



EMPOWERING PEOPLE AND COMMUNITIES

Create a positive impact on our employees, clients, business associates, as well as communities in need.



UN SDGs



MATERIAL TOPICS:

- Diversity and Inclusion
- Employee Safety, Health and Wellbeing

- Talent Attraction, Development and Management
- Community Investment

Goal 1

Maintain and promote workforce diversity and maintain anti-discrimination culture.

Goal 2

Integrate mental health as a topic of overall well-being of employees.

Goal 3

Increase social impact towards marginalised and deserving communities through consistent programmes and initiatives.

Goal 4

Expand investing literacy reach through online and offline channels.



SUSTAINABILITY AT KENANGA



DIVERSITY AND INCLUSION

GRI 405, 406

Inculcating a diverse and inclusive workplace culture by adopting equality and non-discriminative practices in human resource processes.








WHY IT MATTERS

Embracing diversity and inclusion enables us to attract a wider pool of talent, as well as to encourage new ideas and perspectives that help enhance our business. We aim to give our employees equal opportunities to succeed professionally, regardless of their age, gender, ethnicity and background. We strive to improve and maintain a healthy gender-balanced workforce through our focus on inclusivity that allows each individual to thrive in their careers.

OUR APPROACH

The Group is dedicated to fostering diversity and inclusion within our workforce as part of our sustainability commitment. We uphold ethical human resource practices, maintain a zero-tolerance policy for human rights violations, and ensure transparent communication on human rights for all employees. Additionally, we continuously strive to encourage two (2)-way, open communication with our employees through dialogues and discussions. Furthermore, our employee engagement programmes seek to promote the sharing of knowledge amongst our employees, celebrate diversity, and foster a sense of belonging.

KEY PROGRESS IN 2023

-  The Group became a signatory of Women's Empowerment Principles and an official partner of LeadWomen
-  51% of the overall workforce are female, average gender pay ratio men to women is 1:0.92
-  Conducted several initiatives in conjunction with International Women Day 2023, to further promote gender equality amongst employees, including pop quizzes, the dissemination of online awareness material and #EmbraceEquity pose challenge
-  Supported LeadWomen campaigns in empowering women in Science, Technology, Engineering, Arts and Mathematics, as well as healthcare and sports by engaging and insightful panel sessions and networking opportunities
-  Encouraged more women to open trading accounts through the Bursa Securities #EqualityforEquity Campaign
-  Collaborated with Tokenize, InvestingNote, and ShareInvestor to organise Invest Meet Up #3: Babe and Finance, focusing on empowering women to invest and breaking down barriers in areas on finance and investment
-  Policy updates on prevention and eradication of sexual harassment at workplace followed by training for People Managers on this topic



EMPLOYEE SAFETY, HEALTH AND WELLBEING

GRI 403

Safeguarding employees' safety, health, and wellbeing by promoting a safe and decent working environment.

WHY IT MATTERS

We believe that the health, safety and wellbeing of our employees are essential to our success, as it is not only beneficial to our employees, but also to our business, promoting productivity, engagement, and overall satisfaction. We aim to create a safe working environment culture as we progressively promote overall wellbeing of our employees including physical and emotional wellness.

OUR APPROACH

The Group continues to exercise precaution to ensure we provide a safe and healthy work environment in line with the Occupational Health and Safety Act 1994 and make our best efforts to protect our workforce health, safety and wellbeing.

KEY PROGRESS IN 2023

- Zero workplace injuries were reported in FY2023
- Conducted training on 'Basic Fire Safety' and 'Occupational Safety and Health in the Office' for Emergency Response Team and floor wardens
- Conducted various health-related programmes and talks to enhance employees' overall wellbeing which includes 'Mental Health & Wellbeing Advocacy Workshop for People Managers', 'Lower Back Pain and Methods of Prevention' as well as 'Diabetes Mellitus'
- Over 200 Kenanga Investors Berhad's staff and advisers participated in immersive empathy workshops led by visually impaired trainers from Dialogues Includes All ("DIA") Academy
- In conjunction with World Blood Donor Day, the Group organised a blood donation drive to raise awareness about the critical need for blood donation and encourage employee participation



SUSTAINABILITY AT KENANGA



TALENT ATTRACTION, DEVELOPMENT AND MANAGEMENT

GRI 401,404

Designing the Group's training and development initiatives to respond to business needs, regulatory requirements, industry standards and people development principles.

WHY IT MATTERS

We understand that an agile and engaged workforce is critical to our organisation's long-term success. As such, the Group is committed to investing in our people while also providing technical, professional, and personal development opportunities. In doing so, we hope to provide our employees with the knowledge and skills they need to succeed in their careers.

OUR APPROACH

At Kenanga Group, we continue to uphold impartial and unbiased recruitment processes, as well as take a comprehensive approach to employee welfare, supporting their health and wellbeing holistically. We also adopt a comprehensive four (4)-pronged approach to our training and development initiatives, placing a central focus on personal growth of our employees in alignment with our evolving business needs. Performance management is vital to our operations, with annual reviews conducted by Business Units utilising a Balanced Scorecard framework. Additionally, progressive performance reviews occur throughout the year, leading to a formal annual appraisal involving all eligible employees. To ensure fairness, we employ three (3) key appraisal reviews: self-appraisal, evaluations by immediate supervisors, and performance moderation. Our human resource practices, including recruitment, performance management and talent development are consistently managed equitably.

KEY PROGRESS IN 2023

- Invested over RM1.9 million on training and development
- Recorded over 40,000 training hours, with an average training hours per employee of 44.9 hours
- Supported 58 employees to obtain professional certifications from various programmes including Certification for Climate Risk by Institute of Chartered Bankers ("AICB"), Certification for Anti-Money Laundering Specialist by Association of Certified Anti-Money Laundering Specialists, Certification for Cybersecurity by National University of Singapore, and Certification for Financial Services (CFS) by AICB, amongst all
- Introduced the Tech Talents Programme, a three (3)-year effort addressing technology talent sourcing and retention
- 393 employees took part in ESG and sustainability-related trainings with 2,239.7 training hours were recorded
- Hosted a Sustainability Roadshow, aimed at promoting an understanding of ESG issues and trends, as well as the Group's sustainability journey and ambition, reaching out to over 170 employees
- Implemented structured coaching programme for targeted talents that connect experienced employees with talents seeking guidance
- Launched the Kenanga Leadership Programme which aims to provide participants with a comprehensive and targeted learning experience to develop participants' leadership potential
- Developed and rolled out Individual Development Plan for a more targeted role-based learning and talent development



COMMUNITY INVESTMENT

GRI 413

Enhancing financial literacy and inclusion for clients and the community through education, and reaching out to communities in need through targeted social investments and employee volunteerism.

WHY IT MATTERS

We believe that supporting local communities is crucial for building a stronger and more resilient community, where people can thrive. To achieve this, we have been reaching out to communities in need through targeted social investments and active employee volunteerism.

OUR APPROACH

We have in place a Group Donation Policy which establishes a standardised approach for assessing and directing donation requests and community investments. Additionally, since 2022, we have implemented an employee volunteering mechanism since designed to foster a positive work culture, enhance relationships with stakeholders and contribute to social and environmental causes. This initiative provides employees with opportunities for both personal and professional growth.

KEY PROGRESS IN 2023

- Invested over RM600,000 in community outreach programmes benefitting over 2,700 people
- Contributed 2,423 hours of volunteering service through outreach programmes to local communities
- Hosted a total of 119 financial-related programmes with over 7,800 participants recorded

Refer to pages 66 to 87 of our Sustainability Report 2023 for more information on our approach and progress on Empowering People and Communities.

