



Transformation towards Sustainable Future



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ABOUT THIS REPORT

In our Sustainability Report 2022, we elaborate the sustainability journey of Mewah Group across the financial year 2022 (FY2022). This report provides a thorough and transparent overview on the latest progress and lessons learnt on our sustainability efforts against objectives and targets set. These Environmental, Social and Governance (ESG) metrics are in accordance with and beyond SGX recommended in Listing Rule 711A.

In term of reporting frameworks, the report is prepared with reference to Global Reporting Index 2021 (GRI 2021), Task force on Climate-Related Financial Disclosure (TCFD), and United Nations Sustainable Development Goals (UN SDGs).

For comprehensive information, this report should be read in conjunction with our publicly available Annual Report 2022.

SCOPE OF REPORT

The scope of this report falls on the financial year 2022, starting 1 January 2022 to 31 December, and may refer to historical data and information, if applicable. Environmental data and information such as greenhouse gas (GHG) emissions, water, waste, and energy obtained from the significant subsidiaries, where the Group has majority shareholding interest (above 50%) or management control of the Group. This includes the upstream and midstream operations of the Group namely, refineries, packing plants, biodiesel plants and mill.

During the occurrence of business expansion, mergers, acquisitions, and commissioning of new facilities within the reporting period, we would allow a minimum 3 years of transition period for data collection and compilation.



BOARD OF DIRECTORS' STATEMENT FOR 2022

Dear Fellow Stakeholders,

We are pleased to present the Annual Sustainability Report ("**Report**") for the financial year ended 31 December 2022 ("**FY2022**") of Mewah International Inc's (referred to in this report as the "**Company**", and together with its subsidiaries, the "**Group**"). The Report provides a comprehensive overview of the Group's Environmental, Social and Governance ("**ESG**") performance. The key material ESG factors for the Group have been identified and reviewed by the Directors. The Board of Directors is dedicated to fulfilling its responsibility in determining, monitoring, and managing the ESG aspects that are material to the Group. These include taking these aspects into consideration in the determination of the Group's strategic direction and policies.

The Board is assisted by the Group's Sustainability Team, led by the Chief Executive Officer, who meets regularly to drive ongoing sustainability efforts across the Group. Moreover, during FY 2022, members of the Board attended the Singapore Institute of Director's Listed Entity Director Programme to enhance their knowledge and skills.

This Report is prepared in compliance with Rules 711A and 711B of the Singapore Exchange Securities Trading Limited ("**SGX-ST**"), as well as the Global Reporting Index 2021 (GRI 2021), the United Nations Sustainable Development Goals (UN SDGs), and the Task Force on Climate-Related Financial Disclosures (TCFD). The report focuses on the Group's key ESG factors and initiatives undertaken during a 12-month period from 1 January 2022 to 31 December 2022.

The Group remains committed to evolving its sustainability and climate-related strategy to generate sustainable value for our stakeholders, the environment, and the long-term viability of our business. We recognise the importance of responsible corporate citizenship and are dedicated to continuously improving our sustainability practices to contribute to a better world.

Board of Directors

Mewah International Inc.

April 2023



MESSAGE FROM DEPUTY CHAIRPERSON, EXECUTIVE DIRECTOR, AND CHIEF EXECUTIVE OFFICER



Senior Vice President from our Factory Operation Management - Mr William Ong receiving the Sustainability Raising award on-behalf of the Group.

It is our great pleasure to introduce the 2022 Mewah Group Sustainability Report, titled “Transformation Toward a Sustainable Future”. This marks the sixth (6th) annual sustainability report since its first publication of financial year ended 2017, and it is harmonised with the latest development in sustainability and ESG. This report was prepared in accordance with SGX Listing Rule 711A, Global Reporting Index 2021 (GRI 2021), United Nations Sustainable Development Goals (UN SDGs), and Task Force on Climate-Related Financial Disclosures (TCFD), endorsed by the Board and Management. In addition, it complies with SGX mandated climate reporting based on TCFD recommendations and we reported on the 27 core metrics recommended by the SGX, and mapped them against GRI 2021 framework. The Group has begun a phased implementation of our climate-related disclosures this year on a ‘comply or explain’ basis.

Over the recent years, the world has witnessed a series of unprecedented events of global health crisis and geopolitical instability. In these tumultuous times, Mewah's sustainability management and governance structure has assisted Mewah to move beyond the disruptions and overcome hardships and obstacles. We recognise the urgency to invest and further elevate our business operations towards protecting and stewarding our environment, to valuing and protecting our people, and providing sustainable and high-quality products to the world. At the same time, we emphasize the interest that our shareholders have on our overall business performances.

IN THE YEAR OF 2022

We have been investing in our energy transition journey to steer our operations towards low carbon

and environmentally positive ones and away from high-carbon intensive fossil fuels. With the energy-efficient co-generation plants, solar panels, and biomass boilers in our operational sites, we commit our operations towards a pathway of energy reduction and a fuel-efficient future. These technological enhancements in our operation sites demonstrates the mindfulness of our actions on transformative change with switching to **renewable and low-carbon resources**. In addition, we improved our waste management system through waste segregation initiatives for our food and office waste. This year, we started our **Scope 3 GHG** emissions inventory to address the GHG concerns in our supply chain. We strive to strengthen our environmental practices and compliance with all national environmental laws and regulations.

We are committed to responsible and sustainable sourcing of our raw materials. Our efforts to improve traceability and accountability of our palm oil supply chain include a higher Traceability to Plantation (TTP) score of **83.4%**, and an open grievance channel with a shorter turnaround time. It is our responsibility to co-create a more sustainable business and high-quality products to our customers.

We take pride in our reputation, which is built on customer satisfaction through the delivery of high-quality products and our status as a trusted brand. To ensure responsible sourcing and production, all our refineries are certified with **internationally recognised** quality and sustainability certifications like RSPO and ISCC. Additionally, we provide our buyers with a high level of transparency, assuring them of the quality and safety of our products by obtaining reputable international safety and quality certificates such as HACCP, ISO 9001, HALAL, Kosher and others.

At Mewah, we prioritise our people and strive to provide them with the care they deserve, from ensuring their health to safety to offering training, empowerment, and equality. We pride ourselves on transparent management and fair decision-making processes and encourage diversity and inclusion by providing wide range of **training and support programmes**. Our employees benefit from an average **29.6 training hours per employee** in 2022 and they have access to in-house transformative trainings like “The 7 Habits of Highly Effective People” and “iLearning Platform” at **zero cost**. Our social & sports clubs also promote the sustainability commitments of employees in work engagement, job satisfaction and loyalty, especially for older employees.

Our employees also undergo an annual performance appraisal system to ensure fairer remuneration and better employee engagement. We emphasise on our employee’s occupational safety, and with a **“safety framework”** and a **“Safety Portal”** in place, all our employees are routinely educated, trained, and assessed on OSHA.

We hold strong to our three community objectives in our CSR framework. We are committed to caring for and serving our community by giving a helping hand to disaster victims, and nurturing the next generation. In addition to our long-standing practice of donating goods to charity organisations, our staff actively participates in community activities and contributes resources. Our CSR achievement this year was aiding approximately **32,000 people** through monetary and in-kind assistance, which has transformed the livelihoods of our neighbouring communities, making them more comfortable and better places to live.

Our Notable Achievements in 2022

In 2022, our hard work and dedication to sustainability have been acknowledged through two significant awards. We are delighted to receive the **“Sustainability Rising Star 2022”** award from Asia Corporate Excellence & Sustainability Awards (ACES) in November 2022, recognising our outstanding sustainability performance. Our long-established and well-recognised brand “OKI” was also awarded the Gold Award in the cooking oil category of the Reader’s Digest Trusted Brands Award 2022, a testament to its reputation as a trusted brand among health food enthusiasts. We are honoured and humbled by these recognitions.

This Sustainability Report 2022 is an opportune time to take status of how far we have come. We will remain committed to work closely with all stakeholders to enhance our sustainability performance and disclosures on our sustainability journey.

Michelle Cheo

Deputy Chairperson, Executive Director and Chief Executive Officer

ABOUT MEWAH GROUP

Mewah Group is a global food & agribusiness. Our business operations are integrated throughout the value chain from sourcing of raw materials, refining, processing, packing, branding to marketing and distribution to end customers under our own brands. Our primary capabilities are in manufacturing and distribution. We focused on edible oils and fats with refineries, processing facilities, and biodiesel plant in Indonesia, Malaysia, and Singapore, established brands and sales to customers in over 100 countries. Our range of consumer products include

cooking oils, margarine, rice, sweetened condensed creamer, evaporated milk, cheese, soap, detergent, and premix powder. We are strategically positioning ourselves to become a global consumer products business by expanding range of consumer products, offering specialised applications and customer solutions while consolidating our position in oils and fats business.

Today, we are growing at an impressive rate with more than 3,000 employees under Mewah’s wings.

SALES AND MARKETING OFFICES

Malaysia, Singapore, Australia, China, Turkey, India, Ivory Coast, Thailand, USA, Benin, Ghana, Uganda, Mozambique, Cameroon and Niger.



Sales to over **100** countries



Sales volume of **4.3** million MT





CORPORATE PROFILE

Our operations are integrated throughout the value chain from sourcing of raw materials, refining, processing, packing, branding to marketing and distribution to end customers under our own brands.



A GLOBAL FOOD AND AGRI-BUSINESS focused on edible oils and fats



UPSTREAM

- Plantation*
- Milling*

* Plantation and milling plants in Indonesia are insignificant to the Group



MIDSTREAM

- Refining vegetable oil
- Specialty oils
- Bioenergy

Bulk

Bulk segment produces and sells vegetable-based edible oil and fat products in bulk form primarily to distributors and factories involved in the production of confectionery, bakery products and other food items. Additionally, the Group also produces bioenergy products as part of its bulk products offerings.

Sourcing of raw materials

Consumer Pack

Consumer pack segment produces vegetable-based edible oil and fat products, in consumer pack form and sell under own brands and under the brands of third parties, primarily to importers and distributors at destination markets. Dairy related products, soap, and rice are also part of the Group's Consumer Pack portfolio, which serves as additional stream of income and help to better serve existing customers, as they normally deal in a basket of commodities.

Sourcing of refined products



Our Flagship Brands – **OKI & MOI**





Products are sold to customers in **>100** countries



Total refining capacity of **3.5** million MT annually



Sales volume of **4.3** million MT



DOWNSTREAM

- Consumer packs
- Branding
- Private Label
- Sale / marketing
- Distribution

Refining and processing

Refined products

Packing and branding



SALES MARKETING & DISTRIBUTION



CUSTOMERS

Consumer Products Range

Our range of consumer products include cooking oils, margarine, rice, cashew, sweetened condensed creamer, evaporated milk, cheese, soap, detergent and premix powder. We are continuously working on expanding the products range.



SUSTAINABILITY MANAGEMENT AND GOVERNANCE STRUCTURE

An effective sustainability governance, clear decision-making and responsible structures are critical in enabling Mewah to deliver our sustainability targets.

The Mewah’s sustainability efforts in FY 2022 were driven by the Group Sustainability Team in collaboration with Heads of the Respective Business Units, Manufacturing Units and other Group Functions. This Group Sustainability Team worked under directions from the Chief Executive Officer who also acted as bridge between the Board of Directors and the Group Sustainability Team.

The Sustainability Department works in collaboration with all business and operational unit to execute Mewah’s sustainability strategies and initiatives focusing on key emerging ESG issues such as climate change, environment,

health and safety, product quality and safety, employee welfares and labour rights.

Considering our increased focus and commitment to our ESG activities, in the current year (2023) the Group has now established a Strategic Sustainability Committee consisting of Senior leadership from our different business segments and Manufacturing units, under the Chairmanship of the Chief Executive Officer.

The diagram below depicts our sustainability governance structure across the Board, Sustainability Committee and the rest of the Group. This governance structure enables us to capitalise on expertise and strength residing in various segments of the Group besides ensuring monitoring and implementation of our sustainability agenda.



MATERIALITY ASSESSMENT

Sustainability is a board discipline. It encompasses vast disciplines ranging from business to technology to environment and social science. At Mewah, we strive to keep our business resilient without compromising the people and planet needs. We are taking cognizance of the importance of sustainable investments among our socially conscious investors, and we have continued to putting emphasis on the implementation of ESG initiatives that outline in Mewah’s Sustainability Framework.

Through Materiality Assessment, we determined the key and specific environmental, social and governance areas to our businesses and our stakeholders. Through the lenses of our stakeholders and business, we gained the opportunity to recalibrate our sustainability priorities and strategies ahead. The materiality assessment outcome allows us to identify key economic, social, and environmental issues that will help us in our planning in designing our sustainability agenda and programme.

In our 2021 materiality assessment, we undertook a phased approach towards the identification of 15 potential material issues that are derived from environmental, social and governance (ESG) pillar of sustainability. These material issues are then incorporated with the 17 United Nations Sustainability Development Goals (UN SDGs).

This provides us alignment between our sustainability strategies with the global sustainability ambitious.

The matrix below illustrates the specific material issues that we and our stakeholders deem important. Issues plotted towards the top right corner are the most material issues, while the ones in the bottom left section are seen as less important in relative terms. In 2021, **“Product Quality & Safety”** is vital material for both our business and our stakeholders, safeguarding our promise to deliver top-notch products. Ensur from COP26, **“Climate Action”** ascended to be one of the essential materials. We believe in human right is indubitable the upmost and most valuable right to our businesses and our stakeholders, hence **“Labour & Human Rights”** is assigned with great importance.

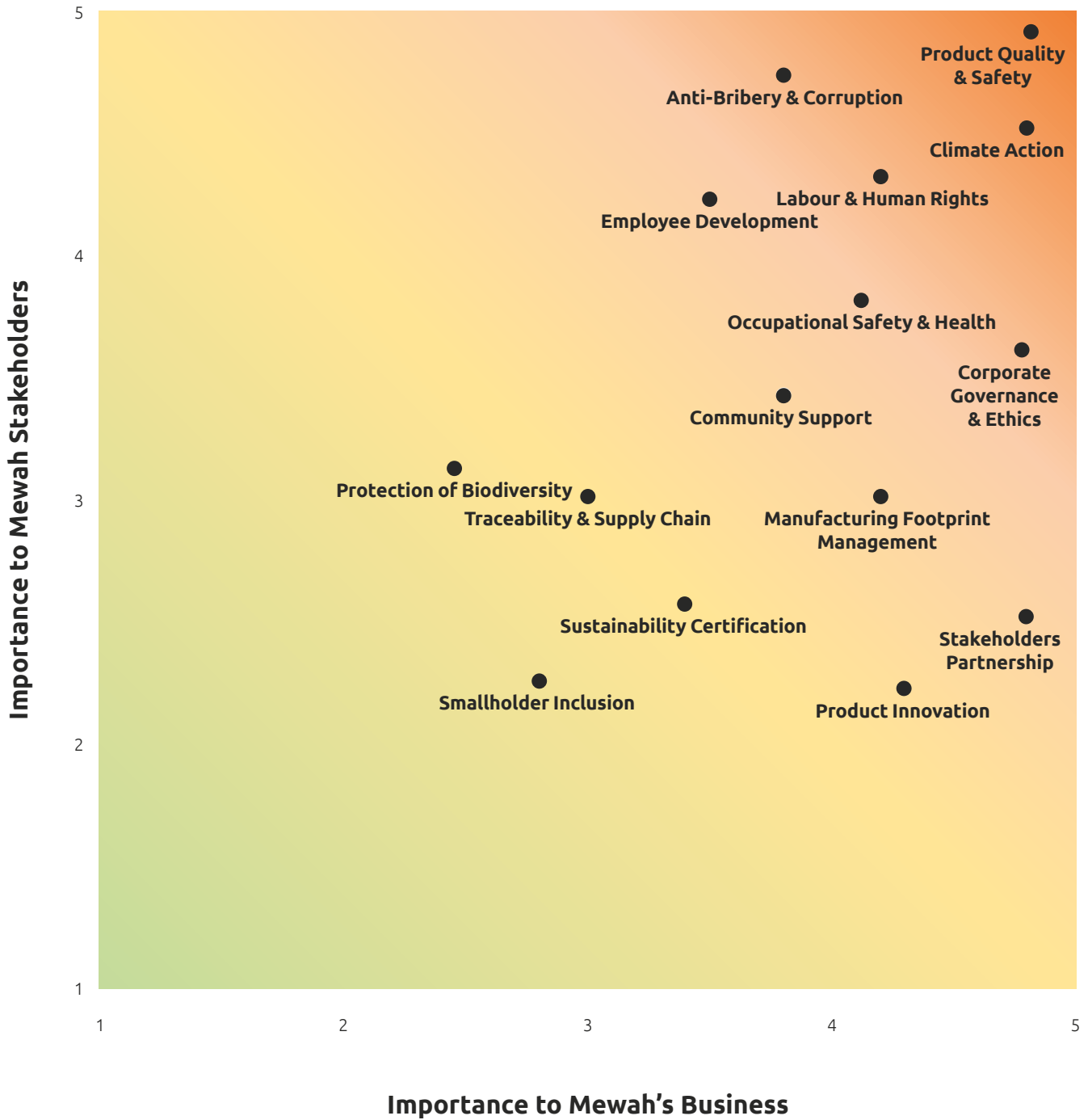
Effective governance is vital in fostering our overarching sustainability goals and targets. This lead us to high emphases of **“Anti-Bribery & Corruption”** and **“Corporate Governance & Ethics”** from both the businesses and our stakeholders. In Mewah, our employees are the treasuries to our businesses and our stakeholders, we value their growth and wellness hence we weighted on **“Employee Development”** and **“Occupational Safety & Health”** in the materiality assessment.

There are 7 steps in our materiality assessment process:



MATERIALITY ASSESSMENT

Materiality Matrix








OUR COMMITMENTS AND PROGRESS

Sustainability Key Areas	2020 Commitments	2022 Progress	2023 Priorities
Extremely High Priority			
Product Quality & Safety  	<ul style="list-style-type: none"> Safeguard and continuous improvement on our products in accordance with Good Manufacturing Practices (GMP) 	<ul style="list-style-type: none"> Maintained Zero report on non-compliance with regulations or voluntary codes concerning health, food safety, and quality of our products. 	<ul style="list-style-type: none"> Improve operational resilience and focus on meeting key emerging quality trends of our products.
Climate Action 	<ul style="list-style-type: none"> Measuring GHG emission (scope 1 and 2) across business operations. Adopt best management of peatland. 	<ul style="list-style-type: none"> Completed GHG emission (scope 1 and 2) across business operations. Implemented best peatland management practices. Initiated GHG (scope 3) measurement of our business operations. 	<ul style="list-style-type: none"> Commence climate-related reporting in accordance TCFD recommendation.
Labour & Human Rights  	<ul style="list-style-type: none"> Strengthen our commitment and implementation on labour and human right within entities and supply chain. 	<ul style="list-style-type: none"> Conducted Ethical Recruitment Training with our suppliers. Implement direct hire from home country for our Nepalese workers. 	<ul style="list-style-type: none"> Regularly review our approaches. Identify room improvement for enhancement in implementation.
Anti-Bribery & Corruption 	<ul style="list-style-type: none"> Strengthen our employees understanding and awareness on Anti-Bribery and Corruption. 	<ul style="list-style-type: none"> Maintained zero report on bribery and corruption. Conducted 2 hours of Anti-bribery & Corruption training to all participated employees. 	<ul style="list-style-type: none"> Further strengthen awareness by establishing corporate Anti-Bribery and Corruption programme.
Corporate Governance & Ethics 	<ul style="list-style-type: none"> Safeguard and strengthen our corporate governance and ethics through full compliance to all law and legal regulations. 	<ul style="list-style-type: none"> Maintained zero non-compliance. 	<ul style="list-style-type: none"> Increase internal training to raise awareness as to promote good corporate governance at all areas of our business.
Occupational Safety & Health 	<ul style="list-style-type: none"> Ensure zero fatalities and work-related injuries within our facilities Continuous improvement in Mewah safety culture and system. 	<ul style="list-style-type: none"> Maintained zero fatalities within our facilities. Zero recordable work-related ill health cases. 	<ul style="list-style-type: none"> Ensure zero fatalities and work-related injuries within our facilities. Reduce LTIR.

OUR COMMITMENTS AND PROGRESS

Sustainability Key Areas	2020 Commitments	2022 Progress	2023 Priorities
High Priority			
Employee Development 	<ul style="list-style-type: none"> Equip and uplift our employees with necessary knowledges and skills. Improve cultural competence in the workforce. Increase employee engagement and uphold inclusive workplace. 	<ul style="list-style-type: none"> Average training hours per employee is 29.3 hours through both physical and online learning platform – Mewah iLearning Management System (iLMS). 	<ul style="list-style-type: none"> Broaden and deepen our staff competencies.
Community Support   	<ul style="list-style-type: none"> Partner with the local communities to support the needs of the community and to facilitate self-reliance, particularly through the provision and support of education, healthcare, and infrastructure raged growth in our neighbouring communities. 	<ul style="list-style-type: none"> Improved livelihood of neighbouring villages Aided and cared for underprivileged communities and old folks. Aided 2,930 student education & sport. 	<ul style="list-style-type: none"> Continue to work together with local communities to support their needs and facilitate self-reliance.
Manufacturing Footprint Management   	<ul style="list-style-type: none"> Comply to law and regulations on water discharge. Adopt best practices on waste management. 	<ul style="list-style-type: none"> Saved 26,000 USD to date through Rainwater Harvesting. Implemented 5R's principle of waste management across all facilities. 	<ul style="list-style-type: none"> Promote resource efficiency and circularity to a lower carbon and waste footprint.
Stakeholders Partnership 	<ul style="list-style-type: none"> To maintain our collaboration with various non-profit organisations for community support. To work passionately with non-governmental organisations on our NDPE journey. 	<ul style="list-style-type: none"> Collaborated with 11 organisations for community supports. Worked with 2 non-governmental organisations on our No Deforestation analysis, Dealer Engagement and Human Right Due Diligence. 	<ul style="list-style-type: none"> Continue to uphold strong partnership and engagement with all relevant stakeholders.
Product Innovation  	<ul style="list-style-type: none"> Continuous improvement to meet global food safety standards as well as customers requirement to deliver sustainable and high-quality products. 	<ul style="list-style-type: none"> Achieve breakthrough in food innovation research through working with Mewah R&D Solutions. 	<ul style="list-style-type: none"> Continuous improvement on products based on customers requirement to deliver sustainable and high-quality products.

OUR COMMITMENTS AND PROGRESS

Sustainability Key Areas	2020 Commitments	2022 Progress	2023 Priorities
High Priority			
Traceability & Supply  	<ul style="list-style-type: none"> • Maintain 100% TTK and TTM across all refineries. • Achieved 100% TTP by 2025. 	<ul style="list-style-type: none"> • Maintain 100% TTK for CPKO across all refineries. • Maintained 100% TTM for both CPO and CPKO across all refineries. • Improved 2.8% TTP for CPKO supply chain across all refineries. • Achieved 100% verified deforestation free volume for specific buyer. 	<ul style="list-style-type: none"> • Maintain 100% TTK and TTM across all refineries. • Achieved 100% verified deforestation free volume for specific buyer.
Supply Chain Sustainability Certification   	<ul style="list-style-type: none"> • Increase sourcing of certified sustainable products (RSPO, MSPO, ISPO &/or ISCC) by 2022. 	<ul style="list-style-type: none"> • Improved from 87% to 92% - CPO sourcing from palm oil mills that are MSPO-certified. • Improved from 20 to 23% - CPO sourcing from palm oil mills that are RSPO-certified. • 6% - CPO sourcing from palm oil mills that are ISCC certified. 	<ul style="list-style-type: none"> • Implement strategic sourcing strategy and increase our efforts to promote sales/ consumption of certified sustainable products (RSPO, MSPO, ISPO &/or ISCC) by 2022.
Moderate Priority			
Protection of Biodiversity  	<ul style="list-style-type: none"> • Continue to work with our stakeholder in addressing deforestation issue and any other biodiversity related matters. • Continue to monitor and work with stakeholders to ensure biodiversity is protected. 	<ul style="list-style-type: none"> • Worked closely with various stakeholders in addressing deforestation grievance within our supply chain. • Delivered progress in fire monitoring protocols in the plantation. 	<ul style="list-style-type: none"> • Continue working closely with industry stakeholders to tackle drivers of deforestation and biodiversity protection while striking a balance with our business growth.
Smallholder Inclusion  	<ul style="list-style-type: none"> • Continue to support and assist independent smallholders to access to market and good agricultural practices. 	<ul style="list-style-type: none"> • Aided more than 100 of independent smallholders through training and community infrastructures. 	<ul style="list-style-type: none"> • Increase our efforts to support independent smallholders by putting in place strong institutional arrangement as well as trainings to increase productivity and thereby contributing for development.

OVERVIEW OF MEWAH SUSTAINABILITY FRAMEWORK

At Mewah, sustainability is part of everything we do and building a sustainable business is part of our value proposition. We are committed to building sustainable and long-term business growth, while leading and shaping positive change for our marketplace and customers, our employees, global communities we operate in and the environment. We believe that Environmental, Social, Governance (ESG) investing is the right way forward.

We regularly review our sustainability strategy against the risk and opportunities we face today and foresee in the horizon. Our sustainability strategy focuses on five (5) key focus areas in Mewah’s Sustainability Framework:

- 
Environmental Protection and Stewardship
- 
Responsible Supply Chain
- 
Product Quality and Safety
- 
Valuing Our People
- 
Community Support

At the heart of Mewah’s Sustainability Framework are our Mission and Vision, which inform all business decisions. Sustainability is more than just a priority, it is a purpose, as we work towards delivering high quality and sustainable products to our customers worldwide.

Delivering our Mission and Vision	
Mission	Create value for our stakeholders by delivering quality products and services through continuous improvement, innovation, and sustainable business practices.
Vision	To be a leading, integrated, and diversified global food and agribusiness providing quality and value-added products to customers worldwide.

Our vision unifies us to have a common cause and sustainable growth strategy. It inspires our employees to make a positive contribution everyday and gives us a sense of mission.

Motivation	We are one great Mewah team that make things possible. We embrace challenges, we never give up.
Engagement	We believe in being constantly engaged with the company and with each other. There’s no you or I, there’s only “WE”.
Wisdom	To be discerning when making decisions, after careful analysis and in depth study.
Aspiration	We create a dynamic environment to inspire, motivate our people, our customers and community at large, to continuously change for the better in order to scale new heights.
Honor	We believe in Mewah honor, helmed with honesty. We hold ourselves accountable to the highest ethical and professional standards.

The implementation of Mewah’s Sustainability Framework is governed across various levels, from the Board and Management to Head of business units. Our goal is to embed sustainability across the supply chain and throughout the organisation. As we seek to lower our carbon emissions in our business operations, we rely on a skilled workforce, effective production processes and new technologies to optimise all resources throughout our operations. To build our supply chain resiliency, we cannot do this alone, we need the collaboration and commitment from all our suppliers and customers. Our supplier engagement programme started since November 2014 with the commitment and determination to engage every single supplier’s group in our supply chain. Today, we have built a robust supplier engagement strategy that consistently identify opportunities to further improve the sustainability standards in our supply chain.

The Group Sustainability Department has been assigned to actively engage with all relevant stakeholders in our supply chain to ensure compliance with our Sustainable Palm Oil Policy. At the same time, the departmental managers are responsible to proactively engage our employees in day-to-day corporate sustainability efforts with the target to create a stronger link between the values of our employee and their daily work for us.

