



FRASER & NEAVE HOLDINGS BHD

(Group No. 4205-V)

Version 3.0

CODE OF BUSINESS PRACTICES FOR THIRD PARTIES (SUPPLIER)

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1. POLICY STATEMENT

- 1.1 Since its establishment in 1883, the practices of Fraser & Neave Holdings Berhad and all its subsidiaries (collectively, the "**Company**") have been governed by integrity, honesty, fair dealing and full compliance with all applicable laws. In line with the foregoing, the Company takes a zero-tolerance approach to all forms of bribery and corruption, and is committed to uphold all applicable laws in relation to anti-bribery and anti-corruption.
- 1.2 Any person associated to the Company, including but not limited to third party suppliers, service providers, vendors, parent company, affiliates, subsidiaries, contractors, consultants and agents ("**Business Associates**"), shall be guided by this Code of Business Practices for Third Parties (Supplier) ("**Code**") in all their business dealings and activities with and for the Company. The Company will not tolerate any practice that does not comply with this Code and/or any applicable laws and regulations.
- 1.3 Please note that this Code does not provide specific and detailed practices or policies to cover every possible scenario that Business Associates may encounter. As such, this Code is not a substitute for the Business Associates own good judgment and proper business conduct.

2. SCOPE

- 2.1 This Code applies to all Business Associates who provide any form work, products, goods, equipment, materials or services or act for or on behalf of the Company, including but not limited to their employees, parent company, affiliates, subsidiaries or any other third parties or sub-contractors that has been engaged by the Business Associate to perform services for, or provide products to, or act for or on behalf of the Company (collectively, "**Personnel**").
- 2.2 This Code is intended to supplement and should be read in line with the Company's Anti-Bribery and Anti-Corruption Policy.
- 2.3 For avoidance of doubt, this Code applies to all of subsidiaries of Fraser & Neave Holdings Berhad.

3. BRIBERY AND CORRUPTION

- 3.1 In line with the Company's commitments against bribery and corruption, the Company has put in place an anti-bribery and anti-corruption management system ("**ABCMS**") to consolidate and manage elements, policies, objectives and processes in relation to bribery and corruption risks in the Company. All Business Associates and its Personnel are required to comply with the ABCMS as well as any applicable laws in relation to anti-bribery and anti-corruption.
- 3.2 In line with the above, it is the duty of all Business Associates to undertake periodic reviews and assessments to understand bribery and corruption risks and to ensure that it has adequate procedures in place to address such risks and that the procedures are kept up to date and remain efficient and effective.
- 3.3 All Business Associates are required to immediately report any real and/or suspected bribery or corruption to the Company so that the Company is able to investigate and take appropriate action against the perpetrators. All Business Associates shall refrain from:
- a) disclosing the matter to any persons unless specifically directed or authorized to do so by a member of the investigations team; and
 - b) investigating or determining the facts on their own.
- 3.4 Business Associates must cooperate with any investigation and provide accurate and truthful information. Business Associates must not disclose or discuss the fact that an investigation is being conducted or has been conducted and must not disclose the results of any investigation to anyone except if required by law, by employees of the Company or law enforcement agencies who need to know in order to perform their duties.

4. GIFTS, ENTERTAINMENT, DONATIONS, SPONSORSHIP AND POLITICAL CONTRIBUTION

Gifts and Entertainment

- 4.1 As a general rule, the Company practices a "no gift policy". Save for the limited exception set out in the Company's Anti-Bribery and Anti-Corruption Policy, all of the Company's employees are prohibited from receiving and/or offering any tangible or intangible gratification in the form of gifts, services, cash, property, holiday packages and entertainment ("**Gratification**") whether directly or indirectly, and must immediately refuse and/or return such gifts.
- 4.2 While it is a common practice to provide modest Gratification to build and foster business relationships, all Gratification, if received, must be unsolicited and must not be perceived as a form of bribery.
- 4.3 Save for written instructions from the Company, Business Associates are prohibited from providing any Gratification for and on behalf of the Company.
- 4.4 All Gratification offered and accepted must not exceed RM 50.

Donations and Sponsorships

- 4.5 Save for written instructions from the Company, Business Associates are not permitted to make any donation or sponsorship to any third party on behalf of the Company.

