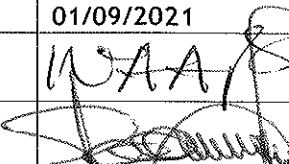
 <small>Plantations Socfinaf Ghana (PSG) Limited</small>	GENDER POLICY		Revision #: 1.1
			Effective Date: 01/09/2021
Document#: HRM-6.1.5.	Prepared by: William Agyei Amponsah - Admin & HR Manager	Date: 01/09/2021	
	Approved by: George Quarteng-Mensah - Managing Director	Date: 01/09/2021	

1.0 Policy Statement

Plantations Socfinaf Ghana (PSG) Limited is committed to maintaining a positive climate at work, in which individuals can work together in an environment free of all forms of violence, harassment, and discrimination on the basis of gender. PSG strongly believes and supports gender equality and opposes any form of gender discrimination and violence at the workplace. The Company is therefore obliged in providing a safe work environment which is free from any kind of bias and harassment. The organization draws its source by upholding Statutory Legislations (Chapter 5, Section 12 - 17, Ghana Constitution and Ghana Labour Act 2003, Section 87) to ensure the rights of the people under its jurisdiction.

2.0 Applicability

This policy applies to all employees of PSG.

3.0 Policy Requirement


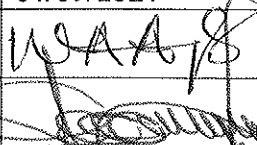
A Gender Committee at PSG has been established at PSG as an avenue of providing men and women with an appropriate compliance mechanism against any inequality issue or unwelcome behavior in any manner. This policy suggests mechanisms that are accessible through the Gender Committee and its workings to ensure confidentiality. It also serves as a system to ensure fair, accountable and representative procedures for redress and resolution of issues. This policy also defines the Physical, Psychological and Emotional harassment (whether in a physical or verbal form) by any gender and the mechanisms of redress through the Committee by looking at the specific structures, needs and imperatives in PSG.

4.0 Objective

The objective of this policy is to create an environment that ensures gender equality at the workplace.

5.0 Definitions

Gender equality means “the equal rights, obligations, opportunities and liabilities of men and women in professional life, upon acquisition of education and participation in

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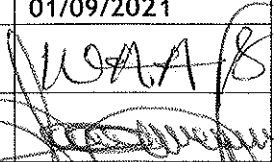
other areas of social life”; “Equal treatment for men and women” means that there shall be no discrimination whatsoever based on sex, either directly or indirectly:

- a. Direct discrimination based on sex occurs where one person is treated less favorably on grounds of sex than another is, has been or would be treated in a comparable situation. Direct discrimination based on sex also means the less favorable treatment of a person in connection with pregnancy and childbirth, parenting, the performance of family obligations or other circumstances related to gender.
- b. Indirect discrimination based on sex occurs where an apparently neutral provision, criterion or practice would put a person of one sex at a particular disadvantage compared with persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means of achieving that aim are appropriate and necessary;
- c. Harassment has been defined under the categories of Psychological, Physical and emotional. The following shall constitute Harassment:
 - When unwelcome acts like any visual or physical conduct such as loaded comments, remarks or jokes, emails, letters, phone calls, text messages, gestures, physical contact, stalking or display of a derogatory nature create an intimidating, hostile or offensive environment.
 - Any unwelcome sexual advances, requests for sexual favors or any conduct of a sexual nature (verbal or nonverbal conduct).
 - Any action or comments (racial, ethnic, religious, etc.), which have the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating hostile or offensive working environment.

6.0 Scope

The following require the use of this policy:

- Any exposure against the cause of one’s right to gender equality and the right to dignified livelihood.
- Any exposure that will not foster the social, physical and psychological environment to thrive towards workplace productivity.
- Any exposure or display that would create hostility or constitute harassment.

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- Any treatment, whether direct or indirect that makes a person feels less favoured on the grounds of gender.
- Any system that is perceived as discriminatory, harassment or working against equal opportunities at the workplace.

7.0 Procedure for Registering Complaints

Any employee with a complaint based on gender bias and or harassment should use the Company's Internal Grievance Mechanism, a copy of which is attached (HRM Document No. 6.5.4).

The Employee can alternatively file his/her complaint through the Company's Gender Committee or any of the suggestion boxes that have been placed at the various Sections/Estates/Departments.

NB: PSG shall ensure that the Gender Committee works effectively by building the capacity of the Members on Gender Sensitization issues.

8.0 The Gender Committee

The Committee's role will include but not limited to the following:

- To play a preventive role by making efforts towards sensitization of the staff on gender issues by conducting periodic programs and in-house durbars/gatherings;
- To take cognizance of complaints about Harassment, conduct proper enquiries, provide assistance and redress to the victims, recommend penalties and sanctions against harassers, if required;
- Ensure safety and equality at all levels at the workplace;
- To recommend arrangements for appropriate emotional, psychological and physical support (in the form of counseling and other assistance), if desired by the victim;
- Ensure that Child care facilities are provided;
- Ensure that Nursing Mothers are allowed to breastfeed up to nine months before resuming chemical spraying or usage tasks;
- Ensure that Nursing Mothers are given specific break times to enable breastfeeding: and
- Ensure that the Policy is renewed as and when necessary.