



KRETAM HOLDINGS BERHAD GROUP

SOCIAL POLICY

KHB Group is committed to providing a work environment which is conducive, safe and free from harassment.

In line with the policy we shall subscribe to the following principles:

- **Ensure that procedures are in place to prevent sexual harassment and any other forms of violence against women, workers and community;**
- **Promote and enhance quality of life and wellbeing of the employees and communities;**
- **Protect the reproductive rights of women;**
- **Prohibit any form of domestic violence;**
- **Ensure women are allowed to breastfeed up to NINE months before resuming chemical spraying or usage tasks; and to be given specific break times to enable effective breastfeeding;**
- **Prohibit any form of forced or trafficked labour or unlawful employment of people;**
- **Communicate and educate all employees, including contractors and other relevant stakeholders on the understanding of this Policy through sufficient awareness training and development;**
- **Ensure that NO child or young person shall be, or be required or permitted to be, engaged in any employment other than those allowed by the laws;**
- **Establish a Gender Committee that will serve as a platform to organize and encourage related activities for implementing and monitoring the Policy;**
- **Ensure effective participation of women in decision-making by encouraging them to be members of various committees that are already established such as Occupational Safety and Health (OSH) committee;**
- **Maintain and provide open and transparent methods for communication and consultation between the company and employees, local communities and other affected or interested parties;**
- **Maintain as far as possible the confidentiality of the whistle blower.**



Datuk Freddy Lim Nyuk Sang
(Chief Executive Officer)

3 January 2017