

## **GAR's GSEP commitment to Work Environment and Industrial Relations in practice**

### **GAR is aligned with international labour practices**

With over 173,000 employees, Golden Agri-Resources (GAR), has more than 20 commitments on labour practices in the GAR Social and Environmental Policy ([GSEP](#)). These are aligned with Indonesian labour regulations and the ILO Declaration on Fundamental Principles and Rights at Work.

## **GAR'S GSEP GUIDES OUR COMMITMENT**



ENVIRONMENTAL  
MANAGEMENT



SOCIAL AND  
COMMUNITY ENGAGEMENT



WORK ENVIRONMENT AND  
INDUSTRIAL RELATIONS



MARKETPLACE AND  
SUPPLY CHAIN



**RESPONSIBLE EMPLOYMENT**



**NO CHILD WORKERS**



**FREEDOM OF ASSOCIATION**



**OCCUPATIONAL HEALTH AND SAFETY FOR ALL**



**NO FORCED LABOUR**



**NO GENDER DISCRIMINATION AND WORKPLACE DIVERSITY**

### **We aim to continuously improve our labour practices**

GAR is committed to improving continuously and to identify any performance gaps, and so we commissioned a number of independent labour assessments throughout 2016-2017. These assessments varied in scope (mature vs young plantations, own vs supplier operations, refinery vs plantation, big companies vs smallholders), allowing us to build a comprehensive understanding of the situation on the ground. We also worked with experts to gain objective feedback. Action plans based on these studies are being devised and implemented.

### TIMELINE OF LABOUR ASSESSMENTS



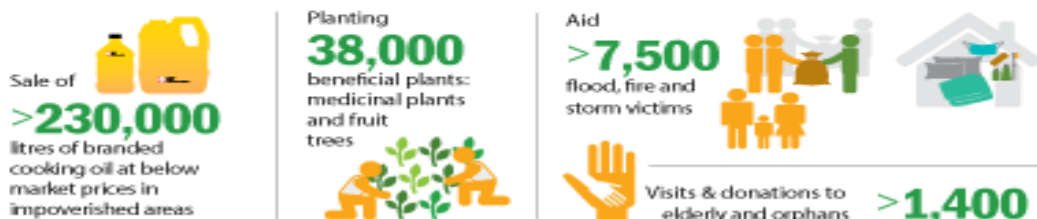
Scope of Assessments and findings	TFT	BSR	DIHR	Profundo
Minimum wages	✓	✓	✓	✓
Workers contract	✓	✓	✓	✓
Working hours	✓	✓		✓
No Forced labour	✓	✓	✓	✓
No Child labour	✓	✓	✓	✓
Workers' living conditions (housing, utilities, amenities )	✓	✓	✓	✓
Occupation Health and Safety (OHS) – Personal Protective Equipment (PPE)	✓	✓	✓	✓
Freedom of Association - Labour Unions and Collective Bargaining Agreement	✓	✓	✓	✓
Grievances Handling Process and Mechanism	✓	✓	✓	✓
Women and Diversity	✓	✓	✓	✓
Social and Community Engagement	✓	✓	✓	✓

### Social and community investments & support for women and children

GAR encourages women's participation in the workplace and provides them with similar benefits as male workers. However, many women in rural areas prefer to work part-time so that they can also focus on other responsibilities such as childcare, tending to family gardens or other income-earning businesses. To prevent children from entering the work place, we provide schools and childcare centers so that families do not feel the need to bring their children with them to work.

## OUR INVESTMENT IN SOCIAL AND COMMUNITY ENGAGEMENT

Public infrastructure:  
roads, bridges, places of  
worship, community halls)



### Improving career development opportunities

As part of GAR's commitment to providing decent work, we are progressively converting workers on fixed-term contracts to permanent status according to their skills and qualifications. This will give them more stable employment conditions and better career development opportunities.

Starting from November 2017, we have converted around 2,500 fixed-term workers and by end 2018, we plan to convert around 20,000 fixed-term workers to permanent status.

**Improving labour practices in our supply chain**

In 2017, GAR and Nestlé conducted an [assessment on labour rights](#) in our supply chain to assess gaps against international best practices. As a followup, GAR is now working with its suppliers and the ILO to improve labour practices in the palm oil sector through our SMART SEED workshops as part of our broader supplier support programme.

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