



# Commitment to Children and Human Rights

## 2023-2025

Addendum to the Musim Mas Sustainability Policy 2020-2025



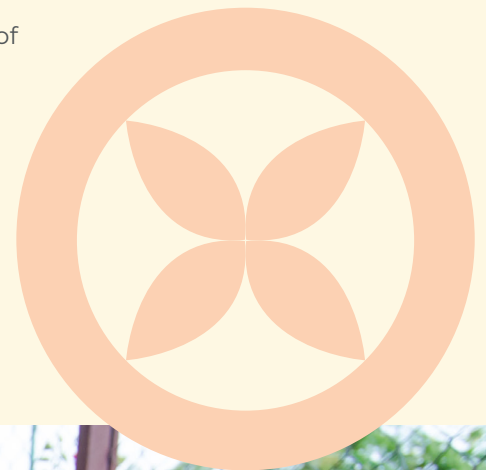


# INTRODUCTION

Protection of children’s and human rights have been in the center of Musim Mas Sustainability commitments and are exemplified in our policies, our active participation in the Roundtable on Sustainable Palm Oil (RSPO) and the Palm Oil Innovation Group (POIG), and more recently our participation in the United Nations Global Compact (UNGC).

Via our RSPO certification, our adherence to the International Labour Organisation (ILO) core conventions has been independently assessed through third-party auditors dating back to 2007<sup>1</sup>. The effectiveness of our efforts in the field of children’s and human rights have been independently verified through two assessments by Verité Southeast Asia in 2016 and 2021. Nevertheless, it is appropriate at this time to clarify our commitment and expectations with respect to our own operations and those of our suppliers.

Children’s and human rights commitments are central to Musim Mas way of doing business. The Musim Mas Board of Directors considers sustainability a core component of our corporate identity, ensuring that environmental, social, and governance (ESG) material issues, including child protection are embedded into our business strategies and decisions. We continually engage with our workforce and surrounding communities so they are fully aware of their rights and responsibilities. The senior management team is responsible for the implementation of our action plans and commitments described in detail below.



<sup>1</sup> RSPO verifies commitment and adherence to the following ILO conventions (non-inclusive list): No. 11 (Rights of Association), No. 29 (Forced Labor), No. 87 (Freedom of Association), No. 98 (Collective Bargaining), No. 100 (Equal Remuneration), No. 105 (Abolition of Forced Labor), No. 111 (Discrimination), No. 138 (Minimum Age), No. 141 (Rural Workers’ Organizations), No. 156 (Workers with Family Responsibility), No. 159 (Disabled Persons), No. 169 (Indigenous and Tribal Peoples), No. 182 (Worst Forms of Child Labor), No. 184 (Safety and Health in Agriculture), as well as the Convention on the Rights of the Child (CRC) and the UN Declaration on the Rights of Indigenous Peoples.

# Child Protection and Children's Rights

Musim Mas bases its commitment to child protection and children's rights on the United Nations Convention on the Rights of the Child (CRC).

Musim Mas has procedures in place to prevent child labour through age-checks, and remedy child labour cases - should they occur. Musim Mas will report annually on any detected incidents of child labor.

Musim Mas is committed to ensuring the welfare of children and ensuring family-friendly work conditions. This includes providing primary education for children living on-site, child-care facilities for working couples, education for pregnant women, health care services, as well as special provisions for women workers with infants. It also includes scholarships for secondary education.

Musim Mas is committed to increasing positive impacts in the communities nearby our operations. Our community engagement and CSR programs for local villages will include provisions for children. This includes, but may not be limited to employment, education and vocational programs. We will report on actual and potential negative impacts on children in surrounding communities starting in 2024, as well as efforts to enhance positive impacts (e.g. health care, nutrition).



# Human Rights

Musim Mas is committed to the United Nations Guiding Principles on Business and Human Rights, national legislation as well as fundamental ILO conventions, including but not limited to the specific conventions spelled out by the RSPO and POIG.

Within our operations we will further promote gender equality and women empowerment to encourage women employees to work in the in upstream operations. We will aim to increase the female workforce relative to our 2020 benchmark (26%).

Our complaints and grievance system is open to all affected stakeholders.





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