



MEWAH GROUP

SUSTAINABLE PALM OIL POLICY

1.0 Introduction and Purpose

Palm Oil is an edible vegetable oil that comes from the fruit of oil palm trees, the scientific name is *Elaeis guineensis*. Two types of oil can be produced from the oil palm: crude palm oil (CPO), which comes from squeezing the mesocarp, and crude palm kernel oil (CPKO), which comes from crushing the kernel nut. It is an incredibly versatile and efficient perennial crop, capable of yielding substantial oil quantities on relatively small areas of arable land, nearly year-round. This makes it an attractive crop for both growers and smallholders, offering a dependable source of income.

However, it is imperative to acknowledge the pressing environmental and ethical concerns associated with palm oil production. Palm oil has played a significant role in driving deforestation, especially within some of the world's most biodiverse forests, imperiling several nearly extinct animal species. Furthermore, the conversion of carbon-rich peat soils during cultivation releases substantial quantities of greenhouse gasses (GHG), thereby contributing to the rise in atmospheric carbon dioxide (CO₂) levels, resulting in the climate change we are witnessing today. In addition to these environmental challenges, there are persistent issues concerning human rights and labor exploitation, including child labor. These are complex and urgent challenges that demand collective efforts across the entire palm oil sector to find solutions. It is pivotal to recognize that there are sustainable and responsible approaches to palm oil cultivation and production that we can actively pursue, fostering a more sustainable and ethically responsible palm oil industry.

2.0 Scope of this Policy

Mewah Group is a global food and agribusiness. Our business operations are integrated throughout the value chain from milling, sourcing raw materials, refining, processing, packing, branding to marketing and the distribution of end products directly to customers under our proprietary brands. Sustainability is part of everything we do and building a sustainable business is part of our value proposition. We are committed to building sustainable and long-term business growth while leading and shaping positive change for the global communities and the environment.

In July 2014, Mewah introduced our first integrated Sustainable Palm Oil Policy with the primary goal of promoting an environmentally and socially responsible palm oil industry. As a global leading agribusiness, we are strategically positioned to harness our extensive resources, knowledge, and expertise to create positive impacts for our stakeholders. Today, our unwavering commitment endures, as we continue to strive to deliver responsible and sustainable products that safeguard the well-being of both our people and our planet.

This policy applies to our global operations, covering palm oil, palm kernel oil, and other palm derivatives within our supply chain – those we consume, process, and trade. We demand strict compliance with these standards from all third-party suppliers, both direct and indirect suppliers.

3.0 The Core Commitment

Our core sustainability commitments encompass six (6) specific objectives:

1. Build a traceable, transparent, and sustainable supply chain.
2. Commit to no deforestation, no burning, and no development of high conservation value (HCV) and high carbon stock (HCS) areas starting from 31st December 2015.
3. Commit to no new oil palm development on peatland regardless of depth and ensure that best management practices for existing plantations on peat, starting from 31st December 2015.
4. Respect and support internationally recognized human rights, including the rights of all workers, children, and indigenous local communities.
5. Respect the rights of indigenous people and local communities to give or withhold Free, Prior, and Informed Consent (FPIC) where oil palm plantation development occurs.
6. Commit progressively reducing greenhouse gas (GHG) emissions on existing operations.

4.0 The Shared Commitment

Sustainability is a shared commitment. We believe that a sustainable and profitable palm oil sector must achieve the right balance of environmental, social, governance, and economic objectives. Our commitment is to collaborate closely with every key stakeholder in the palm oil industry to fulfil each and every shared commitment outlined in this policy.

4.1 As a Responsible Palm Oil Producer and Refiner

We are fully committed to ensuring that the palm oil we consume, process and trade is in line with the following principles:

A. Enhance Traceability for a Responsible Palm Oil Supply Chain

- **Establishing a Comprehensive Traceability Framework:** We have implemented a [robust traceability framework](#) for developing a traceable supply chain that enables us to track the flow of supplies from our refineries to palm oil mills, and eventually to oil palm plantations.
- **Our Ambitious Goal:** Our commitment is resolute; we aim to achieve 100% traceability to plantation (TTP) by 2025.

B. Improve Product Quality and Safety

- **Adherence to Stringent Standards:** We are committed to upholding the highest industry standards and are fully compliant with Quality Management Systems, Food Management Systems and Feed Safety Systems. We will ensure the continuous improvement of these systems, ensuring they are aligned with the best practices in the industry.
- **Commitment to Quality Excellence:** We are committed to consistently [delivering quality, safe, and sustainable products](#) to all our customers. We do not aim just to meet but to exceed our customers' expectations and requirements, setting a higher standard for excellence in every aspect of our business.

