



# VISION

To be a leading regional plantation group

# MISSION

To uphold the highest standards of performance  
in our plantations and agri-businesses

# CULTURE

We strive to:

- uphold the highest standards of professionalism and exemplary corporate governance to maximise the benefits for all stakeholders;
- respect the different cultures, gender, religion, human rights and dignity of our stakeholders;
- ensure the standard of our agricultural and milling practices is of quality that matches or exceeds others in the industry;
- create a conducive environment for team spirit among our employees to work towards a unified workforce; and
- be a responsible and respected corporate citizen with concerns for social, safety, health and environmental issues.

# CORE VALUES

At IJMP, we are guided by a set of core values in everything we do. These core values form an integral part of our corporate culture which is geared towards sustainable development.

These values, with the acronym “I-TIC” are **INTEGRITY**, **TEAMWORK**, **INNOVATIONS** and **CUSTOMER FOCUS**.



## INTEGRITY

We act with professionalism in everything we do and with everyone we deal with, always delivering on our promise.



## TEAMWORK

We work, collaborate and succeed in unity, believing and trusting each other in pursuing our shared goals. We embrace a philosophy of openness in acknowledging differences of opinions, cultures and contributions among all team members, treating all with respect.



## INNOVATIONS

We believe in continuous improvements, exploring new ideas and promoting creative thinking. We commit passionately to excel at all we do, constantly striving to push the limits and surpass standards of excellence.



## CUSTOMER FOCUS

We place our customers at the heart of everything we do, constantly delivering at the right time with quality and great attitude. We deliver customers' expectations with the IJM Mark of Excellence.