



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 (*a person under the age of 15 years*) or young person (*who has attained the age of 15 years but has not attained the age of 18 years*) 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.

A handwritten signature in black ink, consisting of several overlapping loops and lines, positioned above the printed name and title.

Datuk Freddy Lim Nyuk Sang
(Chief Executive Officer)

1 September 2018