



## SABAH SOFTWOODS BERHAD

(Co. No. 016887-D)

### SOCIAL POLICY

**Sabah Softwoods Berhad (SSB)** acknowledges that development needs to be socially-beneficial. Hence, our company is firmly committed to adhere with the following principles:-

- All employees would be treated fairly in terms of recruitment, progression, terms and conditions of work and representation regardless of race, caste, nationality, gender, physique, sexual orientation and religion,
- To identify through consultation, the potential social benefits and determine how they might be enhanced for the mutual benefits of the company and local communities,
- To ensure that any negotiations concerning compensation for loss of legal or customary rights is dealt with through a documented system that enables, local communities and other stakeholders to express their views through their own representative institutions,
- To develop and implement a policy to prevent sexual harassment and all other forms of violence against women and to protect their reproductive rights,
- We do not condone forced labour and child labour.

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**Mohd. Hattah Bin Hj. Jaafar**  
**(Chief Executive Officer)**

**1<sup>st</sup> July, 2015**