

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



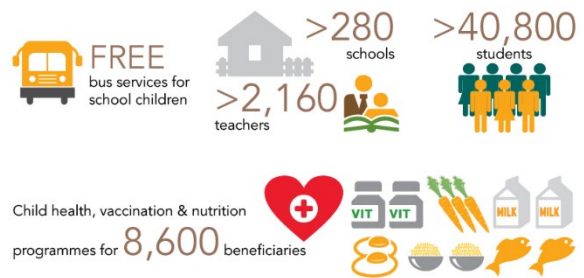
Sanctions for Perpetrators

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:

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