

	Document title	Revision: 4
	OKOMU OIL PALM COMPANY PLC	Date: 11/06/2020
	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 all, especially 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 promote gender equality at work.

- Constitute a gender committee, which will include representatives from all departments of OOPC specifically to address areas of reproductive concern to women.
- 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.
- Ensure that no work with pesticides is undertaken by pregnant or breast feeding women.
- Adequate space and paid breaks will be provided to enable mothers with infants 24 months or younger to breastfeed or express and store breast milk with privacy.
- OOPC shall comply 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.
- Pregnancy testing is not conducted as a discriminatory measure and is only permissible when it is legally mandated. However, where an employee has hinted her superior of her pregnancy on account of stress resulting from the pregnancy, the supervisor should communicate it to the manager who will then refer her to the company's doctor for a pregnancy test to be conducted. If confirmed that such employee is actually pregnant, a lighter alternative equivalent employment is offered to her without alteration of her pay.
- OOPC shall comply with the National Labour Act, allowing a woman employee (on medical certificate to take her confinement 6 weeks prior to delivery and to remain on confinement following delivery; protecting a pregnant woman from night work.
- 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
Approved by	Dr. Graham Hefer	Managing Director