C. Drive Positive Socio-economic Impact for Our People and Our Communities

- **Compliance with Human Rights and Indigenous Rights:** Our commitment extends to [full compliance](#) with the Universal Declaration of Human Rights, the United Nations Declaration on the Rights of Indigenous Peoples, United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization Convention No. 169 on Indigenous and Tribal Peoples.
- **Respect Workers' Rights and Land Tenure:** We hold deep respect for the rights of all workers, including those under contract, temporary, and foreign employment. In addition, we are firm in our commitment to upholding both legal and customary land tenure rights for our suppliers.
- **Prioritize Workplace Safety and Health:** We strongly believe that [prioritizing safety and health](#) is paramount for Mewah to achieve the objectives set out in this policy. We are committed to conducting all our operations in a responsible manner, ensuring a hazard-free environment, and upholding the safety and health of our employees, customers, vendors, and the general public.
- **Non-exploitation of Child Labour and [Protection of Children's Rights](#):** We do not tolerate the hiring of child labor under any circumstances. The minimum age for full-time employment must be 16 or the legal minimum age for employment under applicable law, whichever is higher.
- **Fostering a Respectful Workplace:** We take a firm stand for respect. Our policies are thoughtfully crafted to foster a workplace that is safe and respectful for all employees, proactively preventing and [addressing instances of sexual harassment](#).

D. Empower Smallholders

- **Recognizing the Rights and Critical Role:** We acknowledge the key critical role that scheme smallholders (include associated and/or plasma smallholders) and independent smallholders play in the palm oil supply chain. The livelihood of the smallholders is intricately tied to the industry's enduring success.
- **Supporting the well-being of the smallholders:** We are committed to collaborating closely with our stakeholders and supply chain partners to ensure the welfare and sustainability of scheme smallholders (include associated and/or plasma smallholders) and independent smallholders in our supply chain. We are determined to safeguard the livelihoods of smallholders and empower them in the journey to a better living.

E. Comply with all relevant Laws and Regulations

- **Adherence to Applicable Laws, Regulations & Business Code:** We fully comply with the applicable laws, rules, regulations, industry standards and local ethical guidelines that govern our operations. Our [business code of conduct](#) upholds ethics and responsible practices in every aspect of our operations.

- **Environmental and Biodiversity Stewardship:** Our promise is not only to meet but exceed [environmental responsibilities](#). We are committed to safeguarding and enriching biodiversity while reducing the environmental footprint across our operations.
- F. **Protection of animal welfare:**
- **Zero tolerance on animal abuses in all forms of cruelty and violence:** We are committed to ensure [good welfare conditions for all animals](#) impacted by our business. We prohibit all forms of animal mistreatment in our supply chain including but not limited to beating, hitting, kicking, failure to provide food, water, or any minimal care, inappropriate electrical prodding, or performing any other action that may cause undue stress or pain to the animal.

4.2 As an Industry Stakeholder

We place great importance on continuous stakeholder engagement, and we acknowledge that we recognize that the successful implementation of this policy hinges on the support and cooperation of every key stakeholder. In light of this, we are committed to collaboratively working with and engaging all relevant stakeholders to effectively fulfil the objectives outlined in these commitments.

- A. **Grievance Platform:** We maintain an accessible [grievance platform](#) that empowers stakeholders to raise a grievance or report a concern related to this Policy. We are committed to transparency, and all grievances logged within this mechanism will be reported openly, with full public disclosure. In the event of a supplier suspension, this action will be carried out at the Group level. A suspended Group must fulfill the [Mewah’s supply chain re-entry criteria](#) before we consider resuming business. This approach ensures accountability, fairness, and commitment to responsible sourcing practices.
- B. **Commitment to National Mandatory and Global Voluntary Sustainability Certification:** As an active stakeholder in the palm oil industry, we are committed resolutely to building a responsible supply chain that aligns with globally recognized sustainability standards.
- C. **Promote Transparency and Accountability:** We have implemented a [comprehensive whistleblowing policy](#), that extends its full scope to empower internal and external personnel. This policy allows our stakeholders to raise concerns about potential corporate improprieties confidentially. In tandem, it establishes a robust framework for conducting independent investigations into these matters, underscoring our unwavering commitment to accountability and transparency in our operations.
- D. **Advance Gender Equality (“Inclusion drives progress”):** We are dedicated to [fostering gender equality and empowerment](#), explicitly focusing on advancing opportunities for women within the palm oil industry sector.
- E. **Uphold Integrity and Ethics (“Integrity defines us”):** We are committed to a [zero-tolerance stance on bribery and corruption](#) set the highest standards of ethics and integrity in every aspect of our business dealings.