



**FELCRA SAMARAHAN SDN BHD**  
(Kilang Kelapa Sawit Samarahan)

## **EQUAL OPPORTUNITY POLICY**

FELCRA Jaya Samarahan 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.

Our aim is to establish fair employment conditions without discrimination through continuous improvement and systematic approach.