



Basic Principle

1. Hargy Oil Palms Ltd is committed to ensuring a harmonious and productive work environment for its employees and their dependents. This includes the commitment to ensure that family members and employees are not subjected to domestic or family violence. To achieve this objective the Company will comply with relevant PNG legislation and other guiding international principles.

Scope

2. Family or Domestic Violence is defined as violent, threatening or other behavior by a person that coerces or controls a member of the person's family or causes the family member to be fearful. As such it is a crime under PNG law and once reported, is dealt with under the PNG legal system.
3. Domestic violence cases, and how they are dealt with, apply equally to male and female employees.
4. All employees and dependents are encouraged to report cases of domestic violence, to their managers, security, police or the welfare office.
5. All reports of Domestic or Family Violence will be dealt with in a sympathetic and confidential manner to help achieve fair hearings of the reports. No employee is to be victimized for reporting Domestic or Family Violence.
6. Company medical staff are required to report suspected cases to Management.
7. Charges of Domestic or Family Violence, where substantiated, will result in either counseling and or, disciplinary action up to and including dismissal, and may also lead to legal action.
8. False and malicious accusations with regard to Domestic or Family Violence, where substantiated, will result in disciplinary action up to and including dismissal, and may lead to legal action.
9. All Hargy Oil Palms Ltd operations make available appropriate ways of reporting cases where a person in a position of authority (eg a manager) is allegedly part of the problem. Such reporting options can be a dedicated phone number, a drop box, an email address, or other options as determined appropriate locally and always ensuring the confidentiality of the reports.
10. Non-compliance to this policy will result in disciplinary action up to and including dismissal, and may lead to legal action.
11. This Policy applies to all departments under the Management of Hargy Oil Palms Ltd