Political Contribution

- 4.6 Business Associates are not permitted to make any political contribution on behalf of the Company.

5. FACILITATION PAYMENT AND DEALING WITH GOVERNMENT

Facilitation Payment

- 5.1 Under no circumstances shall the Business Associate be permitted to make any facilitation payment for and on behalf of the Company. "Facilitation payment", often referred to as "Duit Kopi" is an illegal or unofficial payment made in return for services which the payer is legally entitled to receive without making such payment.

Dealing with Public Officials

- 5.2 The Business Associate shall disclose any relationship, dealings or interactions that it has or may potentially have with public officials and/or is involved in a government project.
- 5.3 Where the Business Associate is required to deal or interact with public officials on the Company's behalf, the Business Associate shall be responsible for knowing and complying with all applicable laws and regulations.
- 5.4 Business Associates are expected to cooperate with reasonable requests for information from government agencies and regulators, and to consult with the relevant divisions in the Company before responding to any non-routine requests.
- 5.5 All information provided must be correct and accurate.
- 5.6 Business Associates must not alter or destroy any documents or records in response to an investigation or other lawful request.

6. CONFLICT OF INTEREST

- 6.1 All business decisions and actions by the Business Associate must be made with the Company's best interest in mind and must not be motivated by its personal considerations or relationships.

- 6.2 All Business Associates are required to declare to the Company if there is any actual, potential or perceived conflict of interest arising from the Business Associate's Personnel. A conflict of interest situation may arise when:
- a) a person or organisation associated with the Business Associate, is in a position to benefit directly or indirectly from the Business Associate's actions through an unfair or unintended imposition, damage or loss to the Company; or
 - b) the Business Associates' integrity, objectivity or fairness in conducting any business dealings with the Company is at risk due to a personal interest or conflicting business arrangements.
- 6.3 In particular during the purchasing or procurement process, any conflict of interest (or potential conflict) through relationships or friendships with people in other companies invited by the Company to tender for any project must be declared to the Company. This includes situations where the Business Associate, or its Personnel, have relatives or friends working in the other companies.
- 6.4 All declarations of any conflict of interest shall be made in the form specified under APPENDIX 1.
- 6.5 Where there is evidence or even suspicion of improper behavior during the tender process or after its award, it must be reported to the Company either directly or through the whistleblowing channel, for appropriate action to be taken. Any report made in this regard will be treated with the utmost confidentiality unless required to be declared in law.

7. COMMUNICATIONS

In its dealings with the Company, the Business Associate must provide accurate and truthful information. The Business Associate must avoid exaggeration, guesswork, legal conclusions, opinions and derogatory remarks or characterizations of any persons or companies. This applies to communications of all kinds, including e-mails, "informal" notes or memos. Records should always be retained and destroyed according to and in compliance with the record retention policies and all legal requirements of the Company.

8. COMPETITORS

- 8.1 The Company does not tolerate anyone who steals, procures, obtains or possesses any of its competitors' proprietary or trade secrets info. Where the Business Associate have obtained such info by mistake, the Business Associate shall immediately consult the Legal Department.
- 8.2 As much as the Company desires to gain competitive advantage against our competitors, the Company will never use illegal or unethical methods to achieve such goal.

9. CONFIDENTIAL INFORMATION

- 9.1 The Business Associate acknowledges that it may come into possession of the Company's confidential information in the course of its dealings with the Company. Confidential information refers to any proprietary or confidential information, whether marked "CONFIDENTIAL" or otherwise, that is competitively sensitive material or otherwise of value to the Company and not generally known to the public, including trade secrets, scientific or technical information, design, invention, process, procedure, formula, improvements, product planning information, terms and conditions of the agreement, marketing strategies, financial information, information regarding operations, consumer and/or customer relationships, consumer and/or customer identities and profiles, sales estimates, business plans, and internal performance results relating to the past, present or future business activities of the Company and the consumers, customers and suppliers of any of the foregoing.
- 9.2 In line with the above, the Business Associate undertakes to:
- a) not disclose any confidential information to any unauthorized recipients or use the Confidential Information in any circumstances without prior written consent from the Company; and

- b) safeguard all confidential information, keep it secure and provide only limited access to those who have a need to know the confidential information in order to execute their job functions.

