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## **INOVAR – TRAILBLAZING LAMINATED FLOORING IN ASIA**

Tam Pak Cheong, Founder  
and Managing Director of  
Inovar Industries Sdn Bhd

**CIDB: Challenges  
on the Growing  
Construction and  
Interior Industry**

**A Round-Up of  
the Webinars  
during the MCO**

**OVER  
600  
PROJECTS  
SINCE 2008**



VINYL FLOORING



OUTDOOR DECKING



NANO FLOORING



LAMINATE FLOORING



HYBRID ENGINEERED



CARPET TILES



SPC FLOORING



VINYL SHEET

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### Dear members,

I am honoured to be your incoming President, and I would like to take this opportunity to thank and acknowledge the leadership provided by our Immediate Past President U Mun Liang and last years' Exco members. I would also like to congratulate and welcome each and every one of my newly-elected Exco and committee members for the 2021-2023 terms as well.

I have had the opportunity to meet and network with many of our members. However, for those that I have yet to interact with, allow me to share a few highlights of my involvement with MIIP. My experience spans 30 years in various public-listed companies providing operations leadership, and championing the development and implementation of strategic plans across stock broking, home appliance distribution, manufacturing, retail, and interior design. Currently, I am Chief Operations Officer for A&A Concept Design & Contract Sdn Bhd. Since 2017, we have been actively participating in MIIP's organised activities and event, and joint as committee members for the 2019-2021 terms.

The COVID-19 pandemic has disrupted our lives, created new norms and restrictions which have had a huge impact on our economy, our social lives and our association's activities. Nothing is the same anymore, and we have had to go back to the drawing board and re-think our strategies and action plans – it's a time for us to reflect.

Amidst these challenges, as an association we have demonstrated resilience and adapted. We have been leveraging on digital capabilities to conduct webinar, virtual meetings, our AGM and voting, as well as other activities. As businesses and communities embrace digitalisation, we also have to embrace technology as a tool to communicate and engage with our stakeholders. As an organisation, we need to harmonise people, technology, and business processes to support digital transformation.

For 2021–2023, our focus will be on “Engagement”, to support each other and stay connected despite the restrictions. The next two years come as a challenge for myself and the Exco team as we continue to develop and improve value that better reflects our industry and is beneficial to our members. Our next focus is to ramp up our membership. As in the case of other associations, many of our members are moving towards retirement. In view of that, we need to attract youth into the associations, and that should start at the sub-committee level which is involved in the continuous recruitment of new members and various activities.



**Tong SL**

President 2021-2023

Malaysian Interior Industry Partners Association

Throughout the year, MIIP will be organising educational webinar sessions and networking event with individual partners within our industry. MIIP has a wealth of knowledge, and when combined with networking opportunities, priceless long-term relationships can be built. Educational webinars scheduled throughout the year will provide knowledge, technical assistance as well as networking opportunities related to Interior industry partners, showcasing our members' new products. My Exco and I are excited about the opportunity to deliver value to all our members.

This year, we will also be hosting two major activities which will enable our members to make submissions for the MIIP awards and the long-awaited Gala dinner.

As the new executive committee, I also look forward to a productive and successful presidency, and I invite each of you to participate and, most importantly, get actively involved in all MIIP activities. Together we can certainly achieve another vibrant year for MIIP.

Thank you.



malaysian interior industry partners association

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# INOVAR – TRAILBLAZING LAMINATED FLOORING IN ASIA

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Tam Pak Cheong, Founder & Managing Director of Inovar Industries Sdn Bhd

**S**tarting in 1996, Inovar is the brainchild of Founder and Managing Director, Tam Pak Cheong. With its first factory established 25 years ago in

Malaysia, the company's initial business was focused on original equipment manufacturing (OEM) of laminated flooring products, exporting to more than 40 countries across the world.

“I have been in the wood-based materials industry all this while – in fact, when I started this company 25 years ago, we were pioneers in laminated flooring in the whole of Asia,” beams Tam.

“I discovered that in Europe laminated flooring was rapidly being introduced, and I saw great potential for this product,” he adds.

Since then, Inovar has come a long way in the flooring industry in Malaysia and regionally, and has established its own distinct brand. Apart from being a leading brand in Malaysia, today the company has established an extensive international network in ASEAN markets including the Philippines, Indonesia, Thailand and Vietnam.

At the time Inovar began its foray into the market, laminated flooring was becoming increasingly popular in Europe, Tam saw great potential in the product due to its distinct characteristics, such as the use of high-density fibre boards, from recycled remnants of the furniture and wood industries.

As competition set in, Tam shares that Inovar embarked on business strategies to strengthen its market position and branding. “Fifteen years ago, as a manufacturer we decided to take on the marketing and

distribution activities on our own and not rely on distributors. We set up our very own showroom in Jalan Penchala.”

### **DURABLE AND ENVIRONMENTAL-FRIENDLY FLOORING**

This contributed to the production of durable and environmental-friendly flooring materials. Inovar’s first source of raw materials was from Miri, Sarawak. “Miri had one of the best HTF boards in the world from tropical hardwood,” Tam explains.

Recognising the harsh conditions that flooring is subjected to, Inovar empathised with customers on the daily challenges faced with maintaining flooring, especially in a tropical country such as Malaysia. “In Europe it is quite alright to use softwood because of less contact with water as floors are mostly vacuumed. However, in Asia, there are many issues encountered with European floor boards due to mopping and washing of floors regularly. This leads to the swelling of floorboards and other damages,” he elaborates.

Tam points out that in addition to that, European wood is dry in nature, and when it is used in humid and moist environments in Asia, the floorboards absorb moisture resulting in boards expanding and warping.

