

*Renewed office with
new cabinets made from waste paper.*



*Group picture of the attendees for Awareness on
IR 4.0 Digital Transformation.*



In His Own Words

Message from the Managing Director

2021 for us this year started with a bang, with many good wishes and good fortune anticipated. We have been working throughout the MCOs and we have gotten accustomed to it. We now feel there is a need to step up the game to address the needs of our customers.

We believe that we are positioned well this year to continue serving our customers. And we are keen to co-create value alongside our customers. Through this tough times we have always been supportive for all our clientele. We are firm in developing long term relations with our clients.

It is not possible for us a SME to be able to survive through this pandemic without the full cooperation from our staff. We have great teams working together to make things possible. Our leaders are constantly motivating their team members to make sure we are all happily working together.

This year we are determined to do things different. We are planning and setting forward action plans to enhance the skills and knowledge of our team members. We are empowering them with new digital transformation awareness.

I am excited to see through plans set forward by our leaders and I am convinced that the staff members are looking forward to learn about new ways of carrying out their functions in a far better way than before.



Mr. Teh Leong Sim
Group Managing Director
Nets Group of Companies

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In Her Own Words

Speech by Sustainability Director

Green Talent Transformation that's the main agenda for the year in our company.

RISE 4ward: Digital Transformation agenda is on top of our priorities in managing our business sustainably. We are firmly taking actions towards the planned directions set at the beginning of the year. We are moving forward our plans despite the pandemic. This is positive progression for our business sustainability due to the support from employees.

We are grateful to our stakeholders- government ministries, agencies, training providers and partners who are constantly supporting our initiatives. Most gratitude to all our HODs for their consistent support in all our programmes and initiatives throughout the quarter.

We have had a quiet start to the year with FSC Certificate Awareness, as a printing company our paper is sourced responsibly and we waltzed into February with another PEFC Certificate Awareness training.

Chinese New Year was rather controlled festive mood with some spring cleaning all over the office premises. We had the NCS Renovation and Refurbishing at the Eco Design & Innovation Centre.

March brought out the best of quality and empowerment for us with the HRDF grant being approved to conduct the IR4.0 Awareness training.

We are happy to know our technology partner – Heidelberg, conducted the Heidelberg Assistant programme to reskill our team who access the system. NCS Folding Machine Training was another reskilling training for our team members.

In the coming months we have got planned several programmes for training our teams to prepare them for the inevitable changes affecting our industry.

Ms Teh Soo Tyng
Director of Sustainability



Forest Stewardship Council® (FSC®) Awareness Training

By becoming FSC® certified, our paper products will gain access to newer markets, and we will gain a stronger, more diverse customer base, thereby increasing our revenue. This is the objective of acquiring this certification. We constantly conduct this awareness talks to ensure our team members are well informed.



Ms Teh, Sustainability Director conducted the FSC® awareness training.



Spring Cleaning @ Workplace (28 Jan 2021)

CNY is a Spring Festival, it was time get our office in shape. We got to organise our paperwork, clean up our desk, and empty out all the junk we had in our work area. Decluttering created a lot of storage space for our materials and office supplies. Some of us even cleaned out our inbox, removed unused icons on our desktop. We made sure our workspace was dust-free and dirt-free. Now we are cleaner, more organised workspace to work in, and we are sure set to get more done!



Decluttering taking place at the Finance and Admin Room.

Spring Cleaning (public area) (1 Feb 2021)



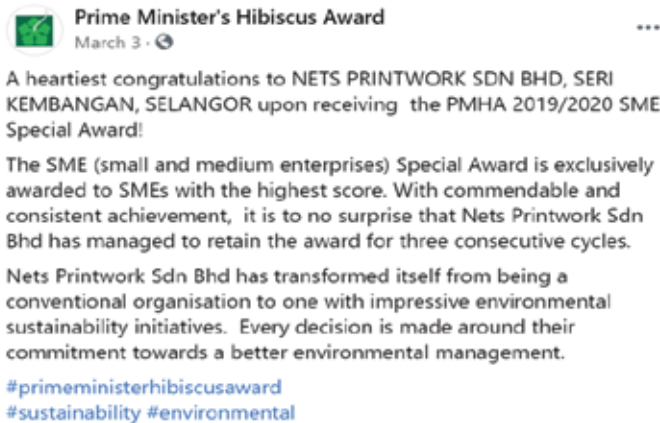
Group photo of Nets Printwork colleagues

CNY Annual Lunch (9 Feb 2021)

KFC lunch is an awesome one every time especially when we get to enjoy it with colleagues. Heading towards the CNY holidays and in adhering to the SOPs we managed to only order in and enjoy a meal together being mindful of the MCO SOPs.

