

“IOI CHILD EDUCATION INITIATIVE”
PROVIDING FULL-DAY ZERO COST EDUCATIONAL PLATFORM
ACCESS TO OUR EMPLOYEES’ CHILDREN

IOI strongly believes in providing educational opportunities to all children regardless of their background. With proper education, children will get a head start in life as they become more empowered. Currently, about 3000 children of our plantation employees aged between 6 to 17 years old are attending classes in 27 HUMANA schools and 12 Community Learning Centres during normal school hours, making us the largest private provider of plantation-based education in Sabah state estates.

However, we still risk having children working in oil palm estates especially during after-school hours. We pledge to reduce that risk by providing these children with further access to educational platforms for after-school hours period. Our pledge, **To Counter Child Labour via Education Post-Covid: Providing Full-Day Zero Cost Educational Platform Access to our Employees’ Children**, was introduced and submitted to the ILO recently to reflect our commitment to eliminate all forms of illegal, forced, bonded, compulsory and child labour as stated in our Sustainable Palm Oil Policy.

The launch of IOI Child Education Initiative and IOI’s pledge for countering child labour is in line with ILO’s **International Year for the Elimination of Child Labour** in 2021. We all know that the COVID-19 pandemic has created many educational disruptions due to the closure of schools. It is timely that as we emerge from the pandemic, we launch this initiative to enable our plantation employees’ children to continue their learning and social interactions through after-school classes. This will also reduce the social risk of these children being left alone in their house, or the likelihood of them following their parents to the estates and helping their parents at work.

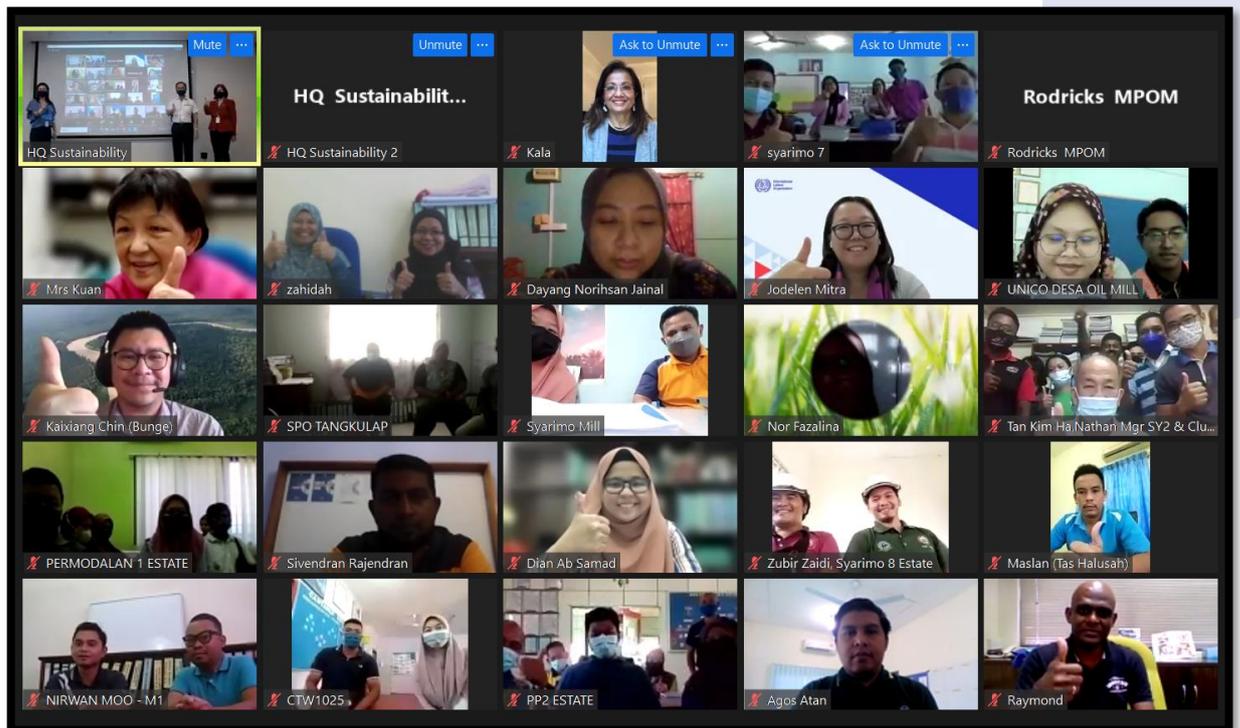
Education is key to unlocking the potential of future generations. There are many cases over the years of our workers’ children who, after being educated in HUMANA schools and Community Learning Centres got a better chance to further their study on a higher level thus improve their future employability.

We will engage approximately 80 teaching assistants among our employees’ dependents (e.g. spouses, adult sons or daughters, etc.). With this initiative, we hope to also increase the economic livelihood of our workers’ dependants. This will create a better living environment and reduce the turnover or abscondment of our workers.

IOI has already spent tens of millions of Ringgits so far in constructing buildings for the schools, Community Learning Centres and teachers’ accommodation, providing free utilities to these buildings, as well as subsidising the teachers’ salary. With this initiative, we will be spending about RM 6.4 million a year to provide the children with nutritious lunch every school day, give them free uniforms, school bags and stationeries, as well as pay the teachers’ extra allowances for supervising the after-school classes. Additional teaching

materials for this initiative, such as computers, projectors, T-shirts, stationaries, etc are being sponsored by IOI and our charity arm, Yayasan Tan Sri Lee Shin Cheng (YTLSC), which will be distributed in phases.

These efforts are also very much in aligned with IOI's adoption of United Nations Sustainable Development Goal (UNSDG) 8 (Decent Work and Economic Growth) and UNSDG 17 (Partnerships for the Goals) and our three pillars of sustainability which is people, planet & prosperity.



Group picture of some of the virtual participants attended the launch of IOI Child Education Initiative.



IOI Plantation Director Mr NB Sudhakaran (third from left), IOI Senior Plantation Controller (Sandakan Region) Mr Kumaresh Rangunathan (second from left) and representatives from HUMANA and the Child Learning Centres at the launch of IOI Child Education Initiative at Sandakan, Sabah.

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