



SOCIAL DISCLOSURES

Relevant Material Topics:

- Labour Availability
- Human Rights
- Occupational Health and Safety
- Diversity and Equal Opportunity

UN SDG Linkage:



SDG 3: Good Health and Well-Being

Support public health and well-being by promoting safe working conditions



SDG 5: Gender Equality

Promote gender equality by ensuring equal opportunities, fair treatment, and representation of women in the workforce, especially in leadership roles



SDG 8: Decent Work and Economic Growth

Provide decent and productive employment opportunities that uplifts communities and drives inclusive economic growth



SDG 10: Reduced Inequalities

Foster social inclusion and reduce inequalities by promoting diversity, equitable practices, and equal opportunities for all

IPB's Aim:

Promoting social well-being both within the Group's workforce and with local communities by providing fair opportunities for employment, professional growth, and community development

The Group understands that its success is intrinsically linked to the well-being of its employees and the communities where it operates in. Given this relationship, IPB aims to contribute to the social development of these areas with the belief that sustainable business practices must also include the social dimension of the Group's operations.

IPB's approach to social responsibility is characterised by transparency, accountability, and continuous improvement. The Group regularly assess the effectiveness of its social programmes and seeks feedback from both internal and external stakeholders to ensure all initiatives align with their needs and expectations.

This approach underlines the Group's unwavering commitment to social obligation and ensures it remains committed to advancing its social sustainability agenda, where nobody is left behind in the process of economic value creation. By integrating social considerations into its business strategy, IPB aims to create shared value and contribute to a more equitable future for all.

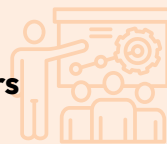
Achievements in FY2024:

ZERO

cases of human or labour rights violations



Conducted over
12,000 hours
of training



Invested over
RM205,000
in CSR initiatives



HUMAN AND LABOUR RIGHTS

IPB respects the rights of every individual and does everything in its power to protect the human and labour rights of its employees and surrounding communities. This measure not only ensures compliance with relevant laws but also fosters a safe space that upholds fundamental human rights and boosts the productivity of the Group's workforce.

To ensure that all rights are protected, IPB aligns its operations with the Malaysia Employment Act 1955, the Sabah Labour Ordinance, and the International Bill of Human Rights. The Group ensures that its operations are in compliance with every other relevant regulation, including maintaining the Malaysian government's minimum wage policy for its local and foreign workers. Throughout FY2024, the Group had no reported cases of human rights violations.

SUSTAINABILITY REPORT

Concurrently, the Group constantly monitors its operations to ensure that there is no employment of child labour or actions of forced labour, which are strictly prohibited by IPB. This extends to acts of modern slavery, debt bondage, human trafficking, and any other activities that infringe on the basic rights of people. Any discriminatory behaviour observed in employees, which includes actions that are conducted due to an individual’s race, religion, gender, disabilities, nationality, or other socioeconomic background, is not tolerated in will be met with strict disciplinary action. These efforts are enshrined within the Group’s Human Rights and Responsible Business Practices Policy and are constantly monitored through field audits and plantation inspections.

To further protect the rights of IPB’s workforce, the Group provides regularly maintained equipment and infrastructure in line with safety regulations. Workers are also provided with funded healthcare, decent living quarters, fair wages, clean sanitation, access to food, and rights related to the freedom of association, religious freedom, and collective bargaining.

To empower individuals and discourage acts in violation of human and labour rights, the Group provides a formal grievance mechanism that can be used by any individual experiencing abuse or mistreatment. This mechanism is aligned with IPB’s Whistle Blowing Policy, providing a safe and anonymous space to report wrongdoings while the Group conducts investigations.

For more information on the Whistle Blowing Policy, readers can refer to the Whistle Blowing section.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

IPB recognises that all employers and employees retain the right to form and join organisations of their choosing as an integral part of a pluralistic society.

