



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

## **EQUAL OPPORTUNITY POLICY**

FELCRA Jayapura Sdn. Bhd. is committed to ensuring equal opportunities are provided to every employee to prevent any illegal actions or unwanted discrimination based on the following:

- Treating every employee fairly and equally regardless of nationality, race, gender, marital status, age, descent, religion, and political beliefs in all work procedures including the employee recruitment process.
- Providing equal opportunity to anyone who has the skills, experience, and attitude suitable for meeting the needs of various job functionality in our factory.
- Providing equal opportunity for capable employees to participate in career development programs to enhance their competencies in skills and efficiency at their work.
- Ensuring a work environment free from any form discrimination.
- Addressing all complaints and grievances fairly and based on appropriate procedures.
- Implementing good and fair purchasing practices and ensuring suppliers who sell products or provide services to us are also protected under this policy.