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科技赋能智造系列——氧化车间冰机迭代

在推进智能车间优化的进程中，我们不断迭代更新老旧设备。而这个过程除了是为了满足当下生产需求的更新，更是为了让工人从重复作业与设备焦虑中解放出来，让工作环境更友好，让生产充满安全感与确定性。

告别“带病服役”，重塑工作体验

将目光回溯至2023年，氧化车间原有的活塞式冰机自2006年起服役，长达18年的超期运转使其成了名副其实的“老黄牛”。频繁的故障报警、刺耳的噪音以及因制冷不稳带来的产品隐患，让员工常陷于“救火式”的抢修中。在那次改革中我们深刻认识到，真正的降本增效，是通过技术升级，为员工创造更从容、更安全、更高效的工作环境。

科技注入：从被动应对到智能掌控

2023年11月引入的变频磁悬浮冰机，为车间带来了工作体验的全面重塑：

- 更安静、更绿色：磁悬浮压缩机运行振动小，噪音低至70dBA，较常规同功率机组降低10dBA，车间不再轰鸣，这是对劳动者最大的尊重；同时，冷媒采用R134a（ODP=0），不易燃、不爆炸、无毒、无刺激性、无腐蚀性，对臭氧层无破坏作用，兼顾环保与安全。
- 更省心、更智能：无机械磨损设计让频繁维修成为历史，员工精力得以转向更高价值的预防性维护与工艺优化。
- 更稳定、更安心：启动电流从40-50A骤降至2A，精准匹配制冷需求，彻底消除因设备故障导致的生产停滞焦虑。



更 换 前



更 换 后

数据见证价值：科技与效益的交汇

科技的温度，最终体现在实实在在的数据上。自2024年新冰机投用至今，各项核心指标均实现了跨越式提升，并经受住了长期高负荷生产的检验：

回顾2024年磁悬浮冰机刚投入生产运行的1-5月份，其用电单耗便成功降至61.1kWh/t。与2022年及2023年同期相比，设备展现出极为显著的节能效果，实际节能率达到52%-61%，远超40%的理论节能率。若按2023年氧化一车间6800t的产能规模进行测算，该设备每年可节约用电量64.94万kWh，相当于节约用能79.81吨标准煤。

评估维度	核心指标	优化前（旧设备）	优化后（新设备）	改善成效
运行能效	冰机电单耗	较高	61.1 kWh/t	较2023年同期下降61%
动力启动	启动电流	40-50 A	2 A	启动平稳，电网冲击极小
制冷性能	制冷量	894 KW	1060 KW	制冷能力显著提升
经济效益	预计年节电量	-	约64.94万 kWh	折合标准煤79.81吨
投资回报	投资回报期	-	2-3年	经济效益与环保效益双赢

更重要的是，这不仅是一笔经济账，更是一笔“人心账”——当员工看到公司愿意投入真金白银改善他们的工作环境，愿意用科技为他们减负，这种归属感与凝聚力，是任何成本都难以衡量的。

2024年氧化一车间的冰机迭代，是我们践行“科技赋能”的一个成功缩影。在追求卓越的道路上，我们不仅关注机器的效率，更关注人的感受。如今，这场智能化优化的浪潮仍在持续深化——目前，氧化二场已紧跟改革步伐，顺利更换了两台磁悬浮冰机；其他生产车间的新设备迭代也在有序推进中。我们将继续扩大降本增效与改善工作环境的战果。后续，我们还将为大家分享更多设备迭代与智能升级的真实案例，敬请期待。

撰写：祝宇琪、曾志河
数据来源：齐力澳美氧化车间

TECH-EMPOWERED SMART MANUFACTURING SERIES: CHILLER ITERATION IN THE OXIDATION WORKSHOP

In the ongoing process of optimizing our smart manufacturing workshops, PMI continues to phase out and upgrade legacy equipment. Beyond merely meeting current production demands, this initiative is fundamentally about empowering our frontline workforce. Our goal is to free employees from repetitive manual tasks and equipment-related stress, fostering a more supportive work environment that brings a profound sense of safety and certainty to our daily operations.

Case Review: Retiring Legacy Equipment to Redefine the Work Experience

Looking back to 2024, the piston chillers in the Oxidation Workshop had been in service since 2006. After 18 years of operation, they had become a significant bottleneck. Frequent breakdowns, excessive noise, and inconsistent cooling caused by aging equipment often left our team exhausted from "firefighting" maintenance. This transformation made one thing clear: true cost reduction and efficiency gains are achieved through technological upgrades that create a more manageable, secure, and highly efficient work environment for our employees.

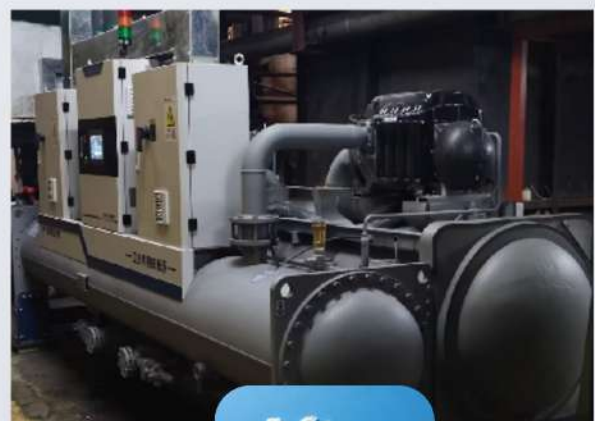
Tech Integration: Shifting from Reactive Responses to Smart Control

The introduction of the variable-frequency magnetic levitation chiller in 2024 has comprehensively reshaped the work experience:

- **Quieter and Greener:** The magnetic levitation compressor operates with minimal vibration and low noise at just 70 dBA, which is 10 dBA lower than conventional units of the same power. A quieter workshop is our greatest show of respect for our workforce. Furthermore, the system utilizes R134a refrigerant (ODP=0), which is non-flammable, non-explosive, non-toxic, non-irritating, non-corrosive, and causes zero ozone depletion, ensuring both environmental protection and operational safety.
- **Smarter and Easier Maintenance:** The simplified design with no mechanical wear-and-tear has eliminated the need for frequent repairs. This allows our team to redirect their focus toward higher-value preventive maintenance and process optimization.
- **Greater Stability and Peace of Mind:** The starting current has plummeted from 40-50A to just 2A, allowing for precise cooling capacity matching. This effectively eliminates the anxiety of production halts caused by equipment failures.



Before



After

Data-Driven Value: Where Technology Meets Tangible Benefits

The true value of technology is reflected in solid data. Since the new chiller was commissioned in 2024, core metrics have achieved remarkable improvements, proving their reliability under long-term, high-load production.