Prime Ministers's hibiscus Award Virtual Event (25 FEB 2021)

This was a notable achievement to all staff members to be proud of their contributions to the sustainability of our operations. Your efforts have been recognized with this award for 3 consecutive years. **THANKS TO ALL STAFF FOR YOUR COOPERATION.** Congratulations to Nets Printwork.



United Nation's Environment Programme (UNEP) (26 FEB 2021)

This is the first time our company have been invited to submit a case study for the United Nation's Environment Programme (UNEP) (2021). This Business Case for Eco-innovation was first published in 2014, where companies from all over the world were asked to provide inputs to illustrate the financial, social and environmental benefits of eco-innovation.



Case Study Nets Printwork Sdn Bhd

Location	Size	Established
Seni Kemangan, Senangor Darul Ehsan, Malaysia	18 in 2017, 22 in 2020	1997

Annual Sales	Sector
US\$ 1.4 million	Commercial printing

Business Model	<ul style="list-style-type: none"> Printing is now done using environment friendly machines, vegetable-based inks, with papers sourced from sustainably managed forests and other renewable raw materials. A local SME serving local customers. Nets Printwork provides custom eco-solutions beyond paper printing such as packaging and paper-based furniture. Customers include local newspaper industry, large retailers, and eco-packaging SMEs, who support multinational corporations and public limited countries in the country and around Asia.
Business Strategy	<ul style="list-style-type: none"> Since 2006, Nets Printwork has centred eco-innovation in all its operations. Because of this, senior management is supportive of new ideas, processes are more flexible to accommodate eco-innovative practices, and Nets Printwork already knows how to communicate environmental benefits to customers through its offerings of vegetable-based inks, environmentally efficient processes, and products with eco-labels and carbon footprint labels. "We firmly believe that a fully circular economy is the goal for going green and are committed to cultivating a culture of sustainable innovation to reach that goal," said Soo Tying Tan, Sustainability Director at Nets Printwork. Nets Printwork has identified renewable energy as a priority and have begun investing in renewable energy along with "Industry 4.0" technology to increase efficiency and reduce environmental impacts.
Product Innovation	<ul style="list-style-type: none"> Nets Printwork worked with the Standard and Industrial Research Institute of Malaysia (SIRIM Berhad) to implement UNEP's Eco-innovation methodology to its operations in 2017. By applying the Eco-innovation methodology, Nets Printwork identified the hotspot of a lack of local supply of Forest Stewardship Council (FSC)-certified paper products, which were imported and therefore expensive and vulnerable to currency fluctuations, putting Nets Printwork's profit margin at risk. Nets Printwork first looked at collaborating with a local paper producer to create paper from plant waste such as banana leaves, sugarcane waste, and durian shells, however it proved too expensive. Nets Printwork then identified local partners that aligned with FSC certification principles, finding that the PEFC certification process also met their requirements. By working with local value chain partners, Nets Printwork was able to provide customers with paper derived from sustainable forest management practices, while reducing GHG emissions and costs from importing paper, and currency fluctuation risks. Nets Printwork now has an established reputation for procuring sustainable paper, so when paper suppliers gain sustainability certification, they seek out Nets Printwork as they know it is a priority for them. Nets Printwork also advises other print, paper, and packaging players in the industry to obtain sustainability related recognition, certifications and other matters pertaining to business models transformation for sustainable development.
Organizational Structure	<ul style="list-style-type: none"> Nets Printwork's process results in increased innovation, enhanced technical capacity, increased productivity, and a wider skill base by: Regular information exchange with different units within the company such as the design department and production department. Close collaboration with research institutes and suppliers. Ongoing internship programme specifically on eco-design to encourage innovation and bring external views to operations.
Resilience	<ul style="list-style-type: none"> COVID-19 Eco-innovation requires companies to continually innovate and react to evolving situations. As Nets Printwork's business model is about responding to market needs in an environmentally friendly way, during COVID-19 Nets Printwork looked at its capabilities, the market's needs, and their in-house skills and began producing paper-based packaging boxes for masks and gloves to meet consumer demands for ways to prevent contamination.

Source: Soo Tying Tan, Sustainability Director, Nets Printwork

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PEFC Awareness Training (3 March 2021)

We are supply-chain vendors, as printers we work with brand owners and SMEs. PEFC chain of custody certification provides independent verified assurance that the certified forest-based material contained in a product originating from our factory comes from sustainably managed forests. This means that PEFC, Programme for Endorsement of Forest Certification a sustainable forest management certification, ensures that forests are managed in line with challenging environmental, social and economic requirements.

