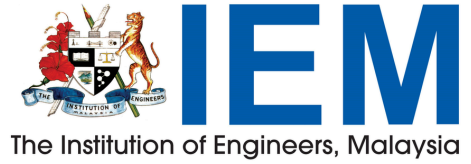


2025



# SUSTAINABILITY REPORT



[www.myiem.org.my](http://www.myiem.org.my)

# TABLE OF CONTENTS

03

About IEM



04

About this report



05

Message from President



06

Our Commitment to Sustainable Practices



07

Environment

- Energy
- Water
- GHG Emissions



15

Social

- Our employees
- Occupational safety and health
- Training and development
- Corporate Social Responsibility



33

Governance

- Governance and Ethical Commitment



36

Conclusion



# ABOUT IEM



***The Institution of Engineers, Malaysia aims to be the premier learned engineering society championing the adoption of ethics and professional best practices in all sectors of the industry.***

***IEM shall***

- ***promote sound professional engineering practice in support of the socio-economic development objectives of the nation.***
- ***service the needs and interests of our members and the public and uphold the social standing image of the engineering profession.***
- ***contribute towards nation building and shall strive to enhance society's consciousness of science and technology.***



The Institution of Engineers, Malaysia (IEM), established in 1959, aims to promote and advance the science and profession of engineering across all disciplines. It also facilitates the exchange of information and ideas related to engineering.

The IEM is governed by the Council, headed by the President. The Committee, which manages the Council's affairs, consists of the President, Deputy President, one (1) Immediate Past President, five (5) Past Presidents, seven (7) Vice Presidents, Honorary Secretary, Honorary Treasurer, thirty-three (33) elected Council members, three (3) invited Council members, twelve (12) Branch representatives, one (1) Women Engineers Section representative and five (5) Young Engineers Section representatives. The Secretariat, a full-time administrative body, supports IEM's daily operations.

With a membership of approximately 50,000 and an annual growth rate of around 10%, IEM is one of the largest professional organisations in the country. To address the diverse needs of our members, IEM has eight (8) Standing Committees overseeing various administrative functions. Additionally, to support the multidisciplinary nature of engineering, IEM includes seventeen (17) Technical Divisions and six (6) Special Interest Groups, organizing activities across different fields. The Institution also features a Young Engineers Section and Women Engineers Section, catering specifically to young and women engineers, respectively.

# ABOUT THIS REPORT



## Scope of Reporting

This sustainability report covers the financial year from 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 (FY2025) and is focused exclusively on our headquarters located in Petaling Jaya, Selangor.



## Reporting Framework

The IEM Sustainability Report for FY2025 has been prepared with reference to established reporting guidelines and frameworks, including the Global Reporting Initiative (GRI), the 2020 Bursa Malaysia Sustainability Reporting Guide (3rd Edition), IEM Simplified ESG Disclosure for Built Environment, the United Nations Sustainable Development Goals (UN SDGs), and the Simplified ESG Disclosure Guide (SEDG).



## Feedback

We sincerely welcome and appreciate feedback from our valued fellow engineers. Should you require any further clarification or have any inquiries, please do not hesitate to contact us.

Ir Assoc. Prof. Ts Dr Leong Kah Hon  
Email: [hon1285@gmail.com](mailto:hon1285@gmail.com)



# MESSAGE FROM PRESIDENT



***Ir. Prof. Dr. Jeffrey Chiang Choong Luin***  
***(Session 2024/2025, 2025/2026)***

It is my pleasure to present the Institution of Engineers, Malaysia (IEM) Sustainability Report 2025, marking an important milestone as this represents IEM's first Sustainability Report. This inaugural report reflects our commitment to transparency, responsible governance, and sustainable practices as we continue to strengthen the role of engineers in addressing environmental and societal challenges. As a leading professional engineering institution, IEM recognises that engineers play a critical role in shaping a sustainable future. From developing resilient infrastructure and advancing energy efficiency to driving technological innovation, engineers contribute significantly to solutions that support environmental protection, economic development, and societal well-being.

This report highlights IEM's sustainability initiatives across the Environmental, Social, and Governance (ESG) pillars, including our efforts in monitoring energy consumption, water management, greenhouse gas emissions, employee development, community engagement, and ethical governance. These initiatives demonstrate our commitment to integrating sustainability into our operations while encouraging responsible practices across the engineering profession.

A key milestone in this journey is the introduction of the IEM Simplified ESG Disclosure Guideline for the Built Environment in April 2024, which supports engineers and organisations in adopting ESG practices and strengthening sustainability awareness within the industry. As this report marks the beginning of IEM's sustainability reporting journey, it also lays the foundation for continuous improvement. I would like to express my sincere appreciation to our members, partners, and stakeholders for their continued support in advancing sustainable engineering practices.

# OUR APPROACH TO SUSTAINABILITY



Promoting lifelong learning and professional development through technical seminars, workshops, conferences, and continuous professional development (CPD) programmes that enhance the knowledge, skills, and competencies of engineers, students, and industry professionals.



Promoting responsible water management within our facilities and raising awareness among engineers on sustainable water resource management through knowledge sharing, technical programmes, and professional engagement initiatives.



Promoting energy efficiency, renewable energy adoption, and sustainable engineering practices through technical knowledge sharing, professional training, and the integration of solar energy within our operational facilities.



Promoting engineering innovation, technical excellence, and knowledge sharing that contribute to the development of resilient infrastructure and sustainable industrial advancement.



Encouraging engineers to develop sustainable infrastructure solutions and by promoting responsible urban development through professional engagement and technical discourse.



Promoting energy efficiency, renewable energy adoption, and sustainable engineering practices through technical knowledge sharing, professional training, and the integration of solar energy within our operational facilities.



Promoting climate awareness and sustainable engineering practices through professional training, technical knowledge sharing, and initiatives that encourage engineers to develop solutions addressing climate change and environmental challenges.