Evaluation Dimension	Core Metric	Pre-Optimization (Legacy Equipment)	Post-Optimization (New Equipment)	Improvement
Operational Efficiency	Chiller Power Consumption	High	61.1 kWh/t	61% decrease YoY vs. 2023
Power Startup	Starting Current	40-50 A	2 A	Smooth startup, minimal grid impact
Cooling Performance	Cooling Capacity	894 KW	1060 KW	Significant capacity upgrade
Economic Benefit	Est. Annual Power Savings	-	~649,400 kWh	Equivalent to 79.81 tons of standard coal
ROI	Payback Period	-	2-3 Years	Win-win for economic & eco benefits

Looking back at the first five months of 2024 when the magnetic levitation chiller was initially commissioned, its power consumption successfully dropped to 61.1 kWh/t. Compared to the same periods in 2022 and 2023, the equipment demonstrated highly significant energy-saving effects, achieving an actual energy-saving rate of 52%-61%, far exceeding the theoretical target of 40%. Based on the 6,800-ton capacity scale of Oxidation Workshop I in 2023, this single unit saves approximately 649,400 kWh annually, equivalent to conserving 79.81 tons of standard coal.

More importantly, this goes beyond mere economics—it is an investment in our people. Seeing the company’s tangible commitment to improving their work environment and leveraging technology to ease their burden fosters a profound sense of belonging and cohesion, a value that is truly priceless.

Conclusion

The chiller iteration in Oxidation Workshop I in 2024 stands as a successful testament to our commitment to "tech empowerment." On our path to excellence, we value not only machine efficiency but also the human experience. Today, this wave of smart optimization continues to deepen—currently, Oxidation Workshop II has closely followed this reform, successfully replacing two magnetic levitation chillers, and the new equipment iterations in other production workshops are also advancing in an orderly manner. We will continue to expand the achievements in cost reduction, efficiency enhancement, and workplace improvement. Stay tuned, as we will be sharing more real-world cases of equipment iteration and smart manufacturing upgrades in the future.

Author: Zoey Zhu 、曾志河
Data Source: PMI Oxidation Workshop

连接工业与学术： UTAR代表团在PMB探索可持续废水和化学工程合作



近日，PMB铝业（PMB Aluminium Sdn Bhd）荣幸接待来自拉曼大学（UTAR）的高级工程研究人员代表团。此次工业访问将成为连接前沿学术研究与大规模工业可持续发展实践的重要桥梁。双方将重点围绕废水管理现代化、资源循环利用以及未来绿色技术伙伴关系等核心议题展开深入探讨。

来访的UTAR代表团由来自该大学的著名专家组成，包括Chong Woon Chan博士、Lee Hwang Sheng博士、Ong Yit Thai博士、Teoh Hui Chieh博士和Shuit Siew Hoong博士。

考察实际运营情况

访问首站进行了详尽的运营简报，以对齐UTAR技术与PMB铝业的环境战略。议程聚焦于废水监测流程、合规基准及回收方案的可行性。双方将“工艺用水回收净化并安全回用于冲洗工序”列为核心议题，期望借此优化工厂水足迹，并切实降低长期公用事业成本。

直接现场观察：从工厂到实验室

在 Mdm. Norhaiza 的带领下，代表团全面参观了 PMB 铝业的现场污水处理厂（WWTP）。Mdm. Norhaiza 详细介绍了目前用于处理该厂冶金废水的化学处理阶段、沉淀行为以及排放规范。而后，研究人员们又前往了中央化学实验室。UTAR 团队近距离考察了 PMB 严格的过程控制与分析设施，并重点了解了包括 DRB 200 反应器和 DR 1900 分光光度计在内的专业仪器的应用情况。这些系统是 PMB 日常安全合规的基石，能够对化学需氧量（COD）和溶解镍浓度等关键环境参数进行高精度的评估。

未来合作研究和联合项目提案

此次访问以一场聚焦未来联合开发的技术研讨会圆满落幕。双方围绕PMB铝业的可可持续发展目标，共同规划了具有高度可操作性的研究项目：



铝清洗工艺水回收（纳滤技术）：

目标： 利用UTAR先进膜技术建立“零液体排放”（ZLD）系统，实现冲洗水回用，降低原水开销。

预期指标： 电导率去除率95.34%，总溶解固体（TDS）去除率95.71%，化学需氧量（COD）去除率84.71%。

重金属管理与资源回收（变废为宝）：

一步法化学氧化： 部署UTAR工艺将高浓度镍废水处理至<0.2 ppm（符合环境A类标准），并将污泥转化为高价值氧化镍。

镍金属回收： 探索多柱离子交换树脂与电沉积系统，直接回收固体金属镍，降低污泥处理成本。

预处理阶段绿色优化（生物混凝剂）：

方案： 使用天然无毒壳聚糖衍生物替代传统硫酸铝。

优势： 药剂用量减少88%，镍去除率达99.63%，浊度去除率达99.98%，且无需剧烈调节pH值。

PMB工程团队指出：“此次访问展示了公司对可持续发展的承诺。通过与UTAR合作探索创新蓝图，我们正致力于实现企业责任与卓越制造的共赢，奠定绿色工程基础。”

作为双方长期合作框架的一部分，未来我们将重点探讨如何将这些创新理念转化为实际的工业试点项目，并共同寻找合适的资源支持路径，推动绿色技术在工厂的落地应用。

撰写： Dr Lim Ying Pio

BRIDGING INDUSTRY AND ACADEMIA: UTAR DELEGATION EXPLORES SUSTAINABLE WASTEWATER AND CHEMICAL ENGINEERING COLLABORATIONS AT PMB ALUMINIUM



Recently, PMB Aluminium Sdn Bhd will proudly host a distinguished delegation of senior engineering researchers from Universiti Tunku Abdul Rahman (UTAR). This upcoming industrial visit will serve as a collaborative stepping stone to bridge advanced academic research with large-scale industrial sustainability practices, focusing heavily on modernizing wastewater management, driving resource circularity, and exploring future green technology partnerships.

Gaining an Operational Overview

The visit commenced with an extensive operational briefing aimed at aligning UTAR's technical strengths with PMB Aluminium's environmental management strategies. The primary agenda focused on studying current wastewater monitoring workflows, environmental compliance baselines, and exploring feasible recycling methodologies. A key area of mutual interest was the recovery and purification of process water to be securely redeployed in rinsing lines, a move that stands to optimize the plant's overall water footprint and mitigate long-term utility costs.

