



Controlled Copy	Document Number <b>SM-4.0</b>	Document Title <b>Sustainability Policy</b>	
	Revision <b>02</b>	Effective Date <b>30 May 2025</b>	Document for <b>WVO (SN)</b>

**Wilee Vegetable Oils Sdn Bhd (Senai)**, hereinafter referred to as WVO (SN), has established a Sustainability Policy to guide & manage all aspects of its operations in a sustainable manner. This policy is aligned with the principles & requirements of both the **Malaysian Sustainable Palm Oil** certification as well as the **International Sustainability & Carbon Certification** scheme.

### **Malaysian Sustainable Palm Oil (MSPO)**

WVO (SN) is fully committed to implementing the principles of the MSPO certification scheme. This policy applies specifically to our palm oil processing operations located at 42, Jalan Idaman 1/5, Taman Perindustrian Senai, 81400 Senai, Johor, Malaysia, covering an area of 10,774 m<sup>2</sup>. Through the adoption of the MSPO framework, WVO (SN) aims to demonstrate a strong commitment to sustainable practices, in alignment with national & global expectations for responsible palm oil production.

We ensure that all levels of our workforce, as well as other relevant stakeholders, are well-informed about & understand our commitment to sustainability & ethical practice. This includes full compliance with **MS 2530-4-2:2022 on MSPO - Part 4-2: General Principles for Palm Oil Processing Facilities Including Supply Chain Requirements**. We actively promote sustainability, ethical conduct & the respect for human rights, while addressing critical issues such as environmental impact & fair labour practices. Our approach also considers the expectations of employees, partners & other relevant stakeholders, ensuring an inclusive & responsible business environment.

#### Governance & Ethical Responsibility

We are committed to upholding the highest ethical standards in all aspects of our operations. This includes ensuring transparency, full legal compliance & enforcing a zero-tolerance policy towards corruption. Our business practices are guided by integrity, accountability & strict adherence to all applicable laws & regulations related to bribery, corruption, fraud & other prohibited activities.

We are also dedicated to promoting ethical conduct & anti-bribery practices in all business relationships. To support this commitment, a formal statement of ethical conduct & anti-bribery practices is clearly communicated & effectively implemented across all areas of our operations & transactions, including recruitment, procurement & the awarding of contracts.

By embedding ethical governance into our business strategy, we aim to build long-term trust, reduce risk & contribute positively to sustainable business practices.

#### Supply Chain Integrity

A responsible & transparent supply chain is central to our sustainability strategy, guiding how we source materials, engage with suppliers & uphold operational accountability. All relevant suppliers are required to comply with MSPO standards, in alignment with our broader sustainability principles.

To support this commitment, we conduct regular supplier assessments, ensure full traceability of all palm oil products & source exclusively from partners who demonstrate sustainable, ethical & environmentally responsible practices.

We actively engage with our suppliers through continuous dialogue & collaboration. By fostering long-term partnerships & promoting a culture of continuous improvement, we strive to elevate sustainability performance & integrity throughout our entire supply network.



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### Sustainable Environmental Practices

As responsible stewards of the environment, we are committed to minimizing our ecological footprint & promoting biodiversity across all our operations. We adhere strictly to the MSPO standards to eliminate pollution, safeguard ecosystems, protect wildlife habitats, prevent deforestation & conserve High Conservation Value (HCV) areas.

Our environmental strategy encompasses responsible water management, reduction of greenhouse gas emissions & sustainable waste management practices. Through regular environmental assessments & ongoing monitoring, we continuously improve our performance & ensure long-term environmental sustainability across every aspect of our operations.

To protect critical carbon sinks & natural ecosystems, we require all relevant suppliers to prohibit new development on peatlands, thereby preserving their vital role in carbon storage, biodiversity conservation & natural water regulation. In addition, we also enforce a strict zero-burning policy, mandating that all land clearing & preparation activities be carried out using sustainable, fire-free methods. This not only prevents air pollution but also supports global efforts to combat climate change. This commitment is applicable to all relevant suppliers, ensuring that sustainability is embedded at every level of our value chain.

Through compliance with MSPO standards & the adoption of best environmental practices, we aim to ensure the long-term health of the ecosystems in which we operate.

### Occupational Safety & Health (OSH) Commitment

We place the highest priority on protecting the health & safety of our employees, contractors & all those impacted by our operations, recognizing it as a shared responsibility. We believe that a safe & healthy working environment is fundamental to the well-being of our workforce & essential to the success of our organization.

We strictly adhere to all applicable OSH regulations in full compliance with Malaysian legislation & the MSPO certification requirements. Our commitment to continuous improvement ensures that we consistently meet & exceed these standards.

To prevent work-related injuries, illnesses & incidents, we conduct regular safety inspections & comprehensive risk assessments. These proactive measures are designed to identify, evaluate & mitigate potential workplace hazards, contributing to a safer environment for everyone.

