

Anti-Bribery Policy Statement

FGV HOLDINGS BERHAD



FGV Holdings Berhad is committed in applying the highest standards of ethical conduct and integrity in its business activities by putting in place adequate policies and procedures to prevent corruption and bribery.

FGV Holdings Berhad is committed to:

- Encourage transparent and ethical conduct in the Group by providing avenues for employees to disclose improper conduct through whistleblowing channels as guided by the FGV Whistleblowing Policy.
- Report any corruption and bribery via FGV's whistleblowing channel and/or to Malaysian Anti-Corruption Commission (MACC) as in compliance to FGV Referral Policy.
- Control amongst FGV Group's employees and avoiding illicit enrichment by monitoring individual wealth sources in the Group through Asset / Personal Interest Declaration Policy (APID).
- Eliminate solicitation and bribery that may arise in the cause of giving and receiving of gift, entertainment and hospitality as guided by External Gift, Entertainment and Hospitality Policy (GEH).
- Undertake in the best interests of FGV Group, rather than for personal gain in performing our duties to FGV as guided by Conflict of Interest Policy.
- Manage Corporate Responsibility initiatives ethically to eliminate corruption and bribery as guided by Sponsorships & Donations Policy.
- Uphold good image of integrity, transparency and accountability in all aspects of its business through efficient, productive, and disciplined behaviour as anticipated and what have been set forth in the Code of Business Conduct & Ethics (COBCE).

A handwritten signature in black ink, appearing to be 'Jhy', followed by the date '3/10/2022' written in the same ink.

Dato' Mohd Nazrul Izam Mansor
Group Chief Executive Officer
Date:

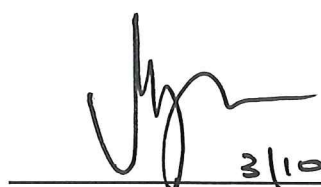
Penyataan Polisi Anti-Rasuah

FGV HOLDINGS BERHAD

FGV Holdings Berhad komited dalam melaksanakan piawaian etika dan integriti yang tinggi dalam aktiviti perniagaannya dengan menempatkan polisi dan prosedur yang mencukupi untuk mencegah rasuah dan suapan.

FGV Holdings Berhad komited untuk:

- Menggalakkan tingkah laku yang telus dan beretika di dalam Kumpulan dengan menyediakan saluran untuk para pekerja bagi melaporkan kelakuan tidak wajar melalui saluran pemberian maklumat, berpandukan Polisi Pemberian Maklumat FGV.
- Melaporkan semua jenis rasuah dan suapan melalui saluran pemberian maklumat FGV dan/atau kepada Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) demi mematuhi Polisi Rujukan FGV.
- Mengawal kalangan pekerja Kumpulan FGV dan mengelakkan peningkatan kemewahan yang haram dengan memantau hasil kekayaan individu di dalam Kumpulan Polisi Pengisytiharan Aset / Kepentingan Peribadi (APID).
- Menghapuskan permintaan yang tidak wajar dan suapan yang mungkin timbul akibat dari amalan memberi dan menerima hadiah, hiburan dan hospitaliti berpandukan Polisi Hadiah, Keraian & Hospitaliti Pihak Luar (Polisi GEH).
- Bertanggungjawab dalam mengendalikan kepentingan Kumpulan FGV, dan bukannya untuk kepentingan peribadi dalam melaksanakan tugas-tugas kita kepada FGV berpandukan Polisi Konflik Kepentingan.
- Menguruskan inisiatif Tanggungjawab Korporat secara beretika untuk menghapuskan amalan rasuah dan suapan berpandukan Polisi Penajaan dan Derma.
- Memelihara imej integriti yang baik, ketelusan dan akauntabiliti dalam semua aspek perniagaannya melalui tingkah-laku yang cekap, produktif dan berdisiplin seperti yang disarankan dalam Kod Tatalaku Dan Etika Perniagaan (COBCE).


3/10/2022

Dato' Mohd Nazrul Izam Mansor
Ketua Pegawai Eksekutif Kumpulan
Tarikh: