

ourCMS

NEWSLETTER

JANUARY-APRIL 2018



CAHYA MATA SARAWAK

Launching Ceremony of Tunku Putra-HELP International School

9 MARCH 2018



Minister for Education, Science and Technological Research, Sarawak, who represented YAB Datuk Patinggi (Dr) Abang Haji Abdul Rahman Zohari Bin Tun Datuk Abang Haji Openg, Chief Minister of Sarawak.

The new purpose-built campus which will have a capacity of 1,500 students, promises to deliver world-class education and state-of-the-art facilities at affordable fees. Located in the NorthBank, Tabuan Jaya, TPHIS will offer both national and international curricula for students from Kindergarten to A-Levels, and will begin its first intake in January 2020.

The Memorandum of Understanding was signed by Datuk Syed Ahmad Alwee Alsree, Group Executive Director of CMS and Chairman of Tunku Putra School, Datuk Professor Dr Paul Chan, Co-founder, Vice chancellor and President of HELP University and Datuk Chew Chiaw Han, Managing Director of Ibraco.

Families who want more information on the TPHIS can call the school at +6016-678 0351, email at enquiry@tphis.edu.my or access www.tphis.edu.my.

CMS, Ibraco Berhad and the HELP Education Group announced their partnership in establishing the Tunku Putra-HELP International School (TPHIS) in Kuching on 9 March 2018. The launching ceremony cum joint-venture signing was graced by His Excellency The Governor of Sarawak, Tun Pehin Sri Haji Abdul Taib Mahmud and YABhg Toh Puan Datuk Patinggi Hajjah Raghad Kurdi Taib, accompanied by YB Dato Sri Michael Manyin ak Jawong,



CMS REPORTS

Improved Earnings for FY2017

23 FEBRUARY 2018

CMS reported a total revenue of RM1.61 billion (4% increase from RM1.55 billion) and a pre-tax profit (PBT) of RM332.79 million (10% increase from RM302.14 million) for the financial year ended 31 December 2017 (FY2017). Year-on-year, the Group's profit after tax and non-controlling interests (PATNCI) and earnings per share (EPS) stood at RM215.24 million (27% higher than the RM169.18 million) and 20.03 sen respectively.

CMS reported healthy PBT earnings from its four Divisions: Cement (RM101.34 million) due to its newly commissioned Integrated Plant in Mambong; Construction & Road Maintenance (RM90.20 million) due to an increase in length of State roads maintained; Construction Materials & Trading (RM59.71 million) due to the closure of the Penkuari quarry plant, relocation of a premix plant and slower implementation of Government projects; Property Development (soared to RM47.22 million) due to the increase in revenue recognition of the Rivervale Residences and the Raintree Square commercial project, and the rental income from a hypermarket in Bandar Samariang. The Group also recorded a higher share of profit of RM31.62 million in FY2017 from the share of results of its joint ventures which was mainly attributable to the excellent performance of COPE Private Equity Sdn Bhd (formerly known as CMS Opus Private Equity Sdn Bhd) and two private equity funds while a 224% improvement in the share of results of its associates, from RM35.17 million to RM43.50 million largely due to OM Materials (Sarawak) Sdn Bhd.

Group CEO – Corporate, Dato Isaac Lugun said that "We expect the demand for construction materials and related services to remain sluggish in 2018, but we will start to see some upsides as the Pan Borneo Highway project gathers momentum, raising demand for quarry products and cement-based materials. We are hopeful that spending on recent allocations made by the Federal and State governments for infrastructure and telco-infrastructure will start soon to help boost construction activity in the State. We also expect our strategic investments, through our associates, to continue to positively contribute to the Group's performance."

Y A M TAN SRI DATO' SERI SYED ANWAR JAMALULLAIL TO STEP DOWN AS CHAIRMAN OF CMSB LEAVING A LEGACY OF TRANSFORMATIONAL BUSINESS GROWTH, STRONG FISCAL MANAGEMENT AND COMPASSIONATE LEADERSHIP

Y Bhg Dato Sri Mahmud Abu Bekir Taib will become interim Group Chairman ensuring continuity as a high-trajectory Company

23 APRIL 2018

CMS announced that Y A M Tan Sri Dato' Seri Syed Anwar Jamalullail will step down from his current position as Group Chairman effective 9 May 2018 on the expiry of his contract and Deputy Group Chairman, Y Bhg Dato Sri Mahmud Abu Bekir Taib will take the helm as interim Group Chairman on 10 May 2018, while CMS sources a permanent candidate for the position. Tan Sri was appointed as an Independent Non-Executive Director of CMS on 10 May 2006 and was subsequently appointed as Group Chairman on 1 July 2006.