With these sustainability goals in mind, we have put together nineteen (19) sustainability focus areas under the Mewah Sustainability Framework. These sustainability focus areas serve to guide Mewah forward, as we strive to be a sustainable and responsible food agribusiness, and continuously innovate to be future-ready, in the face of an ever-changing global landscape.

The five (5) focus areas and nineteen (19) core areas of Mewah Sustainability Framework:

 <p>I Environmental Protection and Stewardship</p>	 <p>II Responsible Supply Chain</p>	 <p>III Product Quality and Safety</p>	 <p>IV Valuing Our People</p>	 <p>V Community Support</p>
    <ul style="list-style-type: none"> • Carbon Management • Water Management • Waste Management • Biodiversity Management • Fire Management • Pest Management 	    <ul style="list-style-type: none"> • Sustainable Palm Oil Policy • Towards Full Traceability • Stakeholder Engagement • Grievance Mechanism 	   <ul style="list-style-type: none"> • Our Commitment to Customers • Quality Management System • Quality & Sustainability Certification 	    <ul style="list-style-type: none"> • Labour Policy & Code of Ethics • Training & Development • Safety, Health & Well-being 	   <ul style="list-style-type: none"> • Active Volunteerism of Our Employee • Supporting the Next Generation • Disaster Relief

YEAR 2022 SUSTAINABILITY & TRACEABILITY PERFORMANCE AT A GLANCE

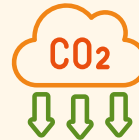
2022 SUSTAINABILITY PROGRESS HIGHLIGHTS

GHG Emission



Began to measure Scope 3 Emissions

Reduction on Carbon Intensity



~4 kgCO₂e/MT production

From the previous year, from 43.33 kgCO₂/MT production to 39.39kgCO₂/MT production.

Water Saving



~10mil litres of water

Saved to-date through rainwater harvesting.

Waste Mitigation



100%

Of our production waste is recycled.

Workplace Fatality



ZERO

All our entities maintain zero fatality rate throughout the year.

Supply Chain Traceability



100%

Of our CPO and CPKO sourced are Traceable to Mill (TTM), and Traceable to Krusher (TTK).

Employee Training



29.6 Hours per employee

In 2022, our average training hours per employee is 29.6 hours.

Gender Equality



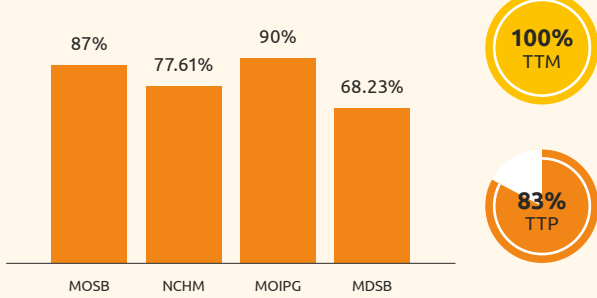
43%

Of our Senior Management is woman.

CPO

Group Traceability 2022

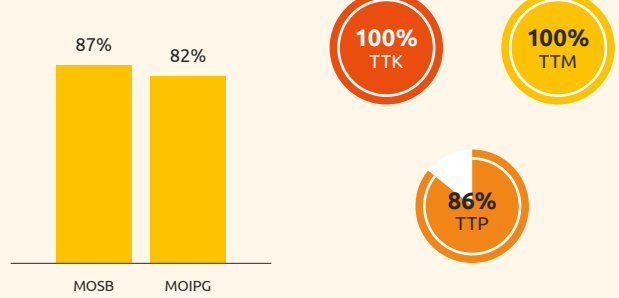
TTP% by Refineries



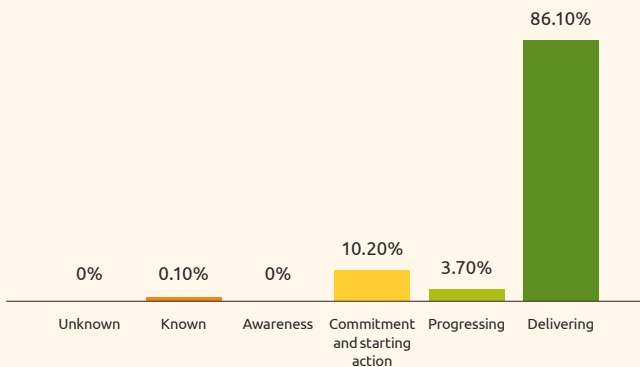
CPKO

Group Traceability 2022

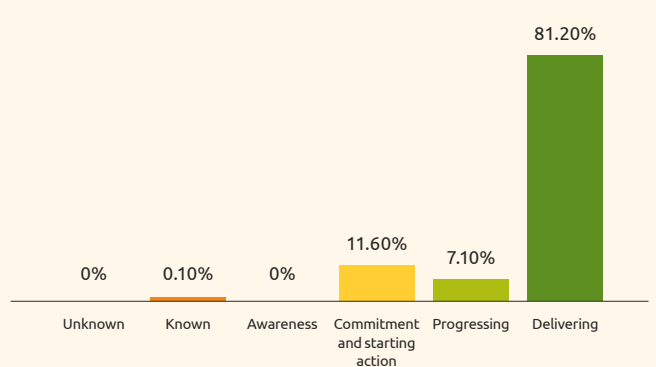
TTP% by Refineries



IRF - Deforestation progress at production level (% of total volume)



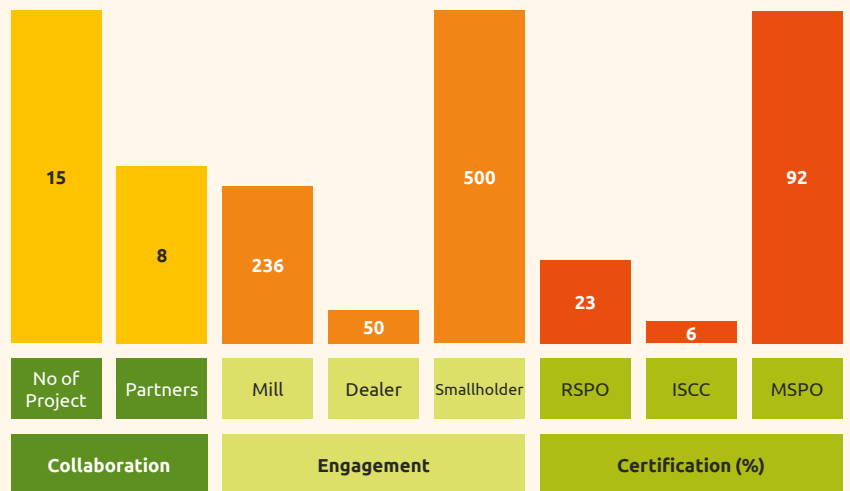
IRF - Peat at production level (% of total volume)



RESPONSIBLE SUPPLY CHAIN 100%

Of our CPO and CPKO sourced are Traceable to Mill (TTM), and Traceable to Krusher (TTK).

This proactive approach attracts buyers' interest in strengthening our business relationships and formulation of multiple collaboration projects.



CLIMATE ACTION

We hold strong belief in the severity of climate change toward our business and our critical role in mitigating the risks and harness the opportunities. We are in the process of aligning our business strategy and targets to limit global warming to 1.5°C.

With our periodical carbon emission monitoring and mitigation, we aim to enhance business resilience through

managing short- and long-term risks. We transpired our commitment through collaboration to extensive number of stakeholders, such as suppliers, buyers, government bodies, NGOs and more to tackle climate change.

A summary of the key climate-related risks is listed as below, with the time interval of short term (less than 3 years), medium (3-5 years) and long term (5 years and above).

Risk Type	Description	Potential Impacts	Time Interval	Potential Mitigating Actions and Opportunities
Transition Risk				
Policy and Legal	Establishment of new climate-related regulations such as Singapore Net Zero Commitment 2050, Malaysia Net Zero 2050 and carbon tax	<ul style="list-style-type: none"> Increase operational cost to transition to renewable sources Increase in compliance costs Affecting product competitiveness 	Mid-term (three to five years)	<ul style="list-style-type: none"> Continuous improvement in emission mitigation initiatives through improve efficiency and technology advancement. Seek financing to support transition
Market	Increase in climate-related commitments and requirements from customer as part of customers' responsible sourcing	<ul style="list-style-type: none"> Increase operational cost to transition to renewable sources Limitation on climate-safe suppliers 	Mid-term (three to five years)	<ul style="list-style-type: none"> Continuous improvement in emission mitigation initiatives through improve efficiency and technology advancement. Seek financing to support transition
Technology	Present of innovative yet unsustainable products	<ul style="list-style-type: none"> Affecting product competitiveness Set back of global sustainability commitments 	Mid-term (three to five years)	<ul style="list-style-type: none"> Continuous improvement in emission mitigation initiatives through improve efficiency and technology advancement. Seek financing to support transition
Reputation	Increase in scrutiny from the improved transparency to the public	<ul style="list-style-type: none"> Affecting product competitiveness Lost in revenue 	Long term	<ul style="list-style-type: none"> Continuous improvement in emission mitigation initiatives through improve efficiency and technology advancement. Seek financing to support transition

Risk Type	Description	Examples of Possible Impacts	Time Interval	Examples of Mitigating Actions
Physical Risk				
Physical Risks	Increase frequency of extreme natural disasters such as floods and fires	<ul style="list-style-type: none"> Damage to operational facilities Supply chain disruption 	Less than 3 years	<ul style="list-style-type: none"> Avoid developing or expanding operational facilities on flood-prone areas Take on natural disaster insurance policies for operational facilities to reduce financial impact Optimise resource utilisation Diversify and expand supply base

Note: In 2023, we are working towards aligning our disclosures with TCFD recommendations, which we will share in future reports.

Focus Area 1:

Environmental Protection and Stewardship



Focus Area 1: Environmental Protection and Stewardship

OUR COMMITMENT AND PROGRESS

OUR SDG PRIORITIES IN FOCUS AREA 2



Our Key Sustainability Efforts:

We make investment in providing infrastructure development and amenities such as bore well and providing clean drinking water for our employees and locals. We work to ensure everyone within and in the surrounding of our business operation has access to clean water and safely managed sanitation services.



Our Key Sustainability Efforts:

We have put in place renewable energy resources in our major refineries as clean energy initiative to improve the use of renewable energy sources and reduce greenhouse gas emissions.



Our Key Sustainability Efforts:

We are committed to promoting a circular economy in all of our manufacturing sites to help minimise the environmental impact from our operations.



Our Key Sustainability Efforts:


We have stringent monitoring against every aspect of our operations, which include GHG emission, efficient use of water, waste generation, fire, and peat management to minimise environmental impacts that are detrimental to the planet and people's health.



Focus Area 1: Environmental Protection and Stewardship
OUR COMMITMENT AND PROGRESS


COMMITMENTS:

- Comply to law and regulations on water discharge.
- Adopt best practises on waste management.



2023 LOOKING FORWARD:

- Promote resource efficiency and circularity to a lower carbon and waste footprint.



Humanity's health and longevity is tied to our environment's health and longevity. We can live and prosper only if the planet lives and prospers. Environmental Protection and Stewardship has always been vital for us at Mewah as we work towards improving productivity alongside our long-term sustainability practices following our worldly boundaries. Over the years, we have initiated and successfully implemented numerous sustainability initiatives to minimise our manufacturing footprint. Forest conservation and biodiversity preservation are also prioritised in our upstream operations in order to create zero negative environmental impact.

Our efforts in this area help contribute to UN SDG 6, 7, 11 and 13 which aim to promote sustainable use of energy and combat climate change & its impacts. We drive collaboration throughout our supply chain to reduce the climate impact associated with our raw materials processing until we deliver our products to our buyers' hands.

This focus area covers our impact on various environmental footprints in terms of:

- 1) Carbon Management
- 2) Water management
- 3) Waste management
- 4) Biodiversity Management
- 5) Fire management
- 6) Pest management



“The ultimate target for Mewah is to lead a transition to low-carbon business. We aim to decarbonise to create a CO₂-free global economy.”



In Mewah, we adopted many green-enabled energy-efficient technologies and solutions in our factories to reduce resource use, waste, and GHG emissions. These technology initiatives and investments are transforming our operations across the globe to be more sustainable. The efforts also align with the Mewah's climate mitigation roadmap to reach our target of making a positive environmental impact on society.

On water footprint, we have invested in rainwater harvesting system in our refineries and installed water meters on each factory floor so every department can monitor and improve their water usage. Besides, we are working on wastewater treatment using an electrocoagulation process to enhance our water quality.

The energy transition from reliance on fossil fuel to a low-carbon solution is essential. We have since installed biomass boilers in our refinery in Sabah that use palm waste as a fuel source to generate steam and electricity. Palm waste is environmentally friendly and greatly reduces GHG emissions compared to fossil-based fuels.

Today, we aim to reduce dependency on fossil fuels to run our refineries and increase renewable energy by investing in solar panels and focusing on projects to substitute our diesel consumption with biomethane derived from palm oil waste (Bio-CNG), an eco-friendly, renewable energy source.

Dr. Anil Ingrole
 Head of Technical & Operations (South)

Focus Area 1: Environmental Protection and Stewardship

CORE AREA 1: CARBON MANAGEMENT

COMMITMENTS:

- Initiate and complete GHG Scope 3 measurement in our global operations.



2023 LOOKING FORWARD:

- Reduce dependency on fossil fuels in our operations to reduce greenhouse gas emissions and mitigate the impacts of climate change.
- Commence climate-related reporting in accordance TCFD recommendation.



Climate Commitments

Carbon emissions management is critical in meeting the 26th United Nations Climate Change Conference (COP 26) ambitions of maintaining our global temperature below 2 degrees. Carbon footprint is the total amount of greenhouse gases (GHG) produced directly and indirectly by our manufacturing activities. The standard carbon footprint measurement unit is carbon dioxide equivalents (CO₂e). GHG Emissions are an all-encompassing measurement of the carbon footprint and energy efficiency in our production.

The primary contributing factors of GHG emissions in our production sites are:

- Electricity consumption,
- Chemical consumption,
- Fuel consumption.

The GHG emissions of our production activity are calculated using the ISCC methodology and RSPO PALM GHG Calculator. It includes data from all processing facilities under Mewah Group, i.e., refineries, biodiesel plant, consumer pack plants, palm oil mills and plantations. These numbers are reviewed and evaluated on a periodic basis; and we are putting in place reduction measures to drive a lower emissions number by improving the consumption intensity.



Focus Area 1: Environmental Protection and Stewardship
CORE AREA 1: CARBON MANAGEMENT

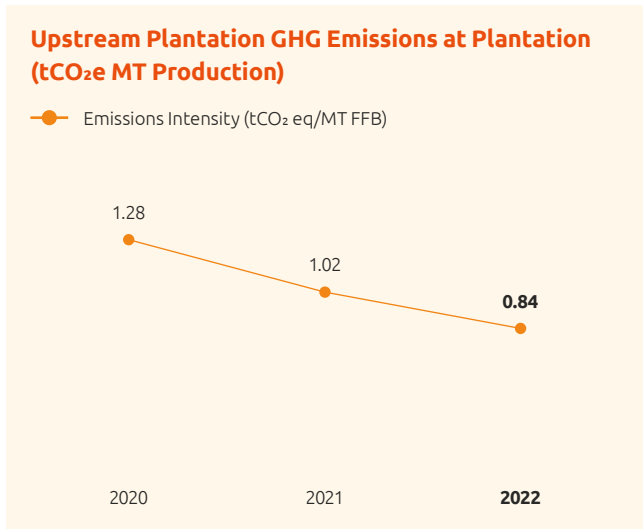
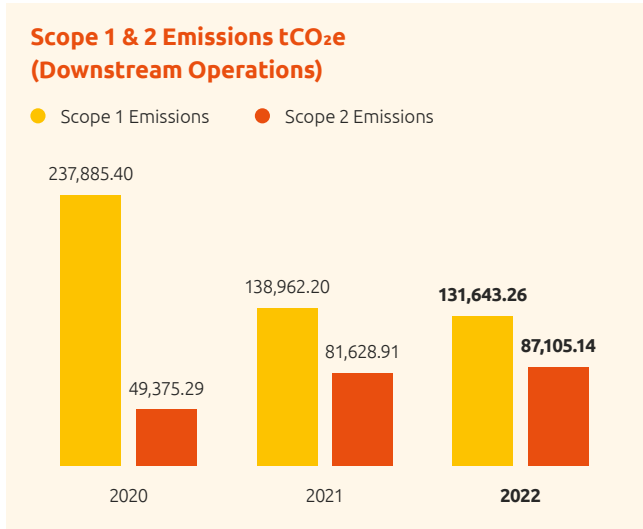
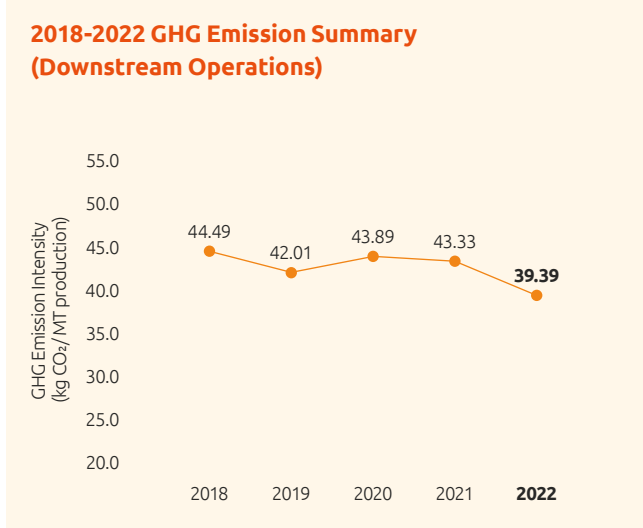
1.1.1 GHG EMISSIONS IN OUR PRODUCTION SITES

Our greenhouse gas emissions (GHG) index depicts the results of quantity of GHGs emitted per metric-ton of product processed or packed in our manufacturing premises. In 2022, our total absolute emission number is 218,748 tCO₂e, with the GHG emission intensity achieved in our downstream operation is 0.0393 tCO₂e per MT production.

In our palm oil mill operation, the average annual GHG emission intensity is measured at 0.812 tCO₂e per MT CPO produced for the year of 2022. One of the key aspects of our future is to install a methane gas capturing plant in the palm oil mill. This will allow the mill to capture and utilise methane to generate electricity to power the mill’s operations. Subsequently, reliance on purchased electricity and fossil fuel combustion, both of which depend on fossil fuel usage will be put to an end. This plant is scheduled to be commissioned in the first half of 2024.

In our upstream, net emissions in 2022 is lower than the year of 2021 at 14,677 tCO₂e, with lower emission from our operational activities since the introduction of our Best Management Practices. As the result, the emission intensity dropped from 1.02 tCO₂e/MT FFB in 2021 to 0.84 tCO₂e/MT FFB in 2022.

As we keep expanding our business and investments, we are mindful that minimising GHG emissions in our operations is the top priority within our sustainability framework. As such, in managing our day-to-day business, we remain committed to low carbon operations and evident from our target for GHG emissions. We seek to reduce our GHG emissions by being more efficient in our production abilities as well as seeking more environmentally friendly sources of energy.



Focus Area 1: Environmental Protection and Stewardship
CORE AREA 1: CARBON MANAGEMENT



1.1.2 ENERGY EFFICIENCY IN OUR PRODUCTION SITES

Group Energy Performance

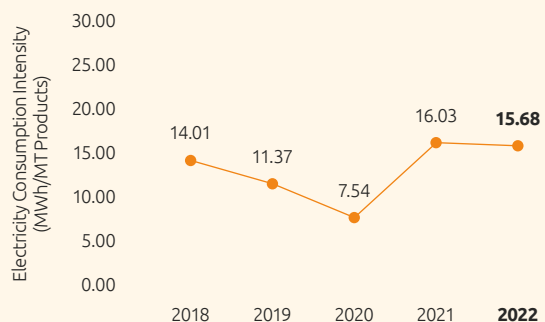
In 2022, the overall energy consumption of our worldwide operations is 87,105 MWh. The measured energy intensity is 0.0157 MWh per MT production, lower than 0.016 MWh per MT in 2021.

Under our aspiration of a sustainable future, energy efficiency has been one of the top priorities of Mewah Group in developing and managing our business. For the past two decades, we have continuously innovated, invested in green technology, and improved operating efficiencies. Since 2018, driven by our commitment to play an integral part in mitigating the effects of climate change, one of our refineries introduced high efficient air-cooled compressor and high-efficiency natural circulation high-pressure boiler to our palm oil refinery plant. These projects are part of our low-carbon strategies for higher energy and resource efficiency. Since 2019, the Group has boldly invested in a cogeneration plant to replace the packaged boiler in our major refineries. Cogeneration technology is an energy-efficient solution for facilities requiring thermal energy and electricity. The operational efficiencies realized by cogeneration plants provide significant benefits to both industries and consumers. It uses less fuel and emits a smaller amount of greenhouse gases when producing electrical and

thermal energy than stand-alone electrical and thermal energy facilities. The new cogeneration plant investment exemplifies our action in using power more efficiently.

We recognise that solar energy is critical for energy efficiency because it represents a clean, renewable, and sustainable source of energy that can help us to reduce our reliance on fossil fuels to meet our energy needs while protecting the environment and reducing our carbon footprint. One successful case study in Mewah is at Mewah Dairies Sdn Bhd, which has successfully replaced 30% of our energy needs with solar energy.

Electricity Consumption Summary (Downstream Operations)



Focus Area 1: Environmental Protection and Stewardship

CORE AREA 2: WATER MANAGEMENT

1.2.1 OUR FOCUS & ACTION PLAN

The water footprint maps and measures how, when, and where we use freshwater resources. Water is vital for our operations and the communities within our supply chain. We acknowledge that clean and accessible water is critical for communities, wildlife, and aquatic ecosystems' well-being. We also recognise that water availability is becoming an increasingly important issue in the face of climate change. We are constantly looking for ways to improve our water management & minimise our water footprint.

In Mewah, we have put in place an integrated water footprint assessment as part of the group sustainability initiative and business strategy through:

1. Setting quantitative water footprint reduction targets in all manufacturing sites
2. Apply standard terminology & calculation methods
3. Monthly assessment of quality & quantity of wastewater discharge

Our action plan for reducing our water consumption includes:

1. Consistently assessing water-related impacts and risks across our supply chain.
2. Identify water uses in our factories and set targets to reduce freshwater use.
3. Continue to improve conservation efforts (water-saving efforts) at our factories.

In 2017, we set a long-term goal and formulated strategies to improve water intensity from 0.19 m³/ MT product to 0.15 m³/ MT product by 2025. Since then, we have implemented various water-saving initiatives to improve our water footprint across our factories.

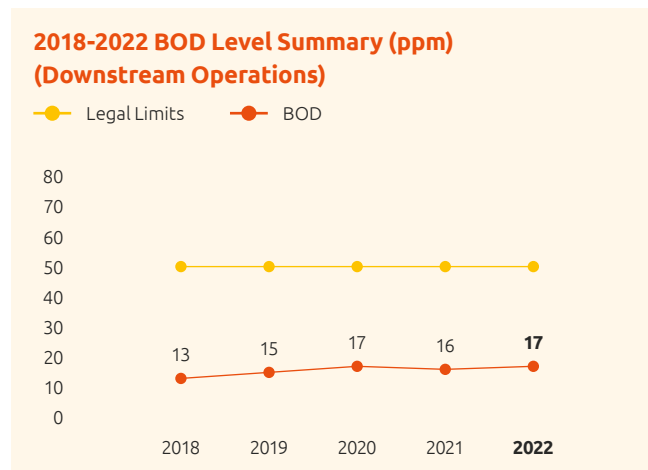
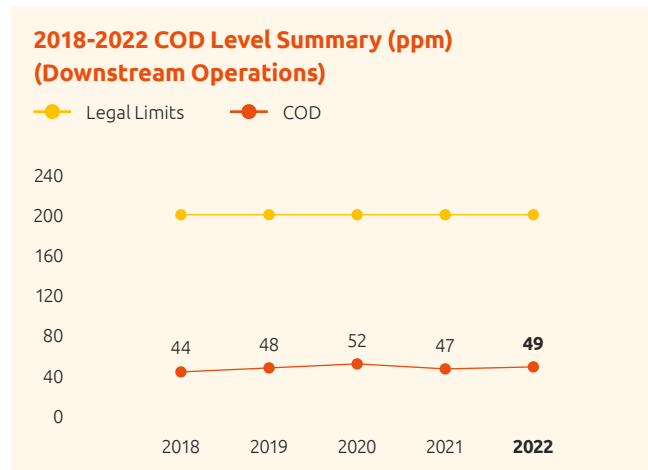
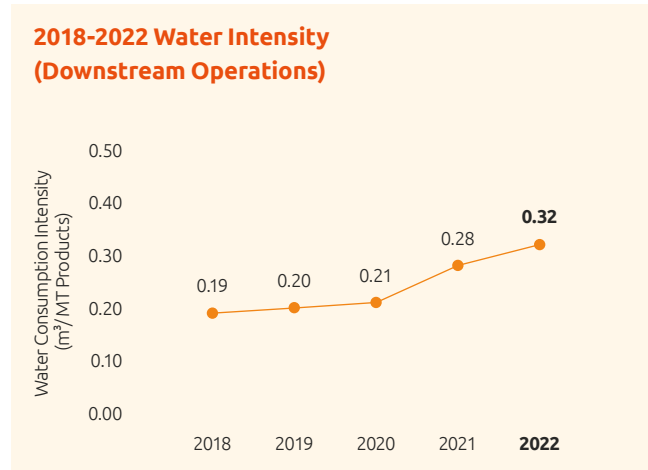
In 2022, the total water consumption in our global operations is 1,759,844.93 m³. The annual water intensity is 0.32 m³ per MT, higher than 0.28m³ per MT in 2021.

Protecting Our Water Source

The quality of water discharged from our refineries and palm oil mill are constantly monitored to make sure the discharge quality is within compliance of national environmental limit.

Remarks:

1. In Malaysia, the permissible limits of BOD and COD for refinery for river discharge are at 50ppm and 200ppm, respectively.
2. In Indonesia, the permissible limits of BOD and COD for palm oil mill for river discharge are 100ppm and 350ppm, respectively.



Focus Area 1: Environmental Protection and Stewardship
CORE AREA 2: WATER MANAGEMENT

Palm Oil Mill Operations

Consumption Intensity

The milling operation accounts for the highest water consumption in the processing life cycle of Crude Palm Oil. A palm oil mill usually draws water supplies from local waterways and wells for FFB processing and household use. In 2022, the water consumption intensity at our palm oil mill operations is reported at 0.88 m³ per MT FFB processed.

