






Towards a Sustainable Plantation Workforce

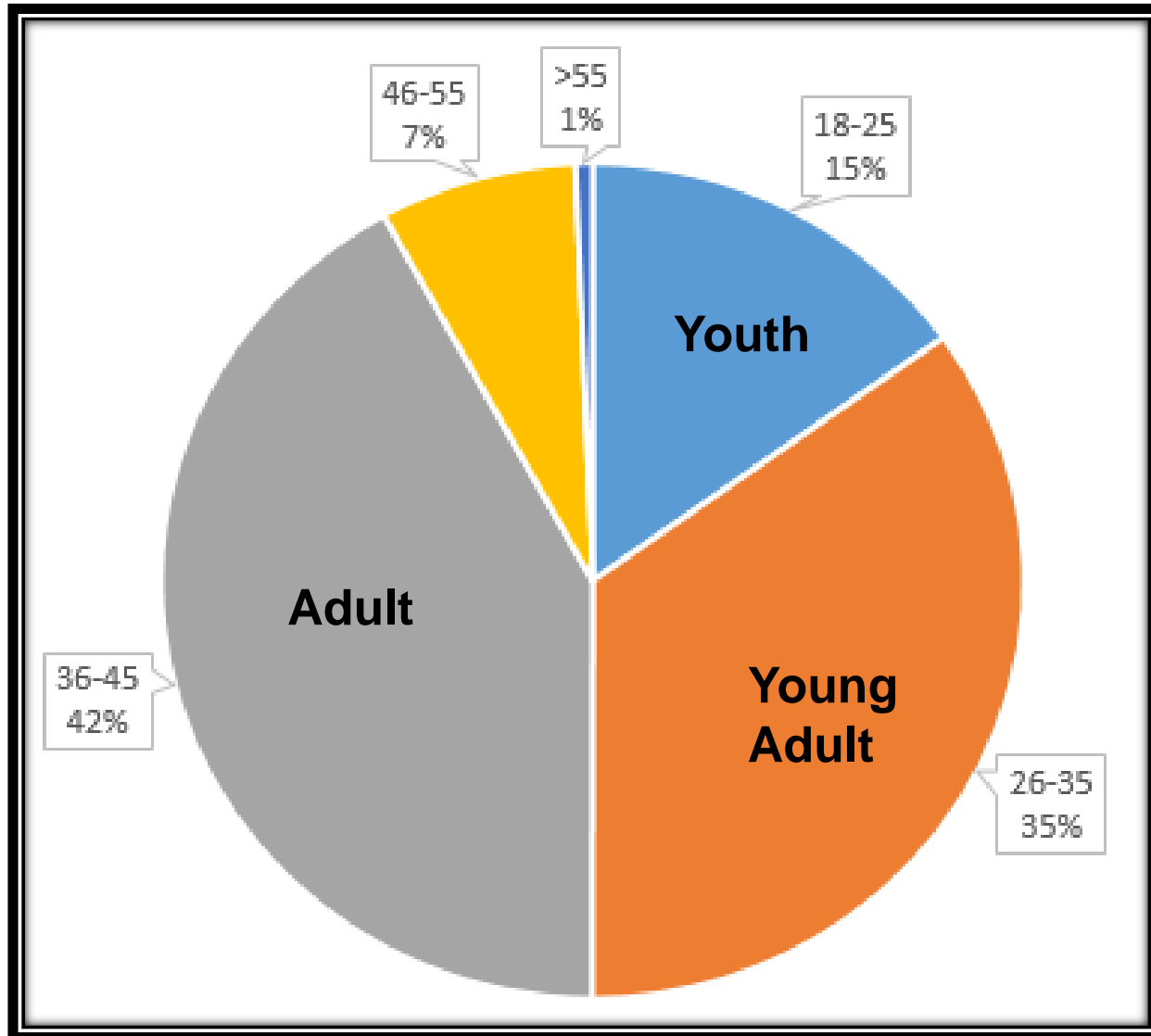
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Golden Agri-Resources Ltd.
for RSPO RT 14, Bangkok, 9 Nov 2016

Challenge:

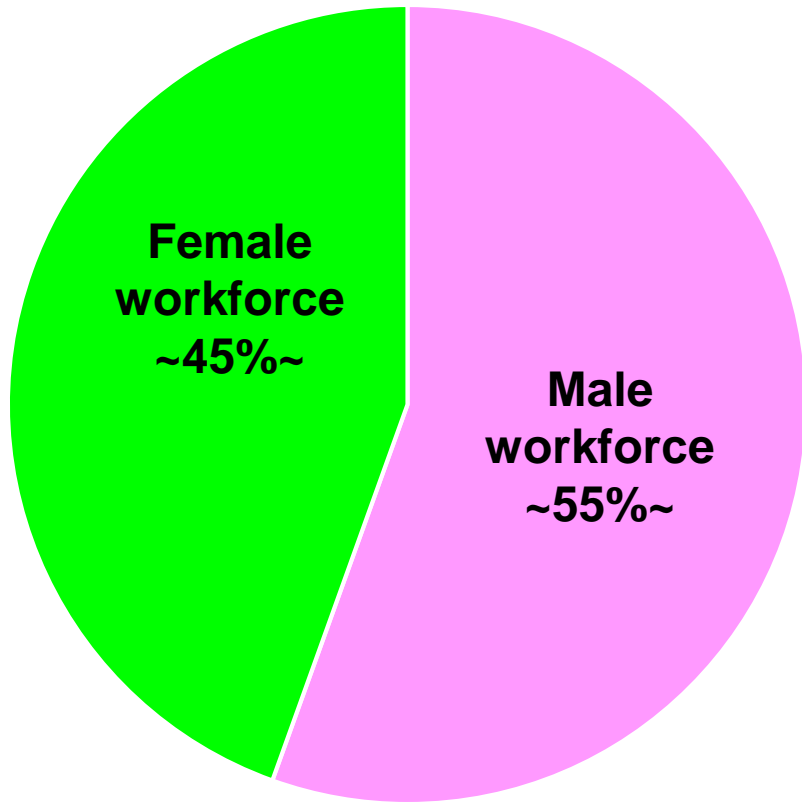
GAR's workforce is 50% Youth and Young Adult dependent. How do we retain this workforce?

Legend:

-  - Age 18yrs to 25yrs
-  - Age 26yrs to 35yrs
-  - Age 36yrs to 45 yrs
-  - Age 46yrs to 55yrs
-  - Age >55yrs

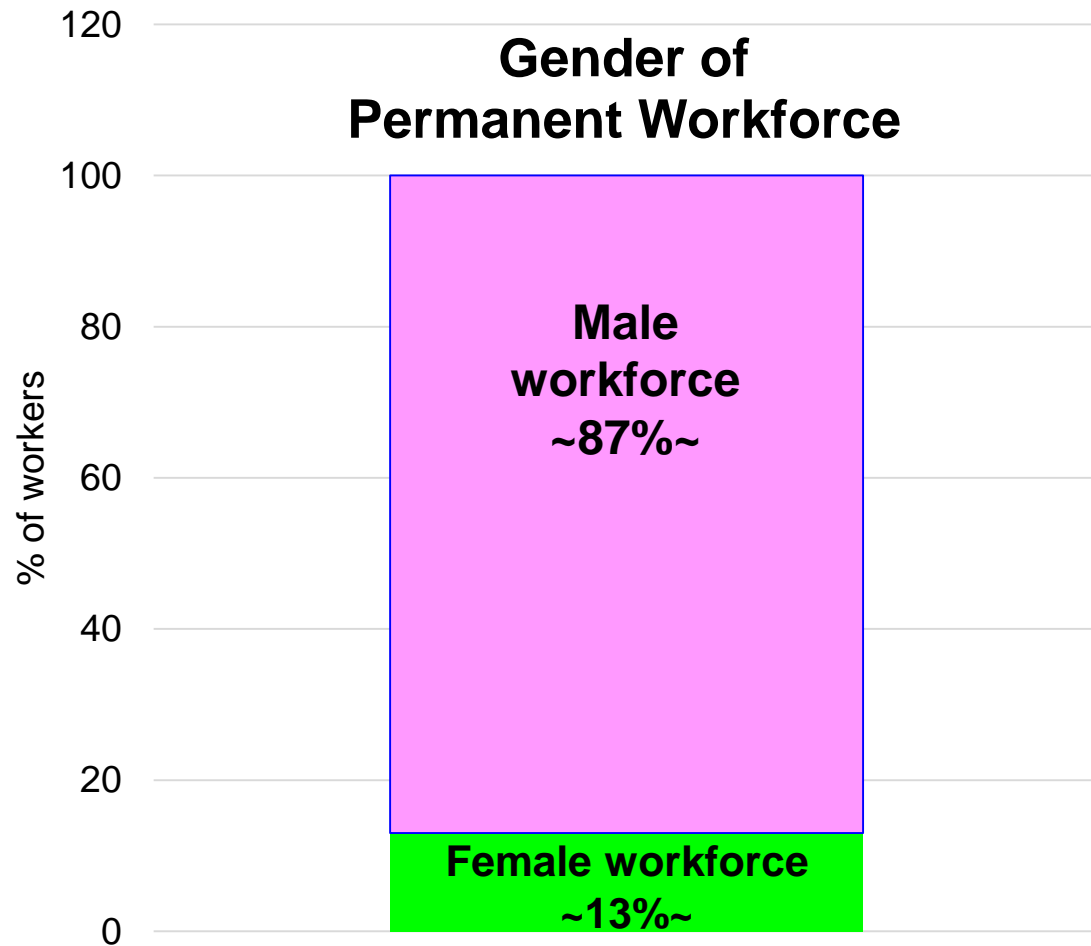


Gender of Casual Workforce



■ Male workers ■ Female workers

Gender of Permanent Workforce



Meeting national regulatory requirements



1. Permanent workers



2. Perjanjian Kerja Waktu Tertentu (PKWT)



3. Buruh Harian Lepas (BHL)



4. Buruh Harian Borong (BHB)

Employee Benefits

Category	Housing	School & bus pick up	Child care	Recreation amenities (sports & praying)	Annual leave
Permanent Worker (SKU)	✓	✓	✓	✓	✓
Contract Worker in Estate (PKWT)	✓	✓	✓	✓	2 <small>²T&C applies</small>
(BHL/BHB) in Estate	1	✓	✓	✓	2 <small>²T&C applies</small>



Note:  - benefits provided to employees.

- 1 - Housing : BHL and BHB have their own housing near our estates.
- 2 - Annual Leave: subject to the terms of employment.

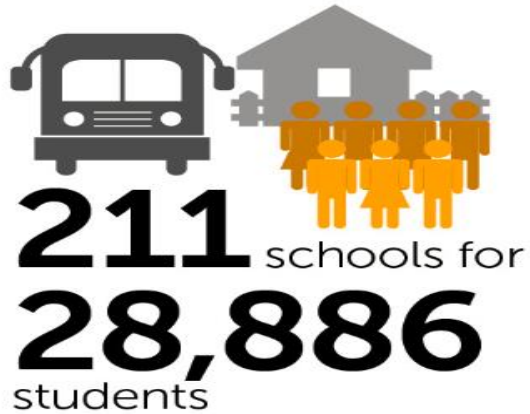


Indonesia regulations meet International Labour Organisation (ILO) expectations

No	International Labour Organization (ILO) requirement	Indonesia regulation
1	Minimum Wage	
2	Maximum Hours of work	
3	Forced Labour	
4	Child Labour	
5	Decent Living and Work conditions	
6	Occupation, Safety and Health (OSH)	
7	Freedom of Association	
8	Collective Bargaining	

- Note:  consistent with Indonesian regulation.