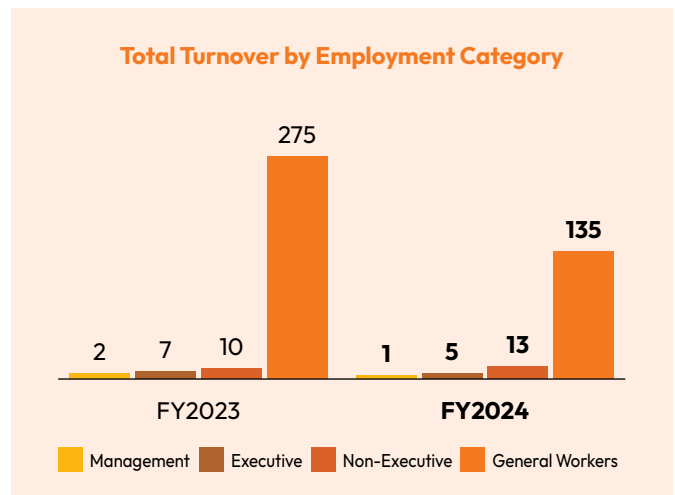
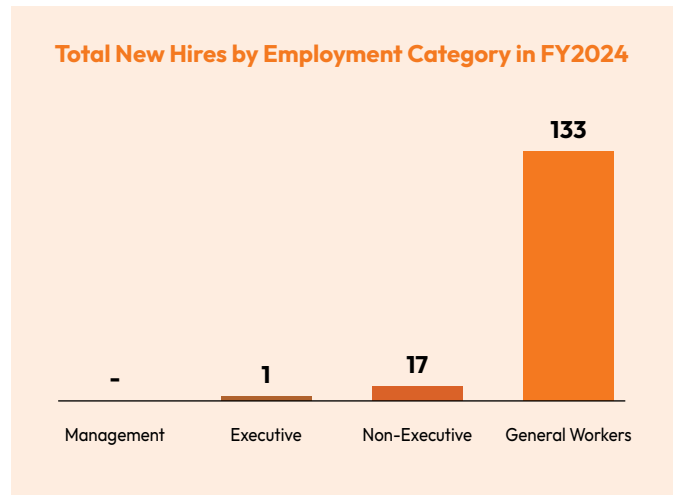
IPB does not place any restrictions on its employees, neither encouraging nor discouraging employees from joining any trade union. The Group utilises management and worker representatives to integrate workplace welfare committees as part of its internal control in all estates. This ensures that the rights of their workers are protected with the existence of a safe and structured communication channel regardless of the availability of a union.

IPB values the essence of collective bargaining and practises such avenues to resolve workplace issues, prioritising the well-being and advancement of the company and its personnel.

HIRING AND ATTRITION

Given the labour-intensive process of oil palm operations, the Group actively recruits workers to operate its mills and plantations while providing formal appraisals to improve the happiness of employees and the Group’s overall retention rate. New employees are briefed on the Group’s organisational structure, employee benefits, relevant rules and regulations, and IPB’s policies before they begin operations in their respective departments. This induction process is outlined within the Group’s Human Resource Manual and can be accessed by all employees for their reference. Foreigner workers employed in IPB are given further guidance, introducing the Malaysian culture, safety rules, language, and labour laws.

Employees resigning from IPB will be provided with an exit interview by the Group’s Human Resources (“HR”) Department, allowing individuals to provide feedback on the positive and negative experiences they underwent throughout their tenure with the Group. This provides IPB with insights for further improvement in HR management, allowing the Group to strategise and create more initiatives to improve employee well-being, happiness, and retention.



SUSTAINABILITY REPORT

APPRAISALS

Every employee at IPB is entitled to an annual formal appraisal, allowing the Group to provide bonuses and salary increments alongside assigning training programmes based on the employee’s performance and established KPIs. This also provides a platform for open communication between employees and supervisors, allowing for more accurate performance evaluations.

In FY2024, all management and executive-level employees received their performance appraisal.

