

# rise

2024  
APRIL  
FOR EMPLOYEES ONLY



Diverse perspectives,  
collective progress



### On the cover

A simple yet powerful message of unity, inclusivity and empowerment. Aligned with Gamuda's commitment to Diversity, Equity and Inclusion (DEI), we actively promote conversations to foster a more inclusive community in the workplace.

# CONTENTS

03

### Tracing Our Journey in Australia

Featuring Gamuda Australia, DT Infrastructure and Tunnelling Solutions.

06

### Digital Advancements

Unveiling Gamuda x Google Cloud GenAI.

08

### Sungai Rasau Water Supply Scheme

Spotlighting the team that brings treated Klang River water to your doorstep.

10

### More Than Just Girl-talk

A cross-border conversation with Gamuda women leaders.

13

### A TÜV NORD Certified SplashMania

Making a splash with globally recognised safety standards.



14

### Humanity in Action

Human Rights Watch: World Report 2024.

### World Wildlife Day

The pivotal role of the Ulu Padas Hydroelectric Dam in biodiversity conservation.

16

### Empower Your Future with the Gamuda Scholarship 2024

Apply from 1 March to 30 April 2024. Supported 190 communities and over 500,000 lives improved.

# GROWTH: GAMUDA'S JOURNEY IN AUSTRALIA



Our journey towards regionalisation into international markets has been highly successful in driving the Group's growth. This year, the Group's overseas revenue soared, doubling to an impressive RM4.7 billion from RM2.0 billion the previous year, with Australia emerging as a pivotal player in this uplift.

Our Australian operation now holds a significant 51 percent of the engineering and construction order book, solidifying its position as our second-largest construction base, after our office in Kuala Lumpur, Malaysia. The decision to establish a wholly-owned Australian subsidiary in 2019 was a strategic move backed by extensive market analysis and support from the Australian Trade Commission (Austrade).

The country's vast geography and burgeoning population have spurred an unprecedented infrastructure boom, spanning rail, roads, airports, and social infrastructure.

After setting up our regional head office in Sydney and assembling a dynamic local senior leadership team under the strategic oversight of Dato' Lin Yun Ling (Group Managing Director); Ewan Yee (Chief Executive Officer of Gamuda Australia); and Chan Kong Wah (Executive Director of Australia), we wasted no time in making our mark.

Securing three major road and rail infrastructure projects, valued at over AU\$4.5 billion within three years, speaks volumes about our competitiveness to break into the Australian market.



Gamuda Australia represented by Simon Hussey, Western Tunnelling Package Project Director (first from left) and Chan Kong Wah, Executive Director of Australia (second from left) in a signing ceremony with TBM manufacturer, Herrenknecht to bring Australia's first TBM (using A-TBM technology) for the Sydney Metro West project.

# PROJECT UPDATES



## SYDNEY METRO WEST – WESTERN TUNNELLING PACKAGE (WTP)

Mined tunnelling continues at Westmead and Clyde Dive using five roadheaders.

- Significant cavern excavations are underway at both sites.
- Gamuda's first breakthrough in Australia happened on 4 March 2024 with Rhonda the roadheader breaking through at Clyde.
- Australia's first autonomous TBMs - Betty and Dorothy - have travelled 2,201.5m and 1,729m respectively into their 4,500m journey to Sydney Olympic Park.



## COFFS HARBOUR BYPASS – KORO HILL

At the Koro Hill interchange, eight bridges are already under construction. With a further nine due to be completed by the end of the project.

- The Ferrovial Gamuda Joint Venture (FGJV) team has mobilised a workforce of more than 750 people and worked more than 1.3 million hours.
- 1.3 million cubic meters (39%) of earthwork completed.
- Drill and blast works have started on the first of three tunnels.
- 6,019 cubic meters (3.5%) of concrete has been poured on the project.
- Procurement at 80% complete.



## M1 MOTORWAY EXTENSION TO RAYMOND TERRACE: BLACK HILL TO TOMAGO

Filled 19 rock deliveries and wick installations.

- Major work is well underway on the M1 project.
- This includes clearing and the start of topsoil stripping, bulk earthworks, rock import and utility relocation.
- Piling also began this month, with the first of the 238 piles for the eight bridges, including a 2.6km viaduct over the Hunter River.

However, the journey hasn't been without its challenges. Despite the relaxed perception of Australians, the infrastructure market is fiercely regulated and filled with intense international and local competition.

Key to the Australian strategy is our emphasis on partnerships. Collaborating with major contractors in the market, like Laing O'Rourke, Ferrovial and John Holland, under joint venture agreements has proven to be a winning formula, combining local experience with global expertise and innovation. Moreover,

acquiring two specialist local businesses has expedited Gamuda's growth plans, augmenting its capabilities in rail and transport projects.

