



# PEOPLE POLICY



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## 1. Policy Statement

- 1.1 EcoCeres, Inc. (the “Company”) and its subsidiaries, joint ventures, affiliates or companies in which the Company holds a controlling interest (hereinafter referred to as the “Group”, or “EcoCeres”) recognizes that its greatest asset is its people and believes that investing in people is vital to long-term success. The Group is dedicated to creating a supportive, inclusive and engaging working environment that values the well-being, growth and development of every individual within the Group.
- 1.2 The People Policy (the “Policy”) outlines EcoCeres’ commitment to being a responsible employer through various areas, including equal employment opportunity, remuneration, well-being, learning and development, human rights, diversity, equity and inclusion, and occupational health and safety.
- 1.3 The Policy ensures our practices align with industry standards and best practices. It is also a guiding framework for our people-related practice to foster a culture that attracts and retains talents, promotes employee engagement and satisfaction, and enables our employees to reach their full potential.

## 2. Scope

- 2.1 The Policy applies to the Group. Overseas subsidiaries may establish policies that are substantially consistent with the principles of the Policy and in accordance with applicable laws and regulations. In jurisdictions where local laws or regulations impose stricter rules than those set out in this Policy, the stricter rules shall prevail and such rules shall be incorporated into the policies (if any) of the relevant jurisdiction.
- 2.2 This Policy applies to the Group, including all directors, employees (including full-time, part-time and contract staff) of the Group (collectively referred to as the “Employees”), and those engaged in business activities on behalf of the Group.

## 3. Roles and Responsibilities

- 3.1 This table provides an overview of the roles and responsibilities of the Policy.

Responsibility	Responsible Parties
<b>Policy Oversight</b>	The Board
<b>Policy Owner</b>	SVP, Human Resources
<b>Policy Preparer</b>	Vice President, Human Resources
<b>Policy Endorser</b>	Chief Executive Officer (CEO)
<b>Execution of Policy</b>	Human Resources Team

## 4. Equal Employment Opportunity

- 4.1 EcoCeres is dedicated to providing equal employment and development opportunities to all our employees, regardless of their sex, pregnancy, family and marital status, race, colour, ethnic origin, disability, religion, political views, age, citizenship, or any other personal attributes.
- 4.2 The Group adheres to the principle of equal employment opportunity in all aspects of recruitment, hiring, promotion, transfer and training, dismissals and other employment practices.
- 4.3 The Group prohibits any form of discrimination against any individual based on the aforementioned factors. Job requirements are determined solely based on qualifications, experience, and competency, ensuring fair and inclusive decision-making processes.

## 5. Diversity, Equity, and Inclusion

- 5.1 EcoCeres embraces the diversity of different individuals and actively promotes collaboration and teamwork. The Group is committed to creating an inclusive working environment where everyone feels valued, respected, and empowered to contribute their unique talents.
- 5.2 The Group treats all individuals with dignity and respects, regardless of their sex, pregnancy, family and marital status, race, color, ethnic origin, disability, religion, political views, age, citizenship, or any personal attributes.

## 6. Human Rights

- 6.1 The Group is committed to respecting and upholding human rights in all aspects of its operations and business activities.
- 6.2 For further details, please refer to *Human Rights Policy*.

## 7. Employee's Well-Being

- 7.1 EcoCeres values the importance of work-life balance and the overall well-being of our employees. We affirm our employees' rights to leisure and rest time outside of working.
- 7.2 The Group actively promotes a positive work environment by fostering a culture of collaboration, respect, and appreciation. We encourage teamwork and celebrate achievements to recognize the contributions of our employees.

## 8. Occupational Health and Safety

- 8.1 EcoCeres prioritizes occupational health and safety (OHS) matters of its employees. The Group is committed to providing a work environment that is free from hazards.
- 8.2 The Group strictly complies with all applicable occupational health and safety laws, regulations and compliance standards.
- 8.3 Health and safety-related key performance indicators (KPIs) are determined to effectively monitor its OHS performance and improve where necessary. Relevant KPIs are reviewed regularly to ensure their effectiveness.
- 8.4 There are training programs to enhance awareness and competence in occupational health and safety matters, contributing to a safe workplace for all. There is training in place for employees, suppliers, and contractors to equip them with the necessary knowledge and skills to maintain a safe working environment.
- 8.5 For more information, please refer to the *Health, Safety and Environment Policy*.

## 9. Remuneration Practice

- 9.1 The Group maintains a fair and competitive remuneration practice that aligns with market standards and recognises the value and contributions of its employees.
- 9.2 The Group conducts a comprehensive review of job grading on an annual basis which allows the Group to evaluate employees' job grades in alignment with their qualifications, experience, and performance.

## 10. Learning and Development

- 10.1 EcoCeres recognizes the importance of investing in the continuous growth and development of its employees. The Company provides training and development opportunities that enhance their skills, expand their knowledge, and support their professional careers.
- 10.2 The Group offers a range of training programs that cater to various skill levels and job functions to enable employees to stay updated with industry advancements, acquire new skills, and enhance their overall performance. New employee training, specialized training, as well as leadership training, are implemented to cater for various skill levels and specific roles and duties. A compliance training system that covers all employees has been implemented to ensure awareness and adherence to our policies.

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