



---

## Human Rights Policy

Tradewinds Plantation Berhad (TPB) respects and recognises the rights of all employees including freedom to join registered trade union of their choice subject to relevant national legislation. TPB shall ensure all employees received paid wages according to legal minimum wage.

TPB does not engage in employment of forced labour and all employees are provided with proper accommodation and amenities including clean water supply.

TPB does not engage and support the use of child labour below the age of 16 years old and young person below the age of 18 years old.

A handwritten signature in black ink, appearing to read "Charles Chow Kok Cheng", is written over a light blue grid background.

CHARLES CHOW KOK CHENG  
Group Chief Executive Officer and Managing Director  
1<sup>st</sup> June 2020