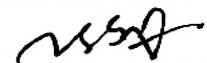


SOCIAL COMPLIANCE POLICY

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.



DR. VISHWAJIT SARAPH
General Manager

21 Nov 2022



Certificate No: MY98/11830



RSPO-1106022



Approval No: 0049943