

Sustainability Report

Diversity



Related UNSDGs:



WHY IS THIS IMPORTANT?

The Group regards diversity as a valuable asset that facilitates the propagation of varied viewpoints, perspectives, and novel ideas, thereby fostering innovation and the creation of fresh strategies. In the current intricate business landscape, diversity plays a pivotal role in enhancing problem-solving capabilities and formulating solutions. This is achieved by leveraging on the diverse perspectives and approaches within multi-ethnic and multi-cultural talent pool.

OUR APPROACH

Protasco is dedicated to upholding a commitment to non-discrimination, which includes gender, age, and ethnicity in our workforce. Despite operating in an industry largely dominated by males due to its construction-related nature, Protasco actively acknowledges and values the talents of female employees through diverse recruitment and promotion initiatives. The Group consistently enhances its work culture and environment to be free from harassment and discrimination, aiming to attract and retain the participation of women.

To show the seriousness of our commitment, we have recently set target of 6% female participation in the managerial position within the Group. Even though the target is relatively small, we will consistently raise the bar as we progress further.

The emphasis remains on equal work for equal and meritorious performance, where only the performance, skills, capabilities, and qualifications of staff are assessed. Criteria such as ethnicity, gender, marital status, and other socio-demographic variables are excluded from the assessment process, and employees are evaluated solely based on their professional contributions.

Concerning the Board, we strongly advocate for fair gender representation, aligning with the directives of relevant authorities. This commitment is clearly articulated in our Gender Diversity Policy, with a specific focus on achieving gender balance in both the Board and Senior Management of Protasco Berhad.

From time to time, initiatives are implemented within the Group to aid women in diverse areas such as training, awareness, health and well-being, entrepreneurship, and the development of soft skills. Senior Management across all BUs provides crucial support for the well-being and health of the female employees for better productivity and efficiency.

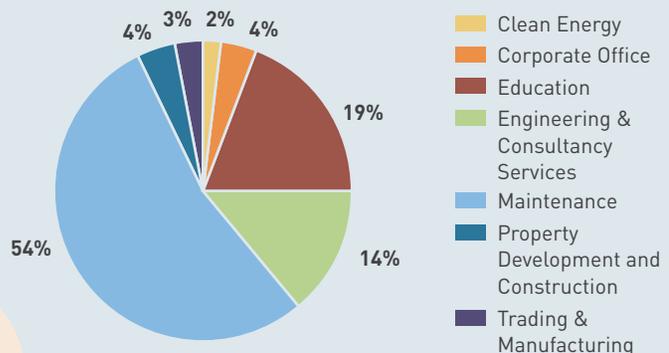
In addition to promoting gender diversity, Protasco ensures that all programmes conducted by the Group and its subsidiaries are inclusive, accommodating individuals from diverse ethnicities and age groups.

OUR PERFORMANCE

Workforce within the BUs

During FY2023, Protasco Berhad employed a total workforce of 1,566 individuals, with 1,389 receiving full company benefits, while the remaining were contractors and temporary staff. The majority of the employees comes from the Maintenance (54%), Education (19%), Engineering & Consultancy Services (14%), Property Development and Construction (4%), Corporate Office (4%), Trading & Manufacturing (3%) and Clean Energy (2%).

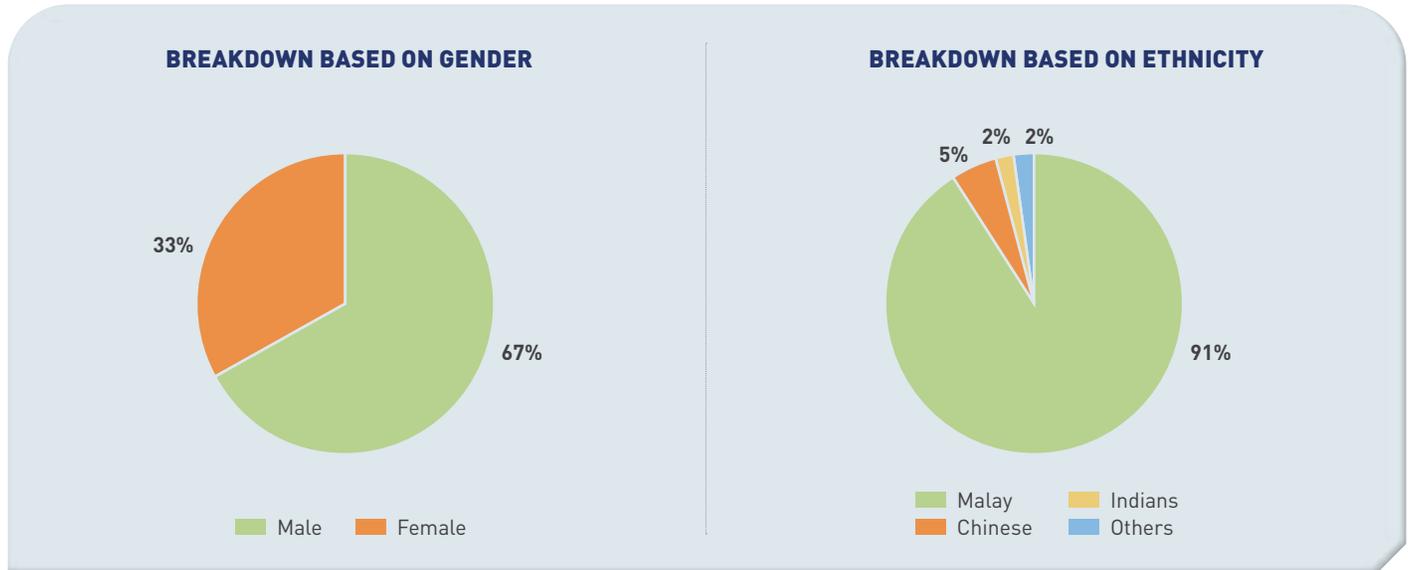
WORKFORCE BASED ON BUSINESS UNIT



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Group's FY2023 Gender, Ethnicity, Employment Type and Employment Level