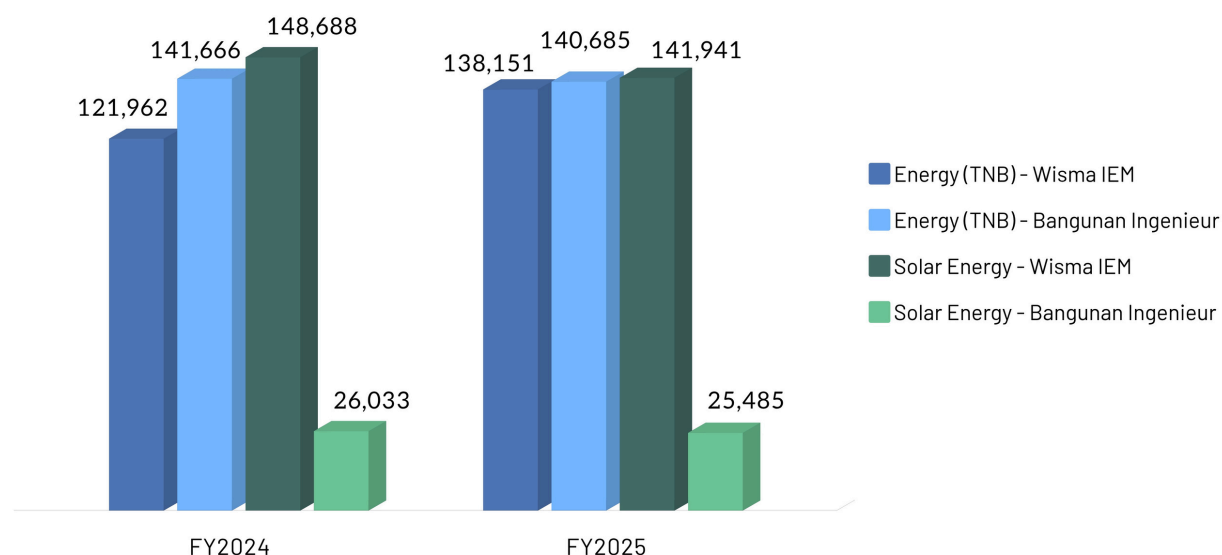


Collaborating with government agencies, academic institutions, industry partners, and local and international professional organisations to promote knowledge sharing, capacity building, and collective efforts toward advancing sustainable development within the engineering community.

# ENVIRONMENT

## ENERGY CONSUMPTION

Electricity Consumption (kWh)  
FY2024-FY2025



In line with the IEM's sustainability governance and reporting commitments, electricity consumption is monitored as a key environmental indicator of our operational performance. As a professional learned society representing the engineering community, IEM is committed to transparency, responsible resource management, and sustainability leadership. Recognising the vital role engineers play in addressing environmental and energy challenges, we strive to demonstrate sustainable practices within our own operations. By monitoring and reporting electricity consumption, IEM is able to track environmental performance while encouraging greater awareness of energy efficiency and renewable energy adoption among members and stakeholders. This disclosure is guided by the principles of IFRS S1, which promote transparent and consistent sustainability-related reporting, as well as other international and local Sustainability Reporting Guidelines, which emphasise clear reporting of management approaches, performance trends, and continuous improvement initiatives.

# ENVIRONMENT

## ENERGY CONSUMPTION

For FY2024, IEM recorded total grid electricity (TNB) consumption of 263,628 kWh, while solar photovoltaic generation contributed 174,721 kWh. In FY2025, grid electricity consumption increased to 278,836 kWh (5.8% year-on-year), while solar generation remained broadly stable at 167,426 kWh. This consumption is covering both the Wisma IEM and Bangunan Ingenieur. The increase in grid electricity is associated with higher building utilisation and expanded organisational activities (e.g., professional programmes, workshops, and engagement sessions). The slight fluctuation in solar generation is likely attributable to normal operational and environmental variability such as weather patterns and irradiation levels.

Solar energy continued to meaningfully support IEM's electricity profile and indicates sustained progress in integrating renewable energy into day-to-day operations, supporting emissions reduction intent and improved energy resilience. Consistent with national agenda and expectations on management approach and performance tracking, IEM uses these electricity indicators to guide energy efficiency planning and to identify operational opportunities for improvement. From sustainability perspective, electricity consumption is also relevant as an operating-cost and climate-related exposure area, where higher grid dependency may increase sensitivity to tariff changes and transition pressures over time, while renewable generation helps moderate these exposures.

Moving forward, IEM will continue strengthening internal monitoring and improvement initiatives to enhance energy performance, including practical energy-efficiency actions (e.g., optimising operating schedules, awareness programmes, and efficiency upgrades where feasible) and ongoing optimisation of solar utilisation. These actions reflect IEM's intent to improve disclosure quality and sustainability performance year-on-year, consistent with the national agenda on sustainability initiatives.

