



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Hargy Oil Palms Ltd is committed to a non-discriminatory workplace and will abide by the relevant Anti-discrimination and Equal Employment laws and regulations of the countries where it operates. This policy covers, but is not limited to the discrimination on the basis of ethnic or national origin, caste, gender, gender identity, sexual orientation, religion, disability, age, union membership and political affiliations.

1	<i>Hargy Oil Palms Ltd does not discriminate against anyone during recruitment or in the performance of its business operations.</i>
2	<i>The company recruitment selection process is based on merit, so all applicants with the desired qualification and experience will be considered for the open position. The successful applicant will be the person who best meets the specific requirements of the position offered.</i>
3	<i>Promotions, but also sanctions, are handled on the same basis of non-discrimination.</i>
4	<i>Non-compliance with this policy will result in disciplinary action and might also result in legal action.</i>
5	<i>This Policy applies to all departments under the Management of Hargy Oil Palms Ltd</i>

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Ian Winstanley
Chief Executive Officer