

Our Social Commitments



Human Rights

Why It Matters

Respect for human rights is a core value that underpins the wellbeing and satisfaction of our workforce – critical elements for the long-term success of our business.

Upholding the rights of all individuals fosters a fair, safe and dignified working environment while supporting sustainable and responsible business growth.

OUR APPROACH

Upholding Human Rights

Across our operations, we uphold the human rights of 6,352 employees and workers, including both local and foreign personnel.

This commitment is embedded in our THP Group Sustainability Policy, which outlines fundamental human rights principles, including:

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

We ensure these principles are actively implemented through continuous review and enhancement of our policies, practices and internal systems to mitigate potential negative impacts and safeguard employees' rights.

Supporting Our Foreign Workforce

Fair Hiring Practices

We extend fair and equal treatment to all workers, with additional safeguards for foreign employees transitioning from their home countries. Robust recruitment and worker welfare practices are in place, including a strict prohibition on hidden fees.

The recruitment process under this programme includes:

- 1 Quota approval: Securing quotas from the Ministry of Home Affairs ("MOHA") and the Ministry of Human Resources ("MOHR").
- 2 Arrival: Company representatives meet workers upon arrival in Malaysia.
- 3 Recruitment: Appointed agents manage recruitment, immigration processing and flight arrangements in Indonesia.
- 4 Costs: All associated costs, including levy fees, visas and flight tickets, are borne by us.

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Worker Support & Compliance

We prioritise the welfare of foreign workers by providing safe and secure accommodation near their work sites. Workers’ quarters have been progressively upgraded to meet legal requirements and improve overall living conditions. In addition, welfare and sports facilities are available for all estate and mill employees, aligning with International Labour Organization (“ILO”) standards.

We also strictly comply with Malaysia’s national minimum wage requirements. Since the implementation of the RM1,700/month Wage Order 2024 in February 2025, all employees across our estates have consistently earned above this threshold, reflecting our commitment to fair and equitable compensation.

OUR PERFORMANCE

Human Rights			
	2023	2024	2025
Number of substantiated complaints concerning human rights violations	0	0	0

Average monthly earnings per worker (RM)	
2023	1,874
2024	2,104
2025	2,496