# ENVIRONMENT

## ENERGY CONSUMPTION

### *IEM Champions Green Mobility with Launch of First EV Charging Station at Wisma IEM*

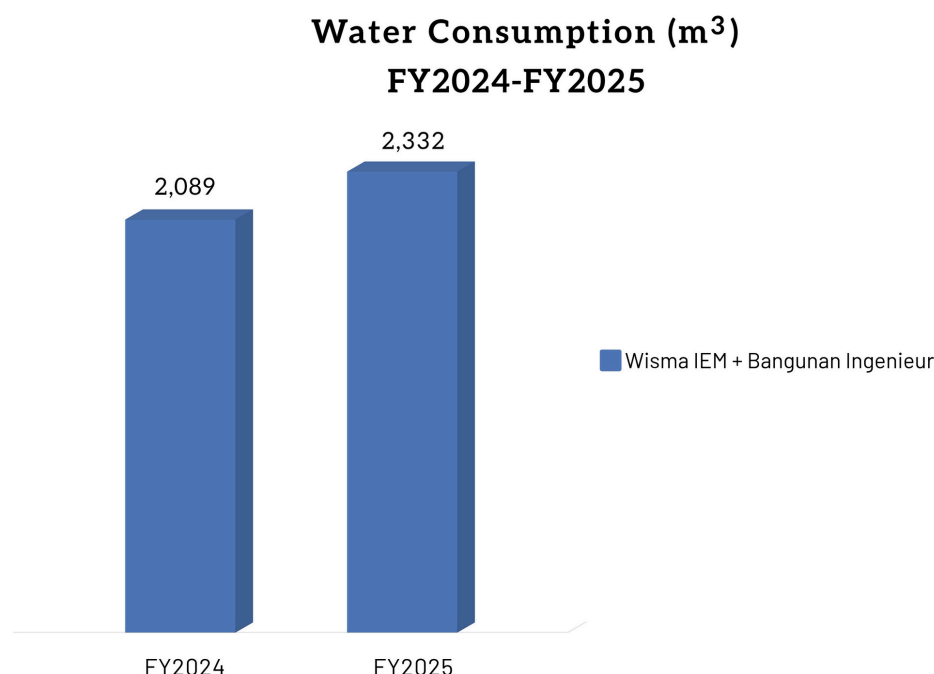


IEM marked a key sustainability milestone with the soft launch of our first Electric Vehicle (EV) charging station at Wisma IEM, Petaling Jaya in January 2025. This initiative underscores IEM's leadership in promoting renewable energy and sustainable practices within Malaysia's engineering community. The launch was officiated by IEM President, Ir. Prof. Dr. Jeffrey Chiang Choong Luin, alongside Deputy President, Ir. Yau Chau Fong, Honorary Secretary, Ir. Dr. Prof. Tan Chee Fai, Honorary Treasurer and Infrastructure Subcommittee Chairman, Ir. Dr. Siow Chun Lim, and former Subcommittee Chairman, Ir. Prof. Dr. David Chuah Joon Huang, whose vision and dedication helped bring the project to life. The initiative was carried out in partnership with EV Connection Sdn Bhd. Located at Wisma IEM, the charging station meets the growing demand for EV infrastructure. Exclusively for IEM members, it offers an affordable charging rate of RM 0.90 per kWh and supports a wide range of EV models.

Beyond its practical benefits, the station also serves as a platform for learning and engagement, providing members with hands-on experience in EV technology and infrastructure. IEM encourages members to utilise the facility and support broader efforts toward renewable energy and environmental stewardship. This project is part of IEM's ongoing contribution to achieving Malaysia's carbon neutrality target by 2050.

# ENVIRONMENT

## WATER MANAGEMENT



Water consumption is monitored by IEM as part of our commitment to responsible resource stewardship and sustainable operational management. We recognise the importance of demonstrating efficient use of natural resources within our own facilities while promoting sustainability awareness among members and stakeholders. Monitoring water usage allows us to track consumption patterns, identify opportunities for efficiency improvements, and strengthen environmental accountability.

In FY2024, total water consumption at both Wisma IEM and Bangunan Ingenieur was recorded at 2,089 m<sup>3</sup>. In FY2025, water consumption slightly increased to 2,332 m<sup>3</sup>, representing an 11.6% year-on-year increase. The increase may be attributed to higher building utilisation and the growth in institutional activities, including professional programmes, technical seminars, meetings, and member engagement initiatives hosted throughout the year.

# ENVIRONMENT

## WATER MANAGEMENT

Despite the increase in overall water consumption, the monitoring of water usage remains an important management tool that enables IEM to better understand operational demand and promote responsible water usage practices among staff, members, and visitors. This aligns with the principles of IFRS S1, which encourage transparent sustainability-related disclosures which emphasise structured reporting of environmental performance indicators and continuous improvement initiatives.

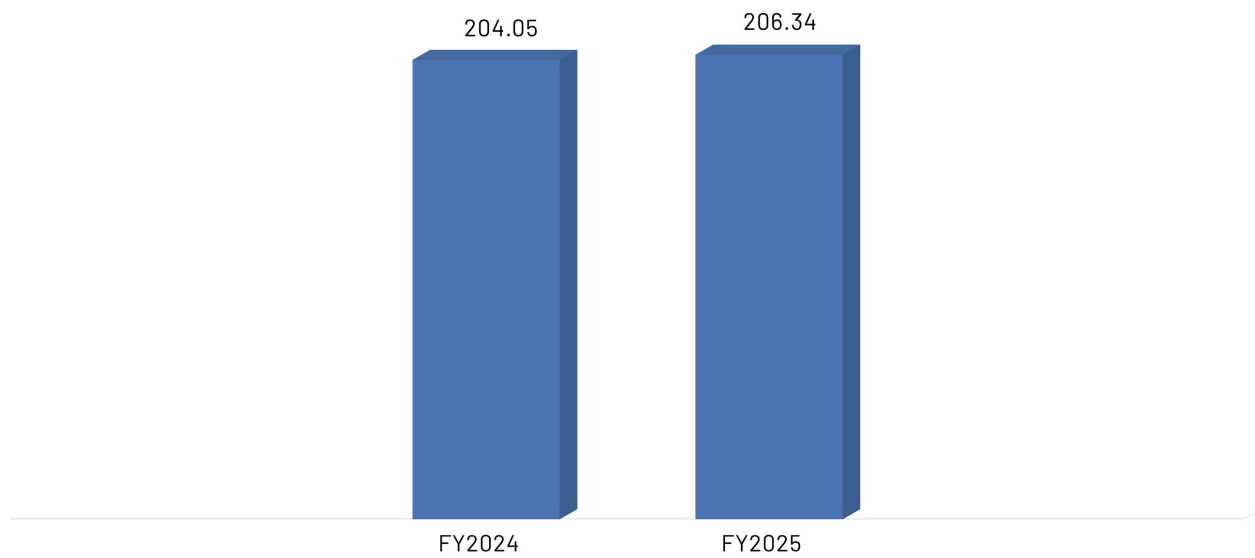
Moving forward, IEM will continue strengthening our water management practices by promoting awareness on responsible water usage, encouraging efficient consumption behaviour within our facilities, and continuously monitoring usage trends. These efforts reflect IEM's broader commitment to sustainable resource management and our role in demonstrating environmental responsibility within the engineering profession.



