



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

INTEGRITY, ANTI-CORRUPTION & GOOD GOVERNANCE POLICY
(In accordance with Section 17A of the MACC Act 2009)

FELCRA Jayaputra Sdn. Bhd. (FJP) is committed to creating a work culture that is integrity-based, ethical and free from corruption, fraud and abuse of power. All company activities must be carried out honestly, transparently and in compliance with the law.

As a measure to strengthen governance, FJP established an Integrity and Governance Unit (IGU) headed by an Integrity Officer, with the following responsibilities:

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| i. Complaints Management | Receive and investigate reports of misconduct |
| ii. Detection & Verification | Identify and confirm corruption and fraud risks |
| iii. Integrity Strengthening | Raising awareness through training and strengthening a culture of integrity |
| iv. Governance | Review and improve company policies, procedures and governance |

The implementation of the IGU will be guided by the five (5) principles of **T.R.U.S.T**:

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| T | Top Level Commitment |
| R | Risk Assessment |
| U | Undertake Control Measures |
| S | Systematic Review & Enforcement |
| T | Training & Communication |

Employee Code of Ethics

All FJP employees are required to:

- i. Act honestly, fairly and professionally
- ii. Reject any form of corruption and misconduct
- iii. Comply with the law, company policies and work instructions
- iv. Do not abuse your position for personal gain

Whistleblowing Protection

FJP provides a confidential complaint channel for anyone who wishes to report misconduct. The identity of the whistleblower will be protected and no retaliation will be taken against reports made in good faith.

FJP is committed to fully implementing this policy to ensure a clean, transparent and sustainably competitive company reputation.


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**MANAGING DIRECTOR
(LIEW TEEN CHAI)**

DATE: 02 MAY 2025