Speaking on behalf of CMSB, its Board of Directors, staff and shareholders, Dato Sri Mahmud said: "I would like to thank our Y A M Tan Sri Dato' Seri Syed Anwar Jamalullail for his stewardship and unrivalled commitment to the company for almost 12 years. Tan Sri's legacy has been wide-ranging and vast during a tenure where he oversaw and implemented pioneering changes, introduced new and innovative strategies and played a transformational role in implementing the company's long-term strategic plan to expand and diversify CMS' business portfolios, which has enabled our businesses to grow and prosper."

Dato Sri Mahmud added, "2006 became a turning point for the Group under Tan Sri's leadership as he steered and transformed the organisation into an outstanding and high performing listed entity – one which, today, is highly regarded and recognised in areas of strong corporate governance practice and unprecedented financial performance. Since 2006, the Group has made a remarkable turnaround and made significant strategic investments in tandem with the State's industrialisation journey. During Tan Sri's leadership, the share price rose significantly from RM0.35 (price after the split and bonus) and to a high of RM6.00 in July 2015 representing an increase of 1,614%. This alone was one of the greatest achievements for our Group in terms of shareholder value creation. Aside from that, there were other great achievements and accolades under Tan Sri's tenure as



Group Chairman. In 2013, CMS joined the ranks of other listed entities in the Top 100 Malaysian companies in terms of share capitalisation. In the same year, CMS received the acclaimed EDGE Billion Ringgit Club award for the 'Highest Profits Growth' and 'Best Performing Stock – Industrial Products Sector' for the 1st time. CMS bagged this award again in 2014. We owe these successes to you, Tan Sri."

From 2015 to the present day, Tan Sri has consolidated CMS' position, growing the business exponentially to meet the new challenges of a rapidly developing State. Speaking about his tenure as Group Chairman, Tan Sri said: "Our transformation over the last 12 years to become a company firmly ranked in the Top 100 Bursa listed companies with steadily upward trending profits growth, resilience in the face of headwinds and an exciting portfolio of businesses strategically focused on the Sarawak Growth Story, has been well documented. I would like to say thank you to all those who made it a reality. To the communities in which we operate, to the employees with whom we have grown and evolved, to the shareholders who have believed in us, to our loyal customers and suppliers, and to the Government and communities where we operate, I say again, thank you. In those years, we have successfully overcome many challenges, risen to realise new opportunities and we have maintained a commitment to the quality of our products and services, and to growth. CMS is far more than a business. We have become an institution of record and a resource for the State's development. As I stand down as Chairman, CMS can reflect, with pride, on a legacy of professional integrity, financial prudence and sustainable growth".

Tan Sri Dato' Seri Syed Anwar Jamalullail will also be missed for his wise counsel, critical business insights, exemplary leadership styles; coupled with a warmth, humility and compassion that was experienced by everyone he worked alongside.