DIVERSITY, EQUITY, AND INCLUSION

The Group encourages a culture of diversity and has a zero-tolerance policy against any form of discrimination, which includes gender, ethnicity, religious beliefs, or any other demographic characteristic. Talents are evaluated solely on their proficiency, credentials, experience, and professional accomplishments. All policies, including hiring, remuneration, promotions, compensation, gifts, and benefits decisions are made entirely on the performance and contributions of each individual.

This prioritisation of diversity as a core value of IPB encourages a company culture that retains openness towards different ideas and perspectives, which allows for innovativeness that ultimately increases the quality of decision-making across the organisation. To further support their employees, IPB ensures that all employees have access to the working environment and tools necessary for them to perform their responsibilities and functions.

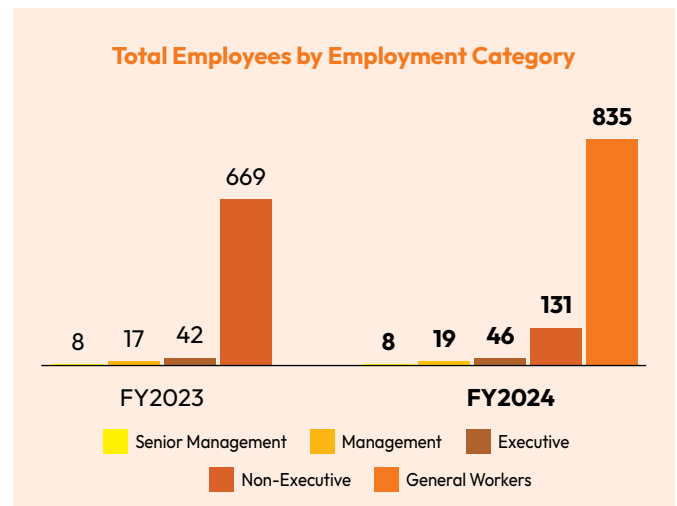
IPB recognises that gender equality is a fundamental human right and crucial in the advancement of sustainable

development. Female empowerment is interlinked with several of the UN SDGs, including education, poverty, and climate change, further showcasing IPB’s integration of sustainability objectives in its management.

The Group’s Reproductive Rights Policy Statement also outlines IPB’s prioritisation of their employees’ reproductive rights and access to maternal healthcare. This commitment is fully integrated into the Group’s operations, protecting expecting mothers from occupational hazards such as chemical exposure that could cause harm to both the mother and child.

Additionally, the Group also firmly enforces a zero-tolerance policy for sexual harassment in any form throughout its company and its operations.

The Group received zero reported cases of discrimination and harassment throughout FY2024.



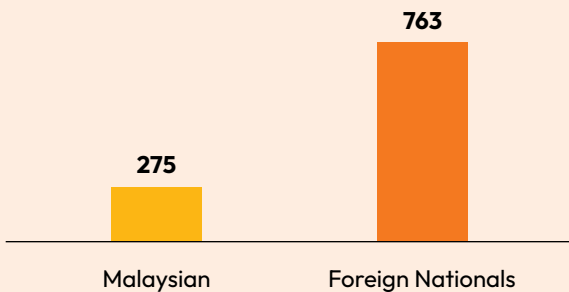
* Data for Non-Executives and General Workers were combined in FY2023

Employee Gender by Employment Category			
Economic Value		Percentage per Employment Category (%)	
		FY2023	FY2024
Senior Management	Male	87.50	87.50
	Female	12.50	12.50
Management	Male	87.50	84.21
	Female	12.50	15.79
Executive	Male	80.95	82.61
	Female	19.05	17.39
Non-Executive	Male	54.69	52.67
	Female	45.31	47.33
General Worker	Male	68.02	68.98
	Female	31.98	31.02

