

Sustainable Palm Oil Policy 可持续棕榈油政策

COFCO Excel Joy (Tianjin) Co., LTD (hereafter COFCO Excel Joy)' s Sustainable Palm Oil Policy (hereafter “the Policy”) aims to drive the transformational change needed in the palm oil supply chain. COFCO Excel Joy is committed to helping the palm oil industry develop while protecting forests and peatlands, and respecting the rights of workers and communities in which we operate.

中粮佳悦（天津）有限公司（简称“中粮佳悦”）可持续棕榈油政策（简称“政策”）目的是推动棕榈油供应链的变革。中粮佳悦致力于帮助棕榈油产业发展，同时保护森林和泥炭地，尊重工人和社区的权利。

The Policy applies to all of the palm oil COFCO Excel Joy' s trades, including crude palm oil, palm kernel oil, derivatives. It applies throughout COFCO Excel Joy' s global operations, and to all our suppliers¹.

该政策适用于中粮佳悦所有棕榈油交易，包括棕榈油，棕榈仁油，衍生产品。它适用于整个中粮佳悦全球业务，以及我们所有的供应商。

1. No deforestation 无毁林

- No conversion of High Conservation Value (HCV) areas.
不转换高保护价值（HCV）区域。

COFCO Excel Joy is committed to identify and protect HCV areas in all estates within our supply chain under the full scope of this policy. The process of identifying if HCVs are present, potentially present or absent in an area where development will take place is led by a Licensed HCV Assessor in collaboration with local stakeholders. HCVs are biological, ecological, social or cultural values which are outstandingly significant or critically important at the national, regional or global level. All natural habitats possess inherent conservation values, including the presence of rare or endemic species, provision of ecosystem services, sacred sites, or resources harvested by local residents. There are six categories of HCVs:

¹Suppliers: Including Contractor, Traders, Refinery and their upstream suppliers, Third party suppliers.

中粮佳悦承诺在本政策的范围内，在我们的供应链中的识别和保护高保护价值（HCV）区域。识别供应链中是否存在或潜在存在高保护价值区域或判定在即将开发的地区是否存在潜在的高保护价值区域的过程，将由 HCV 审核员和当地利益相关方合作共同进行。HCV 是在国家、区域或全球具有重大或极其重要的意义的生物、生态、社会或文化价值。所有自然栖息地都具有固有的保护价值，包括稀有或特有物种的存在。提供生态系统服务、宗教场所或当地居民收获的资源。可以分成 6 类高保护价值区域（HCVs）：

- 1) **Species Diversity:** Concentrations of biological diversity including endemic species and rare, threatened or endangered species, that are significant at global, regional or national levels.

物种多样性：生物多样性集中，包括在全球，地区或国家层面的具有重要意义的特有物种和稀有受威胁或濒危物种。

- 2) **Landscape Level Ecosystems:** Large landscape-level ecosystems, ecosystem mosaics and intact forest landscapes that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.

景观级生态系统：在全球，地区或国家层面有重大意义的大型的景观级生态系统、镶嵌生态系统和原始森林景观，并在自然分布和丰富的自然格局中包含绝大多数自然物种的存活种群。

- 3) **Ecosystems and Habitats:** Rare, threatened or endangered ecosystems, habitats or refuges.

生态系统和栖息地：稀有的，受威胁的或濒危生态系统，栖息地或保护区。

- 4) **Ecosystem Services:** Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.

生态系统服务：危急情况下基本的生态系统服务，包括保护水资源集中区域和控制脆弱土壤和斜坡的侵蚀。

- 5) **Community Needs:** Sites and resources fundamental for satisfying the basic necessities of local communities or indigenous peoples (for livelihoods, health, nutrition, water, etc...), identified through engagement with these communities or indigenous peoples.

社区需要：满足当地社区或土著居民基本需要的地点和资源（用于生计，健康，营养，水，等），通过与这些社区或土著居民接触来确定。

- 6) **Cultural Values:** Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or indigenous peoples, identified through engagement with these local communities or indigenous peoples.

