



**IOI OLEOCHEMICAL**

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## SUSTAINABILITY POLICY

Scope: The provisions in this policy apply to all IOI Oleochemical operations worldwide, including our subsidiary companies and companies in which we have management control. The policy also applies to all our suppliers of palm and palm kernel oil fractions.

In addition to the commitments in the IOI Group Sustainable Palm Oil Policy relevant to our operations, IOI Oleochemical Division is committed to:

### **Environmental Management:**

- Adhere to all relevant legislation.
- Efficient use of natural resources and minimize environmental impact of our operation and products.
- Employ eco-friendly processes to minimize waste and conserve resources and develop innovative eco-themed products that have lower impact on the environment.

### **Market Place and Supply Chain**

- Commit to responsible palm oil sourcing criteria, build a traceable, transparent supply chain and timelines underlined in the IOI Group Sustainable Palm Oil Policy.
- Support the RSPO and the production and promotion of RSPO certified palm-based oleochemicals and derivatives.

### **Human Rights and Workplace**

- Provide fair and equal employment opportunities for all workers including contract, temporary and migrant workers regardless of nationality, race, religion or gender.
- Provide safe, working environment and adequate equipment and training on the implementation of health and safety policies.

### **Transparency and Wider Engagement**

- Support beneficial economic change and to ensure positive social impact on people and communities
- Engage effectively with the communities in an open and transparent manner through effective communication channels and consultations.
- Grievance Mechanisms covering IOI Groups' palm oil production and sourcing and to address any issue and/or complaint relevant to our manufacturing operations have been established.

Tan Kean Hua  
Executive Director  
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