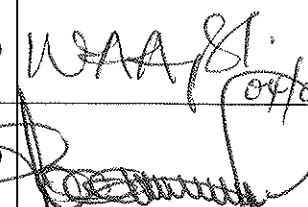
	PROTECTION OF REPRODUCTIVE RIGHTS POLICY		Revision #: 1.1
			Effective Date: 01/07/2019
	Prepared by: William Agyei Amponsah - Admin & HR Manager	Date: 01/07/2019	
Document #: HRM-P308	Approved by: George Quarteng-Mensah - Managing Director	Date: 01/07/2019	

1.0 Policy Statement

PSG shall respect the reproductive rights of women by putting in place strong guiding principles and appropriate measures that would ensure gender equality at the workplace.

2.0 Objective

Plantations Socfinaf Ghana (PSG) aims to fulfill its obligations under this policy by removing any barriers that prevent women from achieving equality and seek to protect the reproductive rights of women.

3.0 Scope

The Policy applies to employees and contractors (including temporary contractors) of PSG. This policy does not form part of any employee's contract of employment or contractor's services.

4.0 Definitions


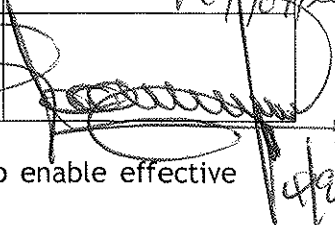
4.1 **Reproductive Rights:** Legal rights and freedom relating to reproduction and reproductive health.

4.2 **Woman:** Any member of the female sex irrespective of age or status.

5.0 Guidelines

PSG has devised the following measures to protect the reproductive rights of women and promote gender equality at work.

- Constituted a Gender Committee, which includes representatives from all departments of PSG, specifically to address areas of concern to women.
- Workplace consultation regarding issues relating to equal opportunity for all staff, contract workers and third party workers.
- Sensitization and awareness for women about their reproductive rights.
- Ensure that no work with chemicals especially pesticides, is undertaken by pregnant or breast feeding women.

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- Give women specific break times or shift work schedules to enable effective breastfeeding.
- PSG shall comply with the Labour Act of Ghana (2003), as mentioned, which means the rights of women to maternity protection and prohibits dismissal from work on account of their pregnancy status. PSG also subscribes to the minimum standards of the International Labour Organization (ILO) Maternity Protection Convention (Revised) 1952 (No. 105), and the Maternity Protection Recommendation, 1952 (No.95) stipulating that no woman shall be discriminated against on grounds of pregnancy and during the entire period of pregnancy and maternity leave. They shall have the right to resume their employment without loss of acquired rights.
- Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated.
- The Internal Grievance Mechanism should be followed if any of the above rights are perceived to have been violated.
- The Admin/HR Department shall manage, monitor and oversee this policy.