文化价值：具有全球或国家文化、考古或历史意义的地点、资源、栖息地和景观，和/或通过与这些地方社区或土著人民的接触，确定对当地社区或土著人民的传统文化的生态、经济或宗教的重要性。

- No conversion of High Carbon Stock (HCS) forests.
不转换高碳储量（HCS）森林。

COFCO Excel Joy is committed to no conversion of High Carbon Stock (HCS) forest in the supply chain. The HCS Approach stratifies the vegetation in an area of land into six different classes using analyses of satellite data and ground survey measurements. These six classes are: High Density Forest, Medium Density Forest, Low Density Forest, Young Regenerating Forest, Scrub, and Cleared/ Open Land. The first four classes are considered potential High Carbon Stock forests.

中粮佳悦承诺不转换高碳储量（HCS）森林。利用卫星数据分析和地面测量，HCS 分层方法将某一地区的植被划分为六个不同的等级。这六个等级分别为：高密度森林、中等密度森林、低密度森林、幼龄林、灌木和砍伐迹地/开阔空地。前四类被认为是潜在的高碳储量森林。

- 1) **High Density Forest:** Remnant forest of advanced secondary forest close to primary condition.

高密度森林：接近原始状态的高级次生林。

- 2) **Medium Density Forest:** Remnant forest but more disturbed than High Density Forest.

中等密度森林：比高密度森林受到更多干扰的次生林。

- 3) **Low Density Forest:** Appears to be remnant forest but is highly disturbed and recovering with composition of older forest.

低密度森林：类似于次生林但受到高度干扰并且随着古老森林逐渐恢复。

- 4) **Young Regenerating Forest:** Mostly young regrowth forest that have regenerated over 10 years but with occasional patches of older forest.

幼龄林：大多数是已经再生 10 年以上的年轻的再生森林，但偶尔会出现一些古老森林。

- 5) **Young Scrub:** Areas that have been cleared within the last 10 years with some woody regrowth of pioneer species and grass-like ground cover.

灌木：在过去 10 年之内被砍伐的地区，覆盖的地面再生优势物种的木本植物和草本植物。

- 6) **Cleared/Open Land:** Very recently-cleared land with mostly grass or crops and few non-crop woody plants.

砍伐迹地/开阔空地：最近被清除的土地，大部分是草或庄稼，很少有非作物的植物。

- No burning for the preparation of new plantings and re-plantings.
新种植和再种植前没有经过炼山整地的林地。

2. No development on peat 无泥炭地开发

COFCO Excel Joy is committed to protecting peat defined as soil containing greater than 65% organic matter, regardless of depth. We remain committed to the standards set out in the RSP0 Manual on Best Management Practices (BMPs) for existing plantations on peat lands.

中粮佳悦承诺保护被定义为土壤中含有大于 65%有机质的泥炭地，无论深度多少。我们仍然承诺遵守 RSP0 手册中关于现有种植园中泥炭地的最佳管理措施（BMPs）的标准。

- No new development on peat.
没有新开发的泥炭地
- Application of Best Management Practices for existing plantations on peat.
在现有种植园中应用最佳泥炭地管理措施

- Explore options for peat restoration where feasible.
在可行的情况下，探索泥炭地恢复方案

3. No Exploitation of People and Local Communities 对当地社区和人无任何剥削

- Respect and support the Universal Declaration of Human Rights.
尊重和支持“世界人权宣言”。

COFCO Excel Joy recognises the inherent dignity of the individual and supports the Universal Declaration of Human Rights by the United Nations.
中粮佳悦维护个人的固有尊严并且支持联合国“世界人权宣言”。

- Respect and recognize the rights of all workers including contract, temporary and migrant workers.
尊重和承认所有工人的权利，包括合同工人、临时工人和流动工人的权利。

COFCO Excel Joy is committed to ensuring that the rights of all workers, including contract, temporary and migrant workers, are respected according to local, national and ratified international laws and that international best practices are adopted where legal frameworks are not yet in place. It is our priority to comply with relevant legislative objectives and moral obligations to create, build and promote a harmonious, safe and healthy work environment and culture. The following principles are core elements that will guide COFCO Excel Joy's operations:

中粮佳悦致力于确保根据当地、国家和批准的国际法尊重所有工人的权利，包括合同工人、临时工人和流动工人的权利，并确保在尚未建立法律框架的地方采用国际最佳措施。我们的首要任务是遵守有关的立法和道德约束，创造、建设和促进和谐、安全和健康的工作环境和文化氛围。下列原则是指导中粮佳悦业务的核心要素：

