

PLS PLANTATIONS BERHAD

(Company No. 160032-K)

Setapak Office:

NO.122, Jalan Desa Gombak 1,
Jalan Gombak, 53000 Kuala Lumpur

Damansara Office:

Unit No.9-01, Level 9, Menara TSR,
No. 12, Jalan PJU 7/3, Mutiara Damansara,
47810, Petaling Jaya, Selangor

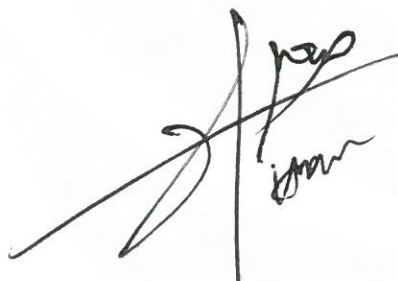
SOCIAL POLICY

The agricultural/oil palm/food security industry has an important and significant role to play in the national socio-economic development of Malaysia. As a leading economic force and a major employer in areas of its Operations, The Company's goal is to establish financial independent and self-reliant communities through harmonious relationships with its surrounding neighbours.

PLS Plantations Berhad endeavours to support the local economies through the infrastructure, service and employment generated by its mill and plantation operations.

To achieve the above goal, PLS Plantations Berhad will:

- Comply with the prevailing statutory employment and social obligations and laws, and other applicable requirements to which the group subscription.
- Implement and maintain a social system conforming to the MSPO/MYGAP Principles & Criteria standards, the United National Global Compact Principles and the Group's policies and SOPs;
- Embrace a policy of open engagement and ongoing consultation with local communities, and other stakeholders or credible organizations that represent them with the intention of resolving all land disputes within its concession area in an honest, peaceful and affair manner;
- Identify deficiencies and gaps within the community infrastructure and skills base, and provide the necessary empowerment support through a scheme of carefully designed support and build-up programmes that include the area of education and health welfare;
- Preserve indigenous cultural values through building religious places of worship and restoring or leaving intact historical sites;
- Periodically review this Social Policy to ensure it remains relevant and applicable for the business.



Alex Tham Poh Seng
Chief Operating Officer of PLS Plantations Berhad
10th January 2022