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## CSR Policy

Objectives for the corporate social responsibility of Form  
Ghana, a sustainable reforestation company

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## Social sustainability

Form Ghana has committed to comply with the sustainability standards of the Forest Stewardship Council™ (FSC-C044035). In order to meet social sustainability standards, Form Ghana developed a policy for corporate social responsibility (CSR). This policy stipulates Form Ghana's position and attitude towards social responsibility.

The following elements are included in the CSR policy:

- Code of conduct
- Employment
- Payment
- Workers' unions
- Health & Safety
- Local farmers

### Code of conduct

Form Ghana will support cultural values, respect local customs and maintain good relations with the local chiefdoms.

Form Ghana will not allow any form of discrimination on company premises. Discrimination based on race, sex, sexual preference, age or religion is explicitly prohibited.



### Employment

All labour is voluntary and regulated by contracts that are negotiated in freedom. No forced labour shall take place on Form Ghana premises.

There shall be no child labour. No people under 18 years of age shall be employed by Form Ghana.

Form Ghana will employ people from fringing communities if possible, in order to stimulate the local economy. In case specific expertise is required that cannot be found locally, Form Ghana will seek to employ people from elsewhere.

Employees are preferably housed in their own houses. For staff living outside the area the company will provide appropriate lodging facilities. Form Ghana organises transportation from a central point to the nursery and the plantation.

Workers receive training required for sound performance of their jobs, commonly annually repeated on-the-job trainings. Special schooling may be awarded when deemed necessary by the management.

## **Payment**

Workers will receive at least the national minimum wage. For permanent staff members, salary is transferred to their bank accounts. Casual employees are paid in cash or their salary is transferred to their bank accounts.

Form Ghana provides the Social Security National Insurance Trust (SSNIT) to members of the permanent staff.

Permanent staff members may be granted a loan upon request and within limits set by the company.

## **Workers' unions**

Form Ghana employees have the right to organise and hold collective negotiations. Representative employees meet with the company management on a regular basis for consultation.

## **Health & Safety**

Relevant safety equipment will be provided to the employees, according to the health and safety analysis of the workplace.



Form Ghana has a first aid centre with a trained nurse on site. Employees are trained in providing first aid annually.

Form Ghana employees are provided with water from a safe source.

Agreements are made with local hospitals to allow injured Form Ghana employees to be admitted immediately, arranging administration after treatment.

Employees will be reimbursed for their medical expenses upon demonstration of a prescription and receipt of medication and/or treatment.

Members of Form Ghana's permanent staff are provided with health insurance of the national health insurance programme, covering medical expenses of employees.

### **Local farmers**

Local farmers are granted permission to intercrop within plantation boundaries and to grow annual food crops on the fire belt, in compliance with the sustainability criteria set by Form Ghana.



Form Ghana provides training on prevention and combating of bush fire to members of the fringe communities.

A transparent benefit sharing agreement will apply for all relevant stakeholders.

**Mr. Willem Fourie**  
Manager Form Ghana

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