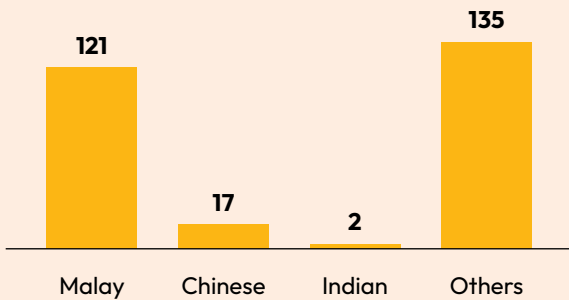
SUSTAINABILITY REPORT

Employee Age by Employment Category			
Economic Value		Percentage per Employment Category (%)	
		FY2023	FY2024
Senior Management	< 30 years old	0.00	0.00
	31 – 50 years old	14.29	0.00
	> 50 years old	85.71	100.00
Management	< 30 years old	0.00	0.00
	31 – 50 years old	41.67	36.84
	> 50 years old	58.33	63.16
Executive	< 30 years old	23.81	23.91
	31 – 50 years old	42.86	52.17
	> 50 years old	33.33	23.91
Non-Executive	< 30 years old	46.88	48.09
	31 – 50 years old	49.22	48.85
	< 30 years old	3.90	3.05
General Worker	31 – 50 years old	21.07	24.43
	> 50 years old	64.70	62.63
	< 30 years old	12.23	12.93

Total Employees by Nationality in FY2024



Total Employees by Ethnicity in FY2024*



* Data only covers Malaysian employees

As of FY2024, all of IPB’s employees are permanent employees.

TRAINING AND EMPLOYEE DEVELOPMENT

IPB recognises that adequate training and education are necessary to create a competent and capable workforce. Employees are given opportunities throughout their tenure through training programmes and workshops that can be attended voluntarily or as part of their performance improvement programmes. The forms of training provided to employees vary, including technical expertise, soft skill development, leadership training, and OSH training.

In addition to providing financial and non-financial benefits to the Group, these training programmes facilitate succession planning as employees are prepped with the necessary skills and knowledge that allow them to take on more roles and responsibilities when such opportunities arise.

To ensure that all training initiatives can be implemented effectively, the HR Department works closely with the Finance Department to provide a sufficient budget allocation, alongside handling all logistical needs, to provide employees with all the necessary training.

Throughout FY2024, the Group conducted 265 different training programmes, which generally covered:

- **Technical Skills** – these enhance the workforce’s ability to use the relevant tools, software, and techniques they need for efficient job performance.
Example: Harvesting Training, Machinery Drivers Training, Powerbarrow Training

SUSTAINABILITY REPORT

- Legal and Regulatory Compliance** – these cover training related to adhering to the relevant laws, regulations, and frameworks that guide IPB’s daily operations.
Example: MSPO Induction Training, Anti Bribery & Corruption Training, Seminar Implikasi AKKP (Pindaan) 2022 dan Perundangan Berkaitan kepada Industri
- Safety and Health** – these cover a wide range of training programmes that focus on ensuring a safe working environment.
Example: Firefighting Training, First Aid Training Refresher, Keselamatan Bekerja di Tempat Tinggi
- Environmental and Sustainability** – these encourage sustainability awareness and foster a sense of environmental responsibility within the workforce in line with the Group’s internal policies and regulatory requirements.
Example: Riparian Protection Training, 3R Training, Environmental Impact Assessment (“EIA”) Training



Overall, in FY2024, IPB delivered over 12,000 hours of training across its workforce, demonstrating its strong commitment to employee development and capacity building. These training sessions spanned a wide range of topics aimed at enhancing operational efficiency, safety, and sustainability practices within the Group. However, the Group acknowledges that the current tracking system may result in double-counting of training hours, as many sessions involve repeat participation by the same individuals.

Recognising the importance of accurate performance data, IPB is actively exploring more effective methods to monitor and record employee participation. This includes implementing more robust tracking mechanisms that will allow the Group to differentiate between unique and repeated attendance. Moving forward, IPB aims to resolve the double-counting issue to ensure the integrity and transparency of its training performance disclosures, in line with its broader commitment to continuous improvement and accountability.

