Lack of clarity in job security
- Adaptation on the new work culture
- Relocation of office

## A- RISK & OPPORTUNITIES

- Risks**
  - Decreased moral and productivity
  - Confusion and disorientation when making decision
  - Feel uncertainty on job security
- Opportunities**
  - Strategic alignment with Sime Darby
  - Better job opportunities and benefits
  - Successful acquisitions can generate synergies through cost savings, revenue enhancement, operational efficiencies and HSE enhancement

## B- NEEDS & EXPECTATION

- Enhance employee engagement and communications
- Smooth synergies and alignment
- Clear company direction
- Job security and strategic talent planning

## C- LEGAL REQUIREMENTS AND OTHER REQ.

- Occupational Safety and Health Act 1994
- Labour Act
- BURSA Malaysia Requirements

IMPACT TO:

## **HSSE Activities**

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# HSSE ACTIVITIES



**2 & 3 February 2023**  
ISO 45001 Internal Auditor Training



**14 March 2023**  
Road Safety Training



**20 March 2023**  
UMW HSSE Conference



**21 & 22 March 2023**  
Basic First Aid & CPR Training



**18 April 2023**  
Road Safety Talk



**20 April 2023**  
Flag-off Road Safety Campaign

# HSSE ACTIVITIES



**25 May 2022**  
ISO 45001 Awareness



**26 July 2022**  
HSSE Day



**19 September 2023**  
AED Training



**27 September 2023**  
ERT Training at Level 17



**20 October 2023**  
Visit to Scheduled Waste contractor-  
Pentas Flora Sdn Bhd



**5,6 & 7 December 2023**  
HSSE Engagement

# HSSE ACTIVITIES



**8 December 2023**  
ERP Mock Drill – Trapped inside lift



**10 January 2024**  
MiSHA Award

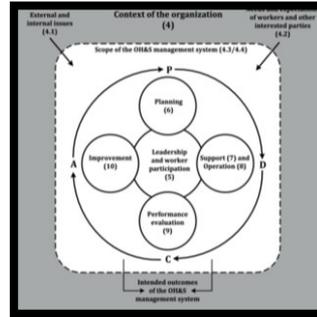


**16 January 2024**  
Safety and Health Committee Appreciation

# What Should We Know



1. ISO 45001:2018 Certification



2. An Overview of OHSMS



3. Leadership & Worker Participation

### HAZARDS, RISKS & OPPORTUNITIES

Top 3 Hazards in Menara UMW

|   |  |  |
|---|--|--|
| <p><b>HAZARD</b><br/>Slippery floor</p> <p><b>RISK</b> : Slip and fall can cause bodily injury</p> <p><b>OPPORTUNITIES</b> : Warning sign / change the flooring</p> | <p><b>HAZARD</b><br/>Architect Building Systems</p> <p><b>RISK</b> : Delay in responding to an emergency</p> <p><b>OPPORTUNITIES</b> : Effective communication with building owner and mock drill in trapped in lift</p> | <p><b>HAZARD</b><br/>Manual Lifting</p> <p><b>RISK</b> : Health problem such as back pain, slip/disk etc.</p> <p><b>OPPORTUNITIES</b> : Use trolley, body system etc. Provide training / awareness on proper lifting</p> |
|---|--|--|

4. Managing Hazards

### RESPONDING TO AN EMERGENCY

Critical Safety Facilities @ Menara UMW

|                                  |  |  |
|----------------------------------|--|--|
| <p>First Aid Box @ all floor</p> | <p>Automatic Emergency Defibrillator (AED) @ lobby</p> | <p>Fire Fighting Equipment @ all floor</p> |
| <p>Evacuation Assembly Area</p>  |  |  |

5. Responding to an Emergency

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6. Outcome of OHSMS Management Review

### INTERNAL ISSUES THAT ARE RELEVANT TO OHSMS

| INTERNAL ISSUE   | INTERNAL ISSUE   |
|--|--|
| <p><b>A. RISK &amp; OPPORTUNITIES</b></p> <ul style="list-style-type: none"> <li>Change of office</li> <li>Workload/pressure condition</li> <li>Communication and reporting</li> <li>Application of resources and skills</li> <li>Job design/ workload</li> <li>Interaction with work culture</li> <li>Retention of staff</li> </ul> | <p><b>1. Sime Darby Acquisition (Share Issue)</b></p> <p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Disrupted moral and productivity</li> <li>Disruption and disorientation after taking decision</li> <li>Low confidence on job security</li> <li>Low morale</li> <li>Communication with Sime Darby</li> <li>Better job opportunities and benefits</li> <li>Disruption of operational and production through acquisition, human capital, operational efficiency and KPI achievement</li> </ul> <p><b>Needs &amp; Expectation</b></p> <ul style="list-style-type: none"> <li>Clear communication, engagement and communication</li> <li>Smooth transition and alignment</li> <li>Clear company direction</li> <li>Job security and strategic vision planning</li> </ul> <p><b>C. LEGAL, REQUIREMENTS AND OTHER REG.</b></p> <ul style="list-style-type: none"> <li>Occupational Safety and Health Act 1994 (Amended)</li> <li>ISO 45001 Malaysia Requirements</li> </ul> |

7. Knowing Your Surroundings

# ISO 45001:2018 Recertification Audit 2024

## UMW Corporation Sdn Bhd

DAY 1

26 March 2024  
Tuesday

- a- Opening Meeting  
Meeting between the management and the auditor
- b- Audit:  
Site review  
Interview with Senior Management and selected staff  
Document review (10 clauses)
- c- Scope:  
Menara UMW

DAY 2

27 March 2024  
Wednesday

- a- Audit:  
Continuing with the unfinished ISO 45001 clauses.
- b- Closing Meeting  
Result presentation  
Accreditation Status
- c- Scope:  
Menara UMW

**THANK YOU**