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|  | <p align="center">Policy preventing pregnant & breastfeeding women from exposure to hazardous materials</p> | Creation date: 30/06/2016 |
| | | Review date: 28/02/2020 |
| | | Communicated: 11/03/2020 |
| | | Version: 003 |
| | | Company: Goldtree Ltd |
| | | Confidentiality: Internal |
| | | Archiving: HSE Department |
| SUSTAINABILITY DEPARTMENT | GTPOLO13 | |

The objective of this policy is to ensure that pregnant and breastfeeding women are not exposed to hazardous materials in the course of their work.

This policy applies to all activities and operating locations currently run by the company as well as the future extensions or developments, including those carried out by contractors, and sub-contractors.

Policy statement

No pregnant or breastfeeding woman will carry out any task at work that exposes her to materials that are potentially hazardous to her health. This means that pregnant or breastfeeding women must never carry out tasks in which they are exposed to fertilisers, herbicides, fungicides, insecticides, solvents and other potentially harmful chemicals. This is in line with **Indicator 7.2.11 of the RSPO P&C 2018** which states that “no work with pesticides is undertaken by persons under the age of 18, pregnant or breastfeeding women or other people that have medical restrictions and they are offered alternative equivalent work”. That means pregnant or breastfeeding women employees will therefore be assigned other duties that do not expose them to hazardous materials.

Date of approval: February 2020

Signed: Pieter Van Dessel

General Manager Goldtree (SL) Ltd