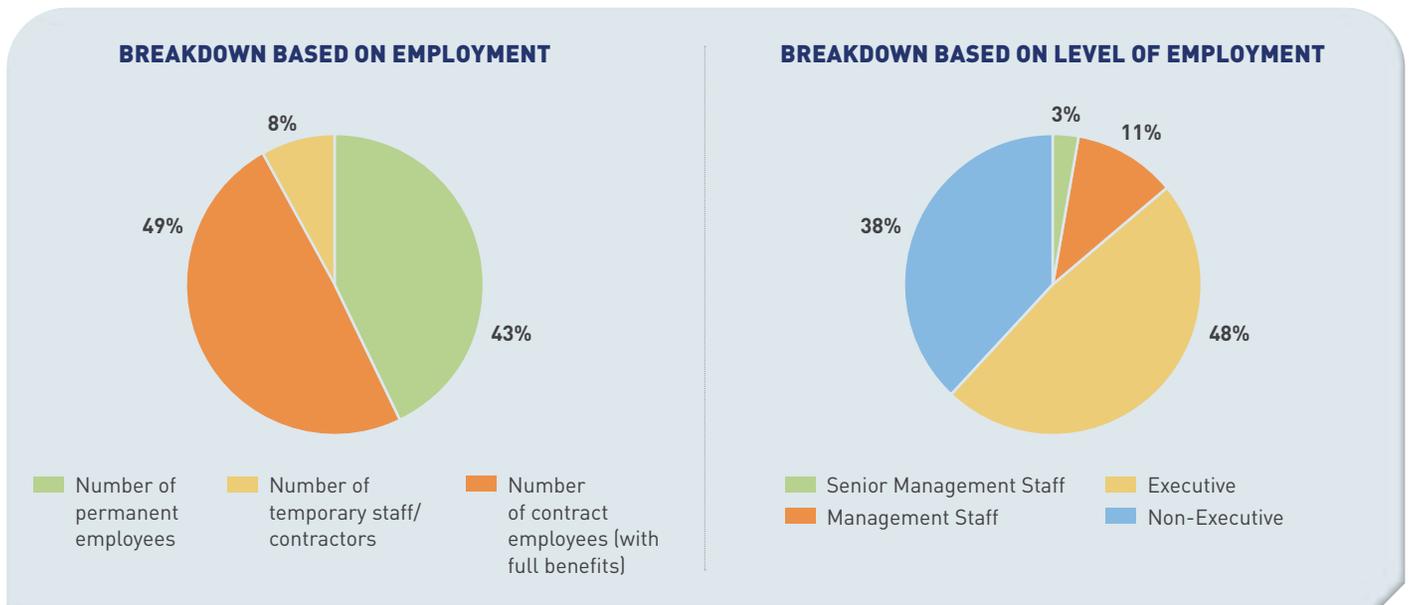
From the total workforce 67% consists of male employees and 33% female employees.



There are various ethnicities being employed and nurtured throughout their journey with Protasco Berhad. The employees comprise of Malay (91%), Chinese (5%), Indian (2%) and others (2%).

Protasco Berhad provides nearly 100% of its employees, both permanent and contract with full benefits. Contract staff are treated as permanent, with the option to continue or discontinue their employment. This approach is tailored to the demands of construction projects and ensures financial sustainability. Only 8% receives lesser or no benefits under the temporary/contractor employment status. The pie chart below shows the breakdown on employment status and level of employment.

We have almost 48% of our employees in the category of Executive and 38% as Non-Executive. Middle Management consists of 11% and Senior Management makes up 3% of our workforce.



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3-Years comparison of the Board Gender Representation

BOARD DIVERSITY A Comparison Table from FY2021 - FY2023						
Category Breakdown	FY2021		FY2022		FY2023	
	Nos	%	Nos	%	Nos	%
Gender						
Male	6	75%	5	71%	5	71%
Female	2	25%	2	29%	2	29%
Total	8	100%	7	100%	7	100%
Ethnicity						
Bumiputera	2	25%	2	29%	2	29%
Chinese	6	75%	5	71%	5	71%
Indian	0	0%	0	0%	0	0%
Others	0	0%	0	0%	0	0%
Total	8	100%	7	100%	7	100%
Nationality						
Malaysian	8	100%	7	100%	7	100%
International	0	0%	0	0	0	0
Total	8	100%	7	100%	7	100%

FY2023 Gender Pay

Gender Pay Ratio (%)	FY2023
Total Hourly Pay (Male)	RM22,563
Total Hourly Pay (Female)	RM16,236
Average Hourly Pay (Male)	RM256
Average Hourly Pay (Female)	RM199
Pay Difference (Male)	(RM56)
Pay Difference (Female)	RM56
Gender Pay Gap	22%

The gender pay gap of 22% in our organisation is primarily influenced by the nature of our business. The construction and maintenance industries have traditionally been male-dominated. As a result, there are fewer women employed in these sectors, leading to a skewed representation in our gender pay gap and potential wage discrepancies.

To address and reduce the gender pay gap in our organisation, we are committed to actively work to increase the recruitment and retention of women in all roles within our organisation, including leadership positions, invest in training and development programmes specifically designed to support the career advancement of women within the Group, and promote a more inclusive and supportive workplace culture that values and respects the contributions of all employees, regardless of gender.