

Siat Social Responsibility Policy

GENERAL #2026



Siat is committed to acting responsibly towards all stakeholders, with particular attention to the host communities surrounding its operations. This Policy sets out Siat's principles for promoting positive social impacts, mitigating negative ones, and fostering sustainable development in the areas where it operates. All employees and partners are expected to comply with this policy.

PRINCIPLE



In the conduct of its operations, Siat seeks to:

- Respect human rights (see *Human Rights* and *Human resources* policies).
- Engage proactively and respectfully with all stakeholders, ensuring long-term relationships based on dialogue, equity, and inclusion.
- Uphold internationally recognized standards and best practices in social responsibility.
- Respect land, resources, and cultural rights, strictly prohibiting land grabbing or coercive practices.
- Ensure Free, Prior and Informed Consent (FPIC) is obtained for all new projects and developments.
- Promote positive contributions to communities while mitigating negative effects.

IMPACT PREVENTION



Siat seeks to prevent negative social impacts linked to its practices by:

- Identify, assess, and monitor potential social and economic impacts of Siat's activities.
- Regularly evaluate the effectiveness of community engagement, impact mitigation, and development programs.

CERTIFICATION AND CONTINUOUS IMPROVEMENT



The implementation of this policy is monitored through internal management systems, audits and grievance mechanisms available to stakeholders. Corrective actions are implemented when necessary and practices are continuously improved based on operational experience and evolving international standards.

TRANSPARENCY



Siat publishes an annual Sustainability Report presenting relevant KPIs and progress against its policies. Siat promotes open communication and engagement with stakeholders regarding its performance. Raising concerns is encouraged through established grievance mechanisms.

RESOURCE ALLOCATION



Allocate sufficient financial, technical, and human resources to implement this Policy effectively. Ensure dedicated personnel in each subsidiary are responsible for community and stakeholder engagement.

GOVERNANCE



Responsibility for the implementation of this policy lies with Group management and the community and partnership departments of each subsidiary. Managers and supervisors are responsible for ensuring that practices comply with this policy.

STRATEGIC PILLARS CONSISTENT WITH THE GROUP'S LONG-TERM DIRECTION

- An irrevocable commitment to develop and manage our African Edible oil & fats business to sustainability benefit all stakeholders.
- Strict adherence to RSPO standards for existing and new plantations.
- Prevention of environmental risks that could result in financial loss or reputational damage.
- Impactful Community Partnership that supports strategy execution.
- HISCP – High Impact Sustainability, Community and Partnership Strategy.

METRICS AND PERFORMANCE TARGETS (see HISCP for details)

Siat defines measurable environmental objectives, including (for 100 communities):

- Expand maternal health education in 100% of the communities.
- Support at least 300 teachers and 500 students.
- School sports competitions in all schools.
- Develop farming extension program to reach 3,000 farmers.
- Develop entrepreneurship training to reach 4,000 people.

DETAILED IMPLEMENTATION POLICY IS DEFINED IN SEPARATE OPERATIONAL DOCUMENTS, POSTED ON ALL SUBSIDIARIES BOARDS.

The Siat Group is aware of the social impact of its activities. Through this policy, Siat commits to act in a way that collaborates with all stakeholders and in particular with the communities, in order to identify the impacts of its activities, to favor the positive impacts, to mitigate the negative impacts, to favor dialogue, equity, inclusion and sustainable development. We deploy this policy to communicate our values and expectations to our employees and to all stakeholders, partners and subcontractors so that they adhere to and implement the provisions of this policy.

STAKEHOLDER ENGAGEMENT

Siat actively engages all stakeholders, with a particular focus on host communities, to:

- ④ Identify positive and negative social impacts.
- ④ Foster dialogue, inclusion, equity, and long-term relationships.
- ④ Participate in multi-stakeholder initiatives and landscape-level platforms.

STAKEHOLDER IDENTIFICATION

Siat Group recognizes that the identification of all stakeholders is essential and is committed to:

- ④ Identifying stakeholders through collaborative and engagement processes.
- ④ Recognition of interest affected and potentially affected individuals and groups.
- ④ Do not interfere with traditional organizations or their representatives, but also ensure, through a diligent process, that spokespersons are freely chosen by representatives of their groups.
- ④ Consider and promote the representation of minorities (e.g., elders, women, youth, farmers, ranchers, or any other underrepresented group). Migrants and non-migrants are also recognized as stakeholders when they are affected by the activities of the Siat Group.
- ④ Consider government, authorities, NGO, employees, consumer, communities as key stakeholders and have frequent engagement with them.

