

MRCO
Mohamed Ridza & Co

SUSTAINABILITY REPORT 2023
Mohamed Ridza & Co.

About this Report

At Mohamed Ridza & Co (MRCO), we have always believed in the power of the law to shape a better world. For over 19 years, we have been at the forefront of legal expertise in Malaysia, providing our clients with unparalleled legal services. Today, as we embark on the journey of our first sustainability report, we are proud to extend our commitment beyond the boundaries of our legal practice, recognizing our responsibility to promote sustainable development and contribute to a more environmentally responsible future.

Our first sustainability report is proof of our dedication to Environmental, Social, and Governance (ESG) principles. In this report, we present our efforts to integrate sustainability into our daily operations, making it an important part of our organizational culture.

This report was prepared in reference to the Global Reporting Initiative (GRI) standards framework for our fiscal year 2023. We have also embedded the United Nations' Sustainable Development Goals (UN SDGs) into relevant sections of the report where MRCO plays a direct role in making progress towards specific goals. The data and information represent our activities at Wisma UOA Damansara, Kuala Lumpur.



About Mohamed Ridza & Co

Established in June 2005, MRCO is a legal firm with a team of lawyers specializing in a diverse range of legal areas. The firm has actively participated in some of Malaysia's largest and most complex corporate and financing transactions, both local and international, as well as public listed companies and multinational corporations. Furthermore, MRCO is a proud member of LaWorld, a global network of independent law firms spanning multiple continents. As the sole member firm in Malaysia, we offer up-to-date legal advice on a wide range of issues through our international connections. Our inclusion in LaWorld is a result of our professionalism, reputation, areas of operation, service quality, and other impressive characteristics that make us a fitting member.

In addition to our international network affiliation, MRCO holds the distinction of being a recognized Legal 500 Firm in seven practice areas: Banking & Finance, Islamic Finance, Telecommunication & Technology, Real Estate, Projects, Capital Markets, and Mergers & Acquisitions. The Legal 500, an international directory recognizing law firms, evaluates our strengths based on criterias such as innovation and cutting-edge advice to corporate counsel across over 100 jurisdictions. Chambers & Partners also acknowledges our firm in various practice areas, with our managing partner being recognized as an individual of distinction in Islamic Finance.

Message from our Managing Partner

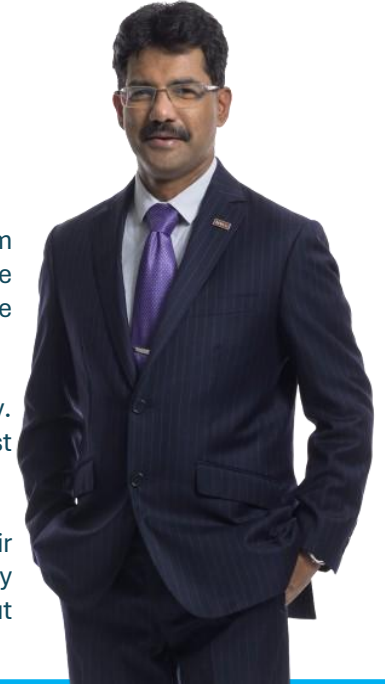
It is my great pleasure and privilege to present MRCO's first Sustainability Report.

Our slogan is **Mastering Results, Crafting Outcomes.**

At MRCO, we recognize that the pursuit of sustainability is not only an ethical imperative but also a critical business responsibility. As the managing partner of MRCO, I am committed to integrating sustainable practices into every aspect of our operations and promoting a culture of environmental and social responsibility. We understand that the legal profession, like many others, has environmental impacts. Most law firms print a substantial amount of paper annually. Millions of trees are cut down each year to produce paper. At MRCO, we make it a point not to print unless absolutely necessary, thereby contributing to the conservation of trees.

We are dedicated to minimizing our ecological footprint and promoting sustainable practices. As a corporate law firm, we understand the impact our work can have on society. We will always prioritize integrity, transparency, and accountability in our interactions with clients, employees, and stakeholders. Our firm strives to maintain the highest professional standards and ensure that our work aligns with legal and ethical frameworks.

