



IOI OLEOCHEMICAL

IOI OLEOCHEMICAL GROUP OF COMPANIES

HUMAN RIGHTS POLICY

IOI Oleochemical Group of companies is committed to promote and protect human rights of all our employees in accordance with current human right standards.

In fulfilling our commitment, we shall

1. Comply with workers-related regulation and legislation in the countries in which we operate;
2. Ensure no forced, child labour and human trafficking and prohibit any form of harassment or discrimination;
3. Pledge to provide beyond minimum wage to all the workers for a decent standard living and comply with “No Recruitment Fee” by covering the official cost at any stage of recruitment processes;
4. Provide employees with safe and conducive workplace in accordance with applicable safety and health law and regulations;
5. Provide well suited training and career development aligned with companies’ vision and mission;
6. Preserve dignity and freedom of association, recognize the right to collective bargaining and not retain employees’ passports, identification cards or identity documents as stipulated by law; and
7. Review the policy periodically to ensure effectiveness and consistency in implementation.

This Policy will be communicated to all employees and persons working within the organization.

Tan Kean Hua
Executive Director
1st May 2020