SUCCESSION PLANNING

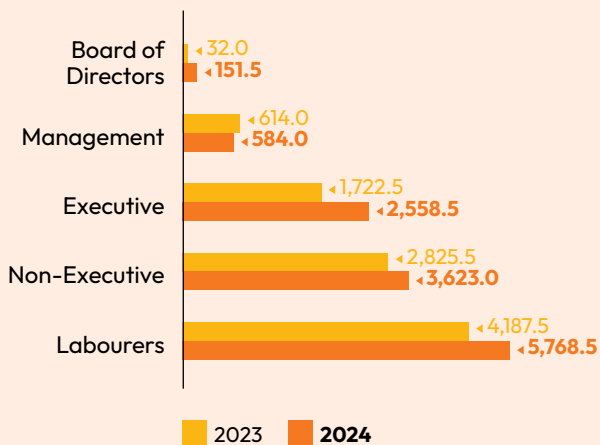
To ensure that operations can continue with minimal disruptions when a senior management position becomes available, the Group has developed its succession plan. Through this plan, a list of criteria required for the vacant position is prepared to select key talent with the potential to fulfil these roles. These talents are then provided with tailored training programmes to provide a seamless transition for when the time comes to take on their predecessor’s mantles. The Managing Director (“MD”) directly oversees this process to ensure that the succession planning stays aligned with the Group’s needs.

EMPLOYEE BENEFITS AND WELFARE

In line with IPB’s efforts to improve employee morale and retention, the Group offers an array of benefits and competitive compensation packages to all employees. These benefits comply with and exceed the stipulations outlined by the Employment Act 1955, are regularly benchmarked against industry standards and cover salaries, bonuses, various forms of leaves, healthcare, and a variety of other monetary and non-monetary rewards. Additionally, workers are provided with a comprehensive insurance plan and housing for workers with activities within the Group’s estates.

While these benefits raise the morale of all employees, it is imperative for IPB to ensure the wellbeing of workers staying within the Group’s plantations. The Group’s efforts in improving their livelihoods have led to various infrastructure projects within the estates, providing housing, schools, sports grounds, community halls for badminton and hosting events, daycare for children, treated water supplies, and places of worship to accommodate the various beliefs held by IPB’s employees.

Total Training Hours per Employment Category



SUSTAINABILITY REPORT



● **Manager Trip 14th December 2024** – A Memorable Retreat at Shangri-La Rasa Ria, Kota Kinabalu!

EMPLOYEE ENGAGEMENT

To further promote the well-being and happiness of IPB’s employees, the Group regularly provides estate-organised engagements that promote health, recognise and celebrate diversity, and nurture a spirit of community. Throughout FY2024, IPB has organised the several activities, including

- SJI Family and Sport Day
- Woman Health and Children Immunisation Campaign
- *Majlis Berbuka Puasa* Bersama Chairman
- Hari Raya Celebration
- Harvest Festival Celebration
- “Peresmian and Graduation 2024” for Community Learning Centre (CLC) SD2 Serijaya
- Christmas Celebration



● *IPB’s Chairman joining in the breaking of fast (iftar) with employees*



● *SJI Hari Raya Celebration*



● *IPB’s Chief Operating Officer (“COO”) officiating the opening ceremony of SJI Family and Sports Day 2024*



● *Enthusiastic players competing in a badminton competition at SJI’s Family and Sports Day 2024*



● *A healthcare professional vaccinating a worker’s child at a medical clinic in IPB’s estate*

SUSTAINABILITY REPORT



● SJI Christmas Celebration

OCCUPATIONAL SAFETY AND HEALTH (“OSH”)

IPB is committed to providing the safest working environment for all employees, ensuring that all operations remain incident-free through the Group’s prioritisation of safety over other concerns. Throughout the Group’s operations, employees and contractors are instructed to prioritise their well-being, emphasising the shared responsibility held by both the Group and its staff in enabling a safe working environment. An open communication channel for reporting safety concerns and incidents is provided to identify and manage potential or occurring OSH issues to ensure that all risks are minimised to the highest possible extent.

The Group’s commitment to ensuring the safety of its employees not only ensures that its operations maintain compliance with the relevant regulatory bodies but also promotes a safe and secure work environment that allows employees to thrive without worry.