# ENVIRONMENT

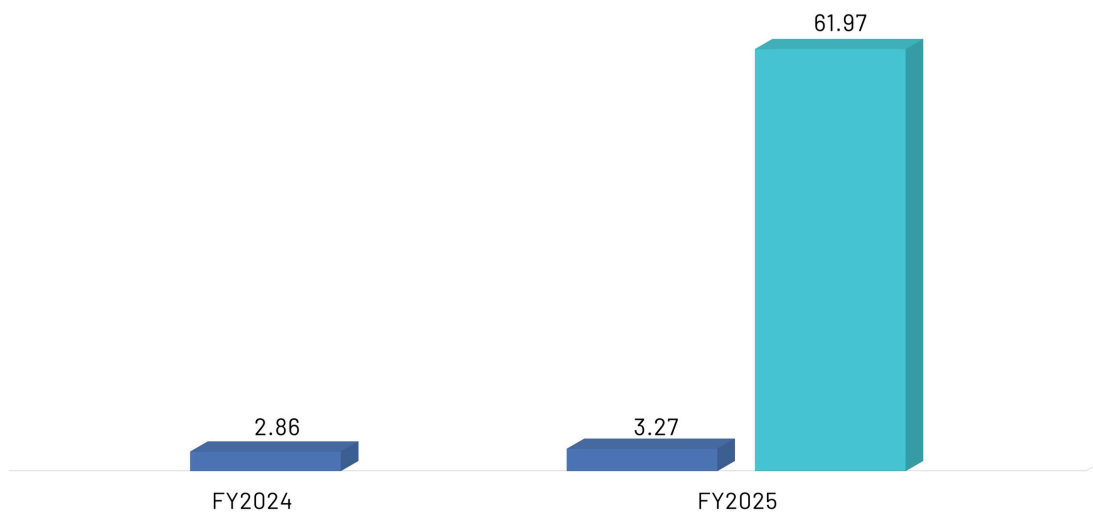
## GHG EMISSIONS

**GHG Emissions (tCO<sub>2</sub>e) - Scope 2**  
**FY2024-FY2025**



**GHG Emissions (tCO<sub>2</sub>e) - Scope 3**  
**FY2024-FY2025**

■ Category 6 - Business Travel    ■ Category 7 - Employee Commuting



# ENVIRONMENT

## GHG EMISSIONS

GHG Emissions (tCO <sub>2</sub> e)		
Metric	2024	2025
Scope 1	N/A	N/A
Scope 2 Energy Consumption	204.05	206.34
Scope 3 C6-Business Travel)	2.86	3.27
Scope 3 C7-Employee Commuting)	N/A	61.97
Overall Carbon Intensity (tCO <sub>2</sub> e/mt)	206.91	271.58

- Scope 2 GHG emission is calculated according to the Malaysia Energy Commission Grid Emissions Factor 2022 (FY2024).
- Scope 2 GHG emission is calculated according to the Malaysia Energy Commission Grid Emissions Factor 2024 (FY2025).
- Scope 3 GHG emissions are calculated according to the United States Environmental Protection Agency Emission Factor 2024 (FY2024).
- Scope 3 GHG emissions are calculated according to the United States Environmental Protection Agency Emission Factor 2025 (FY2025).

IEM monitors our greenhouse gas (GHG) emissions as part of our commitment to transparent environmental stewardship and responsible resource management. In line with the disclosure principles of IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 – Climate-related Disclosures, the Institution tracks emissions associated with electricity consumption and operational activities to better understand our climate-related impact and support informed sustainability management.

# ENVIRONMENT

## GHG EMISSIONS

For the IEM, Scope 1 emissions are not applicable or not material as the Institution does not operate significant direct emission sources within our organisational boundary. IEM does not maintain company-owned vehicle fleets, industrial equipment, or on-site fuel combustion systems that would generate direct greenhouse gas emissions. As a professional learned society primarily operating within office facilities, the Institution's environmental impact is largely associated with indirect emissions from purchased electricity (Scope 2) and other indirect activities such as business travel and employee commuting (Scope 3).

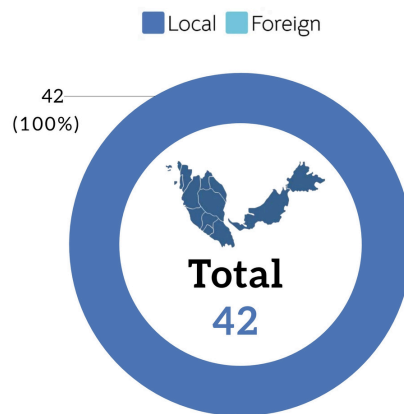
In FY2024, IEM recorded Scope 2 emissions of 204.05 tCO<sub>2</sub>e, arising from indirect emissions related to purchased electricity consumption. In FY2025, Scope 2 emissions increased slightly to 206.34 tCO<sub>2</sub>e, reflecting a marginal rise in electricity usage associated with higher operational activities and building utilisation. For Scope 3 emissions, which include indirect emissions from activities such as business travel and employee commuting, IEM recorded 2.86 tCO<sub>2</sub>e from business travel in FY2024, increasing to 3.27 tCO<sub>2</sub>e in FY2025. Additionally, employee commuting emissions were estimated at 61.97 tCO<sub>2</sub>e in FY2025, representing a notable component of indirect emissions associated with workforce mobility.

Overall, IEM's total reported emissions increased from approximately 206.91 tCO<sub>2</sub>e in FY2024 to 271.58 tCO<sub>2</sub>e in FY2025, primarily due to the inclusion and estimation of employee commuting emissions under Scope 3. Monitoring these emissions enables IEM to better understand our operational carbon footprint and supports ongoing efforts to encourage energy efficiency, responsible mobility practices, and climate awareness within our organisational operations and the wider engineering community.

