



Our Sustainability Commitment



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A Leader in Sustainability

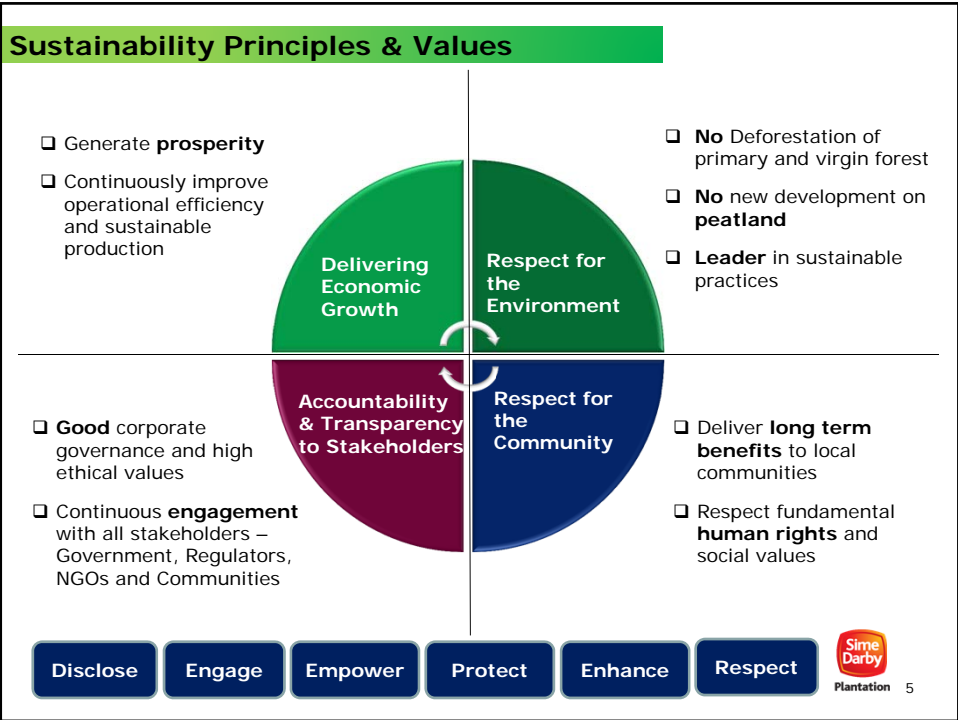
*"We believe that the **integration and balance of economic, environmental and social issues** in the way we plan, execute and monitor our various businesses is critical to the growth and success of the Sime Darby Group."*

Tan Sri Dato' Seri Mohd Bakke Salleh
President and Group Chief Executive

*Statement of continued support for UN Global Compact
January 2012*



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Our Commitment to Employees & Communities

Our Commitment to Employees & Communities

We, as part of Sime Darby Group, have embedded fundamental human rights elements in our internal policies and practices:

- Our respect for fundamental human rights is enshrined in **our Group Policies and Authorities** which governs all of Sime Darby's operations.
- Our **Code of Business Conduct** outlines the standard of behaviour expected of Sime Darby Directors, employees, counterparts and business partners.
- Our **Sustainability Committee Charter** upholds fundamental human rights and respects cultures, customs and values in dealing with employees and others who are affected by our activities.
- Our **Corporate Child Protection Policy** upholds the rights of children and promotes child protection, particularly in the areas where we operate.



Our Commitment to Employees & Communities

As part of Sime Darby Group, we are also committed to various international sustainability and human rights initiatives:

- Signatory of the **United Nations Global Compact (UNGC)** since November 2010.
- A member of the **Global Business Initiative (GBI) on Human Rights** since 2012.
- SD supports The **United Nations International Children's Emergency Fund (UNICEF) Children's Rights and Business Principles (CRBP)**, launched in 2012.



United Nations
Global Compact



Caring for Our Employees



Equality & Diversity

We value the importance of equality and diversity among our employees:

- We have developed a policy on the **Prevention of Sexual Harassment** at the Workplace.
- A specially formed unit has been assigned to investigate and receive **grievance reports from women**, giving them a safe and trusted avenue to channel their concerns.



- **Gender Policy** which includes the creation of a **Gender Committee** was established specifically to address areas of concern for women.



