



GOLDEN LAND BERHAD

(Company No. 298367-A)

STRATEGIES TO PROMOTE SUSTAINABILITY

(Adopted on 26 August 2013)

Golden Land Berhad (the “Company”) is a responsible corporate citizen that strives to conduct our business in a sustainable manner whilst taking care the interest of stakeholders. We recognize the importance of good environmental practices and it makes every effort to ensure that economic and social developments are in harmony to the environment.

The Company is committed to conduct our businesses in the ways that are consistent with our established 5-Core Value through Team Operating Principals:

1. Growth Continuity

We will strive with our utmost effort and initiative for a sustainable and consistent progress through maximizing the utilization of resources. We will strive to develop our people’s competency, capability and knowledge to attain corporate goal.

2. Real Commitment

We will be accountable & responsible for all activities performed. We will give our best to achieve the best.

3. Efficient & Effective

We will strive to continuously improve what we are doing to accomplish our mission. We will provide the best result in a timely manner.

4. Act With Integrity

We will conduct ourselves professionally & ethically with sincerity, honesty & discipline.

5. Teamwork

We will act with positive attitudes towards each other to create togetherness.

We will achieve team synergy through respect, trust, care for each other and focus our energy to accomplish our common goals.

Our Sustainable Strategy is mainly focus on the following areas:-

ENVIRONMENTAL CARE

The Company recognizes the importance of having good Environmental Management Practices in place. The Group continued to implement good environmental practices in tandem with the carrying out their daily operations. The Group works towards this through the following efforts:

- Engage consultant to conduct Environmental Impact Assessment and ensure compliance with for significant new plantation development and the new establishment of oil mill.
- Ensure compliance with the Government environmental legislation, such as stack emission, effluent treatment quality, etc
- Establishing Riparian Reserves
- Zero burning in land development
- Establishing legume cover crops immediately after land clearing to minimize top soil erosion
- Recycling of empty fruit bunches to the estates

We involve our employees in the protection of the environment and encourage them to meet high sustainability standard. We also continue to minimize the impact in the office environment for reducing consumption of energy, water and paper.

EMPLOYEE WELFARE

Our personnel are the main driving force behind our growth and operational success. The Company continues to build on the foundation of strong leadership, spirit and a culture of hard work, passion and perseverance. These core values are enhanced with both formal and on the job training to ensure that all employees are equipped with the right skills and competencies.

The Company recognizes that to achieve higher level of productivity, it is crucial that the living conditions on the plantations are adequate and appropriate. The Company provides comfortable housing infrastructure and provision of amenities with clean running water and electricity supply.

The Group committed to provide equal opportunities to all job applicants and employees with equal treatment regardless of race, ethnic, religion, gender, marital status or age.

Yearly event such as Annual Dinner and various outdoor activities were held to promote employees' togetherness and foster stronger relationship within the Company.

OCCUPATIONAL SAFETY AND HEALTH AT THE WORK SITE

The emphasis on quality, safety and health remains a key priority of the Group. It is the policy ("Appendix A" as attached) of the Company to provide a safe and healthy working environment for all its employees and protect others who may be affected by its activities. The Company's safety and health programmes are included such as providing training through demonstration and talks amongst all employees in order to raise awareness on safety and health issues.

The Group employs a qualified Safety Officer to carry out periodical audits, advisories and trainings on safety and health practices in all the operating units. All employees involved in works with potential hazards, such as sprayers and mill operators are equipped with appropriate personal protective equipment.

SOCIAL CONTRIBUTION

As a responsible corporate citizen, the Group provided donations/sponsorships to school, education care programmes, charitable organization and local communities throughout the financial year.

The contribution can be in the form of cash or in-kind and being budgeted an allocation sum for this purpose every year.



GOLDEN LAND BERHAD
OCCUPATIONAL HEALTH AND SAFETY POLICY

It is the policy of **GOLDEN LAND BERHAD** to provide a safe and healthy working environment for all its employees and protect others who may be affected by its activities.

The management and staff of **GOLDEN LAND BERHAD** will work together to achieve the aims and objectives of this policy through discussion, negotiation and cooperation.

Specifically, **GOLDEN LAND BERHAD** policy comprises the following objectives:

- To prepare and preserve a workplace with a safe and healthy working system.
- To ensure that all staff is provided with the relevant information, instruction, training and supervision regarding methods to carry out their duties in a safe manner and without causing any risk to health.
- To investigate all accidents, diseases, poisonous and/or dangerous occurrences, and to have action to ensure that these occurrences will not be repeated.
- To comply with all requirements of legislations related to safety and health as well as regulations and codes of practice which have been approved.
- To provide basic welfare facilities to all employees
- To revise and improve on this policy whenever necessary.

GOLDEN LAND BERHAD is definite that safety and health must be an integral part of its daily activities, and that the proper practice of safe and healthy working procedures would be the main factor in achieving the success of our mission.