



FGV Holdings Berhad's Statement of Commitment on Upholding Labour Standards

As one of Malaysia's leading agribusiness and a responsible corporate entity, FGV Holdings Berhad (FGV) is committed to respecting the rights of its workers by upholding international labour standards throughout its operations. As part of its efforts in honouring this commitment, FGV became a participating company of the Fair Labor Association (FLA), which is an international association of socially responsible companies, universities and civil society organisations, working together at promoting and protecting the human rights of workers and improving working conditions worldwide.

FGV's affiliation to the FLA entails the implementation of a long term programme to address and resolve any gaps in FGV's labour practices. The scope of this programme includes an independent external assessment on FGV's labour policy commitments and practices such as, policy alignment with internationally-recognized standards, internal policy socialization and awareness building, external stakeholders engagement, and field-level assessment and verification.

With this affiliation, FGV commits to align its labour policies and practices with the [FLA's Workplace Code of Conduct \(CoC\)](#) and the [Principles of Fair Labor and Responsible Sourcing for Companies with Agricultural Supply Chains \(Principles\)](#). Both of these documents are based on international human rights standards and instruments including the International Bill of Human Rights, as well as the International Labour Organization (ILO) standards, particularly the ILO Declaration on Fundamental Principles and Rights at Work. They uphold and promote the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD-FAO Guidance for Responsible Agricultural Supply Chains. Where there are challenges in achieving full alignment with these standards, FGV endeavors to take steps towards eventual alignment.

In the short term, FGV is committed to adopting key elements of the CoC into its policies and procedures and to strengthening our recruitment procedures, as well as enhancing capacity building programmes and our grievance mechanism. These commitments are laid out in the 2020 Action Plan released in March, which contains a number of action items including, among others, a review of our Suppliers Code of Conduct (SCOC) within the first year of affiliation, in line with FLA's requirements. This review and other measures are currently underway.

The 2020 Action Plan is part of FGV's comprehensive five-year programme which has been developed based on the benchmarks set in the FLA Principles. FGV's progress will be assessed periodically by the FLA and the findings will be made available to the public.

Achieving the objectives of our affiliation to the FLA is a top priority for FGV, as we reaffirm our commitment to responsible and sustainable business practices, as well as to respecting human rights and upholding labour standards.

Dato' Haris Fadzilah Hassan
Group Chief Executive Officer
FGV Holdings Berhad