



**CAROTINO SDN BHD** 198101002932 (69046-T)  
(A Member of J.C. Chang Group)  
PLO 519, Jalan Besi Satu, Pasir Gudang Industrial Estate, 81700  
Pasir Gudang, Johor, Malaysia Tel: 607-2522 888 Fax: 607-2522 999

## SOCIAL COMPLIANCE POLICY

CAROTINO Sdn Bhd is committed to operate our business with integrity, high ethical standards and adherence to all legal requirements. We integrate human rights in our operations and our workers are treated with dignity and respect. Our interactions with employees, customers, suppliers and the public are guided by our Code of Conduct. We practice continual improvement to ensure that we have a healthier, happier and more productive workforce.

**CAROTINO SDN. BHD.**

10 Nov 2021

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**DR. VISHWAJIT SARAPH**  
General Manager



Certificate No: MY98/11830



RSPO-1106022



Approval No: 0049943