### TUNNELLING SOLUTIONS' AMBITIOUS FUTURE

In 2022, we acquired Tunnelling Solutions, an established tunnelling specialist contractor which offers comprehensive tunnelling and delivery capabilities. Their 200-strong team comprises skilled professionals with extensive experience in both large and small tunnelling projects worldwide, and

they have worked on several major Australian projects with local and global contractors.

Tunnelling Solutions' further plans include providing specialised support to Gamuda on major projects and tenders, expanding their capabilities in standalone projects and enhancing their expertise in pipe jacking and mechanical/electrical fit-outs. They aim to become a one-stop solution for clients, offering a wide range of services across different project phases.

## PROPELLING GROWTH AND EXPERTISE WITH DT INFRASTRUCTURE

More recently, in 2023, we acquired DT Infrastructure from the Downer Group, in a strategic move which enhances our competitiveness and accelerates our expansion in the Australian market. DT Infrastructure boasts around 1,200 personnel and a substantial project pipeline of approximately AU\$2 billion across Australia. Primarily serving government entities, the company specialises in construction of roads, railways, signalling, defence, energy, station enhancements and bridges.

Darren Crichton, Chief Executive Officer of DT Infrastructure, says being part of the Gamuda Group is a great fit for the business as it expands its operations in traditional sectors and grows its presence in new markets.

"Having the backing of an innovative and established parent company like Gamuda has allowed DT Infrastructure to pursue the complex and integral projects that our teams have the expertise to deliver. With the support of the team in Malaysia we are growing our footprint in rail and roads and have made some exciting strides in the energy sector, having been recently awarded the early works contract for the Boulder Creek Wind Farm project. Boulder Creek is the first award in a strong pipeline of green energy opportunities DT Infrastructure is working on."

"Partnering with Gamuda Australia and other delivery partners only strengthens our offering and we're looking forward to continued growth in 2024," Darren explains.

Adding DT Infrastructure to the Gamuda Group offers a distinctive proposition in the Australian infrastructure and construction sector, merging global expertise with local insight that embodies engineering innovation, collaborative contracts and sustainable practices.



## INVESTING IN PEOPLE, DIVERSITY AND GREEN ENERGY

Central to our Australian operations is our people-centric approach. With the Gamuda Australia team growing from 50 to 535 individuals within a year, we prioritise recruitment, training, and fostering a culture of innovation and inclusivity based on our strong corporate values. Notably, over 34 percent of the team comprises women, well above the industry average, underscoring our dedication to diversity.

Australia's transition to clean energy, which broadly encompasses all energy generation that does not pollute, is fuelling a pipeline of AU\$328 billion worth of infrastructure projects across solar, wind, hydro and transmission. A team of industry specialists has recently been recruited to drive our energy strategy in Australia. David May, Head of Energy at Gamuda Australia, will lead the new energy team, spearheading the company's entry into energy projects. We are also planning to leverage partnerships with leading Malaysian companies to fast-track our market entry strategy. This includes ERS Energy, Malaysia's largest solar contracting company, in which the Group acquired a 30 percent stake last year.

Gamuda will focus on selected areas such as solar, wind, pumped hydro and transmission by investing in shovel-ready projects, leveraging our strong delivery capabilities in multidisciplinary projects.

We have made significant progress in Australia thanks to the collective efforts of our people in Australia and Malaysia. The future looks positive with abundant opportunities in infrastructure and renewables investment.

As we continue to embark on new ventures, one thing remains clear – we have laid strong foundations in Australia for future growth and innovation.

# HOW TO MAKE AI WORK FOR YOU, AT WORK

In today's rapidly evolving workplace landscape, integrating artificial intelligence (AI) has become more than just a trend; it's a strategic imperative to stay ahead in the game. Aligning with the Group's digital advancement initiatives, we turn to the voices of Gamudians across various departments to understand how they are incorporating AI into their day-to-day work and leveraging its potential.

