



Sabah Softwoods Berhad
Co. No. 197301003426 (16887-D)

HUMAN RIGHTS POLICY

Sabah Softwoods Berhad (“SSB”) believes that business has a responsibility to respect, support and uphold fundamental human rights as expressed in the Universal Declaration for Human Rights and its two covenants. Our commitment extends to any human being affected by our operations, including employees, supplies, smallholders and people in the communities surrounding our operations.

Although we recognize that Human Rights are universal, inalienable, indivisible, interdependent and interrelated, the nature of our operations in plantation and industrial manufacturing has led us to focus on three core areas:

- **Free, Prior and Informed Consent.** The Rights of Indigenous Peoples that a community has the right to give or withhold its consent to proposed projects that may affect the lands they customarily own, occupy or otherwise use.
- **Right to Health.** We endeavour to support the safety and health of our community through;
 - Comprehensive occupational health and safety improvement plans
 - Programmes for the prevention of HIV/Aids and support of those affected
 - A ban on sexual harassment
 - Awareness building and support for victims of domestic violence
- **Rights for Workers.**
 - No bonded or force labour. Withholding of personal documents or other bonds is prohibited
 - Equal opportunities. Discrimination based on any grounds in recruitment, dismissal or promotion is strictly banned.

Within these areas we endeavour to ensure that we always follow best practice and that our actions do not violate any basic rights or that our activities do not indirectly lead to complicity in violation of basic human rights.

SSB has a policy of positive engagement. We will not refrain from operating in, or conducting business with any countries. However, we will undertake full due diligence before entering into new areas of operation. We will only operate in a manner which ensures that this policy can be fully implemented, and will abstain from any business dealings which compromises our ability to comply with this policy.

Haji Mohd Daud Bin Tampokong
(Chief Executive Officer)

1st April, 2022

Revision No: 02