



**FELCRA JAYAPUTRA SDN BHD  
(KILANG KELAPA SAWIT JAYAPUTRA)**

**SOCIAL AND HUMAN RIGHTS POLICY**

FELCRA Jayaputra Sdn. Bhd. will always ensure not only to produce quality products but also to ensure a conducive, fair and beneficial working environment for all employees. We also recognize that human rights and harmonious social relations between employees, contractors and local communities must be respected and maintained.

In line with the Federal Constitution, the Universal Declaration of Human Rights (UDHR) and the ILO Decent Work Agenda, we are committed to promoting and protecting the following principles:

- **Compliance with relevant national and international labour laws and regulations.**
- **Free from discrimination or prejudice** based on gender, race, religion, nationality, political orientation or social background.
- **Do not practice forced labour or human trafficking** in any form.
- **Do not employ workers under the age of 18**
- **Pay wages fairly**, comply with the Minimum Wage Order and ensure wages that can cover basic living needs.
- **Recognize the right of employees to speak**, express opinions freely, and provide space for a two-way complaint process and communication.
- **Respect the freedom of the right to join a trade union**, without any obstacles or pressure.
- **Provide appropriate orientation to new employees**, so that they understand the rights, responsibilities and work culture of the company.
- **Provide safe and suitable housing facilities** in accordance with legal requirements and worker welfare standards.
- **Respect the social practices and culture of the local community**, and comply with land ownership, land use conditions and the principles of natural resource conservation.
- **Commitment to handle and resolve any social conflicts** peacefully and professionally.

Our goal is to ensure sustainable palm oil production without social prejudice based on continuous improvement and a systematic approach.

  
MANAGING DIRECTOR  
(LIEW TEEN CHAI)

DATE: 02 MAY 2025