9.3 The obligation to preserve the confidential information shall continue notwithstanding the termination or cessation of any the Business Associate's contract. In the event of a conflict between the confidentiality obligations under any written agreement between the Company and the Business Associate and the confidentiality obligations under this Code, the confidentiality obligations under the written agreement shall prevail.

10. WHISTLEBLOWING

- 10.1 To further enhance efforts by the Company towards better corporate governance, the Company has also established a secure and confidential channel for all its Business Associates to report any conduct including any fraudulent activities, misconduct of employees, bribery, breach of ethics, breach of confidentiality or any practices that may be construed as a violation of any policies set out in this Code and/or which is not in accordance with general standards and business ethics.
- 10.2 The Company gives anyone who makes a report, complaint or disclosure about any real and/or suspected bribery or corruption the protection of confidentiality to the extent reasonable, and protection against detrimental action for making the report. This is provided that the report, complaint or disclosure is made in good faith.
- 10.3 Any actual or suspected bribery or corruption can be reported through:

A. The Office of the Chairman of the Audit Committee

Contact No. : 603-9235 2232
Address : C/O Office of Board Chairman
Fraser & Neave Holdings Bhd
No. 1, Jalan Bukit Belimbing 26/38,
Persiaran Kuala Selangor,
Seksyen 26, 40400 Shah Alam,
Selangor Darul Ehsan, Malaysia
Email : whistleblowing@fn.com.my

- 10.4 Further details are set out in the Company's Whistleblowing Policy. This Code together with Whistleblowing Policy and Fraud Control Policy are available on Company's public website at www.fn.com.my/investors/#corporate-governance.

11. INTERACTION WITH CUSTOMERS AND THE MEDIA

The Company has incurred a substantial amount of time and resources to build a long-term relationship with its customers. To this end, all Business Associates must at all times:

- a) practice the highest standards of professionalism, honesty and integrity when interacting with the Company's customers, including ensuring that all marketing materials are accurate, truthful and lawful;
- b) ensure that their products or services does not damage the Company's reputation;
- c) ensure professional and consistent responses when required to deal with the media, any requests from the media should be forwarded to the Company's Communications and Corporate Affairs Department; and
- d) obtain the written consent of the Company prior to divulging any information to the media or outsiders.

12. NON-COMPLIANCE AND INVESTIGATION

Without prejudice to the other rights and remedies available to the Company, any non-compliance with or violation of this Code or any applicable laws may result in the suspension or termination of the relationship and contract with the Business Associate. Additionally, such Business Associate may also be subject to loss of access privileges, unsatisfactory performance evaluation, sanction, accountability in a court of law, civil, and criminal prosecution.

13. SUSTAINABLE BUSINESS RELATIONSHIP AS PER SUPPLIER CODE OF PRACTICE (SCOP)

13.1 The Company is committed in conducting an effective business under good governance as a foundation of sustainable growth and social acceptance, while observing the highest ethical standards in all its procurement activities. The Supplier Code of Practice (also known as 'SCOP') serves as a guideline of the Company's expectation from the Business Associates not only on business ethic as stipulated in this Code, but also on environmental management, human right and occupational health & safety. The Company looks forward to its vendors and suppliers' compliance with the SCOP, as we believe, we can achieve a strong, steady and sustainable growth together, as well as create a better society and environment.

13.2 **Environmental Management;** Business Associates are expected to conduct their business in an environmentally responsible manner.

- a) Contamination – Business Associates shall conduct their business in a cautious manner that prevents chemical contamination or leakage which may be harmful to humans and the ecosystem, and shall develop responsive measures to minimize the impact towards local communities and the environment from the aforementioned scenario.
- b) Resource Consumption – Business Associates shall develop policies or measures to optimize the consumption of available resources in their supply chain processes.
- c) Management System – Business Associates shall have in place environmental management systems in accordance with international standards or equivalent thereto. We also expect Suppliers to perform environmental impact assessments.
- d) Waste Disposal – Prior to discharge, disposal, or release, Business Associates shall manage and separate hazardous waste appropriately.

