



## IJM COMMUNITY INVESTMENT POLICY

- This Community Investment (“CI”) Policy is consistent with the Group’s mission to “Deliver sustainable value to our stakeholders and enrich lives with the IJM Mark of Excellence”
- As a responsible and active member of the community, IJM is committed to helping build sustainable and vibrant communities in the areas where we operate
- We focus our CI contributions across three pillars: Community Development, Sports and Education

## OBJECTIVES

- This policy defines the areas in which we will contribute to the community in order to achieve the following objectives:
  - Leave a lasting and positive impact on our communities
  - Address community priorities that align with our business objectives to create shared benefit
  - Attract and retain like-minded employees who are motivated to make a difference in the community. We encourage our employees to support our initiatives as volunteers
- This policy will be delivered by:
  - Assessing the needs of our local communities and identifying priority areas in partnership with our community stakeholders
  - Enabling and encouraging our people, our supply chain and stakeholders to participate in community activities as part of development programmes, workplace initiatives or individual voluntary work
  - Encouraging a culture of sustainable practice
- Focusing on the three CI pillars with measurable outcomes will enable us to support the UN Sustainable Development Goals



## OUR KEY PILLARS

### **Pillar 1: Community Development**

**Key message:** *IJM contributes to the social economic well-being of the community by promoting safe and healthy living conditions*

- *As a responsible and active member of the community, IJM is committed to helping build sustainable and vibrant communities in the areas where we operate*
- *As far as possible, our contributions to the community extends beyond giving mere philanthropic donations and aims to enhance the capacity of the community*
- *IJM will facilitate the coordination of employee participation through an employee volunteerism portal*

### **Pillar 2: Sports**

**Key message:** *IJM supports (1) non-mainstream sports; and (2) sports development at the grassroots level*

- *IJM adopts a prominent sponsorship position and facilitates employee volunteerism for the non-mainstream sports identified*
- *Where suitable, IJM supports retired athletes by providing job opportunities and a sports platform where they continue to share their skills and expertise*
- *IJM supports grassroots level sports development which includes public school engagements, sports clinics and talent development*

### **Pillar 3: Education**

**Key message:** *IJM aims to provide access to basic education and support the education needs of deserving individuals*

- *IJM empowers and nurtures young talent by providing scholarships to deserving students via the IJM Scholarship Programme*
- *IJM provides Academic Excellence Awards for the children of employees who excel in school*
- *Plantation workers' children, who are not eligible to attend local schools, are enrolled in the Community Learning Centre (CLC) in Sabah*