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GRI GENERAL DISCLOSURES			
GRI 102: General Disclosures			
Disclosure Number		Page	Remarks
102-1	Name of the organisation	Front Cover	Fima Corporation Berhad (197401004110) (21185-P)
102-2	Activities, brands, products and services	7, 18-21, 24-45	Refer to Group Corporate Structure, Management Discussion & Analysis, and Segmental Review.
102-3	Location of headquarters	Back Cover	Suite 4.1, Level 4, Block C, Plaza Damansara, No. 45, Jalan Medan Setia 1, Bukit Damansara, 50490 Kuala Lumpur
102-4	Location of operations	235	Refer to the Directory of Group Operations in this Report.
102-5	Ownership and legal form	234	FimaCorp is a public company listed on the Main Market of Bursa Malaysia Securities Berhad. <ul style="list-style-type: none"> • Stock Name: FIMACOR • Stock Code: 3107 • Sector: Industrial Products and Service • Sub Sector: Industrial Services
102-6	Markets served	24-45	Refer to Segmental Review.
102-7	Scale of the organisation	7, 8-9, 10-11, 18-21, 24-45, 71	Refer to the following sections in the Annual Report 2024 ("this Report"): <ul style="list-style-type: none"> • Group Corporate Structure • How We Create Value • Five-Year Group Financial Highlights • Management Discussion & Analysis, Segmental Review • Workforce data in the Sustainability Report 2024 ("SR2024")
102-8	Information on employees and other workers	71-72, 88-89	Refer to the Human Capital and Performance Data Table sections: <ul style="list-style-type: none"> • Employee Headcount • Diversity • Employment Contract/Status • Employee turnover
102-9	Supply chain	83-84	FimaCorp's supply chain predominantly consists of contractors and vendors providing raw materials, services, packaging materials and logistics services.
102-10	Significant changes to the organisation and its supply chain	-	There were no significant changes in FYE2024.
102-11	Precautionary Principle or approach	114	Refer to the Statement on Risk Management and Internal Control in this Report.
102-12	External initiatives	53-54, 84-85	UNSDGs, MSPO, ISO Certifications.
102-13	Membership of associations	236	Membership of Associations Malaysia: <ul style="list-style-type: none"> • Incorporated Society of Planters (ISP) • Malaysian Employers Federation (MEF) Indonesia: <ul style="list-style-type: none"> • Gabungan Pengusaha Kepala Sawit Indonesia (GAPKI) • Association of Plantation Investors of Malaysia in Indonesia (APIMI)

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102-14	Statement from senior decision-maker	14, 18	Refer to the Chairman's Statement and Management Discussion & Analysis in this Report.
102-15	Key impacts, risks, and opportunities	59, 114-126	Our approach to managing the key impacts, risks and opportunities is reviewed in the respective Sustainability and TCFD Sections of this Report. Refer also to the Statement on Risk Management and Internal Control.
102-16	Values, principles, standards, and norms of behaviour	5, 8-9, 98-109, 114-126	Refer to the Our Values section as well as the Corporate Governance Overview Statement and Statement of Risk Management & Internal Control in this Report.
102-17	Mechanisms for advice and concerns about ethics	77, 125	The Group has in place a Whistle-blowing Policy and grievance procedures to address employees' and third parties' concerns.
102-18	Governance structure	99	Refer to the Corporate Governance Overview Statement in this Report.
102-19	Delegating authority	99	Refer to the Corporate Governance Overview Statement in this Report.
102-20	Executive-level responsibility for economic, environmental, and social topics	99-108	Refer to the Corporate Governance Overview Statement in this Report.
102-21	Consulting stakeholders on economic, environmental, and social topics	49-50, 79	Refer to SR2024 <ul style="list-style-type: none"> • Stakeholder Engagement • Social Impact Assessment
102-22	Composition of the highest governance body and its committees	92-97, 234	Refer to the Our Board of Directors, Our Group Management, and the Corporate Governance Overview Statement, Corporate Information sections in this Report.
102-23	Chair of the highest governance body	92-93	FimaCorps' is Chairman, Datuk Bazlan Bin Osman, is an Independent Non-Executive Director.
102-24	Nominating and selecting the highest governance body	98, 106-107	Refer to the Corporate Governance Overview Statement in this Report.
102-25	Conflicts of interest	81-82, 101	Refer to the Corporate Governance Overview Statement in this Report. Directors and Group employees are required to observe the highest ethical standards in conducting the Group's business. Also refer to Responsible Business Practices, and Anti-Bribery and Corruption.
102-26	Role of highest governance body in setting purpose, values, and strategy	55, 98-101	Refer to the TCFD and Corporate Governance Framework.

