

# UNITED NATIONS GLOBAL COMPACT REFERENCE TABLE

Human Rights	
<b>Principle 1</b> Businesses should support and respect the protection of internationally proclaimed human rights	As a signatory member through our subsidiary, SMART, we have publicly endorsed the UNGC both for our owned and operated businesses
<b>Principle 2</b> Make sure that they are not complicit in human rights abuses	We take care to work in a way that avoids such abuses. For instance, all our security guards undergo a comprehensive training programme provided by the Bhakti Manunggal Karya Centre of Education and Training ("BMK"). The programme includes a human rights component. Our security guards do not carry firearms
Labour	
<b>Principle 3</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Indonesia's laws are in line with the relevant ILO Conventions. We observe these laws. 98% of our Indonesian permanent workers is unionised
<b>Principle 4</b> Businesses should uphold the elimination of all forms of forced and compulsory labour	Employees enter into our employment freely. As a matter of policy, we do not require our employees to deposit identity papers nor deposit money
<b>Principle 5</b> Businesses should uphold the effective abolition of child labour	The minimum age for employment in any capacity is 18 years. We are totally opposed to any form of child labour. We rigorously enforce these principles at all our plantations, mills and other places of work. Our recruitment officers check the identification card against the employees' schooling records such as their school diplomas to ensure that we do not employ children
<b>Principle 6</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation	The Company has an equal opportunities policy on employment, banning discrimination based on race, national origin, religion, disability, gender, sexual orientation, union membership and political affiliation
Environment	
<b>Principle 7</b> Businesses should support a precautionary approach to environmental challenges	We accept the precautionary principle
<b>Principle 8</b> Businesses should undertake initiatives to promote greater environmental responsibility	This issue is addressed particularly in <i>Managing Sustainability in Our Plantations</i> sub-section of the Sustainability Report 2010 pages 18-24
<b>Principle 9</b> Businesses should encourage the development and diffusion of environmentally friendly technologies	We invest heavily in research to improve the crop and manage it in a sustainable way. Our research institute, SMARTRI is dedicated to supporting the palm oil industry through innovation, developing best practices and improving the current palm oil breeding programme. We seek to be on the cutting edge of palm oil research and development and work with reputable research institutes and universities, like Centre de coopération Internationale en Recherche Argonomique pour le Développement, Monash University, McGill University and University Putra Malaysia
Anti-corruption	
<b>Principle 10</b> Businesses should work against corruption in all its forms, including extortion and bribery	We do not tolerate any instances of bribery and corruption. Any employee found to have engaged in bribery or corruption is severely dealt with by the Company and to the full extent of the law. We believe that this stance has a positive impact beyond the boundaries of the Company