Direct On-Site Observations: From Plant to Laboratory

Led by Mdm. Norhaiza, the delegation was guided through a comprehensive tour of PMB Aluminium's on-site Wastewater Treatment Plant (WWTP). Mdm. Norhaiza detailed the chemical treatment phases, settling behaviors, and discharge protocols currently managing the plant's metallurgical effluent. Following the plant walk, the researchers visited the central Chemical Laboratory. The UTAR team observed PMB's stringent process control and analytical facilities up close, reviewing the application of specialized instrumentation including the DRB 200 reactor and the DR 1900 spectrophotometer. These systems are foundational to PMB's daily safety compliance, providing highly accurate evaluations of critical environmental parameters such as chemical oxygen demand (COD) and dissolved nickel concentrations.



Future Collaborative Research & Joint Project Proposals

The visit concluded with a highly productive technical roundtable focused on future joint development, where both parties outlined actionable research projects tailored to PMB Aluminium's sustainability targets.

First, the team discussed a Nanofiltration-Driven Water Reclamation Loop for aluminum rinsing. Leveraging UTAR's advanced membrane research (achieving >95% removal for conductivity and TDS, and 84.71% for COD), this system enables Zero Liquid Discharge (ZLD). It safely reclaims water for rinsing lines, significantly reducing raw water costs.

Second, to optimize heavy metal management, two "Waste-to-Wealth" frameworks were proposed. The first deploys UTAR's one-step chemical oxidation, treating nickel effluents to <0.2 ppm (meeting Standard A) and converting them into valuable Nickel Oxyhydroxide for green energy. Alternatively, a multi-column ion exchange and electrodeposition system could recover nickel as solid metal sheets, drastically reducing sludge disposal costs.

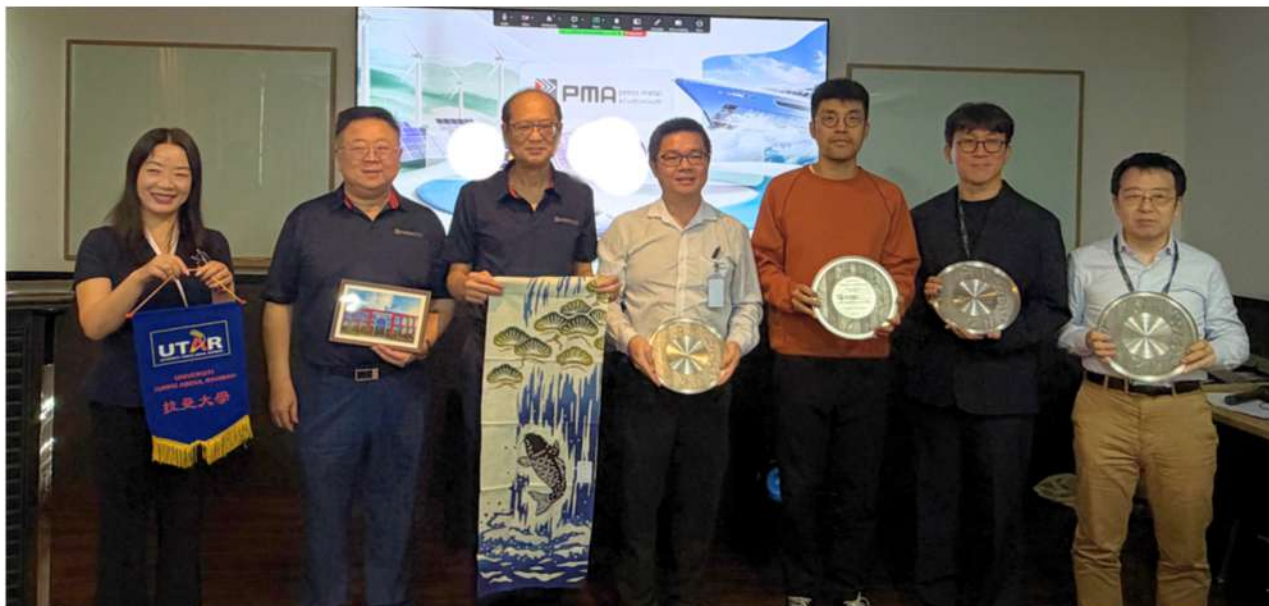
Third, to green the pre-treatment phase, the team proposed optimizing chitosan-based bio-coagulants for anodizing effluents. UTAR's non-toxic alternative achieves >99% removal for both nickel and turbidity at an 88% lower dosage than aluminium sulfate, eliminating aggressive post-treatment pH adjustments.

This visit highlights our strong commitment to industrial sustainability," noted the PMB engineering team. "By sharing our operations with UTAR's experts and exploring innovative blueprints, we are paving the way for green engineering solutions that align corporate responsibility with manufacturing excellence.

As part of the long-term collaboration framework, future efforts will focus on translating these innovative concepts into practical industrial pilot projects. Both parties will also explore suitable pathways for resource support to facilitate the implementation of green technologies within the factory.

Author: Dr Lim Ying Pio

PMBA携手亚洲知名高校 MBA/EMBA代表团开展产业交流活动



2026年7月8日，PMBA 荣幸迎来由亚洲三所知名高等学府 MBA/EMBA 学员、教授及代表组成的高规格代表团，并与拉曼大学（UTAR）共同到访 PMBA，展开一场产业交流与学习之旅。

本次代表团成员涵盖 MBA/EMBA 学员、教授、教学助理及 UTAR代表，汇聚了来自学术界与产业界的多元观点，为此次交流注入丰富的专业视角。



活动期间，PMBA 透过企业分享、互动交流及工厂参观，向来宾全面介绍公司的发展历程、经营理念、产业布局及未来发展方向。同时，也分享了 PMBA 如何持续推动自动化、数字化、人才发展及永续经营，以积极应对全球竞争、市场变化及 ESG 发展的新趋势。





在工厂参访过程中，代表团近距离了解 PMBA 智能化生产流程、先进制造设备及品质管理体系，对公司持续提升营运效率、强化技术创新及推动精益制造的发展成果给予高度肯定。

