



Mahyco International Pte. Ltd.

Environmental & Social Policies

1 Corporate Environment & Social Policies

The commitments of Mahyco International are expressed through a set of policies developed to communicate the Company's ethos and professional conduct on the matter related to E&S. The following section presents the corporate E&S policies statements.

1.1 EHS Policy

Mahyco International Pte Ltd is committed to managing environmental, health and safety (EHS) matters as an integral part of the business activities. The Company will comply with all applicable requirements of the host country national and local EHS laws and regulations.

Towards using resources efficiently, the Company will reduce material and energy inputs, avoid use of hazardous materials, improve process efficiencies and safety and minimize waste generation. The Company will identify opportunities to reuse, recycle and recover resources from the wastes/emissions generated from their facilities. Mahyco International will adopt appropriate controls, including processes and procedures to manage pollution generated from business operations.

The Company will minimize risk and protect all persons working for and on behalf of Mahyco International by employing safe and sound technologies and operating procedures, as well as being prepared for emergencies. The Company will take steps to prevent accidents, injury, and disease arising from their business operations by adopting appropriate management controls and training their workers. Inputs from workers will be solicited on hazards and risks ensuring robustness of operating systems.

The Company remains committed to ensuring that its products and services are safe for the employees, consumers, customers and environment.

1.2 Social Policies

The Social Policies of the Company articulate the Company's commitment to operate in compliance with host country regulatory requirements and adopt internationally accepted frameworks / standards in their business operations. These comprise of:

- Child & Forced Labour Policy
- Policy on Labour & Working Conditions
- Community Health, Safety & Security Policy

1.2.1 Child and Forced Labor Policy

Mahyco International Pte Ltd strongly values the cause of human rights and fundamental freedom and has therefore, adopted a policy for prevention of Child and Forced Labour in its operations aligned with the ILO Conventions and regulatory provisions of the host Country of operations. The Company will ensure that only workers over and above the age of 18 will be deployed in its operations which will be substantiated with relevant documentary evidence of legal proof of age.

Mahyco International is committed to non-deployment of child and forced labour across all its operations. The Company strongly believes that the responsibility to engage in employment practices need to meet the highest legal and ethical standards.

Mahyco International expects its vendors and licensees to adhere to same policy on non-deployment of child and forced labour and which will be included as part of contractual obligations as well. The Company believes that promoting fair and appropriate employment is a critical part of the commitments made to their people.

The Company is committed to non-tolerance of unlawful child labor or forced labor in their operations and services from suppliers, subcontractors or business partners that employ or utilize child labor or forced labor in any manner.

1.2.2 Policy on Labour & Working Conditions

Mahyco International Pte Ltd is committed to provide a work environment with equality of opportunity and fair treatment in employment to all workers. The Company will adopt terms of employment that fulfil the requirements of host country national and local labour laws and provide all workers with information related to these terms.

Mahyco International will establish procedures to ensure that all recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, and disciplinary practices are free from discrimination, distinction or bias based on personal characteristics such as gender, race, nationality, ethnic, social and indigenous origin, religion or belief, disability, age, or sexual orientation, giving due consideration to reservations provided under host country regulatory requirements.

The Company will provide their workers a platform to raise their work-related grievances and will not discourage workers from electing worker representatives, forming or joining workers' organizations of their choosing, or from bargaining collectively. Mahyco International will not discriminate or retaliate against workers that adopt these routes for grievance redressal.

Mahyco International's human resource management procedures will incorporate the commitments of this policy.

1.2.3 Community Health, Safety & Security Policy

Mahyco International Pte Ltd will manage their business in a manner that does not endanger the health, safety and security of the communities in which they operate. The Company will design, construct and operate components of their facilities taking into consideration safety risks to neighbouring communities. Procedures will be established to avoid or minimize the release of hazardous materials from the facility, diminution or degradation of natural resources due to facility operations, water-related and vector-borne diseases that could result from facility operations, and employ security guards or services of repute to safeguard its personnel and property in order to protect the community from adverse impacts of Company operations. The Company will assist and collaborate with the community and local government agencies in their preparations and response to emergency situations.

Mahyco International endeavors to maintain a harmonious relationship with the community and will provide a platform for engaging with the community and their representatives including a mechanism for addressing community grievances related to the business operations.

