

Corporate Social Responsibility

TEH LIN PROSTHETIC &
ORTHOPAEDIC CO. SDN BHD

Company History

- **We have been established since 1982 as one of only a handful of Prosthetic and Orthopaedic companies at the time. Over the past 28 years we have always done our bit for the disabled population of Malaysia.**
- **As a testimony of this we already implemented the one percent quota 20 years ago when the act was extended to include the private sector in 1990.**
- **We are also in full support of the Government in adopting Full Participation and Equal Opportunities for Disabled Persons
(16 May 1994)**
- **Currently 20% of our employees are amputees, excluding a small number that has retired after many years of service.**

Present day success stories

Mr. Teo Ahkat

- **Had a right above knee amputation in 1980 after a motorbike accident.**
- **Was working as a contractor before, but was unable to continue.**
- **Joined Teh Lin in 1989 as a Technician till present (21yrs).**
- **Married in 1993 with 4 children.**
- **Presently the most senior Technician with 21 yrs of much appreciated service to the company.**



Mr. Moh'd Khairy Bin Abd Rahman

- **Had a right above knee amputation in 1995 after a motorbike accident.**
- **Was only 15 yrs old at the time.**
- **Joined Teh Lin in 2004 as a Technician till present (6 yrs) after finishing his studies to become a Technician.**
- **Married in 2005 with 2 children.**
- **Presently a most valued Technician in our production and is much appreciated by the company for his skills.**





“For them”



- **Both since their employment are very much independent with their own transport and accommodation.**
- **In turn they are very loyal to the company.**
- **They live normal lives with hopes and aspirations the same as any able bodied person.**

“For the country”



- **Employing the disabled helps ease problems in society such as the rate of unemployment by placing them back in the workforce.**

“For the company”



- **The company has a tax relief from the Government under the act to encourage the private sector to employ disabled persons.**
- **By doing so it creates more awareness that having a disability does not mean you can not work, but by being placed in the correct job function within a company they can also be productive members of society.**

Highlight

- **To change the attitude toward the capability of disabled persons.**
- **PERKESO/ SOCSO's "Return to Work Program" (RTW) that is backed by the government has assembled a team to assist with the absorption of injured workers back into the workforce.**



Types of disabilities

It is important to note that there are different types of disabilities:

- **Mobility and physical impairments**
- **Spinal cord Disability**
- **Head injuries - Brain Disability**
- **Vision Disability**
- **Hearing Disability**
- **Cognitive or Learning Disabilities**
- **Psychological Disorders**
- **Invisible Disabilities**

From all the above the hearing and visually impaired will be more readily employed.

CSR challenges

The following are some of the problems faced by the disabled:

- **The newly amputated person will face financial difficulties and a problem to find a job.**
- **It will take a while to get approval for a prosthesis, but luckily Malaysia's social welfare system is good (SOCSO, JKM, etc...)**
- **The workplace might not be disabled friendly. No lift, ramp, parking, sitting toilet, etc...**
- **The employer does not know how to deal with the ageing disabled employee. Proper guidelines are needed to help in order for the employee to retire. If the patient is with SOCSO they will still get half their salary once retired.**

What can we do?

Our company practice our own CSR as follow:

- a. As disabled service provider (Prosthetics/Orthotics) we have to set a good example of how to be socially responsible. In order to do so we absorb the disabled within our capability, thus 20% of our employees are disabled.**
- b. We also try to give back to our society through financial means. For example by donating to charity organizations such as JKM & Lions club.**
- c. Make the public aware of the challenges faced by the disabled in order to understand their disabilities better. This in turn will help them accept their fellow Malaysians as regular people.**

c. Help the disabled get a job by convincing a company which are considering to help the disabled, to employ disabled persons.

For example our CEO (Mr. Yeo Sau Kau) introduced the idea to employ the disabled to a company in Thailand called Latex that set up a factory out of town in Bangkok. No able bodied persons wanted to work so far out of town even if accommodation was provided. Now they are an employer to the disabled.

d. Assist and advise the disabled to handle their new job.

e. Do social work and organize events to raise funds.



Conclusion

- a. We at Teh Lin do what we can within our company's ability.**
- b. We do what we can to create awareness for the disabled worker to get back into the workforce.**

Thank you!