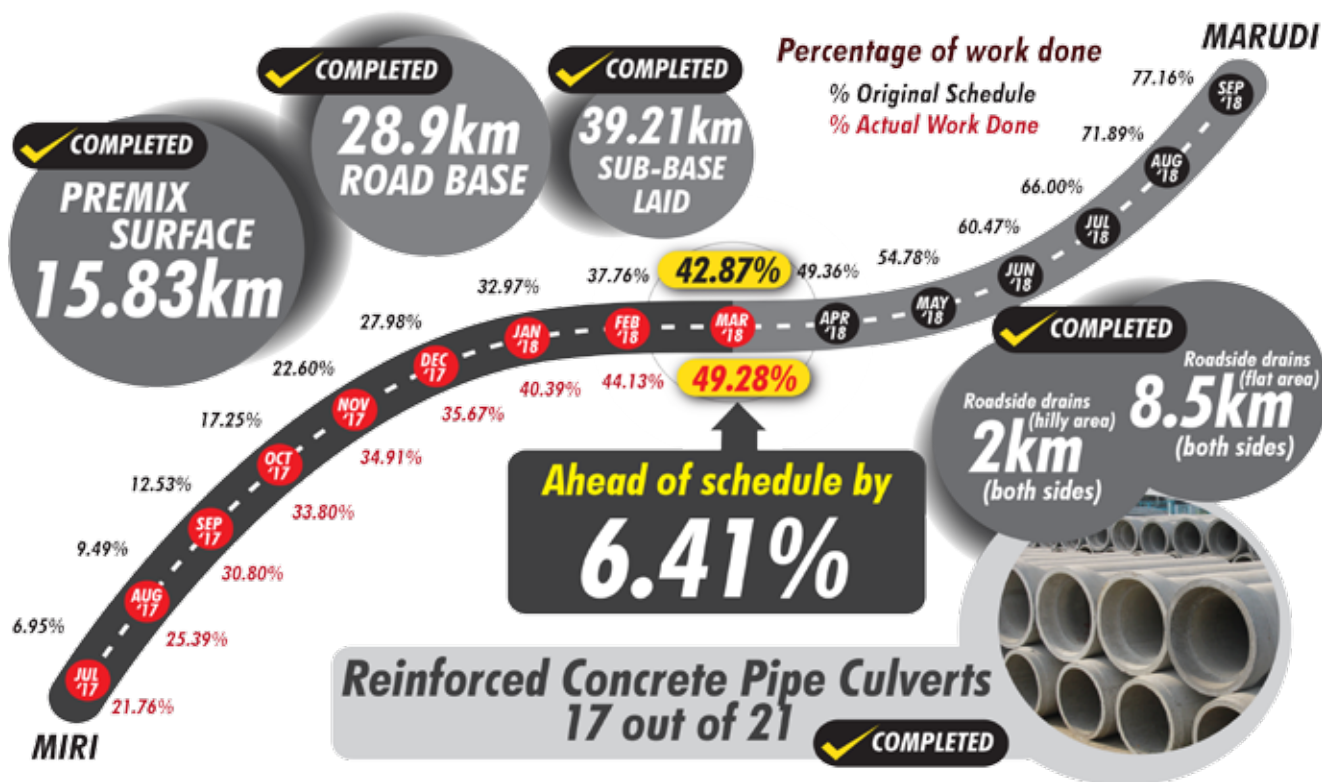
CAHYA MATA SARAWAK BERHAD 43RD ANNUAL GENERAL MEETING

25 APRIL 2018



Our heartfelt appreciation to Y A M Tan Sri Dato' Seri Syed Anwar Jamalullail who retired as our Group Chairman on 9 May 2018. We thank him for his invaluable contributions and for serving as our outstanding and highly respected Group Chairman since 1 July 2006. Thank you Tan Sri and we wish him every success in his future endeavours.

MIRI-MARUDI ROAD POWERS AHEAD OF SCHEDULE



MIRI-MARUDI ROAD

Rehabilitation Works Is Ahead of Schedule
11 APRIL 2018

CMS Roads Sdn Bhd confirmed the rehabilitation works of the 43.2km Miri-Marudi Road is ahead of schedule with 42.87% completed (6.41% ahead of its 30-month schedule). CMS Roads is targeting road rehabilitation works completion of 68% by Gawai and Hari Raya Aidilfitri. This follows the laying of stone base from the ferry end of the road before Chinese New Year.

The road rehabilitation began on 15 September 2016, and in view of the extensive public interest in the rehabilitation of this road link due to its unsatisfactory condition and growing importance, CMS Roads volunteered in March 2017 to provide quarterly updates on the project's progress. CMS Roads' next planned update on the Miri-Marudi road is scheduled for 3Q 2018.

A courtesy call was also made on YB Datu Dr. Penguang Manggil, Assistant Minister for Local Government on 19 January 2018 while a visit to the site by YAB Dato' Sri Mohd Najib bin Tun Abdul Razak was conducted on 4 April 2018.





> CMS Property Development's Senior Sales & Marketing Manager, Gary Kho giving a brief explanation of the Rivervale Residences to His Excellency and Datuk Amar Haji Awang Tengah.