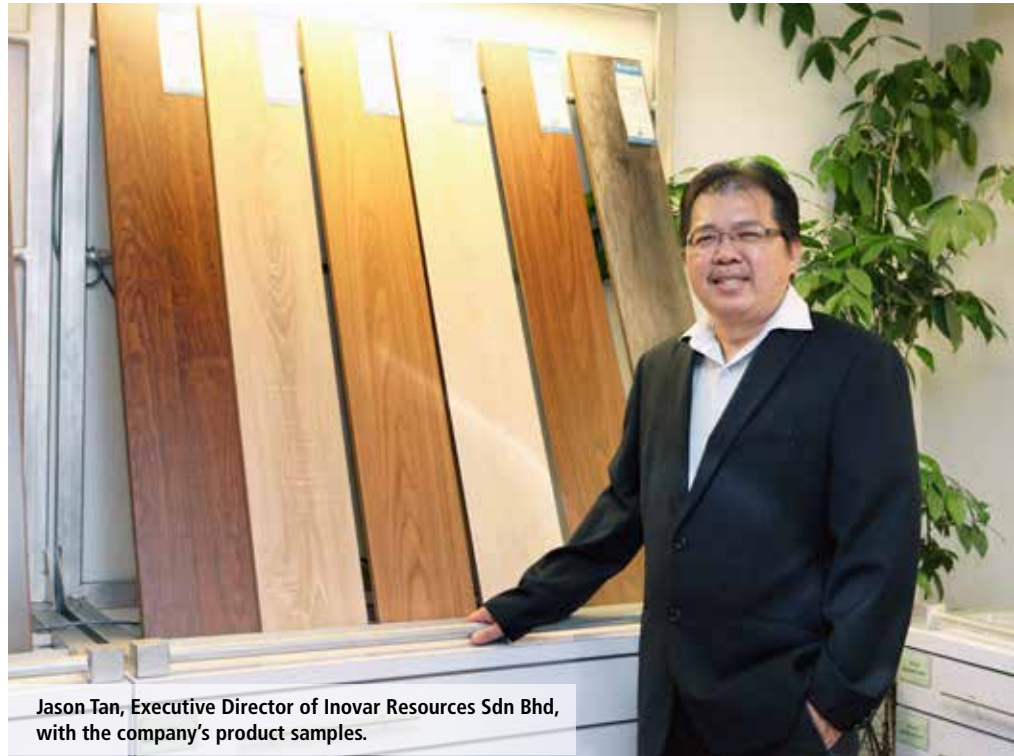
### **STRONGER BRAND PRESENCE**

In 2003, China started to manufacture laminated flooring, however the quality was poor leading to complaints from consumers. In addressing this situation in the market, Inovar decided that it was time to strengthen its brand and create greater awareness of the differences between the better-quality tropical hardwood and imported temporal wood from China.

Tam explains that the Inovar brand is synonymous for 3 distinct qualities namely, the most superior water-resistant laminated flooring in the world; customers are promised direct warranty from the factory; and, the company is a one-stop flooring solutions provider.

In fighting the pricing war, Tam swears that upholding brand promise is key to staying above the competition. “We must offer customers value for price,” he says.

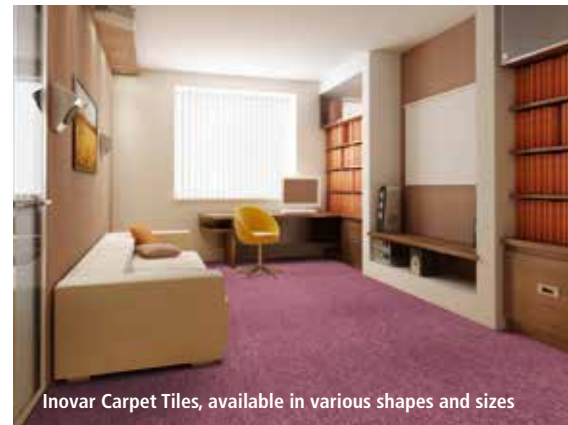
With exhibitions becoming more popular in the early 2000s, Inovar took the opportunity to directly engage with customers through



**Jason Tan, Executive Director of Inovar Resources Sdn Bhd, with the company’s product samples.**



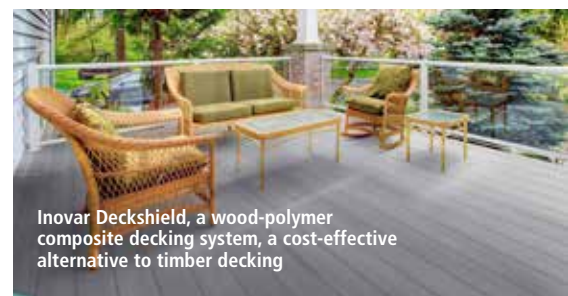
**Inovar Carpet Tiles, an alternative to wall-to-wall carpets.**



**Inovar Carpet Tiles, available in various shapes and sizes**



**Nano Shield Laminate Flooring, an anti-bacterial flooring solution**



**Inovar Deckshield, a wood-polymer composite decking system, a cost-effective alternative to timber decking**

these avenues, to promote the benefits of Malaysian laminated flooring.

“In 2007, we decided to scale down our OEM business and go regional using our very own Inovar brand. We started out in countries such as Vietnam, Thailand, Singapore, India, Taiwan, and went on to Australia, Cambodia and all of ASEAN. We became a regional player,” shares Tam.

“Our approach to engaging the market is through networking. We got involved with institutions such as the Malaysian Retail Chain Association (MRCAs), FIABCI, Persatuan Akitik Malaysia (PAM), and the Malaysian Institute of Engineering Design (MIED) as well as other associations. We also reached out to universities and raised awareness on laminated flooring with students from local universities, and embarked on building dealerships throughout Malaysia,” he adds.

#### **MARKET EXPANSION**

In speaking about the company’s journey in expanding its market reach, Jason Tan, Executive Director of Inovar Resources Sdn Bhd, explains that in the early years, the company was only retailing laminated

flooring to end-users. However as it expanded its reach across markets, the company started taking on larger projects with developers. With the cost of production and installation of parquet and solid timber flooring rapidly rising in the market, Inovar saw great potential for the propagation of laminated flooring.

The company took to promoting and approaching housing developers to install its flooring in development projects. While the developers were hesitant at first, Inovar managed to convince several large developers on the quality, ease of installation and the environmental benefits of laminated flooring, thus breaking into the housing market. Since then, Inovar’s products have become a popular choice among several prominent developers in the Malaysian market.

As the popularity of parquet fizzled out gradually, Jason explains that 75 per cent of wood-based flooring used in housing projects are now laminated flooring. “Inovar products are now commonly used in medium-cost to high-end housing projects, with developers using laminated flooring in many of their projects. We have about 50 percent of the housing development market in Malaysia today,” he explains.

#### **PRODUCTS**

Explaining about Inovar’s products, Tam says, “Laminated flooring has two types of thickness – 8mm, the original series, and 12mm, the higher-grade product which is referred to as the traffic zone. The length of the planks vary between 4 feet and 6 to 7 feet.” Inovar’s production capacity is 4.5 million square metres per annum.

#### **NANO SHIELD – THE FIRST ANTI-GERMICIDAL FLOORING PRODUCT IN THE WORLD MARKET**

Five years ago, Inovar collaborated with a local partner to come up with an innovative anti-bacteria laminated flooring product called Nano Shield, using Nano Titanium Oxide (Nano TiO<sub>2</sub>). This product comprises a surface coating that provides anti-germicidal, anti-fungal and anti-bacteria protection – a first in the world.

“With the current COVID-19 pandemic, this product has become a popular choice for customers. The Ministry of Health’s (MOH) disease control department endorsed this product even before the pandemic began,” Tam explains.



The nano-size particles of Nano TIO<sub>2</sub> settles into the pores of the laminated flooring material and creates a surface that is non-porous to bacteria and viruses. Nano TIO<sub>2</sub> is durable and can only be removed from the surface with abrasion. With titanium being a heat-sealing material, when germs drop onto the surface and come in contact with Nano TIO<sub>2</sub>, a low-density light, generated from normal room lighting, kills the germs and disintegrates the bacteria.

“An independent lab has tested and proven that our Nano Shield product is able to kill COVID-19 virus,” says Tam.