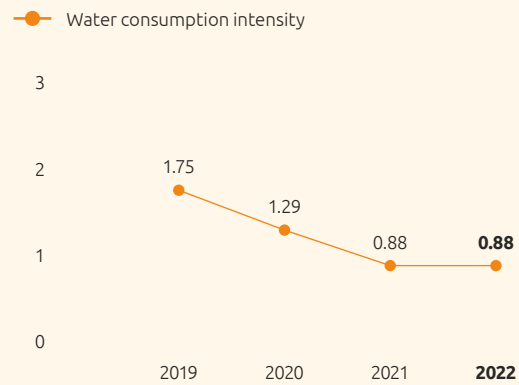
Discharged Quality

Another key monitoring area in palm oil mill operations is the quality of the discharged wastewater (palm oil mill effluent) into the riverway. In Mewah, we have put in place a series of control measures to control the quality of POME discharged in compliance with the local regulated environmental standards, such as:

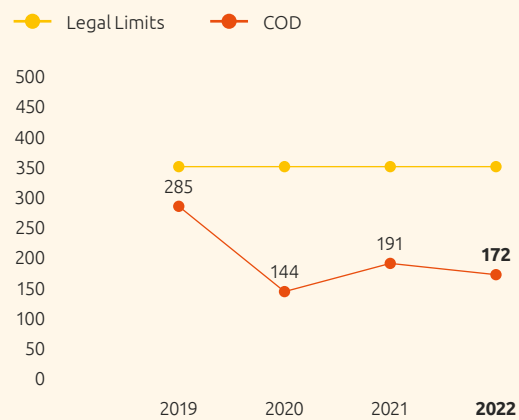
1. Installation of proper wastewater treatment systems: POME is treated before discharge to remove pollutants such as suspended solids, organic matter, and nutrients. An appropriate treatment system can ensure the effluent meets the required standards before final discharge into the waterway.
2. Regular sample monitoring: Regular monitoring of the effluent's pH, temperature and flowrate can help ensure that the wastewater treatment system is working effectively.
3. Implement good operating practices: Proper operating practices can help reduce the number of pollutants in pome, i.e., reducing water use during the milling process, minimising the use of chemicals, and adequately maintaining the treatment system.
4. Employees' Capacity Building: Structural training for all the critical employees ensures that operating practices and SOPs are followed strictly.

The annual average BOD and COD level in our palm oil mill operation is reported at 65ppm and 172ppm respectively, that follows all relevant local limits in 2022.

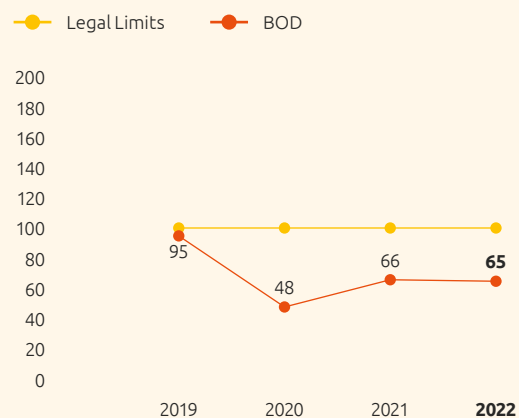
**2019-2022 Water Consumption Summary
 (m³ per MT FFB processed)
 (Palm Oil Mill Operations)**



**2019-2022 COD Quality
 (Palm Oil Mill Operations)**



**2019-2022 BOD Quality
 (Palm Oil Mill Operations)**



Focus Area 1: Environmental Protection and Stewardship

CORE AREA 3: WASTE MANAGEMENT

Sustainable waste management planning is a massive task that involves scientific knowledge, logistical planning, and understanding to balance the impact on our environment and the cost-effectiveness of the process.

The waste problem in ASEAN, mainly plastic waste, has gained global attention in the last decade. Every year, millions of tonnes of indecomposable plastic waste are in landfills worldwide. The mounting irresponsible waste disposal practices has led to rising environmental pollution cases and negative health effects globally.

At Mewah Group, we are adopting a comprehensive waste management blueprint that outline action plan to understand our waste streams, to measure/baseline current waste generation and to complete a facility-wide waste operations assessment. The objective of our water management plan is to assure a sustainable waste material management in our production sites by putting in place effective measures.



Our Approach:

- 1) Our waste has four (4) main categories:

Category	Type of Waste
A	General Waste
B	Scrap Waste
C	Production Waste
D	Schedule Waste

- 2) The amount of waste generated by each category is monitored and attention is brought to the amount generated.
- 3) Identify the **5 Rs'** components in managing waste: Refuse, Reduce, Reuse, Recover and Recycle.
 - i. **Refuse:** Refuse to receive unnecessary materials will help to eliminate waste from the very beginning. It is simply about saying no and looking into reusable alternatives.
 - ii. **Reduce:** Focus to improve efficiency. To establish practices that are capable to reduce the amount of waste we generate to help the environment.
 - iii. **Reuse:** Practice to reuse materials without change whether for the original or a different application instead of throwing them away or pass those unused materials on to others who could use them.
 - iv. **Recover:** To set up ways to recover the energy values contained within the waste material.
 - v. **Recycle:** Many of the things we use every day can be recycled. Recycled items are put through a process that makes it possible to create new products out of the materials from the old ones.

Focus Area 1: Environmental Protection and Stewardship
CORE AREA 3: WASTE MANAGEMENT

Our 2022 Waste Footprint

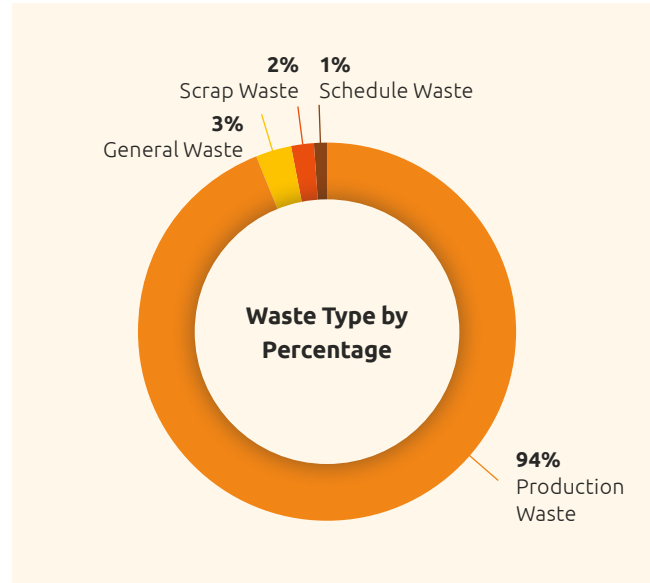
In 2022, the waste footprint generated in our global operations is 44,467.01MT. The production waste accounts for 94% of the overall waste generated. The spent bleaching earth (SBE) generated from our refinery business contributes the largest to our waste footprint. It accounts for more than 50% of the total waste footprint. 100% of SBE generated from our refineries is recycled either as raw material for another manufacturer or used as feedstock for biodiesel production.

The general, scrap, and scheduled waste are 3%, 2% and 1% of the total waste footprint, respectively. The scrap and scheduled waste are collected and disposed of following the local legislation through licensed contractors.

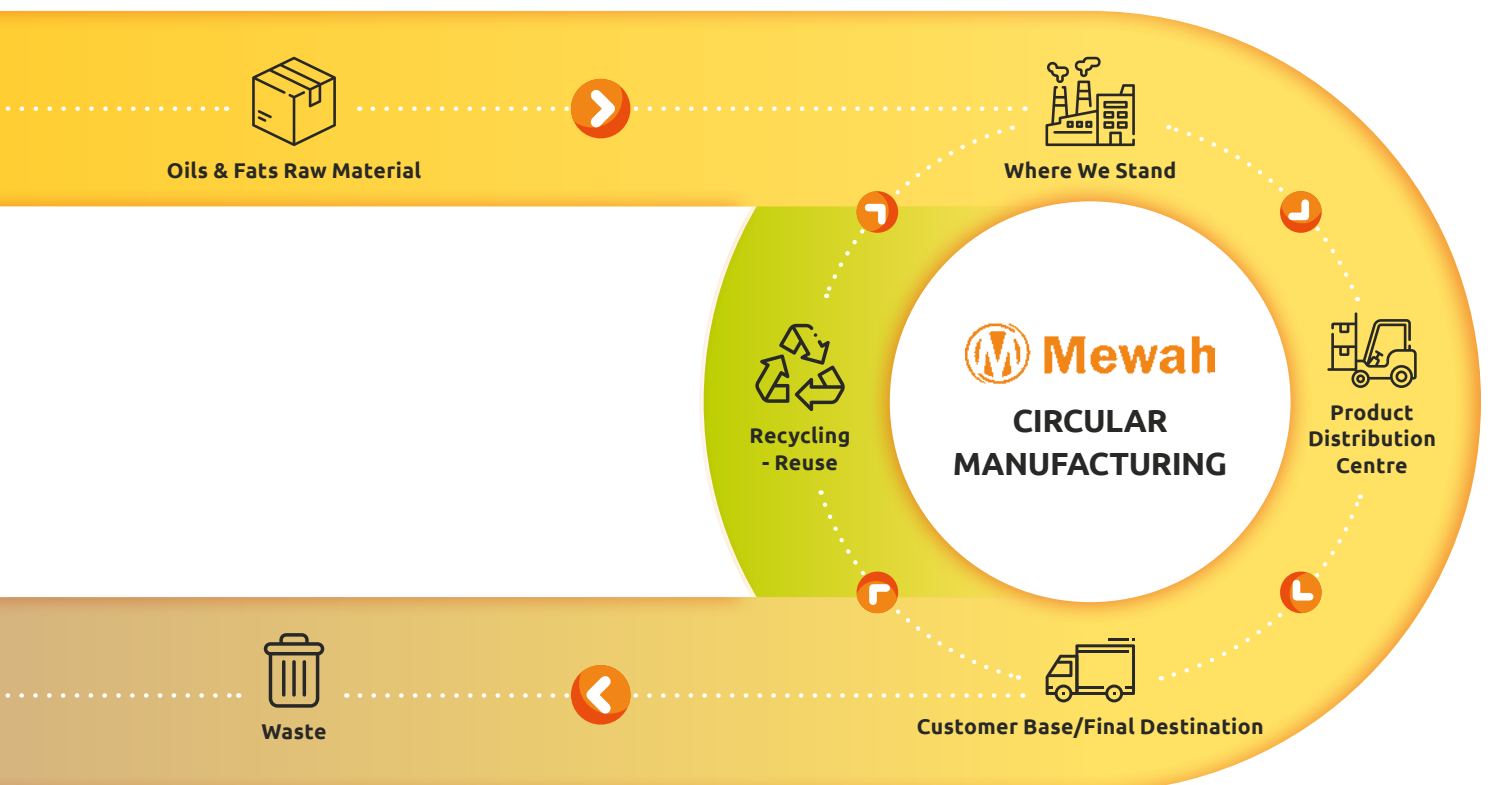
The Circular-Economy Thinking in our Manufacturing

The “Circular-Economy Thinking” is embedded in the manufacturing practices of Mewah. In our global operations, we have developed a comprehensive waste management blueprint to outline our action plan to guide our people in understanding our waste streams, measure baseline/current waste generation and complete a bi-annual waste operations assessment.

Before initiating a new project, the assessment of potential water and waste pollution risks will be carried out by a



range of professionals, including environmental engineers and water quality specialists alongside with our Project Managers. The employees from all key related departments are collectively responsible to ensure appropriate mitigation measures are implemented in compliance with the respective national law and the Corporate’s Health, Safety, and Environmental (HSE) policy.



Focus Area 1: Environmental Protection and Stewardship
CORE AREA 3: WASTE MANAGEMENT

In our factories, the factory manager is responsible for implementing a waste management plan that defines the responsibilities of our employees and a series of risk mitigation measures. We urge our leaders to adopt an eco-mindset in waste handling, to see waste as useful resources, and find alternatives to upscale every waste generated in our operations in line with circular economy thinking.

Moving Towards Sustainable Packaging

Since its invention in 1907, plastic has proven to be extremely convenient and safe provides packaging solution for industries around the world. The lightweight, versatile, and contamination-proof properties of plastic packaging have allowed it to preserve and maintain the safety and quality of food products. In Mewah, we are constantly looking into pragmatic solution on sustainable packaging through research and development focusing on sourcing while keeping food safety and quality in mind. Throughout the year of 2022, strategic planning and research with production entities and various department are underway.

1.3.1 REFUSING PLASTIC WASTE

Plastic pollution has gained major headlines in recent years, exposing the painful truth on how plastic waste is affecting the world’s biodiversity. Today, the amount of plastic waste on the planet is estimated to be over 300 million tonnes and littered across the planet, on land and in the ocean. This large amount of waste leads to sever injuries, death, and ecological changes to all living beings. In Malaysia, a “Roadmap towards Zero-Single Use Plastics 2018-2030” was launched by Ministry of Energy, Science, Technology, Environment and Climate Change. The roadmap spells out Malaysian government’s plans to phase off single-use plastics in the nation by 2030.



Inspired by the initiative, Mewah has introduced a “plastic-free campaign” in all our operations since 2019. This ongoing program, which is complete with an awareness campaign and guidelines, is part of our continued efforts to reduce plastic waste pollution.

1.3.2 REUSE OF PLASTIC

Fertiliser bags are one of the main contributors of plastic waste in the plantation. As an effort to extend the lifespan of these plastic bag, PT JBP practices washing the bags in a designated and well-ventilated areas with proposer PPE before drying it in the sun and storing it in a proper storeroom before sending to the palm oil mill for reuse as EFB fertiliser containers.

The plastic waste collected were cleaned and segregated according to respective classifications before collected by an authorised third-party. This effort is critical in ensuring the environment we are in are free from undegradable plastic waste and reducing the climate impacts.

1.3.3 REDUCING GENERAL WASTE

The concept of waste minimisation is fundamental in our waste management. We encourage our employees to use recyclable and bio-degradable bags and containers as well as reusable cloth bag.

In the factories and offices, waste segregation and reusing of paper and bags are practiced reducing overall general waste generated.

In the plantation, the Reduce, Reuse and Recycle (3R Programme) of domestic waste has been ongoing since 2020. This has contributed to a decrease in reducing waste disposal in landfills.



Focus Area 1: Environmental Protection and Stewardship

CORE AREA 3: WASTE MANAGEMENT

1.3.4 REUSING SCRAP WASTE

Scrap waste is generated via maintenance of our operations facilities. The lifespan of these scrap materials is extended through our program, where first reuse all possible scrap waste produced, including mild steel, tin, zinc, etc., before being sold for recycling. This ensures that we maximise the utilisation of these natural resources prior to disposal, in an overall cost-effective practice.

1.3.5 RECYCLING PRODUCTION WASTE

Spent Bleaching Earth (SBE) is the major source of waste generated from refineries' production. It contains around 20-25% residual oil. This significant oil content makes the SBE highly flammable, hence its disposal can be considered an environmental hazard. Therefore, 100% of SBE generated from our refineries are either recycled as raw material for other manufacturers or reused as biomass.

(Note: Bleaching earth is an absorptive cleansing agent used in bleaching process to remove impurities and colour pigments in the CPO.)

At our palm oil mill operations, solid biomass waste and liquid waste are the two common wastes generated from FFB milling process. Solid waste comprises the oil palm empty fruit bunches (EFB), mesocarp fibre, and palm kernel shells. The liquid waste is the Palm Oil Mill Effluent (POME).

Both solid and liquid wastes are recycled or reused as organic fertiliser or fuel. We aim to achieve zero waste by 2023 – to reuse and recycle 100 percent of solid and liquid waste from our FFB milling process.

1.3.6 RECOVERING SCHEDULE WASTE

Spent nickel, hydraulic oil, lubricant oil, and waste solvent are scheduled wastes generated from our production activities. Local environmental laws highly regulate these by-products, which must be disposed of at recovery sites that are designated and authorised by the Department of Environment (DOE). Mewah fully complies with these scheduled waste disposal regulations, with licensed contractors conducting the collection and disposal.



Focus Area 1: Environmental Protection and Stewardship

CORE AREA 4: BIODIVERSITY MANAGEMENT

COMMITMENTS:

- Continue to work with our stakeholder in addressing deforestation issue and any other biodiversity related matters.
- Continue to monitor and work with stakeholders to ensure biodiversity is protected.



2023 LOOKING FORWARD:

- Continue working closely with industry stakeholders to tackle drivers of deforestation and biodiversity protection while striking a balance with our business growth.



Biodiversity across the globe is crucial to the long-term preservation of the planet and it provides the basis on which all life is created. The not-so-distant global COVID-19 pandemic serves as a reminder of how a single strand of virus can upend the global norm. Throughout human history, human activities have severely impacted biodiversity, including land- and sea-use change, exploitation of living beings, climate change, and pollution.

According to Global Risk Report released by the World Economic Forum in 2022, “biodiversity loss” has been rated as the third most impactful and third most likely risk for the next decade. The current extinction rate is tens to hundreds of times higher than at any other time in human history. Biodiversity loss has profound implications for humanity, from the collapse of food and health systems to the disruption of entire food supply chains.

Biodiversity conservation and forest protection have been a major focus of our environmental efforts in our estate operations. Under our High Carbon Stock (HCS) and High Conservation Value (HCV) commitments, we focus on maintaining and restoring riparian buffer zones throughout all our operations in recognition of their importance in our ecosystem. All HCV and HCS areas in our estates have been identified and conserved through a community conservation partnership with a reputable external consultant.

High Conservation Areas

Studies have shown that wildlife utilises riparian reserve areas for various purposes. A total of 79.63 ha of HCS areas and 35.82ha of the riparian buffer has been set aside in our estate. These riparian areas along the major rivers and pocket jungles are forbidden from further development and hunting. The pocket jungles and riparian buffer zones can regenerate and gradually encourage the utilisation of their natural inhabitants. Signage is placed in the surrounding areas and awareness training is conducted for our employees and the local community to emphasize further the importance of preserving these areas.



Focus Area 1: Environmental Protection and Stewardship **CORE AREA 4: BIODIVERSITY MANAGEMENT**

Species Identification

Here at Mewah we acknowledge that mankind and wildlife can live in natural harmony and respect each other’s boundaries, and we aim to achieve that coexistence by incorporating Best Management Practises and other sustainability guidelines into our operations. Through the flora and fauna assessment that we initiated in 2020, we have gained better insights of the composition of nature’s inhabitants within our vicinity.

A list of species was examined against International Conservation Union’s Red List (IUCN). Based on wildlife surveys carried out at our estate, a total 282 species of plants and 11 species of mammals discovered within the vicinity. We are committed to control any illegal or inappropriate hunting of all the species with internationally and locally conservation concerns. Wildlife monitoring is an ongoing practice in our estate to improve our understanding of the distribution of the surrounding wildlife.

Water Table Monitoring on Peatland

Peatlands are important natural carbon storage and play significant roles in the ecosystem. To ensure efficient land use on existing plantation on peatland and safeguard the long-term productivity of land, we adopt Best Management Practices (BMPs) in the oil palm cultivation. For instance, systemic ditches and dam are carefully constructed in the plantation to facilitate the management of hydrological regime in the plantation to reduce drying of organic matters and fire potential.



Peatland planting without proper water table monitoring leads to drying of organic matters and hence escalate the fire potential. Water table in our estate is currently managed in accordance with local regulations, at 40-60cm below soil surface to prevent rapid decomposition of peat. Additionally, peat subsidence is continuously monitored in blocks where there is planting on peat.



Focus Area 1: Environmental Protection and Stewardship
CORE AREA 5: FIRE MANAGEMENT

Zero Burning

Southeast Asia is no stranger to the problem of transboundary haze, having endured poor visibility, school closures, halted businesses and widespread health complications. To mitigate this frequently recurring problem, we commit to ensuring peat fire and its environmental impacts are taken seriously in our estate.

At PT JBP, we have an effective fire prevention plan and control measures in place at our operations and the surrounding landscape. We are committed to replanting using environmentally conscious methods while adhering to the ASEAN Zero Burning Policy. The traditional slash-and-burn way is strictly prohibited in our operations, and this alternative practice reduces adverse impacts and promotes nutrient recycling which is beneficial to the environment.

On top of that, we actively socialise the importance of zero-burning practices to nearby local communities while ensuring safeguards are in place to address the fire risk at our oil palm plantation. Through our empowerment program and training, our staff forms a team of in-house fire fighters (with 15 personnel per 1,000 ha of land), Team Elite Damkar. With our in-house team, firefighting efforts will not have to wait until the local authorities arrive, and this quick response can mitigate the impact of any potential fire.



Firefighting: A Communal Responsibility

Multi-stakeholder Collaboration

Smouldering peat fire is a challenge to put out and the combustion might spread unknowingly to neighbouring peatlands. We recognise that prevention of peat fire is a collective effort, hence PT JBP collaborates with our neighbouring communities - Kades Jebus, Sungai Aur and Gedong Jaya, to form a fire prevention team (Masyarakat Peduli Api). This collaboration involves local authorities, namely Polsek and Danramil to instil knowledge and training in the local community for fire emergency response. Building upon that, in case of a fire, a quick response is critical to save lives and the environment. Therefore, a communication channel was created among our firefighters and local authorities to ensure a streamlined and quick flow of information.

Fire Prevention and Monitoring

Driven to ensure effective fire prevention measures, PT JBP is constantly monitoring fire hotspots. Physical precautionary measures include fire watchtowers, portable fire pumps, water conservations, and fire patrols during the dry season.

Hotspot forecast and weekly weather forecast/warnings are monitored to enable early detection of any fire risks. In addition to that, fire alert technology such as live CCTV installed at communication towers by Regional Police of the Republic of Indonesia (Polda) and satellite image from Indonesian National Institute of Aeronautics and Space ("LAPAN") help us in fire detection efforts.



Focus Area 1: Environmental Protection and Stewardship

CORE AREA 6: PEST MANAGEMENT**Integrated Pest Management**

Agrochemicals such as pesticides have been ensuring our crops are protected from pest and diseases and to allow optimum yield. Chemical usages in our plantation are abided to proper SOPs and management plan. The effective implementations of the SOPs and management plan able to eliminate exposure to hazardous chemicals to our workers. Within PT JBP, the use of World Health Organization (WHO) Class 1A and/or 1B and Stockholm or Rotterdam Conventions pesticides are prohibited, except for specific instances and in accordance with WHO recommendations and guidelines.

Since 2020, PT JBP has been practising Integrated Pest Management (IPM) as form of pest control. Implementation of IPM through combinations of cultural, biological, mechanical, and physical controls, improve the pest management within PT JBP. Through implementation of IPM, allows us to safeguard the safety of our workforce, local communities, and the environment where we operate.

**A. Beneficial Plants**

Beneficial plants such as *Antigonon leptopus*, *Cassia cabanensis*, and *Tunera umiflora* are being widely uses as the nature-based pest control in the oil palm plantation. These beneficial plants serve as improve the overall aesthetic values of the plantation; they are also effective in controlling the pest pollution without the use of agrochemical. Tunera is planted along the road of PT JBP to encourage the healthy population of the Sycanus, the predators of the damaging leaf-feeding worms.

B. Barn Owl Nest

Rat infection can cause severe damage to the fresh fruit bunches production. The mass population of rat eat away leaves of young palms and killing the tree; on mature palm, the rats feed on the ripening fruits and costing financial loss to the operation. Conventional rat control is time consuming with high intensity prior the overbreak. The introduction of barn owl (*Tyto alba*) in PT JBP offer an economical and easiest rat control, as the owls are natural predators of the rat. The deployment of barn owl also reduced the exposure to rat poisons.

C. Routine Mechanical Weed Control

Overgrown of weed in the plantation can serve as habitat to snakes and obstruct harvesting and fertiliser application. In addition, weeds affect crop production. Therefore traditionally, plantations used high quantities and cocktails of herbicides as control measures, which had demonstrated various environmental and safety concerns. Hence, as to ensure effective upkeep of the plantation, PT JBP implementing routine mechanical weed control along the harvesting paths and basin area of oil palm, to ensure the optimum growth of palm trees.



Focus Area 2:
**Responsible
Supply
Chain**



Focus Area 2: Responsible Supply Chain

OUR COMMITMENT AND PROGRESS

OUR SDG PRIORITIES IN FOCUS AREA 2



Our Key Sustainability Efforts:
The fight against poverty is not a task of charity; it is an act of uprightness and the key to unlocking human potentials. Palm oil has played a huge role in reducing rural poverty in top producing countries, Malaysia and Indonesia. It has helped to lift millions of people out of poverty and contributes to the attainment of SDGs.



Our Key Sustainability Efforts:
To conserve and safeguard the marine ecosystem, we implement and enforce the main conventions and regulations adopted by International Maritime Organization (IMO) in our shipping operation, which cover all aspects including ship design, equipment, construction, manning, ship operation and waste disposal.



Our Key Sustainability Efforts:
We pledge to conserve biodiversity by identifying, protecting, maintaining areas of high conservation value (HCV). This would include critical areas that contain significant concentration of biological value, ecological, social, and cultural values.



Our Key Sustainability Efforts:
At Mewah, we have set up a public grievance platform as well as a grievance mechanism for all stakeholders in our supply chain to raise their concern or report any breaches of our policies. It serves as a transparent communication channel for us to promote peaceful and inclusive sustainability development.



Focus Area 2: Responsible Supply Chain

CORE AREA 1: SUSTAINABILITY POLICIES

Policies are integral component of an organisation, forming strategic roadmap for ensuring compliance with laws and industry requirements, streamlining internal processes, and providing guidance for decision making. Since the year of 2014, Mewah has committed to responsible and sustainable palm oil and sustainable coconut oil supply chain. We established a Sustainable Palm Oil Policy and Sustainable Coconut Oil Policy with sustainability commitments entailing the company's

entire palm oil and coconut oil supply chain. These Policies establish mechanisms to ensure that palm oil and coconut oil in Mewah's supply chain will be free from links to deforestation, peat planting, and exploitation of human rights. The provisions in these policies apply to all Mewah's operations worldwide, including our subsidiary companies. We expect all our third-party suppliers of raw materials to adhere to our sustainability policy commitments for their operations.

