



FELCRA JAYAPUTRA SDN BHD
(KILANG KELAPA SAWIT JAYAPUTRA)

SUSTAINABLE PALM OIL POLICY

We, **FELCRA JAYAPUTRA SDN BHD** is committed to ensuring that all our palm oil operations and supply chains are managed responsibly, with full consideration for environmental protection, human rights, and socio-economic development. This policy is aligned with the principles of the **Malaysian Sustainable Palm Oil (MSPO)** standard and the **NDPE commitment (No Deforestation, No Peat, No Exploitation)**.

This policy applies to all employees, contractors, suppliers, and stakeholders associated with our operations. We require compliance with these standards from all third-party suppliers, whether direct or indirect.

1. Environmental Responsibility

We are committed to minimizing the environmental footprint of our operations through:

- i. No Deforestation**
 - Zero clearance of High Conservation Value (HCV) and High Carbon Stock (HCS) areas.
 - No burning for land clearing.

- ii. No Development on Peat**
 - No new development on peatland regardless of depth.
 - Where peatland is already cultivated, adopt best management practices to minimize subsidence, emissions, and fire risks.

- iii. Climate Change Mitigation**
 - Monitor and reduce greenhouse gas (GHG) emissions.
 - Implement energy efficiency measures and adopt renewable energy (e.g., biogas, biomass).
 - Optimize pesticide use to reduce environmental impact.

iv. Effluent & Waste Management

- Treat and dispose of palm oil mill effluent (POME) in compliance with legal and sustainability standards.
- Promote waste minimization, recycling, and recovery of by-products (e.g., biogas, biomass renewable energy).

2. Social Responsibility

We recognize the importance of protecting the rights and welfare of people impacted by our operations. Our commitments include:

i. Human and Labor Rights

- Compliance with international labor standards (ILO Conventions) and national regulations.
- Zero tolerance for child labor, forced labor, or discrimination.
- Respect freedom of association and collective bargaining.
- Provide fair wages, working hours, and benefits.

ii. Health & Safety

- Maintain a safe and healthy working environment.
- Provide adequate training, equipment, and facilities to prevent accidents and occupational hazards.

iii. Community Engagement & FPIC

- Respect the rights of indigenous peoples and local communities.
- Obtain Free, Prior, and Informed Consent (FPIC) for any new developments.
- Resolve grievances transparently and fairly through accessible mechanisms.

iv. Community Development

- Support local socio-economic development through employment, training, and smallholder support programs
- Promote inclusive opportunities for women, youth, and vulnerable groups.

3. Supply Chain and Traceability

We commit to building a transparent and responsible palm oil supply chain:

- Ensure **traceability** of Fresh Fruit Bunches (FFB) to the source, including smallholders and third-party suppliers.
- Work only with suppliers who comply with this Sustainable Palm Oil Policy.

4. Compliance and Governance

We are fully committed to ensuring that our business and operations are carried out in a way that is:

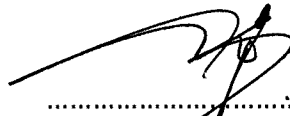
- Comply with **MSPO, NDPE** and all relevant local and international regulations.
- Maintain internal monitoring systems to assess performance against this policy
- Disclose progress and performance through transparent reporting to stakeholders.
- Establish grievance mechanisms accessible to employees, communities, and external stakeholders.

5. Continuous Improvement

In line with our principle of continuous improvement, we are committed to:

- Provide regular training and awareness programs for employees, contractors, and suppliers.
- Invest in research, innovation, and technology that promote sustainable practices.
- Review and update this policy annually to reflect evolving sustainability standards, stakeholder expectations, and regulatory requirements.

This policy has been approved by the top management of FELCRA JAYAPUTRA SDN BHD and is binding across all operations and supply chains. It will be made publicly available and communicated to all employees, contractors, suppliers, and business partners to ensure full awareness and compliance.



.....
MANAGING DIRECTOR
(LIEW TEEN CHAI)

DATE: 7TH OCTOBER 2025