13.3 **Human Right;** Business Associates are expected to treat their employees equally, with respect and dignity, in accordance with International Labour Organization (ILO) standards and applicable labour laws.

- a) Child and Compulsory Labour – Business Associates shall not engage in or support the use of child labour under minimum age. Furthermore, young worker shall not be assigned to tasks, workplaces and/or working hours prohibited by law, nor shall they be forced to provide labour in any manner.
- b) Equality – Business Associates shall treat their employees equally regardless of their physical or mental differences, such as gender, nationality, race, belief, disability or any other means.
- c) Human Capital Development – Business Associates shall ensure that their employees receive sufficient training hours with regards to their assigned role and responsibility.
- d) Layoffs Practice - Business Associates' layoff measures shall be in line with applicable laws and regulations, and compensation shall be paid fairly to their employees in accordance with applicable labour laws.
- e) Wages and Benefits – Business Associates shall ensure that wages and benefits including compensations and remunerations, are provided to their employees in accordance with applicable labour laws.

- f) Working Hours – Business Associates are prohibited from forcing their employees to work in excess of the maximum working hours as regulated by labour laws.

13.4 Occupational Health and Safety; Business Associates are expected to procure and maintain proper workplaces and working environments which are safe and hygienic, in accordance with applicable laws.

- a) Working Conditions – Business Associates shall provide a safe and hygienic workplace and/or working environment, and shall ensure that sufficient and appropriate training and personal protective equipment are provided to their employees. Business Associates shall also develop mitigation plans for emergency situations to reduce potential losses and casualties, and shall strictly comply with applicable laws and regulations.
- b) Occupational Injuries and Illnesses – Business Associates shall develop preventive and remedial measures to support their employees’ occupational injuries or illnesses. Records of such injuries or illnesses shall also be kept appropriately in accordance with applicable laws.

14. ADHERENCE TO FOOD SAFETY REQUIREMENT ON SUPPLY OF GOODS AND/OR SERVICES INTO F&N PREMISE(S)

In compliance with Food Safety requirement as stated in Malaysian Standard MS 1500:2019 on Halal Food - General Requirements (Third Revision), Majelis Ulama Indonesia HAS 23000 on Requirement of Halal Certification for LPPOM MUI-2012, ISO 22000 and FSSC 22000 on Food Safety Standard, upon supplying goods and/or services into F&N premise(s), Business Associates shall:

- a) Not carry materials that contain any parts or products of animals that are non-Halal to Muslims by Shariah law or products of animals which are not slaughtered according to Shariah law into F&N premises;
- b) Not carry materials that are derived from pork or its derivatives into F&N premises;
- c) Not carry materials that contain any human parts or its derivatives that are not permitted by Shariah law into F&N premises;
- d) Not carry materials derived from khamr (alcoholic beverages) or khamr derivatives into F&N premises;
- e) Inform F&N representative(s) for any non-food grade chemicals and other hazardous substances that are required to be used in the manufacturing plant;
- f) Not smoke in offices, washrooms, manufacturing plant and warehouse. If required, please seek assistance from F&N representative(s) for designated smoking area;
- g) Not store our materials (including but not limited to packaging, ingredients, raw materials and finished goods) with non-Halal materials.

15. REVIEW AND AMENDMENTS

The Company reserves the right to amend, update or replace this Code or any part of it from time to time based on legislative requirements and other circumstances. Such amendments or replacement shall be binding on all Business Associates and its Personnel, where applicable.

APPENDIX 1

ACKNOWLEDGEMENT & DECLARATION

Section A: Integrity Pledge

We/I have read and agree to be bound by the provisions of the Anti-Bribery and Anti-Corruption Policy and Code of Business Practices for Third Parties (Supplier) of Fraser & Neave Holdings Bhd group (the "**Company**").

