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OHB SUSTAINABILITY POLICY

SCOPE OF POLICY

This Policy Statement is to provide guidance on how we conduct business in all of our palm oil-related operations of OHB, its subsidiaries, joint ventures and companies over which it has management control.

OHB will also encourage and expects all its business partners to comply with this Policy.

The policy outlined below are context-specific and is subject to change, review and improvements over time, in consultation with our stakeholders.

STATEMENT OF COMMITMENT

We act as a responsible company in all aspects of business management and aim to be a sustainable business by striving for an environmentally, socially and economically balanced future for all.

The strategic approach we apply to achieve sustainable and responsible agribusiness is carried out in stages by managing operations in accordance with the recognised sustainable standards. This is our long-term commitment.

We are committed to the sustainable plantation management and responsible palm oil processing and its supply chain principles set out in this Policy which will form the basis for our sustainable operations.

1. ENVIRONMENTAL PROTECTION AND MANAGEMENT

i. No Deforestation

- No development on natural forests, protected forests, High Conservation Value (HCV) areas or High Carbon Stock (HCS) forests.
- New land development will undergo integrated High Conservation Value (HCV) and High Carbon Stock Approach (HCSA) assessment to determine planting areas that meet the requirements.

ii. Protection of Slopes, Terrains, Soils, Riparian Zones and Peatlands

- New planting on the following is prohibited:
 - a) Slopes exceeding 25°
 - b) Areas located 300m above sea level
 - c) Fragile and marginal soils
 - d) Riparian zones
 - e) Peatlands regardless of depth
- Adopt and implement the current best management practices on existing plantations on peatlands.
- Adopt a soil erosion mitigation plan

iii. Biodiversity Conservation

- Conserve and protect rare, threatened and endangered species as well as ecosystems and critical habitats of rare, threatened and endangered species.
- Prohibit the hunting and poaching of wildlife, including rare, threatened and endangered species within our plantations.

iv. Zero Burning Practices

- No burning for new planting, replanting or other development.

v. Reduce Greenhouse Gas Emissions

- GHG emissions will be progressively reduced in all operations through implementing best management practices and action plans to achieve targeted reductions.

vi. Climate Change

- Adopt best management practices and strategy on mitigating climate change

2. SOCIAL RESPONSIBILITIES TOWARDS WORKERS

i. Respect and Recognise the Rights of All Workers

- Respect, recognise and uphold the rights of all workers, including contract, temporary, casual and migrant workers, in accordance with local, national and ratified international laws.

ii. No Child Labour

- Prohibit the use of child labour.
- Recognise 18 years old as the minimum age for full employment.

iii. No Forced, Bonded or Trafficked Labour

- Prohibit the use of involuntary labour, bonded labour or human trafficking.
- Prohibit deduction of workers' wages and retention of passports/identity documents unless provided by law.
- Ensure there are no restrictions on workers' freedom of movement unless provided by law.
- Practice ethical recruitment including prohibiting the charging of recruitment fees to workers at any stage of the recruitment process.

iv. Occupational Safety and Health

- Provide a safe, secure and healthy working environment.
- Ensure Hazard Identification and Risk Assessment at the workplace is undertaken and an action plan is in place and being implemented.
- Ensure all workers receive suitable health and safety training appropriate to the scale of the operations.
- Provide all workers with appropriate Personal Protective Equipment (PPE) free of charge as identified in Hazard Identification and Risk Assessment.
- Prohibits the use of Paraquat and other pesticides categorised as World Health Organization Class 1A or 1B and listed by the Stockholm or Rotterdam Conventions or any other applicable regulations being in force at that time.

v. Employment Contracts

- Provide employment contracts which are in compliance with all labour law and practises to all workers in a language they understand, the details of their working conditions, including but not limited to the nature of the work to be undertaken, rate of pay, working hours, vacation, overtime, leave, and any other benefits of employment.
- Prohibit the substitution or alteration to the prejudice of the worker, of employment contracts already approved unless provided by law or consented to by workers.

vi. Equal Employment Opportunities

- Provide equal opportunity for all workers, and embrace diversity regardless of age, race, colour, gender, religion, political opinion, nationality, social origin or any other distinguishing characteristics.
- Provide training and development to workers to enable them to achieve their full potential

vii. Minimum Wage

- Ensure payment of wages that meet or exceed the legal requirements.

viii. Working Hours and Record-Keeping

- Ensure working hours meet the legal requirements.
- Ensure all overtime is voluntary and compensated at a rate consistent with national law, and that workers have at least one rest day each week.
- Maintain a transparent record of working hours and wages for all workers.

ix. Prevention of Sexual Harassment and Violence

- Practice zero tolerance for sexual harassment and all other forms of violence in the workplace.

x. Reproductive Rights

- Respect and recognise women's rights to reproductive and sexual health.

xi. Freedom of Association and Collective Bargaining

- Respect the rights of workers to form and join trade unions of their choice, and to bargain collectively.

xii. Cooperative Development

- Encourage and facilitate the formation of cooperatives to improve the welfare of workers and develop productive businesses in companies.

xiii. Handling of Complaints, Grievances and Whistleblowing

- Resolve all complaints and conflicts through an open, transparent and consultative process.
- Prohibit threats, harassment, intimidation, the use of violence, or retaliation against human rights defenders, complainants, whistleblowers and community spokespersons.
- Protect the identity of the complainants/whistleblowers when requested or necessary.

3. SOCIAL AND COMMUNITY ENGAGEMENT

i. Promotion and Protection of Human Rights

- Promote and uphold the internationally recognised human rights and national human rights legislation for all workers, contractors, indigenous peoples and local communities in all business operations.

ii. Respect the Rights to Free, Prior and Informed Consent for Indigenous Peoples and Local Communities

- Respect and recognise the rights of indigenous and local communities to give or withhold their Free, Prior and Informed Consent (FPIC) to operations on lands to which they hold proven legal, communal or customary rights.

4. RESPONSIBLE BUSINESS PRACTICES

i. Business Integrity and Governance

- Operate business ethically, reliably, and in compliance with all applicable laws and regulations.
- Disclose information in accordance with applicable regulations.

ii. Anti-Bribery and Corruption

- Adopt a zero-tolerance policy towards any forms of corruption and bribery in all business operations.

5. TRACEABILITY

i. Traceable and Transparent Supply Chain

- Strive for a fully traceable and transparent supply chain by facilitating the inclusion of smallholders/farmers into the supply chain.
- Conduct due diligence on prospective business partners to assess compliance with this Policy and if necessary, to identify appropriate measures to be carried out, prior to entering into any contract

Group Chief Financial Officer



Adrian Wong Tet Look
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