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102-27	Collective knowledge of highest governance body	107 During FYE2024, all Board members attended various training programmes and workshops on issues relevant to the Group, among others on ESG, corporate governance and risk management. A list of training sessions attended by each Director during FYE2024 can be found in Section 1.1 of the Corporate Governance Report.
102-28	Evaluating the highest governance body's performance	103 Refer to the review of ethical leadership in the Corporate Governance Overview Statement in this Report.
102-29	Identifying and managing economic, environmental, and social impacts	55, 80-81, 98-99 The Group Sustainability Committee has oversight of the Group's sustainability initiatives and performance with quarterly reporting to Audit & Risk Committee. Refer also to the Corporate Governance Overview Statement in this Report.
102-30	Effectiveness of risk management processes	110, 114 The Audit & Risk Committee has oversight of the Group's risk management processes. Refer to the Audit & Risk Committee Report and Statement of Risk Management & Internal Control in this Report.
102-31	Review of economic, environmental, and social topics	55, 80-81, 98-99 The Board reviews and approves the SR2024. The Group Sustainability Committee has oversight of the Group's sustainability initiatives.
102-32	Highest governance body's role in sustainability reporting	55, 80-81, 98-99 The Board reviews and approves the SR2024. The Group Sustainability Committee has oversight of the Group's sustainability initiatives and performance.
102-35	Remuneration policies	75-76 The Group's compensation structure includes fixed and variable components depending on the employee's job grade. Each location within the Group has its own locally defined employee benefit schemes.
102-36	Process for determining remuneration	107-108 Refer to the Corporate Governance Overview Statement in this Report.
102-37	Stakeholders' involvement in remuneration	222 The Non-Executive Directors' ("NEDs") remuneration is subject to annual shareholders' approval. Details of the fees and benefits payable to the NEDs are disclosed in FimaCorp's Notice of 49 th Annual General Meeting.
102-40	List of stakeholder groups	49-51 We recognise that an important component of its value-creation offering is based on inclusive stakeholder relationships and focused engagement. Stakeholders are generally identified through various channels in the course of doing business, and accountability for stakeholder engagement is centred in the operational management and functional structures in the Group.

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102-41	Collective bargaining agreements	76-77	FimaCorp respects the right of workers to have collective bargaining agreements and honours all the provisions covered in the agreements.
102-42	Identifying and selecting stakeholders	49-51	Stakeholders are generally identified through various channels in the course of doing business, and accountability for stakeholder engagement is centred in the operational management and functional structures in the Group.
102-43	Approach to stakeholder engagement	49-50	We respond to our stakeholders' expectations in various ways, depending on the nature and scale of the issues.
102-44	Key topics and concerns raised	49-50	Engagement and relationship building is part of management activity, and it helps identify important commercial and relationship issues and the formulation of workable solutions which are often industry specific.
102-45	Entities included in the consolidated financial statements	7, 18-21, 130-221	The Group's core divisions are Manufacturing and Plantation. Refer to the Management Discussion & Analysis and the Financial Statements in this Report.
102-46	Defining report content and topic boundaries	4	Refer to About This Report.
102-47	List of material topics	51-52	Materiality Assessment.
102-48	Restatements of information	67	The following data was restated: GHG Emission: <ul style="list-style-type: none"> The GHG emission factor for diesel has been revised from 2.69 to 3.14, as the Group has adopted the ISCC factor for calculating emissions, replacing the previously used DEFRA factor.
102-49	Changes in reporting	-	No significant changes to the Group's organisational structure.
102-50	Reporting period	4	1 April 2023 to 31 March 2024.
102-51	Date of most recent Report	-	Our last Sustainability Report was dated 31 July 2023.
102-52	Reporting cycle	4	Annually; coinciding with the financial year ended 31 March 2024.
102-53	Contact point for questions regarding the Report	Inner Front Cover	All enquiries and comments can be forwarded to fima@fimacorp.com .
102-54	Claims of reporting in accordance with the GRI Standards	4	About This Report.
102-55	GRI content index	-	Refer to website.
102-56	External assurance	86-87	This Report has not been externally assured. The Group Sustainability Committee oversees the ESG aspects in the Group. In addition, Group Internal Audit has performed an internal review on selected subject matters and performance indicators published in the Report. Refer to Statement of Assurance.

