



We are committed to creating value for all of our stakeholders in a manner that is responsible, transparent and respects the rights of all.

In conducting our plantations business, we are guided by the key principles of the Malaysian Sustainable Palm Oil ("MSPO") Standards:

- To comply with all applicable laws and regulations governing our operations, including the relevant international standards to which we subscribe;
- To support the development and hiring of local workforce and contractors and provide a safe, healthy and conducive working environment. We strive for the fair treatment of our employees and everyone in our supply chain;
- To actively engage and maintain continuing dialogue with local community stakeholders affected by our operations recognising free, prior and informed consultation, and to seek solutions that can create long-term value for all concerned;
- To be responsible stewards of the environment in the areas where we operate through inter alia the implementation of good agricultural practices, conservation of sensitive areas, risk and impact evaluation and to pursue increased efficiency in the use of natural resources on which we depend; and
- To continuously enhance transparency within our supply chains and support our focus on quality, health and safety, sustainability, continuous improvement and innovation.

This Policy shall apply to all our plantation operations including our subsidiary companies, joint ventures and companies in which we have management control.

A handwritten signature in black ink, appearing to read "Roslan bin Hamir", is positioned above the printed name.

Dato' Roslan bin Hamir
Group Managing Director
Kumpulan Fima Berhad
1 October 2018