

Positive Social Impact

Employee Well-being

Why Is It Important?

Our people are our most valuable asset and their well-being is our priority. As we recognise that a healthy work-life balance is essential for our employees' productivity and job satisfaction, we encourage flexible work arrangements, provide access to wellness programmes and offer a range of other initiatives to promote employee well-being. By investing in our employees, we promote a more motivated and engaged workforce that is better equipped to contribute to our business success.

In addition to promoting employee well-being, we are also committed to promoting diversity and inclusion in our workplace. We believe that embracing diversity brings new perspectives, fresh ideas and a wealth of talent to our organisation. This allows us to tap into a wider pool of talent, foster innovation and improve decision-making. Our commitment to create an inclusive work environment where everyone feels valued, respected and supported will contribute to wider positive societal impact, and is also a key driver to our progress. A diverse and inclusive workplace is essential for creating value and driving sustainable growth.

What Is Our Approach?

We take the time to understand the unique needs of our employees and introduce relevant programmes anchored on PETRONAS Cultural Beliefs and Shared Values to create an environment where they can thrive and help us achieve our strategic priorities.

We believe that connecting with peers both within and outside their scope of work allows employees to nurture their professional and personal interests. We encourage participation in various clubs, company-wide initiatives and volunteering activities that contribute to a positive workplace culture — instilling a sense of belonging, safety, passion and purpose over the long term.

Our commitment to diversity and inclusion is guided by the PETRONAS Diversity and Inclusion (D&I) programmes, focusing on four key areas: gender, multinational, age and culture. Meanwhile, our Wellness Steering Committee oversees employee health and well-being, including mental health.

PETRONAS also has processes and controls in place to ensure we comply with applicable wage laws. We conducted market analysis to ensure competitive compensation. In Malaysia, compensation is on average, 20 per cent above minimum wage thresholds.

Value Creation in 2022

Empowering People through Flexibility

Flexible Working Arrangement (FlexiWork)

We introduced FlexiWork to allow our people to balance between their professional and personal commitments, ultimately being their best selves while delivering for the organisation. We put in place safety measures to ensure a smooth back-to-office transition for our employees post COVID-19 pandemic. We reinforced awareness on the existing FlexiHours and FlexiWear that complement the current FlexiWork Arrangement.

We also established the PETRONAS Work Hub to enable employees who work either from home or the office to access information on best practices, digital tools and available support to help them sustain and where necessary improve their productivity levels. Consistent communication was also carried out on COVID-19 Standard Operating Procedures (SOPs) to ensure the safety of our employees and those that they encountered, at work and at home.

Caring for Our People's Support System

Employee Assistance Programme (EAP)

The EAP named myFriends was launched together with our MESTIFit4Health wellness programme in 2017 as part of PETRONAS' effort to care for the welfare of our people by providing psychological interventions to build personal resilience, reduce emotional distress and destigmatise mental health issues. In 2021, Enhanced EAP or EAP 2.0 was introduced, integrating our EAP with advances in psychology and coaching programmes via a digital platform accessible all day with comprehensive multidisciplinary support by digital physical and mental health care provider, Naluri Hidup Sdn Bhd to employees and sponsored students globally.

We extended the EAP 2.0 in 2022 to family members to help them cope with their mental well-being as an important measure to support our employees' overall health and performance.