We are one of the companies that has acquired both FSC and PEFC certification. This is our commitment to help protect the world's forests as we know we rely on the forests for our raw material- paper.

Support from our staff members are an important contribution the long-term business sustainability.



Ms Teh, Sustainability Director conducted the PEFC awareness training.



Refurbish Eco Sense Innovation & Design Centre (15 March 2021)

When we constantly look at ways to reuse materials around the office. These used printing consumables were cleaned and neatly arranged to make this feature wall.

We are offering a new service called 'space lift' to help existing offices declutter, repair and upcycle based on eco office directions.

NCS Folding Machine Training (21 March 2021)

Folding machines need skilful handling, we are able to make this happen with such on job trainings that emphasizes on practical skills more than just the theoretical aspects of machine handling.



Heidelberg Assistant Training (24 March 2021)

We need constant training from technology partners to be able to gain access and skills on how we can manage the machines and systems better. This "Heidelberg Assistant" training fosters close working relations with our technology partners who "walk their talk" in delivering excellent after sales service.

Group photo with Mr Jeremy (second from left) from Heidelberg, our trainer of the day.

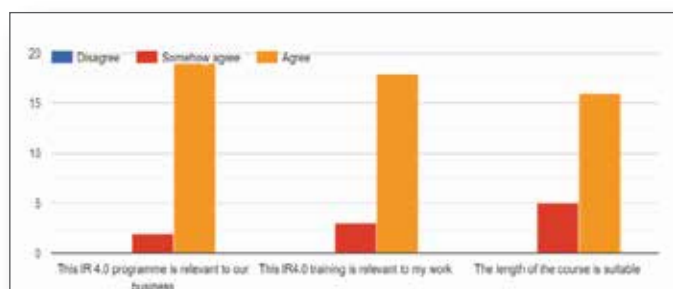
IR4.0 Training @ Malaysia Design Council Design Library Facility, SIRIM Building, Bukit Jalil. (29 to 30 March 2021)

Keeping up with the fast pace of technology is essential for a company that wants to transform itself to stay ahead of competition. One industry that is heavily reliant on technology to expand to new markets is printing and high technology printing business. IR4.0, and the development of advanced printing production is an essential part of realising this vision.

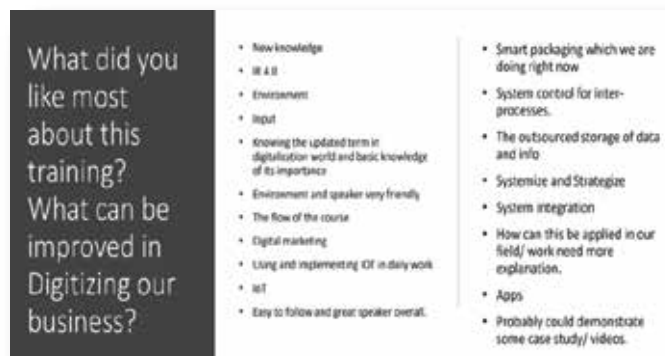
We learnt in the Awareness IR4.0 training for digital transformation, that IR4.0 comprised of nine pillars—autonomous robot, simulated and augmented reality, Internet of Things (IoT), cybersecurity, cloud computing, horizontal and vertical system integration, additive manufacturing, and big data analytics.

SMEs like us face challenges in trying to remain competitive compared with others. We want to quickly adopt and adapt to the new frontiers of technologies. We realize if we don't change, we may fall behind.

20 pax of our team members who participated in the programme gave their full cooperation in attending the 2 days training and contributed in the discussions. Gajendra Balasingham the Trainer from GKK Consulting kept the sessions interactive and engaging with activities where we observed deep ideas from the teams. The Trainer had shared insights on risk register to propel us forward in adapting IR4.0 strategies within operations.



Feedback from participants addressing the relevance of IR4.0 to the business and their work. Almost all of them agreed the training hours were adequate to balance between training, development and operations.



Participants' feedback on areas that were beneficial for them in this training, and in digitizing the business.



Participants attentive during IR4.0 training.



Participants engaged in group discussion.



Certificate handed by MD to participants



Certificate handed by MD to participants



Others and Up Coming

MD announced that this year we shall focus more on improvement year, hence we have increased our training hours target to 8 hours per persons. There will be a series of Training under the themed Green Talent Transformation organised by our Training Provider Eco Sentido Sdn Bhd.



*Subject to change and update from time to time.

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