FPIC: FREE, PRIOR AND INFORMED CONSENT

Siat Group is committed to:

- ④ Applying FPIC in all operations and new developments according to international standards (Forest people program, IFC, RSPO, HCV-RN, etc.).
- ④ Prohibiting land grabbing, negotiating and recognizing the right to refuse consent.
- ④ Use participatory mapping and mutually agreed procedure for identifying legal, customary, or user rights and to identify resources used by communities, needs and interactions of communities with concessions, and Siat projects.
- ④ To not displace populations without their formal consent.
- ④ Compensate individuals or groups of people for land rights and land use rights through an agreed and transparent process.

COMMUNICATION AND TRANSPARENCY

Siat Group is committed to establishing continuous and transparent communication with all stakeholders, in appropriate form and language by:

- ④ Holding meetings and sensitization programs about the company's activities at least twice a year with each of the host communities.
- ④ Creating platforms (physical and virtual) where Siat Group and stakeholders can easily communicate.
- ④ Developing procedures and tools for whistleblowing while ensuring the safety and anonymity of complainants (see Human Rights policy).
- ④ Making available to stakeholders, upon request, the results of FPIC processes, SEIAs, policies, including the protection of human rights defenders and whistleblowers, social programs that avoid or mitigate negative social impacts, social programs that improve livelihoods, partnership programs for self-employed smallholders, education and community health.
- ④ Making a firm commitment not to intimidate, bribe or threaten individuals, groups or communities.

IDENTIFICATION AND MITIGATION OF IMPACTS

Siat Group is committed to:

- ④ Respecting traditions, cultures, social values, and beliefs.
- ④ Contract third-party consultants to conduct social and economic impact assessments and High Conservation Value and Carbon stock assessments for each of its operations.

Community / host community: a social group, living in the vicinity of Siat group's plantations, whose members interact with each other continuously and share a certain perception of their identity, interests, values, institutions, as well as a common cultural and historical heritage.

Land and/or resource users: holder(s) of individual or collective, customary or legal rights acquired over time, by use or by a legal mechanism.

Stakeholder: persons or groups who may have an interest ("stake") in the outcome of a project, are likely to be able to influence the project and/or who are potentially impacted by the project, whether positively or negatively.

- ④ Develop and implement regularly updated collaborative action plans in consultation with stakeholders, including promoting positive impacts and mitigating negative impacts.

- ④ Frequently assess food and water availability and livelihood costs, both on plantations and in rural areas, to avoid disparities and ensure food and water security for affected populations.

- ④ Establish partnerships with the community for the implementation of the guidelines of this politic, with a particular attention to the following points:

- The fight against deforestation,
- Monitoring of conservation areas,
- Fire prevention,
- The fight against theft,
- Participation in the creation and maintenance of social infrastructures,
- Adopting peaceful and constructive communication.

RURAL DEVELOPMENT AND WELFARE

Siat Group aims to:

- ④ Allocating annual budgets for community development projects based on subsidiary performance.
- ④ Identify projects that contributes to local sustainable development and have them approved in a participatory manner by the communities, aligned with the Siat HISCP – High Impact Sustainability, Community and Partnership Strategy.
- ④ At equal competence, candidates from the communities are given priority when being considered for a vacancy.
- ④ Give priority access to schools and clinics not only to Siat Group employees and their families, but also to community members.
- ④ Respect the right of access of the populations to the existing natural resources (e.g. NFTP) and involve them in the prevention of illegal activities and irreversible environmental impacts.

INCLUSION

- ④ Support smallholders who are part of the group's supply chain and help them comply with legality, policies and procedures (including the exclusion of child labor and the protection of the environment, soil and forest).
- ④ Collaborate and proactively seek agreements with organizations working in rural and social development, favoring multi-stakeholder and landscape approaches.

RESOURCES

- ④ Each subsidiary appoints a manager responsible for community and stakeholder relations. Sociologists and other specialists support engagement activities.
- ④ Budgets for studies, consultations, and development projects are allocated annually.

CONFLICTS (see Grievance mechanisms)

Siat adopts a proactive approach to prevent and resolve conflicts:

- ④ Transparent conflict resolution mechanisms, mutually agreed and documented process, implemented with stakeholder agreement.
- ④ Operations are paused in the event of unresolved land disputes.
- ④ All claims are recorded, processed, and documented systematically.
- ④ Evidence of dispute resolution is maintained for accountability.
- ④ For any conflict or dispute over the land, ensure that the extent of the disputed area is mapped out in a participatory way
- ④ Prohibiting coercion, mercenaries, or intimidation by security personnel.

Siat provides mechanisms that respect anonymity, to identify, prevent, mitigate and address issues and impacts see the grievance procedure.

The Policy and related procedures are documented and socialized to all workers and relevant stakeholders.

For more information visit our website: www.siat-group.com or address your complaints to grievance@siat-group.com