**Transitioning from Tunnelling Infrastructure to Energy Infrastructure development, I've witnessed firsthand the profound impact of AI progression. It's fundamentally reshaping how we approach Energy Generation, Planning and Demand Matching. We're actively pursuing the realisation of an energy prosumer platform, facilitated by the ongoing AI transition.**

**Puganesan Thiruselvan**  
Renewable Energy Head of Operations,  
Gamuda Engineering

**I turn to AI to inspire content ideas. In the fast-paced setting of the Leisure and Hospitality Team, speed is paramount. Although I am tempted to use ChatGPT for content drafting, I still find that my human touch - or a sense of my personality is needed to create work that resonates with my audiences. Hence, I harness its potential for brainstorming and idea generation instead.**

**Aiman Ahmad Bin Anuar**  
Public Relations and Digital Assistant Manager  
for Leisure and Hospitality, Gamuda Land

**From software source code to complex spreadsheet formulas, the volume of information I work with is immense. With AI, I can do quick summaries and go through documents relatively quickly, which is great.**

**Wan Hamizi Wan Taha**  
Geospatial Information System (GIS)  
Manager, Gamuda Engineering

**The power of Generative AI is evident in Adobe's Generative Fill tool. It allows me to seamlessly manipulate my images, extending backgrounds, removing unwanted objects, and even adding realistic elements, all powered by the magic of AI. This saves time and opens doors to creative possibilities I wouldn't have explored otherwise.**

**Tan Yee Chung**  
Graphic Design and Multimedia  
Assistant Manager, Gamuda Berhad

**I do a lot of coding – I use AI to optimise my code, and with the advancement of AI and proper prompting skills, I can fast-track much of my work.**

**Sachdave Singh**  
Software Development Senior Engineer,  
Gamuda Engineering

From streamlining processes to enhancing decision making capabilities, AI offers a myriad of opportunities to enhance the way we work.

Read The Star article on Gamuda x Google Cloud GenAI



# AI INCUBATOR 2024

Now everyone can build an AI Chatbot.

Gamuda Excellence Transformation's (GET) two-day programme was crafted to tap into the creative and innovative potential of Gamuda employees, focusing on utilising our new AI chatbot tool – Bot Unify. Harnessing Google's Vertex AI and Conversation, Bot Unify was internally built to enhance document analysis within the Gamuda ecosystem.



Presentation by Lee Kai Wen, Research and Development Engineer of Gamuda Engineering and Justin Ng, Software Development Engineer of Gamuda Engineering on our chatbot's capabilities, with an interactive demo and a Q&A session, left attendees buzzing with ideas.



Bringing together minds from various departments at Gamuda, eager for innovation, collaboration, and breakthroughs. We're excited to see how their ideas will transform our future.

**"The Incubator is a good platform to apply AI into different fields of work. One of the solutions proposed has a huge impact in increasing BIM efficiency."**

**Tan Weng Kang**  
Building Information Modelling (BIM) Engineer,  
Gamuda Engineering

**"Getting to know ideas from multiple departments and perspectives was great."**

**Syed Nur Muhammed**  
Data and Analytics Executive,  
Gamuda Land

**"It was quite a nice session to be able to create a proof of concept (POC) in such a short time. I would love to join more of these incubator sessions."**

**Chin Wei Loon**  
Digitalisation Manager,  
Gamuda Land

**"The session was very informative. I'm glad I can now assist my department by sharing information about the tool."**

**Jonathan Rolfe Kempers**  
System Information Modelling Manager,  
DT Infrastructure



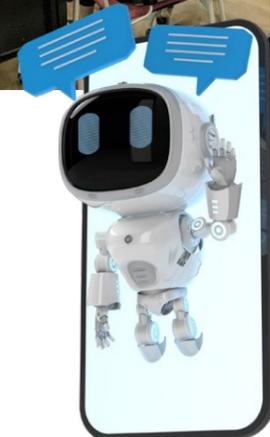
Low Wei Chung, Customer Solutions Engineer of Google delivers insights on Bot Unify's tech, transforming our interaction with AI.

**"A good way to generate innovative ideas and devising solutions to problems that employees across various job natures and business units face."**

**Vivian Tan Huey Wen**  
Talent and Succession CoE Specialist,  
Gamuda Berhad

**"The Incubator is a good idea to facilitate progress on using latest technological developments. As a Civil Engineer it is very helpful to get relevant specifications handy for estimating scope and analysing details using AI."**

**Saumik Chatterjee**  
Project Planner,  
Gamuda Australia



# MORE CLEAN WATER FOR KLANG VALLEY

Beyond the construction site, a dedicated team brings treated Klang River water to your doorstep.



## RESOUNDING DETERMINATION

The air crackles with the clangs of machinery and swirls with a gritty haze. Amidst this scene is a shared mission etched on every determined face. Their goal: to build the 700 million litres daily of clean water flow through the Sungai Rasau Water Supply Scheme (Stage 1) for the Sg. Rasau Water Treatment Plant (RWTP) project by December 2025.

Behind the hard hats and blueprints is a diverse team in the project site offices and headquarters - from project management to design and technical, contracts and commercial, mechanical and electrical, quality, safety, health, and environmental. The team works seamlessly, ensuring every detail is meticulously planned and executed.

