

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 being responsible 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 following broader categories:

- **Ethical Business Conduct**
- **Human Capital- Talent Management**
- **Fair Employment Practices**
- **Workplace Health and Safety**
- **Community**
- **Environment**

ETHICAL BUSINESS CONDUCT

We value the principles of integrity, honesty and accountability and to be 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, supplier, customers, services 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.

HUMAN CAPITAL - TALENT MANAGEMENT

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.

The Group recognises that one of the cornerstones of its success is our employees and we believe in investing in our people. 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 fullest potential and talent, and their competency are fully recognised and rewarded. Department heads, who are also their mentors, will continuously assess and evaluate their subordinates to ensure that there is a structured career development in accordance with their potential, talent and competency.

We will continue to attract, motivate and retain our talented employees at all levels by providing them with job security and growth opportunities. We strive to provide all employees with career and personal development opportunities and



to promote a continuous learning through training and development, job rotations and overseas assignments. We continuously recruit fresh graduates from reputable universities worldwide to be part of our team. Potential leaders will undergo a comprehensive, 2-year Leadership Training Programme to prepare them to take on challenging roles within the Group.

It is our view 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.

All our refineries have adopted the latest OHSAS (International Occupational Health and Safety Management System) guidelines with the objective to build a demonstrably sound occupational health and safety workplace. Mewaholeo Industries Sdn Bhd was the first company under Mewah Group to be certified with OHSAS 18001 in February 2010. All our refineries have the quality management system ISO 9001, ISO 14001 and HACCP in place. Additionally, Mewah Oils Sdn Bhd and Mewaholeo Industries have been certified for food safety with FSSC 22000.

COMMUNITY

We encourage our businesses units to support the particular needs of local communities by contributing to local charities and through employee-participation events to achieve a better sustainable way of living for those less fortunate in the society. In 2015, the activities included visiting various children’s welfare and old folks’ homes, organising blood donation drive, giving donations to various charitable organisations contributing time, essential items, and financial support. We also work to continuously improve the activities by communicating and contributing widely with the society.

Despite the scale of the task, we believe in returning back to community, we care.

ENVIRONMENT

Our Sustainability Vision

As an integrated agribusiness, we face a complex myriad of issues relating to our supply chain, our refinery operation and our market place. Over the years, we have established strategies which emphasis on delivering high quality and sustainable palm oil. We believe that environmental sustainability can only come about by working closely with all the major industry stakeholders in the supply chain. Therefore, we have made the sustainable palm oil sourcing as the backbone of our sourcing strategy. At the same time, we recognise the importance of Traceable Palm Oil and we are looking forward that our palm oil are traceable from ports and refineries back to oil palm mills and plantations.

Sustainable Palm Oil Policy

We have published our Sustainable Palm Oil Policy with four specific objectives:

1. To build a traceable and transparent supply chain.
2. To accelerate the journey to no deforestation.
3. To reject oil palm development in forested peatland plantation with peat soil deeper than 3 metres planted after May 2013.
4. To ensure protection of the rights of workers, indigenous peoples and local communities.

Underlining these commitments, we have channeled our energy and resources on sustainable growth and improved operations. We have been collaborating closely with all relevant stakeholders to develop and implement a defined action plan. Sustainability is a long and continuous journey but we will definitely persevere

to achieve our common objectives of ensuring our palm products are produced in a sustainable manner.

Traceable Palm Oil Framework

Mewah Group has developed a Traceable Palm Oil Framework to trace the origin of our palm oil. At the initial stage, we review each of our suppliers through desktop assessment and in-house risk profiling analysis. With the traceability process developing well, we are progressing fast to the next step of assessing the suppliers’ practices. Based on the risk analysis results, our sustainability team will perform the site assessment of the suppliers’ mills based on general guidelines, procedures and questionnaires that are in line with industrial standards.

At the time of publishing of this report, approximate 90% of our CPO supply was fully Traceable to Known Mill. Additionally, we also have the visibility of over 200 CPO mills in Malaysia, representing over 50% of the total operating CPO mills in Malaysia.

RSPO Certification Status

Mewah Group has long been committed to the RSPO certification. We have been a member of the RSPO since 2010, and have been actively involved in many aspects of its initiatives, including contributing to its various working groups.

Today, our Peninsular Malaysia refineries are fully certified for Segregation and Mass Balance. We also have stepped up our efforts to certify our newly commissioned refinery Mewah Datu Sdn Bhd in 2014 for Segregation and Mass Balance, to put it at par with all other manufacturing entities of Mewah Group.

International Sustainability & Carbon Certification (ISCC)

ISCC is an international system for certifying biomass and bioenergy. It incorporates sustainability criteria such as reduction of greenhouse gas emissions, sustainable use of land, protection of natural biospheres and social sustainability. Mewah Oils Sdn Bhd is the first refinery in Mewah Group to be certified with ISCC. Additionally, our biodiesel factory, Bremfield Sdn Bhd which has recently commissioned in 2014, has already secured ISCC certificate.

The achievement of ISCC certification signifies that the Group’s relevant products comply with the strict sustainability criteria set by the European Union’s Renewable Energy Directive. Certification of other refineries will be determined based on commercial consideration.

Company	Sustainability Certification	Start of validity of certificate	Expiration of validity of certificate
Mewah Oils Sdn Bhd	RSPO Mass Balance (MB) and Segregation (SG)	23 November 2010	22 November 2020
Mewaholeo Industries Sdn Bhd	RSPO Mass Balance (MB) and Segregation (SG)	31 May 2012	30 May 2017
MOI Foods Malaysia Sdn Bhd	RSPO Mass Balance (MB) and Segregation (SG)	9 September 2011	8 September 2016
Ngo Chew Hong Oils & Fats (M) Sdn Bhd	RSPO Mass Balance (MB)	15 October 2011	14 October 2016
Mewah Oils Sdn Bhd	ISCC EU – Refinery	15 September 2014	14 September 2016
Bremfield Sdn Bhd	ISCC EU - Biodiesel Plant	25 November 2015	24 November 2016