

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, competition and communities we operate in. As a socially responsible corporate, we strive to honour the triple bottom line: People, Planet and Profit.

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

1. Ethical business conduct
2. Fair employment practices
3. Workplace Health and Safety
4. Environment

Ethical Business Conduct

We value the principles of integrity, honesty and accountability. We are committed to conducting our business while ensuring:

- Ethical business practices throughout our operations
- Fair treatment of all our employees, our suppliers, buyers, service providers and all other parties that deal with us during our business operations
- High standards for all matters relating to health, safety and the environment
- Transparent business policies and practices

We recognise that the involvement of our employees is the key to our success in the business. We treat our employees fairly and expect them in turn to treat all stakeholders ethically.

Fair employment practices

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

Our aim is to ensure that no job applicant shall receive less favourable treatment on account of sex, marital status, religion, race or nationality.

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 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, seriously taking action to address any identified risks by setting up protective guarding, enforcing 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 other subsidiaries companies. Benchmarking is also one of the adopted strategies 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.

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Environment

Environment protection is always 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 the 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 remain fully committed to support sustainable palm oil by:

a) Developing and maintaining 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. With the effective and efficient traceability system, the volume / ratio of the sustainable palm oil used can be clearly identified and declared accordingly to any claim requirements.

b) Incorporating sustainability criteria as one of the procurement requirement

Sourcing from sustainable suppliers is one of our major requirements in procuring raw materials. We are in partnerships with sustainable suppliers who share the same value and aim to preserve the environment for future generations.

Our various companies have been granted interim approval for Mass Balance Supply Chain, based on our self-assessment, of compliance with RSPO Supply Chain Certification requirements for supply of RSPO certified sustainable palm oil.

<u>Company</u>	<u>Date of interim approval</u>
Mewah-Oils Sdn Bhd	1 st Jun, 2009
Mewaholeo Industries Sdn Bhd	8 th Sep, 2009
MOI Foods Malaysia Sdn Bhd	8 th Sep, 2009
Ngo Chew Hong Oils & Fats (M) Sdn Bhd	15 th Oct, 2009

Our various companies have also been granted interim approval for segregation supply chain, based on our self-assessment, of compliance with RSPO Supply Chain Certification requirements for supply of RSPO certified sustainable palm oil.

<u>Company</u>	<u>Date of interim approval</u>
Mewah-Oils Sdn Bhd	26 th Nov, 2009
Mewaholeo Industries Sdn Bhd	6 th Jan, 2010