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MATERIAL TOPICS – ECONOMIC			
Disclosure Number	Page	Remarks	
Economic			
Management Approach			
103-1	Explanation of the material topic and its boundary	4, 48-50, 88-89	Refer to About this Report, Our Approach to Sustainability, Materiality Assessment, UNSDGs and Performance Data Table. In the Engaging Stakeholder section, we have compiled a table listing the issues that are of material interest to our stakeholders. While the table does not explicitly reference the GRI topics, these can be inferred from it. We have selected material topics with the purpose of showcasing our impacts, risks, opportunities, and how we create and sustain value over time. Our approach to managing specific material topics is addressed in the respective sections of our SR2024. We report annually on our progress in addressing material topics and impacts in the SR and AR. Internal reports to the respective communities ensure that performance is monitored regularly. Where required, we review and work to revise and improve our approach with key stakeholders to improve our performance.
103-2	The management approaches and its components		
103-3	Evaluation of the management approach		
201: Economic Performance			
201-1	Direct economic value generated and distributed	10-11, 18-21, 24-45, 80-85	Refer to the Five-Year Group Financial Highlights, Management Discussion & Analysis, Segmental Reviews of the AR. Refer also to the Our Business section of SR2024. We drive economic value in the communities where we operate in various ways; inter-alia, the employment we create, the direct taxes paid to host government, as well as by sourcing goods and services from local businesses.
201-2	Financial implications and other risks and opportunities due to climate change	55-59	Addressing the impacts of climate change on the business is a material issue and issues are raised in various sections of the SR2024, notably, the Environmental section. Refer also to the Taskforce on Climate-Related Disclosures (TCFD) section in this Report.
201-3	Defined benefit plan obligations and other retirement plans	173	Details are also provided in FimaCorp's Audited Financial Statements 2024 in this Report in notes 6 (Staff Costs) and 7 (Directors' Remuneration).
202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	75-76	Each of the Group's operations and divisions implements its own locally defined employee benefits scheme. The Group pays at least the minimum wage as required by law in the countries we operate, and in no areas of operation does the salary varies by gender.
202-2	Proportion of senior management hired from local community	69	In FYE2024, our local employment rate was 88.0% and 100% of the Group's senior management were local employees.

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MATERIAL TOPICS – ECONOMIC			
Disclosure Number		Page	Remarks
Economic			
Management Approach			
203: Indirect Economic Impacts			
203-2	Significant indirect economic impacts	83	Our contribution comprises inter-alia indirect taxes paid to host government, social security contributions on the wages of our employees, goods, sales and service tax, property tax etc. Refer to Our Business section of SR2024.
204: Procurement Practices			
204-1	Proportion of spending on local suppliers	84, 89	Percentage (%) of Suppliers Engaged in Malaysia and Indonesia. Also refer to Data Performance Table.
205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	82, 89	All of our operations, as well as our suppliers, are monitored for fraudulent activity and corruption. No specific corruption-related risks have been identified.
205-2	Communication and training about anti-corruption policies and procedures	82, 89, 125	A number of other Group policies also address bribery and corruption risks in areas such as procurement, gifts and hospitality, and charitable donations. Training sessions, including e-learning and workshops, were conducted to educate employees on anti-bribery practices. Working in procurement sales and operational functions are required to attend anti-bribery training on an annual basis.
205-3	Confirmed incidents of corruption and actions taken	82, 89	There were no confirmed incidents of corruption during the review period.
206: Anti-Competitive Behaviour			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	-	There were no such legal actions during the review period.

