



**Policy Statement
Bribery and Corruption
Sabah Forestry Department**

The Sabah Forestry Department (SFD) is an organisation responsible for protecting and managing Sabah's forest resources and practices zero tolerance against all forms of corruption and abuse of power.

SFD is committed to:

- a) Establishing a culture of integrity and transparency at the workplace as well as continuously implementing integrity and anti-corruption programs;
- b) Ensuring all SFD personnel, forest licensees, contractors, suppliers and stakeholders are responsible to comply with existing anti-corruption laws and regulations;
- c) Providing avenues and encourages reporting on corruption and abuse of power through client complaints;
- d) Providing full cooperation to the Malaysian Anti-Corruption Commission (MACC) in curbing corruption in SFD, forestry licensees, contractors, suppliers and stakeholders dealing with SFD; and
- e) Taking firm action against any party found to be in violation with the anti-corruption laws and not complying with this policy.

(DATUK MASHOR MOHD JAINI)
Chief Conservator of Forests

Date: 17 March 2020



**Policy Statement
Sexual Harassment
Sabah Forestry Department**

The Sabah Forestry Department (SFD) practices zero tolerance against acts of sexual harassment.

SFD is committed to:

- a) Providing a work place that is safe, conducive and free of sexual harassment to all SFD personnel, clients and the public;
- b) Ensuring all SFD personnel, clients and the public are accountable and comply with all existing sexual harassment laws and regulations;
- c) Providing avenues and encourages reporting of acts of sexual harassment through client complaints; and
- d) Taking firm action against any person found to be committing acts of sexual harassment and not complying with this policy.

A handwritten signature in black ink, appearing to be 'I' with a horizontal bar and a vertical stroke, likely representing the name of the Chief Conservator of Forests.

**(DATUK MASHOR MOHD JAINI)
Chief Conservator of Forests**

Date: 17 March 2020



**Policy Statement
Gender Equality
Sabah Forestry Department**

The Sabah Forestry Department (SFD) practices gender equality in the management and administration of its organisation.

SFD is committed to:

- a) Ensuring that there is no gender discrimination in employment opportunities, training and contract awards;
- b) Ensuring women are empowered in decision and policy-making; and
- c) Ensuring equality for women in all aspects of management.

A handwritten signature in black ink, consisting of a stylized 'M' and 'J' combined.

(DATUK MASHOR MOHD JAINI)
Chief Conservator of Forests

Date: 17 March 2020