We recognize the importance of collaborations and partnerships in driving sustainable changes. We actively engage our clients, employees, and stakeholders to understand their sustainability goals and incorporate their perspectives into our decision-making processes. As the managing partner of MRCO, I am dedicated to ensuring that sustainability remains a core part of our corporate identity. By integrating sustainable practices into our daily operations, we not only contribute to a better future for our planet and society but also enhance our ability to provide exemplary legal services to our clients.



Our ESG Journey



Our Areas of Practice

- ★ Aviation
- ★ Banking & Finance
- ★ Cybersecurity
- ★ Capital Market
- ★ Compliance & Regulatory
- ★ Construction & Projects
- ★ Corporate & Commercial
- ★ Direct Investment in Companies
- ★ Environmental, Social and Governance (ESG)
- ★ Fintech
- ★ Investments in Private Equity Fund
- ★ Islamic Finance
- ★ Maritime & Shipping
- ★ Mergers & Acquisition
- ★ Oil & Gas
- ★ Project, Energy & Natural Resources
- ★ Project Finance
- ★ Restructuring & Insolvency
- ★ Real Estate
- ★ Telecommunication Media & Technology

MRCO is a comprehensive law firm dedicated to providing clients with a broad spectrum of legal services across various sectors. Our team of experienced professionals possess the expertise to guide our clients through complex legal matters and target to achieve successful outcomes.

In addition to our core areas of practice, MRCO also provides expert ESG advisory services to clients. Additionally, we also conduct ESG talks for clients to ensure their compliance with environmental and social responsibility standards. Our goal is to ensure that our clients adhere to the highest standards of environmental and social responsibility. By leveraging our expertise, we help organizations integrate ESG principles into their operations.

At MRCO, we believe in responsible business practices. We integrate ESG considerations into our approach, promoting sustainability and contributing positively to the communities we serve. We encourage responsible business practices by advising clients on incorporating ESG principles into their corporate governance, supply chains, and environmental impact assessments. We stay updated on evolving ESG regulations and advise clients on navigating these requirements to ensure their compliance with environmental and social responsibility standards.

Our Awards for 2023

- 🏆 Ranked by Legal 500 Series in the areas of Banking & Finance, Projects & Energy, Real Estate & Construction, Telecommunications & Technology, Capital Markets, Corporate and Mergers & Acquisitions for 2017, 2018, 2019, 2020, 2021, 2022 and 2023.
- 🏆 ALB Malaysia Law Award 2023 for Transactional Boutique Law Firm of The Year.
- 🏆 Finalist for ALB Malaysia Law Award 2023 for Managing Partner of the Year.
- 🏆 Finalist for ALB Malaysia Law Award 2023 for Banking & Financial Services of the Year.
- 🏆 Finalist for ALB Malaysia Law Award 2023 for Energy & Resources of the Year.
- 🏆 Finalist for ALB Malaysia Law Award 2023 for Islamic Finance of the Year.
- 🏆 Finalist for ALB Malaysia Law Award 2023 for West Malaysia Deal Firm of the Year.
- 🏆 Finalist of ALB Malaysia Law Award 2023 for Debt Market of the Year.



Chambers
AND PARTNERS



	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES
Providing various health benefits to employees						
Training and education to increase employee knowledge						
Hiring more women in our firm						
Hiring employees from diverse social and ethnic groups						
Preparing healthy work habits and environment						
Encouraging public transportation use and carpooling						

UN SDGs - MRCO's Future Commitments

MRCO is dedicated to align its efforts with the United Nations Sustainable Development Goals (UN SDGs) to address global challenges and promote sustainable development.



The arrow mark represents our future commitments for the UN SDG goals.

	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Reduction of paper usage by 30%							
Responsible usage of electricity							
Reducing carbon dioxide emissions by providing the monthly My50 Unlimited Travel Pass to employees							
Promoting health and wellbeing of associates							
Empowering women and promoting diversity of associates							
Increasing engagement with local communities							

Global Reporting Initiative – MRCO's Ongoing Strategies

GRI Standard	Strategy	Ongoing Efforts
301: Materials	To reduce paper usage	Usage of e-signature for fee quotes to reduce printing of paper
405: Diversity and Equal Opportunity	To empower women	70% of our associates are women
405: Diversity and Equal Opportunity	To promote diversity of associates	20% of associates from ethnic minority group

