Towards a Sustainable Plantation Workforce

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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

Source: Sample data from GAR plantation workforce
GAR’s plantation workforce profile

Gender of Casual Workforce

- Female workforce: ~45%
- Male workforce: ~55%

Gender of Permanent Workforce

- Male workforce: ~87%
- Female workforce: ~13%

Source: GAR Sustainability Report 2015
Meeting national regulatory requirements

1. Permanent workers

2. Perjanjian Kerja Waktu Tertentu (PKWT)

3. Buruh Harian Lepas (BHL)

4. Buruh Harian Borong (BHB)

Photo: GAR Sustainability Report 2015
# Employee Benefits

<table>
<thead>
<tr>
<th>Category</th>
<th>Housing</th>
<th>School &amp; bus pick up</th>
<th>Child care</th>
<th>Recreation amenities (sports &amp; praying)</th>
<th>Annual leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent Worker (SKU)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Contract Worker in Estate (PKWT)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>(BHL/BHB) in Estate</td>
<td>1</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

- **Permanent Worker (SKU):** T&C applies
- **Contract Worker in Estate (PKWT):** 2 T&C applies
- **(BHL/BHB) in Estate:** 2 T&C applies

Note: 
1. - benefits provided to employees.
2. - Housing: BHL and BHB have their own housing near our estates.
3. - Annual Leave: subject to the terms of employment.
### Indonesia regulations meet International Labour Organisation (ILO) expectations

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

- **Note:** ✔️ consistent with Indonesian regulation.
Supporting our workforce

- Social and Community Engagement:

211 schools for 28,886 students

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

150 plantation polyclinics
26 doctors
291 paramedics

Serving >1,000 patients daily

Source: GAR Sustainability Report 2015
Protecting our workforce

- Work policies and protection

Photo: GAR Sustainability Report 2015
• 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