

Agri Oils Pte Ltd Sustainable Oil Palm Policy

(22/09/2023)

Scope of Policy

Agri Oils Pte Ltd is a responsible commodities trading company that supports Bunge's NDPE commitments and therefore commits to a similar NDPE policy for all palm products supplied to Bunge. This policy applies to Agri Oils Pte Ltd, any subsidiaries, joint ventures and companies over which they have management control, in its dealing with Bunge.

Agri Oils Pte Ltd. would also require all its business dealings, trading and sourcing of oil palm, palm kernel, and palm derivatives to comply with this policy.

Agri Oils Pte Ltd is committed to ensure that its products are produced in a sustainable manner.

Therefore Agri Oils Pte Ltd has committed not to source Fresh Fruit Bunch (FFB), Crude Palm Oil (CPO), Palm Kernel Nut (PKN), Crude Palm Kernel Oil (CPKO) from mill, company group and areas known to have cleared or replaced areas of;

- a. High Conservation Value as defined by the High Conservation Value Resource Network (HCVRN) within existing and new plantation developments.
- b. High Carbon Stock as defined by the High Carbon Stock Approach (HCSA) within existing and new plantation developments.
- c. No New plantings on Peat land regardless of depth.
 - i. Employ Best Management Practices for existing plantations on peatlands.
 - ii. Where feasible, explore options for peat restoration when oil palm cultivation is no longer suitable.
- d. No usage of Fire to for any form of land preparation .

Furthermore suppliers of Agri Oils Pte Ltd shall

- a. Respect employees' rights granted by the Universal Declaration of Human Rights by the United Nations.
- b. Respect and uphold the rights of all workers, including temporary and migrant workers with the International Labour Organisation's core conventions, United Nations Guiding Principles on Business and Human Rights and the principles of Free and Fair Labour in Palm Oil Production as guidance.
- c. Prohibit the use of forced or bonded labour or human trafficking.
- d. Prohibit the employment of child & prison labour
- e. Ensure there are no restrictions on worker's freedom of movement and freedom of association.
- f. Practice no recruitment fee policy within statutory conditions.
- g. Prohibit any unlawful and illegal deductions from any part of workers' wages and withholding any identification cards, passports or other travel documents unless provided for by law.
- h. Ensure all workers are paid a wage equal or exceeding the legal minimum wage and are covered for work related illness and injuries.
- i. Zero tolerance of any type of harassment, intimidation or violence and discrimination.
- j. Respect, uphold and recognize the rights of indigenous and local communities and their right to Free, Prior and Informed Consent (FPIC).

Legal Compliance

- a. Compliance with all relevant national and local laws and ratified international laws and that international best practices are adopted or as guidance.
- b. Zero tolerance for corruption, bribery, violence, or any form of intimidation and criminalization

Health & Safety

- a. Meeting national Occupational Health and Safety (OHS) standards for the entire workforce

Grievance

- a. Resolve verifiable complaints, grievances and conflicts through an open and transparent consultative process.
- b. In this respect, stakeholders are invited to contact Agri Oils Pte Ltd to lodge their concern.

All non-compliant land use change for new plantation developments from February 2017 shall;

- a. Immediately halt all planting activities and/or implement an immediate management directive Stop Work Order on non-compliant development areas.
- b. Acknowledge liability and implement an immediate group-wide moratorium to rectify the subject allegation e.g. land clearing, peat clearing, labour exploitation.
- c. Publish a group wide NDPE (No Deforestation, No Peat, No Exploitation) policy to reassure commitment.
- d. Formalize engagement with a reputable third-party consultant, produce a time-bound action plan towards recovery to ensure appropriateness, effectiveness as well as compliance.

Core to our policy is to create a transparent supply chain with full traceability. We recognize the need for consultation in our journey and will therefore regularly communicate our progress to, and engage with our stakeholders.

Implementation and compliance

Agri Oils Pte Ltd will commit to an action plan that will outline actions which will be taken to achieve the commitments in this policy in full by 31 Dec 2025

Goh Chee Kiang
Managing Director



Date: 22/09/2023