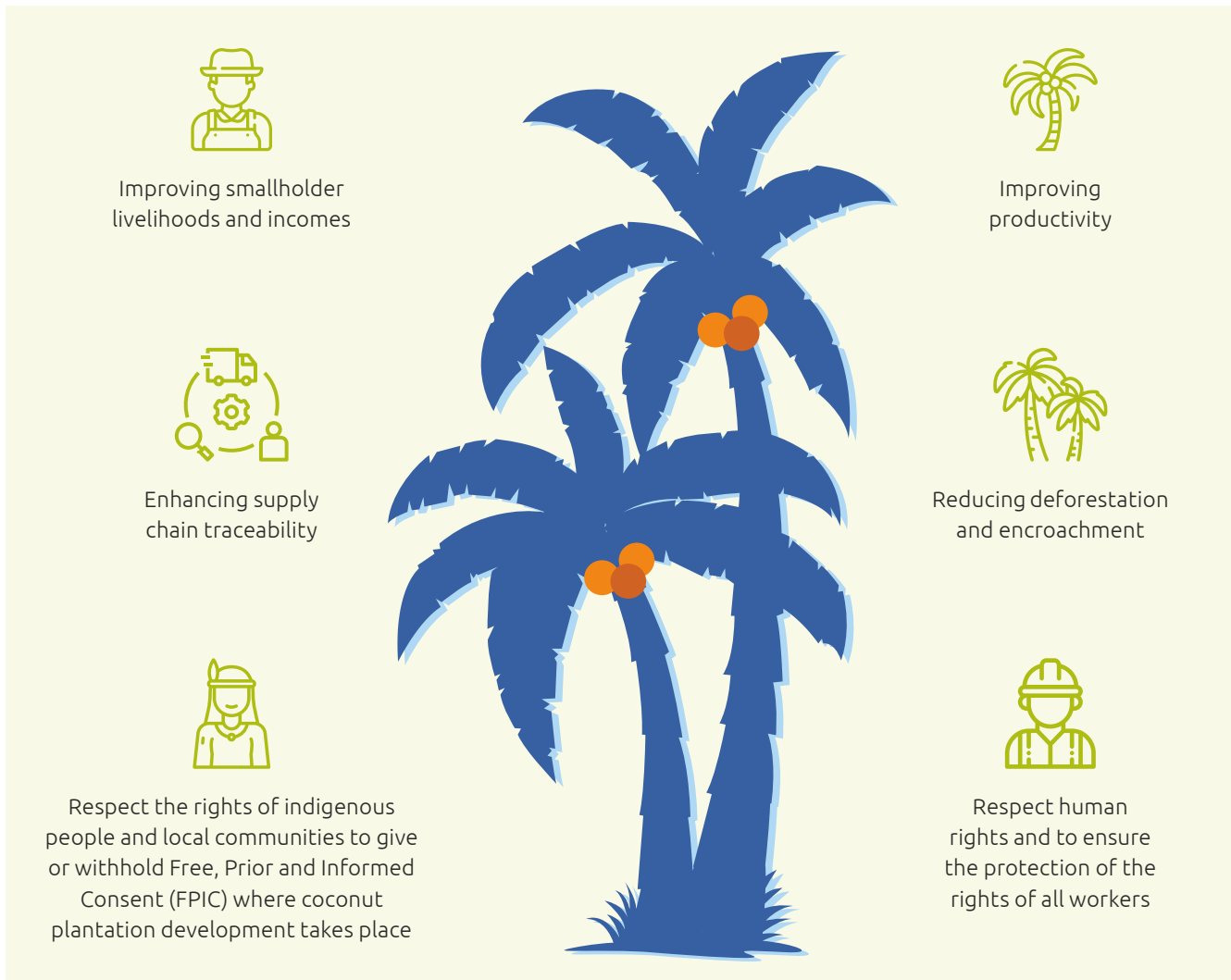
OUR SUSTAINABLE PALM OIL SUPPLY CHAIN COMMITMENTS

The infographic features a central illustration of a palm tree with a blue trunk and fronds, and a crown of orange and yellow flowers. Surrounding the tree are four commitment boxes, each with an icon and text:

- Top Left:** An icon of a tree stump with a diagonal slash through it. Text: "To reject new oil palm development in forested peatland plantation after 31st December 2015".
- Top Center:** An icon of a supply chain cycle with a truck, gear, and person. Text: "To build a traceable and transparent supply chain".
- Top Right:** An icon of a palm tree with a drop of oil. Text: "To continue the journey of no deforestation and to commit no burning, protection of high conservation value (HCV) areas and high carbon stock (HCS) areas since 31st December 2015".
- Bottom Left:** An icon of a person wearing a traditional headscarf. Text: "To respect the rights of indigenous people and local communities to give or withhold Free, Prior and Informed Consent (FPIC) where oil palm plantation development takes place".
- Bottom Right:** An icon of a person wearing a hard hat. Text: "To respect human rights and to ensure protection of the rights of all workers".

Focus Area 2: Responsible Supply Chain
CORE AREA 1: SUSTAINABILITY POLICIES

OUR SUSTAINABLE COCONUT OIL'S COMMITMENTS



The Mewah’s Sustainable Coconut Oil policy can be located on our website or at <https://mewahgroup.com/upload/Sustainability/Mewah%20Sustainable%20Coconut%20Oil%20Policy.pdf>.

Transparency and Accountability of Sustainable Palm Oil Policy and Sustainable Coconut Oil Policy

We are committed to transparency and accountability in our sustainability programme. We note that both internal and external stakeholder groups are interested and involved in our engagement efforts.

Our efforts to improve transparency and accountability have been done through multiple channels. Information that is publicly available on our website is listed as below:

- 1) Annual Sustainability Report in accordance with GRI standard

- 2) Traceability to Mill (TTM) Dashboard
- 3) Traceability to Plantation (TTP) Dashboard
- 4) Mewah Group Grievances Platform
- 5) NDPE Implementation Reporting Framework (IRF)
- 6) Supplier Engagement Programme

We also actively participate in external sustainability disclosures on annual basis as follows:


- 1) RSPO Annual Communication on Progress (ACOP)
- 2) Zoological Society of London SPOTT Assessment
- 3) CDP

Focus Area 2: Responsible Supply Chain

CORE AREA 2: TOWARDS FULL TRACEABILITY


COMMITMENTS:

- Maintain 100% TTK and TTM across all refineries.
- Achieved 100% TTP by 2025.



2023 LOOKING FORWARD:

- Maintain 100% TTK and TTM across all refineries.
- Achieved 100% verified deforestation free volume for specific buyer.



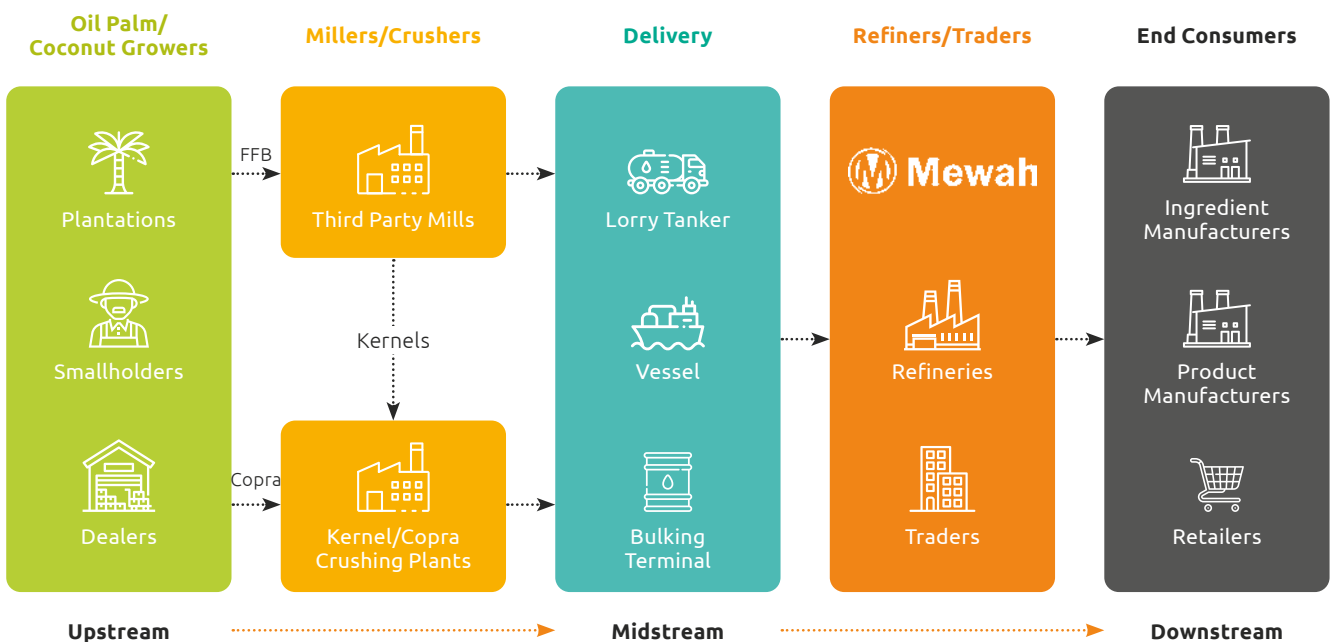
Commodities supply chain involves a series of links connecting the origin of production, processing and distribution to the end consumers. Similarly, both palm oil and coconut supply chain are complex and fragmented. Every tier in the supply chain plays its essential role in forging a path to full traceability. Transparency in the supply chain is therefore a critical aspect of sustainability since it increases the visibility of suppliers, and it allows us to trace and identify the origin of our raw materials.

A traceable supply chain reduces our sustainability risk by eliminating guesswork. With the growing demand for more transparency about product origins, our ability to demonstrate high traceability facilitates trust building

and keeps our brand promise and makes our customers happy.

For every metric ton of palm oil and coconut oil received into our factory, we trace it to the exact location of the palm oil mills/crushers and to the particulars of raw materials suppliers to the palm oil mills/crushers. Traceability data is necessary as it allows us to evaluate our suppliers' performance against our Sustainable Palm Oil Policy and Sustainable Coconut Oil Policy. At the same time, we actively engage with our suppliers with the objectives to improve their sustainability standards in our supply chain. This is done through traceability data collection, suppliers' assessment, and educational workshops.

2.2.1 OVERVIEW OF MEWAH'S PALM OIL AND COCONUT OIL SUPPLY CHAIN



Focus Area 2: Responsible Supply Chain

CORE AREA 2: TOWARDS FULL TRACEABILITY

2.2.2 MEWAH'S TRACEABILITY APPROACH

Transpired from our commitments in both Sustainable Palm Oil Policy and Sustainable Coconut Policy, we have been actively monitoring and engaging with our stakeholders predominantly our suppliers. Since the year of 2014, various engagement initiatives have been conducted to enhance the sustainability awareness level of our suppliers across our suppliers to make certain that everyone has improved. As an independent palm oil refiner, we are fully aware that a large part of our environmental footprint is contributed by activities beyond our own operations. Therefore, our suppliers are playing an important role in forging a path towards sustainable palm oil production.

How we do it?

Part A: Palm Oil Supply Chain

We actively trace raw materials supply flows from refineries back to palm oil sources to map our supply base, evaluate suppliers' performance against our Sustainable Palm Oil Policy and to initiate engagement programmes with our suppliers to make improvements whenever is needed.

Today, we are proud to announce that 100% of our CPO and CPKO are Traceable to Mill (TTM). The definition of "traceable to mill" refers to the fulfilment of our 5 traceability criterias i.e., Parent Company Name of Mill Party, Mill Name, Mill Address, GPS coordinates of Mill Party and Volume of CPO received into our refinery. We are determined to make sure that all our suppliers must fulfil the same conditions as the fundamental entry requirement into our supply chain.

-  Parent Company Name of Mill Party
-  Mill Name
-  Mill Address
-  GPS Coordinates of Mill
-  Volume of CPO received at refinery

Part B: Coconut Oil Supply Chain

We actively trace raw materials supply flows from refineries back to our coconut copra mill suppliers to map our coconut oil supply base. We measure these suppliers' performance against our Sustainable Coconut Oil Policy. The coconut oil sustainability is rather immature at this stage; hence, we are gearing up our resources to proactively engage with our suppliers to make improvements wherever is needed.

Today, we are proud to announce that 100% of our crude coconut oil (CCNO) are Traceable to Copra Mill (TTM). The definition of "traceable to copra mill" refer to the fulfilment on 5 key traceability criteria i.e., Parent Company Name of Copra Mill Party, Copra Mill Name, Copra Mill Address, GPS coordinates of Copra Mill Party and Volume of CCNO received into our refinery. We are actively socialising and promoting the traceability requirements to our suppliers and setting the traceability requirement as the fundamental entry requirement into our supply chain.

-  Parent Company Name of Copra Mill Party
-  Copra Mill Name
-  Copra Mill Address
-  GPS Coordinates of Copra Mill Party
-  Volume of CCNO received into refinery

Evaluation of Suppliers' Sustainability Performance

With the purpose of evaluating and validating the sustainability progress of our suppliers, we kick-started our supplier verification programme as early as November 2014. Over the years, we completed our assessments of 226 CPO suppliers across different states in Malaysia and the reports are published on Mewah Sustainability Dashboard. In Mewah's Traceability to Plantation (TTP) approach, a comprehensive field assessment will be carried out at every supplier's mills to assess its

Focus Area 2: Responsible Supply Chain

CORE AREA 2: TOWARDS FULL TRACEABILITY

Fresh Fruit Bunch (FFB) supply base and to evaluate its compliance to Mewah’s Sustainable Palm Oil Policy using our pre-defined Supplier Assessment Guidelines. In general, a palm oil mill’s fresh fruit bunch (FFB) may be supplied by hundreds of estates, growers, smallholders and dealers. TTP assessment is an educational tool as well as a “bridge” for Mewah to support the transformation of our suppliers. The primary objective of our TTP

initiative is to lift up the sustainability standards of all our suppliers to a higher level. So far, there is no common definition of TTP in the palm oil industry. Our current approach on traceability to plantations is established by ensuring the availability and validity of Malaysia Palm Oil Board (MPOB) operating license from FFB suppliers. The rationale behind our requirement is to make sure that all FFB supplied to the palm oil mills are sourced legally.

Traceability to Plantation Approach

	Market Prospect	Legality	Governance	ESG Due Diligence
Traceability to Plantation	Volume FFB Supplied	Availability & Validity of MPOB License	Sustainability Certification (National or any Voluntary Scheme)	Rapid Environmental, Social and Governance Impact Assessment (RESGA)
Estate/Plantation	✓	✓	✓	✓
Smallholders	✓	✓	✓	Not Applicable
Dealers	✓	✓	✓*	✓

Remarks:

- Plantation - > 1,000 ha
- Smallholder - < 40.46 ha
- Smallgrower – 40.46 ha – 1,000 ha
- * The certification of the dealers against national certification scheme is currently on voluntarily basis, until the announcement of mandatory implementation by the authority.

Definition for Indonesia:

- Plantation - > 500 ha
- Smallholder - < 25 ha
- Smallgrower – 25 ha – 500 ha

2.2.3 COMMITMENT TOWARDS 100% TRACEABILITY

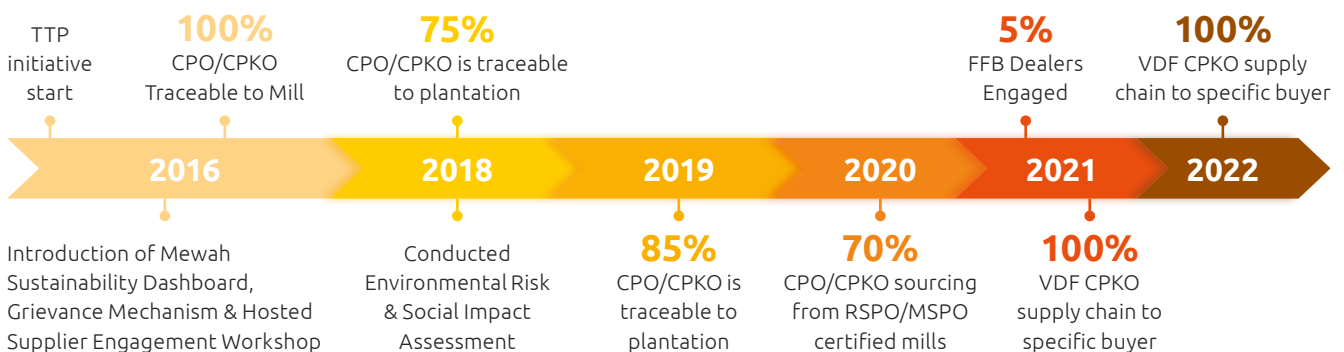
A 100% traceable supply chain is the ultimate objective that galvanises us to focus our efforts towards improving the sustainability programme in our supply chain. Our traceability approach helps us in identifying the potential risks in our full supply chain while increasing our abilities in establishing constructive engagement with our suppliers.

We set out the CPO/CPKO traceability milestone alongside our Sustainable Palm Oil Policy in 2014. The milestones mark the specific points along our journey to a fully sustainable supply chain. These points signal

anchors in every period of our traceability targets that we strive to commit to our palm oil buyers.

2.2.4 EU DEFORESTATION DUE DILIGENCE

We have been working closely with our stakeholders on no deforestation along the value chain, through extension workshops and collaboration projects. Our periodic mill audits to our suppliers allow us to assess our risks and exposures to both environmental and social impacts. Since the year of 2021, we have been supplying 100% of both TTP and Verified Deforestation Free (VDF) products to our selected customers.



Focus Area 2: Responsible Supply Chain

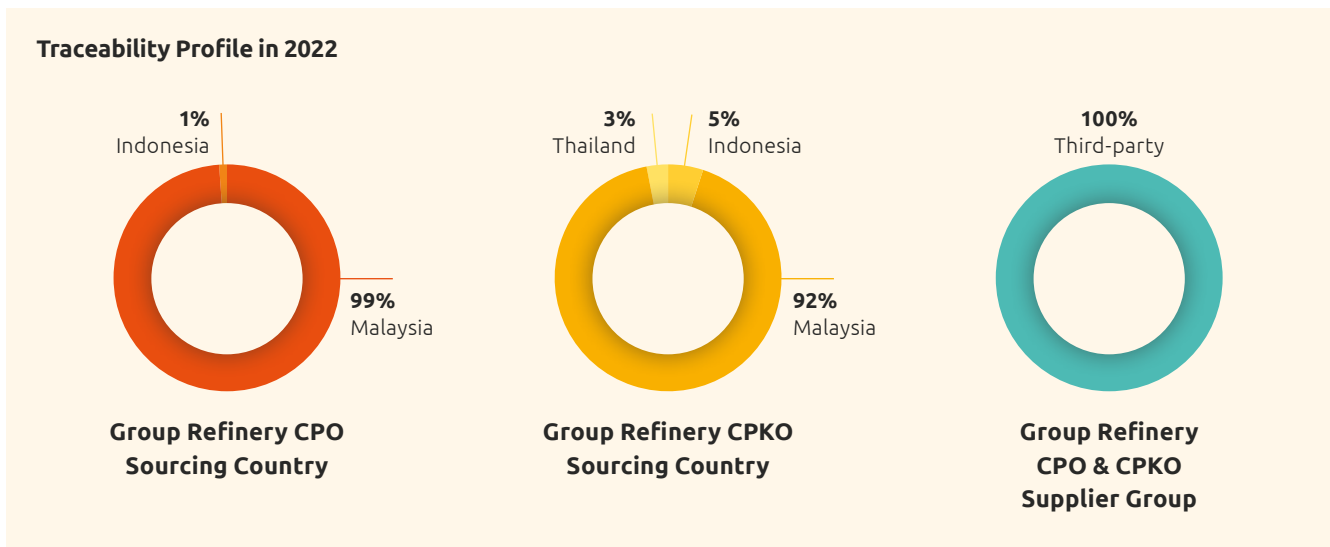
CORE AREA 2: TOWARDS FULL TRACEABILITY

2.2.5 YEAR 2022 CPO/CPKO TRACEABILITY SCORE

The launch of our Traceability to Mill (TTM) exercise in 2014 and Traceability to Plantation (TTP) exercise in 2016 enabled us to reach out to a greater number of suppliers including millers, estates’ owners, dealers, and smallholders. The traceability data collected from TTM and TTP exercise allowed us to map all the palm oil mills that supply CPO and

CPKO to our four refineries and the estates, dealers and smallholders that supply FFB to the mills.

In 2022, we maintain 100% TTM in our CPO and CPKO supply chain. Moving forward, we aim to continue working closely with all our esteemed suppliers for improvement in our TTP score.



Group Traceability Statistics (%)				
FFB (Palm Oil Mill)	PT ADS		Traceability to Plantation	100%
CPO (Refineries)	MOSB MOIPG NCHM MDSB		Traceability to Mill	100%
			Traceability to Plantation	83.4%
CPKO (Refineries)	MOSB MOIPG		Traceability to Krusher	100%
			Traceability to Mill	100%
			Traceability to Plantation	85.6%

Remarks:

1. PT ADS – PT Angso Duo Sawit
2. MOSB – Mewah-Oils Sdn Bhd
3. MOIPG – Mewaholeo Industries Sdn Bhd
4. NCHM – Ngo Chew Hong Oils & Fats (M) Sdn Bhd
5. MDSB – Mewah Datu Sdn Bhd

Focus Area 2: Responsible Supply Chain

CORE AREA 3: STAKEHOLDER ENGAGEMENT

2.3.1 ASSESSMENT TO HIGH-RISK SUPPLIERS' MILL

On a yearly basis, we identify several high-risk suppliers to carry out our mill assessment based on the guidelines define in Mewah's High Importance Mill Engagement Programme(HIMEP). The major audit areas during our assessment to the high-risk supplier's mill are:

- A. Chemical stores – Storage, herbicide mixing areas, personal protective equipment (PPE), ventilation and security.
- B. Field inspections – Herbicide application, harvesting sites, fertilising operations, first aiders and boxes, and field observation of all operations are following the SOP.
- C. Workshop – Safe working environment, environmental waste management.
- D. Worker interviews – Safety and Health, religious, wages/pay and contracts, forced and child labour, first aid.
- E. Line sites – Wastewater quality monitoring & improvement plan, align with BOD requirement BOD <100 ppm, inspection of water discharge points.
- F. Social impact audits – through contributions made, employment opportunities and grievance procedure.
- G. FFB Traceability Data – to verify and validate FFB supplier's information i.e. smallholders, dealers, estates

Environmental Risk Analysis

We initiated our environmental risk assessment to our suppliers since 2017. To date, we have completed assessment on 239 CPO suppliers in our supply chain. We adopted the online forest monitoring and alert system Global Forest Watch (GFW) and Global Forest Watch Pro (GFW Pro) in our environmental risk assessment.

The GFW platform enables us to identify potential deforestation risks in our own plantation operations as well as our supply chain. The desktop assessment is done through overlapping the TTP data of each supplier (collected during our TTP assessment) and other source of information such as peatland map, intact forest landscapes, tree cover loss etc.

Deforestation Monitoring

Since monitoring began in 2019, we have recorded zero illegal deforestation in our own plantation operation. We are committed to restoration and reforestation activities in areas where there has been historical degradation on HCV or any non-compliant land clearing as well as to

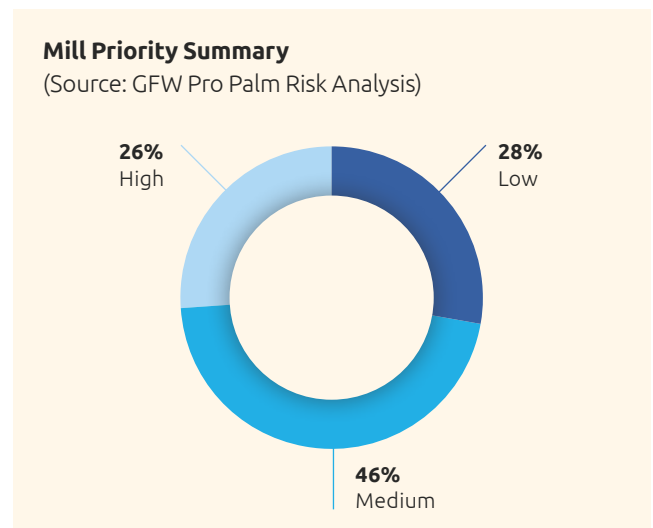
restore riparian areas and peatland within our concession following our commitment in the Sustainable Palm Oil Policy.

At the same time, we are working with multiple stakeholders including the NGOs in assessing our supply chain compliance to no deforestation commitment. All grievances raised are being handled in accordance with the grievance procedure. Suppliers that are found non-compliant in deforestation commitment are required to execute an acceptable recovery plan(s) to address the non-compliance(s).

Suppliers' Environmental Risk Analysis

We began mill assessment exercise to high-risk suppliers' palm oil mills since 2015. Through our sustainability assessment programme, we have achieved numerous success stories in our supply chain. Our capacity building programs were conducted on multiple channels such as field visitation, face-to-face meeting with the senior management of suppliers' group, sustainability workshop and collaboration programme with Malaysia Palm Oil Board (MPOB).

As of December 2022, we have assessed 239 palm oil mills in our supply chain. Based on the analysis, there is a total of 62 mills categorised as "high environmental risk". These 62 mills are prioritised in our annual mill assessments.



Focus Area 2: Responsible Supply Chain

CORE AREA 3: STAKEHOLDER ENGAGEMENT

Social Impact Assessment

In relation to respecting human rights and labour rights, Malaysia has ratified a total of 18 International Labour Organization’s (ILO) Conventions. On top of the ratification, these conventions have been domesticated into national laws and regulations, including Employment Act 1955, Child and Young Persons Act 1966, Housing and Amnesties Act 1990, Trade Union Act 1959, Sabah Labour Ordinance 1950, and etc.

The Mewah’s Sustainable Palm Oil Policy conveys our strong commitment to protect the rights of workers. All our workers are the core of our business. Hence, to further strengthen our position, we have developed and put in place policies, guided by international standards as set out in the United Nations (UN) Guiding Principles on Business and Human Rights, ILO conventions, UN Global Compact (UNGC) and the Universal Declaration of Human Rights and its covenants.

We understood that our workers are the backbone of our company, to which we have the responsibility of ensuring that we provide them with a decent and safe place to live and work. We have invested into systems and facilities to promote a more harmonious work and social relations in our operations. Apart from there, we are devoted to improving the infrastructure in our neighbourhood and communities such as housing, power supplies, water, roads, mosques, and schools. The purpose is to create a motivated workforce in our companies.

In order to making sure our suppliers’ mills are legally responsible and accountable to advocate human and labour rights in Malaysia, we have also developed our own set of assessment checklist to address social challenges and identify gaps in our suppliers’ site and supply chain.



At the same time, we also make mandatory for our suppliers to consider food security as part of FPIC and SIA processes. All our suppliers must commit to mitigate impact on food security and to demonstrate individual initiatives taken to improve livelihood for neighbouring communities.

2.3.2 SUPPLIER GROUP LEVEL SUSTAINABILITY ENGAGEMENT PROGRAMME

As part of our NDPE Implementation Programme, we introduced Supplier Group Level Engagement Programme since 2019. We selected 10 critical supplier groups in our supply chain that responsible for the supply of 50 palm oil mills that account for 20% of palm oil production volume in our supply base. The programme serves as a platform for us to communicate mill assessment findings with our supplier. The targeted audience for this programme is, i.e., owners or senior management, group sustainability department and other relevant leaders in the organisation. It allows us to raise prompt awareness to the mill to undertake responsibility of its own supply chain’s transformation, as well as to stand in as the leader in leading transformation within its supply base.

2.3.3 MEWAH’S SUSTAINABILITY DASHBOARD

We actively maintain an online sustainability dashboard on our company website since 2016. The main purpose is to ensure we are responsive to our stakeholder sustainability concerns in our supply chain. The dashboard provides updates on traceability declaration data, grievance log and policy’s commitments, as well as the certification status of our factories.

Supplier Engagement Programme

 ***“Suppliers are keys in the journey to improve sustainability standard.”***



Focus Area 2: Responsible Supply Chain

CORE AREA 3: STAKEHOLDER ENGAGEMENT

2.3.4 MEWAH'S SUPPLIER ENGAGEMENT PROGRAM

COMMITMENTS:

- To work passionately with non-governmental organisations on our NDPE journey.



2023 LOOKING FORWARD:

- Continue to uphold strong partnership and engagement with all relevant stakeholders.



Effective engagement enhances our communication with our stakeholders to further our sustainability journey. Our suppliers are the major stakeholders in our business, and we believe supplier engagement is beyond the traceability exercise. The main objectives of supplier engagement are to create awareness to our upstream suppliers, to increase interaction between our suppliers & buyers, to spread responsible palm oil practices and to build up supplier capacity to adapt sustainability practices.

Our focus is to continuously raise the standard of the palm oil industry by sharing our experience, technical expertise, and knowledge by providing training and technical assistance to ensure that our suppliers have the right skills and motivation to deliver our goals.

We see three crucial benefits from Supplier Engagement Programme:

- Multi-stakeholders approach - The opportunity to socialise our Sustainable Palm Oil Policy with our direct suppliers.

- A platform to discuss the implications and requirement of adopting similar policies.
- A platform to create awareness of the market demands for the need to delink our palm oil supply chain from deforestation, oil palm development of peatland and human rights abuses.

