



## **Anglo-Eastern Plantations Plc**

### **Modern Slavery Statement for Financial Year 2024**

#### **Introduction**

Anglo-Eastern Plantations Plc (“the Group”) is committed to preventing slavery and human trafficking in its operations and supply chains. This is the Group’s statement made pursuant to Section 54 of the Modern Slavery Act 2015 (“the Act”) and summarises the Group’s approach to modern slavery during the previous financial year and sets out what actions are being planned in the future in addressing the risk of modern slavery in our business and supply chain.

#### **Business and Organisation**

The Group is a holding company with oil-palm plantations in Indonesia and Malaysia. The Group’s turnover comes mainly from its Indonesian plantations, producing and processing oil palm fresh fruit bunches. The Group employs approximately 7,500 permanent estate workers and engages third-party contractors for plantation operations such as planting, transportation, construction and maintenance. The Group also purchases fresh fruit bunches (FFB) from independent smallholders and acquires operational supplies including seedlings, machinery spare parts, chemicals and fertilisers from third-party suppliers.

#### **Policies in relation to Slavery and Human Trafficking**

The Group manages its environmental and social risks, including human rights and labor issues through its centralised Environment, Safety and Health & Sustainability team. The Group adopted a Sustainability Policy, approved by the Board of Directors, which includes clear commitments to:

- Prohibit the use of forced or child labour;
- Ensure safe and fair working conditions;
- Prevent harassment, coercion, or abuse;
- Respect working hours, wages, and benefits in accordance with local labour laws;
- Promote transparent grievance mechanisms.

In addition, the Group maintains a Whistleblowing Policy and a public grievance mechanism to enable workers, contractors, and third parties to raise concerns confidentially and without retaliation.

#### **Due Diligence Process**

The Group has taken steps to embed respect for human rights and labour standards into its procurement and contractor engagement processes:

- Suppliers and contractors are required to acknowledge and adhere to the Group’s Sustainability Policy.

- Where concerns are raised, the Group initiates a review and, if necessary, investigates and escalates the matter internally for appropriate action.

We have not received any reports of potential or actual breaches of the Act and no procurements or contracts have been terminated as a result of concerns regarding compliance with the Act.

### **Going Forward**

The Group plans to further train its key employees on modern slavery. It also plans to notify all its suppliers about its expectations in respect of modern slavery, and conduct training to explain its policies on modern slavery. A system for monitoring the highest risk contracts and validating that no signs of modern slavery have been detected will be developed. Where direct monitoring is not possible, the Group plans to seek assurances from its suppliers, contractors and customers that their business practices are consistent with the Group's policy on combating all forms of modern slavery.

### **Board Approval**

This Modern Slavery Statement has been approved by the Board on 12 June 2025 and signed by Marcus Chan Jau Chwen, Executive Director (Corporate Affairs), on its behalf.

### **Marcus Chan Jau Chwen**

Executive Director (Corporate Affairs)  
Anglo-Eastern Plantations Plc