1) No Forced or Bonded Labour 无剥削或强迫劳工

COFCO Excel Joy and its suppliers shall not knowingly employ or support the use of forced or bonded labour or human trafficking and shall take appropriate measures to prevent the use of such labour in

connection with the COFCO Excel Joy and suppliers' operations. There will also not be any restrictions on the workers' freedom of movement during their free time. Employer shall not withhold any property, identification cards, passports or other travel documents without workers' prior consent

中粮佳悦和其供应商不得雇用或支持强迫或剥削劳工或贩运人口，并应采取适当措施，预防与供应商的有关的业务剥削或强迫劳工。工人在空闲时间内的行动自由也不会受到任何限制。未经雇员事先同意，不得扣押任何财产，身份证，护照或其他旅行证件。

2)No Child Labour

无童工

COFCO Excel Joy and its suppliers shall not knowingly employ or support the use of child labour. Remedial actions with appropriate follow up actions shall be employed if any child labour case is uncovered to protect the welfare of the child.

中粮佳悦和其供应商不得雇佣或支持使用童工。如果发现有任何雇佣童工事件，应采取补救行动，并采取适当的后续行动，以保护儿童的权益。

3)Occupational Safety and Health

职业安全和健康

COFCO Excel Joy and its suppliers shall strive to provide a safe and healthy workplace environment and take effective steps to protect employees from exposure to potential occupational safety and health hazards that are likely to pose an immediate risk of permanent injury, illness or death.

中粮佳悦及其供应商应努力提供安全健康的工作场所，并采取有效措施，保护员工免受可能造成永久性伤害，疾病及死亡的潜在职业安全和健康危害。

4)Employment contracts

雇佣合同

COFCO Excel Joy and its suppliers shall encourage that employees should be given written employment contract according to the local laws and regulations, in a language that they understand.

中粮佳悦及其供应商应鼓励以雇员能理解的语言，以书面形式依法与雇员签订雇佣合同

5) Freedom of Association and Right to Collective Bargaining
结社自由和集体谈判权

COFCO Excel Joy and its suppliers shall recognise and respect the right of employees to form and join trade unions of their choice subject to the provisions of relevant national legislation.

中粮佳悦及其供应商在遵守相关国家法律法规的情况下应承认并尊重雇员组织工会和参加雇员选择的工会的权利。

6) Minimum Income Standard
最低收入标准

COFCO Excel Joy and its suppliers shall encourage all workers are paid a wage equal to or exceeding the legal minimum wage and are covered for work-related illness and injuries.

中粮佳悦及其供应商应支持向所有工人支付工资相当于或超过法定最低工资标准，对雇员因公患病，工伤有事先保障。

7) Working Hours
工作时间

COFCO Excel Joy and its suppliers shall encourage that working hours comply with national legislation including overtime hours (which are on a voluntary basis).

中粮佳悦及其供应商应支持遵守国家法律规定的工作时间，包括加班时间（在自愿的基础上）。

8) Equal Employment Opportunities
平等就业机会

COFCO Excel Joy and its suppliers shall encourage equal opportunities in the work place. All decisions relating to hiring,

remuneration, access to training, promotion, termination or retirement will be made based on business needs, job requirements and individual qualifications and without regard to race, religion or gender.

中粮佳悦及其供应商应支持在工作场所有平等的就业机会。所有有关雇用、报酬、获得培训、晋升、解雇或退休的决定将根据商业需要、工作要求和个人资格作出，不分种族、宗教或性别。

9) Harassment and Violence

骚扰和暴力

COFCO Excel Joy and its suppliers shall not tolerate any type of harassment or violence.

中粮佳悦及其供应商不得容忍任何形式的骚扰或暴力。

10) Whistle-blowing

检举，揭发

COFCO Excel Joy and its suppliers shall provide a confidential means for all personnel to report illicit (i.e. unethical or illegal) activities. COFCO Excel Joy shall refrain from disciplining, dismissing, or discriminating against any personnel for providing information on such activities.

中粮佳悦及其供应商应提供保密方法，提供给所有工作人员向公司报告不正当（比如：不道德或非法活动）的渠道。不得对任何提供此类信息的员工处罚、解雇或歧视。

11) Grievance Redress Procedure

申诉程序

COFCO Excel Joy and its suppliers shall provide a means for all personnel to air their grievances regarding their employment conditions, responsibilities, co-worker issues, promotion opportunities and other issues related to the work environment.