CMS PROPERTY Participates in IEW 2018

23-24 JANUARY 2018

The 4th International Energy Week (IEW) hosted by the Sarawak Government focused on the continued development of the Sarawak Corridor of Renewal Energy (SCORE) initiatives to spearhead the development of the energy and petroleum sector.

The event was attended by His Excellency The Governor of Sarawak, Tun Pehin Sri Abdul Taib Mahmud, Cabinet Ministers, key experts and industry leaders.



CMS PROPERTY DEVELOPMENT USHERS IN THE LUNAR NEW YEAR

Rivervale Residences, Stutong

14 FEBRUARY 2018

OOOOOHAA!

WHAT AN ADVENTURE!

6-8 APRIL 2018

On 6 April 2018, a mix-bag of 26 employees from across the Group including representatives from Bintulu, Sibul and Ulu Kapit met to take on the 23rd Baleh Kapit Raft Safari (BKRS) adventure. Led by our Group CEO-Operations, Mr Goh Chii Bing, the three teams (Men #CMSRoars1 & 2 and Ladies #CMSRoars3) were pretty diverse - in age, culture, ethnicity, religion, education, work experience and paddling skills! It did not take long for us to quickly form a tightly knit group and we went on to enjoy the next 72 hours of immense laughter, friendship, camaraderie and adventure.

The 1st leg of BKRS began on 7 April at Rumah Naga Sulok to Rumah Bengau Andah along the Baleh River. This was strictly a men's event meandering through the sleepy and scenic tributary. The 2nd leg on 8 April was from Rh Bengau to Kapit Express Passenger Terminal where all three teams took on the mighty Rajang. There were six categories: Men's Open & Closed, Freestyle, Women's Closed, Paddle Boat plus Best Decorated Raft. 35 teams took part in the competition which was capped off with the power boat competition side event.

After two days of gruelling paddling, CMSRoars1 took 6th placing whilst CMSRoars2 took 9th placing out of 11. CMSRoars3 had aimed for 6th but with the loud cheering from Group CEO and our support team, the ladies proved their mettle as they throttled past the 'Landas' team to take on 5th placing out of 7.

Much have been said in the past newsletters about the rafting. This time we wish to highlight the truly amazing Jacqueline Yong, Abg Kel, Ulu Kapit's Chong and Veronica Benita (and their teams) who provided the best support and took care of us and the wonderful longhouse experience. All of us were rejuvenated by the much needed media-fast as we sang, mastered the poco-poco, practised the Iban language, posed for photographs, deliberated over Maggi cup noodles, honed our tuk sipping skills or simply engaged in conversations. Newbie paddlers (and old) got a beautiful insight into the lives of the longhouse folks who showcased the best culinary skills and amazing hospitality despite their longhouses had run out of water!

CMS is privileged to be part of Ulu Kapit's annual major tourist event where we sponsored RM10,000 for BKRS 2018. #CMSROARS #sharetheadventure

Written by Denise Koo







ITC PROGRAMME 2018

CMS continued its annual In-House Training Capability (ITC) Programme for the first quarter of 2018 - Special Edition ITC Programme for Non-Executive Supervisors for People Management Skills (21-22 February), Effective Communication Skills (27-28 February) and Report Writing Skills (6-7 March).



> Dato Isaac Lugin is being briefed by Duncan Williamson, Managing Director of SAP Malaysia



Digital Transformation Key Performance Indicator WORKSHOP SERIES I – SAP INFO DAY 26-27 APRIL 2018

As part of CMS' Digital Transformation Roadmap, a series of workshops will be organised throughout the year. Its aim is to gather requirements, process assessment, benchmarking, prioritising and ultimately, develop digital transformation initiatives for the Group. The 2-day Workshop Series 1 held included presentations titled 'Reimagine Business in the Digital World' and 'Finance Modernisation: Journey to the New Digital Era' and information gathering from the attendees and discussion on areas within the various departments that require improvements in order to help CMS develop a Digital Roadmap.



CMS

FRIENDLY GAMES 2018

24 MARCH 2018

CMS Friendly Games 2018 kicked off its annual games on 28 January 2018, followed by a friendly soccer match against the Public Works Department on 24 March 2018. The first badminton match was against the Department of Road Transport (JPJ) on 7 April 2018 where CMS emerged victorious with a score of 3-2 (soccer) and 6-4 out of 10 games with two draws.