Equality & Diversity

- **Sime Darby's Child Protection Policy (CPP)** was established by Sime Darby Group to raise awareness on issues pertaining to the safety, well-being and protection of children in our business context.
- **School holiday camps (Kem Cuti Sekolah)** are organised during school breaks for employee children.
- Sime Darby also collaborated with Borneo Child Aid Society in Sabah to provide education to children of migrant workers residing in our estates - **HUMANA**



Equality & Diversity



We affirm the **importance of the right to collective bargaining**

- our employees are represented by **48 collective bargaining agreements in 9 countries** - Malaysia, Indonesia, Australia, Singapore, Liberia, Vietnam, South Africa, the Netherlands and Papua New Guinea.

Our **Grievance Policy** provides a framework for non-discriminatory and fair treatment of all cases involving all parties.

Equality & Diversity

Workers quarters & facilities

- We develop **Central Housing Complexes (CHC)** – high quality, centralised community living spaces comprising of residence, officers, public amenities and recreational facilities, within all our estates.



The Malaysia Prime Minister and PGCE of Sime Darby at the CHC Launch at Tennamaram Estate in April 2012



CHC in our estate in Indonesia

Plantation 13

Ensuring the Safety



Sime Darby
Plantation 14

Developing the Potential

We believe in nurturing and developing the potential of our employees.

Sime Darby Plantation Academy



Building Estate Sustainability & Transformation (BEST) Programme



Tractor Drivers Training



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Socio-Economics Contributions

- In Indonesia, we employ around 39,000 workers and our plantations across Indonesia have **created jobs for communities** neighbouring our operations.
- In Liberia, when fully operational, we will create about **35,000 jobs**



- We subsidise main staple food such as rice and cooking oil for our plantation workers.
 - For example in Liberia, **two 50kg bags of rice** are provided at a subsidised price to each employee every month.



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Caring for Our Surrounding Communities



Plantation 17

Approach to Sustainable Agriculture- The Liberia Experience



ESIA & HCV Assessments



FPIC & Compensation



Land Development & Planting



Community Development

Responding to Ebola Outbreak

SDP contributed RM500,000 to the IFRC and LRC

3,000 employees

99.4% Liberian, paid the highest rate in the local industry

USD 500,000

worth of scholarships to enhance educational opportunities for Liberian students

Agricultural projects

17 townships engaged in development of intensive farming plots

Central housing complex

to improve employees' standard of living

12-classroom

Junior high community school for 322 students

7 Schools

providing education for 5,000 students



Plantation 18

Empowering Communities



RSPO Smallholder Certification

- The entire KKPA (1-5) in Sebamban, KKPA Sg. Cengal, and Plasma Tamaco Graha Krida (TGK) in Kalimantan-Sulawesi are now RSPO certified covering a total area of **24,820 ha** with a production capacity of **477,317 mt of FFB**.

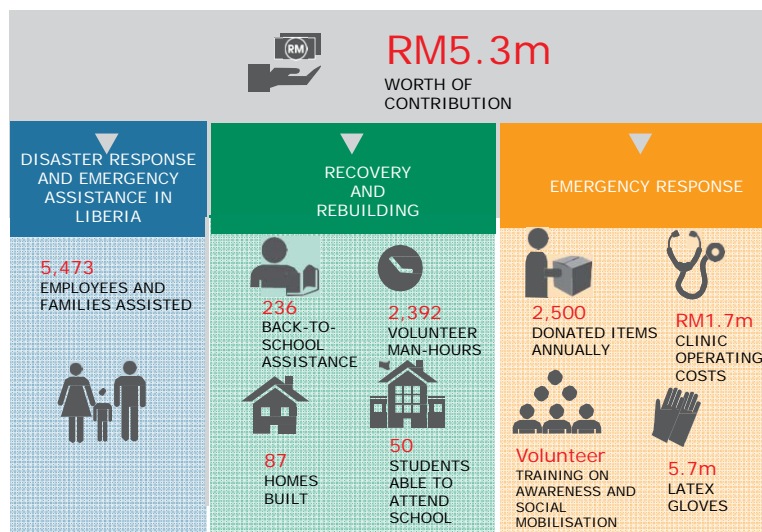
Fire Prevention Programme – University of Riau

- Collaboration with University of Riau (Mar15- Jan16) to increase numbers of farmers and communities in practicing an eco-friendly and sustainable farming activities by **eliminating slash and burn activities**



Social Assistance

- We expanded our humanitarian assistance from Malaysia to Liberia and Nepal i.e. Ebola Outbreak, Nepal Earthquake and Malaysia's East Coast floods



Mutual growth and development



A sustainable palm oil industry contributes to national and local economic development, while balancing traditional needs and environmental protection.

Sime Darby
Plantation 21

Thank you

Sime Darby Developing Sustainable Futures
Plantation