### INOVAR'S FUTURE

Tam shares that despite the current pandemic situation and challenges faced, Inovar is in a strong position in the market. “In fact, amidst this pandemic our brand has become more prominent, as we continue to maintain a strong presence in Malaysia and in all the other countries we operate.”

“We hope to continue to build our brand and presence across the world as a Group. We are not only selling Malaysian-made products, in fact we are collaborating with other partners to offer other distinguished flooring products from Japan, Europe, Korea and China; and we hope to grow this business. In future, Inovar will offer other product lines such as decking, vinyl, engineered flooring, and various other types of flooring, complemented by great service, warranty and support,” he adds.

As Inovar plans for its future, Jason believes that branding and innovation are important in sustaining Inovar's presence in the market. “We will continue to develop new and better products to meet market demands and needs. Although there are many new products coming into the market, some of these products are cheap and are bound to fail due to poor quality materials,” he says.

“Flooring products must last at least 8 to 10 years. At Inovar, we have faith in our products and continue to champion our top-notch laminated flooring,” Tam highlights.

In talking about the market for flooring products, Tam continues “Flooring is an essential product that is always needed. It is all about how we innovate and deliver superior quality products to customers. We are set to position Inovar strategically to appeal to



diverse markets. Nevertheless, we have to also look beyond Malaysian borders – emerging markets such as Indonesia and Vietnam are rapidly growing and offer good business opportunities.”

“We are working with manufacturing partners in Japan to promote carpet tiles and flooring products for the commercial markets,” he adds.

### AWARDS

Inovar has been recognised as the Brand of Distinction – Best Brand in Floor Covering Solutions by The Brandlaureate, for 11 consecutive years. The brand was also awarded the Platinum Business Awards 2016 for Product Excellence by SMI Association Malaysia. In 2017, Inovar won the Sin Chew Business Award for Product Excellence.

In 2020, the company received the Most Outstanding Malaysian Brand 2019 Award by the Brand Association of Malaysia. Inovar's products are technically certified by SIRIM and the Forest Research Institute of Malaysia (FRIM), and is also Green Label certified for LVT by the Singapore Environment Council. The company's products are produced under the Quality & Environmental Management System – ISO 9001:2015 and ISO 14001, in compliance with international quality standards.

Inovar's commitment to quality has ranked the company as No. 1 Brand for LPM Laminate Flooring in Japan 2009-2013 (by market share) as reported by the prestigious Yano Research Institute of Japan, and the first laminate flooring brand to be certified with the Japan International Standard (JIS) F-4-star compliant.

# CIDB: Challenges on the Growing Construction and Interior Industry

**Chief Executive Officer of the Construction Industry Development Board Malaysia (CIDB), Datuk Ir. Ahmad Asri Abdul Hamid, gives an overview of how the construction and interior industry is faring.**



**1** It has been about five years since you took over as the CEO of the CIDB, can you share with us your views on how the construction and interior industry in Malaysia has been faring to today?

I took office in 1<sup>st</sup> March 2016, which is a good time as it was the starting point of the Construction Industry Transformation Programme 2016-2020 (CITP). The CITP is driven by the Ministry of Works through CIDB Malaysia, which collaborates with all stakeholders to address the industry's issues.

The construction industry is a key economic driver with close links to other sectors. As such, the industry has great multiplier effects which significantly impact GDP and overall economic development of the nation. However, the industry is facing numerous challenges on several fronts, such as quality delivery, competition, productivity, and environmental sustainability. To remain a resilient and sustainable industry, there needs to be a radical sector-wide transformation.

Before the CITP, efforts implemented by CIDB had been achieving incremental results in various areas. However, the government wanted to achieve industry-wide transformation to leapfrog the Malaysian construction industry into the future. Thus the ambitious 5-year CITP was introduced to transform the Malaysian construction industry into one that is highly productive, sustainable and world-class by 2020.

Under the CITP, CIDB created a comprehensive suite of programmes in close collaboration with the various stakeholders in the private and public sector. The goal is the transformation of the entire construction value chain, with technology as the key driver of change. As such, much of the CITP was focused on developing digital infrastructure, industry capacity building, education, retraining, certification and more.

Raising the productivity of the construction industry is a key priority, and technology has been a key driver to accelerate transformation. Several measures had been introduced to facilitate the industry's transition to a quality-focused, technology-based sector. A key driver has been the Industrialised Building System, or IBS, which allows for shorter project

completion timelines and enhanced quality of work. The use of IBS has risen from 24% in public sector projects in 2014 to 87% in 2020, and from 14% in private sector projects in 2014 to 41% in 2020.

One of the important technologies to enable efficient and effective life cycle management of the built environment is Building Information Modelling, or BIM. CIDB introduced several measures to facilitate the adoption of BIM in the industry, including setting the myBIM Centre as a one-stop reference, support, services and capacity building centre.

Overall, the increased use of technology, in tandem with the many other measures introduced by CIDB, has resulted in a 60% increase in the construction industry's productivity rate.

Of course, this is not the achievement of any one party or person. The industry was able to make such strides under the CITP as a result of close collaboration among government agencies, academia and industry players, who sat in the various Initiative Working Groups and Thrust Working Groups.

**2** How has the COVID-19 pandemic affected CIDB in achieving its goals?

Overall, our operation activities were minimally affected as we have put in place an online system for all transactions related to our core functions such as contractor and personnel registration, as well as project declaration. Only certain programmes which require physical presence were affected such as skills trainings and assessments for construction personnel.

However, at the industry level, many projects were affected when construction

activities were not allowed to be carried out during the initial stages of the Movement Control Order. This had a severe impact not only on the construction industry itself but also on companies in related industries.

This brought about a new role for CIDB which involved crisis management. We got into gear as soon as the MCO was announced and worked day and night to develop Standard Operating Procedures (SOP) and Frequently asked Questions (FAQ) that serve as guide for the construction industry to operate throughout the MCO. We also immediately set up a 24-hours hotline to answer queries for industry regarding MCO SOPs.

During the COVID 19 pandemic, CIDB worked hard to gather feedback from industry players and other stakeholders on issues affecting the industry and facilitated the development of various solutions. We brought up the issues to the Ministry of Works as well as the highest level of government including the Economic Action Committee (EAC), chaired by the Prime Minister and we proposed solutions based on our consultations with the industry.

As a result, certain construction activities were allowed in April 2020, subject to strict SOPs. CIDB officers then became frontliners to enforce SOPs at construction sites in order to ensure compliance.

### **3 The Construction Industry Transformation Programme (CITP) was introduced in 2016 to transform the construction industry by 2020 in the areas of quality, safety, and professionalism, environmental sustainability, productivity and internationalism.**

#### **a. Have all the objectives been achieved?**

We are on the right track towards our aspiration to transform our industry into one that is world-class and internationally competitive.

Despite the pandemic affecting most of the final year of the Plan, we have achieved many of our intermediate goals. This is because most of the Plan's strategic activities had already been implemented and are on-going. These include numerous policies, standards, guidelines, tools, and regulations introduced under the CITP. Additionally, CIDB created numerous measures such as databases, websites and other

digital tools, courses and certifications, as well as industry transformation incubators such as CIDB's "myBIM Centre" to catalyse the industry's transformation process.

