



JOIL'S BUSINESS RESPONSIBILITY PRINCIPLES AND CODES

JOil's business purpose rests on its responsibility to society and the environment. The company's core business activity is founded on the principles of sustainability and is cognizant of the positive impact its business has on the environment and the lives of its communities, partners and employees. Hence, the business strategy is aligned to building social capital and sustainable benefits for the partners we engage with.

The Company has aligned its business responsibility to its core values and ethos.

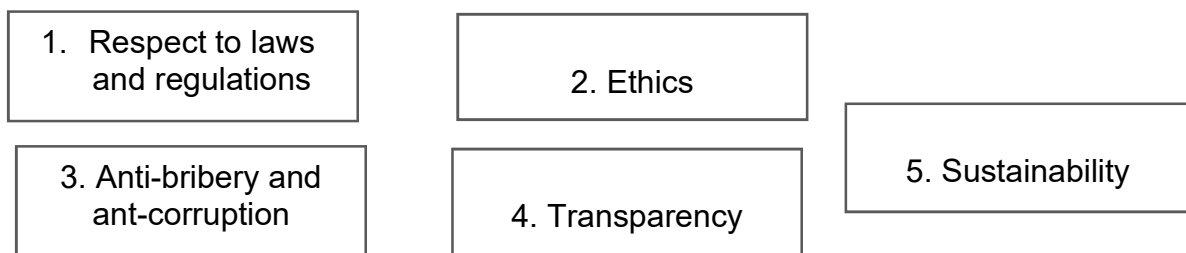
Core values

Entrepreneurial, Innovative, Ethical and Sustainable

Business Responsibility Principles

JOil and its subsidiaries, partners and employees live by a set of four broad business principles that drive its conduct of business in the geographies present. It is imperative that all stakeholders, abide by these principles and conduct themselves accordingly.

JOIL'S BUSINESS PRINCIPLES:



1. We comply with all laws and regulations and adhere to the law of the land in the geographies we operate in.
2. We do not engage in any acts that would dent our reputation and will ensure compliance in research, certifications and business processes.

JOil (S) Pte. Ltd.

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3. We ensure that our dealings with people, employees, businesses, suppliers, associates, shareholders and JV partners are conducted in an ethical manner.
4. We will ensure that our actions, in the course of our business or otherwise, does not harm the fundamental rights of another human being.
5. We are committed to a safe and healthy work environment. We treat our colleagues and associates with respect.
6. We ensure our business transactions with third parties and public officials are fair and free of corruption, bribery or any malpractice.
7. We never engage in any unfair trade practices and ensure our business transactions are fair and transparent.
8. While we strive to drive entrepreneurship, we expect our associates to conduct their business practices in a fair and legal manner, in accordance with the JOil value systems.
9. We ensure that our business activities benefit the environment and the communities we operate in.
10. We ensure that we do not profit at the expense of environmental harm and ensure environmental safeguards come before profits.
11. Our businesses are conducted in consideration to impact on climate change and other environment protection measures.
12. We ensure their health and well-being of the communities we engage with.

PRINCIPLE 1

Respect to laws and regulations

We comply with the laws and regulations of the geographies in which we operate. While pursuing our business and economic activities, we ensure respect for the law of the land and conduct in a socially responsible manner.

PRINCIPLE 2

Ethics

- **Trust & integrity**

Our dealings and commercial transactions with partners, associates, customers and shareholders are based on mutual trust and integrity. We expect our employees and partners to abide by the same ethical standards.

- **Gifts & entertainment**

We do not give gifts or provide entertainment, beyond a reasonable value that can be construed as a quid pro quo. Engagement in such gifts or entertainment will result in termination of contract, be it employees, partners and business associates.

- **Conflict of interest**

We do not engage with any business that conflicts with, and places JOil's interest in jeopardy. We expect our employees to put the company's interest and reputation first and refrain from engaging in activities that promote personal interests including supplementary or parallel income beyond their employment with JOil.

JOil's principle on conflict of interests includes our out-grower farmers' community, who are expected to align with the JOil value systems.

- **Human rights**

We respect human rights and adhere to human rights practices as per established international conventions. Respect for human rights includes, among other international principles, non-harassment, non-discrimination, non-retaliation, dignity and respect, for colleagues and associates. We ensure no violation of human rights in all people engagement, right from our direct employees to out-grower farmers' community. We or our partner associates strictly do not engage in child labour.

- **Diversity & inclusion**

We ensure there is diversity and inclusion and do not discriminate based on sex, race or colour. We believe in fair employment opportunities that is based on merit only.

- **Health & environmental Safety**

We provide a healthy and safe environment for our employees and our extended partner communities. We ensure health care measures are in place in the communities we operate in. We ensure a safe work environment for our employees and ensure protection against retaliation if they report any misconduct.

PRINCIPLE 3

Anti-bribery & corruption

- **Fair trade practices**

We ensure fair trade practices in dealing with our subsidiaries, joint venture partners and customers. We ensure propriety in business dealings with all our stake holders. We ensure responsible practices through our supply chain.

- **Anti-bribery & anti-corruption**

We consider bribery and corruption as an offence and will deal with it stringently. We do not give or receive, any solicited or unsolicited payments by way of bribe, kickbacks, in cash or kind. We do not indulge in corrupt practices to influence decisions in JOil's favour or

personal interests, with any third party, commercial or personal, such as government or public officials, partners, associates and customers.

PRINCIPLE 4

Transparency

- **Reporting**

We ensure timely reporting of financial books of accounts in an accurate and transparent manner. We maintain accurate records and do not misrepresent information. We have financial controls in place to ensure transparency of reporting.

- **Certifications**

We ensure transparency in our certification processes and maintain accurate data that complies with the stipulations of the certifying bodies

- **Research & Development**

We conduct our research and development in an ethical manner. Our employees and partners respect JOil's patent rights and ensure confidentiality of information, proprietary to JOil, JV partners and clients.

- **Data privacy**

In our dealings with partners in our process application practices and other engagements, we ensure respect for data privacy, and ensure that the clients' interests are protected.

PRINCIPLE 5

Sustainability

People & planet

We ensure that Good Agricultural Practices are maintained at the plantations and are in line with the stipulations of our various certifications.

We observe, practice and inculcate behaviours towards responsibility to the environment, waste management, natural resource and biodiversity conservation.

We expect our employees and associates to align with our sustainability policy and policies on safety, health and environment.

How we implement our Business Principles

JOil's Sustainability Policy and CSR Policy encompass most of the business principles. However, we are in the process of finalising several other policies such as Anti-bribery & Corruption, Whistle blower, etc., relevant to our Business Principles and Code of Conduct. These will be implemented in the next 6-12 months.

We also plan to execute the policies through training of our employees and associates on these Business Principles from time to time.



Vasanth Subramanian

CEO
JOil Singapore Pte Ltd.