



JENTAYU SUSTAINABLES BERHAD

Registration No: 197501000834 (22146-T)
(Incorporated in Malaysia)

HUMAN RIGHTS POLICY Version 1.0

1.0. BACKGROUND

- 1.1. The Human Rights Policy (**the Policy**) within JENTAYU SUSTAINABLES BERHAD and its subsidiary companies (**the Group**) is a structured and disciplined approach set for the Group in preventing and addressing the human rights abuses committed wherever we operate. The Group's obligations to protect and fulfil human rights against adverse impacts are fully integrated into the business operational strategies, processes, and conducts.
- 1.2. The Policy shall be scheduled for rollout in the second half of 2023 and will also include a grievances mechanism to ensure that rights and obligations are matched to appropriate and effective remedies when breached.
- 1.3. The Policy is not intended to provide definitive answers to all questions concerning respect for human rights across the Group's business relationships and activities. Rather, it is intended to provide a set of guidelines that outline expected conduct to support and respect human rights.

2.0. OBJECTIVES

- 2.1. The Policy reflects our unwavering commitment to our sustainability pillar of Uplifting Communities. We believe that respecting and promoting human rights is integral to our responsibility as a responsible corporate citizen. We align our efforts with the United Nations Guiding Principles on Business and Human Rights, which provide a framework to eliminate any violations of human rights, raise awareness, and safeguard against inhumane treatment.
- 2.2. The Policy is developed to ensure that the Group: -
 - 2.2.1. Protect our employees, workers, contracted partners, communities, and other stakeholders against all forms of injustice and human rights violations.
 - 2.2.2. Respect human rights, applicable laws, and related regulations.
 - 2.2.3. Establish a diverse and inclusive workforce, with the freedom to explore, supported by a collaborative culture and a working environment where employees will strive.
 - 2.2.4. Provide a structured approach that covers the health, safety, security, and environment for our employees, workers, counterparties, business partners, and communities surrounding our operations.
- 2.3. The Policy shall be read together with other relevant policies, guidelines, and procedures that are in place within the Group. If multiple documents overlap in terms of provisions, then the more stringent provisions shall apply.

3.0. SCOPE

- 3.1. The commitment outlined in this Policy applies to everyone within our sphere of influence, encompassing our employees, workers, counterparties, business partners, and the communities surrounding our operations. Furthermore, we are dedicated to promoting and advocating that our counterparties and business partners also maintain their respect for human rights, as detailed in this Policy

3.0. SCOPE (CONT'D)

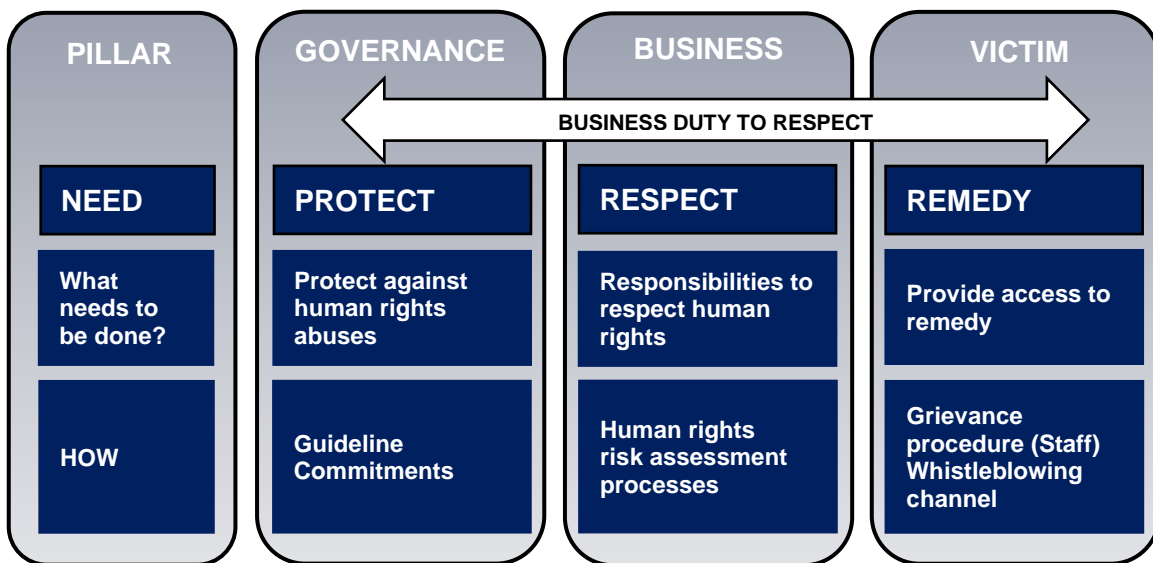
3.2 Upholding human rights is an essential aspect of business conduct within the Group. It is crucial for the Group to recognise the potential impacts of human rights-related issues on our business, proactively prevent and mitigate abuses, and address any negative consequences arising from our operations and activities.

4.0. COMMITMENTS TO HUMAN RIGHTS

4.1. The Group has formulated a Policy comprised of three chapters: protect, respect, and remedy. Each chapter outlines specific actions: -

- 4.1.1. Establishing explicit expectations that the Group has the responsibility to safeguard against human rights abuses;
- 4.1.2. Implementing guidelines for the Group to respect human rights, which involves identifying and addressing negative human rights impacts; and
- 4.1.3. Instituting a remediation process to address any adverse human rights consequences caused or contributed to by the Group.

