



Our greatest strength and resource is our people. Diverse in background, skills, and experience, they are the core of our competitive edge in today's global markets. Our goal is to empower them to succeed as one integrated team by cultivating a higher level of teamwork, competence, and personal growth.

Human resources development



OCI Malaysia Kuching headquarters staff

Pursuing organizational excellence

Recruiting Korea's and the world's best and brightest is just the first step in our systematic approach to fostering excellence from the bottom to the top of the organization. We operate a wide range of programs designed to equip our people with the knowledge and skills vital to their success in the competitive global marketplace through all stages of their career.

Careers at OCI begin with an intensive 3-week induction program followed by a 3-month project, where new hires work with real teams on real projects. The first year ends with a workshop to give employees the opportunity to look back and reflect on their experiences.

As careers progress, employees have access to a variety of mandatory and specialized in-house and external training programs for each position level. Practical skills such as financial and cost accounting, Chinese language, and business feasibility

and profitability analysis are key areas of focus. For team managers, biennial leadership assessments are used to tailor coaching programs to support and enhance leadership competencies. For junior engineers, career counseling to identify strengths and developmental needs forms the basis for personalized self-development programs with monthly progress checks. For engineers and researchers, specialized outside chemical process and safety engineering programs cover a wide range of relevant topics such as chemical plant instrumentation design, heat exchanger design, process design, and chemical accident prevention.

In recent years, we have introduced a number of initiatives to enhance the quality of work and life for our employees. We stepped up these efforts in 2018 to boost employee engagement with a new campaign aimed at fundamentally changing the way we work. The first phase focused on improving work processes, boosting concentration, and encouraging

departure from work on time. The second phase focused on introducing flexibility in work hours based on job requirements, streamlining meetings, supervision, and reporting, eliminating after-hours company gatherings, limiting outside meetings to normal work hours, and encouraging use of vacation time. These initiatives are providing fresh momentum as we strive to create a work culture that fosters efficiency and effectiveness as well as respect for family and personal development.



Fundamental Changes to the Way We Work

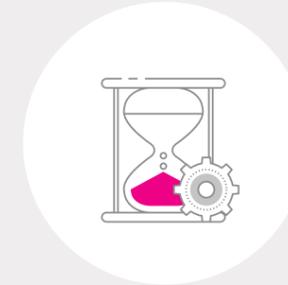
Guidelines for effective meetings

Prepare 1 day ahead



- Invite only essential personnel.
- Share purpose and agenda in advance.
- Notify each participant of their role(s). (facilitator, idea sharer, decision maker, decision executor, minutes taker)

Limit to 1 hour



- Designate a time keeper to keep the meeting on track.
- Ensure each participant speaks at least once.
- Conclude meeting with a review of decisions made.

Report within 1 day



- Prepare clear, concise reports.
- Share details and decisions with relevant parties.
- Monitor progress through to completion.

Guidelines for supervision and reporting

Effective supervision

- Provide background and direction.
- Convey goals and expected results.
- Identify available resources and coordinate tasks.
- Choose method and deadline for reporting.
- Assign authority and roles for team-based work.

Efficient reporting

- Use appropriate reporting method. (oral, paper, online)
- Put conclusions first, followed by supporting information.
- Ensure nothing is repeated or missing.
- Provide progress updates during the process.
- Report face-to-face only when absolutely necessary.