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MATERIAL TOPICS – ENVIRONMENT			
Disclosure Number		Page	Remarks
Environment			
Management Approach			
103-1	Explanation of the material topic and its boundary	4, 48-50, 51-52, 53-54, 55-59, 88	<p>Refer to About this Report, Our Approach to Sustainability, Materiality Assessment, UNSDGs, TCFD and Performance Data Table.</p> <p>The issues of material interest to our stakeholders are listed in the table in the section on Engaging Stakeholders. Although this does not make explicit reference to the GRI topics, these can be inferred from the table. Material topics have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create and preserve value over time. Our approach to managing specific material topics is addressed in the respective sections of our SR2024.</p> <p>We report annually on our progress in addressing material topics and impacts in the SR2024 and this Report. Internal reports to the respective committees ensure that performance is monitored regularly. Where required, we review and work to revise and improve our approach with key stakeholders to improve our performance.</p>
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
302: Energy			
302-1	Energy consumption within the organisation	66, 88	<p>We strive to efficiently manage our energy consumption across all our operations, where each division has its own energy consumption and intensity targets.</p> <p>Refer to energy management section and Performance Data Table.</p>
302-3	Energy intensity	66, 88	<p>It may not always be possible or practical to reduce absolute energy consumption year-on-year given the correlation between business activity and energy consumption.</p> <p>The Group has identified consumption drivers per energy source specific and appropriate to each operation. This enables the Group to track performance and drive efficiency at the consumption level.</p>
302-4	Reduction of energy consumption	66	Refer to our energy management and initiatives sections in the SR2024. Inter-alia, we strive to efficiently manage our energy consumption across all our operations, where each division has its own energy consumption and intensity targets based on year-on-year improvement.
302-5	Reduction in energy requirements of products and services	-	The Group's divisions and their operations have a range of initiatives to improve consumption efficiency and consideration is given to switching to alternate renewable energy source where practicable. In this regard we closely monitor the intensities of the resources we utilize e.g. fuel, diesel and water, which are disclosed in the SR2024. Such efficiency improvements benefit the Group by mitigating rapidly rising energy costs, and the associated need to reduce GHG emissions.

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MATERIAL TOPICS – ENVIRONMENT			
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Environment			
Management Approach			
303: Water and Effluents			
303-1	Interactions with water as shared resource	62-64, 88	<p>The Group is committed to more efficient water consumption through reduced withdrawal from prudent usage, increased recycling, and water-harvesting initiatives.</p> <p>Our operations use intensity-based metrics tailored to specific consumption levels, considering the diverse nature of our operations. This ensures operational relevance and accuracy in managing efficiency.</p>
303-2	Management of water discharge-related impacts	63	The minimum standards for the quality of effluent discharged and the parameters that should be monitored are in line with the requirements of the local municipal by-laws and/or authorities where we operate.
303-3	Water withdrawal	63, 88	Refer to the Water Impact section of the SR2024.
303-5	Water consumption	63, 88	Refer to the Water Impact section of the SR2024.
304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	60-62	Within our oil palm estates, riparian reserves are set aside as conservation areas and wildlife corridors which include, among others, sanctuaries for migratory birds and elephants and habitats for jungle flora and fauna.
304-2	Significant impacts of activities, products, and services on biodiversity	61	Environmental impact assessments and/or Environmental Management Plan, as the case may be, are carried out ahead of any new plantation development, or as may be required by relevant legislation.
304-3	Habitats protected or restored	60-62	<p>Refer to Our Environment section of the SR2024.</p> <p>Except for Plantation, the Group's operations have limited impact on natural habitats.</p> <p>Within our oil palm estates, riparian reserves are set aside as conservation areas and wildlife corridors which include, among others, sanctuaries for migratory birds and elephants and habitats for jungle flora and fauna.</p> <p>PTNJL has also set aside areas within its plantation as water catchment zone. Chemical applications are strictly prohibited at the water catchment zone in order to preserve them.</p>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	26	<p>We adopt sustainable practices to mitigate conflicts between humans and elephants, ensuring the conservation and protection of this species.</p> <p>Refer to Plantation Segmental Report.</p>

