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## **Sustainability Policy**

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### **JOil Sustainability Policy**

*Vision:* JOil aims to create a bio-economy leveraging R&D capabilities developing elite planting materials to establish sustainable and carbon-positive Jatropha plantations as a non-food source of feedstock for industrial applications of high value through proprietary technologies, thereby maximizing economic returns to its shareholders while conducting business in an ethical manner & positively impacting the environment and communities.

*Sustainability Objective:*

JOil's objective is to

- Establish sustainable plantations, provide employment opportunities and economic well-being to the community and conservation of environmental and social values.
- Implement a sustainability policy for economic prosperity, environmental management, community development, and social impact.

### **Sustainability Values:**

- We are committed to protect the environment and conservation of environmental biodiversity through proper compliance with local regulations and guidelines.
- We acknowledge and respect local cultures and the rights of indigenous people.
- We are committed to the upliftment of the local community by providing appropriate employment and development opportunities.
- We will strive to conduct ourselves in line with the good corporate governance with the highest standards of respect, integrity, teamwork, and excellence.
- We value our employees and workers as a key resource towards its progress and development.
- We will strive to hold ourselves accountable to our stakeholders and communicate in a transparent manner on all matters relevant to our operations.
- We will strive to enhance livelihoods, promote mutual respect, adhere to human rights, respect and support land tenure rights of indigenous and local communities.
- We believe in transparency, good governance, and continuous improvement.

### **JOil Commits to:**

*Environment protection and conservation:*

- No Burning policy on plantations controlled by the company.

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- No new plantation development on high conservation value (HCV) areas within the land concession besides committing to identify and effectively protect areas with high carbon stock (HCS). Adherence to the definitions and integrated approach set out by the HCV resource network and HCS approach steering group.
- No plantation development on peat lands, regardless of depth or spread.
- Restoration and protection of natural vegetation and trees within our plantations wherever appropriate.
- Prevent contamination of groundwater and water bodies in and around the plantations.

*Social upliftment and justice:*

- No exploitation of workers, women, children, small holders, indigenous people, and/or other communities.
- Zero tolerance on child labor, discrimination, sexual harassment, and other forms of abuse.
- Strict adherence to all applicable government laws, policies, and regulations.

*Community rights:*

- Respect land tenure rights.
- Respects the rights of indigenous and local communities to give or withhold their free, prior and informed consent (FPIC) to operations in lands to which they hold legal, communal, or customary rights.

*Continuous Stakeholder Engagement:*

- Establish a transparent, responsive grievance mechanism with input from stakeholders that is readily accessible to stakeholders and will respond to grievances in a timely and transparent way.
- Recognize the importance of this policy and the fact that ensuring its effectiveness will need the support and cooperation of all stakeholders to meet the objectives of the sustainability commitments.

*Recognize the Rights of all Employees:*

- Respect and uphold the rights of all workers, including contract, temporary, and migrant workers, in accordance with the Universal Declaration of Human rights and the International Labour Organization's core conventions.
- Provide fair and equal opportunities regardless of race, nationality, religion, or gender.
- Provide equipment and trainings on the implementation of safety and health policies and equip its workers to protect them from exposure to occupational health and safety hazards.

*Implement Good Agricultural Practices (GAP), thereby reducing its carbon footprint:*

- Phase out or reduce the use of Class 1a (Extremely hazardous) and class 1b (highly hazardous) chemicals on the plantations.

- Implement optimum nutrient recycling, soil improvement, and waste reduction on the plantations by using the by-products effectively.
- Develop and commence to implement a plan for progressive reduction of greenhouse (GHG) gas emissions from all operations.
- Increase its carbon sequestration through conservation and ecosystem restoration and continuous improvements in sustainable plantation management practices.



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