



## **IOI GROUP**

### **IOI PLANTATION EQUAL OPPORTUNITY EMPLOYMENT & FREEDOM OF ASSOCIATION POLICIES**

In accordance with IOI Group's Sustainable Palm Oil Policy on Human Rights and Workplace, the Group is committed to providing equal opportunities in employment and freedom of association for all our workers in line with the ILO Core Conventions.

- All workers will receive equal treatment based on their relevant merits and competency regardless of gender, race, caste, nationality, religion, age, physical condition, sexual orientation, marital status, union membership/affiliation/activity, employment status or political affiliation. Any form of discrimination based on factors aforementioned is prohibited, and any union membership/activity will not lead to disciplinary measures or punitive actions.
- IOI respect freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of our workers. IOI will not refuse any genuine opportunity to collectively bargain with workers who want to do so.
- The workers, without distinction, have the right to join or form trade unions of their own choosing without prior authorization, and to bargain collectively. IOI will refrain from any activity that is likely to discourage workers from exercising their union rights.
- Trade unions have access to the IOI estates, and IOI will not interfere with the organizing of activities of workers, worker representatives, or representatives of trade unions. Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- The freedom of association shall be instituted according and within the Trade Union Act 1959, Industrial Relations Act 1967 and Immigration Act 1956/63 of Malaysia. Where the right to freedom of association and collective bargaining are restricted under the law, IOI will allow its workers to choose their representatives freely.
- The workers can submit their grievances through the Employees Consultative Committee (ECC). They can also submit their grievances and remain anonymous at the same time via alternative channels provided (email, website, hotline). The workers will not have any form of retaliation action taken against them for doing so. All grievances submitted will remain confidential.
- The purpose of these policies is to ensure that workers of IOI are recruited and provided an environment which is free from unlawful discrimination, harassment or victimization and that we are implementing the Group's commitment to equal opportunities, freedom of association and collective bargaining at all times.

The management, supervisors and individuals of IOI, professionally involved in recruitment and administration activities, undertakes the responsibility for implementing these Equal Opportunity Employment and Freedom of Association Policies.

**N B Sudhakaran**  
**Plantation Director**

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