Overall, the CITP achieved a success rate of 90% or more across all four strategic thrusts. The Quality, Safety and Professionalism strategic thrust achieved 90% of its initiatives, the Environmental Sustainability strategic thrust achieved 90%, the Productivity strategic thrust achieved 93%, while the Internationalisation & Competitiveness strategic thrust achieved 91%.

#### **b. What are some of the challenges faced by the industry?**

While the CITP has achieved significant results, CIDB is now looking forward to the future to ensure that the Malaysian construction industry continues to adapt to the times. The COVID-19 pandemic has thrown many issues under a harsh spotlight. Some immediate issues that need to be addressed vigorously are worker welfare and Occupational Safety and Health (OSH). In the longer term, the important issues that have become more critical now would be about cost-efficiency, productivity, competitiveness and over-dependence on cheap foreign labour.

We manage to put in place the foundation to develop a culture of safety, quality, sustainability, integrity and productivity throughout the CITP period.

#### **c. How do you plan on overcoming these challenges?**

In the immediate term, we must ensure full compliance of SOPs at construction sites, from workers' accommodation, to workers' movement to and from construction sites and throughout the time workers are at the construction site to combat the spread of COVID-19 in the construction sector. CIDB officers will hold project owners, contractors, consultants, suppliers, employees and everyone involved in the construction site fully accountable to comply with the SOPs.

In the longer term, we must embrace the accelerated adoption of technology such as Industrialised Building Systems (IBS), which will drastically reduce the industry's over-dependence on cheap foreign labour. As IBS components are produced at factories using machinery, labour requirements at production

level are minimised as well. By making the construction industry in Malaysia cleaner, safer, healthier, and more professional we hope to attract more local talent to join the sector and thus reduce our dependence on unskilled foreign workers.

We need to step up capacity building initiatives and continue to engage the industry through online engagement sessions to discuss issues impacting the industry and provide solutions to those issues.

### **4 Under the CITP, CIDB's approach is towards promoting best practices in the industry, and the enforcement of Act 520. Share with us the latest developments.**

In terms of developing best practices, CIDB has produced 27 Construction Industry Standards (CIS) since its establishment until the end of 2020. Five new standards including reviews of eight standards were completed during the CITP period.

In enforcing the standard of building materials, we have so far issued 479 Standard Compliance Certification for local products and 2,020 Standard Certificates were issued for imported goods. We have also issued 8,684 Certificate of Approvals (COA) in the year 2020.

We have also conducted 1,790 inspections at factories and construction sites on building materials listed under Schedule 4 of Act 520, to ensure that building materials fulfil the standard requirements.

In promoting sustainability of the construction industry, CIDB has trained 189 facilitators to conduct training on the "Malaysian Carbon Reduction and Environmental Sustainability Tool (MyCREST)". In addition, CIDB has also certified 30 assessors. Almost 150 projects have been registered to be assessed with MyCREST, while 25 projects have received a full certification and 11 projects achieved three stars and above.

We have also introduced the Malaysia Sustainability Infrastructure Rating Tool (Sustainable INFRASTAR) which was officially launched on 19 March 2019. We have trained 104 facilitators and accredited assessors.

We have also conducted a study to get the baseline data on the construction industry's carbon emissions or baseline for Green House Gas (GHG). The study was published in June

2020. The report was completed in June 2020 and will be presented to the Climate Change Action Council.

**b. Can you share with us statistics on safety incidents over the past five years?**

If you look at the fatality rate, (Refer Table 1) it was still climbing at the start until the midterm of CITP’s implementation. But after the third year, we have begun to see a downward trend, which is good news for the industry.

In order to enhance safety practices at construction sites, CIDB has introduced the Safety and Health Assessment in Construction (SHASSIC). In 2020, 99 projects have been assessed with SHASSIC throughout the country. In 2020, 43 projects received the SHASSIC five-star recognition. We have also trained 109 Safety and Health Officers and 291 Site Safety Supervisors, last year.

**c. How successful is the CIDB’s training for skilled and semi-skilled labour in the construction and interior industry?**

One of the key channels for raising up local talent for the construction industry is the Akademi Binaan Malaysia (ABM). ABM is CIDB’s construction worker training and assessment centre. ABM focuses on equipping construction personnel with the competencies that match industry standards. There are 6 ABM campuses, in North, South, East, and West Peninsular Malaysia, as well as Sabah and Sarawak respectively to provide Malaysian youths better access to skills development programmes.

In a CIDB study, tracking the Akademi Binaan Malaysia (ABM) trainees from 2017-

2020, we found that 80% of ABM graduates had been absorbed by the industry. We are focussing our training on high impact trades such as Scaffold Erection, Welding, Wireman, Charge man, Gas Pipe Fitting/Insulation, Blasting & Painting, Non Destructive Painting (NDT), Crane Operation, Plant Operation, Plumbing and Air-Conditioning & Mechanical Ventilation. In addition, we also train Site Supervisors and construction managers.

To ensure that people we train can be absorbed by the industry, we also introduced the apprenticeship programme whereby CIDB collaborates with the industry to place an apprentice at the company for three months.

**d. Will there ever come a time when the country can be weaned off foreign labour?**

We cannot completely eliminate our need for Foreign Labour as locals are not keen to do the Dirty, Dangerous and Difficult (3D) work. However, we do want to reduce the industry’s dependence on unskilled foreign labour by providing better work opportunities for locals in the industry. To this end, CIDB is actively promoting the adoption of technology such as IBS, which will make much of construction work cleaner, safer, healthier, and more professional. ABM is also key to developing the necessary professional skills among local talent.

**5 What can the Board do to help the small contractors who often lack skills and professionalism?**

We provide various types of training for contractors. These are skills training, business and financial management, among others. In

fact, CIDB offers 50 training modules – both in-person as well as online.

**6 In the area of sustainability, can you share with us the ratio between GDP and carbon emission? How does Malaysia rank with other ASEAN or Asian countries?**

Based on a study conducted by CIDB, the construction industry in Malaysia emits 76 million tons of carbon dioxide equivalent per year, from 2017 to 2019. 90 percent of this total is from construction materials, 3% from transportation and 7% from actual construction activities.

**7 Where do you see the industry heading in 5 years time?**

I believe that in five years’ time, the industry should already be well on the way to developing a future-proof culture, where we are ready to embrace technology, sustainability and safety as the norm.

To truly catalyse change and transformation, four key areas that need to be addressed to strengthen the ecosystem of construction industry are:

- Regulations and policy
- Capacity Building
- Promotion
- Incentives

In the end, the culture of the industry must be open to embrace change for permanent change to take root. A culture must be developed whereby the industry is able to self-regulate and embrace best practices because they truly believe this is good for business.