Exhibit 1: The Group Commitment to Human Rights



4.2. The Group’s human rights responsibilities include but are not limited to:

4.2.1. Providing Equal Opportunities

We foster a culture of diversity and inclusion, ensuring a discrimination-free environment in our hiring practices and contractual employment terms. Our goal is to provide equal opportunities for all employees, irrespective of their gender, race, ethnicity, skin color, religion, nationality, age, marital status, pregnancy, or disability, allowing them to feel valued in their workplace.

4.2.2. Ensuring Favourable Working Conditions

We are committed to providing a decent living for our employees and workers by offering fair wages and equitable benefits that cater to their basic needs. We adhere to all relevant laws concerning employee compensation, including minimum wage, overtime hours, and legally mandated benefits.

4.2.3. Providing a Safe and Healthy Environment

We establish a secure and healthy work environment for our employees and workers, while also promoting the well-being, health, and safety of the surrounding communities. This includes ensuring access to essential natural resources for maintaining health, fulfilling cultural needs, and sustaining livelihoods.

4.2. The Group's human rights responsibilities include but are not limited to: (Cont'd)

4.2.4. Good Labour Practices

We foster a workplace where all types of harassment and abuse are eradicated. Our commitment includes ensuring that employees are not subjected to any harsh or inhumane treatment, including mental or physical coercion or verbal abuse.

4.2.5. Freedom of Labour

We uphold labour freedom by refraining from employing individuals against their will or involving them in bonded labour and/or debt slavery under any circumstances. We are dedicated to maintaining operations free from unethical labour practices, such as forced labour, modern slavery, human trafficking, sexual harassment, and all forms of discrimination.

4.2.6. Protecting Children's Rights

We are committed to safeguarding the well-being of children from any form of abuse or exploitation, including child labour. We prevent child labour by refraining from employing children below the minimum working age requirement established in any country. Employees and contract workers must be at least eighteen (18) years old unless a different age is specified by the host country.

4.2.7. Respecting Communities and Indigenous Peoples' Rights

We are dedicated to safeguarding the well-being and fostering the socio-economic development of neighboring communities, including indigenous peoples or Orang Asli communities.

4.2.8. Respecting Vulnerable People

We uphold the rights of vulnerable individuals, including marginalised groups, people with diverse abilities, and refugees.

4.2.9. Data Protection and Privacy

We prioritise safeguarding the data of our customers, employees, and contracted partners, as well as business information, against any unauthorised access, alteration, disclosure, or dissemination. Furthermore, we respect fundamental human rights, including privacy and human dignity, for individuals and communities beyond their data.

5.0. HUMAN RIGHTS INITIATIVES

- 5.1. The Group respects the rights of neighboring communities by adhering to the principles of prior and informed consent for approved projects. Local communities have the right to grant or withhold consent for projects that impact the land they own, occupy, or use. We ensure thorough evaluations of human rights impacts while being responsive and respecting the communities' right to refuse a project.
- 5.2. Our commitment to respecting human rights extends beyond our direct operations and encompasses the entire supply chain, including consultants and contractors. We prioritise the evaluation of human rights impacts based on factors such as the value of supplies, contract values, remote working sites, high reliance on foreign migrant workers, and the establishment of a grievance mechanism.
- 5.3. We strive to recognise and address disparities, fostering a more inclusive work environment. Internally, we educate our employees on their responsibilities to respect human rights and empower them to positively influence our counterparties and business partners.
- 5.4. As outlined in Section 21.0, page 39 of the Employee Handbook, Employee Grievance Procedures establish internal processes for resolving employee complaints and grievances. The JENTAYU SUSTAINABLES Whistleblowing Policy, published on the corporate website at www.jentayu-sustainables.com, is available for workers and others (including the public) to report human rights concerns arising within our business. This allows for effective investigation and transparent remedies, with the option to remain anonymous if desired.

6.0. OVERSIGHT AND OWNERSHIP

- 6.1. Respect for human rights serves as a fundamental principle underpinning the Group's sustainability goals, aiming to generate positive social impacts for employees, workers, contracted partners, communities, and other stakeholders.
- 6.2. The human rights agenda is wholeheartedly embraced, featuring clear governance processes to ensure effective implementation and accountability. The Group's commitment to human rights is spearheaded by the Board of Directors, supervised by the Executive Chairman and Chief Executive Officer, and supported by the Executive Leadership Team. The Executive Leadership Team plays a crucial role in transitioning from discussing the need for implementation to actualising it.
- 6.3. Board Risk Committee shall perform the oversight functions over the administration of the Policy. Risk Management & Compliance Department is the Policy owner and is responsible for the administration to incorporate any updates or amendments and distribute the same to relevant parties either in writing or electronically.

7.0. REVIEW OF THE POLICY

- 7.1. The Policy shall be reviewed from time to time to ensure its relevance and effectiveness. Board's approval is required for any changes to the Policy.
- 7.2. The Policy will be made accessible for reference at the Group's website at <https://jentayu-sustainables.com>.

This Human Rights Policy Version 1.0 (Ref: CG 10-06/2023) is endorsed by the Board of Directors of Jentayu Sustainables Berhad and will be effective on 23 May 2023.