



**Basic Principle**

1. Hargy Oil Palms Ltd recognizes the role of lawful and independent workers and employees representative organisations in creating a constructive working environment.

1.A. *Hargy Oil Palms Ltd iluksave long wok bilong em long bihainim ol lo bilong gavman long wokman na meri iken kibung wantaim ol mausman long kamapim gutpela sindaon long ples wok.*

**Scope**

2. Hargy Oil Palms Ltd supports the implementation of the relevant laws and regulations of the countries where it operates relevant to Freedom of Association for workers and employees including staff, contract, trans-migrant and migrant workers.

2.A. *Hargy Oil Palms Ltd istrongim ol lo bilong gavman we isapotim na givim tok orait long wokman na meri long kibung na toktok long raits bilong ol.*

3. This Policy applies to all departments under the Management of Hargy Oil Palms Ltd.

3.A. *Dispela Polisi o Lo em bilong olgeta dipatmen istap ananit long lukaut blong Hargy Oil Palms Ltd.*

Craig Gibsone  
General Manager