



SUSTAINABLE PALM OIL POLICY

Scope

This policy applies to all Future Prelude Sdn Bhd operations. We would also require all our associated and third party suppliers to commit and comply with this policy.

Our Commitments

We at Future Prelude Sdn Bhd, will ensure that our products are produced in a sustainable manner by adhering to the sustainability principles throughout the company for the benefit of present and future generations. We are committed to:

- Establish and maintain Sustainable Palm Oil Supply Chain Management System.
- Comply with all applicable local, state, national, and international laws and regulations.
- Conserve the environment and promote positive environmental impacts.
- Respect the rights of employees and local communities.
- Build a transparent, traceable, and sustainable palm oil supply chain.
- Produce quality products and provide good services to our customers.

1. Sustainable Palm Oil Supply Chain Management System

- We are committed to establish and maintain Sustainable Palm Oil Supply Chain Management System in our daily operation.
- We will ensure all procedure and records related to Sustainable Palm Oil Supply Chain are accurate, up-to-date and continuously review the effectiveness implementation of the system.

2. Legal Compliance

- We will ensure that all our operations, including our suppliers of the palm oil supply chain, comply with all applicable local, state, national, and international laws and regulations.
- We will respect fair and ethical conduct of business and prohibit all forms of corruption, bribery, and fraudulent use of funds and resources.

3. Environmental

- We adhere to environmental laws and regulations.
- We prohibit open burning in all our operations.
- We will conserve the environment by mitigating the negative impacts and promoting the positive ones through systematic planning and procedure.
- We will implement and maintain programmes to reduce Greenhouse Gas (GHG) emission from our operations.
- Training will be provided to all employees on environmental awareness and pollution prevention, so that they can take on the responsibility to preserve the environment.
- Co-operate with the community, contractors, suppliers, and government agencies to improve the environment.

4. Social

- The process of recruitment and promotion will be based solely on individual qualification and performance, regardless of race, caste, nationality, religion, physical disability, gender, sexual orientation, age, union membership, and/ or political affiliation. We will ensure that equal opportunities are provided to all personnel.

- We prohibit the use of child labour, forced or bonded labour and human trafficking with preventive measures.
- A written employment contracts with details of their duties, rate of pay, working hours, leave, and all other benefits of employment are given to all employees in a language they understand.
- All employees are being paid with a wage equal to or exceeding the legal minimum wage.
- Working hours for all employees, including overtime hours (on a voluntary basis) are in accordance with national legislation, and each employee is entitled to one rest day each week.
- We respect the rights of all employees to form or join trade unions and bargain collectively.
- We will not tolerate any type of sexual harassment and violence in our workplace and the management will take the lead in preventing it.
- With a robust grievance mechanism in place, we ensure all employees have access to judicial remedy without the fear of recrimination and dismissal.
- We will ensure a safe and healthy working environment to all our employees according to our Occupational Safety and Health Policy.

5. Transparency and Traceability of Supply Chain

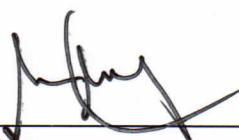
- With a transparent complaint and grievance system in place, we will improve the level of engagement with our stakeholders for them to inform us when there are issues with our palm oil supply chain.
- We will perform due diligent on CPO sourcing and will source from suppliers who are committed to our Sustainable Palm Oil Policy.
- We will engage with our suppliers to promote our Sustainable Palm Oil Policy, and if necessary, provide support and guidance to comply with our policy.
- We are open to any engagement with NGOs, communities, governments, workers, experts, and other relevant stakeholders to assist us on the policy implementation and continuous improvement of Future Prelude's sustainability practices.

6. Quality

- We are committed to produce quality products and provide good services with competitive pricing to meet industry expectations and customer requirements.
- We will remain innovative and consider new technologies for continual improvement and to cater for changing needs.

Implementation and Monitoring

This policy will be implemented throughout the company and we will continue to monitor the implementation process. Taking into account of new developments and changes, we will have this policy reviewed to ensure our consistent commitment towards a sustainable palm oil production.



Tee Lip Teng
Managing Director

Last reviewed: 09th August 2019