

FGV Establishes Committee on Gender Equality and Women Empowerment



Kuala Lumpur, 5 March 2021 - FGV Holdings Berhad (FGV) will be organising the first meeting of its newly established Committee on Gender Equality and Women Empowerment this month, in conjunction with International Women's Day 2021. This clearly demonstrates FGV's seriousness in advancing the gender equality and women empowerment agenda for all women under FGV's duty of care, comprising employees at all levels including migrant workers and relevant community members.



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Dato' Haris Fadzilah Hassan, FGV's Group Chief Executive Officer said that FGV is committed to integrating a gender perspective to fulfil the Group's responsibility in respecting human rights.

"This Committee is established to assist the Group in promoting full respect and support for the rights of women in the workplace on the basis of equality and non-discrimination. By creating an enabling environment for women to have equal access to all opportunities, we will be able to adopt a gender-responsive and gender-mainstreaming approach throughout our operations," said Haris Fadzilah.

While FGV complies with the recommended target of 30 percent female representation at

Board level, the Committee also aims to devise strategies to increase women representation in leadership positions in the company. Currently, 31 percent of women occupy positions in FGV's Group Management Committee.

The Committee will be guided by international human rights standards and principles, including the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child (CRC), the Convention on the Rights of Persons with Disabilities (CRPD), the Sustainable Development Goals (SDGs), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Gender Guidance for the UNGPs, as well as the relevant International Labour Organisation's (ILO) conventions, among others.



Women empowerment for employees of all levels, including migrant workers and relevant community

The Committee strives to promote the education, training and professional development of women employees and shall ensure that all internal capacity-building programmes are gender-sensitive. It is also a platform to implement enterprise development, introduce supply chain and marketing practices that will empower women, and encourage business

units to promote equality through community initiatives and advocacy.

The roles and responsibilities of the Committee include overseeing an independent assessment of the situation of gender equality in FGV, establishing a competent mechanism to remedy any discriminatory practices and policies, and addressing systemic issues and trends relating to gender equality and women empowerment. These are highlighted in the Committee's Terms of Reference (TOR), which also set out the purpose, principles and membership of the Committee. The TOR were developed in consultation with various stakeholders including women's rights organisations and relevant agencies. FGV thanks them for their input and suggestions, which added much value to the TOR.

Siti Norbaya Mohammad Sarif, FGV's Chief Human Resources Officer shall act as the Chairperson of the Committee, and the members will consist of all relevant Heads of Divisions of FGV. Women who hold leadership positions will become permanent invitees to Committee meetings, where FGV's Group Chief Executive Officer will serve as an advisor.

Among the agenda items that will be discussed during the first meeting of the Committee include the formulation of FGV's Gender Equality Policy and the Committee's action plan.

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