



IJM PLANTATIONS BERHAD
198501000955 (133399-A)

HUMAN RIGHTS POLICY

IJM Plantations Berhad and its subsidiaries (collectively referred to as “the Group”) are committed to protect the rights of its employees and to treat them with dignity and respect; and in compliance with applicable statutory and regulatory requirements. The Group respects and recognises the dignity of individuals with reference to the Universal Declaration of Human Rights. The Group strives to operate in an ethical and responsible manner and to prevent human rights violations in its business operations guided by the following principles.

1. Diversity and Inclusion

Promoting diversity and inclusive culture in the workplace, premised on mutual trust and respect, and by avoiding policies and practices that discriminates against gender, marital status, race, nationality, ethnicity and age.

2. Workplace Security

Not tolerating any form of abuse, harassment, violence, intimidation and any other unsecured working conditions.

3. Child Labour

Ensuring that the operations do not employ children.

4. Exploitation

Not tolerating any form of forced labour, slavery, human trafficking and sexual exploitation.

5. Communication and Managing Grievances

Practicing two-way communication with representatives of employees, and when the need arises addressing complaints and grievances in an open, transparent and consultative manner.

6. Safety and Health

Striving to provide a safe and healthy workplace for all employees. Dedicating to maintain a productive work place by minimising the risk of accidents, injuries and exposures to health risks.

7. Freedom of Association and Rights to Collective Bargaining

Allowing employees the right to form and join appropriate organisations and in bargaining collectively as per applicable laws.

8. Community Rights

Respecting and recognising the rights of relevant surrounding communities where the Group operates, adopting free, prior and informed consent to operate on lands that they hold legal communal or customary rights.

This policy is applicable to all operations in the Group, its subsidiaries, joint-ventures and companies over which it has management control. This Policy is also applies to all of its suppliers, contractors and other relevant stakeholders of significance in its supply chain.

JOSEPH TEK

Chief Executive Officer and Managing Director
22 February 2019