Global Reporting Initiative – MRCO's Future Strategies

GRI Standard	Strategy	Quantitative or Qualitative Target
301: Materials	To reduce paper usage	Paper usage down by 30%
301: Materials	To reduce plastic usage in the office	All associates and staffs bring their own cutlery sets to office
302: Energy	To reduce electricity use	Turn off all lights during lunch breaks
305: Emissions	To reduce carbon dioxide emissions	Providing monthly My50 Unlimited Travel Pass to all associates and staff
403: Occupational Health and Safety	To promote health and wellbeing of associates	100% of partners, associates and staff are provided with Flu Jabs
403: Occupational Health and Safety	To promote health and wellbeing of associates	Associates are not allowed to work during lunch break and required to rest
405: Diversity and Equal Opportunity	To empower women	50% of partners are women
405: Diversity and Equal Opportunity	To promote diversity of associates	30% of associates are from ethnic minority
413: Local Communities	To increase engagement with the local communities	Providing more talks to local communities

Environment

Embracing Digital Solutions for Sustainable Document Management

At MRCO, we are committed to responsible resource management, including the conscientious use of paper in our operations. In line with our dedication to environmental sustainability and our alignment with ESG goals, we have implemented the iManage Work, Corematter and Paybun systems to streamline our document management processes.

To reduce our ecological footprint, particularly in paper usage, we have transitioned to the practice of e-signing documents, such as fee quotes, whenever possible. This initiative not only enhances efficiency but also aligns with our commitment to embrace digital solutions for a more sustainable future.

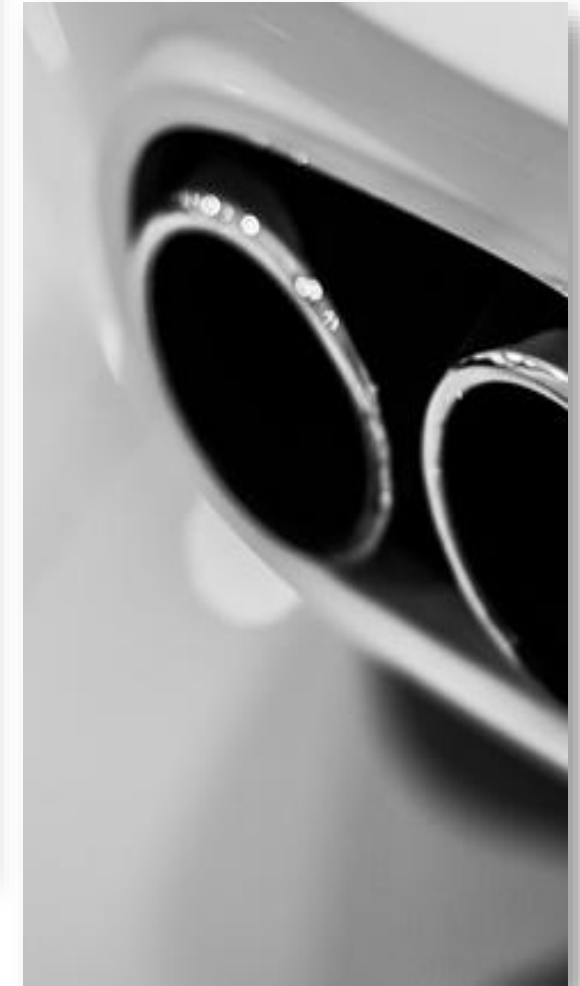
Recognizing the importance of minimizing our impact on the environment, we have adopted a strategy for monitoring and controlling the printing of documents. Draft documents, when required to be printed, are issued using either draft paper or recycled paper. Moreover, as part of our ongoing efforts to reduce paper consumption, we have also transitioned to using virtual business cards, thereby eliminating the need for paper-based alternatives and further reducing our environmental footprint.

Encouraging Sustainable Commuting Practices at MRCO

MRCO has strategically chosen a location for its 19 years of operation, with nearby train and bus stations. This makes it easier for our employees to commute to the office. To reduce our carbon footprint, we strongly encourage our associates and staff to prioritize public transport over personal vehicles when commuting to work.

In support of this commitment, we are planning to provide a complimentary monthly MyRapid50 card, allowing unlimited access to public transport for their daily commute. This initiative not only contributes to reducing traffic congestion but also aligns with our environmental goals to promote cleaner and more sustainable modes of transportation.

