

	Forced and trafficked labour policy	Creation date: 30/06/2015
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		Version: 003
		Company: Goldtree Ltd
		Confidentiality: Internal
		Archiving: HSE Department
SUSTAINABILITY DEPARTMENT		GTPOL009

The objective of this policy is to ensure that there is no forced labour and no trafficked labour in Goldtree's operations and supply chain

Definition

Forced labour refers to work or service not voluntarily performed that is exacted from an individual under threat of force or penalty. This includes any form of indentured servitude such as the use of physical punishment, confinement, threats of violence as a method of discipline or control such as retaining employees' identification, passports, work permits or deposits as a condition of employment.

Trafficking in persons is defined as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power, or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

Policy statement

Goldtree (SL) Ltd has a zero-tolerance approach to all forms of slavery and human trafficking including servitude, indentured labour, forced and compulsory labour and human trafficking.

In compliance with ILO Convention N° 29 on Forced Labour and ILO Convention No. 105 on Abolition of Forced Labour. The company will not use forced labour for its operations. All work is voluntary and following are prohibited:

- Retention of identity documents or passports
- Payment of recruitment fees
- Contract substitution
- Involuntary overtime
- Lack of freedom of workers to resign
- Penalty for termination of employment
- Debt bondage
- Withholding of wages

The company will not use trafficked labor for its operations.

The company will work with supply chain operators, especially suppliers, to ensure that supply chain operators do not use forced labour or trafficked labour.

Our policy applies to all areas of our supply chain including smallholder farmers. Goldtree has rigorous vetting procedures when employing workers and expects the same high standards from our suppliers and contractors.

All stakeholders are encouraged to report any breach of this policy to the Human Resources Manager. Anonymity is assured at all times. Grievance boxes are available on our estates.

Date of approval: February 2020

Signed: Pieter Van Dessel
General Manager Goldtree (SL) Ltd