This annual games is a time where CMS employees, along with other various private and local authority bodies and government agencies, come together by participating in sport events. Here, we aim to build rapport and to strengthen corporate relations with the people we work with. But most importantly, it is also an activity that helps employees keep an active and healthy lifestyle.

As the games are on-going throughout the year, be on the lookout for other sporting events (bowling, badminton or football) that is near you!



SRAS

PAYS A COURTESY CALL ON CMS

2 APRIL 2018



Squash Racquets Association of Sarawak (SRAS) paid a courtesy call on Group CEO – Corporate, Dato Isaac Lugun on 2 April 2018. CMS has been a proud sponsor of the SRAS's Junior Development Programme since 2009. The objectives of this programme are to provide an avenue for young players to engage in healthy competitive play and at the same time, raise their standard of game. Besides gaining invaluable experience, we are scouting for young talents and grooming them to become State players, in the hope of eventually representing the country. For 2018, CMS sponsored RM38,888 for the programme in 2018 (CMS S1 Circuit) and RM5,000 each for the CMS Borneo Junior Open 2018 and 2019. The 4th CMS Borneo Junior Open will be held from 20 to 24 June 2018 in Kuching.



STRIVING TO KEEP FIT IN THE NEW YEAR

1 JANUARY 2018

Participants of all ages came to run, jog and walk their way into the first resolution for the year. The New Year Resolution Run, organised by City Jogger's Club (CJC), the largest running club in Kuching, received more than 3,000 registrations. All entry fees were donated to local charities, kudos to the CJC for their generous contribution! We are also proud of the increase in the number of runners from CMS who started their new year by keeping fit.

MALAYSIAN PALM OIL CELEBRATES 100TH YEAR

28 JANUARY 2018

The Ministry of Plantation Industries & Commodities and The Malaysian Palm Oil Council held its inaugural Centennial Run in conjunction with the 100th anniversary of the Malaysian palm oil industry. The family-oriented event drew a crowd of 3,000 participants in Kuching to take part in the 3km and 10km runs. Registered participants received a bottle of cooking oil in their race pack and the first 1,000 participants who took part in their survey were surprised with an extra bottle.



A STRIDE FOR SIGHT

15 APRIL 2018

It was a fine start for Rotary Charity Run 2018. Many of the runners turned up just as the rain settled down before the flag-off time for the 2km, 5km and 10km categories at CityONE Megamall, Kuching. The Rotary Charity Run 2018 themed 'Gift of Sight' is organised to raise funds for their community projects, primarily for the cataract remedies and operations for low-income groups in the rural areas of Sarawak and also to raise awareness of blindness prevention activities such as eye screenings. CMS sponsored RM5,000 for this run and 13 of our seasoned CMS runners participated in the 5km and 10km categories.

RUNNING IN AID OF OUR AUTISTIC COMMUNITY

22 APRIL 2018



There was a huge support for Kuching Run for Autism this year. Over 200 CMS employees together with their friends and families joined the 3km and 7km runs, alongside 3,000 over participants that Sunday. Dr. Yao Sik Chi, President of Kuching Autistic Association (KAA), thanked everyone for their support. The run aimed to create Autism Awareness and the acceptance of the Autistic community in our society today. The funds raised will be used to sustain KAA's educational programme, vocational and living skills training for the 105 students under their care. With the increased number of students, the organisation is in need of more funds to build a new education block of classrooms. CMS contributed RM5,000 to KAA.



SUNNY SMILES AT VIVACITY CHARITY RUN

22 APRIL 2018

The Vivacity Megamall held its inaugural Charity Run this year which was held at the vicinity of their shopping mall on a Saturday evening when the sun was still bright and sunny. Cheque donations were presented to five charities by Dato James Chan, Mayor of Kuching South City Council, prior to the flag-off time. At the starting line, runners wore their bright neon yellow t-shirts to ensure safety and high visibility as they ran their courses into the night. Happy are the faces of our 34 CMS employees as they completed their night run and collected their medals for a group photo.

