



# IJM PLANTATIONS BERHAD

(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. The Group strives to commit its suppliers, contractors and other relevant stakeholders of significance in its supply chain towards adhering to the above policy.**

A handwritten signature in black ink, appearing to be 'J. Tek'.

**JOSEPH TEK**

Chief Executive Director and Managing Director

22 February 2019