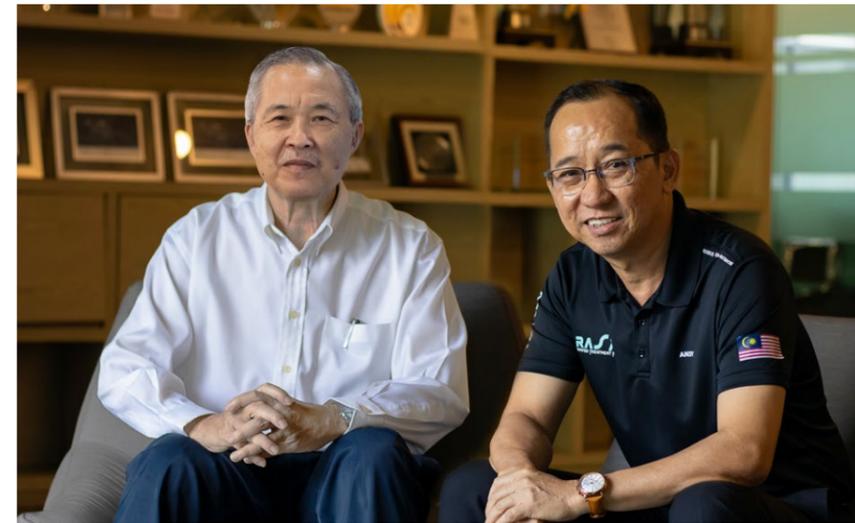
## BEYOND PIPES AND PUMPS SINCE 2000

For over two decades, we've built the infrastructure that brings clean water to millions across Southeast Asia. Our water journey began in 2000 with the landmark Sungai Selangor Dam project (also known as Phase 3 of the Sungai Selangor Water Supply Scheme). This led to the building of the Rasa and Bukit Badong Water Treatment Plants.

Since then, we've honed our expertise across Malaysia, expanding into Vietnam in 2009 with the construction of the Yen So Sewage Treatment Plant and the rejuvenation of Yen So Park in Vietnam. Today, the RWTP and recent Ulu Padas Hydroelectric Dam in Tenom, Sabah venture highlight our ability to deliver large-scale vital water infrastructure.

Recalling this remarkable journey of our water expertise, Ir. Khor Thiam Chay, Director of Gamuda Water Sdn. Bhd. and RWTP Project Director says, "Every water project presents a chance to learn and grow, as treatment plants generally differ from one to the next, hence expanding our expertise with every new project."

"The RWTP project incorporates additional advanced treatment steps to address the relatively higher pollution levels from a degraded urban water catchment. Our team's innovative approach and adaptability have been pivotal in securing this contract and continue to drive us forward," he recounts.



Ir. Khor (left) and Andy (right), forging strong collaborations across various headquarters departments.

## THE DIGITAL (AND HUMAN) EDGE

BIMAR and Autodesk Construction Cloud are more than just softwares - they're digital collaborators working alongside the dedicated team at the RWTP project. These tools provide real-time insights and streamline processes, setting a new standard for our client, Air Selangor's water treatment plants.

Through our steadfast project management, workplace safety and health excellence, and digital construction expertise, the project secured five awards at the Malaysian Industrial Safety and Health Association (MiSHA) National Excellence Awards for OSH Principle of Prevention (OSHPoP) 2023.

"These awards are more than just recognition; they're a powerful motivator for everyone involved in the RWTP project," says Andy Lee Choon Foh, General Manager of Quality, Safety, Health and Environment (QSHE), Gamuda Engineering.

They validate the tireless dedication of each team member, inspiring them to continue pushing the boundaries of excellence while upholding the highest safety standards," he concludes.

Recalling the judging process, Yeo Siang Chuan, Senior Manager

of QSHE, Gamuda Engineering, reflects, "Nerve-wracking but inspiring! Witnessing our team seamlessly anticipating every need and guaranteeing a smooth visit for the judges was the true inspiration."

## WHAT'S NEXT?

The vision for the RWTP project extends beyond just meeting the baseline requirements. "We're committed to exceeding Air Selangor's expectations by delivering a plant that functions well and surpasses their quality standards," Ir. Khor states. To him and his team, the RWTP isn't just another water project - with personnel trained and experience gained, it's a springboard for the Group to bid for larger water infrastructure projects in the future.