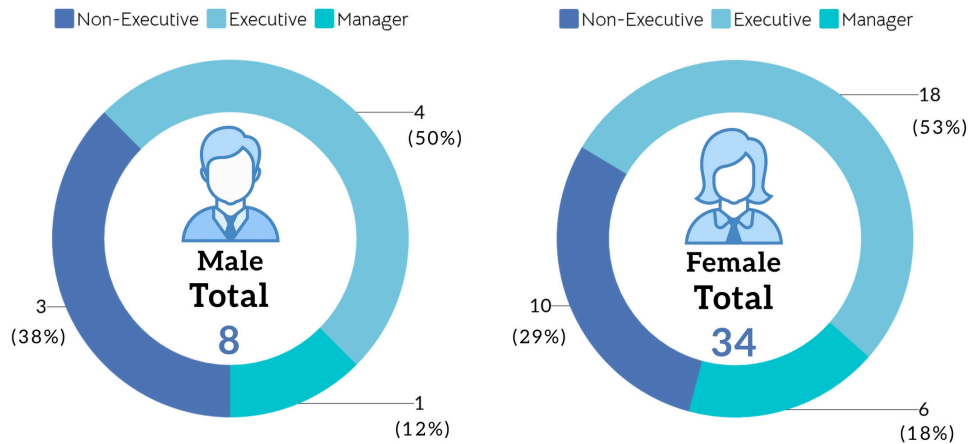
# SOCIAL

## OUR EMPLOYEES

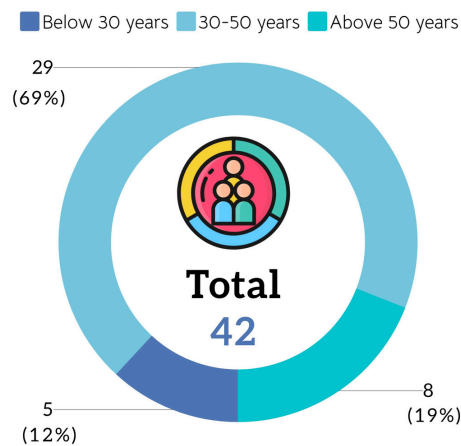
**Diversity**  
**FY2025**



**Gender Distribution**  
**FY2025**



**Age Distribution**  
**FY2025**



# SOCIAL

## OUR EMPLOYEES

IEM recognises that a diverse and inclusive workforce is fundamental to strengthening organisational effectiveness and supporting the long-term development of the engineering profession. As a professional learned society, IEM is committed to fostering an inclusive workplace that promotes equal opportunities, fair representation, and respect for diversity across all levels of the organisation. In line with the principles of GRI 405: Diversity and Equal Opportunity, the Institution monitors workforce composition to promote transparency and continuous improvement in diversity and inclusion practices.

As of FY2025, IEM's workforce comprises a total of 42 employees, all of whom are local staff. This reflects the Institution's role in supporting the development of domestic talent and contributing to the growth of Malaysia's engineering ecosystem. The workforce demonstrates a strong representation of female employees, with 34 female staff (81%) and 8 male staff (19%) across the organisation. Female employees are well represented across various employment levels, including 18 executives (53%), 10 non-executives (29%), and 6 managers (18%), reflecting positive progress in promoting gender inclusion and leadership opportunities. Among male employees, 4 hold executive positions (50%), 3 are non-executive staff (38%), and 1 serves in a managerial role (12%).

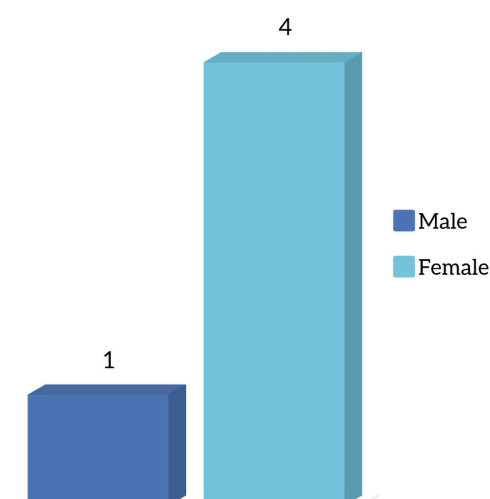
In terms of age distribution, IEM maintains a balanced workforce structure that combines professional experience with emerging talent. The majority of employees, 29 staff members (69%), fall within the 30–50 years age group, forming the core operational workforce. Meanwhile, 8 employees (19%) are above 50 years old, contributing valuable experience, institutional knowledge, and mentorship capabilities. The remaining 5 employees (12%) are below 30 years old, representing the next generation of professionals who will contribute to the future development of the Institution.

Through maintaining diversity across gender and age groups, IEM encourages knowledge transfer, inclusive participation, and sustainable organisational growth. Moving forward, IEM remains committed to fostering an inclusive working environment that supports equitable career development opportunities and reflects the values of professionalism, collaboration, and sustainability within the engineering community.

# SOCIAL

## OUR EMPLOYEES

**Employees Turnover Rate  
FY2025**



We at IEM recognises that employee retention and workforce stability are important factors in maintaining organisational effectiveness and ensuring continuity in delivering services to members and stakeholders. IEM always places strong emphasis on cultivating a supportive working environment that promotes employee engagement, professional development, and long-term career growth. In FY2025, a total of five employees left the organisation, comprising four female employees and one male employee. Based on the total workforce of 42 employees, this represents an approximate annual turnover rate of 11.9%. While employee turnover is a natural aspect of workforce dynamics, monitoring turnover trends enables us to better understand workforce movement and identify opportunities to strengthen employee engagement, talent development, and retention strategies.

Maintaining a stable and motivated workforce is essential for sustaining institutional knowledge and ensuring the effective delivery of professional programmes, technical activities, and member services. IEM remains committed to fostering a positive workplace culture that supports employee well-being, inclusive participation, and professional growth. Moving forward, the Institution will continue to strengthen our human capital management practices to enhance employee satisfaction and organisational sustainability.

# SOCIAL

## ***CELEBRATING UNITY IN DIVERSITY: IEM EMBRACES FESTIVE TRADITIONS TOGETHER***

At IEM, we take pride in recognising and celebrating the rich tapestry of cultural and religious diversity within our engineering community. IEM celebrates major festive occasions throughout the year, fostering a strong sense of belonging and mutual respect among our members and employees from diverse backgrounds in line with our commitment to inclusivity and unity. Each year, IEM organises vibrant celebrations and open house events in conjunction with major festivals such as Chinese New Year, Hari Raya Aidilfitri, Deepavali, and Christmas. These gatherings bring together engineers and staff from all walks of life, strengthening camaraderie and deepening cultural appreciation within the institution. The festivities are marked by traditional meals, themed decorations, and joyous interactions that allow everyone to partake in the spirit of each occasion.