Ethical Recruitment Training with Supplier

On 8th September 2022, an ethical recruitment workshop was held in Johor, with the support from our buyer Nestle and the NGO, Earthworm Foundation. A total of 43 participants from 12 companies, comprising of refineries, crusher, and palm oil mills participated the workshop. The workshop covered topics on National and International Law & Standards and an introduction to the Human Right Due Diligence (HRDD) tool on ethical recruitment. The interactive session also allowed the participants to exchange knowledge and participate in a rapid assessment post workshop.



Focus Area 2: Responsible Supply Chain

CORE AREA 3: STAKEHOLDER ENGAGEMENT

2.3.5 SMALLHOLDERS – BIG IMPACTS

COMMITMENTS:

- Continue to support and assist independent smallholders to access to market and good agricultural practices.



2023 LOOKING FORWARD:

- Increase our efforts to support independent smallholders by putting in place strong institutional arrangement as well as trainings to increase productivity and thereby contributing for development.



Smallholders contribute approximately 40% of palm oil production, that make them our key stakeholder in our sustainability journey. Their livelihoods are closely related to the longevity of the industry, but they are often most vulnerable to the changes in the market. Improving smallholder inclusiveness in our supply chain is one of the top priorities in our sourcing strategy.

Our strategy centralises in empowering smallholders as an essential prerequisite for increased inclusiveness. This is achieved through cooperatives, training, and financial support.

We have assisted more than 1,200 independent smallholders surrounding us in improving their livelihoods, providing them with knowledge and resources in improving productivity while mitigating the negative environmental and social impacts.

In September 2022, we conducted a sustainability training to our Fresh Fruit Bunches (FFB) suppliers in Jambi, Indonesia, focused on sustainability practices, certification and more. We also took the opportunity to strengthen our relationship through dialogue sessions during the training session.

In addition, Mewah has made substantial investment in infrastructure improvements, i.e., road, bridge, drainage, etc, to improve the road access from smallholders' estates to our mill. In addition, we provide free supply of seedling and organic fertilisers to encourage more sustainable cultivation of oil palm surrounding our palm oil mill.

2.3.6 MULTI-STAKEHOLDERS ENGAGEMENT APPROACH

SASPO

SASPO (Support Asia for Sustainable Palm Oil) Green Member

Since 2018, one of our subsidiaries, Ngo Chew Hong Edible Oils Pte Ltd collaborates with SASPO to promote demand for sustainable palm oil.

SASPO (Support Asia For Sustainable Palm Oil) was founded in 2016 by seven founding members: ASEAN CSR Network, Ayam Brand, Danone, IKEA, Unilever, Wildlife Reserves Singapore and WWF-Singapore. The alliance is the first business initiative in ASEAN focusing on sustainable palm oil. Through capacity building, workshops and educational resources, SASPO aims to lower the barriers for businesses to adopt sustainable sourcing policies.



Focus Area 2: Responsible Supply Chain

CORE AREA 4: GRIEVANCE MECHANISM

COMMITMENTS:

- Continue to work with our stakeholder in addressing deforestation issue and any other biodiversity related matters.
- Continue to monitor and work with stakeholders to ensure biodiversity is protected.



2023 LOOKING FORWARD:

- Continue working closely with industry stakeholders to tackle drivers of deforestation and biodiversity protection while striking a balance with our business growth.



We initiated the supply chain Grievance Procedure on our Sustainability Dashboard since Jun 2016. The Grievance Procedure serves as a platform for stakeholders in our supply chain to address concerns or to reports a complaint with regards to violation of our Sustainable Palm Oil Policy implementation. It defines the process of handling grievances made against Mewah’s palm business, including all direct & indirect suppliers.

Our intention is to provide a positive, clear-cut, and comprehensive response to any reported sustainability grievances that are relevant to our Sustainable Palm Oil Policy implementation to ensure a transparent and open

investigation process. We value the input of stakeholders in helping to achieve the objectives of the policy and in enhancing transparency throughout our supply chain.

New sustainability grievances with verified proof of deforestation and/or peat development will result in suspension of the supplier at the Group level. Despite the suspension, the Group Sustainability Department will support the suspended supplier to comply with Mewah’s four (4) minimum supply chain re-entry requirements in order for our group to consider resuming our sourcing activity with them. The 4 minimum supply chain re-entry requirements are:

<p>Immediately halt all planting activities and/ or implement an immediate management directive Stop Work Order on noncompliant development areas.</p>	<p>Acknowledge liability and implement an immediate group-wide moratorium to rectify the subject allegation e.g., land clearing, peatland planting, labour exploitation.</p>	<p>Publish a group wide NDPE ('no deforestation, no peat, no exploitation') policy to reassure commitment towards NDPE's pledge.</p>	<p>Formalise engagement with a reputable & reliable third-party consultant, produce time-bound action plan towards recovery ("recovery plan") to ensure appropriateness, & effectiveness as well as compliance.</p>

Focus Area 2: Responsible Supply Chain
CORE AREA 4: GRIEVANCE MECHANISM

In 2022, we registered a total of two verified grievance cases in our supply chain, which was a record low since we started in 2016. Among the two cases, one was categorised as “Suspended”; while the another was categorised as “On-going Monitoring”. We are currently working closely with the suspended supplier, and they have demonstrated active participation and progressive development in their recovery plans.

Refer here for our **Grievance Mechanism Process Flow** on our handling and management.

KEY PERFORMANCE INDICATORS FOR SUPPLIERS

We have defined 5 key elements into Mewah Sustainable Sourcing Guide:

- I. Sustainable Palm Oil Policy: Our commitment. Action plan
- II. Traceability Milestones
- III. Quality Certification: e.g., ISO, HACCP, Codex
- IV. Sustainability Certification e.g., RSPO, ISCC, MSPO, ISPO
- V. Grievance Procedure: In-place grievance platform for all stakeholders



OUR SUSTAINABLE SHIPPING INITIATIVES

Sustainability is firmly embedded in our daily business operation, including maritime transport. Green shipping is the concept of sustainable development applied to the shipping sector, incorporating environmental and social responsibility. At Mewah, we are committed to improving the sustainability of our shipping operations and to transform our maritime business towards a sustainable future.

Since year 2019, we announced compliance to a Sustainable Shipping Policy. In this policy, we reinstate our commitment to relevant laws and regulation, security, occupational safety and health, human and labour rights, ethical business conduct as well as confronting climate change. A Labour Compliance Checklist has been put in place in our ships to ensure compliance with Maritime Labour Convection 2006.

Our initiatives in driving sustainable development in shipping operation includes:

- 1. Reducing GHG emissions and other air pollutants, notably (SO_x and SO_2), nitrogen (NO_x) and particulate matter (PM) emissions;
- 2. Providing safe, healthy working environments on ships
- 3. Promoting human and labour rights

We support the measure taken by International Maritime Organization (IMO) to reduce permissible SO_x from 3.5% m/m (mass per mass) to 0.5% m/m beginning in January 2020. Starting from August 2019, all our ships have converted to only consume low-sulphur fuel oil.



Focus Area 3:
**Product
Quality and
Safety**

A hand is shown from the bottom right, holding a large, bright orange rectangular sign. The sign is centered on the page and contains the text 'Focus Area 3: Product Quality and Safety' in white, bold, sans-serif font. The background of the entire page is a solid, bright yellow color.

Focus Area 3: Product Quality and Safety

OUR COMMITMENT AND PROGRESS

OUR SDG PRIORITIES IN FOCUS AREA 3



Our Key Sustainability Efforts:

In Mewah’s Research & Development (R&D), we are continuously looking for new ideas and creative ways to increase the sustainability of our products. We apply sustainability lens and strict guidelines as we work with our customers to develop sustainable solutions as well as improving the formulation to achieve cost efficiency. This way, we are mitigating the environmental and health impacts enhancing the performance of our products.

Our Key Sustainability Efforts:

We are acutely aware of the importance of sustainable sourcing as well as responsible production of our products. One of the key efforts is our intensifying efforts to improve consumption of certified sustainable palm oil i.e., RSPO/ISCC/MSPO-certified palm oil for our customers. Our people are dedicated to applying an eco-minded approach to our products’ lifecycle – from manufacture to end-of-life. Our factories are certified with internationally recognised quality and sustainability certifications to give assurance to our Buyers that our products are produced responsibly with a high level of transparency.



Focus Area 3: Product Quality and Safety

CORE AREA 1: OUR COMMITMENT TO CUSTOMERS

COMMITMENTS:

- Safeguard and continuous improvement on our products in accordance with Good Manufacturing Practices (GMP).



2023 LOOKING FORWARD:

- Improve operational resilience and focus on meeting key emerging quality trends of our products.



Mewah’s reputation is founded on satisfying our consumers and customers with consistently high product quality that exceeds their needs and expectations. We aim to be the top trusted brand in the food industry.

Building upon our focus on embracing sustainability, we constantly aim to develop, produce, and market a consistently high product quality that meets our customers’ expectations and complies with the relevant food safety regulatory requirement. Mewah’s broad product portfolio includes an expanded range of products that are better for people and better for our planet. Our goal is to be the top trusted brand in the food industry, thus, placing the “Product Quality and Safety” for our consumers as the top priority in our materiality matrix.

QUALITY ASSURANCE GOALS

To achieve ZERO customer complaints with 100% product quality compliance through implementing a rigorous quality control process and continuous monitoring of our production processes.

1. Establish solid quality assurance (QA) management system.
2. Deliver quality products to customers in meeting:
 - a) high accuracy,
 - b) compliance with applicable standards, and
 - c) high customer satisfaction.

We have adopted several good initiatives in ensuring our product quality and food safety through:

- A. Making quality assurance a group-wide objective. Our goal is to make quality assurance a shared responsibility among all employees and departments and to ensure that all departments and employees within the organisation are aligned and committed to achieving consistent quality in products or services.
- B. Implementing a HACCP (Hazard Analysis and Critical Control Points) system to identify potential hazards and critical control points in our production processes and sets up preventive measures to eliminate the risks.
- C. Conducting regular food safety and quality training for our employees. The objective is to raise awareness of the importance of food safety and quality, as well as provide the necessary knowledge and skills to identify and manage potential risks.
- D. Establishing and enforcing a supplier quality programme to ensure that raw materials and ingredients used in production meet the required quality and safety standards.
- E. Creating and maintaining a clean and hygienic production environment prevents the growth of harmful bacteria and other contaminants that could harm our product safety.

To create value for our stakeholders by delivering quality products and services through continuous improvement, innovation and sustainable business practices.



To provide quality and value – added products to customers worldwide.

Focus Area 3: Product Quality and Safety

CORE AREA 1: OUR COMMITMENT TO CUSTOMERS**RESPONSIBLE MARKETING AND ADVERTISING – FOR A BALANCED GLOBAL MARKETING STRATEGY**

Mewah is fully committed to contributing to good nutrition and a healthy lifestyle for our consumers. While we adopt ethical practices across our business operation, we support the responsible marketing and advertising of our products and services. We are fully aware that marketing professionals may impact our consumers' quality of life by shaping either positive or harmful eating habits. If we do not take our product

marketing strategy positively, it can jeopardise the long-term credibility of our brands and discourage consumer trust. In line with our commitments, we ensure that our marketing and advertisements are strictly in compliance with applicable laws and regulations nationally and internationally. We have set up a taskforce to govern marketing communication as well as implement practices as recommended by WHO on the marketing of foods and beverages to children for a balanced global marketing strategy.

Focus Area 3: Product Quality and Safety

CORE AREA 2: QUALITY MANAGEMENT SYSTEM

“Quality Assurance is the backbone of Mewah’s business & A Good Customer Experience is the backbone of the Quality Management System.”

Our customers rely on Mewah’s brands for safe and high-quality products that they can trust entirely. In all our manufacturing sites, we have put in place a robust Quality Management System for continuous improvement in the areas of:

1. Operation and processes
2. Competent workforce that fosters innovation in workplace
3. Stringent raw material sourcing
4. Clean, hygienic & excellent processing
5. Efficient transportation and delivery
6. Prompt and responsive customer service
7. Compliance to applicable laws and regulations
8. Safe working climate with minimum impact on environment

Focus Area 3: Product Quality and Safety

CORE AREA 2: QUALITY MANAGEMENT SYSTEM

A. QUALITY MANAGEMENT SYSTEM FRAMEWORK

The Mewah's Quality Management System Framework is established as the guiding principle that focus to benchmark best practices across different manufacturing sites and supports the capacity building of our people who are responsible for product development and innovation strategies.

The 8 key focus criteria in our Quality Management System Framework:

- A. Mutually Beneficial Supplier Relations
- B. Customer Focus
- C. Leadership
- D. People Involvement
- E. Process Approach
- F. Systematic Approach to Management
- G. Factual Approach to Decision Making
- H. Continual Improvement



Focus Area 3: Product Quality and Safety

CORE AREA 2: QUALITY MANAGEMENT SYSTEM

B. QA MANAGEMENT APPROACH STRATEGY

Product quality and safety testing covers the whole process of raw materials sourcing, production & processing, and transportation of our product. We are determined to build a company culture that emphasises quality improvement and put in place a QA management approach strategy to improve our quality capabilities and customer satisfaction.

In QA management approach, we understand that a strategic approach will give our people a clear sense of direction. Firstly, we set the standards of process measurements, define matrices, and individuals' responsibilities in the QA department. Secondly, SMART benchmarks are used to provide a structured approach to benchmark departmental performance.

Next, we see the need to make sure our managers are capable to assign responsibility effectively to their direct reports. This is one of the key elements in our succession planning strategy. We need our people to constantly find ways to improve cost-effectiveness and seek reviews for improvement in our quality

management system. A Total Quality Management (TQM) has been developed and standardised across our manufacturing sites in improving SOP, processes, products & services, and the workplace culture. Building upon this commitment, we are setting priorities and goals to enable continuous development in our QA departmental functions for the forthcoming years.

QA Newsletter

In 2022, we were thrilled to roll out our bi-monthly Group QA newsletter. The objective is to promote transparency, boost collaboration, and continuous improvement within the Mewah's quality assurance process to achieve transformational change. The intention is to keep all relevant stakeholders abreast about the updates on quality topics, the progress of quality assurance activities such as testing, defect tracking and quality metrics. Moving forward, our aim is to further expand the scope of the Group QA newsletter, to serve as a communication tool for sharing best practices, tips, and strategies for improving quality, as well as highlighting successes and recognising our people who have made significant contributions to QA.



Focus Area 3: Product Quality and Safety

CORE AREA 2: QUALITY MANAGEMENT SYSTEM

C. CUSTOMER EXPERIENCE

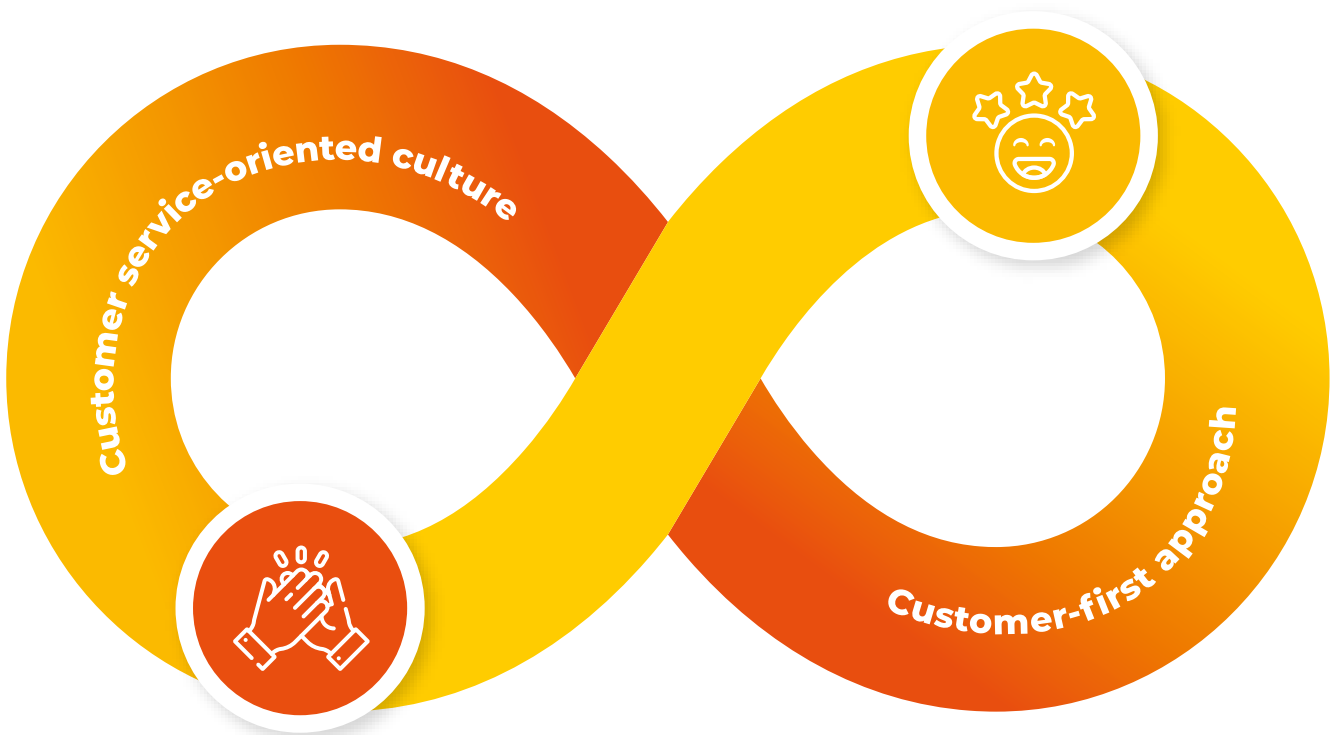
In Mewah, we are committed to provide good customer service to our customers. We focus on customer needs well and deliver satisfaction that exceeds expectations.

Feedback is critical towards the effectiveness of an organisation and can be used to improve products and services with the customer in mind to achieve customer satisfaction. This is applicable to feedbacks received from Mewah’s internal or external stakeholders regarding their concerns, compliments, and complaints of Mewah’s products, services, and processes.

To ensure timely resolution of customer feedback in an effective and efficient manner. We have put in place Standard Operating Procedure (SOP) which outlines the process for initiating, receiving, resolving, and maintaining the feedbacks and customer complaints regarding the quality or service of Mewah. The process involves interdepartmental communication between departments effectively. We aim to ensure all customer complaints are rectified as to prevent recurrence of non-conformity.

Customer-first approach

A company that will care about customers and their needs and only then about its own benefit.



Customer service-oriented culture

A company focuses on its customers, their requirements, and needs. It values them over anything else, responds to them quickly and efficiently.

Focus Area 3: Product Quality and Safety

CORE AREA 3: CONSUMER HEALTH AND WELLBEING

HEALTHIER CHOICES

In recent years, there is an increasing demand for healthier food have been requested from consumers, with most expecting the food to meet increasingly nuanced attributes of health and wellness, to suit their lifestyle needs. As Mewah continues to evolve, we respond to consumers' desires and are constantly working on producing healthier products.

Collaboration with Singapore's Health Promotion Board (HPB)

Since 2017, we collaborated with Health Promotion Board (HPB) to create healthier cooking oil that contains lower saturated fats. Today, the Mewah's cooking oil is tagged with a healthier choice symbol approved by HPB and can be found in all major supermarkets. The healthier choice symbol is an easy way for consumers to identify healthier products that is better for their health. Our long-term goal is to continue promoting healthier cooking oils for our consumers and setting R&D priorities and investment.



Lower in Saturated Fat

Focus Area 3: Product Quality and Safety

CORE AREA 3: CONSUMER HEALTH AND WELLBEING

PRODUCTION OF LOW 3-MCPD AND LOW GE PALM OIL

3-monochloropropanediol (3-MCPD) is becoming a major concern in the palm oil industry as it is classified as food processing contaminant and probably carcinogenic to human. In year 2018, the European Food Standards Authority (EFSA) revised the safe intake of contaminant 3-MCPD and Glycidyl Esters (GE) levels.

Mewah is aware of consumer concerns about the food safety and health aspects of our palm oil products. We have been actively addressing the issue through our efforts in minimising the occurrence of 3-MCPD precursors and glycidyl fatty acid esters (GE) levels through optimisation of our refinery facilities and adopting good practices in agriculture.

The group efforts since 2021 included:

1. Commissioned CPO washing plant in our major refineries to better equip our group with the ability to produce low 3-MCPD palm oil.
2. Equipped our facilities with the necessary equipment to carry out sample analysis for 3-MCPD and GE, ensuring our products are within safe limits before presenting to our consumers and customers.
3. Engaged our suppliers through capability building workshops.

MINERAL OIL HYDROCARBON (MOH) IN PALM OIL

The levels of mineral oil hydrocarbon (MOH) namely, mineral oil saturated hydrocarbons (MOSH) and mineral oil aromatic hydrocarbons (MOAH) are a concern in agricultural raw materials. Such contaminants are found across several food products, including vegetable oils, such as soy and sunflower, and it can enter food through packaging materials, additives or during storage.

Since 2018, European Governments have been considering regulating the levels of MOSH and MOAH in palm oil. At the same time, some food companies have established safe limits on their products starting from 2020. Our objective is to ensure levels of MOSH and MOAH are as low as feasibly possible in the raw materials we source. The MOSH and MOAH contaminants are not removable through physical refining process. Therefore, the only way we can limit its presence is to enforce control at source.

Code of Practice (CoP)

The Mewah's Code of Practice (CoP) details the key principles and processes by which we assure the standards and quality of our products. It is the key reference document through which we develop and implement an effective QMS framework, assuring ourselves of the standards and quality of our provision. It also serves as one internal channel of communication by which good practice is encouraged and disseminated.

The COP has also incorporated some key action plans in our manufacturing process that drives positive changes in the production of low MOSH & MOAH palm oil products.:

- To embark on process optimisation review of our value chain, from upstream to downstream – to put in place good manufacturing practices and ensure timely preventive maintenance in the machinery and equipment, logistic, and storage facility.
- To identify all potential known contaminant sources across all stages of manufacturing processes.
- To manage and mitigate all identified sources of contaminants.

Mineral Oil Hydrocarbon (MOH) Engagement Workshop & Compliance Survey

Mewah is stepping up our efforts to nurture knowledge-sharing opportunities related to MOH contaminants in our sector. In 2022, we hosted the second virtual MOSH & MOAH supplier engagement workshop to share the latest knowledge on MOSH & MOAH, industry's regulations and develop an action plan with our suppliers to mitigate potential sources of MOH in our crude raw materials.

At the same time, we rolled out a MOSH & MOAH compliance survey that targeted our major suppliers' group. The objective survey is to allow us to understand our suppliers' manufacturing practices better and to encourage the adoption of good milling practices. Building upon the responses, we mapped out our suppliers' processes that enable us to engage effectively with our suppliers to tackle specific non-conformances or limitations in processing plant. One of the key achievements of our engagement is that we managed to persuade most of the major suppliers' group to convert the use of non-food grade lubricant/special fluid to food grade lubricants that fall under H1 category in all critical control points at the production plant where lubricant/grease may contaminate the processing oils.

Focus Area 3: Product Quality and Safety

CORE AREA 4: QUALITY AND SUSTAINABILITY CERTIFICATIONS

COMMITMENTS:

- Increase sourcing of certified sustainable products (RSPO, MSPO, ISPO &/or ISCC) by 2025.



2023 LOOKING FORWARD:

- Implement strategic sourcing strategy and increase our efforts to promote sales/ consumption of certified sustainable products (RSPO, MSPO, ISPO &/or ISCC) by 2025.



Certification marks the evidence that a product conforms to applicable standards, and that there is a programme of ongoing factory inspections. These assure our consumers and customers that our product is high in quality, safe and sustainable.

All Mewah's palm oil refineries in Malaysia are accredited with Food Safety System Certification Scheme FSSC 22000, a Global Food Safety Initiative (GFSI) benchmarked standard and Good Manufacturing Practices GMP+, an internationally recognised certification scheme that defines conditions relating to production facilities as well as for storage, transport, trade, and monitoring activities.

Besides, our people are committed to implementing Hazards Analysis and Critical Control Point (HACCP) across our factories to define the requirement for food safety control.

In addition, our refineries are certified with multiple sustainability certifications such as RSPO Supply Chain Certification, Malaysian Sustainable Palm Oil Certification, ISCC Certification and we are a member of SEDEX having passed the ethical audit SMETA.

3.3.1 SUSTAINABILITY CERTIFICATION



Roundtable on Sustainable Palm Oil (RSPO)

RSPO, founded in year 2004, is a multi-stakeholder organisation that unites stakeholders from 7 sectors of the palm oil industry (oil palm producers, processors or traders, consumer goods manufacturers, retailers, bank/

investors, environmental and social non-governmental organisations) to develop and implement global standards for sustainable palm oil. RSPO has been a major driving force behind the development of better management practices and a more precise focus on sustainability.

Mewah has been an active member of RSPO since year 2008 and was one of the first refineries certified for RSPO Supply Chain Certification (SCC). Today, all our refineries certified under RSPO SCC. Our palm products are delivered under Segregation (SG) and Mass Balance (MB) supply chain models.



Malaysian Sustainable Palm Oil (MSPO)

The Malaysian Sustainable Palm Oil (MSPO) Certification Scheme is the national scheme in Malaysia for oil palm plantations, independent and organised smallholdings, and palm oil processing facilities to certify against the requirements of the MSPO Standards.

Today, all Mewah's refineries and biodiesel plant are certified under MSPO Supply Chain Certification Standard (SCCS). There are 2 supply chain models under MSPO SCCS i.e., Segregation (SG) and Mass Balance (MB). The MSPO SCCS is designed to deliver confidence and credibility to the customers and consumers that the Malaysian origin palm oils are produced sustainably.

In the year 2019, our refinery Mewaholeo Industries Sdn Bhd became the first Malaysia's refinery to export MSPO-certified palm oil to a Japanese food company.

Focus Area 3: Product Quality and Safety

CORE AREA 4: QUALITY AND SUSTAINABILITY CERTIFICATIONS**International Sustainability & Carbon Certification (ISCC)**

The International Sustainability & Carbon Certification (ISCC) is an international certification system covering all kinds of bio-based feedstocks and renewables to cater to various markets such as the bioenergy, food, feed, and chemicals sectors. It incorporates sustainability criteria such as reduction of greenhouse gas emissions, sustainable use of land, protection of natural biospheres and social sustainability.

Our main refineries and biodiesel plant are ISCC-certified with compliance to the requirements of European Union's Renewable Energy Directive (RED).

In the year 2020, our refinery Mewah Datu Sdn Bhd, became first Malaysia's refinery to export ISCC-certified waste/residue palm oil products to a global biofuel company.

**SEDEX SMETA Compliance**

SEDEX (Supplier Ethical Data Exchange) is a not-for-profit, membership organisation that works with buyers and suppliers to deliver improvements in responsible and ethical business practices in global supply chains. It is a global certification benchmark for human rights to help business operate responsibly and sustainably, protect workers and source ethically.

SMETA (SEDEX Members Ethical Trade Audit) is SEDEX's social auditing methodology, which assesses a site based on their organisation's standards of labour, health and safety, environment, and business ethics. It uses the Ethical Trading Initiative (ETI) Base Code and the local law as its monitoring standards. The 4 Pillars SMETA are:

- i. Labour Standards,
- ii. Health & Safety,
- iii. Environmental Sustainability
- iv. Business Ethics.

