

Policy Statement on Responsible Recruitment and Employment of Migrant Workers



FGV HOLDINGS BERHAD

FGV Holdings Berhad (FGV) is committed to fair, ethical and responsible recruitment and employment of migrant workers within its supply chain, in line with its internal policies, applicable national laws and regulations, the applicable international standards and industry good practices, including but not limited to:

- i. United Nations Guiding Principles on Business and Human Rights (“UNGPs”);
- ii. International Labour Organization (“ILO”) conventions, principles and guidelines;
- iii. Employer Pays Principle;
- iv. No recruitment fee principle;
- v. International Organization for Migration (“IOM”)’s International Recruitment Integrity System (IRIS) Ethical Recruitment Standard; and
- vi. Approved processes by the sourcing and receiving countries.

In relation to this, FGV commits to the following principles:

- i. All workers shall be treated equally without any discrimination in employment, including hiring, compensation, training, disciplinary action and termination, on the basis of gender, race, religion, age, disability, sexual orientation, gender identity, nationality, political opinion, social group, ethnic origin, reproductive rights or other forms of discrimination.
- ii. No migrant workers shall pay any recruitment fees for the purpose of their employment with FGV.
- iii. No workers shall be coerced to work under any form of threats including penalty, physical or sexual violence, harassment and intimidation against the employee, his/ her family or close associates, or be held in debt bondage.

This policy statement applies to the FGV Group, including its listed and non-listed subsidiaries in Malaysia, in which FGV has management control. FGV also expects its contractors, consultants, suppliers, vendors and all other third-party companies to adhere to and comply with this policy.

FGV’s Workers Management Department (WMD) is responsible for the monitoring, implementation and communication of this policy within FGV, and to contractors, suppliers, vendors and workers.

A handwritten signature in black ink, appearing to read 'Mansor', written over a horizontal line.

Dato’ Mohd Nazrul Izam Mansor
Group Chief Executive Officer

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