

## POLICY ON THE PROTECTION OF REPRODUCTIVE RIGHTS

- SAFACAM complies with relevant national laws and international agreements regarding reproductive rights and the protection thereof. Compliance with applicable laws, regulations and agreements are monitored by a regulatory watch.
- SAFACAM recognises the right of all employees to decide freely and responsibly the number and timing of their children and provides access to family planning services.
- SAFACAM provides reproductive health services, among others; education on contraception, sexual transmittable diseases and pregnancy, prevention of infections, pre- and post natal care and medical care of all its employees, their spouses and children.

Disciplinary action will be taken against company employees and/or third parties who willfully are in breach of this policy.

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Dizangué, 29 January 2019  
The General Manager,



Jean-François PAJOT