Our major refineries of Mewah are SEDEX-certified since 2014. We are determined to continue upholding responsible business practices and meeting social compliance as defined under SEDEX SMETA Certification standard.

3.3.2 PRODUCT QUALITY & SAFETY CERTIFICATION**Hazard Analysis and Critical Control Points (HACCP)**

At Mewah, we seek to ensure our product quality and food safety standards. All our manufacturing sites are complying with HACCP certification standard. The HACCP certification standard addresses chemical, physical and biological hazards as a preventative measure from raw material production, procurement, and handling, to manufacturing, distribution, and finished product. Seven basic principles are introduced in HACCP plans to prevent hazards, including hazard analysis, Critical Control Point (CCP) identification, establishing critical limits, monitoring procedures, corrective actions, verification procedures, and record-keeping and documentation.

**ISO 9001:2015**

ISO 9001 is an internationally recognised Quality Management System (QMS) to assure our customers that our quality management systems are constantly assessed and approved by the accredited certification body. By implementing an effective ISO 9001 as a sound foundation in our business, we are constantly striving to improve the efficiency and productivity in our manufacturing processes.

**FSC 22000**

FSC 22000 is an ISO-based food safety management system that is recognised by Global Food Safety Initiative (GFSI). It provides a framework for effectively managing our food safety responsibilities.

All our refineries are FSC 22000 certified demonstrating that all our manufacturing sites have a robust Food Safety Management System in place that meets the requirements of our customers.

Focus Area 3: Product Quality and Safety

CORE AREA 4: QUALITY AND SUSTAINABILITY CERTIFICATIONS



Kosher

Kosher Certification is the stamp of kosher approval by a rabbinic Agency verifying they have checked the products' ingredients, production facility, and actual production to ensure all ingredients, derivatives, tools, and machinery have no trace of non-kosher substances as well as fulfil the biblical precepts of the Jewish religion. The Kosher Certified symbol assures consumers that both the actual product and its production adhere to all Kosher Law requirements.

Today, all Mewah's factories are accredited with Kosher and our products have been certified for safe consumption during Pareve and Passover seasons.



Halal

Halal certification is a certification that ensures the features and quality of the products are manufactured in accordance with the rules established by the Islamic Council. It mainly applies to meat products and other food products such as milk, canned food, and additives. Specifically, for meat products Halal certifies that the animals were slaughtered in a single cut, thoroughly bled, and their meat has not been in contact with animals slaughtered otherwise and, especially, with pork.

Today, all Mewah's factories are accredited with Halal certification and our products have been certified to carry Halal food label.

Biodiesel Quality Standards

Biodiesel has emerged as an alternative, biodegradable, and renewable fuel which can be used in transportation sector without any modifications of internal combustion engines. Our biodiesel is fully complying with the Malaysia's biodiesel standard (MS 2008) and the European standard (EN 14214). Besides, our facility produces food and pharmaceutical grade Refined Glycerin that complies with USP, EP and BP standards.

To further support the adoption of waste-based biodiesel, we have expanded our sourcing and manufacturing capabilities to include Used Cooking Oil (UCO) and Palm Oil Mill Effluent (POME) into our feedstock list, and thus

the ability to offer waste-based biodiesel which offers a higher greenhouse gas (GHG) savings compared to conventional crop-based biodiesel.

READER'S DIGEST TRUSTED BRAND AWARDS 2022

Based on these six key attributes:

1. Trustworthiness and Credibility
 2. Quality
 3. Value
 4. Understanding of Customer Needs
 5. Innovation
 6. Social Responsibility
- Reader's Digest's Annual Trusted Brands Awards celebrates the brands Asian consumers trust the most, by reaching out to consumers across Asia to identify those elements in a brand that make it worthy of their trust.



We are honoured that one of our long established and well recognised brands – OKI has won the Gold Award in the cooking oil category of the Reader's Digest Trusted Brand Awards 2022, 100% voted by Singapore consumers! Whether it is our product or service, trust is what reassures us that we are satisfying our consumers and customers with consistently high product quality that meet their needs and expectations.

Focus Area 4:
**Valuing
Our
People**



Focus Area 4: Valuing Our People

OUR COMMITMENT AND PROGRESS

OUR SDG PRIORITIES IN FOCUS AREA 4



Our Key Sustainability Efforts:
 We offer a suite of health initiatives to help our people maintain a healthy lifestyle such as health awareness programmes and sport activities.



Our Key Sustainability Efforts:
 In Mewah, gender equality and women’s empowerment deliver tangible business benefits by widening the pool of experience and expertise across our supply chain and in our workforce.



Our Key Sustainability Efforts:
 Human capital is the fundamental success of our group. We promote sustained, inclusive and productive employment for our employees with fair compensation, safe environment and social protection.



Our Key Sustainability Efforts:
 Reducing inequality is our long-term sustainability goal. We commit to a Labour Policy to empower and promote the social and economic inclusion of all our employees, irrespective of age, sex, race, ethnicity, religion or other status. We aim to use our influence over our own supply chains, which connect us to millions of people, to advance and promote equalities and human rights wherever we operate.



Focus Area 4: Valuing Our People OUR COMMITMENT AND PROGRESS

Mewah recognises that our employees are the company's greatest asset in growing the business and achieving company goals. This drives our approach to attract, develop, and retain the best people, providing them with encouragement and stimulus, and making them feel that they are an integral part of the

company's mission. We aim to provide the best for our employees and to guide them through developing their careers.

We divide this focus area into 3 sub-sections: Social, Training & Development, and Health & Safety.



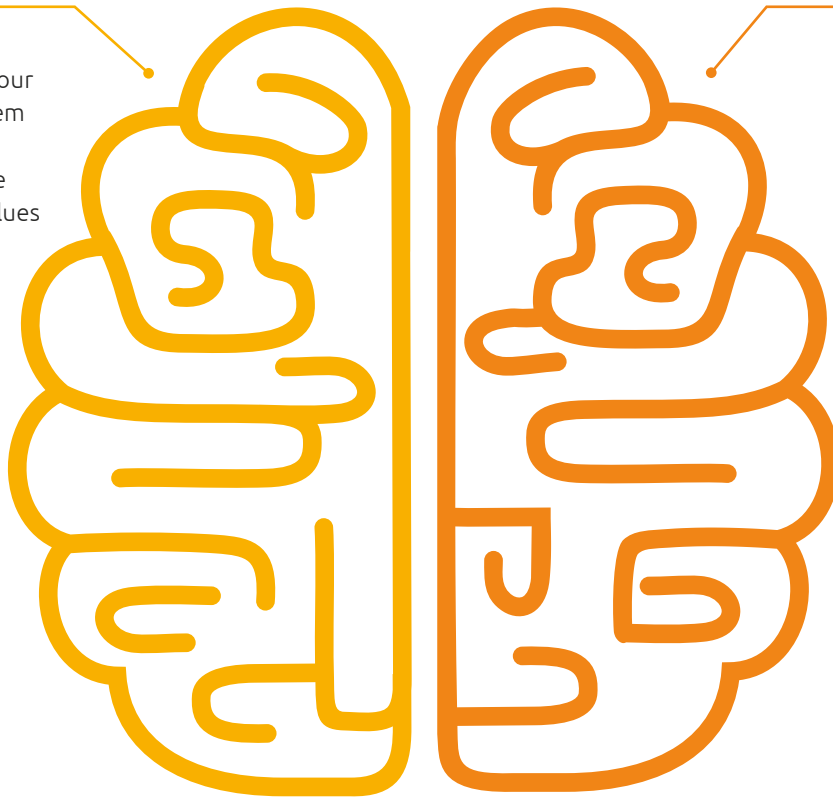
Social

Provide guidelines to our employees to help them conduct their actions in accordance with the company's primary values and ethical standards.



Training and Development

Improve employees' competencies and maximise their potential for career development.



Health and Safety

Improve health and safety of employees and contractors.



Focus Area 4: Valuing Our People

CORE AREA 1: SOCIAL

COMMITMENTS:

- Further strengthen our commitment and implementation on labour and human rights in every area of our business.



2023 LOOKING FORWARD:

- Regularly review our approaches.
- Identify room for improvement in enhancing implementation.



At Mewah, we are committed to providing fair and equitable opportunities to employees of all levels with no discrimination to gender, race, nationality, religion, age, marital status, ethnicity, union membership and caste. We adopt a people-centric approach that ensures all employees are kept healthy and safe, and that their capabilities are continually enhanced.

A. HUMAN RIGHTS AND LABOUR POLICY

Mewah’s Human Rights and Labour Policy and Code of Ethics are the reference documents that define our employment policies, guide our actions, and align the Group’s ethical principles with the daily professional lives of our employees and contractors.

Mewah Group Human Rights & Labour Policy

1. No Forced Labour and Free Choice of Employment

- No forced, bonded (including debt bondage) or indentured labour and slave labour, or human trafficking.
- Ethical recruitment.

2. Non-Discrimination in Employment

- No discrimination against our employees based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status.
- Any employment-related decisions must be based solely on lawful and non-discriminatory criteria.

3. Non-Exploitation of Child Labour and Protection of Children Rights

- No hiring of child labour under any circumstances.
- Protection of children’s right and their welfare.
- No working at night or exposure to hazards for young employee between ages of 16-18.

4. Freedom of Association and Collective Bargaining

- Respect our employees’ rights to form, join or not to join a trade/ labour union.

5. Compliance of Laws & Regulations in Working Hours, Benefits and Wages

- We commit to adhere to the stricter of applicable laws & regulations, industry standards, relating minimum wages, working hours, overtime, and employee benefits.
- Provide a safe and healthy workplace.
- Continuously developing employee skills and capabilities and providing opportunities for career advancement.

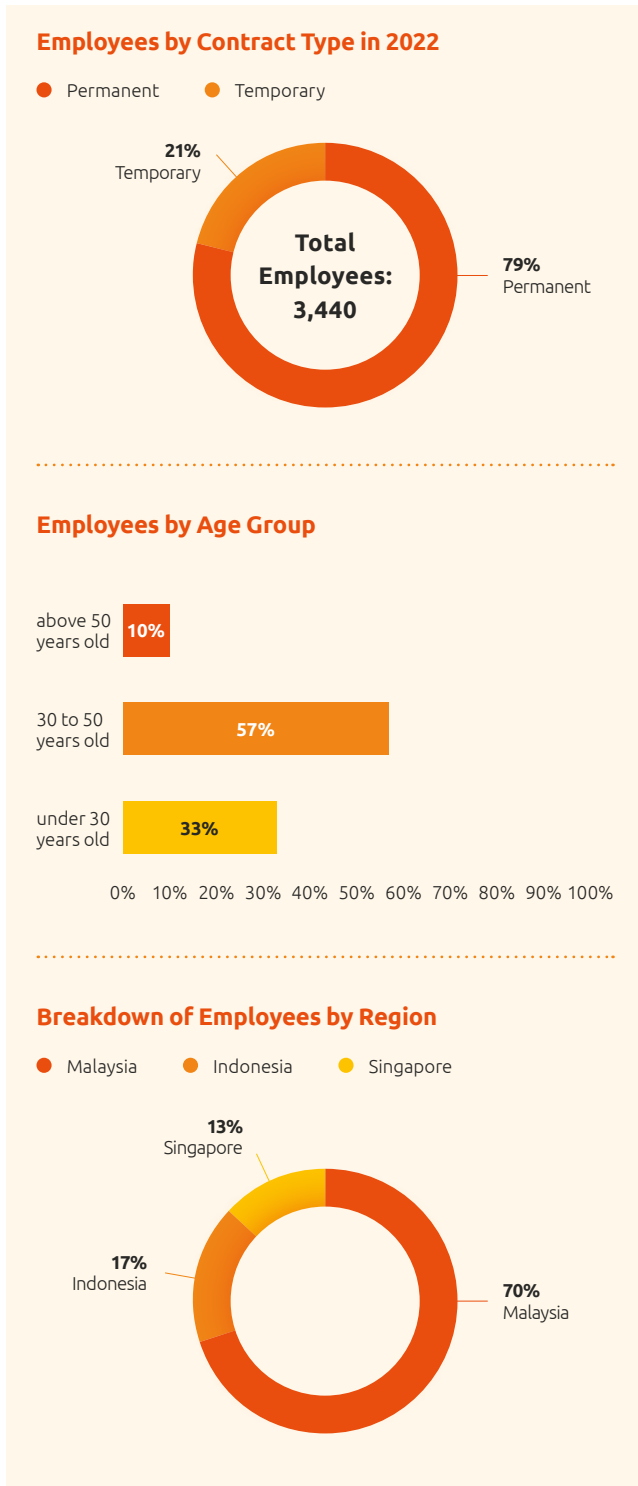
6. Human Treatment and Uphold Gender Equality

- Protect our employees from any acts of physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace.
- form of threat and inhuman treatment including
 - Discrimination, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of our employee.

Focus Area 4: Valuing Our People
CORE AREA 1: SOCIAL

Employee Profile of our Workforce

Our employees are spread across 3 countries which are Malaysia, Indonesia and Singapore, with a total of 3,440 employees. 79% of our workforce are permanent employees while 21% are temporary employees.



Self-Social Risk Assessment

To monitor our progress in the implementation and adoption of policies related to human rights and labour rights, we developed our own set of human rights due diligence tools to address social challenges in the industry and identify gaps in our operations.

Social Risk	Social Aspects
Children	Child labour
Community Support	CSR
Fair Pricing	Supply & Pricing
Living conditions	Accommodation
Social Management system	Legal Compliance Grievances Mechanisms Policies and SOPs
Work Conditions	Recruitment Process Minimum Wage Freedom of Association Equal Opportunity (No Discrimination) Forced labour Workplace safety and health

The assessment was conducted by Sustainability Team together with our HR personnel, through documentation review, workers interview, and site audits.

The self-assessment enables us to assess human rights/ social performance against national and international standards, conventions, and agreements; and inspires continuous improvement. This assessment evaluates our operations based on the principles of internationally proclaimed human rights (i.e., UN Global Compact principles).

We are focusing our attention on labour practices and standards that the Company has implemented across its operations. It is critical for us to regularly review our approaches, particularly on Foreign Workers Hiring Procedures to identify room for enhancement in implementation.

Focus Area 4: Valuing Our People

CORE AREA 1: SOCIAL

B. GENDER EQUALITY POLICY

In 2021, we implemented an advanced Gender Equality Policy to provide a conducive working environment characterised by equality and mutual respect. The policy lays out Mewah's commitment to strive for workplace diversity and inclusion as we work towards employment that is free from discrimination based on

gender, and where all our employees can fulfill their potential unhindered by discriminatory laws, and social & economic structures. Building upon this commitment, we are setting a new basis for recruitment, hiring, placement, development, training, compensation, and career advancement in Mewah that is strictly based on qualifications, performance, skills, and experience.

Mewah Group Gender Equality Policy

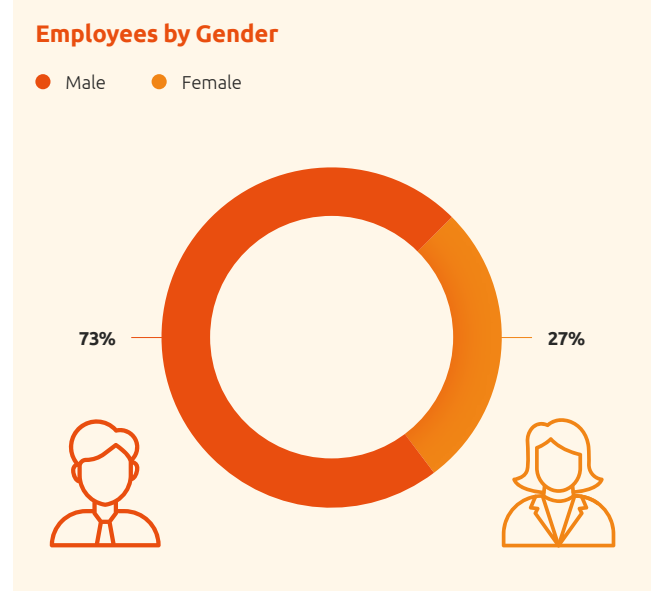
1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work – respect and support human rights and non-discrimination.
3. Pay equal wages for equal work and experience regardless of employee's gender.
4. Provide a fair parental leave policy to enable mothers and fathers to balance work and personal life.
5. Provide public speaking opportunities for female employees both internally and externally.
6. Ensure high-achieving women at the workplace are recognised equitably in succession planning.
7. Promote equality through community initiatives and advocacy.
8. Measure and publicly report on progress to achieve gender equality.

Focus Area 4: Valuing Our People
CORE AREA 1: SOCIAL

Employee Gender Profile of our Workforce

In general, Mewah has a larger proportion of male employees due to the operational nature of our work. Having said that, more than 50% of our management teams are made up of female talents.

In Mewah, we grow our talents equally through mentorship and trainings, as to transform our workforce to be more gender inclusive in all divisions and roles. Furthermore, we practice fair recruitment, where candidates are given equal consideration regardless of gender.



Focus Area 4: Valuing Our People
CORE AREA 1: SOCIAL



43%
of women are holding
senior leadership
position in Mewah

Amplifying the Female Voice at Workplace

Women are key players who play a significant role in contributing their effort and passion towards Mewah's shared success. According to our employment data, women make up 27% in our workforce, and 43% of women are holding senior leadership positions.

Mewah strives to grow these numbers and promote gender equality at the workplace and balance female representation in each employment category.

International Women's Day

The International Women Day on 8th March celebrates the advancement of women and appreciation of the multi-faceted roles that women play in our families, workplaces, and communities.

At Mewah, we recognise and celebrate women as they play a significant role in contributing their effort and passion to unlock new achievements and milestones for the company.



Focus Area 4: Valuing Our People
CORE AREA 1: SOCIAL

Workplace Sexual Harassment

In Mewah, we do not use nor will tolerate any form of threat and inhuman treatment, including discrimination, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, or verbal abuse of women, workers, and the community.

We have put in place a Workplace Sexual Harassment Policy in our employee handbook, intended to provide employees with a basic introduction to understanding that all employees have a legal right to a workplace free from sexual harassment and how the Group combats sexual harassment in furtherance of the Group’s commitment to creating a safe, healthy and harassment-free work environment for all employees, together with the Whistleblowing Policy and Grievance Mechanism to address workplace related issues, including gender-based issues.

In 2022, we provided training via webinar on Prevention of Workplace Sexual Harassment to all our employees, providing them with the understanding of the Workplace Sexual Harassment Policy and having a better experience about their employees’ rights, forms of sexual harassment, and measures to combat sexual harassment in the workplace.

We have put in place a Workplace Sexual Harassment Policy in our employee handbook, intended to provide employees with a basic introduction to understand that all employees have a legal right to a workplace free from sexual harassment and how the Group combats sexual harassment in furtherance of the Group’s commitment to create a safe, healthy and harassment free work environment for all employees. Together with the Whistleblowing Policy and Grievance Mechanism to address workplace related issues, including gender-based issues.

Code of Ethics

We have in placed Code of Ethics to help our employees to act in accordance with the company’s primary values and ethical standards:

- i. Comply with laws, rules, and regulations.
- ii. To maintain confidential, proprietary information
- iii. To have no conflict of interest
- iv. Fair dealing
- v. No insider trading
- vi. Cannot accept gifts, bribes, and kickbacks in dealings with stakeholders.

The Code of Conduct is codified in our employee handbook.



ZERO
 Corruption
 Cases in 2022



9%
 of employees received anti-
 corruption training in 2022

Anti-Bribery & Corruption Policy

Mewah Group is committed to continually improving its policies and procedures relating to anti-bribery and corruption. We take a proactive approach to ensure compliance with all applicable Anti-Bribery and Anti-Corruption laws.

In year 2020, we launched our Anti-Bribery & Corruption (ABC) Policy and conducted training. In year 2022, 294 of our existing employees received and completed the 2 hours Anti-Corruption training and we aim to achieve 100% by the end of 2025.

Whistle Blowing Policy

Mewah Group is committed to achieving highest standard of corporate compliances and ethical standards in its dealings. We encourage our employees to play their part in improving overall effectiveness and success of the organisation. By creating an atmosphere of openness and trust, we encourage the employees to use internal mechanism for reporting of any malpractice, illegal acts, or omissions by any of our employees or ex-employees.

We have a whistle-blowing committee that is led by the Senior Management. All matters reported will be reviewed and if required, investigated by the committee. Meanwhile, the investigation and the identity of whistle-blower will be kept under the terms of strict confidentiality. We will not tolerate any harassment or victimisation of the whistle-blower.

Please find detailed information in Whistle Blowing Policy at: <https://mewahgroup.com/upload/Sustainability/Whistle%20Blowing%20Policy.pdf>

Focus Area 4: Valuing Our People
CORE AREA 1: SOCIAL

Recognition in Inaugural Singapore Board Diversity Index

The inaugural Singapore Board Diversity Index launched by Willis Towers Watson, developed in partnership with the Singapore Institute of Directors (SID), tracks and identifies Singapore-listed companies (SGX) that embrace diversity on their corporate boards.

Mewah International Inc is honored to be recognised in the inaugural Singapore Board Diversity Index. The Company’s Board was ranked top among the Mid-Cap Companies category and fourth among all 704 companies with primary listing on the SGX.



Mewah strongly believes that Board diversity enables the Group to benefit from the different perspectives and experiences each Director brings to the Board deliberations. These are benchmark against eight dimensions:

1. Gender
2. Age
3. Tenure
4. Board independence
5. Cultural ethnicity
6. International experience
7. Domain expertise
8. Industry knowledge.



Focus Area 4: Valuing Our People

CORE AREA 2: TALENT MANAGEMENT

<p>COMMITMENTS:</p> <ul style="list-style-type: none"> • Improve cultural competence in the workforce. • Increase employee engagement and uphold inclusive workplace. 	➤	<p>2023 LOOKING FORWARD:</p> <ul style="list-style-type: none"> • Broaden and deepen our staff competencies. 
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A. TRAINING & DEVELOPMENT

 <p>Attract</p> <ul style="list-style-type: none"> • Branding • Recruiting • Selecting • Onboarding 	 <p>Engage</p> <ul style="list-style-type: none"> • Communication • Direct Engagement • Team Engagement • Recognition 	 <p>Develop</p> <ul style="list-style-type: none"> • Performance Management • Competencies • Leadership Development 	 <p>Retain</p> <ul style="list-style-type: none"> • Career Progression • Succession Planning • Talent Reviews 	 <p>Reward</p> <ul style="list-style-type: none"> • Intrinsic Reward System • Total Reward • Pay for Performance • Grading • Salary Structure
<p>←..... Training & Development→</p>				

We continuously assess, develop, and strengthen our human capital in order to ensure that we have the right competencies, capabilities, and passion to drive our mission and to actualise our vision. Human talent is one of the most important resources that the company has. We believe that our people are our most powerful catalyst for growth. By developing and investing in our employees, we are creating important propellers and foundations for our future growth. The company will only succeed by having employees who are willing to invest their time and energy into the growth of the company.

Mewah is committed to grow with our people and make the company a vibrant workplace. We provide our employee with a work environment that supports professional and personal development, offer a variety of career opportunities, and create high-performance and collaborative team.

All employees undergo an annual performance review which also serves as a channel for employees to discuss their career aspirations, work satisfaction and developmental needs. These reviews also serve as a useful tool for management to identify and develop individual talent, as well as to recommend training to close any skills gaps.

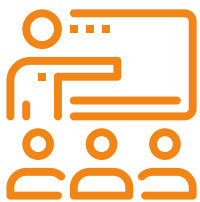
Focus Area 4: Valuing Our People
CORE AREA 2: TALENT MANAGEMENT

Training and Education

Training and education are investments in human capital that deliver benefits to both employee and employer. We support our employees in their work and career goals by identifying training needs and development opportunities. The most important form of development is on the job training whereby the supervisor will identify key stretch goals and

carry out regular sit-downs with the employee to ensure consistent feedback on their key objectives. We have designed a training and development programme which aims to equip our employees with relevant skill sets and competencies for their roles and responsibilities. We aim to give opportunities to every employee to realise their potential to pursue their careers with Mewah.

OUR PERFORMANCE IN YEAR 2022



Average training hours per employee
29.6
 hours in 2022

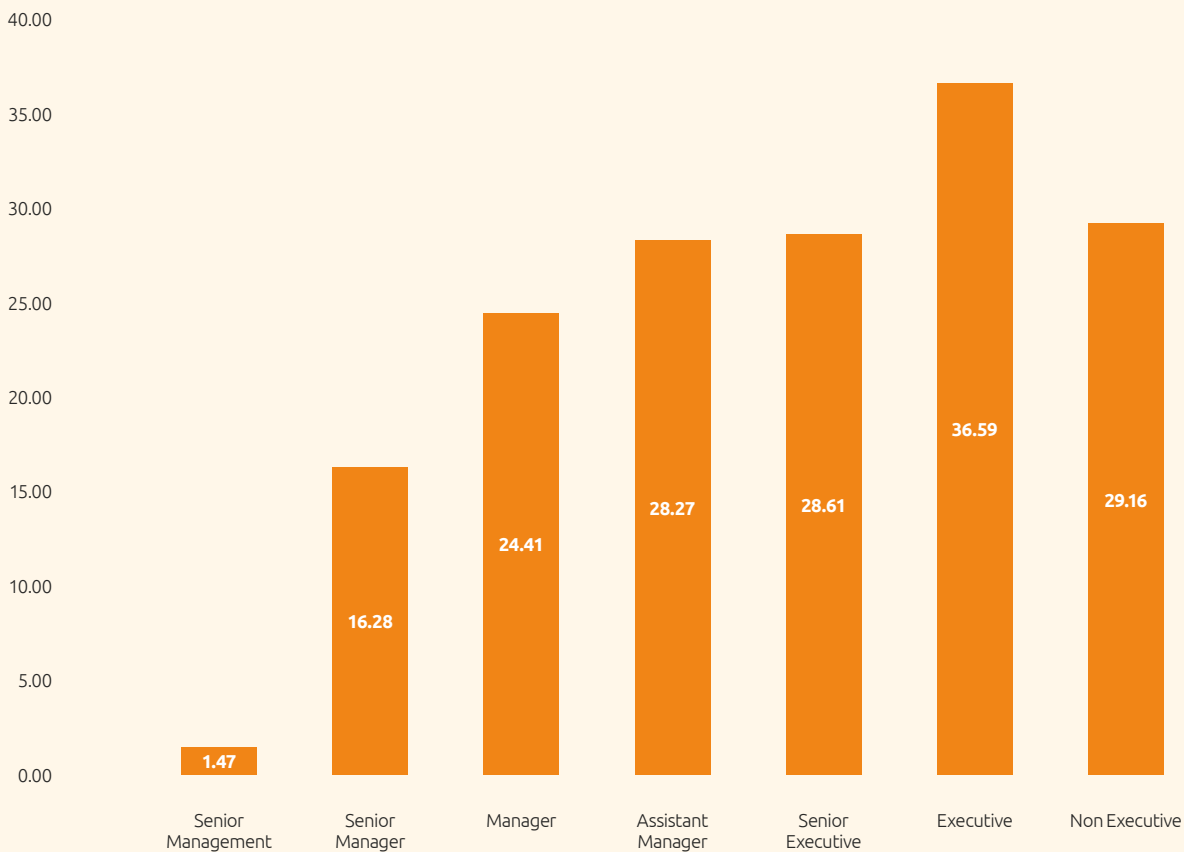


Male
28.4
 hours



Female
32.3
 hours

Average Hours of Training Per Employee



Focus Area 4: Valuing Our People
CORE AREA 2: TALENT MANAGEMENT



i-Learning Platform – Let us Learn Mewah

Trainings should be made available for everyone, and the learnings should be made easy to access and available anytime, anywhere. With this motion in mind, Mewah Group has launched its very first Online Learning Management System on 16th June 2021 as part of our journey to enhance our people development plan in Mewah Group. iLearning Mewah is a user-friendly cloud based and mobile learning platform that enables effective use of time to maximise the training outcome for all employees. More efforts are on the way to enrich the contents covering many aspects including soft skills, hard skills, and compliance. This is one way that we make our staff feel invested.