Description	2015	2016	2017	2018	2019
<b>Total Accidents</b>	<b>3,905</b>	<b>4,269</b>	<b>4,266</b>	<b>3,911</b>	<b>4,863</b>
<b>Fatality rate per 100,000 workers</b>	<b>10.69</b>	<b>12.78</b>	<b>14.57</b>	<b>13.44</b>	<b>11.28</b>

(As reported by Department of Safety and Health (DOSH) - Table 1

## ABOUT THE CONSTRUCTION INDUSTRY TRANSFORMATION PROGRAMME (CITP)

CITP was introduced under the 11<sup>th</sup> Malaysia Plan with the aim to create a sustainable construction industry in Malaysia which is also able to compete internationally.

### CITP's 4 STRATEGIC THRUSTS:

- **Quality, Safety and Professionalism – Ingraining Quality, Safety and Professionalism into the industry**

Quality, safety and professionalism are primary prerequisites towards transforming construction into a responsible, developed industry. High accident and fatality rates, limited integration of health and safety aspects in the work culture, poor quality buildings and collapsing infrastructure, and delays in approvals of construction permits are some of the major issues in the industry that affect the general public, businesses, workers and consumers.

- **Environmental Sustainability – Ensuring Environmental Sustainability measures are in place in the design, construction and subsequent maintenance of our buildings, cities and infrastructure**

Environmental sustainability calls for compliance to environmentally sustainable practices in order to showcase Malaysia as a low carbon, sustainable building and infrastructure hub. Illegal dumping of construction and demolition waste and the extensive cost of repairing damaged buildings and infrastructure from natural disasters are key issues to be tackled.

- **Productivity - Raising the overall productivity level of the industry**

Productivity is the primary engine of growth towards Malaysia's high-income target. Despite being an important sector, the construction industry has one of the lowest productivity levels in the economy. The relatively low productivity is a reflection of the limited adoption of new technology and practices and the reliance on low skilled workforce.

- **Internationalisation - Focusing on improving the competitiveness and subsequent ability of our construction players to Internationalise**

Internationalisation is becoming an increasingly important avenue for Malaysian companies and workforce to capture growth beyond the domestic market. Malaysia's Free Trade Agreements (FTAs) provide industries the chance to be part of a larger consumer market. However, foreign companies are also increasing their presence in the Malaysian market. This changing environment is affecting the construction industry and it will need to be able to adapt and respond to greater competition and scrutiny. A total of 18 initiatives are spread across these four thrusts, working holistically to transform the industry and improve its public image.



# A ROUND-UP OF THE WEBINARS DURING THE MCO

## CONTRACT ISSUES DURING COVID-19: DELAYED LIABILITY EXCUSED?

### SPEAKER

Rajendra Navaratnam from Azman Davidson and Co.

### ORGANISED BY

MIIP



As businesses across Malaysia continue operations under the Movement Control Order (MCO) necessitated by the Covid-19 pandemic, contracts signed by these businesses have also been impacted. The construction and interior design industries have been particularly impacted by the worldwide Covid-19 crisis due to its dependency on the supply chains such as those for building materials, furniture, lighting, many from overseas, foreign labour and requirements of the Standard Operating Procedures (SOP), among others.

With the delay in supply chains for materials and equipment, suspension of work, quarantine of workers and productivity losses due to SOP compliance, completion delays are inevitable with possible exposure to liquidated damages sought by clients as well as additional costs suffered by contractors, among others.

Rajendra Navaratnam from Azman Davidson & Company, in his presentation via webinar to the MIIP participants, spoke about the delays and consequences, additional costs, and Implementations of temporary measures to reduce impacts on a COVID-19 Bill.

It was pointed out that contrary to popular belief, force majeure excusing unforeseen events that are beyond the control of the contractor can only be relied upon if there are such provisions in the contracts between them and their employer. These exist in the PAM form of contract but are not often found in simple letters of award used in smaller ID Contracts. Force majeure offers contractors and employers some form of relief in that obligations are suspended for a period of time, and provide grounds for extension of time. In addition to force majeure, there are also other sub-clauses in the extension of time provisions in the PAM form which may provide additional grounds for extensions of time for the restrictions imposed by the MCO.

If however the person administering the contract does not grant the contractor an extension of time for the delays caused by the MCO, time may be set “at large”, which simply means that the time for completion of the contract no longer applies, there is only an obligation to complete in reasonable time, which is governed by prevailing circumstances, and most importantly for the contractor the right to impose liquidated damages by the employer is lost.

From the employers’ perspective, there may be exposure to others for late completion, eg end purchasers in the case of developers.

In simple contracts there are two fundamental obligations whereby the contractor is to complete work on time, and for the employer to make payment promptly. However, if it is unlawful to work at a certain time and it becomes impossible for the contractor to complete the work on time, under the Contracts Act, it is arguable that the contract can be rendered void, which means, the contractor may be released from its obligations under the contract. This is especially pertinent to suppliers obtaining goods from overseas. Under this circumstance, the contractor is only entitled to reasonable compensation for work done, and will not be entitled to make any claims on loss of profit for the remaining work that is yet to be done.

Under the law, COVID-19 is a neutral event, which simply means that it is nobody’s fault, unlike a breach of contract on the part of the employer. The contractor is unlikely to recover loss and expense suffered during the period of delay caused by COVID-19 because of this.

As part of COVID-19 relief, many countries around the world have implemented legislation to offer some form of relief during this trying period as people and businesses are affected by this crisis. The Malaysian government has implemented some ad hoc measures, in various acts.

The Prime Minister's Department announced of temporary measures proposed to reduce the impact of COVID-19, which will be presented

in parliament in August and possibly implemented by September 2020. The intent of these measures is to reduce the legal impact of COVID-19 on individuals and businesses, to create room and opportunities for the recovery process and a mediation platform for disputes, he said.

The proposed COVID-19 Bill has indications that it will be based on similar legislation in Singapore and New Zealand. This will be of great help especially to small and medium enterprises (SMEs).

In summary,

- Contractors will be allowed time not money
- Employers will arguably be disabled from enforcing strict compliance with time related obligations or imposing LAD
- Contractors/Suppliers may be able to invoke the Contracts Act to void contracts impossible of performance
- The impending Covid 19 Bill is likely to bring statutory relief to those unable to perform their obligations because of Covid 19

## RETRENCHMENT OR RETENTION: NAVIGATING THE NEW NORMAL

### SPEAKER

\* Sonia Abraham, Partner, Azman Davidson & Co

\* Allison Ong Lee Fong, Partner, Azman Davidson & Co

### ORGANISED BY

MIIP via Webinar

With Malaysia having been under various stages of the Movement Control Order (MCO), companies have felt a strain on business profitability, with many being unable to stay afloat. Under these circumstances, many organisations have resorted to retrenching workers, while some seek solutions to retain talents that are valuable to their businesses.

According to the International Labour Organisation, in the second quarter of 2020, an estimated 400 million people lost their jobs globally, while in Malaysia, 719,000 jobs were lost between April and June 2020. Under this volatile business environment, retrenchment might be unavoidable and a last resort for companies.



