

**IOI Plantation  
Occupational Safety and Health 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 Group firmly believes that providing a safe, healthy and harmonious working environment for our employees and workers across our operations is crucial to the wellbeing of the employees.

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 employees and third parties 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 workers are wearing proper personal protective equipment (PPE) when doing field work. The PPE, including its subsequent replacement will be given to the 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) and will be enforced, and to be communicated and disseminated to all our employees and workers at all level. There shall also be regular training on this Policy.



N B Sudhakaran  
Plantation Director  
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