We/I hereby declare and undertake as follows:

1. We/I have received and shall comply with the Company's Anti-Bribery and Anti-Corruption Policy and Code of Business Practices for Third Parties (Supplier) of and shall communicate all relevant requirements to my employees and all persons acting on our/my behalf in connection with work for the Company, including agents or subcontractors (if any);
2. We/I shall complete the Declaration of Conflict of Interest Form in the Company's Code of Business Practices for Third Parties (Supplier) where there is any actual, potential or perceived conflict of interest, including any actual, potential or perceived conflict of interest arising in connection with our/my work for the Company;
3. We/I shall not commit any acts of bribery or corruption in all business activities under our/my control and will comply with all applicable anti-bribery and anti-corruption laws, including the Malaysian Anti-Corruption Commission Act 2009 and the Penal Code;
4. We/I have implemented or shall implement anti-corruption policies, procedures and control measures which complies with all applicable anti-bribery and anti-corruption laws;
5. We/I have been informed about the Company's whistleblowing channel, and shall report any acts of bribery or corruption in all business activities and business relationships in relation to the Company that comes to our/my knowledge either through:

The Office of the Chairman of the Audit Committee

Contact No. : 603-9235 2232
 Address : C/O Office of Board Chairman
 Fraser & Neave Holdings Bhd
 No. 1, Jalan Bukit Belimbing 26/38,
 Persiaran Kuala Selangor,
 Seksyen 26, 40400 Shah Alam,
 Selangor Darul Ehsan, Malaysia
 Email : whistleblowing@fn.com.my

We/I further reiterate our agreement that we/I shall not hold the Company responsible for any loss or damage whatsoever that we/I, our/my subcontractors or suppliers or agents may suffer arising out of, in connection with and/or relating to a termination of our relationship with the Company resulting from our/my violation of the Company's Anti-Bribery and Anti-Corruption Policy, the Code of Business Practices for Third Parties (Supplier) and/or any applicable anti-bribery and anti-corruption laws.

Section B: SCOP Acknowledgement

We/I hereby confirm that we/I have read and agreed to the “Supplier Code of Practice” and shall ensure our/my full compliance with it. Corrective action plans will be submitted and carried out for any non-compliance issue(s) upon Company’s request. We/I are/am aware that Company’s expectation is for us/me to apply the principles stated in the Code to our/my own supplier management and development as well. If any non-compliance issue(s) arises, and we/I are/am unable to correct such issues, we/I acknowledge Company’s right to take any appropriate action.

Section C: Food Safety Requirement Acknowledgement

We/I hereby confirm that we/I have read and agreed to the requirements on Food Safety and we/I are/am committed to ensure that the requirements are met at all times. If such requirements are not complied with at any time for whatever reason, the same shall be considered a material breach of the commitment, without prejudice to any other right of action available to us/me, the Company shall be entitled to summarily terminate our/my supply and/or service, and claim damages against us/me. In addition, we/I shall allow the Company and/or the relevant authorities to conduct inspections to ensure that such requirements are complied with.

Section D: Conflict of Interest Declaration

We/I hereby declare that we/I do not have any conflict of interest with any of the businesses within the F&N Group, either directly or indirectly, including but not limited to contracts of supply of goods and services to the Group, and contracts of sale of goods and services thereto, in relation to the Group’s commercial activities wherever they operate.

In the event that we/I, or any of our/my affiliates or family members, intend to or will be involved with the business of the Group, or have any financial interest, it will be our/my responsibility to declare as following who have directly/indirectly in relationship with F&N Group, as stipulated in clause 6 on Conflict of Interest.

Company Name	Nature of Business	Contact Person	Contact Number	Relationship	Nature of Conflict
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

We/I hereby also agree for the Company of use the above information for further inquiries wherever they see fit. In the event that any conflict of interest may arise at a later date, we/I undertake to declare this information to the Procurement Department of the Company.

Name of Authorised Personnel :		Company Stamp :
Title :		
Date :		
Signature :		

Note: Please email signed copy to procurement@fn.com.my.



FRASER & NEAVE HOLDINGS BHD

(Group No. 4205-V)



HUMAN RIGHTS POLICY

VERSION 1
April 2022

Principles & Rationales

Fraser & Neave Holdings Bhd and its subsidiaries (“**F&NHB**”) operate their business with integrity, honesty, fairness and full compliance with all applicable laws. F&NHB adheres to the principles and provisions of the Code of Corporate Governance 2018 as well as to F&NHB’s “[Code of Business Ethics & Conduct](#)”. We are committed to taking responsibility for our impact on society and treating all of our stakeholders with dignity, respect, fairness without discrimination, and consideration for their human rights. Our stakeholders include employees, business partners, suppliers and communities throughout our value chain. We believe that to enhance our business sustainably and to contribute positively to the society, it is crucial to respect the human rights and the relevant principles of all stakeholders in our value chain.

