

GLENEALY PLANTATIONS SDN BHD

Gender Policy

Glenealy Plantations Sdn. Bhd. pays particular attention to the protection of the rights of its employees through its policies, compliance to regulations and adherence to agreements by internalizing these key policy components into the operations and management of the company for the production of sustainable palm oil.

The company shall comply with all statutory and regulatory requirements. In line with the policy, we shall: -

- Endeavour to prevent sexual harassment and all other forms of violence against women, workers and community.
- Establish a specific complaints and grievance procedure and mechanism, acceptable by all parties, to address gender-based issues.
- Provide sufficient trainings and development for employees to increase their awareness, enhance their skills and understanding of this policy.
- Provide and create opportunities for the development of women's leadership at all levels.
- Ensure effective participation of women in decision-making by enrolling them as member of various committee that are already established, such as Sustainability Committee and Occupational Safety and Health (OSH) Committee.
- To establish a Gender Committee to implement and monitor the policy.
- To communicate, explain and make this policy be understood by all employees, including external contractors and/or other relevant stakeholders.

Date: 5 April 2018