## THE OVERALL COMPLETION IS AT 17%

**30%** of cofferdam works at the Intake and Raw Water Pumping Station

**56%** of the raw water pipeline

**50%** of earthwork at the Water Treatment Plant (WTP)

**27%** of piling works at the WTP

**7.5%** of structural works at the WTP

\* Update as of February 2024

## Have You Met... Zairi, Siti and Mujana?

Starting as a Site Engineer for the Electrified Double Track Project (EDTP) in 2007, then advancing to Project Manager for the MRT Putrajaya Line, Mohd Noor Zairi Bin Saharin's career took an unexpected turn in 2022 with the RWTP project, present a new challenge for him: the world of water treatment. Despite the technical shift, the Project Manager remained unfazed, leveraging his core project management and team leadership strengths. When asked about the biggest challenge in his first water project, Zairi happily says, "With great team members and their vast multidisciplinary knowledge, all challenges become manageable."

Joining Gamuda in 2013 on the MRT Kajang Line and later to the MRT Putrajaya Line, Siti Khairiah Binti Mohd. Hashim, the Safety and Health Manager, brings extensive experience upholding Gamuda's commitment to workplace safety excellence. "A strong safety culture thrives through team collaboration, within our team and subcontractors. One million safe man-hours achieved in January 2024 proves our team's unwavering commitment to safety," says Siti.

Entrusted with a critical role in overseeing the construction of the project's Intake Raw Water Pumping Station, Mujana Binti Mohamad Shoeb is no stranger to dedication and continuous growth - the young and ambitious Senior Site Engineer was one of Gamuda's esteemed 2017 scholars. "The mentorship of my superiors was invaluable. With their guidance, leading the pumping station construction is an amazing opportunity for me to grow as an engineer," she shares.



# Celebrating Women Leaders

In conversation with remarkable women leaders recognised for their forward-thinking leadership at Gamuda.

Female Labour Force Participation Rate (LFPR) in Malaysia stands at 56.3 percent in the second quarter of 2023. Comparatively lesser than Singapore (62.6 percent) and Australia (61.5 percent), the number is higher than it has ever been. It sparks mixed feelings: pride in the progress achieved and quiet acceptance that there is still far to climb. For a topic that merits year-round discussion, we spoke to four extraordinary and resilient women leaders in our Group from different countries.



## LEADING WITH VISION

**Raja Dato' Seri Eleena binti Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-lah**  
 Non-Independent Non-Executive Director,  
 Gamuda Berhad



*She is an inspirational and widely respected figure in Gamuda, wearing many hats with grace and distinction – she is our director, a lawyer, an entrepreneur and a princess. She has been the Gamuda Women Empowerment Network (GWEN) patron since 2018. For over 30 years, she has contributed significantly to the Board with her extensive experience and is instrumental in championing diversity, equity and inclusion (DEI) within the Group. Her strategic insights and leadership prowess also play a pivotal role in shaping key business decisions.*

**“Diverse perspectives at decision-making levels lead to more comprehensive problem-solving, innovation and a better understanding of our business needs. When women are empowered in leadership roles, it enhances employee morale, attracts top talent and drives better financial performance.”**

**“Mentorship is crucial in offering guidance, support and networking opportunities for women from all walks of life. This can help them navigate challenges, develop skills and advance their careers.”**

**“We need to continue a culture of openness, respect and inclusivity at all levels of the organisation. This includes setting clear diversity goals by setting a quota, ensuring leaders are responsible for advancing diversity and inclusion, and creating opportunities for more middle and senior work positions.”**

## EMPOWERING OUR WORKFORCE

**Wong Lye Ling**  
 Head of Group Human Resources and Administration,  
 Gamuda Berhad



*With an impressive career spanning over three decades, she brings a wealth of expertise in human resources, training, customer service, quality and productivity, accounting and auditing. Over the past six years at Gamuda, under her leadership, the Group has made strides in creating a gender-inclusive workplace, resulting in better access to career development opportunities through training, scholarships and mentoring, including enhancement of benefits to support Gamudians.*

**“30 years ago, clerical roles were predominantly filled by women. However, over the past 10-15 years, as there has been a greater emphasis on female education, we have seen a significant increase in the number of women occupying high-powered decision-making positions.”**

**“Many HR trends touch on women’s DEI in the workplace – reduced unconscious biasness, flexible work arrangement, mentoring opportunities, promoting STEM subjects, increasing transparency through reporting on DEI and environmental, social, and governance (ESG) by organisations are all to drive inclusivity. Additionally, AI enables the identification of gaps in our DEI initiatives and helps develop tailored solutions based on individuals’ needs and challenges.”**

**“We are committed to organising more workshops focused on raising awareness about well-being and addressing health concerns, mentoring aspiring young leaders, and expanding school outreach programmes to promote our scholarships for STEM subjects.”**

## DEI Success Stories

### EMPOWERING WOMEN



38% women employees FY2023, up from 36% FY2022



4 of 7 Board members are women - 57% FY2023, compared to 43% FY2022 and FY2021



Women >30% of all levels – management, executive and non-executive



83 scholarships to females, 55% of total awarded from 2021-2023

### PROMOTING EQUAL OPPORTUNITY



Equal pay for equal work, regardless of gender



37% employed female scholars promoted based on merits compared to 35% male

### EMPOWERING YOUNG ADULTS ON THE AUTISM SPECTRUM



Enabling Academy trained 96 graduates FY2023, compared to 86 graduates FY2022



Hired 21 employees on the autism spectrum

## DEVELOPING OUR PEOPLE

Carly Allen

National Training and Development Manager,  
Human Resources and Administration, Gamuda Australia



With over 13 years of industry experience, she is a seasoned training professional. For the past two years at Gamuda Australia, she has been responsible for all corporate training and the rollout of the Tunnelling and Infrastructure Academy. Before that, she spent four years as the National Training and Development Manager at Lendlease Engineering.

**“Our approach to flexibility in the workplace has overwhelmingly helped our workforce, regardless of gender, to manage both work and family responsibilities. Whether that flexibility is changing your core working hours or utilising our two-day work-from-home policy, it has positively impacted women’s decision to stay in Gamuda.”**

**“I believe women in construction are a real untapped market for bringing diverse thinking and leadership styles to our company. With a diverse workforce, you get better outcomes in innovation and creativity. I get so much joy from seeing other women becoming their best selves and reaching their full potential.”**

**“Incorporating technology into training is crucial for effectiveness and wider reach. We plan to use virtual reality (VR) simulation and gamification to enhance learning safely. Recently, participants in the Women In Tunnelling Programme used our tunnel boring machine (TBM) VR simulator instead of placing them underground in a possible high-risk environment.”**

## BREAKING BARRIERS

Eileen Teo

Contracts and Commercial Assistant General Manager,  
Business Development, Gamuda Singapore



Bringing over 30 years of experience in construction, she’s known for her strong negotiation skills and strategic leadership in managing contracts for building and infrastructure projects. Outside of work, she volunteers with local groups and government agencies, supporting vulnerable families through community outreach efforts in social and healthcare initiatives.

**“Women’s leadership programmes, emphasising negotiation, strategy and decision-making for senior roles, alongside mentorship, networking, flexible work, and a supportive culture, are essential for their preparation. Singapore’s provision of these initiatives fosters an environment where women can actively participate in the workforce and pursue fulfilling careers.”**

**“Empathy, collaboration and the ability to multitask effectively are among women’s unique strengths in the workplace. These qualities can enhance team dynamics, foster a supportive work environment and lead to more inclusive decision-making processes.”**

**“While progress has been made in fostering inclusivity, there’s more to do for widespread acceptance. Young women out there – stay persistent, build a strong network, develop good communication skills, especially in negotiation and stay updated on industry matters.”**

# PRIORITISING SAFETY ALONGSIDE THRILLS AT SPLASHMANIA

## TÜVNORD

Nothing signifies “globally recognised safety standards” like a TÜV NORD certification, crucial for waterparks where visitors’ safety is paramount.



An aerial view of SplashMania Waterpark in Gamuda Cove, Kuala Langat.

meet, and often exceed, the stringent criteria set by TÜV NORD.

The significance of TÜV NORD certification extends beyond compliance with regulations; it fosters trust and confidence among visitors.

“Choosing TÜV NORD certification is not merely about achieving minimum safety standards. It’s about going above and beyond to ensure the highest level of safety for guests. And that’s exactly what SplashMania is doing. By opting for a TÜV NORD certification, SplashMania sends its visitors a clear message: safety is paramount, and we provide an exceptional experience for every guest with integrity and care,” Bill added.

Obtaining TÜV NORD certification also reflects positively on Malaysia’s tourism industry. With internationally recognised safety standards in place, Malaysia solidifies its position as a premier destination for amusement park enthusiasts worldwide.

**T**ÜV NORD, established in Germany in 1869 is one of the world’s largest inspection, certification and testing organisations. The globally renowned certification company expanded its operations to Malaysia in 1994, making it a top choice for Gamuda Land Leisure to certify that their waterpark, SplashMania in Gamuda Cove, is meeting rigorous safety standards.

To gain a TÜV NORD certification, a waterpark’s rides and attractions will be subjected to a design review, a manufacturing survey and factory acceptance test, a construction review, and a site acceptance test (which includes a technical risk and operations assessment). This comprehensive certification process was conducted in stages.