To promote and respect the rights of all stakeholder groups, we established F&NHB’s Human Rights Policy that upholds under domestic and international laws, rules, and regulations. The Human Rights Policy was developed to align with the related human rights principles under the international standards, including the United Nations Universal Declaration of Human Rights, as well as the United Nations Guiding Principles on Business and Human Rights (“**UNGP**”), United Nations Global Compact, and the International Bill of Human Rights and The International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

Definitions

The Company	Refers to F&NHB, and subsidiaries where the Company holds more than 50% of their shares and has management control.
Employees	Refers to all employees who work under an employment contract with the Company, covering all positions.
Suppliers	Refers to contractors, sub-contractors, manufacturers, primary producers, importers/ merchants, and professional service providers.
Business Partners	Refers to agents, joint venture partners and customers.

Scope of the Policy

F&NHB's Human Rights Policy applies to all activities (i.e. direct activities, products, or services), as well as to all of F&NHB's directors, executive officers, employees, and all business operations and associated activities. The Company's suppliers and business partners are expected and strongly encouraged to support and align with our Human Rights Policy and commitments, where applicable.

Moreover, we extend these expectations and commitments throughout the Company's value chain, to all relevant stakeholders and affected rights holders, including:

- customers
- local communities
- the Company's indirect employees (i.e. third-party contracted labour)
- vulnerable groups (i.e. women, pregnant women, children, indigenous people, foreign/ migrant workers, local communities, minority groups, refugees, stateless individuals, disabled people, elderly, and LGBTQI+ identifying individuals).

F&NHB's human rights commitments include:



Prohibition of child labour, forced labour, human trafficking, and discrimination and harassment.



Respecting and promoting fairness, diversity, the right to freedom of association and collective bargaining, and fair remuneration.



Respecting and promoting fair working conditions, addressing the elimination of excessive working hours and supporting the right to a minimum or living wage, where required by the country's regulation.



Respecting and promoting health and safety, data privacy and the environment of our stakeholders.

We expect all our stakeholders to be aware and align with these human rights commitments, where applicable.

Practices & Guidelines of the Policy

To meet our human rights commitment, F&NHB effectively oversees our human rights management, and performance through the Company’s Human Rights Due Diligence (“**HRDD**”), which is in-line with UNGP’s human rights framework.

As part of the HRDD, we conduct a Human Rights Risk Assessment (“**HRRA**”) for all own operations and its associated activities in our value chain. The scope of the HRRA aligns with the scope of F&NHB’s Human Rights Policy. The risk assessment covers all previously mentioned stakeholders, rights holders, and vulnerable groups at risk of human rights violations, as well as, the human rights issues outlined in our commitments.

Moving forward, we aim to progressively incorporate this to all of our existing operations.



**EMPLOYEE
PRACTICES**



**SUPPLIER
PRACTICES**



**BUSINESS PARTNER
PRACTICES**



**COMMUNITY &
ENVIRONMENTAL
PRACTICES**

Employee Practices



Our human rights commitments have been incorporated into all aspects of our Human Capital management. We ensure respect of human rights for all of our employees through incorporation of human rights aspects into our Code of Business Conduct. This includes respect for human dignity, human rights for every person, and zero tolerance for discrimination, whether due to differences in ethnicity, race, nationality, gender, language, age, skin colour, physical status, religion, political view, education, social status, culture, tradition, union membership, gender identity or any other status which is considered to be a human right.

F&NHB is committed to ensuring that all workers are treated fairly in hiring and other working practices, such as job applications, promotions, job assignments, training, wages, benefits, and termination. We are also committed to fostering, cultivating, and preserving the culture of diversity and inclusion across the businesses and in all working levels. We aim to attract and retain talent from all backgrounds.

