

## Social and Community Policy

Sarawak Oil Palms, (SOP) is committed to fostering respectful, inclusive, and mutually beneficial relationships with the communities in which we operate. We recognize that our long-term success is closely linked to the wellbeing of our employees, local communities, and other stakeholders.

To support this aim, SOP will adhere to following commitments: -

### **1. SOP in Society**

- To contribute within the scope of our capabilities to improving economic, environmental and social conditions through open dialogue with stakeholders and through active participation in common efforts.

### **2. Children and Young Workers**

- To ensure that minors are properly protected; and as a fundamental principle, not to employ children under age of 18 years or support the use of child labor.
- To provide access to primary education to all children staying within SOP estates or mills.

### **3. Freedom Of Engagement**

- To require that all employees enter into employment with the company of their own free will; and not to apply any coercion when engaging employees or support any form of forced or compulsory labor.
- To ensure employment contract are given to all employees in writing and in a language, they can understand, with detailed description of their duties, rate of pay, working hours, leave, and any other benefits of employment.

### **4. Health and Safety**

- SOP are committed to achieve highest performance in Occupational Safety and Health (OSH) with the aim that all activities at the company premises are safe and healthy throughout its business as outlined in SOP Occupational Safety and Health Policy.

### **5. Employee Consultation and Communication**

- To facilitate regular consultation with all employees to address areas of concern.
- To respect the right of all personnel to form and join trade unions of their choice and to bargain collectively.

- To address complaints and concerns, maintaining transparent and equitable grievance mechanisms, ensuring fair resolution without fear of retaliation.
- To continuously improve our practices through feedback and dialogue.

## 6. Equality of Opportunities and Inclusion

- To offer equality of opportunity to all employees and not to engage in or support discrimination in hiring, remuneration, compensation, access to training, promotion, termination or retirement based on ethnic and national origin, caste, religion, disability, sex, age, sexual orientation, union membership, or political affiliation.
- To foster an inclusive culture that values diversity and treats all employees with dignity and respect.

## 7. Harassment and Disciplinary Practices

- Take appropriate action to prevent and address any form of harassment, bullying, or unfair treatment in the workplace according to our Employee Disciplinary Policy.

## 8. Working Hours

- To comply with applicable laws and industry standards on working hours, including over-time.

## 9. Compensation

- To ensure that wages paid meet or exceed the legal or industry minimum standards in recognising that paying a living wage is essential to long-term social and economic well-being.
- To ensure that wage and benefits composition are detailed clearly and regularly for workers, and that compensation is rendered in full compliance with all applicable laws and in a manner convenient to workers.
- To ensure that labor-only contracting arrangements and false apprenticeship schemes are not used to avoid fulfilling SOP's obligations under applicable laws pertaining to employment and social security legislation and regulations.

## 10. Community Involvement

- To promote and participate in community engagement activities that actively foster economic, environmental, social and educational development, as part of SOP's commitment to the communities where it operates.
- To maintain **open communication** with stakeholders to address concerns and improve community well-being.

## 11. Business Ethics

- To uphold the highest standards in business ethics and integrity and to support efforts of national authorities to establish and enforce high ethical standards for all business dealings as outlined in Code of Business Conduct and Ethics.

## 12. Food Security

- To ensure SOP's operations do not jeopardise local food supply and security of all employees as well the local community.

We will ensure continuous improvement of our social performance by regularly assessing the social impacts of our operations, transparently reporting our progress, and periodically reviewing and updating this policy to reflect evolving expectations, needs, and best practices.

A handwritten signature in black ink, appearing to read 'Jeff Ling Lu Kuang'.

**JEFF LING LU KUANG**  
**GROUP EXECUTIVE CHAIRMAN**

Dated: 23 December 2025