

SUSTAINABILITY POLICY

JPG embraces the principles of Sustainable Development and the company's goal is to ensure that future generations will continue to benefit from today's actions.

JPG defines sustainable development as encompassing social responsibility, resource stewardship, appropriate environmental control and the capacity to produce efficiently. It covers the environmental, social and governance dimensions of its sustainable development. The goal of sustainable development will be achieved by balancing the considerations for people, planet, profit, peace and prosperity in all management decisions and operations.

JPG is acutely conscious of its varied responsibilities with respect to people, planet, profit, peace and prosperity. JPG is committed to continuous improvement of its performance. The implementation of a Sustainable Management System (SMS) will provide the framework to realize these goals. JPG will maintain a safe, healthy and viable working environment and conduct all operations in a manner consistent with its SMS framework.

This Policy applies to all JPG plantation operations including those of our plantation's subsidiaries, mills and our managed operating units. JPG will operate in compliance with all applicable national and international legislation and ensure that long-term economic viability does not compromise its Ethical and Business policies. In situations where JPG has a business interest, JPG business partners including all contractors, suppliers, traders and other industry stakeholders shall also adhere to this Policy.

JPG is committed to investing in the development and advancement of its employees through training that will improve knowledge, skills, and competency to enhance performance, process and career. JPG is committed to ensuring that land management practices are consistent with the long-term productivity of the resource so that the land remains suitable for agricultural use.

In particular, it adopts the following undertakings:

- To preserve soil fertility and prevent erosion of any land under its control
- To conserve and maintain the quality of ground and surface waters
- To minimize the use of chemicals through integrated pest management
- To manage the impact of development on such critical habitats as, coastal wetlands and minimize estuaries, rivers and streams, to ensure that possible pollution and its effects are minimized

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JPG is actively seeking to continually improve environmental performance through:

- Pollution prevention by minimizing emissions to air, land and water. Optimal use of renewable resources, while minimizing the use of non-renewable resources
- Provision of adequate resources for effective implementation of Sustainable Management Programs
- Ensuring the integration of Sustainable Management Programs with all other company policies

JPG embraces the principle of sustainable development and a Sustainable Management System (SMS) Framework guides its implementation. The SMS will be wholly based on the Roundtable on Sustainable Palm Oil (RSPO) Principles and Criteria (P&C) and is further guided by the following policies:

No Deforestation

JPG will not undertake new developments in the areas of primary forests classified as High Carbon Stock (HCS) forests and in an area containing one or more High Conservation Value (HCV). Land development undertaken by the company takes into account the conservation and maintenance of biodiversity by identifying, protecting and maintaining the high conservation value of the areas, protection of cultural heritage and customary land use and the capability of the land to sustain the proposed agricultural activities. We will continue to implement international best practices in the identification and management of the HCV area under RSPO Principles and Criteria for the Production of Sustainable Palm Oil.

Protection of Peat Areas

JPG will not commit to any development on peat areas regardless of depth. JPG is committed in the application of Best Management Practices on the existing peat lands of our plantations.

No Exploitation of People and Communities

JPG is committed to ensuring and protecting the rights of all people directly and indirectly impacted by our operation. Core to this, People Policy is a commitment to our transparent respect and recognition of the rights of all JPG employees including contract, temporary and migrant workers as well as people living locally nearby and adjacent communities.

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JPG will respect, support and protect international human rights against violence, threats, and all forms of retaliation and contribute to the effective elimination of all forms of violations of human rights and fundamental freedoms of individuals and people which include Environmental Human Rights Defenders, whistleblowers, complainants and community spokesperson.

JPG does not engage in discrimination of race, ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. Reproductive right that is in line with the countries/regions laws where we operate shall also be respected.

Principles of Free, Prior and Informed Consent (FPIC)

JPG respects the rights of indigenous and local communities and uphold Free, Prior and Informed Consent (FPIC) principles. JPG undertakes to use this principle in all negotiations and interactions with stakeholders. JPG will be a responsible corporate citizen, making a positive contribution to the communities within which it operates.

JPG conducts its operations in a transparent manner and complies with all relevant legislation in the countries it operates in. It sees these regulations as a minimum performance standard and therefore in addition will:

- Communicate this policy to all employees, suppliers, contractors, shareholders, and joint venture partners
- Encourage smallholders, suppliers and contractors to implement appropriate SMS
- Monitor and report on its sustainability performance to its Board of Directors

By implementing the principles of the RSPO, JPG is adopting a planned approach to achieve the balance between People, Planet, Profit, Peace and Prosperity. JPG believes that this approach is the safest, most ethical, efficient, socially and environmentally responsible way of operating sustainably.