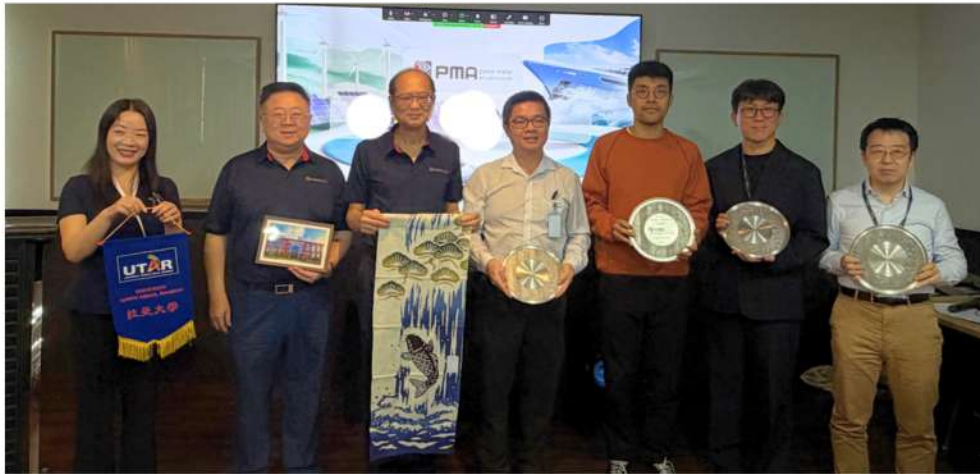
此次交流不仅让来宾更深入认识 PMBA 的企业文化与发展策略，也为产学合作搭建了更紧密的沟通桥梁。PMBA 相信，透过与高等学府及优秀人才持续交流，将有助于激发创新思维、促进知识共享，并为企业未来发展注入更多新动力。



未来，PMBA将继续秉持开放学习、持续改善与创新发展的精神，积极与学术界及产业伙伴携手合作，共同培养产业人才，推动企业迈向更高品质、更具竞争力及更永续的发展。

撰写 :Patricia Chua

PMBA Welcomes MBA/EMBA Delegation from Leading Asian Universities for Industry Exchange



On 8 July 2026, PMBA was honoured to welcome a distinguished delegation comprising MBA/EMBA students, professors, academic representatives from three of Asia's leading institutions, together with representatives from Universiti Tunku Abdul Rahman (UTAR), for an industry learning and exchange visit.

The delegation included MBA/EMBA students, professors, teaching assistants, and UTAR representatives, bringing together diverse academic and industry perspectives for meaningful knowledge sharing and collaboration.



During the visit, PMBA shared its corporate journey, business strategy, organisational culture, and long-term development vision through a corporate presentation, interactive discussions, and a guided plant tour. Participants gained valuable insights into how PMBA continues to strengthen its competitiveness by embracing automation, digitalisation, talent development, and sustainable business practices in response to evolving market demands, global competition, and ESG challenges.





The plant tour provided the delegation with a firsthand look at PMBA's manufacturing operations, quality management practices, and smart production capabilities. The visitors expressed strong interest in the company's continuous improvement initiatives and its commitment to operational excellence, innovation, and sustainable growth.

Beyond introducing PMBA's business and operations, the visit reinforced the importance of collaboration between industry and academia. By fostering open dialogue and knowledge exchange, PMBA continues to build meaningful partnerships that support talent development, encourage innovation, and contribute to the future growth of the manufacturing industry.



As PMBA continues its transformation journey, the company remains committed to working closely with universities, industry partners, and future leaders to create shared value, strengthen organisational capabilities, and drive sustainable, long-term success.

Author: Patricia Chua

以TISAX标准为基石，筑牢数字信任防线

在AI工具重塑现代办公生态、跨境数据流动成为常态的当下，信息安全已从单纯的“合规项”升级为企业生存的“生命线”。近日，齐力澳美（PMI）流程与信息管理部成功举办了一场信息安全赋能专题培训。这不仅是一次为全员“充电赋能”的实战演练，更是我们在数字化转型的深水区，向客户及合作伙伴传递我们对数据保护坚定承诺的明确信号。

直面风险，拒绝“躺平”

本次培训跳出了传统的理论灌输模式，采用“痛点导向”的实战演练策略——选取近期某国际头部消费电子品牌的数据泄露事件为切入点，深度复盘了因安全漏洞引发的业务风暴。讲师通过对“钓鱼邮件攻击”、“AI隐私合规冲突”等真实场景的拆解，有效强化了全员的安全意识：在数字化转型进程中，不存在绝对的安全边界，唯有保持持续迭代的能力，方能构建韧性防线。

TISAX认证，我们的“安全名片”

在齐力澳美，TISAX认证不仅仅是一项国际权威资质，更是我们对客户数据安全的“契约级承诺”。我们深知，信任的建立在于对细节的严苛把控。因此，我们正以全球化的合规视野，将高标准的安全体系无缝融入从供应链协同到交付的全生命周期中。从源头到终端，我们致力于构筑无死角的安全屏障，以专业守护客户的数字资产，让每一次合作都安心无忧。

安全，是一种工作方式

安全，是一场持续的进化进程。流程与信息管理部将继续升级安全策略，引领全员文化从被动的“合规驱动”迈向主动的“价值驱动”。当数字安全意识内化为每个人的职业本能，当人人都是防线的守护者，我们的服务才能真正为客户创造不可替代的核心价值。



撰写：祝宇琪



As AI tools continue to reshape the modern workplace and cross-border data flows become the new norm, information security has evolved from a mere compliance checklist into a critical lifeline for corporate resilience. Recently, PMI's Process and Information Management Department hosted a comprehensive information security empowerment session. Beyond equipping our teams with essential skills, this initiative served as a clear signal to our customers and partners of our unwavering commitment to data protection in an increasingly complex digital landscape.

Moving beyond traditional theoretical lectures, this session adopted a practical, pain-point-driven approach. Using a recent high-profile data breach involving a leading international consumer electronics brand as a case study, we examined the severe business impact triggered by security vulnerabilities. Through in-depth analysis of real-world scenarios—such as phishing attacks and AI privacy compliance challenges—participants gained a clearer understanding that in the digital era, there is no absolute security boundary. Resilience is built not through complacency, but through continuous vigilance and adaptation.



For PMI, achieving TISAX (Trusted Information Security Assessment Exchange) certification is more than an international credential; it represents a contract-level commitment to safeguarding our customers' data. We recognize that trust is earned through meticulous attention to detail. Guided by a global compliance vision, we are seamlessly integrating rigorous security standards across our entire operational lifecycle, from supply chain collaboration to final delivery. By establishing an end-to-end security framework with no blind spots, we protect our customers' digital assets and ensure peace of mind in every partnership.

Security is not a destination, but a continuous journey of evolution. The Process and Information Management Department remains dedicated to refining our security strategies and driving a cultural shift from passive "compliance-driven" practices to active "value-driven" mindsets. When digital security awareness becomes an instinctive part of our daily work and every employee acts as a guardian of our defense line, we can deliver services that create irreplaceable core value for our customers.



