



## **Anglo-Eastern Plantations Plc**

### **UK Modern Slavery Act Statement for Financial Year 2020**

The UK's Modern Slavery Act 2015 (the Act) addresses issues of slavery, servitude, human trafficking and forced or compulsory labour. It came into effect on 29 October 2015 and requires entities carrying on a business or part of a business in the United Kingdom, and having annual turnover of £36 million or more, to disclose information regarding the steps they have taken to eradicate slavery and human trafficking within their organisation as well as from their supply chain during the previous financial year.

Anglo-Eastern Plantations Plc (or “the Group”) is committed to combating slavery and human trafficking. This is the Group’s first statement on Modern Slavery Act and summarises the Group’s current approach to modern slavery and sets out what actions are being planned in the future in addressing the risk of modern slavery in our business and supply chain.

#### **Business and Organisation**

The Group is a holding company with oil-palm plantations in Indonesia and Malaysia. The Group’s turnover comes mainly from its Indonesian plantations, producing and processing oil palm fresh fruit bunches and employing around 7,000 permanent estate workers. On top of that it also purchases some fresh fruit bunches from third parties. The Group routinely engages contractors who are responsible for the delivery of other services including planting, transportation, construction and maintenance. In addition, the Group acquires supplies critical to its operation, including seedlings, machinery spare parts, chemicals and fertiliser from third-party suppliers.

#### **The Group’s Policy Related to Modern Slavery Risks**

The Group manages its environmental and social risks, including human rights and labor issues through its centralised Environment, Safety and Health (“ESH”) & Sustainability team. The Group has a Sustainable policy, approved by the board of directors, relating to all these risks, including those related to modern slavery. It documents the Group’s commitment to ensure that modern slavery does not take place within the Group and addresses the Group’s policy towards suppliers as well as the need for open communication and appropriate training within the Group. More specifically, the sustainability policy set forth the Group's expectations with respect to, among others: child labour, involuntary labour, coercion, abuse and harassment, working hours and compensation, and worker health and safety.

The Group is committed to good corporate citizenship and our approach demonstrates our commitment to acting ethically and with integrity in our business relationships to ensure that slavery and human trafficking is not taking place in any part of our business. Employees are encouraged to report any misconduct or unethical behavior through a public Grievance Procedure, where concerns raised by any stakeholder against the Group or our suppliers can be addressed transparently.

## Going Forward

The Group plans to further train its key employees on modern slavery. It also plans to notify all its suppliers about its expectations in respect of modern slavery, and conduct training to explain its policies on modern slavery. A system for monitoring the highest risk contracts and validating that no signs of modern slavery have been detected will be developed. Where direct monitoring is not possible, the Group plans to seek assurances from its principle suppliers that their business practices are consistent with the Group's policy on combating all forms of modern slavery.

A handwritten signature in black ink, appearing to read 'John Lim', is positioned above a solid horizontal line.

Dato' John Lim

Executive Director  
Anglo-Eastern Plantations Plc