



## **ECOCYCLE LIMITED**

### **POLISI BILONG SASTENABILITI**

**ECOCYCLE LIMITED** i tok pinis long ol bai ino bagarapim bush, giraun, wara na ol samting i stap raun long yumi taim ol i mekim wok. Ol bai i wok na lukautim tu ol dispela samting. Ol bai i stretim na senisim tu sindaun bilong ol wokmanmeri na lokal komuniti. Ekosaikel bai bihainim rot bilong mekim wok ol RSPO i putim pinis olsem as tingting bilong olgeta wok ol i mekim.

#### **Prinsipol bilong Sastenabiliti**

- Bihainim lo, polisi na rul bilong kantri, we i toktok long as tingting bilong RSPO na rot em bai i mekim wok.
- Bihainim ol intenese nel lo, polisi na rul long stretim na mekim i kamap gutpela moa.
- Putim tingting bilong sastenabiliti insait long olgeta disisen bilong bisnis.
- Mekim stretpela wok na stap ples klia long ai bilong ol stekholda.
- Tokim ol wokmanmeri na ol stekholda long ol i mas bihainim ol pasin we sosel na envaramen polisi i toktok long em.

#### **Komitmen bilong Envaramen**

- Noken katim bus na diwai long ol ples ol i tambu (Hai Konseveisen Velu). Painim aut na lukautim ol dispela hap.
- Long nupela ples bilong wok, ol bai i sekim na painim aut ol ples tambu (Hai Konseveisen Velu).
- Ples i gat Pit (Peat) i tambu long developmen i kamap.
- Karim aut ol program i daunim mak bilong salim GHG (Grin Haus Ges) i go aut.
- Noken kukim eria bilong planim palm, nupela na olpela developmen wantaim.

#### **Sapalai Chein**

- Sapalai chein bilong palm oil i mas bihainim stretpela rot na stap long gutpela mak long olgeta prodak bilong mipela.
- Kamapim gutpela qualiti long ol prodak bilong palm, long seif na sastenabel wei insait long ol ples bilong wok.

- Painim aut na meneijim ol bagarap sастainabiliti i ken bringim long ol saplaia na kastama.

### **Wok Ples na Raits bilong Manmeri**

- Rispek na luksave long raits bilong ol wokmanmeri, ol lain i statim wok nupela, ol kontrak lain, na ol lain bilong narapela ples.
- Stopim olgeta kain pasin ino bihainim lo, long fosim ol manmeri na kisim pikinini long wok.
- Bihainim stretpela rot tasol na kisim ol manmeri long wok.

### **Sosel Impek na Koporet Sosel Risponsibiliti (CSR)**

- Rispek na mekim gutpela sindaun i kamap long ol lokal komuniti i stap long eria bilong Ekosaikel.
- Kisim tok orait long ol papa graun long developim giraun bilong ol, ol i holim raits long giraun bilong ol.
- Stretim rot bilong toktok gut wantaim ol lokal komuniti na harim wari bilong ol.
- Sapotim ol lain i growim na lukautim autsait. Mekim gutpela wok na putim ol tu insait long saplai chein.
- Holim Koporet Sosel Risponsibiliti (CSR) we i gat gutpela wok kamap long laip bilong ol manmeri na lokal komuniti.

### **Ripotim**

- Ekosaikel bai i givim ripot long wanwan yar long ol plen na taim bilong wok, na wanem mak ol i stap nau long karim aut ol dispela polisi olsem ol i tok long em.

### **Wokbung Wantaim Stekholda**

- Ekosaikel i tok, long mekim wok bilong karim aut dispela polisi i kamap gutpela, olgeta patna long saplai chein i mas wok bung wantaim. Mipela bai i givim gutpela tingting na sapotim ol patna na stekholda, long mekim wok i kamap long mak olsem i stap long list bilong wok.



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**01<sup>st</sup> JANUARY 2024**



## **ECOCYCLE LIMITED**

### **POLISI BILONG SEIFTI NA HELT LONG WOKPLES**

**ECOCYCLE LIMITED** i tok ol bai i wok strong long mekim ples bilong wok i stap seif na helti long wok. Em i wok bilong mipela long;

