

Our Social Commitments



> Interview Session for Indonesian Workforce Candidates.

Human Rights

Why It Matters

Human rights are integral to our values and form the foundation of our workforce's well-being and satisfaction which is essential to our success.

As a key component of our sustainability mandate, respecting and protecting the rights of all individuals ensures a fair and dignified working environment while fostering long-term business growth.

Our Approach

Upholding Human Rights

We are committed to upholding the human rights of all 6,337 of our employees and workers, both local and foreign.

This commitment is guided by our Human Capital (HC) Policies, which outline fundamental human rights principles, including:

- 1 Fair wages
- 2 No discrimination
- 3 No child labour
- 4 No compulsory or forced labour
- 5 Equal opportunity
- 6 Freedom of association
- 7 Workplace safety and health
- 8 Social protection
- 9 Employment security
- 10 Work-life balance

To ensure these principles are upheld, we continuously review and improve our practices and internal systems to mitigate any potential negative impacts.

Supporting Our Foreign Workforce

Hiring Process

We treat all workers fairly and equally, with particular attention given to foreign workers to ensure a smooth transition from their home countries. In doing so, we have instituted thorough hiring and worker welfare practices that strictly forbid foreign workers from being subjected to hidden fees.

The majority of our foreign workers are from Indonesia, with a smaller group from Bangladesh. In support of the Malaysian government, we participated in the Program Pertukaran Majikan Khas ("PTM") pilot project in collaboration with the Ministry of Human Resources ("MOHR") for Bangladeshi workers.

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The hiring process for this programme entails:



Worker Support & Compliance

We prioritise the welfare of our foreign workers by providing them with safe and secure accommodation near their worksites, with our workers quarters having been recently upgraded to ensure compliance with local laws and regulations and improve living conditions. Additionally, we have established welfare and sports facilities for estate and mill employees, aligning with International Labour Organization (“ILO”) standards.

In addition to this, we strictly adhere to Malaysia’s national minimum wage regulations. Since the minimum wage was set at RM1,500 per month under the Wage Order 2020 in April/May 2022, all workers across our estates have consistently earned above this threshold, reflecting our commitment to fair and equitable compensation.

Our Performance

