

# Our Responsible Palm Policy

## KAPACHIM SA



### Our Commitment

KAPACHIM SA is committed to sourcing responsible palm oil, palm kernel oil (PKO) and palm oil derivatives that do not contribute to deforestation.

### Scope

This policy applies to the sources of KAPACHIM's operations, subsidiaries and joint ventures. Our suppliers will be expected to apply this policy across all operations including landholdings, joint ventures and third-party suppliers.

#### 1. No Deforestation of High Carbon Stock Forests or High Conservation Value Area

High Conservation Value areas are lands that have particularly high environmental and social significance, with attributes such as significant concentration of biodiversity, rare, threatened or endangered ecosystems and areas critical to the cultural identity and needs of a local community. These areas should not be cleared nor, for forest-based products, should they be harvested in a manner that threatens the HCVs.

#### 2. No Use of Fire for Land Clearance

KAPACHIM will source from suppliers who prohibit the use of fire as part of land preparation, replanting or other developments.

#### 3. Reduction of Greenhouse Gas Emissions

Suppliers will be expected to work continuously to reduce greenhouse gas emissions and pollutant emissions from existing mills and agricultural activities.

#### 4. No Exploitation of People or Local Communities

**Human and Labor Rights** Guided by the UN Declaration on Human Rights, under a policy of no exploitation, Colgate-Palmolive requires its suppliers at all tiers to commit to: no child or forced/bonded labor; no unethical recruitment practices; and no discrimination or harassment in its supply chain. Suppliers will be compliant with all relevant laws and regulations and additionally commit to working conditions, health and safety, hours and wages that are in accordance with International Labour Organization standards. Written contracts, where required by law, will be provided to all workers in a language that they understand that details the nature of the work, rate of pay and pay arrangements, working hours, vacation and other leave, and other benefits of employment. Freedom of association and right to collective bargaining will also be guaranteed.

Promote responsible labour practices and respect legal, communal or customary rights of local communities and indigenous people according to the principles outlined in the RSPO and Free and Fair Labor Guidance.

- Workers
  - Enforce a strict child labour/forced labour rule as defined by national laws.
  - Provide a healthy and safe workplace for our employees, contractors and visitors.
  - Respect and uphold the rights of all workers, including contract, temporary, and migrant workers, in accordance with the Universal Declaration of Human Rights.
  - Provide equal opportunities of employment without regard to the employee's race, colour, religion, sex, age, national origin, sexual orientation, disability, citizenship status, marital status, etc.
  - Enforce any other RSPO requirement for workers' rights, including access to a transparent grievance procedure.
- Communities
  - Engage transparently to ensure Free, Prior and Informed Consent (FPIC) of local communities and stakeholders.
  - Respect legal and customary land tenure rights with reference to the UN Declaration on the
  - Enforce any other RSPO requirement for workers' rights, including access to a transparent grievance procedure. Commitment to transparency • Submit annual RSPO progress reports. • Transparent progress report through a quarterly dashboard.
  - Continuous engagement with national and international stakeholders in our Palm Oil supply chains.
  - Maintain a transparent grievance procedure.