

GLENEALY PLANTATIONS SDN BHD

Social & Human Rights Policy

Our plantation group will always ensure the product and process will fulfill quality standards following the world needs. We as a responsible group as well are committed to ensure good social practice and human rights protection among the employees, contractors and other local communities especially living around our plantation and mill by: -

- Complying with the relevant labor law and regulations.
- Ensuring fair working agreements.
- Ensuring equal opportunity for employment.
- Will not hire any underage person as employee.
- Commitment to solve social conflict through good practices.
- Respecting the rights and freedom of association.
- Respecting the rights and non-discrimination based upon religion, race, gender, nationality, colour and age.

Ensuring all these elements is followed accordingly, to enable a harmonized social environment in our company.

Date: 5 April 2018