通过知识、技能与责任，共同打造安全的工作环境

致力于打造安全的工作环境

在 Press Metal PV (Sarawak) Sdn. Bhd. (PMPV)，安全不仅是一项制度，更是每位员工共同承担的责任。

为了持续维护安全、健康的工作环境，PMPV 由 Jenny 女士组织开展了一系列安全培训课程，帮助员工掌握必要的安全知识和实际操作技能，使大家能够更加安全、自信地开展工作。



这些培训不仅进一步强化了公司的安全文化，降低工作场所风险，同时确保公司符合职业安全与健康法规的要求。

安全培训重点

一般安全意识培训

培训内容包括：

- 工作场所安全文化的重要性
- 危害辨识、风险评估与风险控制（HIRARC）
- 个人防护装备（PPE）的正确使用
- 安全作业规范
- 5S现场管理与整理整顿
- 紧急事故应变程序
- 消防安全与紧急疏散
- 事故及未遂事件（Near Miss）报告流程



叉车安全与操作能力培训

为了提高物料搬运作业的安全性，公司组织员工参加了叉车安全与操作能力培训，课程包括理论教学及实操考核。

培训内容

- 叉车操作原理
- 每日作业前检查
- 安全装卸货技巧
- 载重稳定性及载重能力认知



厂区安全驾驶规范

- 行人安全
- 加油／充电程序
- 停车及熄火程序
- 叉车作业中的紧急应变措施

参训员工现场展示了：

- 安全操作叉车
- 正确驾驶与转向
- 货物堆放及拆垛
- 安全运输货物
- 作业过程中的危险辨识能力

培训目标

确保每位叉车操作员都具备：

- 专业能力 操作信心 安全作业意识

实操考核



桥式起重机安全培训

员工同时参加了桥式起重机安全培训，进一步提升吊装安全技能，降低起重作业风险。

培训内容

- 桥式起重机结构与功能
- 安全吊装技巧
- 起重量计算及载荷限制
- 吊索及吊具检查
- 手势信号与沟通协调
- 安全作业区域管理
- 作业前检查清单
- 紧急应变程序
- 常见吊装危险

实操课程

员工进行了现场实践，包括：

- 作业前设备检查
- 安全吊装操作
- 正确使用吊装工具
- 与指挥员协调配合
- 安全、高效地搬运重物

培训目标：提升员工吊装操作能力，确保日常生产中的起重作业安全。



实操学习

本次培训结合课堂教学与现场实践，让员工能够将所学安全知识应用于实际工作环境。

实践内容包括：

- 正确使用个人防护装备（PPE）
- 危险源辨识
- 安全使用设备
- 叉车操作
- 桥式起重机操作
- 紧急事故应变演练

为什么安全培训如此重要？

持续开展安全培训能够：

- 减少工伤事故及人员受伤
- 提高危险辨识能力
- 加强遵守安全法规
- 提高工作效率
- 建立积极的安全文化
- 保护员工、访客及公司资产

安全，从你我开始

每一位员工都肩负着维护安全工作环境的重要责任。

请牢记：

- ✓ 始终正确佩戴个人防护装备（PPE）。
- ✓ 严格遵守所有安全程序及作业指导。
- ✓ 使用设备前必须完成安全检查。
- ✓ 立即报告任何不安全状况及未遂事故（Near Miss）。
- ✓ 未经授权及未取得相应资格，不得操作任何机械设备。
- ✓ 互相关心、互相提醒，共同营造安全作业环境。

携手迈向零事故

安全是每个人共同的责任。

通过不断学习、严格遵守安全作业程序，并彼此关心、相互提醒，我们一定能够共同打造更加安全的工作环境。

“安全不仅是一项工作重点，更是一种指导我们每一个行动的价值观。”
让我们携手迈向零事故！

撰写：Jorgina James

BUILDING A SAFE WORKPLACE THROUGH KNOWLEDGE, SKILLS & RESPONSIBILITY

COMMITTED TO A SAFE WORKING ENVIRONMENT

At Press Metal PV (Sarawak) Sdn. Bhd. (PMPV), safety is more than a policy. It is a shared responsibility. As part of our commitment to maintaining a safe and healthy workplace, PMPV conducted a series of Safety Training Programmes to equip employees with the knowledge and practical skills needed to work safely and confidently by Ms Jenny.



These training sessions strengthen our safety culture, reduce workplace risks, and ensure compliance with occupational safety requirements.

SAFETY TRAINING HIGHLIGHTS

General Safety Awareness

- Importance of workplace safety culture
- Hazard Identification, Risk Assessment & Risk Control (HIRARC)
- Personal Protective Equipment (PPE)
- Safe work practices
- Housekeeping & 5S
- Emergency response procedures
- Fire safety and evacuation
- Incident and near-miss reporting



Forklift Safety & Competency Training

To enhance safe material handling operations, employees attended the **Forklift Safety & Competency Training**, covering both theory and practical assessments.

Training Topics

- Forklift operating principles
- Daily pre-operation inspection
- Safe loading and unloading techniques



- Load stability and capacity awareness
- Safe driving practices within the factory
- Pedestrian safety
- Refuelling/charging procedures
- Parking and shutdown procedures
- Emergency response during forklift operations

Practical Assessment

Participants demonstrated:

- Safe forklift operation
- Proper manoeuvring
- Stacking and destacking materials
- Safe load transportation
- Hazard awareness during operations

Objective: Ensure forklift operators are competent, confident, and committed to safe operations.



Overhead Crane Safety Training

Employees also participated in the Overhead Crane Safety Training, designed to improve lifting safety and reduce risks associated with crane operations.

Training Topics

- Components and functions of overhead cranes
- Safe lifting techniques
- Load calculation and capacity limits
- Sling and lifting accessory inspection
- Hand signals and communication
- Safe working zones
- Pre-operation inspection checklist
- Emergency procedures
- Common lifting hazards

Practical Session

Participants gained hands-on experience in:

- Conducting pre-use inspections
- Performing safe lifting operations
- Using proper lifting accessories
- Coordinating with signalmen
- Managing loads safely and efficiently



Objective: Improve lifting competency and ensure safe crane operations in daily production activities.

Hands-on Practical Learning

The training programme combined classroom learning with practical demonstrations, allowing employees to apply safety knowledge in real working environments.

Practical exercises included:

- Correct use of PPE
- Hazard identification
- Safe equipment handling
- Forklift operation
- Overhead crane operation
- Emergency response simulation

Why Safety Training Matters

Regular safety training helps us to:

- Reduce workplace accidents and injuries
- Increase hazard awareness
- Strengthen compliance with safety regulations
- Improve operational efficiency
- Build a positive safety culture
- Protect employees, visitors, and company assets

Safety Starts With You

Every employee plays an important role in maintaining a safe workplace.
Remember to:

- ☒ Wear the appropriate PPE at all times.
- ☒ Follow all safety procedures and work instructions.
- ☒ Conduct equipment inspections before use.
- ☒ Report unsafe conditions and near misses immediately.
- ☒ Never operate machinery without proper authorization and competency.
- ☒ Look out for your colleagues and encourage safe work practices.

Together Towards Zero Accidents

Safety is everyone's responsibility. By continuously learning, following safe work procedures, and looking out for one another, we can create a safer workplace for everyone.

"Safety is not just a priority, it is a value that guides every action we take."

Let's Work Together Towards Zero Accidents!
Think Safe · Work Safe · Go Home Safe

Author : Jorgina James

以跨部门协作驱动企业持续转型

作为打造更强大、更敏捷、更具未来竞争力组织承诺的一部分，PMBA 已圆满完成“管理与未来人才发展计划 1.0 —— 转型系列（Management & Future Talent Development Program 1.0 – Transformation Series）”。这一重要里程碑进一步提升了管理团队及未来人才的领导能力，同时深化了全体参与者对 PMBA 企业愿景、战略重点及共同目标的理解。项目进一步强化了一个重要理念：企业的永续成功并非依靠单一部门，而是来自各部门协同合作、共同努力所创造的成果。

管理与未来人才发展计划



该计划的完成标志着 PMBA 持续转型之旅的新起点。在此基础上，PMBA 推出了工程师与主管发展计划（Engineer & Executive Development Program），旨在培养工程师及主管具备解决问题的能力、领导思维，以及推动跨部门持续改善项目的能力，以应对实际业务挑战。在各部门主管（HoDs）作为项目发起人及导师的支持与指导下，参与者将所学知识转化为实际行动，提出并落实符合 PMBA 战略目标的改善方案，为企业持续发展创造价值。

工程师与主管发展计划



撰写 :Patricia Chua

DRIVING CONTINUOUS TRANSFORMATION THROUGH CROSS-FUNCTIONAL COLLABORATION

As part of our commitment to building a stronger, more agile, and future-ready organization, PMBA has successfully completed the Management & Future Talent Development Program 1.0 – Transformation Series. This milestone strengthens our management team and future leaders while fostering a shared understanding of PMBA's vision, strategic priorities, and the importance of working together toward a common goal. It reinforces that sustainable business success is achieved through the collective efforts of every department.

Management and Future Talent Development Program



The completion of the program marks the beginning of PMBA's continuous transformation journey. Building on this foundation, PMBA has launched the Engineer & Executive Development Program, equipping engineers and executives with problem-solving skills, a leadership mindset, and the capability to lead cross-functional continuous improvement projects that address real business challenges. Supported by HoDs as project sponsors and mentors, participants are empowered to turn ideas into practical solutions aligned with PMBA's strategic goals.

Engineer/Executive Development Program



Author: Patricia Chua



在重压与善意中重塑自我的 “现实主义者”



人物专访 — 陈舞琴

“善良会吸引善良，而信任能激发出一个人最大的潜能。”

“放手去做，错了也没有关系，起码你学到东西。”在澳美工作了18年的项目管理负责人陈舞琴，用这句领导曾对她说过话，概括了自己从车间起步、历经多岗淬炼的成长底色。

这位从2007年管培生一路走来的业务骨干，身上有着一一种历经千帆后的从容。她自称是一个“现实主义者”，习惯用理性和逻辑去拆解眼前的困局；但在坚硬的铠甲之下，又藏着一种直爽、乐观与豁达。在她看来，职业生涯的每一次跨越，既离不开重压下的破局，也源于那些在暗处托举她的善意与信任。

成长底色与“笔记财富”

陈舞琴的职场底色，是在车间的机器轰鸣声中打下的。2007年，作为管培生入职的她，被直接“扔”进了一线车间，整整半年时间，她跟着师傅们摸爬滚打，从最基础的工序学起。这段看似枯燥的经历，却为她日后处理复杂的业务问题，打下了最坚实的底层逻辑。

真正让她完成从“学生”到“职场人”蜕变的，是一位日本技术顾问。在那段日子里，顾问教她列 To-do list，将繁杂的工作拆解、逐一攻克。这个看似简单的习惯，她一坚持就是近二十年，也悄然重塑了她的思维方式。

当To-do list上的勾画变成了对业务的深度思考，便有了桌上那十几本厚厚的笔记本。无论办公室搬过几次，她都会郑重地将它们带在身边。她说，“这些不是普通的本子，这是我的‘财富’。”正是这种近乎执拗的记录与复盘，让她在瞬息万变的商业环境中，始终保持着清醒的头脑和敏锐的嗅觉。

善意的传递：一本被“拍”下来的书

在陈舞琴的成长轨迹中，除了严苛的专业训练，还有跨越国界的温暖善意。

在挤压车间任职时，她曾托一位日本技术顾问代购一本行业标准书。顾问坦言书价昂贵，直言“不太值得买”。但几天后，顾问却用相机逐页拍下全书，整理成PDF发给了她。这份不计成本的“笨功夫”，给了Mandy极大的震撼。她回忆道：“就是在那个瞬间，我被这种纯粹的善意打动了，也让我坚信，每一个接触到的人本质上都是善良的。”

从那以后，这份善意便成了她待人接物的准则。她总是毫无保留地分享自己的笔记与经验，像当年的顾问一样，耐心帮新人解答疑惑、梳理思路。她坚信：“善良是会传染的，当你释放出善意，最终也会吸引来同样的善意。”

重压下的破局：一场与时间的博弈

如果说善意是陈舞琴的软实力，那么魄力则是她应对危机的硬支撑。在她的职业生涯中，马来西亚 CIDB（建筑工业发展局）检测曾是一次令人窒息的考验。按照当地规定，CIDB必须派人到中国钢构生产工厂就地取样，并送至其指定的第三方检测机构。若拿不到检测结果，所有钢构一旦抵达港口，便只能原地滞留。

“供应商不可能停下来不生产。”她回忆道，当时供应商一边疯狂打电话催促：“我现在有3000吨的货在我的厂里面！”一边是港口随时可能爆仓的停滞风险，一边是车间不能停转的生产线。那两周，巨大的压力如影随形。

面对这场与时间的博弈，她没有慌乱。她深知，越是这种时候，越需要理性的思维主导决策，而不是被情绪裹挟。她迅速梳理流程，多方协调沟通，最终在重压之下蹚出了一条路。这不仅是对她魄力的考验，更是对她责任心的极致检验。