As the waterpark expanded its list of rides and attractions, so did TÜV NORD’s assessments. Most recently, in March 2024, SplashMania’s latest two pay-per-ride attractions, SkyLeap (a confidence jump from SplashMania’s eye-catching pirate ship, the Amazonia) and Zoomi’s Runway (a zipline from the Amazonia) were TÜV NORD certified, which now means that all rides and attractions in SplashMania have the additional safety credentials.

“TÜV NORD is dedicated to ensuring safety and quality across various industries worldwide. As a leading certification organisation in the world, we uphold rigorous standards to protect consumers and enhance trust in products and services,” says Bill Kong, General Manager of TÜV NORD, Malaysia.

**In the realm of waterparks, TÜV NORD certification signifies adherence to stringent safety protocols, ensuring that guests can enjoy thrilling attractions with peace of mind. We are proud to partner with waterpark establishments like SplashMania, supporting their commitment to excellence and safety in every splash and slide. - Bill Kong**

More importantly, TÜV NORD certifications are not merely a one-time accomplishment but an ongoing commitment to continuously maintain and improve safety standards. SplashMania’s dedication to regular inspections and audits ensures that the waterpark will consistently

# HUMAN RIGHTS WATCH: WORLD REPORT 2024

## Events of 2023.

On 11 January 2024, Human Rights Watch (HRW), a US-based international NGO that conducts research and advocacy on human rights, released the World Report 2024 summarising human rights issues globally that happened in 2023. The 377-page report highlights key issues, providing a further breakdown of more than 100 countries.

Here is a list of topics relevant to the construction industry in countries where Gamuda operates:

Country	Key Topics
Malaysia	Migrants' rights, Indigenous Peoples' rights
Australia	Asylum seekers and refugees, climate change, Aboriginal Peoples' rights
Singapore	Women's and girls' rights
United Kingdom	Asylum and migration, adequate living, women's and girls' rights

As reported by Human Rights Watch in the World Report 2024, here are the three most common global issues and proposed mitigations:

HUMAN RIGHTS WATCH

Read the full report



### MIGRANTS' RIGHTS, ASYLUM SEEKERS AND REFUGEE

**Impact:** A decline in upholding human rights standards globally makes it harder for migrants, asylum seekers and refugees to access crucial protections. In recent times, it has been observed that climate change further disproportionately affect these vulnerable groups.

#### Proposed mitigations:

- Partner with reputable agencies that follow fair labour practices and avoid exploiting vulnerable workers.
- Designate clear policies against discrimination based on nationality, origin or refugee status.
- Ensure migrant workers understand their employment terms, wages and benefits in their native language.

### INDIGENOUS AND ABORIGINAL PEOPLES' RIGHTS

**Impact:** According to the report, Indigenous Peoples and Aboriginal communities continue to be displaced by business activities carried out without proper consultation and compensation. The potential damage from involvement in such a controversy is profound, including public outrage, regulatory scrutiny and the exodus of investors.

#### Proposed mitigations:

Conduct thorough due diligence on land rights before the start of projects and uphold the Free, Prior, and Informed Consent (FPIC) principle with all stakeholders involved.

### WOMEN'S AND GIRLS' RIGHTS

**Impact:** According to HRW, sexual harassment at work remains prevalent in Singapore, pushing women to leave their jobs. A 2020 survey by the Association of Women for Action and Research (AWARE) and Ipsos found that 2 in 5 of the respondents indicated that they had experienced sexual harassment in the workplace. When employees leave a company, there is decreased productivity as the company seeks and trains a replacement, leading to low morale among other employees.

#### Proposed mitigations:

- Incorporate Tripartite Guidelines on Fair Employment Practices, a Singaporean guideline that ensures organisations adopt fair and merit-based employment practices.
- Increase campaigns on anti-sexual harassment in the workplace.

# BLUEPRINT FOR BIODIVERSITY: HYDRO PROJECTS AND WILDLIFE

On World Wildlife Day, observed annually on 3<sup>rd</sup> March, we pay tribute to the intricate web of life that inhabits our planet. In recognition of this occasion, we spotlight the biodiversity of the Tenom area in Sabah, Malaysia, and the significant role that the Ulu Padas Hydroelectric Dam plays in sustainable development and biodiversity conservation.

The theme for World Wildlife Day 2024, "Connecting People and Planet: Exploring Digital Innovation in Wildlife Conservation" resonates with the project, which is not only a tribute to the power of renewable energy but also a commitment to the sustainability of its neighbouring ecosystem and the rich biodiversity it supports.