Leadership Development Programme

The Management and Learning & Development Team saw the need for a consistent leadership development programme within the Mewah group and has eventually decided to partner with Franklin Covey in rolling out the All-Access Pass learning solution after careful assessment.

The Franklin Covey All Access Pass is one of the Mewah Group Leadership Development Programme where the people managers who has participated in the programme can access to high-quality, vast library of Franklin Covey content, including training courses, tools, resources available live, live-online, and On-Demand. It provides flexibility of learning that enable our people to achieve their maximum potential and create empathic leaders who are future ready. There are many development solutions that the participants can apply across departments and disciplines.

Following are the two core programmes that all the participants need to go through:

- The 7 Habits of Highly Effective People®
- The 6 Critical Practices for Leading a Team™



Focus Area 4: Valuing Our People

CORE AREA 2: TALENT MANAGEMENT

Sanilal Harijan
Facilities Technician, MOI Food Malaysia

In the past 9 years, Mewah has helped me progress from an unskilled general worker to a facilities technician, and now I am entrusted by my supervisor to perform maintenance troubleshooting such as light repair, wiring replacement, and electrical installation independently. Mewah provided me with high-quality on-the-job training and the maintenance module programme also helped me to upgrade my competency and technical skills. I also attended training on two-phase electrical, welding and air-con & cooling tower maintenance to expand my technical knowledge. I appreciate the effort Mewah takes to train and educate me, and I am happy that the company always pays me on time!

I love the “Makan-makan” sessions and the friendly interactions between my team members. The management will also communicate with us on a regular basis, and I can speak freely to my supervisor when I am in doubt. I wish to continue my service here for the many more years to come!



Santosh Karki
Laboratory Worker,
Mewahleo Industries Sdn Bhd

I started my job in MOIPG since 2015. My job entails collecting production samples and sending them to our laboratory for analyses. My supervisors provided me the tools, trainings, and support, and now, I can conduct analyses on my own independently. MOIPG had provided an excellent working and learning platform to me to understand other operations such as tank farm and weighbridge receiving. The people here are very respectful and always ready to help. When I face difficulties at work, they will not hesitate to help and teach me. My biggest personal achievement is that I bought a new house and provided the much-needed financial support to my family back in Nepal with my employment here in MOI.

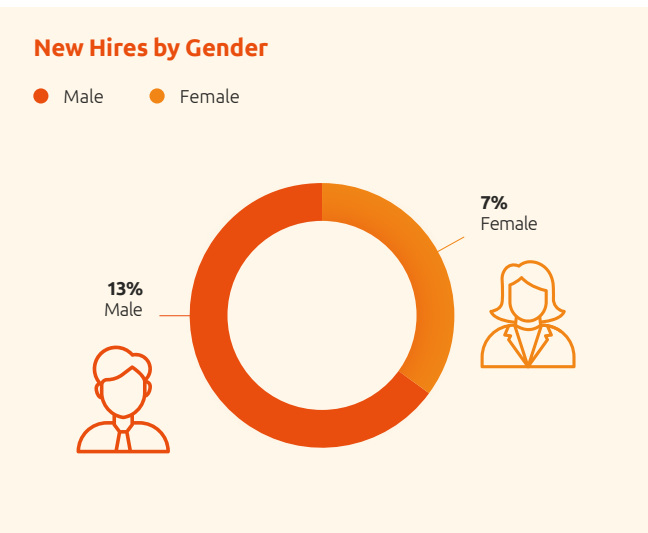
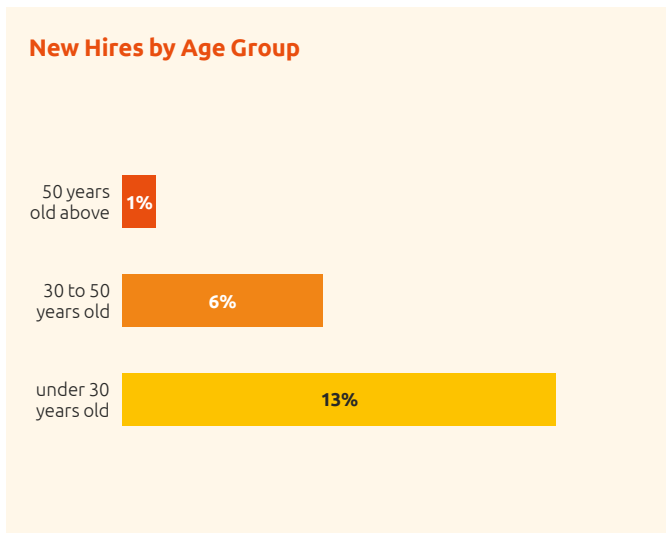
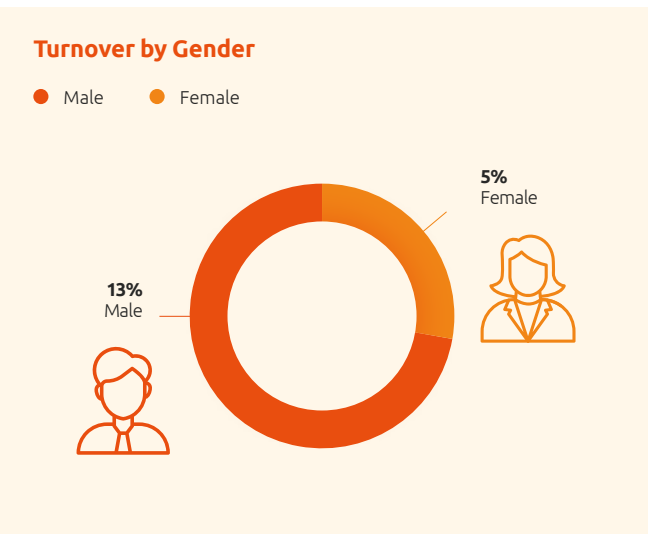
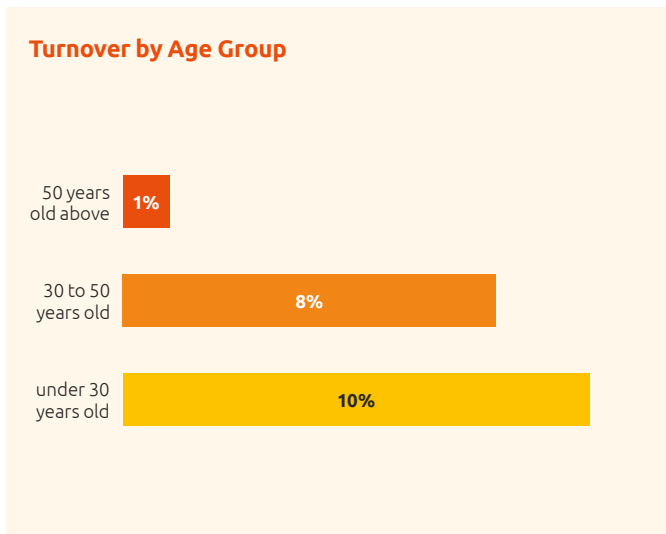
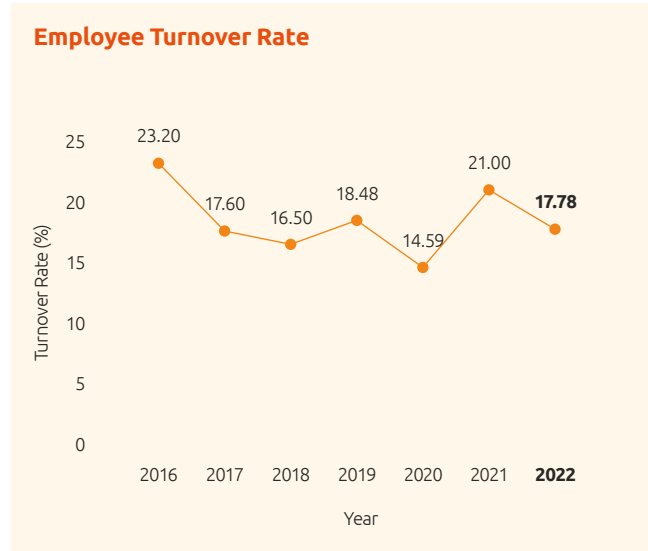
Focus Area 4: Valuing Our People
CORE AREA 2: TALENT MANAGEMENT

B. RECRUITMENT AND RETENTION

Hiring and retaining talented employees are crucial to the success and growth of any business. Today, with the competition for talents growing more intensive, our recruitment focuses not only on job skills but also on positive personal attributes such as leadership.

In the year of 2022, the reported turnover rate has decreased from 21% to 17.78%.

The Mewah’s management is determined to improve employee retention in coming years. We have implemented various employee engagement measures to improve employee retention and create a stable healthy workforce. We understand the challenges to a sustainable workforce and we are ready to overcome all difficulties.



Focus Area 4: Valuing Our People
CORE AREA 2: TALENT MANAGEMENT



Rachel Henry
Assistant Manager Admin Department,
Mewaholeo Industries Sdn Bhd

"I am responsible for the recruitment and management of our foreign workers. We practice fair and ethical recruitment practices on our foreign workers through direct hire from their home country. I made a trip to their home country to recruit, which offered the workers and me high transparency and security on job opportunities. The direct hire also ensures the foreign guest workers are not exploited by unscrupulous agents who charge illegal and excessive recruitment fees. Once they arrive in Malaysia, we provide comprehensive orientations and hostel surveys in Nepalese language. Our work ethics include providing fair and timely responses to workers' issues regarding hostel and work and I am proud that Mewah has achieved high respect and a good reputation from our workers in this industry, and all our workers work very hard and feel proud to work for Mewah as their efforts are appreciated. Always practice habit 5: "Seek first to understand, then to be understood". My team and I are always their listening ear, and we never stop communicating with them to understand their issues in this foreign land. On a personal note, Mewah made me



feel valued, trusted, appreciated and respected here. The management also encourages employees to improve their competencies to align with organisational goals while developing their soft skills. I would also like to express my heartfelt appreciation to my colleagues in Mewah. They provide me with a great friendship and help me through the twists and turns of working life, and I have a sense of purpose in coming to work every day."



Long Service Award Event in Singapore & Malaysia

Focus Area 4: Valuing Our People
CORE AREA 2: TALENT MANAGEMENT

C. RECOGNISING AND REWARDING PERFORMANCE

In today’s ultra-competitive work environment, employee recognition in the workplace must be an innate part of any company’s culture. We recognise every employee is vital to the growth and progress of the company. Our recognition and reward framework aim to retain and motivate the talent needed to grow and sustain our business. This can help to boost employee morale and have happier employees and allows our employees to know that their hard work is being recognised by the management.

We constantly seek to establish clear communication between managers and employees about what they are expected to accomplish. The performance-based system is a continuous process where managers and employees set goals through annual tasks & objectives (T&O) exercise. The T&O set is then translated into departmental T&O and individual employee T&O so that every employee is aligned to our overall objective of building a sustainable business.



Dong JiaQiang
Production
Operator, Ngo
Chew Hong
Edible Oil,
Singapore



When I first landed in Singapore, from Shandong, China in 2008, the tropical heat, the dynamic culture, and the heavy workload overwhelmed me. But thanks to the guidance and support from my colleagues and friends in Ngo Chew Hong Singapore (NCHS), I was able to ease myself in within a couple of months. Their warm and friendly personalities and helpfulness left deep memories and long-lasting friendships until today. All of them made my working experience here a great one! The company’s stable growth and positive outlook also offer me a great sense of security and a different life from my previous job as an odd job welder in China. I appreciate the recognition from management to promote me from general worker to line leader after six months of my employment here. Today, I am the production operator. This employment’s reasonable salary and job stability allowed me to provide my old parents and my young family of four in Shandong with a more stable and happier life. Thanks again to Mewah for assisting me in reaching my life goals faster!



Family Appreciation Day at SuperPark



Employee Appreciation Lunch in Indonesia

Focus Area 4: Valuing Our People

CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING

COMMITMENTS:

- Ensure zero fatalities and work-related injuries within our facilities.
- Continuous improvement in Mewah safety culture and system.



2023 LOOKING FORWARD:

- Ensure zero fatalities and work-related injuries within our facilities.
- Reduce LTIR.



Ensuring the health and safety of our employees will always be our top priority. Workplace safety is everybody's responsibility and concern. Any work-related injury or loss of life is unacceptable to us, and we have zero tolerance for unsafe behaviour in our premises. Most importantly, we want all our employees to return home healthy and safe everyday as they were and to feel safe at work.

OUR PERFORMANCE IN YEAR 2022



ZERO

Fatality



ZERO

Recordable Work – Related ill Health cases



65

Recordable Work – Related Injuries



Lost – Time Injury Rate (LTIR) was

1.80

In 2022, there were no fatalities nor high-consequence work-related injuries sustained. There were 65 recordable work-related injuries recorded.



“Our employees are our most important tangible resources. We are committed to ensuring the safety and holistic well-being of all employees and workers.”

Focus Area 4: Valuing Our People
CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING



Every year, we host annual Safety, Health and Environmental (SHE) campaign stressing out the need to reduce injuries on work site.

The SHE Safety campaigns aims to:

- A. Raise awareness:** To create awareness about potential dangers and risks in the workplace. By educating our people about the hazards they may encounter and the steps they can take to stay safe, these campaigns can help prevent accidents and injuries.
- B. Change behaviour:** To promote safe behaviour and discourage risky or dangerous actions in work.
- C. Save lives:** Ultimately, the goal of most safety campaigns is to save lives. By promoting safe practices and encouraging our people to take precautions, these SHE campaigns can prevent accidents and reduce the likelihood of injuries or fatalities.

D. Improve community health: To create positive impact on community health by reducing the number of injuries and accidents. This, in turn, can help reduce healthcare costs and improve the overall wellbeing of the surrounding communities.

E. Encourage cooperation: To promote cooperation and collaboration among the employers and employees, government agencies and the public. By encouraging people to work together to promote safety, these campaigns can help build stronger, more resilient communities.

A. GROUP SAFETY AND HEALTH POLICY

We have put in place a Group Safety and Health Policy and we expect all our own operating sites to adhere to all these policies.

Mewah Group Safety & Health Policy

1	Comply with the current legal and other related and applicable health & safety requirements, regulations, approved codes of practice, standards and guidelines in the countries we operate;
2	Establish an Occupational Safety and Health Management System at all operating units;
3	Formulate, establish, communicate, implement and maintain safety management systems at work;
4	Provide employees with adequate knowledge and training to ensure competency in performing their tasks to maintain safe and healthful working conditions;
5	Prevent and minimise any potential adverse safety & health impacts arising from our operations, product and services;
6	Ensure continuous improvements in the total safety & health management system.

Please find detailed information in Mewah’s Safety and Health Policy at: <https://mewahgroup.com/upload/Sustainability/Mewah%20Group%20Safety%20&%20Health%20Policy.pdf>

Focus Area 4: Valuing Our People

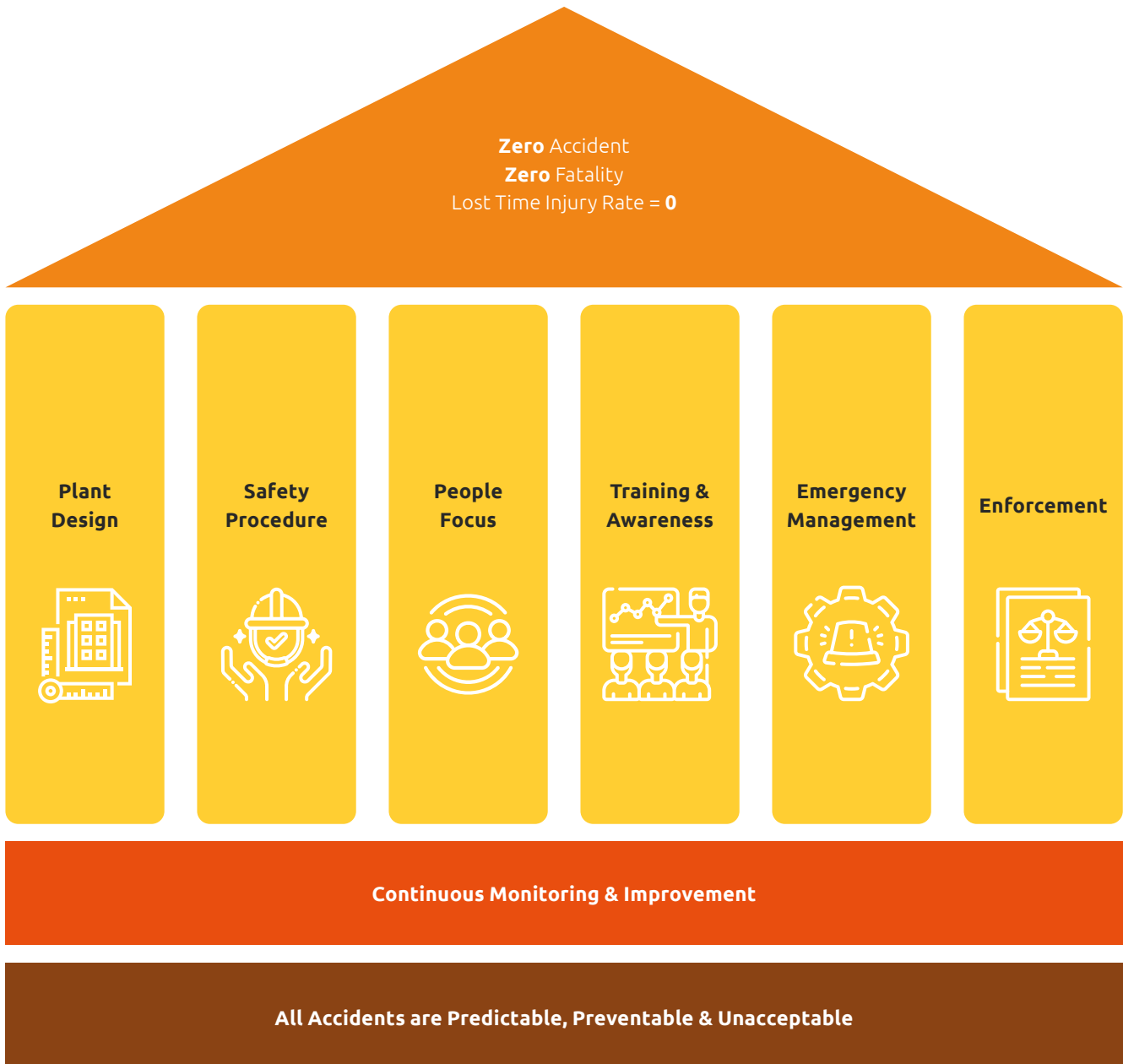
CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING

B. SAFETY FRAMEWORK

Mewah Group Safety Framework is established as the guiding safety principle that aims to improve safety performance in our factories. Our targets of zero accident and zero fatality have been emphasised in the Key Performance Indicators (KPIs) for all levels of employees.

The Mewah Group Safety Framework focuses on 6 core areas:

- 1. Plant Design
- 2. Safety Procedures
- 3. People Focus
- 4. Training & Awareness
- 5. Emergency Management
- 6. Enforcement



Focus Area 4: Valuing Our People
CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING

C. GROUP SAFETY PORTAL

In October 2020, the Group rolled out an automated and centralised Safety Portal. The Safety Portal serves as one-stop portal as to boost safety awareness among our employees. The purpose is to provide an easy-to-use, highly accessible and real-time statistic platform. The Portal encompasses a wide range of safety information that includes accidents & near misses’ statistic, accident reports, training material and other important safety-

related materials. To ensure successful implementation and making sure we gain maximum value from the Safety Portal, a Group Safety Committee was established to review effectiveness of the content and make necessary recommendation for improvement.

Today, the employees across the organisation can now access a full range of safety knowledge via the Group Safety Portal.



Focus Area 4: Valuing Our People

CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING

Merit and Demerit Point System

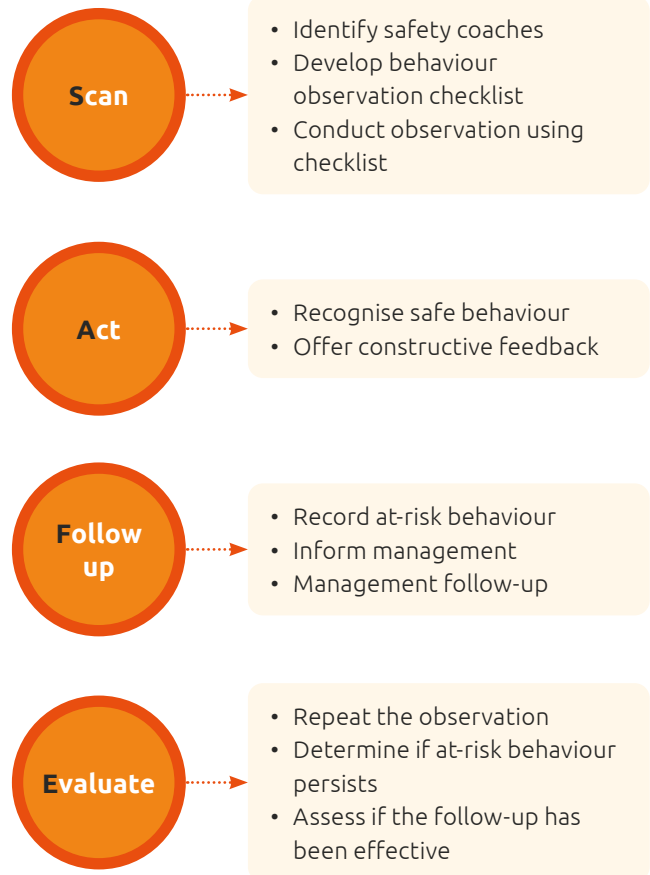
Aside from Group Safety Portal, we have implemented "Merit and Demerit Point System" at all manufacturing sites since 2019. This system is to reward good behaviour while penalise safety non-conformances at the same time. The objective is to urge everybody that we are all accountable and responsible to oneself and as a collective unit to create a safe, healthy, and conducive working environment. At the same time, we discourage any forms of actions that may lead to workplace hazard.

Observation Card Programme

Another programme that we have embarked on is the Observation Card programme. Safety observations are counts of the number of safe and unsafe actions or conditions in a work area at a specific time. In this programme, we empower all employee to play a part in promoting safe and healthy working environment with routine safety behavioural observations. The primary goal is to identify the positive and negative behaviour of our employees and utilising the data to apply corrective action plan and improve safety at our workplace. Capturing near misses before accidents happen is very important.

Each observation card is logged into centralised system, Safety Portal, for all employees' notice. By utilising this data, our safety department can develop and implement correction action plans by addressing trends and areas that require improvement from the observation reports.

Observation Card Methodology



Focus Area 4: Valuing Our People
CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING

D. SAFETY COMMITTEE

A root-cause analysis followed every accident case to review its cause and actions to prevent reoccurrence. The reviews are reinforced with continued efforts in training and PPE use to minimise, if not eliminate risks. Safety Committee is formed at every factory to oversee the factory’s production safety management and employee safety and health. The Safety Committee is responsible for ensuring that practices are in line with Mewah’s Group Safety Policy.

To support this safety framework, we are implementing numerous major workplace safety programmes to improve workplace safety. To measure the effectiveness of these programmes, we have adopted a measurement of both leading and lagging indicators. We choose to focus not only on lagging indicators (e.g., Lost time injury rate) that report on the outcomes of safety initiatives, but also give equal consideration to leading indicators (e.g., training, safety audits, safety suggestions) that measure our employee safety behaviour and mind-set. By engraining safety as a part of a culture and habit, we hope to minimise unsafe employee behaviour.



Leading Indicators:



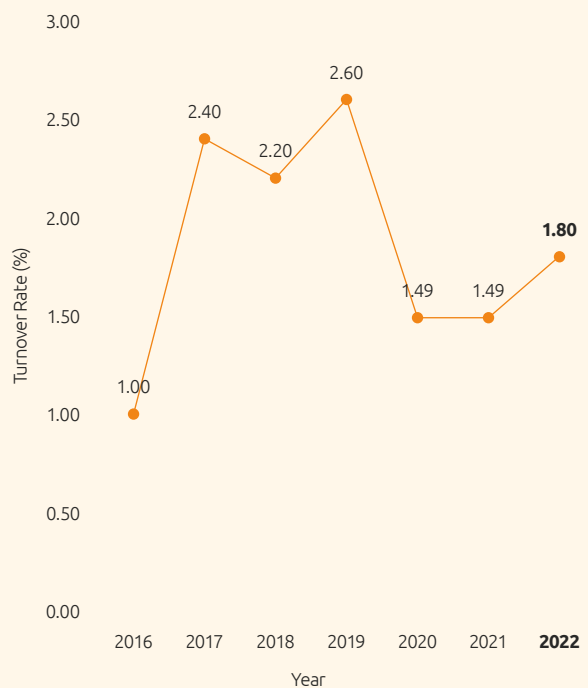
1. Safety Training
2. Behavioural Audit
3. Drills & Safety Audit
4. Hazard & Near Miss Reporting
5. Employee Involvement in Safety Programmes
6. Periodical Equipment/Machinery Maintenance
7. Perception Surveys on Safety Suggestion and Safety Observation
8. Hazard Identification & Risk Assessments
9. Reward/Recognition

Lagging Indicators:



1. Accident Investigation
2. Lost Time Injury
3. Man-days Loss
4. Injury Frequency and Severity
5. Reported Incidents

Year 2016 - 2022 Lost Time Injury Rate (LTIR)
 (per 200,000 working hours)



Focus Area 4: Valuing Our People
CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING



Zero Accident Award for PT JBP

In 2022, PT Jambi Batanghari Plantation (PT JBP) was one of the recipients to receive the *Penghargaan Kecelakaan Nihil* - Zero Accident Award from the Ministry of Manpower Indonesia. It is a token of appreciation for companies who have successfully implemented Occupational Health and Safety Management System (SMK3) programme in the work environment, achieving zero work accidents.

This award motivates our workers as well as the management to continue to keep up with the good work, constantly improving and implementing good safety practices and framework so to achieve zero accidents.



Lelin Kumar Tamang
Packing Worker, Mewaholeo Industries Sdn

I have been working here in Mewaholeo Industries Sdn Bhd (MOIPG) for 6 years now, and I am grateful for the safe working environment and friendly colleagues that MOIPG provided. I also benefited from the food safety trainings provided by the company such as GMP, HACCP & ISO. These trainings equipped me with the knowledge and know-how to improve my work. When I faced challenges in my work, my "kawan" (colleagues) here are always very friendly to share and help me out. My happiness is my family, and they are my biggest motivation to work harder- to give them a better life back home in Nepal. I want to see my two boys grow into better men and to achieve higher education in the future. My job here will make all these possible!