Our ESG initiatives extend beyond our core operations. For important meetings outside our firm, we highly encourage carpooling among associates. To further mitigate our environmental impact, we strongly advocate for the use of virtual meetings as an alternative to physical travel for meetings. This not only enhances efficiency but also exemplifies our dedication to minimize the environmental impact associated with business travel.



Environment



Our Commitment to Energy Conservation

In our ongoing commitment to environmental sustainability within our law firm, we implement practices aimed at reducing energy consumption and promoting responsible energy usage. One such initiative involves the conscientious management of lighting resources. During lunch breaks, we routinely turn off unused lights throughout the office to conserve electricity. This simple yet effective measure not only reduces our energy footprint but also contributes to cost savings and environmental preservation.

Furthermore, we actively encourage our employees to adopt energy-saving habits during their breaks. As part of this effort, we promote the practice of refraining from eating while looking at screens, whether it be computers, tablets, or smartphones. By discouraging screen time during meals, we not only promote healthier habits but also reduce unnecessary energy consumption associated with electronic devices.

Through these initiatives, we strive to instill a culture of energy consciousness and responsible behavior among our team members. By collectively embracing these practices, we aim to make a positive impact on energy conservation and contribute to a more sustainable future for our firm and the broader community.

In addition to our commitment to turning off lights during lunch breaks and promoting screen-free eating habits, we are pleased to report that these energy-saving practices have yielded tangible results. As a result of our efforts, our energy consumption consistently remains below the average usage observed in comparable firms. This achievement shows our dedication to environmental stewardship and positions us as a leader in sustainable business practices within our industry.

Additionally, our centralized air conditioning system ensures efficient energy consumption compared to individual units, further lowering our environmental impact. As we continue to prioritise sustainability in all aspects of our operations, we remain committed to seek innovative ways to minimize our energy footprint and contribute to a cleaner and greener future for generations to come.

Environment

As a first step in monitoring our environmental footprint, we are reporting our energy consumption and GHG emissions from our electricity consumption between January 2023 and December 2023.

Moving forward, we are committed to implementing various environmentally friendly strategies and ultimately aim to have a quantitative target for each strategy such as “zero waste operation”.

Energy Consumption and Intensity & Materials 2023

Our Data		
Energy Consumption	16,300	kWh
Energy Intensity	46	kWh/m2/year
Energy indirect (Scope 2) GHG Emission	13,000	kg CO2e

Note: Scope 2 refers to greenhouse gas (GHG) emissions from the generation of purchased electricity or other energy sources such as heating, cooling and steam.

Our Commitment

Sustainable Office Operation	
Paperless Office	Promote a paperless work environment by using digital documents, e-signatures, and electronic communication to reduce paper consumption.
Recycling Programs	Establish a comprehensive recycling program within the office for paper, plastic, glass, and other recyclable materials.
Waste Reduction	Minimize waste generation by reducing single-use plastics, using reusable office supplies, and adopting responsible waste management practices.
Eco-Friendly Procurement	
Sustainable Suppliers	Choose suppliers and vendors that prioritize environmentally responsible practices, including eco-friendly products and services.
Green Office Supplies	Opt for environmentally friendly office supplies, such as recycled paper, energy-efficient equipment, and non-toxic office products.
Environmental Awareness	
Training and Education	Conduct environmental awareness training and educational programs for employees to encourage eco-conscious practices.

Social

MRCO's Memberships in Legal Associations

MRCO proudly maintains active memberships in prestigious legal associations. As a member of the Malaysian Bar and Kuala Lumpur Bar, we align our firm with the highest standards of professional conduct, thereby contributing to the legal community's ethical and professional development. Our affiliation with LaWorld, a global network of independent law firms, enables us to provide clients with seamless access to international legal expertise. This enhances our capacity to address cross-border legal matters effectively.

Additionally, our recognition by prominent legal directories such as Legal 500 and Chambers & Partners shows our firm's standing in the legal industry. These memberships serve as a proof of our dedication to legal excellence and adherence to the highest professional standards. We are committed to our involvement with these associations to enhance our legal capabilities and contribute to the advancement of the legal profession on both national and international levels.

