



KULIM (MALAYSIA) BERHAD

(Company No. 23370-V)

Our Ref: SQD/ADMIN/032/18

13 September 2018

Senior Manager / Manager/ AIC
All Estates and Mills

Dear Sir,

MSPO POLICY AND OTHER REVISED COMPANY POLICIES

We are please to forward as attached the MSPO policy together wit the other revised company polices that been approved by the Management, detail list as follows:

No.	Existing Policy	Version	
		BM	BI
1	MSPO Policy	√	√
2	Knowledge Management Policy	√	√
3	Business Policy	√	√
4	Ethics Policy	√	√
5	No Gift and Entertainment Policy	√	√
6	Conflict of Intereset Policy	√	√
7	Sexual Harassment Policy	√	√
8	Work Place Drug Policy	√	√
9	Occupational Safety and Health Policy	√	√
10	Quality Policy	√	√
11	People Policy	√	√
12	Grievance Policy	√	√
13	Environment Policy	√	√
14	Halal Policy	√	√
15	Core Labour Standard	x	√
16	Sustainability Policy	√	√
17	Vision and Mission	√	√

These revised policies are to replace the earlier circulation of company policies. As mean of communication as required for RSPO P&C 1.3 and MSPO 4.1.1.1, you are to brief your respective stakeholder and community i.e. staff & workers, contractor, and etc. on the above policies. Please display the policies accordingly.

Your cooperation is very much appreciated. Thank you.

Yours faithfully,
For **KULIM (MALAYSIA) BERHAD**



SALASAH ELIAS
Deputy General Manager
Sustainability & Quality Department

cc. : ZZ/ NEMA/ MAWT/ RB/ MS/ WAWM
All RCs/ HCMD/ CFD/ SQD/ KSTS