

PLS SUSTAINABILITY POLICY

The PLS Sustainability Policy enshrines our aspirations to meet or even exceed the prescribed legal, governance, economic, social and environmental statutory and regulatory requirements to demonstrate our steadfast commitment to sustainable development. This Policy outlines the strategies for attaining more responsible operations and for reducing or eliminating our adverse impacts on the environment and the international and local communities surrounding our plantations.

This Policy serves as the overall guide on all matters relating to sustainability that must be followed by all our stakeholders, including our directors, employees, supply chain and community partners. The PLS Sustainability Policy is consistent with our Code of Ethics, Anti-Bribery and Anti-Corruption ("ABAC") Policies and the Malaysian Sustainable Palm Oil (MSPO) standards and principles. All our stakeholders are furnished with copies of the Policies in their languages. The Policies can also be accessed on the Company's website.

We intend to realise our Sustainability Policy by fulfilling the following commitments.

LEADERSHIP

We believe that excellent corporate governance demands the highest standards. The Company must be overseen by an esteemed Board of Directors ("BOD") possessing ample competence and experience to take control and make sound decisions. The BOD must be adequately capable of recognising risks and leveraging opportunities so that they can make informed and impartial decisions for the benefit of all stakeholders. The BOD is also expected to perform all their actions with full transparency and accountability.

Our sustainability governance framework is compliant with the Malaysian Code on Corporate Governance 2021 ("MCCG") and international standards. The BOD and the Management Team's fiduciary duties involve making sure that "the strategic plan of our Company supports long-term value creation and includes strategies for driving economic, environmental and social sustainability".

Operate Responsibly and with Integrity

Integrity is at the centre of all our business transactions. All of our divisions are obligated to observe the relevant laws within their operational frameworks.

- Inform all directors, executives, managers and employees, business and community partners, as well as any entity that may have transactions with the Group that they must obey all applicable laws and display the highest standard of business ethics.
- Establish policies that protect the Group's interests and operations against malicious and unfair business practices.
- Make an effort to go beyond regulatory compliance to laws and regulations in order to achieve better outcomes.
- Abide by all international laws, standards, and guidelines relevant to our operations.
- Provide our stakeholders with tools to monitor their compliance with our Policies and pertinent laws and regulations.

HUMAN RIGHTS POLICY

The Group's Human Rights Policy is our pledge to safeguard the human rights of every individual in our value chain and operations. The Policy ratifies the rights defined by the United Nations Guiding Principles ("UNGPs") on Business and Human Rights, United Nations Global Compact Principles, and International Labour Organizations (ILO) Declaration on Fundamental Principles and Rights at Work.

To uphold these fundamental human values, which are vital to having meaningful social and economic lives, we make the following commitments:

Modern Slavery

- Respect and protect the internationally proclaimed human rights of every individual.
- Ensure that the Company is not complicit in any acts of human rights abuses.
- Recognise the workers' rights to freedom of association and collective bargaining.
- Terminate all forms of forced and compulsory labour.
- Abolish all practices of child labour.
- Exercise fair and transparent recruitment of migrant workers in accordance with labour laws and international labour standards

Diversity, Inclusivity and Equal Opportunity

- Respect the rights to freedom of association and collective bargaining.
- Promote diversity and condemn all forms of discrimination based on race, religion, gender, age, disabilities, nationality and ethnicity, employment and occupation.
- Support equal opportunity and equal pay for equal work.
- Apply a merit-based framework for employment, skills development, promotion and occupation.

Labour Rights

- Set work hours and overtime hours according to local labour laws.
- Comply with all pertinent wage laws, regulations and **collective bargaining agreements**, including matters relating to minimum wages and legally mandated benefits.
- Maintain a safe workplace environment that is free from physical or mental harassment and abuse.
- Encourage direct and open dialogue between workers and the management in situations where representation and collective bargaining are restricted by law.
- Accommodate employees who might have special needs, such as those who are pregnant or are returning to work after childbirth.
- Respect employees' rights to the privacy of their personal information.

OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY

Our OHS Policy pertains to our commitment to prevent and avoid the hazards and risks associated with our business and operations. Our OHS Policy identifies the strategies for managing and controlling these hazards/risks to prevent occupational accidents and diseases. As much as is reasonably possible, we are devoted to:

- Minimise the workers' exposure to potential safety hazards.
- Provide and regularly maintain machine safeguards, interlocks and barriers.
- Be receptive towards workers who raise health and safety concerns.
- Formulate sound emergency plans and response procedures.
- Manage, track and report occupational injuries and illnesses.
- Provide access to clean and decent living accommodations
- Constantly improve the health and safety performance across all levels of operations.

COMMUNITY POLICY

Our operations hugely contribute to the community's economic development and in raising their quality of life. Our goal as a community partner is to build meaningful long-term relationships and boost sustainable growth that creates lasting benefits. To this end, we endeavour to make the following commitments:

- Prioritise local sourcing and hiring.
- Design programmes that will enrich the livelihood and quality of life of the communities surrounding our plantations.
- Encourage employees to create meaningful interactions with the communities.
- Perform due diligence before implementing any programme in a community.
- Maintain an open dialogue with the community and other stakeholders that might be impacted by our current or new operations and consider their views during the decision-making process.
- Respect aboriginal and other indigenous land rights.
- Provide technical advisory to smallholders that will equip them to be part of a sustainable supply chain.
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ENVIRONMENTAL POLICY

We strive to conduct our business and operations without causing adverse effects on the environment. To this end, we wholeheartedly adopt the following best practices relating to environmental protection:

- Protect and increase biodiversity in areas where we operate
- Adopt soil regeneration techniques
- Mitigate the causes of climate change.
- Reduce waste and consumption of energy and water
- Increase utilisation of natural resources
- Practice energy and natural resource efficiency
- Adopt a green supply chain

For a copy of our environmental Policy please go to: [XXX](#)

RESPONSIBLE PRODUCTION and SOURCING POLICY

We expect our business partners to conduct all transactions lawfully and with integrity, respect the human rights of everyone and care for our environment. Our goal is to further strengthen our supply chain through the mutual growth of our businesses by mitigating risks and working towards fair livelihoods.

- Encourage our suppliers to take steps in ensuring that slavery and human trafficking are not taking place in any part of our supply chain or any part of their operations.
- Incorporate ESG conditions in the vendor vetting process.
- Inform vendors, suppliers and contractors of their ESG obligations and commitments.
- Expect our suppliers to conduct due diligence on their respective supply chains and assist us with compliance requirements.
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In cases where a supplier refuses to cooperate with our sustainability efforts, we may reconsider our supply arrangement and implement remedies, such as blacklisting suppliers for non-conformance.

In all our sustainability endeavours, we are committed to the following:

- Adhere to all statutory and regulatory requirements pertinent to our business and operations.
- Adopt international and national environmental best practices.
- Support initiatives that promote the national agenda.
- Establish a sustainability framework that complies with international and national standards.
- Set meaningful qualitative and quantitative targets and monitor our performance towards achieving these goals.
- Raise the awareness of all stakeholders regarding sustainability and provide them with the relevant tools for enacting our Sustainability Policy.
- Find areas of our operations that can be improved and implement measures that will lessen or even eliminate negative impacts and enhance the positive ones
- Identify ESG risks and opportunities by utilising a risk management system.
- Regularly review the Policy and update for necessary changes accordingly.

- Engage with stakeholders regarding human rights issues.
- Respect indigenous land rights.
- Perform adequate due diligence in the context of ESG, which involves instilling an ongoing management process that supports the organisation's endeavours.
- Assess actual and potential ESG impacts, deal with the findings, track responses and communicate how the impacts are addressed.

The BOARD approved this Policy


Name: THIAM POH SENG
Title: CHIEF OPERATING OFFICER

Effective Date: 1 MARCH 2023

Stakeholder Acknowledgement:

We hereby acknowledge receipt of an agreement to the PLS Environmental Policy

Signature:

Company Name and Position:

Date: