



Document title	Revision: 1
	Date: 13/05/19
OKOMU OIL PALM COMPANY PLC PROTECTION OF REPRODUCTIVE RIGHTS POLICY	Page 1 of 1

1.0 Policy Statement

OOPC has a strong guiding principle that the appropriate way to ensure equality in the workplace is to respect the reproductive rights of women.

2.0 Objective

Okomu Oil Palm Company (OOPC) aims to fulfill its obligations under this policy by removing any barriers that prevent women from achieving equality and seek to protect the reproductive rights of women.

3.0 Scope

The policy applies to employees and contractors (including temporary contractors) of OOPC. This policy does not form part of any employee's contract of employment or contractor's services.

4.0 Definitions

4.1 **Reproductive rights:** legal rights and freedom relating to reproduction and reproductive health.

4.2 **Woman:** any member of the female sex irrespective of age or status.

5.0 Guidelines

OOPC has devised the following measures to protect the reproductive rights of women and to promote gender equality at work by:

- Constituting a gender committee which will include representatives from all departments of OOPC, specifically to address areas of reproductive concern to women.
- Implementing workplace consultation regarding issues relating to equal opportunity for all staff, contract workers and third party workers.
- Sensitization and awareness for women about their reproductive rights.
- Ensuring that no work with chemicals, especially pesticides, is undertaken by pregnant or breast feeding women.
- Giving women specific break times or shift work schedules to enable effective breast feeding.
- Complying with the Labour Act of Nigeria (2004), as amended, which ensures the rights of women to maternity protection and prohibits dismissal from work on account of her pregnancy status. OOPC also subscribes to the minimum standards of the International Labour Organization (ILO) Maternity Protection Convention (Revised), 1952 (No. 103), and the Maternity Protection Recommendation, 1952 (No. 95), stipulating that no woman shall be discriminated against on grounds of pregnancy and childbirth and women bearing a child shall be protected from dismissal on such grounds during the entire period of pregnancy and maternity leave. They shall have the right to resume their employment without loss of acquired rights thereafter.
- The Grievance Management Procedure (GP27) should be followed if any of the above rights are perceived to have been violated.
- The HRD shall manage, monitor and oversee this policy.

6.0 Record of Approval

Task	Name/signature	Job title	Date
Approved by	Dr. Graham Hefer	Managing Director	14 MAY 2019