OSH Measures and Impact

IPB takes active measures to mitigate and prevent any OSH issues, including workplace hazards, injuries, illnesses, and fatalities, from occurring throughout its operations. The implementation of preventative measures is crucial to the Group’s OSH management policy, improving both the physical and mental health of employees while simultaneously reducing healthcare costs for treating injured staff. These policies also ensure that no workers are involved in activities that have a high incidence or high risk of specific diseases. In addition to providing a safe workspace for its employees, this improves the Group’s reputation as a caring organisation that does everything in its power to protect its workforce.

Recognising the significance of effective OSH measures, the Group provides training and education on OSH policies and standards, which includes but is not limited to:

- New employee orientation
- Periodic refresher courses
- Specialised training based on job roles and potential hazards
- Safety training

- Toolbox Meetings (Safety Meetings)
- Hazard assessment
- Safety equipment
- Incident Investigations
- Safety Audits and Inspections
- Emergency Response Drills
- Near-Miss Reporting Systems
- Accident investigations

Overall, throughout FY2024, IPB has conducted 458.5 hours of training specifically covering safety and health. These programmes were attended by a total of 2,354 employees in total. As with general training in the Training and Employee Development section, there is an element of double counting as many of these programmes are attended by the same employees. This is something the Group aims to rectify in the future through more accurate data tracking.

Risk Mitigation Approach

In addition to IPB’s OSH measures, the Group remains vigilant in eliminating OSH risks through a thorough risk mitigation strategy. This is done through the Group’s Hazard Identification, Risk Assessment, and Risk Control (“HIRARC”) method alongside the Safety and Health Department for any activities, especially ones involving new operational machinery. The Group also extends this to its direct associates through the Contractual Agreements with suppliers and contractors.

Regular Reporting

To improve the transparency of the Group’s OSH performance, IPB regularly reports all OSH-related information to management, safety committees, and other relevant stakeholders. This includes safety-related KPIs that are frequently benchmarked with existing OSH targets. All OSH-related matters and reporting activities are overseen and conducted by the Group’s Safety Officer.

The Group also undergoes annual health audits with the involvement of the Department of Occupational Safety and Health (“DOSH”) Malaysia, in accordance with the requirements set by the MSPO Certification.

Employee Representative Engagement

To ensure that OSH policies and implementations are relevant to the needs of staff members, the Group conducts Occupational Safety and Health meetings three times a month with worker representatives. These representatives are tasked with providing feedback on potential risks and voicing out concerns experienced by representatives and their colleagues. The representatives are chosen from strategic locations, ensuring that all of the Group’s workers are represented by formal joint management-worker health and safety committees.

SUSTAINABILITY REPORT

OSH Policy

The Group’s OSH policies and OSH Management System (“OSHMS”) were created by IPB’s leadership and OSH professionals, aligned with the requirements of laws such as the Occupational Safety and Health Act (“OSHA”) 1994. Every employee is required to follow these policies to ensure workplace safety.

As IPB’s primary subsidiary, SJI has a well-defined health and safety policy in addition to the Group’s existing OSH policies. This is integrated into the contracts SJI enters with external contractors, specifying the safety standards, procedures, and expectations that contractors must adhere to while working on company premises or undertaking company projects. Through the implementation of this policy, SJI is targeting to reduce OSH incidents by 5% every year.

OSH Targets and Performance

IPB’s commitment to safeguarding the safety of its employees has led to the development of targets focused on this aspect. These specific, measurable, and time-bound targets are taken into consideration when updating and creating new safety strategies, ensuring that the Group stays ahead in all safety-related initiatives. In the Group’s effort to establish transparency, IPB regularly communicates the Group’s OSH performance to employees and other stakeholders.

The Group’s OSH performance is regularly reviewed, ensuring that its current progress and targets do not fall behind industry standards. In cases where OSH performance does not meet set targets, either due to the quantity or severity of incidents, IPB takes immediate action to identify and implement corrective measures.