Beyond the festive cheer, IEM also promotes cross-cultural understanding by incorporating educational components and interactive engagement activities that highlight the historical and cultural significance of each celebration. These initiatives serve to reinforce our institutional culture grounded in respect, inclusivity, and unity. As a professional body that represents engineers across Malaysia, IEM is proud to reflect the multicultural fabric of our nation. Our celebrations are more than just events where they are a testament to our enduring belief that diversity enriches our professional environment and enhances collaboration, innovation, and sustainable progress. By nurturing an inclusive workplace and community, IEM continues to uphold diversity as a core value, ensuring that every member feels welcomed, respected, and empowered to thrive, together as one engineering fraternity.



# SOCIAL

## CELEBRATING UNITY IN DIVERSITY: IEM EMBRACES FESTIVE TRADITIONS TOGETHER 2025



# SOCIAL

## CELEBRATING UNITY IN DIVERSITY: IEM EMBRACES FESTIVE TRADITIONS TOGETHER 2025



# SOCIAL

## CELEBRATING UNITY IN DIVERSITY: IEM EMBRACES FESTIVE TRADITIONS TOGETHER 2025



# SOCIAL

## CELEBRATING UNITY IN DIVERSITY: IEM EMBRACES FESTIVE TRADITIONS TOGETHER 2024



# SOCIAL

## CELEBRATING UNITY IN DIVERSITY: IEM EMBRACES FESTIVE TRADITIONS TOGETHER 2024



# SOCIAL

## CELEBRATING UNITY IN DIVERSITY: IEM EMBRACES FESTIVE TRADITIONS TOGETHER 2024



# **SOCIAL**

# **OCCUPATIONAL**

# **SAFETY & HEALTH**

We at IEM, are deeply committed to ensuring a safe and healthy working environment for all employees, engineer members, and visitors at our Wisma IEM and Bangunan Ingenieur. We treat occupational safety and health with the utmost seriousness and care even though our operational environment may be categorised as low-risk compared to high-hazard industries.

IEM strictly adheres to all applicable occupational safety and health (OSH) regulations, continuously striving for full compliance with legal requirements and best practices. Our proactive approach includes maintaining a clean and hazard-free office space, conducting regular inspections, and ensuring that emergency protocols and first-aid readiness are in place. Staff are also made aware of safety policies and practices through internal communications and awareness efforts.

We are proud to report that IEM continue to record zero workplace injuries and zero non-compliance incidents in FY2025. This is a significant achievement that reflects our dedication to health and safety excellence. This milestone not only reinforces our internal culture of care and responsibility but also serves as a benchmark for continuous improvement.

This achievement underscores our commitment to providing a secure and supportive environment for our workforce. It also aligns with our broader goal of promoting sustainable and responsible workplace practices, in line with global standards and the values of engineering professionalism.

As we move forward, IEM will continue to prioritise occupational safety and health by enhancing internal systems, conducting risk assessments, and fostering a safety-first mindset among all personnel. We believe that maintaining a safe workplace is a shared responsibility and an essential foundation for long-term institutional success.

# SOCIAL TRAINING AND DEVELOPMENT

**Total Training Hours  
FY2025**



**Average Training Hours per Employee  
FY2025**



We recognise that continuous learning and professional development are essential for strengthening organisational capabilities and supporting the long-term growth of our workforce. As a professional learned society representing the engineering community, IEM is committed to providing opportunities that enhance employees' knowledge, competencies, and professional skills. In FY2025, IEM recorded a total of 336 training hours completed by employees, reflecting IEM ongoing efforts to support workforce development and capacity building. Based on the total workforce of 42 employees, this corresponds to an average of approximately 8 training hours per employee during the year. These training initiatives aim to enhance employees' professional capabilities, strengthen operational effectiveness, and ensure that staff remain equipped with the relevant knowledge and skills required to support the Institution's activities and services.

Through continuous training and learning opportunities, IEM seeks to cultivate a culture of professional growth and lifelong learning within the organisation. Moving forward, IEM remains committed to strengthening our human capital development initiatives by encouraging employee participation in training programmes, knowledge-sharing activities, and skills development opportunities that support both organisational effectiveness and the advancement of the engineering profession.

# SOCIAL CORPORATE SOCIAL RESPONSIBILITY

On 15 April 2024, IEM proudly organised a Corporate Social Responsibility (CSR) programme titled “Program Celik STEM Untuk Sekolah Orang Asli” at Wisma IEM. This initiative reflects IEM’s strong commitment to advancing education in particularly in the areas of Science, Technology, Engineering, and Mathematics (STEM). It is a critical foundation for shaping Malaysia’s future. Recognising the declining interest among students in science-related subjects where it is often perceived as difficult or unengaging by the students. Thus, we at IEM has taken a proactive approach to promote STEM education in fun, interactive, and inspiring ways. This programme was specially designed to introduce STEM concepts through hands-on experiences that spark curiosity and excitement among young learners.

The event welcomed participation from seven rural schools serving the Orang Asli community, where access to such platforms and exposure is often limited. The participating schools were:

- SK Tun Abdul Razak
- SK Bukit Lanjan
- SK Bukit Tampoi (A)
- SK Sungai Melut (A)
- SK Bukit Tadam (A)
- SK Bukit Cheding (A)
- SK Sungai Bumbun (A)

Throughout the day, students engaged in various science-themed activities aimed at cultivating a genuine interest in STEM learning. These activities were carefully crafted to provide educational value while remaining enjoyable and accessible for all participants. This initiative forms part of IEM’s broader CSR efforts to give back to society by promoting quality education, in alignment with the United Nations Sustainable Development Goal (SDG) 4: Quality Education. By supporting early exposure to STEM, IEM aims to empower underserved communities and contribute to a more inclusive, innovative, and knowledgeable generation of future engineers and professionals.