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Environment			
Management Approach			
305: Emissions			
305-1	Direct (Scope 1) GHG emissions	58, 67, 88	We focus on actively reducing our GHG emissions by executing operational efficiencies across our business operations, including cutting down on our fuel consumption, incorporating renewable energy and adopting new energy-efficient technology.
305-2	Energy indirect (Scope 2) GHG emissions		
305-3	Other indirect (Scope 3) GHG emissions		
305-4	GHG emissions intensity		
305-5	Reduction of GHG emissions		
Refer to TCFD – Progress Made in FYE2024, GHG emission table and Performance Data Table.			
306: Waste			
306-1	Waste generation and significant waste-related impacts	58, 64-65	We prevent and minimise waste by reusing, recycling and energy recovery, as well as by practising safe waste disposal to reduce risks to the environment and human health.
306-2	Management of significant waste-related impacts	58, 64-65	We adhere to a zero waste and zero discharge approach, aiming to minimise waste generation and eliminate any discharge of waste materials. To achieve this, we have implemented effective waste conversion practices, transforming waste and excess materials into valuable resources. Examples include the conversion of organic waste into fertilisers.
306-3	Waste generated	58, 64-65, 88	
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		
307: Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	-	No environmental-related penalties or fines were imposed during the reporting period.

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MATERIAL TOPICS – SOCIAL																																																															
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Social																																																															
Management Approach																																																															
103-1	Explanation of the material topic and its boundary	4, 48, 51-52	<p>Refer to About this Report, Our Approach to Sustainability and Materiality Assessment.</p> <p>The issues of material interest to our stakeholders are listed in the table in the section on Engaging Stakeholders. Although this does not make explicit reference to the GRI topics, these can be inferred from the table. Material topics have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create and preserve value over time. Our approach to managing specific material topics is addressed in the respective sections of our SR2024.</p> <p>We report annually on our progress in addressing material topics and impacts in the SR and the AR. Internal reports to the respective committees ensure that performance is monitored regularly. Where required, we review and work to revise and improve our approach with key stakeholders to improve our performance.</p>																																																												
103-2	The management approach and its components																																																														
103-3	Evaluation of the management approach																																																														
401: Employment																																																															
401-1	New employee hires and employee turnover	70-72, 89	Refer to Our People section and Performance Data Table.																																																												
401-2	Benefits provided to full- time employees that are not provided to the temporary or part-time employees	75	Each of the Group's operations and divisions implements its own locally defined employee benefits scheme.																																																												
401-3	Parental leave	-	<table border="1"> <thead> <tr> <th></th> <th>FYE2022</th> <th>FYE2023</th> <th>FYE2024</th> </tr> </thead> <tbody> <tr> <td>Total number of employees who were entitled to parental leave</td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Male</td> <td>900</td> <td>844</td> <td>872</td> </tr> <tr> <td>- Female</td> <td>402</td> <td>417</td> <td>358</td> </tr> <tr> <td>Total number of employees who took parental leave</td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Male</td> <td>14</td> <td>14</td> <td>13</td> </tr> <tr> <td>- Female</td> <td>22</td> <td>19</td> <td>13</td> </tr> <tr> <td>Total number of employees who returned to work in the reporting period after parental leave ended</td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Male</td> <td>14</td> <td>14</td> <td>13</td> </tr> <tr> <td>- Female</td> <td>20</td> <td>18</td> <td>13</td> </tr> <tr> <td>Total number of employees who returned to work after parental leave ended and who were still employed 12 months after their return to work.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>- Male</td> <td>5</td> <td>13</td> <td>12</td> </tr> <tr> <td>- Female</td> <td>20</td> <td>17</td> <td>15</td> </tr> <tr> <td>Return-to-work rate (%)</td> <td>94.4%</td> <td>97.0%</td> <td>100.0%</td> </tr> <tr> <td>Retention rate (%)</td> <td>89.3%</td> <td>88.2%</td> <td>84.4%</td> </tr> </tbody> </table>		FYE2022	FYE2023	FYE2024	Total number of employees who were entitled to parental leave				- Male	900	844	872	- Female	402	417	358	Total number of employees who took parental leave				- Male	14	14	13	- Female	22	19	13	Total number of employees who returned to work in the reporting period after parental leave ended				- Male	14	14	13	- Female	20	18	13	Total number of employees who returned to work after parental leave ended and who were still employed 12 months after their return to work.				- Male	5	13	12	- Female	20	17	15	Return-to-work rate (%)	94.4%	97.0%	100.0%	Retention rate (%)	89.3%	88.2%	84.4%
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Management Approach			
402: Labour Management Relations			
402-1	Minimum notice periods regarding operational changes	-	With regards to any operational changes, we provide a minimum notice period of one to three months depending on the geographical location of the operating companies as well as to appropriate government authorities.
403: Occupational Safety and Health			
403-1	Occupational health and safety management system	77-79	Each business division has their own health and safety committee, which comprises management and employee representatives. These committees oversee the health and safety management of their staff, including managing, investigating and resolving reported incidences.
403-2	Hazard identification, risk assessment, and incident investigation	78	There are a number of trainings conducted across the Group that are aimed at enhancing employees' awareness and education on health and safety in the workplace.
403-4	Worker participation, consultation, and communication on occupational health and safety	77-79	Refer to Performance Data Table.
403-5	Worker training on occupational health and safety	79, 89	
403-9	Work-related injuries	78, 89	
404: Training and Education			
404-1	Average hours of training per year per employee by gender and by employee category	75, 89	Refer to Our People section & Performance Data Table.
404-2	Programmes for upgrading employee skills and transition assistance programmes	75	We continuously provide technical and soft-skill training to ensure our employees stay relevant and updated with the latest industry knowledge.
404-3	Percentage of employees receiving regular performance and career development reviews	75	In FYE2024, 100% of our employees received performance reviews.