The dam, a RM4 billion initiative, is a collaborative effort between Gamuda, Sabah Energy Corporation Sdn Bhd (SEC) and Kerjaya Kagum Hitech JV Sdn Bhd (KKHJV), as Upper Padas Power Sdn Bhd - the project developer. By 2029, this dam is expected to enhance Sabah's power grid with 187.5 megawatts of renewable energy, fostering socio-economic growth along the western coastal corridor of Sabah.

One of the key aspects of the project's objectives is its commitment to the Hydropower Sustainability Standard (HSS) certification by the Hydropower Sustainability Alliance (HSA), a globally recognised accreditation scheme for sustainable hydropower projects, evaluating performance based on rigorous environmental, social and governance (ESG) criteria.

The Tenom district boasts diverse wildlife, including vulnerable species like the sun bear and clouded

leopard. The project will adopt a comprehensive conservation plan to achieve net positive sustainable outcomes by taking active mitigation steps such as identifying highly sensitive areas, conducting thorough studies of temporary resettlements and establishing riparian reserves and wildlife corridors. These measures include potential collaborations with subject matter experts such as the Institute of Tropical Biology and Conservation - Universiti Malaysia Sabah, WWF Malaysia and the Bornean Sun Bear Conservation Centre.

Our dedication to conservation will be further extended to encompass other relevant projects as safeguarding the biodiversity of our planet is of utmost importance. Taking responsible actions is essential for preserving the intricate ecosystems that we co-exist with.

# EMPOWER YOUR FUTURE

## Gamuda Scholarship Awaits



### Discover Your Key to Educational Opportunity

- Financial support for first-degree programme
- Practical insights, networking and mentorships through Scholars' Engagement and Development Programme (SEDP)
- Secure internship and job opportunities within the Gamuda Group of Companies

Available to Pre-University graduates and first-time full-degree students

#### Sponsored Programmes

- Engineering (Civil, Electrical, Mechanical)
- Quantity Surveying
- Building Surveying / Construction Management/ Construction Technology
- Property/ Real Estate/ Urban Planning
- Architecture/ Landscape
- Environmental Science & Sustainability / Horticulture
- IT / Computer Science / Software Engineering / Data Science
- Business Admin/ Management
- Finance / Accounting / Economics
- Human Resources / Psychology
- Marketing / Communication



Unlock your potential with us!

Closing Date:  
**30<sup>th</sup> April 2024**

Award Date: August 2024

\*STPM, A-levels, UEC, International Baccalaureate, Matriculation, Australian Matriculation Foundation, American Degree Program, Diploma or equivalent

### Editorial Team

#### Advisors

Justin Chin Jing Ho  
Chu Wai Lune

#### Content Directors

Dr. Bhavani Krishna Iyer  
Ong Jee Lian

#### Content Creators

Faslika Das  
Kaarthiiga Anantan  
Ruby Chan

#### Integrated Designers

Rafy Hamid  
Tan Yee Chung

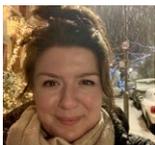
#### Contributors

Abdul Qayyum  
Anne-Marie Sears  
Aiman Ahmad  
Chuah Ping Shien  
Elisabeth Negus  
Rowena Emma Ngadan  
Tanya Lim

Copyright © 2024  
by Gamuda Berhad

Send your feedback to  
[rise@gamuda.com.my](mailto:rise@gamuda.com.my)

### Featured Contributors



**Anne-Marie Sears**

Returning to Brisbane after spending a few years in rainy London, she is enjoying being back 'down under' and helping to grow the DT Infrastructure brand in the Australian market. She's an avid hot yoga fan, which, when you live in a sub-tropical climate, can seem like a bit of a superfluous choice.



**Aiman Ahmad**

The Gamuda Land team member loves cooking and writing but doesn't spend enough time reading his ever-growing tower of novels. Despite longing for adventure, he is typically trapped at home babysitting his six nieces and nephews.



**Rowena Emma Ngadan**

Emerging from the enchanting Land of the Hornbill, she embraced environmental, social and governance (ESG) values early, sparking her zeal for change. Based in Menara Gamuda, she thrives in a relaxed environment, where her lively personality comes alive among kindred spirits.

Gamuda Berhad's quarterly internal newsletter, RISE, delivers consolidated content from Workplace's weekly postings and highlights happenings across our regional offices. The next issue will be available in July 2024. Collect a print copy at Group Corporate Communications and Sustainability (GCCS) Department, Level 13, Menara Gamuda or access the online edition at [rise.gamuda.com.my](http://rise.gamuda.com.my).

All rights reserved.  
No part of this newsletter may be reproduced, distributed or transmitted in any form without prior written permission.