OSH Performance	FY2022	FY2023	FY2024
Total Man-hours Worked	487,920	472,674	518,752
Fatalities	0	0	0
Injury Rate	6.15	7.62	6.17
Lost-Time Incident Rate (“LTIR”)	6.56	7.62	6.17

Note: Injury Rate and LTIR have been calculated based on 200,000 hours

Data Collection and Verification

OSH data is collected to measure the Group’s performance with established targets and benchmarks, used for reporting purposes, and in maintaining compliance with regulatory bodies. In addition to fatalities, injury rate, and LTIR, IPB also collects the number of workplace incidents, near misses, safety inspections, and compliance with safety procedures, among other relevant metrics.

These OSH data are verified through both internal and external assurance through independent third parties such as the Timber Legality Assurance System (“TLAS”), DOSH, and MSPO Certificate bodies.

Accident Investigation

As part of IPB’s OSHMS, the Group conducts thorough investigations in cases where an accident has occurred. The investigation will be spearheaded by the HSE Assistant Manager and an estate representative to identify the cause of the incident, subsequently recommending corrective actions to prevent future incidents. These acts may include reviewing and updating HIRARC and OSH SOPs alongside providing more training for workers.

Access to Healthcare Services

IPB’s dedication to maintaining the health and well-being of its workers has led to the creation of non-occupational medical and healthcare services. These services are unique to IPB as an oil palm player as the Group’s operations are mainly conducted in rural areas, where external medical assistance may be difficult to reach. All employees under IPB are entitled to this healthcare service, which facilitates access to professional healthcare providers, medical screenings, vaccination clinics, and health risk assessments that are capable of treating a wide variety of diseases including malaria, and tuberculosis.

While all employees have access to IPB’s healthcare facilities, this system was created with special attention to workers at risk of chemical exposure, such as fertilisers, pesticides, and premix station operators.

LOCAL COMMUNITY ENGAGEMENT

While the Group is dedicated to maintaining the wellbeing of its employees, IPB recognises the impact it has towards maintaining harmony with locals and providing both direct and indirect economic value wherever the Group operates. This commitment to becoming a responsible corporate citizen has led to numerous investments and engagement programmes, resulting in over RM205,000 of donations and investments with approximately 22 beneficiary organisations in FY2024.

SUSTAINABILITY REPORT

Organisation	Type of Engagement
Dewan Perniagaan Tionghua Tawau Sabah	Welfare Fund
Persatuan Bolasepak Daerah Kota Marudu	Community Sports Competition
Sabah Chinese High School	Underprivileged Students
Sabah Housing and Real Estate Developers Association	Charity Golf Tournament 2024
Lions Club of Tawau Central	Cataray Eye Surgery Carnival
Tabung Pendidikan Negeri Sabah (“TPNS”)	Welfare Fund
Persatuan Ibu Bapa Dan Guru SK Luasong Tawau	PIBG Charity Funds
Lions Club of Tawau Host	Bursary Project
Sabah Chinese High School	Charity Fund
Junior Chamber International Tawau (M)	Charity Aokam Project
Lintas Superstore Sdn Bhd	Charity Food Basket For Flood Victims
PIBG SMK Umas Umas Tawau	PIBG Charity Funds
Panitia Percikan Sabindo	Community Sports Competition
Montfort Youth Training Centre	Welfare Fund
Persatuan Ibu Bapa Dan Guru SJK (C) Hing Hwa	PIBG Charity Funds
The Institution of Engineers, Malaysia (Sabah Branch)	Sponsorship For Young Engineers
Pertubuhan Dusun Islam Sabah	Welfare Fund
Uni Ys Sdn Bhd	Uni College Sabah Foundation’s 10th Anniversary for Education Purpose
Yayasan Sabah	Compliance Awards Night
Persatuan Ibu Bapa Dan Guru SK Luasong Tawau	PIBG Charity Funds
Hing Hwa School Management Committee	Welfare Fund
PIBG SK Balung	PIBG Fund

“Supporting education, empowering futures! IPB’s CSR donation to SMK Umas reflects the Group’s commitment to community growth. #CSR #MakingADifference”#CorporateSocialResponsibility”.