领导的“兜底”哲学：放手背后的信任

在她看来，自己之所以敢于在关键时刻拍板、在困境中破局，离不开公司领导给予的独特支持方式。“公司领导对我的方式是：放手去做，什么事情我来兜底。”

她说。这种“兜底”，并非无原则的纵容，而是一种基于信任的赋能。它允许试错，鼓励探索，让Mandy能够放开手脚，在实战中快速成长。

正是这种包容与信任，塑造了陈舞琴谦逊而又自信的职业态度。她深知，每一次“放手”的背后，都是领导在默默承担风险；每一次“兜底”的底气，都源于团队对彼此能力的认可。这种上下同欲的氛围，让她在面对未来挑战时，始终有一份从容。



未来展望：在每一个新项目中重塑自我

谈及未来3到5年的规划，陈舞琴的目光投向了即将启动的新工厂建设项目。对她而言，这不仅仅是一项业务，更是一场全新的自我重塑。

“新工厂意味着新标准、新流程、新团队，一切都要从零开始摸索。”她并不回避即将到来的挑战，反而眼中透着期待，“我从来不觉得困难是坏事，那些压不垮你的，最终都会变成你成长的养料。”

从车间里的管培生，到独当一面的业务骨干，陈舞琴用十几本笔记丈量了成长的距离，用善意与信任构建了职场的温度，更用重压下的破局证明了自身的价值。她依然保持着那份现实主义者的清醒，但也从未丢失那份乐观豁达的底色。在未来的征途上，她将继续带着这份从容与力量，在每一个新项目中，遇见更好的自己。

撰写：祝宇琪



A "REALIST" REINVENTING HERSELF UNDER PRESSURE AND KINDNESS

Feature Interview —  Mandy Chan

"Kindness attracts kindness, and trust unlocks a person's fullest potential."

"Take the lead and do it. It's okay to make mistakes; at least you'll learn something." Mandy Chan, our Project Management Head with 18 years of tenure at PMI, uses this advice from her leader to summarize the foundation of her growth—from starting on the shop floor to being tempered across multiple roles.

A key business leader since joining as a Management Trainee in 2007, Mandy exudes calm resilience. She calls herself a "realist," using logic to deconstruct challenges, yet remains straightforward and optimistic underneath. She believes her career leaps stem from both breaking through high-pressure situations and the trust that supported her along the way.

The Foundation of Growth and "Notebook Wealth"

Mandy's professional foundation was built on the shop floor. In 2007, she was immersed in the frontline workshop for six months, learning basic processes. This experience laid the solid underlying logic for solving complex business problems today.

A Japanese technical consultant truly transformed her from a "student" to a "corporate professional" by teaching her to use To-do lists to break down tasks. This simple habit, maintained for nearly 20 years, quietly reshaped her thinking.

As the checkmarks on her to-do lists evolved into deep business insights, a stack of over a dozen thick notebooks accumulated on her desk. No matter how many times the office moved, she always made sure to bring them along. "These aren't just ordinary notebooks; they are my 'wealth'," she says. It is this almost stubborn habit of recording and reviewing that has allowed her to maintain a clear mind and sharp instincts in a rapidly changing business environment.

Passing on Kindness: A Book "Photocopied" by Hand

Beyond rigorous training, Mandy's journey is marked by cross-border kindness.

Once, a Japanese consultant refused to buy an expensive industry book for her, saying it "wasn't worth it." Days later, he sent her a PDF he created by photographing every page himself. This selfless "clumsy effort" deeply moved Mandy, reinforcing her belief in people's inherent goodness.

Since then, this kindness has become Mandy's guiding principle. She always shares her notes and experience openly, patiently helping new joiners troubleshoot and organize their thoughts, just as her mentor did for her. She firmly believes: "Kindness is contagious. When you put it out there, it eventually attracts the same kindness in return."

Breaking Through Under Pressure: A Race Against Time

If kindness is Mandy's soft power, then resolve is her hard support in a crisis. The CIDB inspection was a suffocating test. Per local regulations, CIDB had to send someone to sample steel structures directly at the Chinese factory and send them to a designated third-party agency. Without the results, all steel structures would be stuck at the port upon arrival.

"Suppliers can't just stop production," she recalled. At that time, the supplier was calling frantically: "I have 3,000 tons of goods in my factory!" On one side was the risk of port congestion; on the other, a production line that couldn't stop. For two weeks, the pressure was overwhelming.

Facing this race against time, Mandy didn't panic. She knew that in such moments, rational thinking must drive decisions, not emotions. She quickly mapped out the process, coordinated across multiple parties, and finally carved out a path under immense pressure. This was not only a test of her resolve but also the ultimate test of her sense of responsibility.

The Philosophy of "Having Your Back": Trust Behind the Empowerment

In her view, her ability to make key decisions and break through bottlenecks stems from the unique support style of the company's leadership. "The leadership's approach with me is: go ahead and do it, I've got your back."

She explained. This "safety net" is not unconditional indulgence, but an empowerment based on trust. It allows for trial and error, encourages exploration, and enables Mandy to move freely and grow rapidly through real-world practice.

It is precisely this tolerance and trust that have shaped Mandy's humble yet confident professional attitude. She knows that behind every "letting go" is a leader silently shouldering the

risk, and the confidence of every "safety net" comes from the team's mutual recognition of each other's capabilities. This atmosphere of shared vision gives her a constant sense of composure when facing future challenges.

Future Outlook: Reinventing Myself in Every New Project

Looking at her 3-to-5-year plan, Mandy's focus is on the upcoming new factory construction project. For her, this is not just a business task, but a complete self-reinvention.

"A new factory means new standards, new processes, and a new team; everything has to be figured out from scratch." She doesn't shy away from the upcoming challenges; instead, her eyes show anticipation. "I never see difficulties as a bad thing. What doesn't break you will eventually become the nourishment for your growth."

From a management trainee on the shop floor to a key business leader, Mandy has measured the distance of her growth with a dozen notebooks. She has built the warmth of the workplace with kindness and trust, and proved her value by breaking through under pressure. She still maintains the sobriety of a realist but has never lost her optimistic and open-minded foundation. On her future journey, she will continue to carry this composure and strength, meeting a better version of herself in every new project.