Building Bridges to Stakeholder

Our approach to stakeholder engagement is dynamic and inclusive. One distinctive initiative is "Firasat," a monthly article series authored by our lawyers. This establishes a platform for knowledge-sharing with our clients on a regular basis. Additionally, our referral system is a proof of our dedication to build strong relationships, where satisfied clients become advocates, extending our reach within the legal community. We value face-to-face interactions as a cornerstone of effective communication. With our face-to-face marketing initiatives, we are able to understand the unique needs of our stakeholders and ensure that our services align with their expectations and requirements.

Providing talks is another important aspect of our engagement strategy. By participating in seminars and workshops, we not only share our legal expertise but also contribute to industry related discussions. This approach facilitates a dynamic exchange of ideas and insights thereby strengthening our relationships with stakeholders. Overall, our approach to stakeholder engagement embodies a proactive and diverse strategy, embracing various channels to promote open communication and ensure that we continuously meet and exceed the expectations of our valued stakeholders.



Social

Empowering Our Team - Comprehensive Benefits at MRCO

In alignment with our commitment to promote a sustainable and an employee-centric workplace, our firm offers a comprehensive range of benefits to our employees. These initiatives show the firm’s dedication to promote the well-being, professional development and inclusivity within our firm. Our lawyers enjoy a holistic package, encompassing mileage reimbursement, parking coverage, and essential healthcare provisions such as hospitalization coverage and insurance benefits. Furthermore, our commitment to work-life balance is evident in the provision of movie nights, biennial firm trips, MRCO-branded T-shirts, and gifts for special occasion. Friday lunches are also provided to all employees, free of charge. Our support staff are equally valued, with benefits designed to enhance their professional experience and quality of life. These include mileage claims, hospitalization coverage, insurance benefits, and participation in movie nights, biennial firm trips, and Friday lunches. Uniforms for drivers and despatches ensure a cohesive and professional appearance, promoting a sense of unity among our staff. Additionally, we adhere to governmental laws by providing Employees Provident Fund (EPF) as a retirement benefit and Social Security Organization (SOCSO) benefits to all our employees.

New Benefits to be Introduced in 2024

In 2024, we are introducing additional benefits to further support the well-being and development of our lawyers. This includes the My50 Unlimited Travel Pass for non-driving lawyers, increased medical claims per annum, dental coverage, optical benefits, personal development opportunities, recreational activities, yearly flu jabs, and a special long-service award for those with more than 10 years of service to the firm. Similarly, members of staff will enjoy new benefits, including the My50 Unlimited Travel Pass, medical claims, personal development opportunities, recreational activities, yearly flu jabs, and a distinctive long-service award. In addition, a blazer with the MRCO emblem will be provided to our staff members. These progressive benefits are a proof of our ongoing commitment to employee satisfaction and creating a workplace that exceeds the evolving needs of our team members.

Mileage Claim	Insurance	My50 Unlimited Travel Pass	Movie Night
Parking	Dental	Insurance	Firm Trip
Hospitalization	Optical	Long Service Award	Birthday Celebration
Medical Claim	Flu Jab	Personal Development	Friday Lunches



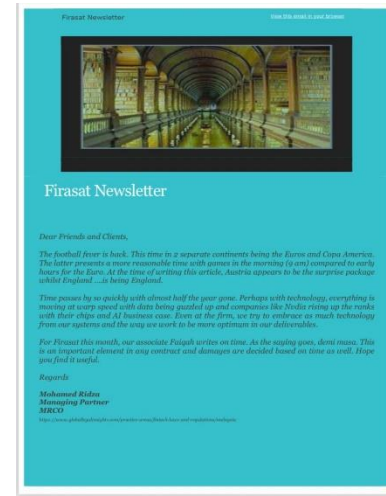
Social

MRCO's Dedication to Employees' Development and Growth

We are dedicated to the professional development of our employees. In 2022 and 2023, we prioritize continuous learning with an average of 8 hours of training per employee per year. Our comprehensive approach includes diverse programs such as talks in relation to tax and financial reporting, digital technology, ESG, as well as insurance seminars. These initiatives not only enhance our employees' skills but also facilitate a smooth transition into evolving industry landscapes and ensuring that they remain well-equipped for current and future challenges.

