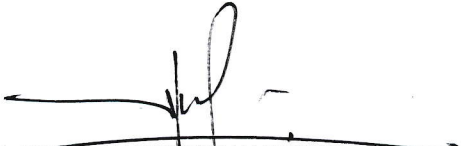




SOCIAL & HUMAN RIGHTS POLICY

Melangking Oil Palm Plantation Sdn Bhd recognizes human rights and good social behaviour among the workers. Contractors and local communities especially those living around our estates also need to be respected. As a prove, the company is committed to promoting and protecting good social and human rights practices through :-

1. Complying with relevant labour laws.
2. Executing a fair employment contract without the replacement of the contract.
3. Giving an orientation to new workers.
4. Not taking workers by force or by trafficking.
5. Do not take underage workers.
6. Pay a salary that complies with the minimum wages order.
7. Provide appropriate housing.
8. Conduct a good environment social behaviour.
9. Respect the terms of the law on land use and cultivation.
10. Respect for the rights of the people and join the unity.
11. Respect for the rights to live with life free from discrimination.
12. Respect for the rights to be free from prejudice based on race, gender, nationality, colour or age.
13. Respect for freedom of speech.


HON NYEN HO
EXECUTIVE DIRECTOR
DATE : _____