UNITED PLANTATIONS BERHAD

GENDER POLICY

We at United Plantations Berhad are committed to maintaining a workplace free from harassment on any kind, including harassment based on a employee’s race, colour, religion, gender, national origin, ancestry, disability, marital status and sexual orientation. In line with the policy, we shall;

- Endeavour to prevent sexual harassment and all other forms of violence against women and workers in the workplace or in the course of an employee’s work.

- Adopt a specific complaints and grievance procedure and mechanism to address gender-based issue.

- Encourage effective participation of women in decision-making by their representation as members of various committees, such as the Occupational Safety And Health Committee.

- Establish a Gender Committee to implement and monitor the policy.

- To protect the Reproductive Rights and Motherhood responsibilities of women as under the Universal Declaration of Human Rights and labour laws.

- We will communicate to our employees, contractors and suppliers to adhere to values of this policy.

Dato’ Carl Bek-Nielsen
Chief Executive Director

24 April 2015