MRCO's commitment to the professional development of our employees extends to tailored programs specifically designed for our lawyers, emphasizing skill enhancement and promoting a dynamic and collaborative work environment. Our initiatives include 'Firasat,' offering lawyers the opportunity to contribute articles circulated to clients on a monthly basis. Additionally, the 'Anything But Law' program encourages bi-monthly presentations by lawyers on topics unrelated to law, promoting public speaking skills and confidence-building. Furthermore, we prioritize time management skills through regular training for all staff, including lawyers. Each morning, each employee reports their daily tasks during a 'Morning Check-in'. This ensures accountability and strategic planning for daily tasks within the firm.

In our commitment to employee growth and professional development, we are proud to report that 100% of our workforce undergoes regular performance and career development reviews annually. These comprehensive assessments, encapsulated in a scorecard, proves our dedication to ensure each employee receives the support and guidance necessary for their ongoing success and career advancement within our organization.



Social

Family Well-being - Parental Leave Policies

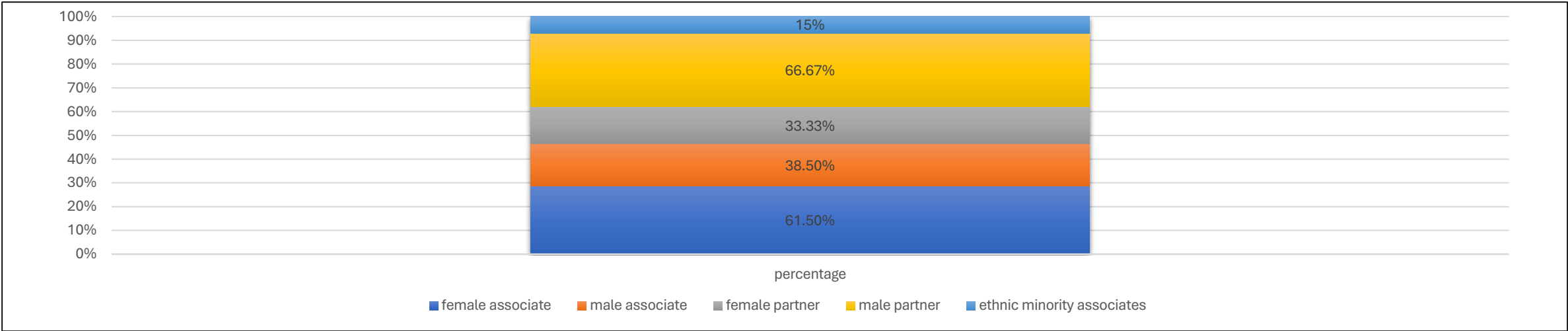
Our law firm deeply values the well-being and family needs of our employees. This reflects our commitment to promoting a supportive and inclusive workplace. This commitment was recently exemplified when one of our woman associates was granted maternity leave in accordance with the legally stipulated period. Additionally, our dedication to gender equality and recognizing the evolving roles of parents is evident in the provision of paternal leave to one of our male associates. By offering parental leave to both male and female employees, we aim to promote a work environment that respects diverse family structures and ensures our team members can balance their professional and personal responsibilities.

Diversity and Inclusion

In alignment with our commitment to diversity and inclusion, MRCO is dedicated to promote a workplace that embraces and values differences. Our data indicates that 61.50% of our associates are female, demonstrating our commitment to gender diversity. Furthermore, we recognize the importance of advancing diversity in leadership roles, as seen in our efforts with 33.33% of our partners being female and a substantial 15% representation of ethnic minorities among associates. We are committed to build on these foundations, striving for increased gender and ethnic diversity across all levels, to create a legal environment that reflects the richness of perspectives and backgrounds, ultimately contributing to a more sustainable and resilient future for our firm and the legal profession. Additionally, we employ one part-time cleaner and one part-time technician, further enhancing our commitment to creating a diverse and inclusive workplace.

Discrimination-Free Workplace at MRCO

In our diverse and inclusive workplace, we are proud to affirm that we have maintained a culture free from any incidents of discrimination. Despite the diversity within our organization, we consistently uphold a zero-tolerance policy towards discrimination, ensuring that each member of our team is treated with respect and fairness. This commitment aligns seamlessly with our broader sustainability goals, emphasizing the importance of a harmonious and inclusive workplace that reflects the principles of equality and mutual respect.