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Management Approach			
405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	71, 92-97, 88-89	<p>The composition of our workforce is detailed in the SR2024. The composition of our Board of Directors and Key Senior Management is provided on pages 92 to 97 in this Report.</p> <p>Refer to Performance Data Table.</p>
405-2	Ratio of basic salary and remuneration of women to men	70	We are committed to building a workforce which reflects the communities in which we operate. We hire and promote based on merit and performance and do not discriminate against age, race, gender, nationality, religious belief or disability.
406: Non-Discrimination			
406-1	Incidents of discrimination and corrective action taken	70	There were zero reported cases of discrimination in the year under review.
407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Freedom of association and collective bargaining are fundamental rights which FimaCorp has committed to uphold. There are no operations where the right to exercise freedom of association and collective bargaining is at significant risk.
408: Child Labour			
408-1	Operations and suppliers at significant risk for incidents of child labour	73	<p>No operations or suppliers were found to have significant risk of child labour. There have been instances at our estate in Indonesia where children accompanied their parents to the fields and assisted in loose fruit collection and other light tasks; however, these are not considered to be significant. Details on how this issue is being addressed is set out in the SR2024.</p> <p>Each division/business unit and their respective human resource departments must establish clear recruitment procedures to ensure all workers (permanent/temporary) are above the minimum working age at the time of hiring.</p>
409: Forced or Compulsory Labour			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	73	<p>No operations or suppliers were found to have significant risk of forced or compulsory labour. There were zero reported cases of breaches of human and workers' rights in the year under review.</p> <p>Our policies prohibit forced and bonded labour, require adherence to laws governing working ages and hours, seek to ensure safe and healthy working conditions and transparent record keeping.</p>

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412: Human Rights Assessment			
412-2	Employee training on human rights policies or procedures	70, 73	<p>Upon starting their new job, each employee is provided with an Employee Handbook, which contains information about their employment terms and outlines the standards of professional behaviour expected from all members of our workforce.</p> <p>We do not knowingly support or do business with any organisation who is found to be involved in slavery, servitude and forced or child labour. All suppliers/vendors are provided with a copy of our policies, and they are required to submit a declaration of compliance to our standards of business conduct and expectations, including in relation to human rights.</p>
413: Local Community			
413-1	Operations with local community engagement, impact assessments, and development programmes	49-50, 79	All our operations engage their local communities appropriately. We engage with a wide range of stakeholders to understand their interests and concerns and to construct its value propositions based in large part on stakeholder input. For example, Social Impact Assessments are conducted as and when needed, particularly for new plantation development projects.
415: Public Policy			
415-1	Political contribution	-	FimaCorp does not make any donations to political parties.
418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	83, 89	<p>There were zero breaches of data privacy and information during the year under review.</p> <p>Refer to Performance Data Table.</p>
419: Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	73, 77, 82-83, 89	There were no non-compliances with laws and regulations in the social and economic areas during the year under review.