F&NHB is committed to fair remuneration for all employees and to the right to freedom of association and collective bargaining. The Company is compliant with local laws and when applicable, meeting international standards, including the prohibition of child and forced labour, and other illegal forms of labour.

F&NHB sets high standards for safety, occupational health, and the working environment. The Company ensures effective health & safety policies are up-to-date and effective in order to prevent accidents, injuries, and work-related illnesses arising from business activities in accordance with the standards imposed by applicable laws and international standards.

F&NHB has established easily accessible reporting channels (as stated in the Whistleblowing Policy and Grievance Policy) for employees to report and feedback on issues. They are encouraged to report any form of human rights violations arising from the Company's business operations through those reporting channels. As specified in the [F&NHB's Whistleblowing Policy](#), we shall protect, support and treat any whistle-blower fairly.

F&NHB will establish awareness building and training to employees to understand their roles, duties, and responsibilities related to human rights and to perform their duties in accordance with our human rights commitments and guidelines.

Supplier Practices



F&NHB commits to fair treatment for all suppliers without discrimination. We communicate and support suppliers and business partners to do business with ethics, respect for human rights of others and treating others fairly.

We expect and encourages all suppliers to conduct their business in accordance with our commitments on human rights, including promoting the right to freedom of association and collective bargaining, addressing the elimination of excessive working hours and supporting the right to a minimum or living wage, where required by the country's regulation, and animal welfare, and to adhere to the principles of fair and business ethics, as well as applicable laws and regulations. Child and forced labour, and other illegal forms of labour are strictly prohibited.

Our Sustainable Procurement Policy and sourcing practices cover our full commitment to standard principles of ethical business practices throughout the supply chain, and to adhere to guidelines and principles of fair play and transparency. Our sourcing practices take into consideration environmental, social, governance, and economic factors in our suppliers' selections. We also focus on local sourcing to contribute to local economic development when applicable.

Our [Supplier Code of Practice](#) outlines our commitments and expectations for suppliers relating to business ethics, environmental management, health and safety, and human rights. We encourage and support our suppliers to have appropriate measures in place for preventing, mitigating, managing, and remedying the human rights violations potentially arising from their business operations. Any forms of human rights violations found shall be addressed and will not be ignored by the Company.

Business Partner Practices



F&NHB commits to fair treatment for all business partners without discrimination. We expect our business partners to align with our Human Rights Policy, and any relevant human rights laws, practices, and standards, where applicable.

We also encourage our business partners to apply our human rights commitments in their management approaches. We ensure that our customers receive products and services that are of good quality, safe, fair and equitable pricing and promote health and nutrition.

Community & Environmental Practices



F&NHB commits to ensuring that our operations and business activities produce no direct human rights violations for surrounding communities and the environment.

We operate our businesses responsibly through giving considerations towards potential impacts on communities and the surrounding environment. The Company has established an Environmental Policy as well as management guidelines for conducting business activities and minimising environmental impacts as much as applicable. We aim to strengthen positive relationships with all stakeholders, and for fair and transparent treatment of stakeholders to prevent any violations of their human rights.

F&NHB continuously tracks, monitors, and assesses our human rights risks, and have developed whistleblowing and complaint/feedback channels where inputs on issues and concerns related to human rights violations can be submitted. We will communicate and educate employees on our human rights practices. We promote and support cooperation from all directors, executives, employees, and all groups of stakeholders within the business value chain in reporting on any forms of human rights suspicions, incidents, and violations arising from the business operations through the Company's established and dedicated channels.

The results from these channels will be used to consider any improvements, and to develop appropriate mitigation and remediation measures. We evaluate the implementation on human rights policies and mitigation measures, according to the tracking and monitoring processes. A person who has committed a violation of human rights will be subjected to the disciplinary action process, and punished according to the Conduct and Discipline section in the F&NHB's Human Capital Handbook. If such violation is against the applicable laws, legal proceedings may also be initiated.

We are determined to conduct the HRDD process regularly to identify/ review and evaluate any risks and impacts relating to a violation of human rights caused by the Company's business operations and associated activities. Our Human Rights Performances will be reported annually in our Sustainability Report.



This Human Rights Policy Statement consolidates the existing human rights commitments reflected in our existing corporate commitments, control and procedures, processes, and management approaches.