



HUMANA CHILD AID SOCIETY SABAH

Location:

MDLD 8919, Lot 36, Lorong D'Perdana 11
D'Perdana Square, Bandar Sri Perdana,
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Tel: 089-862600 Fax: 089-862139

Mailing:

P.O.Box 61850,
91127 Lahad Datu,
Sabah, Malaysia

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Social Responsibility Public Statement

Humana Child Aid Society Sabah (HCASS) is committed to conducting its activities in a responsible, ethical, safe, inclusive and sustainable manner.

As an organisation dedicated to providing education and support to marginalised children and communities in Sabah, Humana recognises that social responsibility is an integral part of its organisational purpose, governance and daily operations.

Our Social Responsibility commitments include:

1. Child Protection and Safeguarding

Humana is committed to protecting and promoting the rights, dignity, safety and well-being of children. We maintain a Child Protection and Safeguarding System covering prevention, risk identification, reporting, response, case management, referral, support and monitoring.

Humana adopts a child-centred and prevention-focused approach and does not tolerate serious forms of child abuse and exploitation.

2. Prevention of Child Labour

Humana recognises child labour as a child protection and safeguarding concern where work exposes children to harm or exploitation, significantly interferes with education, prevents regular attendance, or compromises their rights, development or well-being.

Humana responds to child labour concerns in a child-centred and non-punitive manner and seeks to ensure that children remain protected and able to access education.

3. Human Rights and Labour Rights

Humana respects human rights and fundamental labour rights relevant to its operations. We promote dignity, respect, equal treatment, non-discrimination, fair working conditions and freedom from abuse, harassment, forced labour and trafficking.

4. Non-Discrimination and Equal Opportunity

Humana is committed to fair and respectful treatment and equal opportunity in recruitment, employment, professional development, training, workplace participation and educational activities.

5. Safe and Healthy Environment

Humana is committed to providing a safe and healthy working and learning environment for employees, teachers, volunteers, children and other persons affected by our activities.

We seek to identify and manage reasonably foreseeable health and safety risks associated with our workplaces, learning centres, educational activities, field activities, transportation and events.

6. Ethical Conduct and Responsible Governance



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Humana is committed to integrity, accountability, transparency and responsible organisational conduct.

We seek to prevent bribery, corruption, fraud, conflicts of interest and other dishonest or unethical practices. Donations, sponsorships and financial contributions are managed transparently and for legitimate organisational purposes.

7. Complaints and Grievances

Humana maintains a complaints and grievance mechanism intended to be accessible, understandable, fair, confidential where appropriate, impartial, timely, accountable and free from retaliation.

Children, parents, employees, community members, contractors, volunteers and other relevant stakeholders may raise legitimate concerns relating to Humana's activities.

8. Responsible Stakeholder Engagement

Humana engages respectfully and responsibly with children, parents and guardians, teachers and staff, plantation management, plantation communities, government agencies, donors, partner organisations and other relevant stakeholders.

Where children participate in engagement activities, their safety, dignity, privacy and best interests remain paramount.

9. Environmental Responsibility

Humana recognises its responsibility to minimise the environmental impacts arising from its operations.

We seek to promote responsible practices relating to waste reduction, reuse and recycling, responsible disposal, efficient use of electricity and fuel, responsible use of water and environmentally responsible procurement.

10. Climate Change and GHG Responsibility

Humana recognises that climate change presents environmental, social and operational risks. We are committed to progressively identifying, monitoring and reducing greenhouse gas emissions arising from our operations, where relevant and practicable.

11. Continuous Improvement

Humana is committed to continuously strengthening its social, environmental and governance practices through monitoring, training, stakeholder feedback, corrective action, organisational learning and responsible governance.

As an RSPO member, Humana recognises its Shared Responsibility to contribute, within the scope of its organisational role and resources, to the RSPO vision of a global partnership for sustainable palm oil.

Humana will maintain appropriate policies, procedures, records and supporting evidence relevant to its commitments and applicable RSPO Shared Responsibility requirements.



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Policy Owner: Executive Director

Humana Child Aid Society Sabah

Lahad Datu, Sabah, Malaysia