Social



Community Connections – MRCO’s Initiatives

As part of our ongoing commitment to community engagement, our firm is excited to announce our upcoming activities for the year 2024, focusing on building meaningful connections with local communities through educational initiatives. One of our key efforts is the MRCO Educational Visit program, where we will be visiting schools and universities to give students a glimpse into the legal profession and our dedication to sustainability. We will be hosting interactive sessions to inspire the next generation and contribute to the educational growth of our community.

We are also launching educational initiatives that include engaging talks and workshops. These educational talks will cover diverse topics, including career guidance through sharing sessions and specialized workshops focusing on ESG principles. By sharing our expertise in these crucial areas, we aim to empower individuals with the knowledge needed to navigate the broader challenges and opportunities in a rapidly evolving world.

Our future plans also include engagements with the alma mater schools and universities of our employees, reflecting our commitment to give back to the institutions that have shaped our professional journey. Our vision involves actively participating in the ongoing educational development of these institutions, aiming to establish a forward-looking cycle of knowledge-sharing. Through this approach, we aspire to create a symbiotic relationship that benefits the current students and lays the foundation for the growth and success of future professionals emerging from these institutions.

By actively participating in these community engagement related activities, we strive to strengthen our ties with local communities, contribute to educational advancement and the sharing of our expertise to inspire and empower individuals in their academic and professional pursuits. These initiatives showcase our dedication to make a positive impact beyond the walls of our firm, aligning with our broader commitment to sustainable and responsible corporate citizenship.

Employees Connections – MRCO’s Initiatives

MRCO embraces cultural diversity and inclusivity by celebrating a variety of festivals including Eid, Chinese New Year, Christmas and other major cultural celebrations. Beyond these, we also commemorate our employees' birthdays every month for those born in that month. To further enhance our team spirit and work-life balance, we also organize biannual firm trips, annual movie nights, hiking trips, nature walks, bowling nights and many other activities. Additionally, we also offer free lunches every Friday to show appreciation for our hardworking employees. We believe that these initiatives will create a workplace where our employees thrive both professionally and personally.

Social

Occupational Health and Safety

At MRCO, we prioritize the well-being of our associates and staff members by offering comprehensive health benefits. Currently, associates are entitled to medical claim, hospitalization and insurance coverage.

Looking ahead to 2024, we are excited to expand our health benefits to include dental and optical coverage, which include prescription eyeglasses, along with annual flu vaccinations.

Similarly, our dedicated employees are provided with medical claim benefits, hospitalization coverage, and insurance. In the upcoming year, we plan to introduce an additional health benefit by offering annual flu vaccinations to further enhance the health and resilience of our team.

Furthermore, in our commitment to the safety and well-being of everyone in our firm, we have planned future health benefits for 2024. This includes offering First Aid & CPR Training to all associates and staff, ensuring that our team is well-equipped with life-saving skills.

Additionally, we have organized fire drill training, reinforcing our commitment to a safe and secure working environment. These initiatives shows our commitment to the holistic health and safety of our associates and staff, both now and in the future.



Governance



ESG Governance and Leadership

Our ESG efforts are headed by the Managing Partner who assumes a proactive role in overseeing and managing impacts of ESG in the firm and the sustainability reporting of our firm. The Managing Partner is complemented by a secondary partner therefore contributing to a dynamic leadership duo. Additionally, our governance framework has an ESG working team which comprises of trained lawyers specializing in ESG matters.

Integrity - Conflict of Interest Check

Conflicts of interest within our firm is addressed through a systematic conflict check process implemented every time a new client is onboarded. This process involves sending an email to all associates and partners to thoroughly examine and identify any potential conflicts. This meticulous approach helps in minimizing conflicts and maintaining the integrity of our client relationships.

Communication of Critical Concern and Grievance Mechanism

Communication of critical concerns is facilitated through the Human Resources department, overseen by the office manager. In cases of significant concerns, partners are informed and collectively decide on appropriate actions. However, our open-door policy encourages direct communication with the partners in charge, ensuring that critical concerns are addressed promptly and efficiently.

