

	<b>Non-discrimination and equal opportunity policy</b>	Creation date: 30/06/2016
		Review date: 20/02/2020
		Communicated: 02/03/2020
		Version: 003
		Company: Goldtree Ltd
		Confidentiality: Internal
		Archiving: HSE Department
SUSTAINABILITY DEPARTMENT		GTPOL010

The objective of this policy is to ensure the equal treatment of all employees and candidates for employment (potential employees).

This policy applies to all activities and operating locations currently run by the company as well as the future extensions or developments, and to all employees and to all potential employees.

#### Policy statement

##### Company's responsibilities

- The company will not discriminate and will give equal opportunities in its decisions on employment, promotion, training, remuneration or any other benefit. Decisions on these matters will be made objectively so that any qualified person can be employed without regard to any of the conditions listed below.
- The company will not discriminate and will give equal opportunities in its decisions on redundancy, dismissal or termination. Decisions on these matters will be made objectively without regard to any of the conditions listed below.
- The company will not discriminate and will provide equal opportunities to all irrespective of:
  - Gender
  - Sexual orientation
  - Marital status
  - Having or not having dependents
  - Religious belief
  - Political opinion and/or alignment
  - Union membership
  - Race (including skin color, caste, tribe, ethnic or national origin, nationality)
  - Disability
  - Medical condition
  - Age (noting that there is a minimum age of employment and a retirement age)

##### Employee's and potential employee's responsibilities

Employees and potential employees have the right to make a formal complaint in instances where they believe there has been discrimination.

##### Affected groups

In accordance with RSPO 2018 P&C Criteria 6.1 (Any form of discrimination is prohibited) the following have been identified as groups in the local environment that may require special consideration to ensure that they are not discriminated against:

- Disable
- Women; Youths
- Local communities
- Foreign workers;
- Migrant workers



Date of approval: December 2019

Signed: Pieter Van Dessel

General Manager Goldtree (SL) Ltd