# SOCIAL CORPORATE SOCIAL RESPONSIBILITY

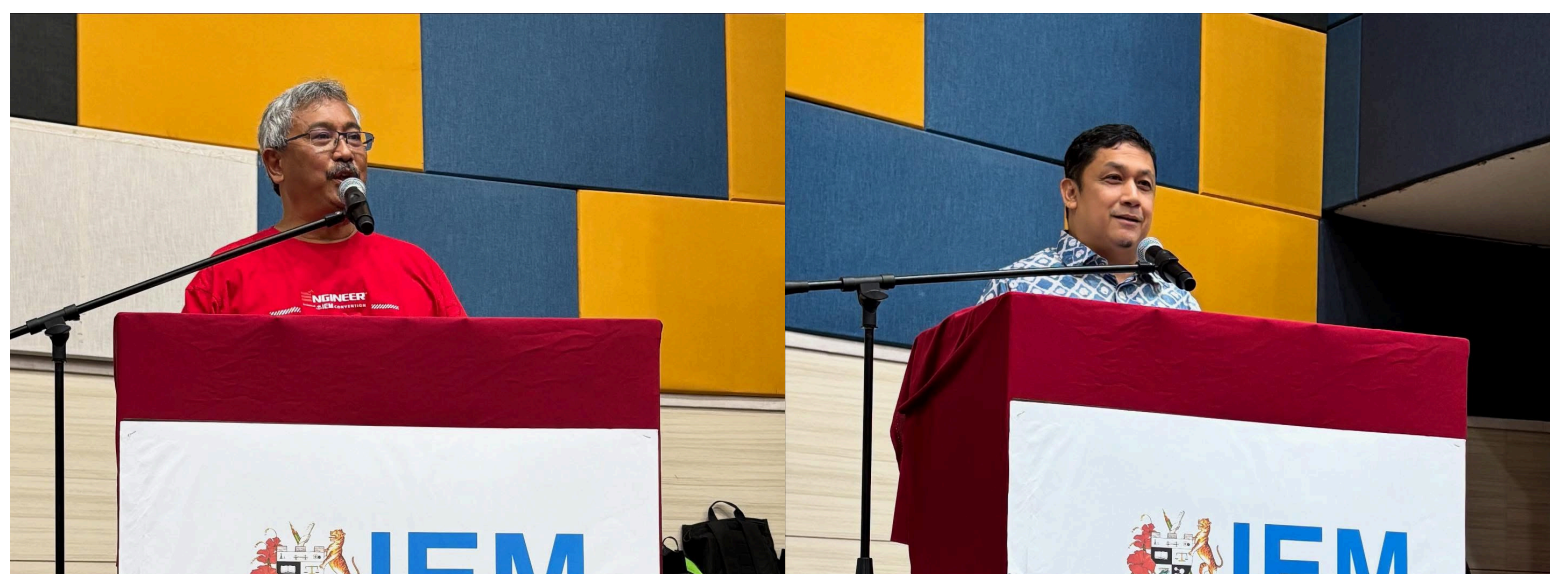


# SOCIAL

## IEM FAMILY DAY 2025

In FY2025, we organised the IEM Family Day 2025 as part of our ongoing commitment to fostering a supportive and inclusive community among our members, staff, and their families. The event was held on 21 September 2025 at Pusat Komuniti Bukit Damansara, Kuala Lumpur, bringing together participants for a morning filled with meaningful interaction, recreational activities, and shared experiences. The Family Day provided an opportunity for members and their families to connect beyond professional settings, strengthening relationships within the IEM community while promoting work-life balance and well-being. A variety of engaging activities and games were organised throughout the event, encouraging participation from attendees of all ages and creating an enjoyable and lively atmosphere.

Beyond recreation, the event reflected IEM's commitment to nurturing a strong sense of belonging and community spirit among engineers and their families. By creating opportunities for informal interaction and collaboration, initiatives such as Family Day contribute to building stronger networks and fostering fellowship within the engineering profession. Through community-focused initiatives like the IEM Family Day, we continue to promote social engagement and strengthen connections among our members, reinforcing the values of unity, inclusiveness, and collaboration that underpin the engineering community.



# SOCIAL IEM FAMILY DAY 2025



# SOCIAL

## IEM WALKATHON & FAMILY DAY 2024

IEM successfully hosted the IEM Walkathon & Family Day on the 22<sup>nd</sup> December 2024, bringing together fellow engineers and their families for a day of health, fun, and meaningful connection. Held as part of IEM's ongoing commitment to promoting holistic well-being and work-life balance, the event was designed to encourage a healthy lifestyle among engineers, many of whom are often occupied with demanding work schedules. Recognising the importance of physical health and mental wellness in sustaining professional excellence, the walkathon served as a refreshing opportunity for participants to engage in light physical activity while enjoying the outdoors and camaraderie with fellow members. The walkathon was not just about fitness but it was a symbolic step towards fostering a healthier and more connected engineering community.

In conjunction with the walkathon, IEM Family Day was held to celebrate the collective efforts of our members and to express appreciation for their dedication to the profession. The event offered a platform for engineers, their spouses, and children to bond over a variety of interactive games, entertainment, food stalls, and lucky draws, making it a truly festive and inclusive gathering. The family day also aimed to strengthen the sense of community and belonging among members, creating opportunities for intergenerational and interdisciplinary interaction in a relaxed setting outside of the usual technical and professional activities.

Through initiatives like the Walkathon & Family Day, IEM continues to uphold our role not only as a professional body but also as a community that values well-being, connection, and appreciation. The success of the event underscores the institution's holistic approach to member engagement—balancing technical development with lifestyle, wellness, and social cohesion.

# SOCIAL

## IEM WALKATHON & FAMILY DAY 2024



# GOVERNANCE OUR COMMITMENT



At IEM, sustainability and good governance are integral to our identity, guiding our commitment to responsible, ethical, and transparent operations. We maintain a structured governance framework that ensures effective oversight of sustainability-related matters, reinforces accountability, and supports informed decision-making across the Institution. We recognise that strong governance is fundamental in safeguarding stakeholder trust, ensuring regulatory compliance, and upholding the integrity and credibility of the engineering profession.