中粮佳悦及其供应商应提供能让所有员工就其雇用条件、职责、与同事协助问题、晋升机会和其他与工作有关的问题表达不满的途径。

- Facilitate the inclusion of smallholders into the supply chain
促进将小农户纳入到供应链中。

COFCO Excel Joy encourages its suppliers to conduct continuous consultations with smallholders, and together with other stakeholders, provide technical assistance and support to smallholders to help them achieve compliance with this policy.

中粮佳悦鼓励其供应商与小农户和其他利益相关方一起进行持续不断的磋商，为小农户提供技术援助和支持，并帮助他们遵守这一政策。

- Respect land tenure rights.
尊重土地所有权

COFCO Excel Joy respects legal land tenure rights, and recognise duties and responsibilities associated with tenure rights, such as respect for the long-term protection and sustainable use of land and national resources. This is done in compliance with the national obligations, constitutions, local laws and regulations of the countries where we are operating.

中粮佳悦尊重合法的土地所有权，承认与土地所有权相关的义务和责任，例如尊重土地和国家资源的长期保护和可持续利用。这样做是承担我们在运营国家的责任，和遵守国家宪法和当地法律和法规。

- Respect the rights of Free Prior and Informed Consent (FPIC) of indigenous and local communities.
尊重土著居民和当地社区的自由、事先知情同意的权利（FPIC）。

COFCO Excel Joy respects, upholds and recognises the rights of indigenous and local communities, to give or withhold their free, prior and informed consent (“FPIC”) to operations on lands to which they hold legal, communal or customary rights. COFCO Excel Joy is committed to ensuring compliance by way of FPIC prior to commencing any new operations. COFCO Excel Joy and its suppliers will engage relevant stakeholders when undertaking such FPIC processes to ensure that such processes are properly implemented.

中粮佳悦尊重，支持和承认土著居民和当地社区拥有对在他们土地上开展的经营活给予和拒绝以及自由，事先知情同意的合法的、共有的或习惯的权利。中粮佳悦承诺

在开始任何新的经营活动之前，确保遵守 FPIC。中粮佳悦及其供应商将推动利益相关方共同参与 FPIC 进程来确保 FPIC 工作得到完全的实施。

- Resolve all complaints and conflicts through an open, transparent and consultative process.

通过公开、透明和协商方式解决所有投诉和冲突。

COFCO Excel Joy is committed to actively and constructively engage with all stakeholders, including communities, governments, suppliers and civil society. In this aspect COFCO Excel Joy has developed processes for the responsible handling of complaints therefrom in consultation with such stakeholders.

中粮佳悦致力于积极和有建设性的推动包括社区、政府、供应商和民间社会在内的所有利益相关方，与这些利益相关方协商，制定负责任处理投诉的程序。

4. Traceability to Known Sources

追溯到已知来源

COFCO Excel Joy is committed to gain visibility of our supply chain. It is necessary to work towards achieving traceability across all supply chain of suppliers.

中粮佳悦承诺获得清晰的供应链。实现供应商的所有追溯。

5. Supplier Requirements

供应商要求

COFCO Excel Joy is responsible for applying this Policy throughout our supply chain, including making suppliers aware of the policy and their responsibility to comply with it. COFCO Excel Joy requires suppliers to verify that the palm oil they supply to COFCO Excel Joy meets the criteria of this policy.

中粮佳悦负责在整个供应链中实施本政策，包括使供应商重视该政策以及遵守该政策的责任。中粮佳悦要求供应商核实他们向中粮佳悦供应的棕榈油是否符合本政策的标准。

COFCO Excel Joy commits to addressing allegations of supplier non-compliance with our Policy. Our approach is always to engage with our suppliers if a grievance has been raised against them, and where we can, to help them address any weaknesses in their policy or practices. Where a

supplier refuses to remediate non-compliance, COFCO Excel Joy will take appropriate steps to address this in a manner that upholds commitment to our Policy. Suppliers failing to reasonably meet our requirements will be subject to sanction up to and including non-renewal or termination of contracts.

中粮佳悦承诺处理不遵守政策的供应商的指控，中粮佳悦将采用推动改善的方式来改变那些不遵守政策的供应商，并且在可能的情况下，帮助供应商解决他们在实施政策时遇到的问题。如果供应商拒绝改变他们不遵守政策的情况，中粮佳悦将坚守政策的实施并采取措施来解决这一问题。未能合理满足中粮佳悦可持续棕榈油采购政策的供应商将受到处罚，包括不续签或终止合同。