



**FELCRA Jayapura Sdn. Bhd.**  
(Kilang Kelapa Sawit Jayapura)

## **SOCIAL AND HUMAN RIGHT POLICY**

FELCRA Jayapura Sdn. Bhd. not only yield quality products but also ensures it always maintains a conducive, fair, and beneficial work environment for every employee. We also acknowledge good societal relations and human rights among workers, contractors, and the local community must be respected.

With this, we are committed to encourage and protect good social practices and human rights through the following:

- Compliance with relevant labour laws and regulations.
- Freedom from discrimination and prejudice based on gender, race, religion, nationality, and political views.
- Provide orientation to new workers.
- Not employing workers through coercion or human trafficking.
- Not employing workers under the age of 18.
- Paying wages in compliance with the Minimum Wage Order and which is reasonable for living needs.
- Respecting an environment with social practices.
- Providing suitable accommodation according to needs.
- Complying with land ownership laws and conditions of use and conservation of land.
- Respecting the rights to freedom of speech.
- Commitment to resolving social conflicts.
- Respecting the rights to form and join unions.