COPE organises 'fruitful' donation drive for IJN FOUNDATION

23 APRIL 2018

On 23 April 2018, COPE Private Equity Sdn Bhd organised a Durian & Fruits Party in Kuala Lumpur for the benefit of the IJN Foundation. The foundation was established in 1995 with the sole mission to raise philanthropic support for the work carried out at Institut Jantung Negara. The event was held at the Headquarter building of MBG Fruits Sdn Bhd, the largest convenience fruit store retailer in Malaysia (and a portfolio company of COPE). Guests at the party were invited to partake in the sumptuous durians, as well as to sample and purchase premium imported fruits marketed by MBG. Mr Adnan Lee, founder and CEO of MBG, was present to share his knowledge and experience in the fruits business. By the end of the fruitful day, thanks to the generous donation from guests and employees, COPE managed to raise RM7,440 for the IJN Foundation.



> Premium fruits by MBG for sampling and purchase by guests



> Representatives from IJN Foundation, Ms Nor Aini and Ms Rittzawati



CMS RECYCLING CAMPAIGN

26 JANUARY 2018

Group Internal Audit Department organised CMS' first recycling campaign for 2018. They managed to collect 5,630kg worth of recyclable waste and raised RM1,538.70 for charity.



LIFE IS PRECIOUS, GIVE BLOOD

7 APRIL 2018

At the CMS Blood Donation Drive held at Wisma Mahmud, one of our regular blood donor was in despair when he was rejected twice, even after resting, for having high blood pressure. Shaking his head, he lamented "This is my first time being rejected after many times donating blood". Such was the immense disappointment of a regular blood donor who was unable to donate blood. Many of us, who could be eligible donors, do not even try for fear of needles, fear of the sight of blood and most of all, fear of pain. The pain is minimal. Some of you would say it is like *gigit semut* (ant bite) though if one was bitten by ants, the pain is greater than a needle prick. Thanks to the 60 successful donors who came to donate blood at Wisma Mahmud. Your blood is the most precious gift that anyone can give to another person.

PERKATA's FUNDRAISING FEST

29 APRIL 2018

It is always exciting to go to a fundraising food fest - there are always many interesting things to buy! At the PERKATA Open Day Sales, the selection of food and drinks displayed by every stall looked so tempting - now, here is where indulgence is a blessing! CMS took five stalls this year - Group HR, Group MIS, CMS Cement Industries Sdn Bhd's Finance and QC Departments, as well as CMS Infra Trading Sdn Bhd. They sold chicken satay, lemong, curry chicken, curry puff, bak chang, chiffon cake, kuih bahu, love letters and banana chips. Together, they raised an impressive RM10,406.60 for PERKATA! We hope that this contribution goes a long way in helping to provide for the children's on-going education.





> CMS Property Development's Senior Manager, Mr Gary Kho hands over cheque to the school's principal, Encik Ja'afar Belal.

CMS Property Development supports Motivational Youth Programme

16 MARCH 2018

CMS Property Development Sdn Bhd contributed RM6,604 to SMK Bandar Samariang to show its support of a Motivational Youth Programme that the school is implementing. The 1-year programme, which started on 1 February 2018, focuses on 40 students aged between 14 to 16 years old. It is an initiative aimed at curbing and eliminating social problems which are rampant among the students nowadays. The programme also aims to instil self-discipline, time management and moral values in the students through activities catered to them.

CAR BOOT CHARITY SALE RETURNS!

24 MARCH 2018

Traders converged at PPES Works (Sarawak) Sdn Bhd parking lot to trade in their vehicles' trunk at CMS Car Boot Charity Sale. They were selling pre-loved items, car accessories, plants, pillows, food and beverages including a food truck and other products. The music played continuously attracting people to the fiesta. This was a great way to foster cooperation and teamwork between colleagues and departments. It also cultivates values of 'Doing Good' and giving back to the community. We were glad to see more traders and the public joining the fiesta this year. Money raised amounted to RM2,800 and was donated to Gereja Anglika Kampung Sungai Apong.



CLOTHES FOR CHARITY

7 APRIL 2018

CMS HQ held its first Clothes Donation Drive at Wisma Mahmud, Kuching for employees to donate their pre-loved clothes to charity. They came with bundles of clothes to be weighed and sorted by our team of coordinators. The coordinators' task was to make sure that the clothes collected were clean and in wearable condition. The sorted clothes were then donated to eight charities namely, The Malaysian Red Crescent Society, Yakan Kemajuan Insan Sarawak, Jabatan Kebajikan Masyarakat, Lembaga Kebajikan Anak-Anak Yatim Negeri Sarawak, Taiwan-Buddhist Tzu Chi Foundation, The Salvation Army and BEM Kuching Evangelical Church. If you have unused clothes stored in the wardrobe for a very long time, consider donating them. Find your local centre or organisation that collects used clothings. And try to reuse and repurpose the unwearable ones at home by using them as a cleaning rag, rag rug/mat or pet bedding.

SURAU DARUL JANNAH GETS ACCESS ROAD RESURFACED 17 MARCH 2018



34 employees from RMU Samarahan volunteered their Saturday to help tar-seal two plots of unsurfaced areas at the front yard of Surau Darul Jannah, Kampung Tambirat at Kota Samarahan. The volunteers dusted and cleaned the interior of the Surau which is used for prayers and also resurfaced the area from the junction of the main road to the end of the Surau. Upon completion, the road in front of the Surau is now widened and can be easily used for parking without obstructing any traffic going into the village.

GOTONG ROYONG AT ST. ELIZABETH TIJIRAK 21 APRIL 2018



St. Elizabeth Tijirak, Siburan had to deal with puddles of rainwater accumulated at the school's front yard after a downpour due to the low and uneven ground. At the request of the school principal, RMU Tapah was quick to gather 45 employees under our Construction & Road Maintenance Division to help with the repairs. The men were tasked to do the heavier work of laying premix to resurface the compound and cut the thick bushes around the school's outer perimeter, whilst the ladies did gardening, pruning and weeding at the school's herb garden where ginger and lemongrass were planted. Together, everyone helped to clear the cut branches and debris around the school perimeter. The teams were presented with a certificate of appreciation for 'Doing Good' for the school.



Community work together for SURAU DARUL IHSAN

7 APRIL 2018

In 2017, the Committee for Surau Darul Ihsan, Daro, sought help from RMU Mukah to do a CSR Project for their Surau but due to planning, logistics and other work commitments, our CMS volunteers were only able to attend to their request this year. The Surau, located in Kampung Badong, Daro, is about 120km away from Mukah. To get there, our team had to cross a ferry at Batang Igan, where they stayed overnight in Daro before reaching their destination the next day. Our volunteers cleared the over grown shrubs around the fences, painted the wooden floor of the Surau and laid gravel to the front yard, which will be used as a carpark. Work wrapped up around noon and thanks to the efforts of the Surau Committee for the extra muscles to expedite the work done and also for providing breakfast and lunch.



New tar-sealed carpark for visitors to **MT SERUMBU**

21 APRIL 2018

The Rajah Brooke Heritage, situated at the foothills of Mt Serumbu along the old Kuching-Bau Road, is popular amongst trekkers. At the base of Mt Serumbu, in the vicinity of the community hall and Tourist Information Centre, our team of 40 volunteers from RMU Bau helped to clear the site to make way for a new carpark for visitors and tourists who come to hike up the mountain. The men shoved gravel and compacted the ground before adding hot premix to the surface whilst the ladies cleaned the community hall and prepared refreshments for everyone. It took our team the entire Saturday to finish the job. Exhausted but happy, it is always rewarding to help and do good. We hope that with the new tar-sealed carpark, the historical and cultural site will attract more visitors, tourists and trekkers to Mt Serumbu and help generate more income for the local community.



Better playground for **SK ST. PATRICK**

21 APRIL 2018

Education is a passport to the future. Therefore an investment in knowledge always pays the best interest. And a school would be most conducive for students to study and gain knowledge. The cement flooring at the front yard of SK St. Patrick has eroded and cracked over the years since the same area was being used for sports and other curriculum activities as the school does not have a sports field. This raised concerns from the school's PTA and they sought the help of CMS Roads Sdn Bhd. 29 employees from RMU Mukah joined forces with the parents and teachers to remove broken cement, gravel and debris before patching them up with new cement. Outside the classroom, they compacted gravel to create walkway for students to move easily between classroom blocks. Our experienced CMS team resurfaced the uneven ground from the school's gate entrance leading towards the teachers' building block before calling it a day.



