

	Policy against violence, Harassment and use of Mercenaries & Paramilitaries	<i>Creation date:</i> 30/06/2015
		<i>Review date:</i> 12/02/2020
		<i>Communicated:</i> 28/02/2020
		<i>Version:</i> 003
		<i>Company:</i> Goldtree Ltd
		<i>Confidentiality:</i> Internal
		<i>Archiving</i> HSE Department
SUSTAINABILITY DEPARTMENT		GTPOL012

The objective of this policy is to ensure that the company does not instigating violence, harassment by using mercenaries and paramilitaries in its operations

This policy applies to all activities and operating locations currently run by the company as well as the future extensions or developments, including those carried out by contractors, and sub-contractors.

Policy statement

Goldtree prohibits all forms of workplace violence and harassment, particularly sexual harassment, whether engaged by workers or other stakeholders operating within Goldtree Estates.

Harassment is defined as unwelcome words, conduct or actions that are offensive, embarrassing, humiliating or demeaning to a worker or group of workers.

Workplace violence is the exercise or attempt of physical force by a person against another.

The company will ensure that:

- Workers are aware of, and understand that acts of violence or harassment are considered a serious offence for which necessary action will be imposed;
- Those subjected to acts of violence or harassment are given available recourse to pursue a complaint;
- Goldtree is committed to investigating reported incidents of violence and harassment in an objective and timely manner, taking necessary action; and providing appropriate support for victims.
- The company will not use mercenaries and paramilitaries in its operations.

Communication

This policy, and related information, will be communicated to all employees both in writing and through routine on-the-job training sessions. Contractors and sub-contractors will also be made aware of this policy.

Monitoring

HSE Manager will monitor and review the performance of the company in relation to this policy.

Documentation

HSE Manager will report on a monthly basis on compliance to this policy. General Manager will report on a quarterly basis to the Goldtree board of directors on compliance to this policy.

Review

This policy will be reviewed annually and revised as necessary.

Date of approval: February 2020

Signed: Pieter Van Dessel
General Manager Goldtree SL Ltd

