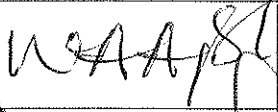

	PROTECTION OF REPRODUCTIVE RIGHTS POLICY		Revision #: 1.1
			Effective Date: 31/08/2021
	Prepared by: William Agyei Amponsah - Admin & HR Manager	Date: 31/08/2021	
Document #: HRM-6.5.2.	Approved by: George Quarteng-Mensah - Managing Director	Date: 31/08/2021	

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 all Employees of PSG.

4.0 Definitions


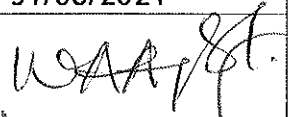

4.1 **Reproductive Rights:** Legal rights and freedoms relating to reproduction and reproductive health.

4.2 **Woman:** Any member of the female sex irrespective of status or position at the work place.

5.0 Guidelines

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


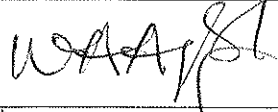

- PSG has constituted a Gender Committee, which includes representatives from all departments of PSG, specifically to address gender-related issues.
- Workplace consultation regarding issues relating to equal opportunity for all staff.
- Sensitization and awareness for women about their reproductive rights.

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- Ensure that no work with chemicals especially pesticides, is undertaken by pregnant or breast feeding women.
- Give women specific break times or shift work schedules to enable effective breastfeeding.
- PSG shall comply with the Labour Act (Act 651) of Ghana (2003), with regards to sections, which deal with the rights of women to maternity protection and prohibit 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. Women shall have the right to resume duties without loss of acquired rights.
- The Internal Grievance Mechanism (HRM-6.5.4) should be followed if any of the above rights are perceived to have been violated.

6.0 PROCEDURE

- Female employees, on suspicion of being pregnant, shall report to the Company's Health Centre or any of the affiliated Health Centres at Adansi, Angu or Manso.
- Confirmation of pregnancy status is by testing, which is conducted at or through the respective Health Centre.
- Pregnancy needs would be assessed by the respective Health Centre on individual basis.
- Individual pregnancy needs (if any) would be communicated to the female employee's Sectional Head together with the Admin/HR Department.
- Pregnancy needs are addressed with the Head of Section/Estate together with the Gender Committee Representative at that Estate/Section on individual basis based on the respective Health Centre's

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recommendation till child birth when maternity leave is applied as per the dictates of the Labour Act (Act 651), 2003.

- On resumption of duty from Maternity Leave, the nursing mother is given flexible break times to enable effective breastfeeding.
- Whilst breastfeeding, the nursing mother is not permitted to be given tasks that involve the use of Chemicals.
- Any health-related issues during pregnancy and maternity periods, should be reported to the respective Health Centre.
- The Admin/HR Department shall manage, monitor and oversee this policy, in consultation with the nursing mother's Head of Section or Estate or Department.

NB: PSG, as a responsible corporate entity, does not employ persons less than 18 years of age. It also abhors all forms of discrimination.