Author: Zoey Zhu



推动跨部门持续改善文化建设



两个发展计划的核心重点之一，是强化跨部门协作，并在 PMBA 内部建立持续改善的文化。每个部门都是推动企业成功的重要力量。通过了解彼此所面临的挑战、分享专业知识，并携手合作，各团队能够更有效地响应业务需求、推动创新，并为客户创造更大的价值。

企业转型需要通过持续改善来推动与延续。通过跨部门改善项目，参与者被鼓励主动发现改善机会、制定切实可行的解决方案、落实改善措施，并评估改善成效。这一系统化的改善方式有助于培养持续学习与追求卓越运营的思维模式，让每一项改善，无论规模大小，都能为 PMBA 的长期竞争力与可持续发展贡献力量。



企业转型并非由单一项目或部门所推动，而是来自每一位积极拥抱协作、学习、责任担当及持续改善理念的员工。通过将领导力发展与未来人才培养相结合，PMBA 正逐步建立更强大的领导人才梯队，推动持续改善文化，并打造更具韧性与未来竞争力的组织。



撰写 :Patricia Chua

Driving Cross-Functional Continuous Improvement Culture



A core focus of both programs is to strengthen cross-functional collaboration and embed a culture of continuous improvement across PMBA. Every department plays a vital role in the organization's success. By understanding one another's challenges, sharing expertise, and working collaboratively, teams can respond more effectively to business needs, drive innovation, and deliver greater value to our customers.

Transformation is sustained through continuous improvement. Through cross-functional improvement projects, participants are encouraged to identify opportunities, develop practical solutions, implement improvements, and evaluate their impact. This structured approach fosters a mindset of continuous learning and operational excellence, where every improvement, regardless of its scale, contributes to PMBA's long-term competitiveness and sustainable growth.



Transformation is not driven by a single project or department, it is driven by people who embrace collaboration, learning, ownership, and continuous improvement every day. By integrating leadership development with future talent development, PMBA is building a stronger leadership pipeline, fostering a culture of continuous improvement, and creating a more resilient and future-ready organization.



Author: Patricia Chua

文化培育：源于尊重，成就卓越

全公司巡回宣讲正式启动：卓越始于尊重 走进巴生 PMC 团队



人力资源部的员工关系组正式启动新版《纪律政策》与《申诉政策》的全公司宣讲活动。此次巡回宣讲于2026年7月3日在巴生办公室的生产材料控制（PMC）团队拉开帷幕。

本项持续推进的倡议以“卓越始于尊重”为主题，将有计划地覆盖集团内的每一位员工。在员工关系组的全力协助下，该宣讲会重新诠释了合规的意义，将其转化为建立职场相互尊重与心理安全感的基石。通过为申诉管理和公司期望确立清晰、透明的框架，确保每位团队成员都能感受到安全、保护与重视。



核心要领：透明的政策能建立彼此的信任。通过了解我们的申诉渠道和公司期望，我们能够共同打造一个更公平、更安全、更具尊重且倾听每位员工心声的职场环境。

下一站动向：员工关系组将继续前往各个部门和厂区推进这一关键政策的落实，确保尊重的核心价值在全公司达到高度统一。敬请期待！

撰写 :Johnson Lim

Fostering Culture: Excellence Through Respect

Company-Wide Roadshow Kicks Off: ExcellenceThroughRespect Reaches Klang PMC Team



The HR Department's Employee Relations division has officially launched its company-wide rollout of the updated Disciplinary Policy and Grievance Policy. The roadshow kicked off on 3 July 2026 with the Product Material Control (PMC) team at the Klang office.

Driven by the theme #ExcellenceThroughRespect, this ongoing initiative will be systematically conducted for every single employee across the group. Facilitated by the Employee Relations division, the session reframes compliance around mutual respect and psychological safety. By establishing clear, transparent frameworks for grievance management and company expectations, the rollout ensures that every team member feels safe, protected, and heard.



Key Takeaway: Transparent policies build mutual trust. By knowing our avenues for grievance and company expectations, we collectively build a fairer, safer, and more respectful workplace where every voice matters.

What's Next: Look out for the Employee Relations division as they continue to facilitate this vital policy rollout across all sections and locations, ensuring our core values of respect are unified company-wide.

Author: :Johnson Lim

"品过醇香，乐于分享" 战略会议

凝聚愿景，携手同行："品过醇香，乐于分享"战略巡回分享会正式启航



为确保每位团队成员在集团的发展方向上达成共识，人才管理组正式推出了"品过醇香，乐于分享"咖啡战略分享会。这是一项面向所有部门、全体员工开展的全面对齐战略倡议。



该系列分享会已于 2026 年 7 月 3 日在巴生生产材料控制（PMC）部门成功举办第一场。在品尝咖啡与本地糕点的轻松氛围下，部门经理与团队成员面对面坐在一起，深入剖析了公司管理层的宏观 5 年战略规划。在人才管理组的持续协助下，这场互动性极强的分享会将公司高层的长远增长目标转化为一线团队的日常业务操作，确保每位员工都能清晰认识到自己的坚守与付出如何推动着我们共同的 5 年蓝图。

核心要领：宏伟的目标有赖于每日的躬行实践。将宏观战略与一线业务紧密相连，能确保每位团队成员都清晰领会到自己的奉献将如何赋能我们共同的企业未来。

下一站动向：人才管理组将持续在全公司范围内协助各部门开展这一咖啡战略分享会。请密切留意您所在部门的会议安排，让我们一起连接、对齐、分享！



Author: :Johnson Lim

"Bean there, Share that" Strategy Session

Aligning Our Future: "Bean There, Share That" Strategic Roadshow Begins



To ensure every team member is unified in our corporate direction, the Talent Management division has launched the "Bean there, Share that" strategy and coffee sessions—a mandatory alignment initiative rolling out to every single employee across all departments.



The roadshow successfully commenced on 3 July 2026 with the Product Material Control (PMC) department in Klang. Over coffee and local kuih, department managers are sitting down with their teams to break down the COO's macro 5-year plan. Facilitated continuously by the Talent Management division, this interactive session translates high-level corporate growth objectives directly into day-to-day daily operations, ensuring every individual understands exactly how their frontline dedication drives our shared 5-year blueprint.

Key Takeaway: Big goals succeed through daily execution. Connecting macro strategy with frontline operations ensures every team member knows exactly how their dedication drives our shared corporate future.

What's Next: The Talent Management division will continue facilitating these coffee and strategy sessions across the company. Stay tuned for when your department meets to connect, align, and share!



Author: :Johnson Lim

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submissions.*

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感谢阅读，此动态为内部资讯，仅限齐力澳美及全体子公司内部传阅。
内容撰写如有不足，期待您的建议。

——项目管理部

Thank you for reading. This update is for internal reference only and is intended for circulation within PMI, PMIBA and all subsidiaries. We welcome your suggestions regarding any shortcomings in the content.

——Project Management Department