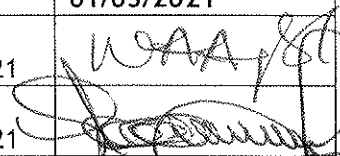
	FREEDOM OF ASSOCIATION POLICY		Revision #: 2.0
			Effective Date: 01/03/2021
	Prepared by: William Agyei Amponsah - Admin & HR Manager	Date: 01/03/2021	
Document #: 6.3.1.	Approved by: George Quarteng-Mensah - Managing Director	Date: 01/03/2021	

1.0 Policy Statement

Plantations Socfinaf (Ghana) Limited, recognizes and respects the individual's rights to freedom of association and Collective Bargaining and shall not interfere with, discriminate against or otherwise prejudice workers or their representatives.

2.0 General Information

PSG shall comply with relevant National Laws and International Agreements on Freedom of Association and Collective Bargaining:

2.1 Plantations Socfinaf (Ghana) Limited shall comply with the provisions of Sections 79 - 86 of the Labour Act, 2003, Act 651 relating to Trade Unions and Employers' Organizations.

2.2 Plantations Socfinaf (Ghana) Limited shall comply with the 1992 Constitution, Chapter Five - Article 21 (1), which states among others that, all persons shall have the right to:

2.2.1 Freedom of speech and expression.


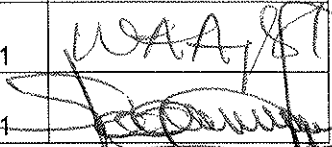
2.2.2 Freedom of association, including freedom to form or join trade unions or other associations.

2.2.3 Freedom of assembly, including freedom to take part in processions and demonstrations.

2.2.4 Freedom of movement, which means the right to move freely in Ghana.

These freedoms of the individual are subject to the rights and freedoms of others and for the public interest.

2.3 Plantations Socfinaf (Ghana) Limited shall comply with the International Labour Organization (ILO) Convention No.87 on Freedom of Association and Protection of the Rights to Organize Convention (1948).

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2.4 Plantations Socfinaf (Ghana) Limited shall comply with the ILO Convention No. 98 on Right to Organize and Collective Bargaining (1949).

NB: PSG Limited, as a responsible corporate entity, does not engage persons less than 18 years, neither does it engage in trafficked labour.