However, before retrenching workers, Sonia Abraham and Allison Ong, in a webinar meeting with MIIP participants, pointed out that companies can consider a few options which do not require employee consent such as:

- Freezing recruitment and not replacing employees who resign voluntarily, which is an organic downsizing of the workforce instead of retrenchment
- Freezing the renewal of or offering fresh contracts to Fixed-term employees
- Freezing of increments and performance bonuses
- Freezing promotions
- Freezing or reducing overtime costs and cancelling annual trips, dinners or meals

Another way is to cut costs, which requires employee consent as:

- Annual leave – avoiding paying for leave not taken in cash.
- Requesting employees to go on unpaid



leave when workload is low or projects have ceased.

- Conversion of employees from permanent to fixed-term employees.
- Implementing salary cuts or salary deferment.
- Reducing or freezing of allowances.

### IN A RETRENCHMENT EXERCISE, EMPLOYERS NEED TO PROVE THE FOLLOWING:

1. They have a legal basis to carry out a restructuring exercise which led to a genuine redundancy.
2. The selection criteria applied by them was *bona fide* and not an act of victimisation, and
3. There was sufficient compliance with the requirements of the code of conduct for Industrial Harmony 1975.

They added that Malaysian courts have recognised that employers have a prerogative

to re-organise their businesses for the purposes of business efficiency or economy so long as it is not a mala fide purpose (for the purpose of victimising employees).

When it comes to retrenchment selection criteria, employers should prepare a written report or evaluation of how these retrenched employees were selected; how their job responsibilities and job scope have reduced; and how their roles have become redundant. This report will be produced in Court to substantiate the company's selection process.

In a selection process they added that the following order should be followed:

1. Foreign employees must be retrenched over local employees.

2. Fixed-Term local employees must be retrenched over permanent local employees.
3. For permanent local employees, employers are to comply with the LIFO (last in first out) principle.

In undertaking a retrenchment exercise, employers should also show sufficiently compliance with the Code of Conduct for Industrial Harmony 1975. Paragraph 22 of the Code suggests that when retrenchment becomes necessary, employers are advised to take these following steps:

- i. They should try to give early warning to the employees about the retrenchment.

- ii. They should introduce voluntary retrenchment and retirement schemes
- iii. They should pay retrenchment benefits.
- iv. They should retire employees who are past retirement age
- v. They should ensure that no announcement is made before the employees or their trade unions have been informed.
- vi. Companies should try to carry out retrenchment in stages.
- vii. A company should also try to assist employees to find jobs outside the organisation, and,
- viii. Try implementing cost-cutting measures first to prevent the need to carry out the retrenchment.

## UNDERSTANDING THE MILLENNIAL MARKET & PREPARING FOR THE NEW MARKET IN THE COVID-19 ERA

### SPEAKER

Dr Eric Leong, Head of Interior Architecture & Design School at The One Academy

### ORGANISED BY

MIIP

With COVID-19 creating unprecedented market conditions, it is important to understand the new dynamics of the millennial market, said Dr Eric Leong. A millennial, he pointed out, is a person reaching adulthood in the 21<sup>st</sup> century and have been found to exhibit four distinct characteristics:

#### \* RISK TAKERS

They are courageous and adventurous, thus willing to take risks, unlike the older

generation. They are usually willing to try something new and are unafraid of the unknown.

#### \* FLEXIBLE

Millennials are fluid in nature, and due to their increased levels of awareness, they tend to be more flexible in terms of decision-making. They are able to accept justifications provided it speaks to their convictions.

#### \* TRANSPARENCY

Millennials prefer transparency and are basically straight-forward without any frills added, and prefer those dealing with them to be transparent.

#### \* DIGITAL NATIVES

Millennials are digital natives and were born into the digital age, which is the reason for digital platforms being the most effective in reaching out to this segment.

He pointed out that in the workplace, millennials operate on different dynamics – they need to be given the time and space to function in an effective manner, with little or no supervision.

“Empowering millennials often leads to greater productivity and improved results or output. Rewards and recognition are key in harnessing their potential and talent, and work well in



motivating them towards achieving common goals,” stated Dr Eric Leong.

He also added that consumers in this age group have their own sets of requirements which include:

#### MAKING PRODUCTS AND SERVICES USEFUL AND AFFORDABLE

77% of millennials agree that the bad economy has impacted their ability to save and spend money while 57% said that inherited

money will not change their cautious spending habits. Meanwhile, 55% stated that they always seek out “the cheapest return option” when shopping.

### FOCUS ON AN INTEGRATED CUSTOMER EXPERIENCE

57% of millennials have indicated that they start their shopping experience online; while 92% end up at a store front, and 67% use mobile phone devices in the store while shopping.

### BUILD BRAND LOYALTY THROUGH REWARDS AND PRODUCT QUALITY

68% of 20 to 34-year-olds responded that they would change their shopping locations or choices, if it meant getting more programme rewards. One-third reported buying things they do not need or making a purchase just to earn points or to increase their membership status.

### USE SOCIAL MEDIA TO ENGAGE AND GET MILLENNIALS INVOLVED

68% of millennials are more likely to become loyal customer if a brand engages them via social networks, while 42% of millennials said that they are interested in helping brands develop future products & services.

### CREATE MORE APPS TO INFORM, ENGAGE & EDUCATE

87% of millennials use between two and three tech devices at least once on a daily basis, while 38% are gearing up to purchase some form of wearable device.

In the interior design industry, Dr Eric pointed out that the middle-income segment is struggling, however, the high-end market is still robust and holds potential. As for millennials in the market, they are very particular and independent where life decisions are concerned – especially so with their living quarters. They have good education background which helps them understand their own needs and how to achieve these needs.

“Millennials usually can be reached through digital platforms, which has proven to be quite effective in communicating and engaging this segment. Hence, in the interior design industry, it is important to focus on

digitalising product offerings to cater to the growing millennial market,” said Dr Eric.

In employing millennials, he added that for them to unleash their full potential and creativity, they need flexibility in terms of working schedule, work space and resources. At the same time they should also be given well-defined expected outcomes, clear deadlines and mentoring.

### 8 FACTS ABOUT MILLENNIALS

- \* **Communicate via message** – millennials often don't like to talk because they are digital natives.
- \* **High purchasing power** – they have high purchase power and mostly buy online.
- \* **50% of workforce will comprise millennials by 2020.**
- \* **They don't have a landline at home.**
- \* **80% sleep with their mobile phones beside them.**

## THE MALAYSIAN ANTI-CORRUPTION AGENCY FUELLING THE FIGHT AGAINST CORRUPTION SECTION 17A OF THE MACC 2009

### Speakers

\* H.Y. Chong, Managing Partner, Azman Davidson & Co.

\* Karen Ng Yueh Ying, Partner, Azman Davidson & Co.

