



Labour and Human Rights Policy

Intercontinental Specialty Fats Sdn Bhd

[A member of The Nisshin OilliO Group Ltd., Japan]

VERSION 2.0

MAY 2025



Introduction

Intercontinental Specialty Fats Sdn. Bhd. (ISF) promotes initiatives to respect human rights in our supply chain, consistent with the [United Nations Guiding Principles \(UNGPs\) on Business and Human Rights](#). ISF also supports the human rights stipulated in the [International Bill of Human Rights](#), [Universal Declaration of Human Rights](#), the [Guidelines for Multinational Enterprises of the Organisations for Economic Cooperation and Development \(OECD\)](#), and the [Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation \(ILO\)](#).

ISF makes continuous efforts to identify, prevent, and mitigate the negative impacts of our business on human rights. This process will vary in nature and context of business operations and risks of possible severe human rights impacts. If an inconsistency were to arise between internationally recognised human rights and national or regional laws, our approach aligns with respecting international principles of human rights to the utmost.

This policy encompasses the elements of Clause 3.2 “No Exploitation” of our [Sustainability Policy](#) and applies to all ISF-owned facilities and operations, including all our management, executives, and employees. ISF is committed to upholding the principles in this Policy. Our [Supplier Code of Conduct](#) applies to our suppliers and is aligned with the expectations and commitments of this Policy.

1. Respecting Labour Rights

We promote and support basic labour rights as bound by the frameworks stated above. We respect the rights of all workers, including temporary, contractual, and migrant workers, and provide fair and decent working conditions by practicing the following:

- 1.1.** Promote and support ethical recruitment by eliminating all forms of forced or bonded labour, modern forms of slavery, human trafficking, and physical or sexual exploitation. ISF practices a zero recruitment fee policy in recruiting its foreign migrant workers and resolving issues.
- 1.2.** Recognise workers’ rights to freedom of association and collective bargaining.
- 1.3.** Pay wages that meet or exceed the legal minimum wage to all workers according to the statutory requirements, taking into account reasonable production targets and working hours. Wages and benefits are remunerated according to national requirements, and no excessive overtime.
- 1.4.** Provide a safe and healthy working environment, complying with applicable occupational safety and health laws and regulations, as well as covering medical treatment for any work-related incidents.



- 1.5. Where applicable, adequate and decent housing accommodation with a suitable living environment and access to sanitation and basic amenities are provided.

2. No Child Labour

We recognise the human rights of children, such as the right to education, the right to play, and the right to basic needs. We prohibit all forms of child labour in our supply chain, aligning with the [ILO's definitions](#) of the minimum age for employment and hazardous work.

3. Promoting Diversity and Inclusion

We strive to promote diversity and inclusiveness at all levels in the organization, and we are focused on providing an enabling environment that reflects the richly diverse cultural, racial, and ethnic backgrounds of the communities wherein we operate by practicing the following:

- 3.1. Prohibiting any form of discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation.
- 3.2. Eliminating harassment, intimidation, criminalisation, abuse, and the use of violence from all forms of activities within the supply chain.
- 3.3. Providing equal treatment and opportunity to all workers including equal pay to men and women for work of equal value.

4. Respecting Community and Land Use Rights

We respect the rights of local communities and Indigenous peoples to their right to land use and ensure our supply chain and operations are free from conflict by:

- 4.1. Demonstrating respect for the statutory and customary rights of Indigenous peoples and local communities before any new development or expansion.
- 4.2. Respecting the right of indigenous peoples and local communities to grant or withhold Free, Prior, and Informed Consent (FPIC) for all new developments, expansions, acquisitions, and operations that affect their rights, land, resources, territories, livelihoods, and food security.
- 4.3. Engaging in dialogue with stakeholders on human rights issues related to our business.

5. Protecting Human Rights Defenders

All workers have access to a transparent and accountable grievance mechanism without fear of reprisal or dismissal. We recognise the roles and efforts of any individual or organisation to safeguard human rights, including human rights defenders (environmental and land defenders), complainants, whistleblowers, and community spokespersons. We are committed to:

- 5.1.** Prohibiting the use of threats, harassment, intimidation, violence, or any form of retaliation against or interference with the activities of human rights defenders (including environmental and land defenders), complainants, whistleblowers, and community spokespersons.
- 5.2.** Setting out avenues for legitimate concerns made in good faith to be objectively investigated and addressed, whilst ensuring adequate retaliation protection with an established grievance mechanism and [Whistleblowing Policy](#).

A handwritten signature in black ink, appearing to read 'Toshio Fujimori', is positioned above the name and title.

Toshio Fujimori

Chief Executive Officer

Date: 5th May 2025