



**TH PLANTATIONS BERHAD** (12696-M)

## **SOCIAL POLICY**

TH Plantations Berhad is committed in ensuring that good social practices regarding human rights are followed and respected.

In line with this, TH Plantations Berhad is committed to implement the following social practices:

- Compliance with the legal requirement of labour, land ownership and workers' minimum housing standards;
- Compliance with the minimum retirement age policy;
- Provision of relevant training and development associated with employees' roles and responsibilities;
- Prohibition of the employment of illegal workers, by force or under age;
- Payment of the minimum salary as gazetted by law;
- Respect and protection of basic human rights of all employees (including temporary, contract and/or foreign workers);
- Free from discriminatory practices and prejudice against sex, race, religion, nationality and political opinions;
- Provision of a harmonious work environment for its employees, customers and stakeholders; and
- Ensure an environment free from sexual harassment, whether direct or indirectly, upon all employees, society and stakeholders.



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**Datuk Is. Borhan Bin Bachi**  
**Chief Executive Officer**

**1<sup>st</sup> January 2026**