

SUSTAINABILITY COMMITMENT PLEDGE
JOHOR PLANTATIONS GROUP BERHAD SUSTAINABILITY BASIC PRINCIPLES
COMPLIANCE

1. Environmental commitment

- No new development or deforestation in Primary Forest areas designated as High Carbon Stock (HCS) forests or areas with one or more High Conservation Values (HCV).
- Conduct an impact assessment on the High Conservation Value (HCV) and the environment before any land development.
- No hunting within the estate area.
- No open burning.
- No development in peatland areas of any depth and implementing Best Management Practices on existing peatland.
- Minimise the use of chemicals, including pesticides and chemical fertilisers and avoid pesticides in classes 1A and 1B¹, such as paraquat.

2. Social commitment

- Conduct an impact assessment on social and ensure that no exploitation of people and communities and protect the rights of all people who are directly or indirectly impacted by operational activities.
- Respect the rights of indigenous and local communities, including customary land rights, and ensure that any conflicts or land disputes are resolved through consultations and interactions with all stakeholders in accordance with the principle of prior, free, and informed consent (FPIC).
- Respect and recognise all worker rights, including those of contract workers, temporary workers, and foreign workers.
- Comply with employment conditions in accordance with national and international labour laws², including minimum wages order.
- Comply with Occupational Safety and Health (OSH) legislation, regulation and Codes of Practise.
- Prioritize workers' rights and not engage in any discrimination of race, ethnic, origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age.

3. Commitment to comply with legal and policies requirement

- Commit to comply with ethical conduct and prohibition of corruption.
- Commit to comply with the provisions of the rules and regulations, as well as the policies established by the government, to ensure the business conducted is legal under the written laws.
- Commit to comply with all Johor Plantations Group Berhad policies and certification program standard requirements.

1 Chemical substances from the World Health Organization's (WHO) list of chemicals of class 1A and 1B, and the Stockholm and Rotterdam conventions

2 International legislation refers to the International Labor Organization Convention's Fundamental Principles (Fundamental ILO Conventions)