

## GAR's sustainability commitments to work environment and industrial relations in practice

[GAR Social and Environmental Policy \(GSEP\)](#) sets out clear commitments to recognise, respect and strengthen the rights of all our workers including contract, temporary, and casual workers.

### Work Environment and Industrial Relations



Responsible Employment



Freedom of Association and Workplace Diversity



Occupational Health and Safety

#### Prohibit the Use of Forced or Bonded Labour



**Prohibit** the use of forced or bonded labour and human trafficking practices and **take preventative** measures

#### Not Accepting Workers Below the Age of 18 (Child Labour)



The Company **prohibits** the acceptance of child worker

#### Equal Opportunities for Employment, No Discrimination/No Prejudicial Treatment



There is no prejudice in the treatment of workers

**No discrimination of:**

Race	Caste	Nationality	Religion	Age
Disabilities	Union Membership	Gender		
Political Affiliation	Sexual Orientation			

#### Working Hours



7 hours/day = **6 days/week**  
8 hours/day = **5 days/week**



**Overtime** is work carried out beyond normal working hours based on a written order from the Unit Manager and written consent from worker

**Overtime Wages** are wages paid to workers or laborers as compensation for work during overtime

#### Wage Administration



Workers are entitled to wages in the form of money paid by the employer as compensation for work undertaken. Wages should be in accordance with regulations including benefits

- Ensure the timely wage administration and distribution using direct and clear language
- Workers receive and understand written information about wage details
- No work no pay
- Ensure all workers are paid a wage equal to or exceeding the legal minimum wage

#### Zero Tolerance of Sexual and All Other Forms of Harassment and Abuse

Establishing Gender Committee



Education and Information on Sexual Violence Prevention



Victim Protection



Sanctions for Perpetrators

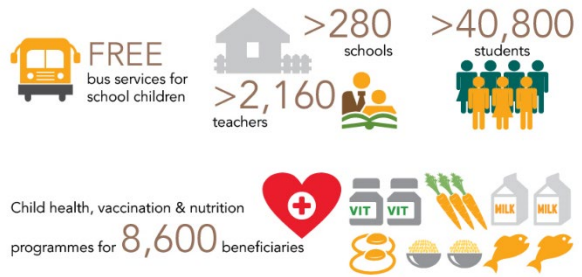


### Ethical Recruitment



Signing the employment contract    No recruitment charges    Not retaining formal identity documents    Prospective workers must submit an application

### Employment Benefits



Find out more about our good labour practices including risk assessments in our [labour fact sheet](#), [GAR Sustainability Report 2019](#), [GAR Social and Environmental Policy \(GSEP\)](#), and [our blogs](#).

#### For more information, please contact:

Ian Suwarganda  
Head of Policy & Advocacy  
[ian.suwarganda@goldenagri.com.sg](mailto:ian.suwarganda@goldenagri.com.sg)  
+65 6590 0857