Gotong-Royong at **KAMPUNG PASIR PANDAK**

22 APRIL 2018

Employees from CMS Construction Materials & Trading and Cement Divisions teamed up recently to construct a concrete footpath at Masjid Darul Rahman, Kampung Pasir Pandak. Over 60 volunteers from the two Divisions, together with some 40 kampung folks, were at the site from 8.00am until 2.30pm. Also participating in the gotong-royong were Group Executive Director, Datuk Syed Ahmad Alwee Alsree, Head of the two Divisions, Mr Chong Swee Sin and Encik Suhadi Sulaiman. The new concrete footpath replaced the previous concrete slab access to the Masjid which was badly damaged during the rainy season early this year. Total length of the concrete footpath constructed is approximately 180 meters with a width of 1.5 meters. 120 metric tons of aggregates, 28 cubic meters of concrete and 67 pieces of BMC were used for this CSR project.

CORPORATE CULTURE

If we simply interpret culture as 'the way people behave', then similarly, corporate culture can be inferred as the way employees and management behave. The framework of acceptable behaviour is shaped by the entity and is then communicated to its employees. This framework often takes the form of principles and norms, some of which may be open to different interpretation. As such, organisational policies and code of conduct play an important role in guiding behaviours and culture in the workplace.

Hence, to be successful, it is critical for the entity to communicate as clear and transparent as possible to employees on its values and rules of the entity, and how these are expected to be applied.

The absence of a strong corporate culture may lead to a great cost to individuals, organisations and even countries. One recent example is the data falsification scandal emerging from Kobe Steel, one of Japan's greatest names in manufacturing industry. A retired employee who worked at the company's flagship

steel plant stated that "The corporate culture was to look the other way even while you saw what was going on" and further added "They were supposed to be instilling a culture that paid attention when improprieties were discovered. In the end, they did not create such a culture". When the Chief Executive Officer of Kobe Steel confessed that the company had been taking part in data falsification that dated as far back as in the 1970's, the trust and reputation of not only the company but also Japan's reputation as a manufacturing powerhouse has been battered.

The corporate culture also determines how employees describe their work environment, how they understand the business, and how they see themselves as part of the organisation. What they perceive it to be would affect the decisions, actions, and the overall performance of the individual and ultimately the organisation, as employees play a major role in an organisation's success.

In recent years, we have seen the role of Internal Audit evolve and one of it includes providing assurance

and confidence to the board and executives on the state of organisation culture and the responsiveness of the organisation to acknowledge and address cultural issues. This may include proactively and effectively engaging in communication that creates effective culture discussions or how certain behaviours may impact day-to-day activities within an organisation and ultimately its strategic direction. It is important to remove any barriers to improve communication lines, foster trust and show transparency.

As important stakeholders in any organisation, employees should have a positive working environment that fosters their creativity, productivity, efficiency, communication amongst other things. At CMS, fun corporate culture events that fosters such environment includes activities such as Baleh Kapit Raft Safari, CMS Friendly Games, CMS Tribal Run, just to name a few. The active participation of management in these events can help to build a stronger relationship with employee's and foster trust that employee concerns and voices will be heard and acted upon.

**05 AUGUST
2018**

**WISMA MAHMUD
KUCHING**

10KM : 6.30am

5KM : 6.40am

3KM : 6.50am

Closing Date : 04 JULY 2018

OUTSTATION:

(5KM Run - Open to CMS only)

MUKAH 5 AUGUST 2018

BINTULU 5 AUGUST 2018

BETONG 18 AUGUST 2018

MIRI 18 AUGUST 2018

Run Fee

	Normal	CMS Staff Rate
3KM :	RM40	RM30
5KM :	RM45	RM35
10KM :	RM50	RM40

•Inclusive of Event Tee & Finisher Medal

- **Public Registration : www.malaysiarunner.com or RevRun (Brooks), Green Heights Mall**
- **CMS Staff Registration : tinyurl.com/tribalrun2018**

Contact:

O82- 238 888 (CMS)

O82- 459 397 (RevRun)

O13- 821 0401 (Yahya)

Organised By:



CAHYA MATA SARAWAK

Supported By:



City Jogger's Club



karuna

**100% OF RUN FEES
GO TO LOCAL CHARITIES**

CMS Tribal RUN 4.0

Published by Group Corporate Communications



CAHYA MATA SARAWAK
(21076-T)