

APPOINTMENT OF DR JEYANTHI

DIVERSITY

Accidentally but unavoidably, our workforce is racially, religiously and regionally diverse. That merely reflects the cultural tapestry of Malaysia, rather than conscious design. Or perhaps the absence of conscious tinkering is reason why the happy circumstance has occurred. However, there are areas where gender, ethnic and age representation are not adequately reflected at all levels of job grades and skill-sets.

We have resolved to embrace diversity as a conviction and as an objective. We believe it furnishes the enterprise with the broadest reach and strongest foundation in the pursuit of our business objectives. And while we seek to address what remains inadequate, we intend to maintain quality standards and not submit to demands of statistical optics.

As a general observation of the Malaysian Boardroom, too often Independent and Non-executive directors inhibit themselves to matters of governance and leave business issues to Executive members. When the question of reshaping the Board was posed, the consensus was to enhance the participation by Independents in debates over matters of business strategy and tactics. With that over-riding objective in mind, the Nominations Committee also sought to address racial diversity, enhance female participation and increase technical (as opposed to financial and business) competency in the Boardroom.

Thanks to the assistance of Tan Sri Zarina Anwar, former SC Chairman, and the 30% Club, we found a candidate who has a doctorate in Engineering, is Indian and a female. Rather than view her relative youth and inexperience at Board level negatively, we voted to see it as a rare opportunity to further the cause of age diversity!

Azmi W Hamzah.