



SABAHEBAT SDN BHD

198601006492 (1555657-V)

P.O Box 175, 89728 Membakut, Sabah

Planted Area: 760.33Ha, Certified Area: 1,214.10Ha

SOCIAL AND HUMAN RIGHTS POLICY

Sabahebat Sdn. Bhd. is committed to provide a fair and beneficial working environment for employees. Therefore, the following social and human rights principles are applied to ensure a healthy, safe, and conducive workplace environment.

1. We shall respect human rights and support international human rights law.
2. Prohibiting any kind of retaliation against Human Right Defenders (HRD) in Accordance with the United Nations Declaration on Human Rights Defenders.
3. Respect and uphold the rights of all workers including contract workers with the International Labour Organisation's core convention
4. We shall provide safe and healthy working environment and take the appropriate precautionary measures to protect our workers from related hazards and anticipated dangers in the workplace
5. We shall respect the rights of our workers to join or form legal trade unions of their own choosing and to bargain collectively.
6. We shall not use any child labour. Children's rights are respected and protected.
7. We do not employ forced labour nor trafficked labour in our business operation.
8. we shall ensure that our people are effectively and systematically trained to enhance their knowledge and skills, adequate personal safeguards are provided and all machinery and equipment are maintained and in safe working condition.
9. We shall maintain social engagement and effective communication with all stakeholders as well as respond to any criticism, complaints, and enquiries in a transparent, positive and timely manner.
10. We shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.
11. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive rights are protected
12. To identify, through consultation the potential social benefits and determine how they might be enhanced for the mutual benefits of the company and the local community
13. Policy is documented and communicated to all levels of workplace, operations, stakeholder, and local communities to promote awareness of Human Rights issues.
14. We believe that our growth and development should be synchronised with the continual enhancement of the quality of lives of the communities where we operate.

DATUK ABDUL RAZAK HARRIS
DIRECTOR

13 JANUARY 2025
REVISED DATE