

	Reproductive rights policy	Creation date: 30/06/2016
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		Communicated: 11/03/2020
		Version: 003
		Company: Goldtree Ltd
		Confidentiality: Internal
		Archiving: HSE Department
SUSTAINABILITY DEPARTMENT		GTPOL014

The objective of this policy is to ensure that the reproductive rights of employees are respected.

Definition

The World Health Organization defines reproductive rights as follows:

Reproductive rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. They also include the right of all to make decisions concerning reproduction free of discrimination, coercion and violence.

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

Company's responsibilities

Based on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979):

- The company recognizes the right of all employees to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so.
- The company recognizes the right of employees to have the highest standard of sexual and reproductive health.
- The company recognizes the right of employees to make decisions concerning reproduction free of discrimination, coercion and violence.
- In the context of the workplace, the company and its employees will not discriminate against employees on matters relating their decisions concerning reproduction.
- The company will not conduct any pregnancy testing as a discriminatory measure and will only perform this testing when it is legally mandated.

Gender committee

- In compliance with RSPO P&C 2018 Indicator 6.1.5 (i.e. a gender committee is in place specifically to raise awareness, identify and address issues of concern, as well as opportunities and improvements for women) a gender committee is established specifically to address areas of concern to women.
- The committee will include representatives from all areas of work
- The committee, will consider matters such as training on women's rights; counselling for women affected by violence, sexual harassment, etc.)

Date of approval: February 2020

Signed: Pieter Van Dessel

General Manager Goldtree (SL) Ltd

