FGV IFFCO SDN BHD
Co. No.: 200601036445 (756204-H)

SEXUAL HARASSMENT POLICY

FGV IFFCO Sdn Bhd is committed to provide a safe working environment for all its employees to ensure that they are protected from all forms of sexual harassment and unsolicited or unwarranted sexual propositions and advances. Sexual harassment in the workplace is against the law and will not be tolerated. When the Company determines that an allegation of sexual harassment is credible, it will take prompt and appropriate corrective action.

For the purpose of this Section, *"sexual harassment"* is defined as any unwelcomed conduct of a sexual nature in the form of verbal, non-verbal, visual, psychological or physical harassment that might, on reasonable grounds, be perceived by the recipient as placing a condition of a sexual nature on his/ her position or that might, on reasonable grounds, be perceived by the recipient as an offence or humiliation, or a threat to his/ her well-being.

Sexual harassment in the workplace includes any employment- related sexual harassment occurring outside the workplace as a result of employment responsibilities or employment relationships.

Situations under which such sexual harassment may take place include, but not limited to: -

(i) at FGV IFFCO social functions;

(ii) at work- related conferences or training sessions;

(iii) during work- related travel;

(iv) over the phone; and

(v) through electronic media.

The act of sexual harassment, unsolicited and unwarranted sexual overtures and advances shall be treated as misconduct. The Company will not tolerate any kind of sexual harassment and will ensure that Human Resource policy related to sexual harassment is followed and adhered to. The Company does not hesitate to impose disciplinary action which will include termination of employment and / or legal action to any Employee who commits sexual harassment behaviours.