
Yihai Kerry Arawana Holdings Co., Ltd.

Human Rights Policy

Yihai Kerry Arawana Holdings Co., Ltd. (hereinafter referred to as the “Company”) upholds the business philosophy of being responsible and ethical in conducting business activities. The Company is fully aware of the importance of respecting and protecting human rights throughout the supply chain and strives for a safe and healthy working and living environment for its employees.

1. Purpose

This Policy is formulated in accordance with the Universal Declaration of Human Rights, International Labor Conventions promulgated by the International Labor Organization, Civil Code of the People's Republic of China, Labor Law of the People's Republic of China, Law of the People's Republic of China on the Protection of Minors, Law of the People's Republic of China on the Protection of Rights and Interests of Women, Law of the People's Republic of China on the Protection of Disabled Persons, Labor Contract Law of the People's Republic of China and other laws, regulations and normative documents, taking into consideration of the actual situation of the Company, and for the purpose of enhancing human rights protection for employees and related stakeholders of the Company.

2. Scope of Application

This policy is a disclosure statement applicable to all employees of the Company and its subsidiaries, as well as to all external parties that have business relationships with the Company, including customers, suppliers, contractors and other stakeholders.

3. Content of Human Rights Protection

Our Human Rights Policy aims to:

- 3.1 Prohibit forced or compulsory employment
- 3.2 Fight against human trafficking
- 3.3 Prohibit child labor (minors under 16 years of age)
- 3.4 Respect employment diversity and oppose discrimination

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- 3.5 Support free career choice
 - 3.6 Guarantee equal employment regardless of race, sex, ethnicity, age, social class, religious belief, gender identity, union membership, political position or disability
 - 3.7 Respect women's rights
 - 3.8 Prohibit violence and harassment, and respect the privacy and dignity of employees
 - 3.9 Guarantee freedom of association and collective bargaining rights
 - 3.10 Arrange employees' working hours reasonably in accordance with the laws and regulations of the country and region where the operation is conducted
 - 3.11 Provide safe and healthy working environment and basic employee welfare, etc.
 - 3.12 Zero tolerance for discrimination

4. Complaints and Whistleblowing

Any employee or partner of the Company who discovers (or has reasonable grounds to suspect) any improper or illegal behavior in the scope of work shall raise the concern to the Company as soon as possible, or directly complain to the Chairman of the Company (kkh@wilmar.com.sg). Whistleblowers will be protected, for details, refer to the Whistleblower Protection Policy.

5. Policy Revision

The Company regularly revise and renew this policy in accordance with laws and regulations, its own business development, common industry practices and good standards.

Yihai Kerry Arawana Holdings Co., Ltd.

August 1, 2024