We provide all employees with regular training, information & instructions on safety & health aspects. We ensure that every individual understands their responsibilities & is equipped with the knowledge to work safely. The consistent & correct use of Personal Protective Equipment (PPE) is mandatory across all operations, supported by well-defined safety protocols & safe work procedures.

All accidents, near misses & unsafe conditions must be reported immediately. We are committed to conducting thorough investigations to identify root causes & implement corrective actions to prevent recurrence. We actively promote a proactive safety culture by encouraging employees to participate in safety programs, suggest improvements, report any unsafe practices without fear & prioritize safety in every aspect of their work.

By integrating safety into our daily operations, we aim to create a workplace where every individual feels safe, valued & empowered.



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Labour Rights & Workplace Standards

At WVO (SN), we firmly uphold human rights as a foundational principle in all aspects of our work. We are committed to fostering an inclusive, fair & equitable workplace where every individual is respected, valued & empowered to contribute their best. We maintain a strict zero-tolerance policy against any form of discrimination, harassment, intimidation, violence or abuse in the workplace.

We ensure that all workers receive fair wages, adequate social benefits & safe working conditions, in full compliance with Malaysian labour laws & international labour standards. Aligned with our commitment to human rights, we are dedicated to eradicating forced labour, child labour & human trafficking from our operations & supply chain. Furthermore, we support human rights by strictly prohibiting all forms of slavery & by ensuring that no retaliation is taken against human rights defenders or whistleblowers.

We recognize the fundamental right of workers to freely join trade unions & engage in collective bargaining without fear of retaliation or discrimination. We further support the well-being of our workforce by providing access to adequate housing, medical care & essential amenities for workers & their families.

WVO (SN) does not presently engage in triangular employment arrangements. However, in alignment with our commitment to fair labour practices, we will continue to uphold all legal obligations should such arrangements be introduced in the future.

Our ongoing commitment to ethical labour practices forms a core part of our business values & social responsibility.

Stakeholder Engagement

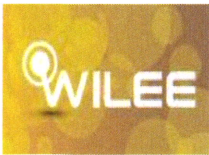
We acknowledge the critical importance of proactive engagement with all our stakeholders, including employees, shareholders, contractors, suppliers, business partners, customers, local communities & government authorities. We are committed to transparent communication & meaningful dialogue to address stakeholder concerns related to our operations & sustainability efforts.

Furthermore, we respect the rights of local communities & are dedicated to ensuring their meaningful participation in decisions that affect them. We ensure that our business operations do not contribute to the degradation of natural resources or the income base of local communities. Additionally, we encourage our business partners to align with our sustainability objectives & uphold comparable ethical, environmental & human rights standards.

Continuous Improvement & Compliance to MSPO Requirements

We are fully committed to continuous improvement in our sustainability practices & ensuring ongoing compliance with MSPO standards. This commitment involves conducting regular internal audits & management reviews to identify areas for improvement, providing ongoing training for employees on best practices as well as maintaining our MSPO certification through regular certification & recertification processes.

Furthermore, we implement all MSPO requirements by striving for the responsible production of sustainable palm oil. Our efforts are driven by ongoing improvements in response to social & environmental impacts, prioritization of safety & health as well as the adoption of new information & technologies to enhance our operations.



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## International Sustainability & Carbon Certification (ISCC EU)

WVO (SN) has established a comprehensive policy to manage all aspects of its operations in full compliance with the ISCC EU scheme, as recognized under the **European Union Renewable Energy Directive (EU) 2023/2413 (RED III)**.

In pursuit of this objective, WVO (SN) is committed to:

- Promoting environmentally, socially & economically sustainable activities in alignment with ISCC EU, RED III & other applicable regulatory frameworks
- Maintaining full traceability of raw materials throughout the supply chain & guaranteeing transparent documentation across all operational processes
- Prohibiting double counting or multiple counting in order to uphold the integrity of the ISCC EU objectives through a robust traceability & chain of custody system
- Preventing any undue financial or other benefits related to the ISCC EU certification that could undermine or appear to undermine the validity & integrity of the system
- Ensuring open & timely communication with stakeholders to align efforts & continuously enhance sustainability initiatives
- Regularly reviewing & improving sustainability practices, particularly in response to major system changes or regulatory updates
- Providing ongoing training sessions & awareness programs to ensure a competent, knowledgeable & engaged workforce in support of sustainability & compliance goals

This policy outlines the requirements for sustainability, responsible greenhouse gas (GHG) reductions, traceability & the accurate use of claims. It also mandates the implementation of updated audit procedures & robust documentation practices. The policy is reviewed regularly, or as needed when relevant updates occur.

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Datuk David Liew You Cheong  
Managing Director

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Mr. Ravindran  
Commercial Director

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Mr. Chew Sun Hai  
Production Director

Wilee Vegetable Oils Sdn Bhd  
42, Jalan Idaman 1/5, Taman Perindustrian Senai  
81400 Senai, Johor, Malaysia