Governance

Leadership Excellence

To ensure continuous professional development, our Managing Partner and partners actively engage in training sessions, dedicating an average of 8 hours to various programs. These programs cover a wide spectrum, including tax and financial reporting, digital technology, ESG, as well as insurance. Additionally, the managing partner takes a hands-on approach by personally overseeing and reviewing the 'Firasat' articles every month, showcasing our commitment to promote a culture of continuous learning.

All partners actively participate in the "Anything But Law" presentations conducted by our lawyers. This initiative serves to broaden their knowledge not only in legal matters but also in diverse areas unrelated to law. This holistic approach to learning enhances the overall skill set of our partners, contributing to a well-rounded and knowledgeable team of partners.

Ethical Business Practices and Regulatory Compliance

At MRCO, we prioritize our commitment to ethical business practices and compliance with laws and regulations. We are proud to report that, during the reporting period, we recorded zero significant instances of non-compliance with laws and regulations. Furthermore, there were no fines incurred for any instances of non-compliance, reflecting our dedication to uphold legal standards and maintaining a responsible and lawful business environment. Our commitment to compliance remains unwavering as we continue to uphold the highest standards of integrity in all aspects of our operations.



Reward and Recognition

Our remuneration policy is structured around a comprehensive scorecard, which evaluates the performance of every associate, including staff members. We believe in a holistic approach to performance assessments, considering multiple criterias to ensure a fair and transparent evaluation process. Our evaluation criterias include financial performance, attendance, individual development, and firm contribution.

This approach allows us to reward and recognize associates who contribute to the financial success of the firm and demonstrates commitment through consistent attendance, personal growth, and valuable contributions to the overall success of the firm.

By incorporating these diverse criterias into our performance evaluation process, we strive to promote a culture of excellence, continuous improvement, and equitable reward within our organization.

As part of our ESG efforts, starting from 1 November 2023, the 2024 scorecard will incorporate a new section specifically focused on ESG contributions within the firm. This section is distinct from ESG work for clients and emphasizes initiatives within the firm that each member can actively contribute to.

Aligning our activities with this ESG scorecard reflects our dedication to promoting sustainable and responsible business practices and thereby promoting a sense of shared responsibility among our team members.

Governance

MRCO's Policy Framework

At our law firm, we are steadfast in our commitment to promote ethical conduct and integrity. To uphold these principles, we have implemented a comprehensive Integrity Kit, which encompasses key components such as corporate liability and strict adherence to Section 17A of the MACC Act 2009. Additionally, our Anti-Bribery and Corruption Policy sets clear guidelines for ethical business practices, complemented by a thorough Due Diligence assessment conducted before engaging in any dealings. We also maintain a No Gift Policy to ensure transparency and adherence to ethical standards in our interactions. This Integrity Kit serves as a foundational framework to our dedication in maintaining the highest standards of integrity, transparency, and compliance within our firm.

We also recognize the critical importance of safeguarding sensitive information and data. To fortify our commitment to information security, we have instituted an Information Security Policy. The primary objective of this policy is to furnish management with a clear direction in the realm of information security. This includes the establishment of a comprehensive management framework dedicated to the effective implementation of information security practices within our firm. Furthermore, the policy allocates distinct roles and responsibilities to ensure a structured and accountable approach to the management of information security. By adhering to this policy, we aim to promote a secure environment that protects the confidentiality, integrity, and availability of information, thereby upholding the trust and confidence of our clients and stakeholders.

At MRCO, in recognizing the evolving landscape of cybersecurity threats, we have implemented a Cybersecurity Incident Response Plan (CIRP) policy. The primary objective of this policy is to establish a consistent and systematic approach for incident handling processes in the face of cybersecurity events or incidents. This includes a clear plan for communication and escalation procedures. The critical aim of our Cybersecurity Incident Response Plan is to ensure a swift and effective response to any potential threats, allowing for the timely identification, assessment, and mitigation of cybersecurity incidents. By adhering to this policy, we strive to safeguard our firm, clients, and stakeholders from potential risks and to maintain the resilience of our information technology infrastructure.

CYBERSECURITY INCIDENT RESPONSE PLAN

Mohamed Ridza & Co
Advocates & Solicitors

INFORMATION SECURITY POLICY

Mohamed Ridza & Co
Advocates & Solicitors

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