Governance oversight within IEM is led by the Council, headed by the President and supported by elected office bearers. These leaders are entrusted with the responsibility of setting strategic direction, overseeing institutional performance, and ensuring that sustainability considerations are embedded into decision-making processes. Through structured governance mechanisms, including Council deliberations, committee oversight, and policy implementation, the elected office bearers play a critical role in ensuring that IEM's operations are conducted in accordance with the highest standards of professionalism, ethics, and accountability.

We uphold strong and structured governance practices through compliance with the ISO 9001:2015 Quality Management System (QMS), reinforcing our commitment to transparency, accountability, and continuous improvement in line with the Governance principles of sustainability reporting. The implementation of ISO 9001:2015 establishes clear processes,

# GOVERNANCE OUR COMMITMENT

defined responsibilities, and robust internal controls, enabling consistent and high-quality service delivery to our members while supporting effective oversight by our elected office bearers. This systematic approach enhances operational integrity, strengthens stakeholder confidence, and ensures that our governance practices remain aligned with internationally recognised standards. As a learned society, IEM leverages this framework not only to ensure organisational excellence but also to support our broader role in promoting professionalism, ethical conduct, and sustainability awareness within the engineering community.

In addition, IEM places strong emphasis on data governance, privacy, and confidentiality, recognising these as essential components of responsible governance. The Institution is committed to safeguarding the personal data of our members, employees, and stakeholders in accordance with applicable data protection regulations. Robust internal controls and data management protocols are in place to ensure that all personal and confidential information is securely handled, protected from unauthorised access, and not disclosed to any third parties without proper authorisation or lawful basis. This commitment reinforces stakeholder trust and reflects IEM's responsibility in upholding the highest standards of confidentiality and data integrity.

We are proud to report full compliance with all applicable regulatory requirements, with zero incidents of non-compliance or reported cases of corruption for both FY2024 and FY2025. This achievement reflects the strength of our governance framework, the diligence of our elected leadership, and the effectiveness of internal policies and controls in promoting integrity, transparency, and ethical conduct across all levels of the Institution.



# GOVERNANCE OUR COMMITMENT

Our zero-corruption record further underscores IEM's unwavering commitment to ethical leadership and transparent governance. The Institution continuously reviews and strengthens our governance policies, internal controls, and risk management practices to ensure alignment with evolving regulatory expectations and international best practices. This includes reinforcing ethical conduct through codes of practice, enhancing oversight mechanisms, and promoting a culture of accountability across all organisational levels.

Moving forward, IEM remains committed to strengthening our governance practices in line with local and international principles, with a focus on advancing our role as a learned society in promoting sustainability within the engineering profession. IEM places greater emphasis on educating, guiding, and empowering engineers to integrate sustainability principles into their professional practices. Through the strong leadership of our elected office bearers, we will continue to uphold integrity, transparency, and accountability as the foundation of our operations, while actively driving knowledge sharing, professional development, and industry engagement on sustainability-related matters. By fostering awareness and building capability among engineers, we aim to support the profession in contributing meaningfully to sustainable development and national priorities.

For IEM, governance is not merely a compliance requirement but it is a key enabler in fulfilling our role as a professional institution committed to advancing knowledge, shaping responsible engineering practices, and promoting a more sustainable and ethical future for the engineering community and society at large.



# CONCLUSION

The publication of the IEM Sustainability Report 2025 marks an important milestone in the Institution's journey towards embedding sustainability within our governance, operations, and professional engagement. As IEM's first Sustainability Report, this report represents our commitment to transparency, accountability, and responsible leadership in advancing sustainability within the engineering profession.

Throughout this report, IEM has outlined the key initiatives undertaken across the Environmental, Social, and Governance (ESG) pillars. From monitoring energy consumption, water usage, and greenhouse gas emissions to fostering a diverse and inclusive workforce, ensuring occupational safety and health, supporting employee development, and delivering impactful community initiatives, IEM continues to strengthen our role as a responsible and forward-looking professional institution. These efforts reflect our dedication to integrating sustainability into our organisational practices while inspiring the engineering community to embrace responsible and ethical professional conduct.

As a leading engineering institution representing approximately 50,000 members across multiple engineering disciplines, IEM recognises that engineers are uniquely positioned to address some of the most pressing challenges facing society today. From climate change and energy transition to sustainable infrastructure and technological innovation, engineers play a central role in developing practical and scalable solutions that support long-term environmental stewardship and socio-economic development.

Guided by internationally and locally recognised frameworks such as the Global Reporting Initiative (GRI), Bursa Malaysia Sustainability Reporting Guide, the United Nations Sustainable Development Goals (UN SDGs), and the IEM Simplified ESG Disclosure for the Built Environment, this report reflects our commitment to aligning with global best practices while strengthening sustainability awareness within the engineering profession.

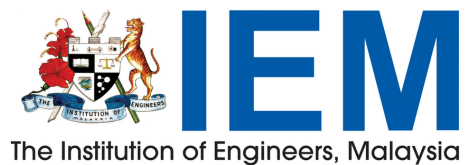
# CONCLUSION

While this inaugural report represents the starting point of IEM's structured sustainability reporting journey, it also establishes a strong foundation for continuous improvement. Moving forward, IEM will continue to enhance our sustainability governance, strengthen environmental stewardship, and promote responsible professional practices that support the long-term resilience of both the engineering profession and the communities we serve.

More importantly, IEM believes that sustainability is not solely an organisational responsibility but a collective mission of the entire engineering community. Through collaboration with government agencies, industry partners, academia, and fellow professional bodies, IEM will continue to champion knowledge sharing, innovation, and capacity building to empower engineers to lead sustainable transformation across Malaysia and beyond.

As we move ahead, IEM remains steadfast in our mission to uphold the highest standards of professionalism, integrity, and sustainability. Together with our members and stakeholders, we are committed to advancing engineering excellence and shaping a future where engineering solutions contribute meaningfully to a more sustainable, resilient, and prosperous world.





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