Focus Area 4: Valuing Our People
CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING

E. HEALTHIER LIFESTYLE BEGINS FROM WORKPLACE

We commit to keeping our people safe and healthy as it is directly linked to their productivity and satisfaction to work with us. We strongly encourage our staff to have a good work-life balance so to keep fit physically and mentally. As restrictions are gradually lifted, employees are staggering between working from home and working from the office. The pursuit of workplace wellness is still very important. Mewah constantly ensures our staff is well protected from the pandemic.

Mewah Group - Onsite Health Screening 2022

A healthy employee is an asset to any organisation. Creating a healthy workplace can be a challenging feat however regular health check-ups and medical exams can be valuable for both the employees and the employer. This health screening includes various tests and medical examinations to identify health-related risk factors and promote awareness of a healthy lifestyle.



We were happy to be able to bring our annual on-site health screening exercise back to our office since the pandemic in almost 2 years. This year, we have engaged i-wellness as our medical service provider.

In efforts to encourage our employees to participate actively and create a widespread environment of health and well-being., the company sponsors basic health screening for all employees.

Mewah Singapore - Flexible Working Hours Policy

The Company recognises the benefits of the implementation of flexible working hours arrangement and would like to create a supportive environment for employees to have better control of their work and life to achieve work-life harmony.

In the year 2022, the flexible working hours policy was introduced and provided a framework for employees and managers to explore flexible work arrangements. This helps employees to balance their work and personal lives better by providing them with greater flexibility in scheduling their work hours and promoting a more engaged and productive workforce.



Focus Area 4: Valuing Our People
CORE AREA 3: EMPLOYEE HEALTH, SAFETY AND WELL-BEING



Mewah Employee Support Scheme - Flexible Benefit Plan

The COVID-19 pandemic has affected our daily life in unprecedented ways. Many of us are facing challenges that can be stressful and overwhelming. The Management is concern and care about the well-being especially mental health of each employee.

As part of the improvement and enhancement for better HR Policy and practices in the Company, the Employee Support Scheme - Flexible Benefit Plan for all employees in Mewah Singapore was introduced. This is to accommodate the diverse needs of all employees and provide the flexibility to choose a range of benefits at your own preference such as:

1. Health and Fitness
2. Mental Wellness
3. Family Wellness
4. Self-development

Mewah Emotional Bank Account Webinar

Emotional Bank Account (EBA) is a metaphor for trust in a relationship. Deposits build and repair trust in relationships; withdrawals break down and lessen trust in relationships.

The webinar allows our employees to learn the following:

1. To understand the importance and concept of EBA
2. Identify what the Do’s and Don’ts in a relationship to maintain a positive EBA are
3. Determine the right ways to make deposits and reduce withdrawals in one’s EBA

Physical Fitness Activities

Mewah encourages our employees to have a good work-life balance, as we believe a better work-life balance can boost employee productivity. So that their mental and physical health are not compromised or suffer from a burn out. Our employees in PT.JBP frequently held and participate in football sessions as a form of recreation activity outside of their working hours, to be able to de-stress, exercise, and reconnect and bond together with their colleagues to foster a stronger relationship. These activities hope to be a source of motivation for our employees to continue maintaining good health and to have proper work life balance.



Mewah Malaysia – Futsal Championship 2022



Mewah Indonesia – Football / Badminton Sessions At PT JBP, Jambi

Focus Area 5:
**Community
Support**



Focus Area 5: Community Support

OUR COMMITMENT AND PROGRESS

OUR SDG PRIORITIES IN FOCUS AREA 5



Our Key Sustainability Efforts:

We commit to fight hunger and eliminate food waste in the communities surrounding our operation. When we stop food waste, we take a big step toward ending hunger. We have put in concerted efforts primarily through community support programmes to instil good habits to reduce food waste. One example, our refinery in Pasir Gudang is working with local authority to recycle food waste from our factory by way of composting food waste scraps into organic soil nutrients.



Our Key Sustainability Efforts:

Education is an essential catalyst for positive change in society. We support local schools with educational materials as well as provide free tuition for children from underprivileged families. We are endeavour to do our best to enable all children in our communities for an opportunity to access to mainstream education.



Our Key Sustainability Efforts:

The Global Goals can only be met if we work together. Over the years, we built effective partnership with a number of local non-profit organisations so as to enable us to reach out more people in need and extend greater impact to the societies.



Focus Area 5: Community Support

COMMITMENTS:

- Partner with the local communities to support the needs of the community and to facilitate self-reliance, particularly through the provision and support of education, healthcare, and infrastructure raged growth in our neighbouring communities.



2023 LOOKING FORWARD:

- Continue to work together with local communities to support their needs and facilitate self-reliance.



In today’s socially aware world, the success of a company is not solely measured by its financial performance that is the sales and profits but also by its purpose. At Mewah, we are taking on the responsibility to give back and create a positive impact on society. We passionately believe in being a good citizen and proactively engaging with the community in which we operate. We are mindful of the expectations of our consumers, employees, and stakeholders who are constantly looking to us for real action against some of the community’s pressing issues.

OUR CSR APPROACH

CSR was the precursor to ESG. Without CSR, there would be no ESG. While ESG criteria aims to make a business’ efforts measurable, CSR seeks to make a business accountable. Our CSR approach is to **ensure that we bring lasting benefits to the communities and sustain an open, honest, and mutually beneficial relationship.** In line with this approach, our people are committed to address the needs of neighboring communities by regular engagement to understand the concerns and priorities that our stakeholders have.

THE MEWAH COMMUNITY OBJECTIVES

In Mewah, we adopt a CSR framework that has been set up to measure the impacts and outcomes of our activities. It is a form of self-regulation ensuring our actions have yield positive impact on the environment, consumers, employees, communities, and the public sphere. Our CSR framework comprises 3 community objectives:

- Active Volunteerism of our Employee
- Supporting the Next Generation
- Disaster Relief

The objective of quantifying the impacts, outcomes and values of our programmes is to assure our stakeholders that our CSR activity continues to deliver our community objectives with desirable outcomes for example, an increase in the number of beneficiaries, a greater percentage of the happiness index and a higher employee participation rate as well as improved livelihoods and food security of our communities.



Active Volunteerism of our Employee



Supporting the Next Generation



Disaster Relief



Focus Area 5: Community Support

CSR Achievements in 2022

Active Volunteerism

- Improved livelihood of 25 villages in Jambi & Medan
- Cooperated with 9 community organisations to share happiness and create friendship with >500 residents in children’s homes and old folk’s homes
- Donated one dialysis machine to help 800 patients towards extending their lives

Supporting the Next Generation

- Supported 2,900 children and youth with their educational needs
- Provided professional learning experience to 9 undergraduate students in their 10/20 weeks internship programme in Mewah HQ.
- Sponsored 6 book awards to deserving students for their academic achievements.
- Improved classroom conditions through the donation of ceiling fans and classroom tables and chairs.

Disaster Relief

- Provided financial assistance to 475 victims from fire disasters

A. ACTIVE VOLUNTEERISM OF OUR EMPLOYEE – TO CREATE POSITIVE IMPACT IN OUR COMMUNITIES

Community and people-centred in all that we do. At every place that we operate, we facilitate self-reliance through the provision and support of education, healthcare, and infrastructure. Our priority is to enrich the lives of the people around the touchpoints that we have established.

We believe that everyone can contribute and make a difference to the community and lives of others. In this regard, we motivate our employees to volunteer in giving back to the community. We partner with the local communities, bring together numerous CSR programmes to support the needs of the communities. Our long-term goal is to create a spirit of “active volunteerism” in our employee that not only bringing together our neighbouring communities but also contributes to the holistic development of our people in terms of compassion, character building, and improved morale within the organisation.



“Every person can make a difference, and every person should try.”

– John F. Kennedy

B. SUPPORTING OUR NEXT GENERATION

The pandemic years has not been easy for today’s young generation. The education has been disrupted in most of the places and children have been separated from their family and friends. After COVID-19 pandemic, we know that we cannot simply hope that things will go back to the normal. In this regard, our CSR initiatives focus in supporting our next generation to realise their potential and to enable them an opportunity to help shaping the future, and that their efforts and input are valued and supported.

The fundamental belief in our community objective is the believe that every child deserves a chance at a life filled with love, laughter, friends, and family. We often hear the obstacles face by the young people in reaching their full potential – due to a lack of access to resources, finance, education, information, and communication technologies. Our works primarily focus in improving access to inclusive and quality education for all, we strongly believe that education is a cornerstone for empowering individuals and communities to break out of poverty and build meaningful lives in long term.

This year, several activities have been held internally e.g., fund-raising activities and externally e.g., foods, groceries, and stationaries distribution to the children’s charitable organisation. Our employee also using their knowledge to support underprivileged students through free tuition classes. From time to time, we

Focus Area 5: Community Support

were heartened to see the passion and perseverance among the young generation at rural communities who are working at its best to change their life through education. We know that this is where we can play our role in supporting them through our endeavors to help them in alleviating the disablement and at the same time, giving the less fortunate children a hope for a brighter future.



“Education is the most powerful weapon which you can use to change the world.”

– Nelson Mandela



C. DISASTER RELIEF

Giving a helping hand to disaster victim is always one major part of the Mewah’s CSR strategy. Although we never want to see disaster happen, we often get ourselves prepare for the unexpected. A disaster occurring can disrupt our neighbouring communities and where our employees work and live in. Looking back at the past events, our people have been always reacting compassionately in donations and activities to aid disaster relief and rehabilitation.

In our disaster relief strategy, we have proactively put together a fast aid “disaster relieve plan” that aim to alleviate the suffering of our neighbourhood at soonest in the event of unexpected disaster. At the same time, we are ready to go above and beyond to ensure resources will be available to keep our employees safe, protect their facilities and perform recoveries during a disaster response. On a side note, within the company itself, we are adopting to a Business Continuity Plan that intends to work diligently to ensure that all our operation units are aligned, leadership has signed off on the processes, and the right support is allocated should an unexpected event occur.



“The smallest act of kindness is worth more than the grandest intention.”

– Oscar Wilde



Focus Area 5: Community Support

A. Active Volunteerism

Mewah encourages and supports all philanthropic initiatives with charitable causes to provide employees with opportunities to share love and care with the society and the public. We participated and sponsored school children’s milestone events such as graduation and sports days and we also supporting community projects such as foodbanks and recycling. Our CSR committees partnered with local non-profit organisations and communities to provide all our staff with many ways to share love, forge friendships and celebrate events with the children and elderly in our nearby communities.

In 2020, a total of 57 philanthropical activities under the category of Active Volunteerism were conducted across Malaysia, Indonesia, and Singapore. Our colleagues magnanimously contributed their time, resources, and efforts to assist the much-needed societies within the vicinity of their operation.

In Malaysia, our Mewah CSR Committee raised a hefty fund through various channels to sponsor a dialysis machine, which could benefit approximately 800 patients under Yayasan St John Ambulance Malaysia. Our CSR Committee in Johor has been actively volunteering and in long-stand relationships with the local children and old folks’ homes since 2017. Other than contributions on provisions and financial aids, they also share their time with the children and old folks to keep them company during festive and each visit.

In Indonesia, we participated in a fair deal of charitable activities for our neighbouring communities. Our CSR Committee contributed their technical knowledge and skills to bring access and convenience through raising of flood banks, road maintenance, fence construction, lamppost construction and more to the neighbouring villages.



Mewah’s long-term goal in this CSR objective is to motivate employees and build “active volunteerism” within the organisation and help our people to step-up, make friends, work together, learn new skills, and feel happier and healthier from everyday acts of care.

B. Supporting the Next Generation

In Mewah, we believe that every child deserves a chance at a life filled with love, laughter, friends and family, and that good quality education is the key to ending poverty and is more effective and sustainable in the long-term than handing out food vouchers and toys. Our work primarily involves improving access to learning materials, improved health and nutrition and promoting education for the next generation.

Not all children are born equal, but none should be left behind. Over the past two years, COVID-19 pandemic had brought about many changes to all our lives, including those of the children communities surrounding our operations and facilities. This



Focus Area 5: Community Support



pandemic had left a learning gap effect on the young children, as COVID-19 derailed learning for children when they missed their physical class lessons and had fewer opportunities for social interactions as schools closed for months during the pandemic. Now that children are returning to schools, Mewah hopes to rejuvenate the classroom learning environment for them. Our CSR committees executed plans to donate ceiling fans, study desks and chairs, face masks, hand sanitisers and healthy snacks to ensure the learning environment of the students are not compromised. The CSR teams in Westport and Semenyih raised funds to sponsor healthy and happy programmes such as sports day, graduation day and festive events to increase the children's enjoyment in culture, sports, and teamwork.

Every year since 2018, Mewah partners with local varsity institutions (Nanyang Technological University & Temasek Polytechnic) in internship programmes for the students to learn about the palm oil industry. This year, nine students joined us in our 10 & 20-week internship programmes and learnt about sustainable palm oil business and how palm oil waste can be utilised as a source of renewable energy.

Mewah hopes to convey the sustainable palm oil to youths who will lead the next generation, and nurture growth in our palm industry for the future leaders. Six outstanding students also received our annual book prize awards to reward their achievements in their academics.



Focus Area 5: Community Support



We also connected with the young generation through environmental talks and workshops and this year, we privileged to once again able to share insights on Mewah’s sustainability framework to 130 students from Diploma of Business Course in Temasek Polytechnic in their 5th run of the Trade Internship programme.

C. Disaster Relief

The year 2022 was a turbulent year again, as the world shifted from pandemic to an endemic, with COVID-19 virus deeply embedded in our society. Climate change took centre stage with rising pollution, unprecedented heatwaves, and devastating floods. Since the early days of our CSR programme, Mewah established the disaster relief plans and hotlines to support employees and nearby communities that are hit with unexpected fires and floods which lead to sudden loss in their properties and contents.

Mewah is always there to support local communities in disaster recovery by providing essential items such as dry food, drinking water, clean clothes, and blankets as those affected while they work to rebuild their homes. Our unsung heroes in Lahad Datu extended first-hand support to the local communities when terrible fires ravaged through their homes in March and April 2022. They provided essential food and school supplies to the children and their affected families to tide through the crises.

Mewah always ensure adequate resources are provided to affected employees to keep them safe and protected. Dedicated and trained managers serve as contact points for those in need of assistance to recover from the flood. All employees are also given adequate training and information regarding policies, support procedures and tip sheets on trauma and self-care. Mewah wishes to give hope and let the victims know that they are not in this plight alone.



GLOBAL REPORTING INITIATIVES (GRI) STANDARDS INDEX

Statement of use	Mewah International Inc has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

DISCLOSURE	PAGE	SECTION/ REMARK
GRI 2: General Disclosures 2021		
2-1	06-07 08-09	About Mewah Group Corporate Profile
2-2	02	Scope of the Report
2-3	02 106	About the Report Scope of the Report Back Page of this report
2-4	Not Applicable	There has been no restatement of information in the scope of our reporting from the previous report.
2-5	Not Applicable	Internal review was conducted by Mewah Group Internal Audit prior to publication.
2-6	06-07 08-09	About Mewah Group Corporate Profile
2-7	63-71	Valuing Our People
2-8	63-71	Valuing Our People
2-9	10	Sustainability Management & Governance Structure
2-10		AR 2022
2-11	10	Sustainability Management & Governance Structure
2-12		AR 2022
2-13		AR 2022
2-14	10	Sustainability Management & Governance Structure
2-15		AR 2022
2-16		AR 2022
2-17		AR 2022
2-18		AR 2022
2-19		AR 2022
2-20		AR 2022
2-21		AR 2022
2-22	03-05	Board of Directors' Statement Message from Deputy Chairperson, Executive Director, and Chief Executive Officer

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DISCLOSURE		PAGE	SECTION/ REMARK
GRI 2: General Disclosures 2021			
2-23	Policy commitments	37-40	Responsible Supply Chain
2-24	Embedding policy commitments	37-40	Responsible Supply Chain
2-25	Processes to remediate negative impacts	50	Responsible Supply Chain
2-26	Mechanisms for seeking advice and raising concerns	50	Responsible Supply Chain
2-27	Compliance with laws and regulations	02 21-36	About This Report Environmental Protection and Stewardship
2-28	Membership associations	02 48	Reporting Scope and Boundaries Responsible Supply Chain
2-29	Approach to stakeholder engagement	11 45-48	Materiality Assessment Stakeholder Engagement
2-30	Collective bargaining agreements	66	Labour Policy & Code of Conduct
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	11	Materiality Assessment
3-2	List of material topics	12	Materiality Assessment
3-3	Management of material topics	13-15	Our Commitment & Progress
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed		AR 2022
201-2	Financial implications and other risks and opportunities due to climate change	20	Climate Action
GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	89-96	Community Support
203-2	Significant indirect economic impacts	89-96 48	Community Support Smallholder Big Impact
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
205-1	Operations assessed for risks related to corruption		AR 2022
205-2	Communication and training about anti-corruption policies and procedures	71	Valuing Our People
205-3	Confirmed incidents of corruption and actions taken		AR 2022
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		AR 2022
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	30	Environmental Protection and Stewardship

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GRI 301: Materials 2016			
301-2	Recycled input materials used	30	Environmental Protection and Stewardship
301-3	Reclaimed products and their packaging materials	30	Environmental Protection and Stewardship
GRI 302: Energy 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
302-1	Energy consumption within the organisation	26	Environmental Protection and Stewardship
302-2	Energy consumption outside of the organisation	103	Task Force on Climate-Related Financial Disclosures
302-3	Energy intensity	26	Environmental Protection and Stewardship
302-4	Reduction of energy consumption	26	Environmental Protection and Stewardship
302-5	Reductions in energy requirements of products and services	26	Environmental Protection and Stewardship
GRI 303: Water and Effluents 2018			
3-3	Management of material topics	13-15	Our Commitment & Progress
303-1	Interactions with water as a shared resource	27-28	Environmental Protection and Stewardship
303-2	Management of water discharge-related impacts	27-28	Environmental Protection and Stewardship
303-3	Water withdrawal	27-28	Environmental Protection and Stewardship
303-4	Water discharge	27-28	Environmental Protection and Stewardship
303-5	Water consumption	27-28	Environmental Protection and Stewardship
GRI 304: Biodiversity 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	33-34	Environmental Protection and Stewardship
304-2	Significant impacts of activities, products and services on biodiversity	33-34	Environmental Protection and Stewardship
304-3	Habitats protected or restored	33-34	Environmental Protection and Stewardship
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	33-34	Environmental Protection and Stewardship

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DISCLOSURE		PAGE	SECTION/ REMARK
GRI 305: Emissions 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
305-1	Direct (Scope 1) GHG emissions	25	Environmental Protection and Stewardship
305-2	Energy indirect (Scope 2) GHG emissions	25	Environmental Protection and Stewardship
305-3	Other indirect (Scope 3) GHG emissions	25	Environmental Protection and Stewardship
305-4	GHG emissions intensity	25	Environmental Protection and Stewardship
305-5	Reduction of GHG emissions	25	Environmental Protection and Stewardship
305-6	Emissions of ozone-depleting substances (ODS)	25	Environmental Protection and Stewardship
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	25	Environmental Protection and Stewardship
GRI 306: Waste 2020			
3-3	Management of material topics	13-15	Our Commitment & Progress
306-1	Waste generation and significant waste-related impacts	30	Environmental Protection and Stewardship
306-2	Management of significant waste-related impacts	30	Environmental Protection and Stewardship
306-3	Waste generated	30	Environmental Protection and Stewardship
306-4	Waste diverted from disposal	30	Environmental Protection and Stewardship
306-5	Waste directed to disposal	30	Environmental Protection and Stewardship
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
308-1	New suppliers that were screened using environmental criteria	45	Responsible Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	50	Responsible Supply Chain
GRI 401: Employment 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
401-1	New employee hires and employee turnover	77	Valuing Our People
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	77	Valuing Our People
401-3	Parental leave	66	Valuing Our People

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GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	13-15	Our Commitment & Progress
403-1	Occupational health and safety management system	82-86	Valuing Our People
403-2	Hazard identification, risk assessment, and incident investigation	82-86	Valuing Our People
403-3	Occupational health services	82-86	Valuing Our People
403-4	Worker participation, consultation, and communication on occupational health and safety	82-86	Valuing Our People
403-5	Worker training on occupational health and safety	82-86	Valuing Our People
403-6	Promotion of worker health	82-86	Valuing Our People
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	82-86	Valuing Our People
403-8	Workers covered by an occupational health and safety management system	82-86	Valuing Our People
403-9	Work-related injuries	82-86	Valuing Our People
403-10	Work-related ill health	82-86	Valuing Our People
GRI 404: Training and Education 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
404-1	Average hours of training per year per employee	73-76	Valuing Our People
404-2	Programs for upgrading employee skills and transition assistance programs	73-76	Valuing Our People
404-3	Percentage of employees receiving regular performance and career development reviews	73-76	Valuing Our People
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	73-76	AR 2022 Valuing Our People
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	69	Valuing Our People
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	39-40	Responsible Supply Chain
GRI 408: Child Labour 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
408-1	Operations and suppliers at significant risk for incidents of child labour	46	Responsible Supply Chain
GRI 409: Forced or Compulsory Labour 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	46	Responsible Supply Chain

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DISCLOSURE		PAGE	SECTION/ REMARK
GRI 410: Security Practices 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
410-1	Security personnel trained in human rights policies or procedures	46	Responsible Supply Chain
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	50	Responsible Supply Chain
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	48	Responsible Supply Chain
413-2	Operations with significant actual and potential negative impacts on local communities	50	Responsible Supply Chain
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
414-1	New suppliers that were screened using social criteria	46	Responsible Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	50	Responsible Supply Chain
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
416-1	Assessment of the health and safety impacts of product and service categories	52-62	Product Quality
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	52-62	Product Quality
GRI 417: Marketing and Labeling 2016			
3-3	Management of material topics	13-15	Our Commitment & Progress
417-1	Requirements for product and service information and labeling	52-62	Product Quality
417-2	Incidents of non-compliance concerning product and service information and labeling	52-62	Product Quality
417-3	Incidents of non-compliance concerning marketing communications	52-62	Product Quality

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Category	Our Approach	Location
<p>Governance</p> <p>Describe the board's oversight of climate-related risks & opportunities</p> <p>Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>The Chief Executive Officer (CEO) is overseeing the overall sustainability related risks and opportunities.</p> <p>The Sustainability Department is responsible for the implementation of Mewah's Sustainability strategies and initiatives, through collaboration with all business and operational units.</p> <p>Starting 2023, the Strategic Sustainability Committee is responsible to identify and prioritise the sustainability and climate related risks, opportunities, and management.</p> <p>The Strategic Sustainability Committee is under the chairmanship of the CEO and is consisting of Senior leadership from our different business segments and manufacturing units.</p> <p>Through the guidance from the Board of Directors, the Strategic Sustainability Committee is overseeing the development and implementation of the company's sustainability strategy, policies, and programmes.</p> <p>More information are available in the Sustainability Management and Governance Structure Section.</p>	<p>Sustainability Management and Governance Structure</p>
<p>Strategy</p> <p>Describe the climate-related risks & opportunities the organisation has identified over the short, medium, and long term</p> <p>Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning</p> <p>Describe the resilience of the organisation's strategy, taking into consideration different climate related scenarios, including a 2C or lower scenario</p>	<p>Since 2016, we have been monitoring the carbon emissions of our significant entities according to the industry standards of ISCC, GHG Protocol and RSPO PalmGHG.</p> <p>Subsequently, we are investing in various carbon emission mitigation innovations such as co-generation plants, solar panels and we are exploring more environmentally-friendly energies.</p> <p>In 2022, we initiated our Scope 3 monitoring on our upstream and downstream activities.</p> <p>A preliminary assessment has identified the relevant climate related risks and opportunities on different interval.</p> <p>In 2023, we are working towards aligning our disclosures with TCFD recommendations, which we will share in future reports</p> <p>More information are available in the Climate Action Section.</p>	<p>Climate Action</p>

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Category	Our Approach	Location
<p>Risk Management</p> <p>Describe the organisation's process for identifying and assessing climate-related risks</p> <p>Describe the organisation's processes for managing climate-related risks</p> <p>Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organisation's overall risk management</p>	<p>Our risk management activities are governed by our risk management system that is designed to identify, quantify, monitor, and manage various risks encountered in our operations and minimise the adverse effects from the unpredictability of risks in our operating and financial performance.</p> <p>In 2023, we are working towards aligning our climate related risk management with TCFD recommendations, which we will share in future reports.</p>	<p>AR 2022 Risk Management</p>
<p>Metrics and targets</p> <p>Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process</p> <p>Disclose Scope 1, Scope 2 and if appropriate, Scope 3 GHG emissions, and the related risk</p> <p>Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets</p>	<p>In 2022, our Scope 1 emission amounted to 131,643.26 tCO₂e, and Scope 2 emission at 87,105.14 tCO₂e</p> <p>The emission intensity of 2022 was 39.39kgCO₂e/MT Production.</p> <p>More information refers to the Environmental Protection and Stewardship Section.</p> <p>In 2023, we are consolidating our 2022 Scope 3 emission data, which would then form the baseline year for a well-informed and data-based target and roadmap that are realistic.</p>	<p>Environmental Protection and Stewardship</p>

GLOSSARY

3-MCPD

An organic chemical, named 3-monochloropropanediol

GE

An organic chemical, named glycidyl fatty acid esters

BOD

Biological Oxygen Demand. Define as the amount of oxygen used when organic matter undergoes decomposition by micro-organisms in each water sample at certain temperature over a specific period.

CO₂e

Carbon dioxide equivalents. It is a universal standard of measurement against which the impacts of releasing different greenhouse gases can be evaluated.

CPO

Crude Palm Oil

CPKO

Crude Palm Kernel Oil

FFB

Fresh Fruits Bunch. Fruit bunch that harvested from the oil palm tree. The weight of the fruit bunch ranges between 10 kg to 40 kg depends on the size and age.

GFW

Global Forest Watch

GHG

Greenhouse gas. It defines as gases that could trap heat in the atmosphere and keep the planet warm. The primary greenhouse gases in our atmosphere are Carbon Dioxide, Methane, Water Vapor, etc.

GRI

Global Reporting Index. An A multi-stakeholder standard for sustainability reporting, providing guidance on determining report content and indicators.

HACCP

Hazard Analysis Critical Control Points.

HCV

High Conservation Values. The concept of High Conservation Value Forests (HCVF) was first developed by the Forest Stewardship Council (FSC) in 1999 as their ninth principle. The FSC defined HCVF as forests of outstanding and critical importance due to their environmental, socioeconomic, and cultural biodiversity and landscape value.

ILO

International Labour Organization

LTIR

Lost Time Injury Rate, the number of lost time injuries occurring in a workplace per 200,000 hours.

PEATLAND

Soil which consists of over 65% of organic matter, formed by decades of accumulation of partially decayed vegetation matter.

POME

Palm oil mill effluent, the by-product of proceeded FFB

PPE

Personal Protection Equipment

RSPO

Roundtable of Sustainable Palm Oil. A multi-stakeholder organisation that unites stakeholders from seven sectors of the palm oil industry including the oil palm producers, processors or traders, consumer goods manufacturers, retailers, bank, environmental NGO and social NGO to develop and implement global standards for sustainable palm oil.

ZSL

Zoological Society of London, a charity founded in 1826 that is devoted to the conservation of animals and their habitats around the world.

CONTACT AND FEEDBACK

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