



Plantation

A photograph of a male worker in a plantation. He is wearing an orange hard hat, a red polo shirt, and a high-visibility yellow safety vest with reflective silver stripes. He is also wearing blue and white work gloves. He is smiling and holding a large, heavy bunch of harvested fruit, possibly durian, in front of him. The background shows a lush green plantation with trees and a path.

Human Rights Charter

Revised 2020



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PREAMBLE

At Sime Darby Plantation, we believe that businesses have a responsibility to respect, support and uphold fundamental human rights as expressed, amongst others, in the Universal Declaration for Human Rights and the United Nations Guiding Principles on Business and Human Rights. Our commitment to human rights is reflected in this Human Rights Charter ('HRC' or 'this Charter'), the core values of our business, and is governed by our Code of Business Conduct and Group Policies and Authorities.

We are committed to avoid causing, contributing to, or being linked to adverse human rights impacts through our business activities and relationships. When such impacts are identified, we seek to address, mitigate, remedy and prevent the recurrence of those impacts in a timely and effective manner. This is true even in cases where we have not caused and/or contributed to those impacts.

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SCOPE



We endeavour to work with our business partners and counterparties to respect and uphold human rights as outlined in our policies and encourage them to have commitments of a similar standard in their own business practices.

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COMMITMENTS

As a responsible global corporate citizen, we endeavour to meet standards and practices consistent with internationally recognised principles³, subject to constitutional constraints and regulations⁴ of the countries and territories in which we operate. When faced with conflicts between local and international norms and/or standards, we uphold the higher standard, where possible.

¹ Employees from all levels of the organisation

² Workers includes all workers – men, women, migrant, trans-migrant, contract and casual.

³ The internationally recognised principles & standards including the International Bill on Human Rights and International, United Nations Declaration on the Rights of Indigenous Peoples, International Labour Organisation (ILO) core labour standards and relevant industry standards and protocols. The ILO core labour standards are: Equal Remuneration Convention, 1951 (C100); Discrimination (Employment and Occupation) Convention, 1958 (C111); Minimum Age Convention, 1973 (C138); Worst Forms of Child Labour Convention, 1999 (C182); Forced Labour Convention, 1930 (C29); Abolition of Forced Labour Convention, 1957 (C105); Freedom of Association and Protection of the Right to Organise Convention, 1948 (C87); Right to Organise and Collective Bargaining Convention, 1949 (C98).

⁴ National and/or state legislations, decrees, orders, regulations or policies prevailing from time to time.

3.1 Engage and Empower Communities for Inclusive Development

We respect the legal, customary or user rights of local communities and indigenous peoples, including their right to land-use and right to self-determination. We wish to secure an operating environment that is free from conflict by:

- 3.1.1 Undertaking robust free, prior and informed consent (FPIC) processes prior to any new development.
- 3.1.2 Developing land in a manner which promotes food security and the enhancement of livelihoods to address the needs of the community.
- 3.1.3 Recognising that smallholders, including women, are important community partners whose prosperity should be supported.
- 3.1.4 Establishing effective conflict resolution frameworks that are communicated to all relevant stakeholders.

3.2 Respect and Uphold Labour Rights

We recognise that ensuring decent work for all workers means providing equal opportunity, social protection, respecting rights at work and providing a platform for workers' voice and social dialogue. We respect the rights of workers, and provide fair and favourable working conditions by:

- 3.2.1 Eradicating any form of exploitation, forced or bonded labour, slavery, human trafficking and sexual exploitation by eliminating the need to retain identification documents⁵, eliminating risk caused by debt bondage and avoiding contract substitution.
- 3.2.2 Providing decent and fair wages⁶, reasonable working hours⁷ with adequate rest, achievable productivity targets, voluntary overtime as well as adequate housing⁸ with access to basic needs.
- 3.2.3 Providing a safe and healthy working environment by delivering accident prevention training, risk minimisation focused training, and providing appropriate protective equipment.
- 3.2.4 Respecting Freedom of Association by respecting the rights of employees to form and join unions and bargain collectively. In jurisdictions where this right is limited, we will provide alternative means of employee engagement and grievance redressal.
- 3.2.5 Promoting diversity and inclusion by providing equal opportunities and not tolerating any form of discrimination on the grounds of ethnic origin, caste, national origin, religion, disability, gender, sexual orientation, gender identity, union membership, political affiliation or age. We will facilitate opportunities for advancement for our employees, especially women, by removing barriers to progress and respecting reproductive and maternal rights.
- 3.2.6 Creating a working environment with zero tolerance for sexual harassment and abuse, and in which violence is never used to resolve issues or conflict.