### Organised by MIIP

In many business organisations today, personal gratification of those engaging in business activities and transactions has often taken precedence over ethics. In

\* **31% earn enough money to live the lifestyle they choose.**

\* **56% believe that technology makes them more efficient.**

\* **27% are self-employed.**

### IN PREPARING FOR NEW MARKET DYNAMICS, CONSIDER THE FOLLOWING:

- \* **Change of consumer behaviour** – digital consumerism.
- \* **Government involvement** – enforcement of SOPs to ensure safety of customers and business owners.
- \* **Localisation of supply chain** – source for products locally or from more than one supplier where possible.
- \* **New collaboration and communities** – online meetings allow participants of all generations to come together to share and exchange ideas.

setting clear boundaries in the fight against corruption in the corporate world, the newly introduced Section 17A of the Malaysian Anti-Corruption Commission Act 2009 offers clear guidelines.

Enforced on 1<sup>st</sup> June 2020, the Act states that a commercial organisation commits an offence if a person associated with it corruptly gives, offers or promises any gratification to any person with an intent to obtain or retain business or a business advantage for the said commercial organisation. This new law will have impact not only on the commercial organisation itself, but also its directors, officers, and management as well.

“People know what corruption is when they see it, but in the legal definition, many people may not understand what circumstances amount to an offence,” explains H. Y. Chong to MIIP participants via webinar.

### POINTS DISCUSSED

From a legal perspective, a few common practices that amount to corruption include:

- Offering or giving/receiving/soliciting of something; and



- Corruptly influencing the decision or action of a person who is in a position of trust.

#### THE NEW SECTION 17A

Under the new Section 17A, modelled after the UK Bribery Act and the US Foreign Corrupt Practices Act, there are two parts to corruption:

- Outgoing corruption, where an organisation offers some kind gratification with the intention to influence the behaviour of another person; and
- Inbound corruption, where a person receives the gratification.

They pointed out that there is a lot of existing laws already dealing with corruption under the Penal Code and the MACC Act, but these provisions essentially deal with personal liability (“of a person”), and so only individuals are themselves personally liable.

However, a new concept comes into play with Section 17A. It expands the responsibility for an act of corruption to commercial organisations – not a legal person, but a legal concept.

#### FOUR FUNDAMENTAL CONCEPTS

The 4 concepts involved in this new Section are:

1. To make a commercial organisation

2. liable for corrupt act(s) of a connected person.
2. To remove the requirement to show the person committing the corrupt act as the “directing mind and will” of the corporation.
3. To promote a culture of fight against corruption.
4. Section 17A expands to cover companies, partnerships AND any form of commercial organisation.

#### MANDATORY COMPLIANCE

They shared that the five areas that commercial businesses must be aware of under this new Act are:

1. Introduction of corporate liability for corruption by individuals.
2. “Extraterritorial effect” – if people associated with a commercial organisation have committed a corrupt act outside Malaysia (eg. at an overseas branch in Indonesia), the commercial organisation itself can still be held liable for corruption.
3. “Deeming provision” – people in management, though not actively involved in the corrupt act, and possess no knowledge of another colleague committing the act, can themselves be deemed to be liable as well.
4. “Shifting of the onus” / burden to persons liable – calls for the people

- involved, people in management to prove their innocence and faith.
5. Organisations now must come up with “adequate procedures” to prevent corruption – businesses must have policies and procedures in place to monitor management and employees. Training must be provided on how and what to (or not to) carry out, anything considered as corrupt practices... it doesn’t matter how big or small an organisation is, all must well have adequate procedures in place as a defence mechanism.

When a commercial organisation is found guilty, the new Act imposes:

- a minimum of 10 times the sum of the value of the gratification; or
- RM1 million – whichever is higher; and
- up to a maximum 20 years imprisonment.

#### FIVE GUIDING PRINCIPLES FOR ADEQUATE PROCEDURES: T.R.U.S.T.

There are five principles which need to be observed by commercial organisations under the purview of this Act:

1. **Top Level Commitment** – whereby top level management is responsible for ensuring the organisation practices the highest level of integrity and ethics in compliance with laws and regulations.
2. **Risk Assessment** – second principle risk assessment the organisation will need to conduct, prioritising corruption risks.
3. **Undertake Control Measures** – appropriate controls contingency measures are to be set in place to address corruption risks.
4. **Systematic Review, Monitoring and Enforcement** – ensuring regular reviews of effectiveness of anti-corruption programme enforcement.
5. **Training and Communication** – conducting training and communication exercises covering policy training, reporting channels and consequences of non-compliance.

# AZMAN DAVIDSON & CO. – PROTECTING AND HELPING BUSINESSES GROW

**Based at the epicentre of Kuala Lumpur’s bustling business hub, the firm provides Malaysian and regional businesses a full spectrum of legal services to protect and grow businesses.**



As businesses and corporate entities increasingly explore and conduct restructuring exercises as well as acquisitions and mergers, Azman Davidson & Co has been actively working with foreign legal teams in undertaking due diligence. “The direction of the firm is to attend to these business changes, and support our clients as the business landscape evolves,” adds Chong.

The company has been working round the clock to support its business clients. “The way we run the practice is that we are constantly in touch with our clients with senior partners actively involved in every transaction. Our team maintains direct and constant communication with clients and we listen to our clients’ concerns,” explains Chong.

**W**ith a track record spanning 40 years in the Malaysian business environment, Azman Davidson & Co offers Malaysian and regional businesses a comprehensive range of legal services. Founded by Dato’ William Stanley Walker Davidson four decades ago, the firm is currently led by 40 lawyers and 50 support staff armed with in-depth expertise in industry, commerce and technology.

Azman Davidson & Co is a business-focused legal firm focusing on contentious and non-contentious work which involves disputes and advisory services in various areas such as construction, insurance, intellectual property, conveyancing, arbitration and employment.

As a medium-sized legal firm, Azman Davidson & Co has the resources to undertake large and complex legal work while ensuring clients enjoy personalised attention and services. The firm’s team of lawyers are committed towards building long-term relationships

with clients while ensuring excellent client engagement through value-added services.

As the Malaysian economy and businesses face challenging times, especially with the pandemic, Azman Davidson & Co is geared to ensure that businesses obtain the best legal advisory services. “With many companies currently experiencing the adverse impact of the pandemic, we have had the opportunity to work with clients to protect their business interests and minimise the impact,” explains Rajendra Navaratnam, a senior partner at the firm.

The firm has a strong presence in handling legal disputes and is currently growing their advisory services. “As the economy is expected to pick up pace in the coming months, we believe that there will be an increase in demand for legal services. Many businesses are awaiting the opportunity to head full-speed into business, and with business activities rapidly moving, there will be tremendous changes that require legal services,” said H.Y. Chong, Managing Partner at Azman Davidson & Co.

## LEGAL SERVICES PROVIDED

- Administrative Law
- Capital Markets
- Construction
- Corporate & Commercial
- Mergers & Acquisitions
- Real Estate & Property
- Banking & Finance
- Insolvency
- Insurance
- Employment
- Matrimonial & Family
- Admiralty & Shipping
- Intellectual Property
- Personal Data Protection Act 2010 (PDPA) – 15 November 2013
- Telecommunications & IT

# Elyza's Home Sdn Bhd - 10 Things to Know about Window Coverings



**W**indow coverings such as curtains and blinds play an important role in almost every interior decoration and fit-out project. While it is easy to be caught up in decorating the interior space of your office or home, it is important to take into consideration the various factors that affect the choice of window coverings.

