

CORPORATE SOCIAL RESPONSIBILITY

At Mewah Group, we believe that corporate success and social welfare are interdependent and as such we believe in Creating Share Value, or CSV. We strive to create value for our shareholders by embracing responsibility for our activities on the environment, consumers, employees, suppliers, competitors and communities we operate in. As a socially responsible corporation, we strive to honour the triple bottom line: People, Planet and Profit.

Our Corporate Social Responsibility Policy or CSR Policy can be divided into five broader categories:

- **Ethical Business Conduct**
- **Employee Relations**
- **Fair Employment Practices**
- **Workplace Health And Safety**
- **Environment**

ETHICAL BUSINESS CONDUCT

We value the principles of integrity, honesty and accountability and in full compliance with the law of every country and region we operate in. We are committed to conducting our business responsibly through:

- Ethical business practices throughout our operations;
- Fair treatment of all our stakeholders including our employees, suppliers, customers, service providers and all other parties that deal with us in our business operations;
- High standards for all matters relating to health, safety, security and the environment;
- Transparent business policies and practices.

EMPLOYEE RELATIONS

The Group is committed to recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed.

As a member of the Sedex (Supplier Ethical Data Exchange), a non-profit organisation, the Group is committed to continuous improvement in the ethical performance of its supply chains and follow the best practices in ethical trade audit technique called SMETA.

The Group recognises that one of the cornerstones of its success is our employees. We believe that having a highly motivated, well trained and involved set of employees is crucial to the enduring success of our corporation.



To this end, we will ensure that our employees are developed to their full potential and talent, and their competency are fully recognised and rewarded.

We will continue to attract, motivate and retain our employees by providing them with job security and ample opportunities to grow with the company.

We believe that an all-rounder workforce is essential for motivation and enduring. Aside from providing job satisfaction, we encourage our employees to have a balanced work life by organising and promoting social activities.

FAIR EMPLOYMENT PRACTICES

We believe in providing equal opportunities and follow fair employment practices.

The Group recognises the value of its employees and long term retention as key to the success of the business. The Group aims to attract and retain skilled employees by giving them job security.



WORKPLACE HEALTH AND SAFETY

The Group aims to provide each employee with a safe place to work. All group locations are required to abide by local health and safety regulations. We conduct regular work risk assessments, vigorously taking action to address any identified risks by setting up protective guidance, employing the usage of personal protective equipment, embarking on work sites audits and inspections, as well as regular reviews and controls of safety risks. We strive to achieve zero loss work day due to work place accidents.

Mewaholeo Industries Sdn Bhd is the first company under the Mewah Group to be certified with OSHAS 18000 in 2009. We have adopted OSHAS guidelines and best practices in our subsidiaries companies. Benchmarking is also one of the strategies adopted to ensure we are on par with the industry’s standard. We are committed to designing beneficial health and safety programs for the welfare of employees.

ENVIRONMENT

Environment protection forms an integral part of our business. We strive to preserve and protect our mother nature. We deeply appreciate the importance of protecting the environment especially for future generation.

As an active member of the Roundtable on Sustainable Palm Oil (RSPO), we align our value with the principal objective of the RSPO, that is to promote the growth and use of sustainable palm oil through co-operation within the supply chain and open dialogue between its stakeholders. We seek to produce palm oil products in a sustainable manner.

It is vital that the production and use of palm oil must be done in a sustainable manner based upon economical, social and environmental viability

to maintain ecological balance and biodiversity vastness. We are actively involved in the development of ‘RSPO Supply Chain Certification Requirements’. We have developed and maintained an effective and efficient traceability system.

A traceability system is vital in tracing and capturing the use of sustainable palm oil throughout the supply chain. We can specifically trace from end products to raw material suppliers for each product where data on raw materials, plant utilities, in-process parameters, storage tank parameters and finished products are well maintained and kept using ERP system. Equipped with an effective and efficient traceability system, the volume / ratio of the sustainable palm oil used can be clearly identified and declared accordingly towards any claim requirements.

Sourcing from sustainable suppliers is also one of our fundamental requirements in procuring raw materials. We have established close working relationship with sustainable suppliers who share the same value and aim to preserve the environment for future generations.

Our various companies have been granted approval for Mass Balance and Segregation Models, based on an audit according to the regulations stated in the RSPO Supply Chain Certification requirements for supply of RSPO certified sustainable palm oil.

Company	Start of validity of certificate	Expiration of validity of certificate	Supply Chain Model Assessed
Mewah-Oils Sdn Bhd	23 November 2010	22 November 2015	Mass Balance and Segregation Models
Mewaholeo Industries Sdn Bhd	31 May 2012	30 May 2017	Mass Balance and Segregation Models
Moi Foods Malaysia Sdn Bhd	9 September 2012	8 September 2016	Mass Balance and Segregation Models
Ngo Chew Hong Oils & Fats (M) Sdn Bhd	15 October 2011	14 October 2014	Mass Balance