



**IOI GROUP**

### **Plant your own food' Initiative at IOI Plantation (Ladang Sabah Group, Sandakan Region)**

IOI Corporation (IOI), operating since the 1980's, realizes the importance and role of more than 28,000 dedicated employees to the success of its business. This is reflected in our sustainability pillars that IOI prioritizes, which are on People, Planet and Prosperity plus Partnership. At IOI Plantations, great efforts have been made by the management to improve the living environment of the employees regardless of their nationality. One of the benefits given is free accommodations to not only the employees but also to their immediate family members.



*Housing complex with beautiful flowers planted using recycled tire at Luangmanis Estate*



*Planting of Bougainvillea plants by an employee at housing compound Moynod Estate*

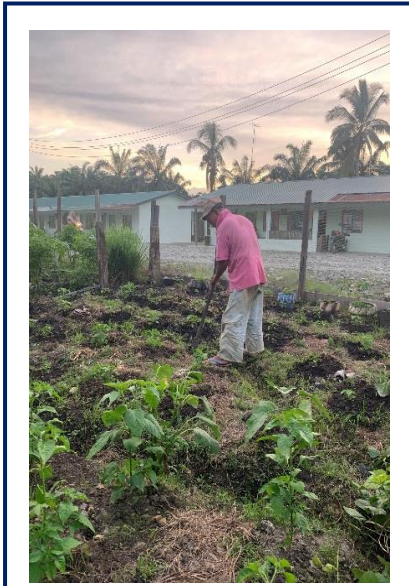
To further improve their living environment, our employees initiated "Planting habits" with the simple purpose of maximizing their spare time to beautify their housing compound. Recognizing the potential and positive benefits from this habit, the management reinforced the values by introducing 'Plant your own food' initiative by partnering with our employees and setting aside plots of land for them to plant vegetables and fruit trees within their housing complex. This initiative is encouraged by the management as it is consistent with our sustainability commitments, i.e.:

- i) It is in-line with our sustainability pillars of People, Planet, Prosperity plus Partnership.
- ii) It is consistent with our prioritized UNSDG 2 on Zero Hunger, which encourages our employees to be self-sustained by planting their own food, aware and responsible for their own nutritional intake.
- iii) To cultivate the awareness of the positive impact of planting their own food and thereby reducing their carbon footprint and emission to the environment, which is in alignment with our prioritized UNSDG 13 on Climate Action and UNSDG 15 for Life on Land.
- iv) In alignment with UNSDG 17, Partnership for the goal, as we aim to have a strong partnership with our own employees to encourage them to remain working productively and happily in our plantations.

Aside from meeting IOI's commitments towards a sustainable living for our employees (UNSDG 8 – Decent Work and Economic Growth), tangible benefits that we have identified from this initiative includes reducing employees' cost of living and promoting balanced, nutritious eating habits as well as tighter communal relationships among the employees there by building a better living environment for all.



## IOI GROUP



*A worker spends his free time, gardening near the housing compound.*

Generally, in Ladang Sabah Group, more than 50% of our estate frontline employees plant vegetables around their houses and nearby areas where the management has allocated plots of land for vegetable and fruit planting. The type of plants usually planted consists of fast-growing vegetables such as chili, eggplant, lady's finger, lemongrass, turmeric, sweet potato, papaya, banana, coconut, etc. The harvested vegetables are usually for household consumption, to be shared among the housing communities and some may even sell the vegetables to generate additional income. This positive initiative will be continuously improved as well as introduced to other operating units. This initiative will eventually be a part of IOI's green community initiatives.

However, there are areas where the employees are not allowed to cultivate by IOI's estate management, such as within the riparian reserves, which is a conservation area that plays a major role in maintaining a healthy riverine ecosystem. The pictures below show some of the areas of vegetable and fruits planting at IOI's Luangmanis estate and Moynod estate in Sabah.



*Coconut tree planting at nearby housing compound*



*Planting of eggplant, lemon grass and chili at set-aside area*



*Sweet potatoes planted at the area set-aside by estate management*



*Bananas planting at empty space near the field area*