MHP organised a webinar via Zoom in November last year for those in the interior decoration and fit-out sector to know more about window coverings as well as understand the technical terms and product specifications in the Bills of Quantity (BQ) to avoid mistakes in their project quotations and tendering.

In his presentation, guest speaker Teh Kiong Hui, Marketing Director of Elyza's Home (M) Sdn. Bhd spoke at length about fabrics, curtains, roller blinds and motorised systems. He pointed out that some of the factors that affect the choice of window covering include architectural design of buildings, interior design and style of the rooms, light source and budget.

Window coverings Teh said, generally refers to the window treatments used to cover a window for managing sunlight, privacy, or embellishing the windows and the interiors

of the room. "Examples are curtains, roller blinds, Venetian blinds and shutters, among others. They enhance our living quality through light control privacy protection, noise, dust & heat reduction and home embellishment."

Hospitality projects such as schools, theatres, hotels and hospitals however, require fabric materials to be fire retardant which are treated with fire-retardant chemical to resist ignition under certain test conditions.

Curtains can be ceiling mounted, wall mounted or with centre-overlapping (100-200mm). If they are ceiling mounted, the plaster ceiling should be reinforced with minimum 1cm thickness plywood to support the window coverings before installation. "Make sure this is included in your costing," Teh stated.

For big houses with multiple large and tall windows, motorised curtain systems offer great comfort and convenience to the children, elderly and people with mobility problems. Prestigious hotels or buildings and even Smart homes install motorised curtain systems to enhance the image or status.

He also spoke of the Forest Shuttle Motor which is a smart choice for home integration. Capable of integrating with all major home automation systems, the Forest Shuttles motors are trouble-free and ultra-quiet.



# REVOLUTIONISING WORKPLACE FURNITURE TECHNOLOGY

**Promising a bold and exciting future in workplace furnishing, EURO Chairs places quality, service and partnership as key priorities in delivering superior products and services.**

**F**rom a small business manufacturing sofas and cushions in 1976 with only three employees, Euro Chairs (M) Sdn Bhd, a subsidiary of Euro Holdings Berhad, has flourished into an international producer of office furniture with more than 600 employees. Today, the company has established a sales network that spans five continents.

In 1987, the company introduced its EURO brand, and made its first foray into the international market, exporting chairs to Saudi Arabia. Since then, Euro Chairs expanded its reach to Hong Kong, Southeast Asia and Australia. With the completion of its factory premises in Rawang, the company has successfully increased its production capacity, thus expanding its export market into Europe, South America, India and other countries across the world.

Armed with its vision to “be a business partner to our customers so that they can help to create workspaces that inspire people



to produce the best”; and with a mission to “provide work space consultancy as a value added service in addition to produce the highest quality range of products and services”, Euro Chairs has carved a niche for itself in the furniture manufacturing industry producing top-of-the-line office seating, office furniture and steel furniture.

## BLUEPRINT RANGE

Euro Chair’s Blueprint range of office furniture offers elegant, adaptable and efficient workspace solutions that are customisable. This range combines lightweight structure integrated with melamine or high-pressure laminated material, with white coloured furnishings for general and executive officers, exuding a sense of contemporary style. Under this range, tables are fabricated from fine materials with clever design features that allow cables to be routed along the beams and base of the assembly. A unique central metal beam gives these pieces a striking profile. Offered in custom variations or pre-determined sets, these furniture pieces are distinctive, highly functional and endlessly adaptable.

## INNOVATION

The company has an extensive research and development unit that strives to innovate and deliver state-of-the-art furniture technology. The company continuously conducts research and development into workplace dynamics, as well as ergonomic science in relation to productivity and efficiency in order to inspire better quality of life at work. The company prides itself in its distinguished quality and superior design in each piece of furniture produced at its three manufacturing facilities in Rawang.

## QUALITY CERTIFICATIONS

In recognition of its commitment to upholding quality, Euro Chairs was awarded the ISO 9002 quality certification. The company went on to upgrade its quality systems and was awarded ISO 9001:2000 Management System in 2003. Testament to its rapid progress, the company was listed on Bursa Malaysia’s Unified Board in 2005.

## INDUSTRY EXCELLENCE AWARDS

Euro Chairs has won numerous industry excellence awards such as the Best Brands Award 2004 under the Best Malaysian Brand Category for its EURO brand, the BrandLaureate Award for Best Brand in Office Furniture from 2006 to 2012, Malaysia Furniture Leadership Award and Asian Furniture Leadership Award 2009 to 2012.

Today, equipped with technical competency, service excellence and three decades of in-depth furniture manufacturing experience, EURO is Malaysia’s leading office furniture brand, becoming a manufacturing conglomerate that is represented across the globe.



2021



interior industry awards

*accrediting excellence*

# Inspiration

Thru the  
Resilience Period

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For more information,  
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Website: [www.miip.com.my](http://www.miip.com.my)

## AWARD CATEGORIES

### Category 1

Completed Fit Out Projects -  
To Be Participated by Fit Out  
Contractors

- i. Retail
- ii. Hospitality
- iii. Food & Beverage Outlets
- iv. Commercial Office
- v. Public Design
- vi. Residential

### Category 2

Innovative and Creative Use Of  
Material

- i. Wall Covering & Soft  
Furnishing
- ii. Flooring
- iii. Decorative & Architectural  
Lighting
- iv. Fitments / Fixtures &  
Sculpture

### Category 3

Product Excellence

- i. Furniture
- ii. Fitting & Fixtures
- iii. New Norm Lifestyle

### Category 4

Innovative and Creative Use Of Material

- i. CIDB G1, G2 & G3 -  
Site Management on SHE Implementation
- ii. CIDB G4 & G5 -  
Site Management on SHE Implementation
- iii. CIDB G6 & G7 -  
Site Management on SHE Implementation
- iv. Factory Management On SHE  
Implementation

### Category 5

Sustainable & Green Product

## PLATINUM WINNERS HIGHLIGHT

Platinum winners of each categories  
are entitled to a high resolution  
1-min video interview !

## ENTRY REQUIREMENTS

- Participating companies must be an active member of MIIP.
- Judging will be based on projects completed during the period effective 1st January 2019 to 30th September 2021.
- Companies may submit one or more entries in any of the categories.
- MIIP Interior Industry Awards 2021 will be based on projects submitted and approved by the MIIP Awards Organizing Committee.

## ENTRY FEE

- 1 entry - RM 800
- 2 entries - RM 1,500
- 3 entries - RM 1,800
- 4 entries - RM 2,000

## SUBMISSION DEADLINES

17th September 2021

## EARLY BIRD PROMOTION!

Register your entry before 20th August  
2021 to qualify for a 10% discount for  
our upcoming Gala Dinner Table  
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