- **Social and Community Engagement:**



17,000
received health education,
environmental, and other
awareness programmes
services



150
plantation
polyclinics



26
doctors



291
paramedics



serving
>1,000
patients daily

Protecting our workforce

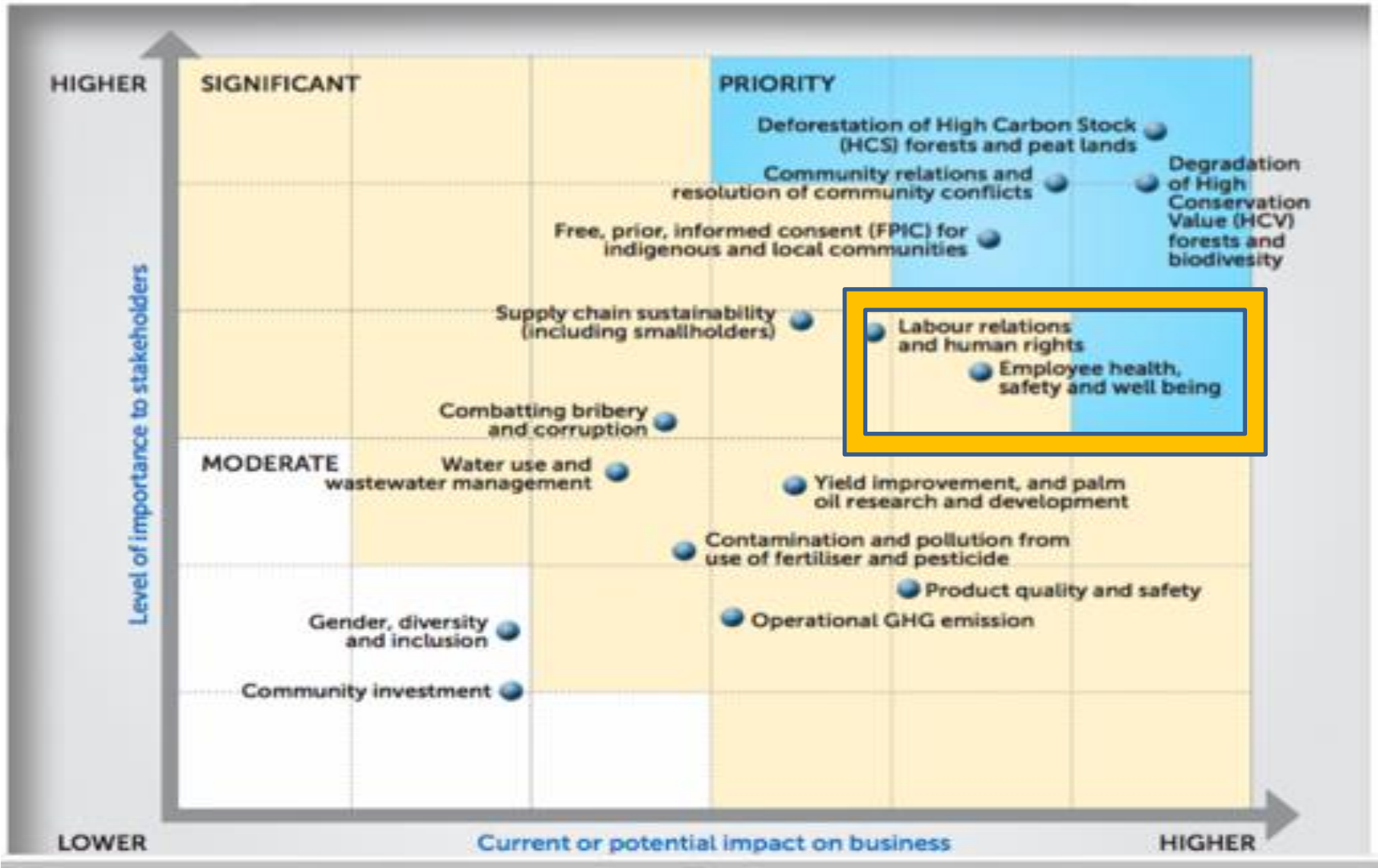


- **Work policies and protection**



GAR Materiality Index

Our Materiality Matrix



Lessons learned so far...



gar

agribusiness and food

- Workforce investments are essential – not an option.
- Occupation Health & Safety must be continuous and vigilance by promoting culture of safety.
- Attracting talent – opportunities in the workplace culture by investing in scholarships and building a rural workforce of the future.
- International standards and Indonesia regulations are consistent.



Video of GAR workforce



Thank you