

**IOI Plantation
Occupational Safety, Health and Hygiene Policy**

In line with IOI Corporation Berhad's Sustainable Palm Oil Policy (SPOP), IOI is committed to implement leading sustainability standards for human rights and workplace conditions. IOI firmly believes that it is crucial to providing a safe, healthy and harmonious working environment for all our employees across our operations as well as others who may be affected by our work.

Therefore, the Management and employees are committed to working together towards:

- Complying to all national occupational safety and health laws, regulations, statutory requirements, relevant standards and approved codes of practices and guidelines
- Assessing all health and safety risks related to work activities to determine and implement appropriate control measures
- Ensuring that our employees and third parties (including visitors, contractors and/or their workers) who enter our premises are provided with the necessary safety and health information, trainings and equipment to alert them on the risks and precautions to be taken
- Ensuring that all our employees and third parties are wearing proper personal protective equipment (PPE) when doing work in the estates, mills, laboratories, stores, etc.
- The PPE, including its subsequent replacement will be given to our employees and workers free of charge, except for the loss of equipment and deliberate damage due to negligence or mishandling of PPE
- Ensure that all vehicles within company premises comply with all company safety standards and guidelines, and that all vehicles are properly maintained and used in a safe and responsible manner and without risks to the vehicle users and others that may be affected by the vehicles' movement
- Communicating and conforming to IOI Plantation's Occupational Safety and Health Manual that contains policies, procedures and practices and reviewing it whenever necessary to create a safe, healthy and hygienic environment
- Conducting regular inspections at workers' homes to ensure a tidy and hygienic environment and availability of clean drinking water
- Investigating and finding causes of accidents, near misses, dangerous occurrences, occupational diseases and poisonings and take appropriate measures to prevent the recurrence of such incidents
- Preparing emergency procedures for major accidents/incidents and communicate it to workers and third parties who may be affected by our operations

This Policy supersedes the Occupational Safety, Health, and Hygiene Policy (March 2018). To avoid untoward incidents, every person entering our premises is strictly required to comply with this Policy. This Policy will be enforced, communicated and disseminated to all our employees and workers at all level.



N B Sudhakaran
Plantation Director
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