



Our Commitments

Sime Darby Property upholds respect for human rights as expressed in relevant international conventions and declarations, in particular, the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, as well as the United Nations Global Compact. We are committed to ensuring our business activities and relationships do not cause, contribute to or become linked to adverse human rights issues based on the following principles:

1. HEALTH & SAFETY

We strive to provide a safe and healthy work environment for all by complying with applicable health and safety laws, regulations and requirements and having in place standard operating procedures to minimise the risk of accidents, injury and exposure to health risks. We take the necessary measures to prevent job-related injuries and aim for zero fatalities as outlined in our QHSSE Policy.

2. WORKPLACE SECURITY

We are committed to provide a safe workplace for our employees and will not tolerate any form of harassment, abuse or violence.

3. WORKING HOURS, WAGES & BENEFITS

We work to ensure that our operations are in full compliance with the applicable labour laws, which cover wages, work hours, overtime, holidays, sick leave and benefits. We compensate employees competitively relative to the industry and local labour market, and where applicable, in accordance with the terms of collective bargaining agreements.

4. FAIR EMPLOYMENT

We aim to provide for our employees an inclusive environment that promotes diversity and is free of any form of discrimination (including gender, race, disability, nationality, religion, age or sexual orientation), racism and actual or unconscious bias.

5. UPSKILLING & EDUCATION

We provide access to training, upskilling and continuous development for employees' career growth.

6. EMPLOYEE RIGHTS

We respect the rights of employees to join and form organisations of their choice, consistent with local organisation laws and through this organisation, to bargain collectively. Our employees have the right to participate in the political process in their own personal capacity, in their own time and with their own resources.

7. COMPLIANCE AND REPORTING

All of Sime Darby Property employees, business partners and anyone else acting on behalf of the company across its operations and value chain are expected to understand and adhere to our human rights principles. Our grievance procedures and whistle-blowing channels are available to all our employees and external parties to promptly identify and respond to human rights issues related to our employees or wider business activities which can be found at: www.simedarbyproperty.com/who-we-are/corporate-governance.

8. GOVERNANCE AND COMMUNICATION

We track and publicly report our human rights performance on an annual basis to our external stakeholders through our Annual Reports and Sustainability Reports, where available.

9. ETHICAL SUPPLY CHAIN

We strive to develop, work and strengthen relationships with counterparties/ vendors that share the same values and practices as the Group. We expect our counterparties/ vendors to commit to respecting human rights and our commitment to them through the Group's Vendor Code of Business Conduct.

10. NO EXPLOITATION & PROTECTING CHILDREN'S RIGHTS

We do not tolerate any form of forced labour, bonded labour, slavery, human trafficking or sexual exploitation within our operational areas and within the domain of our influence. We take a serious view, will investigate and take necessary action of any allegation of exploitation. We will safeguard children and will protect them against harm, maltreatment or exploitation. We prohibit the use of child labour in our operations.

11. RESPECTING COMMUNITY RIGHTS

We respect the rights of local communities and indigenous people to object to any project that may have an impact on their land. We strive to resolve such objections and competing claims through consultation with appropriate bodies such as interest groups, the local communities, the local or state authorities.

A handwritten signature in black ink, appearing to read "Azmir", with a horizontal line underneath.

Dato' Azmir Merican
Group Managing Director
Date: 1 June 2023