⁵ Unless for official administrative purposes

⁶ Sufficient for a decent standard of living

⁷ According to national law and ILO standards

⁸ Adequate housing is safe, sanitary and well-maintained

3.3 Respect and Uphold Children's Rights

We recognise that protecting the wellbeing of children means safeguarding them from any form of maltreatment or exploitation, including child sex tourism, child trafficking and child pornography by:

- 3.3.1 Eradicating child labour in our supply chain. We will not employ anyone under the age of 18 years.
- 3.3.2 Providing process for remedy if children are found working. We will develop a solution that is in the best interest of the child in partnership with qualified organisations.
- 3.3.3 Recognising that education is a crucial component in effectively eliminating child labour, we commit to providing all our workers' children with access to primary and secondary education.

3.4 Protection of Human Rights Defenders⁹, Whistleblowers, Complainants and Community Spokespersons

We believe everyone has the responsibility to promote human rights, safeguard democracy and its institutions and not violate the rights of others. We recognise the important role Human Rights Defenders⁹, whistleblowers, complainants and community spokespersons play by lodging complaints in confidence. In accordance with the United Nations Declaration on Human Rights Defenders, we are committed to safeguarding the confidentiality of those involved by:

- 3.4.1 Establishing clear operational guidelines on the coordination, administration and response to the allegations of threats through our Human Rights Defender Policy¹⁰.
- 3.4.2 Ensuring that our internal policies and mechanisms protect and prevent harm to complainants, as well as respond to complaints on any alleged threats made to them.

⁹ Individuals, groups or associations who promote and protect universally recognised Human Rights and contribute to the elimination of all forms of violations and fundamental freedoms of individuals and peoples.

¹⁰ Our Human Rights Defender Policy is available at the following link
<http://www.simedarbyplantation.com/sustainability/beliefs-progress/governance/sustainability-policies>

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APPROACH

- 4.1 Our commitment to encouraging respect for human rights is demonstrated through the following approach:

- Our commitment to respecting human rights is publicly available, and embedded in our internal procedures and management plans throughout the organisation;

- We identify potential and recurring issues through an ongoing process of human rights due diligence throughout our operations and supply chain;

- We proactively provide a process for effective remediation and institute preventive measures to address any potential noncompliance related to our commitments in this Charter.

- 4.2 We commit to monitoring our progress in implementing this Charter and to developing, where appropriate, performance indicators and other measurements that assist in determining our progress. We commit to periodic reviews and assessments of our business activities to identify both positive and negative impacts on human rights, and to integrate mitigating outcomes into our internal control systems where appropriate.

- 4.3 We will engage, train, and raise awareness of human rights issues in all levels of Sime Darby Plantation's workforce. Through education and training initiatives, we will empower them to positively influence and encourage our counterparties and business partners' actions on human rights.

- 4.4 We maintain proactive engagement with relevant internal and external stakeholders to better understand and then to respond to human rights-related issues and concerns. We seek to learn and share good practices through engagement with local and international networks.

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IMPLEMENTATION

- 5.1 The commitments in this Charter are effective immediately for all our operations globally.
- 5.2 We acknowledge the challenges in extending our commitments to workers engaged in our operations through indirect employment or subcontracting agreements. To address this, we will ensure that our subcontractors are contractually obligated to comply with country laws and regulations that meet standards and practices consistent with internationally recognised principles. This will hold for, but is not limited to, all vendors, contractors, and third-party service providers commissioned to conduct work in our operations. Where there may be a breach, we will engage in redressal processes to resolve any violations.

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RESPONSIBILITIES & REPORTING

- 6.1 The responsibility to respect human rights resides with all of our employees. The oversight of this Charter is led by the Board of Directors through the Sustainability Committee. The implementation and administration of this Charter is the responsibility of the management within Sime Darby Plantation.
- 6.2 We report on our human rights performance to the Sustainability Committee on a quarterly basis and disclose our progress to external stakeholders through our Annual Reports and Sustainability Reports, where available.
- 6.3 This Charter has been endorsed by the Sustainability Committee and approved by the Main Board. It shall be reviewed at a minimum, every three years.
- 6.4 This Charter shall be read together with the Responsible Agriculture Charter as a complete approach to our sustainability commitments.