- Banisim, kontrolim na rausim ol samting bilong bringim bagarap long bodi, sik long wok, bagarap long propeti bilong kampani, olgeta lain (kontracta, visita, na saplaia), na olgeta samting i stap raun long yumi (envaramen) long rot bilong bosim gut wok.
- Bihainim gut Rul bilong Seifti na Helt ol i yusim long nau wantaim ol arapela Lo Oganaisesen bilong mipela i wanbel long em.
- Wokim ol buk na nius, na mekim wok bilong lukautim ol dispela buk na nius.
- Mekim ol wokmanmeri i save long ol samting bilong lukautim ol yet long wok, na lukautim helt na stap bilong ol long wokples long rot bilong trenim, promotim wok, toktok wantaim ol arapela, na skulim ol.
- Mekim olgeta lain (kontrakta, visita, na saplaia) i mas trein gut long wok bilong ol long holim ol tuls na masin behainim tok lukaut "SAFETY FIRST", long mekim wok insait long kampani eria, ol i mas behainim stret ol polisi bilong seifti na ol arapela lo.
- Wok yet na kamapim ol gutpela tingting long bringim moa senis long pasin bilong bosim na lukautim ol samting.
- Dispela polisi i stap nau long ol lain i stap insait na autsait long lukim na stretim, bai em i fit long oganaisesen na ol wok i kamap.

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**01<sup>st</sup> JANUARY 2024**



## **ECOCYCLE LIMITED**

### **POLISI BILONG ENVARAMEN NA BAIODAIVASITI**

**ECOCYCLE LIMITED** i tok pinis long ol bai i wok strong tru long lukautim bus, giraun, wara na ol samting i stap raun long yumi (Envaramen) na olgeta samting i gat laip olsem animol, pisin, binatang, pis, diwai, gras na flawa (Baiodaivasiti), long rot bilong kamapim sastenabel developmen wantaim wei bilong wok long Plenteisen na faktori.

- Bihainim lo bilong gavman bilong yumi, na lo bilong ol stua long ol samting i ken bagarapim envaramen na baiodaivasiti.
- Wokim na stretim gut ol polisi bilong plenteisen wok bai i ken lukautim ol manmeri long nau, na tu ino bagarapim bihain taim bilong ol tumbuna pikinini insait na autsait long kauntri wantaim.
- Pinisim bagarap i laik kamap long envaramen na baiodivasiti long ol wok bilong plentesen.
- Skulim na mekim save bilong envaramen na baiodaivasiti i kamap bikpela namel long ol manmeri (steikholdas) long rot bilong bung na toktok long ol na trenim ol.

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### **POLISI BILONG BISNIS NA WOKMANMERI**

Olgeta wokmanmeri i mas bihainim polisi bilong kampani. As tingting bilong kampani polisi em long wokmanmeri i mas save long wanem pasin i rait long ol i mekim na wanem pasin i rong na ol i no ken mekim. Dispela bai i soim olsem kampani i mekim gutpela wok bihainim ol lo bilong wok bisnis na stretpela pasin.

Olsem na **ECOCYCLE LIMITED** i stap tru long wok bilong ol bihainim ol toktok i stap tamblo;

#### **Ol Bisnis Patna, Klaien, na Kastoma**

Ol bisnis patna, klaien na kastoma bilong mipela i gat bilip long wok mipela i mekim. Mipela i strong long rot bilong poro gut wantaim ol bisnis patna, klaien, na kastoma na dispela i helpim binis long gro.

#### **Ol Sheholda**

Ol sheholda bilong mipela i bilip olsem bai mipela i yusim olgeta samting i gat yus na manmeri i stap long mekim bisnis i gro.

#### **Komuniti bilong mipela**

Taim mipela i givim go bek long komuniti, ol wokmanmeri bai i amamas na ol manmeri long komuniti bai i givim rispek long mipela.

#### **Bihainim Lo**

Olgeta wokmanmeri i mas lukautim wok bilong kampani long pasin bilong bihainim lo. Ol i mas bihainim olgeta lo bilong envaramen, seifti, na gutpela dil tasol. Mipela laikim ol wokmanmeri i mas mekim stretpela pasin, long taim ol i wok wantaim mani bilong kampani, ol prodak, wok patna, na piksa long autsait lain i lukim.

### **Rispek long Ples Wok**

Olgeta wokmanmeri i mas rispektim wanwok bilong ol. Mipela ino inap larim ol man i mekim pasin bilong daunim ol arapela, o mekim nogut long ol. Olgeta wokmanmeri i mas soim gutpela pasin na mekim wok stret long ples bilong wok.

### **Lukautim Propeti bilong Kampani**

Olgeta wokmanmeri i mas tritim ol samting bilong kampani wantaim pasin bilong rispek na lukautim.

- Noken yusim ol masin bilong kampani long kainkain wok ino stret na pilai wantaim.
- Mas rispektim ol propeti yumi no lukim o tasim tasol igat lo i banisim raits bilong ol. Dispela inkludim tradesmark, copyright, na ol arapela propeti (information, reports na moa yet). ol wokmanmeri mas yusim tasol long mekim wok bilong ol.
- Ol wokman i mas lukautim ol samting bilong kampani (olsem kampani kar) long stopim bagarap long kamap sapos igat sans.

### **Korapsen**

Mipla i tok nogat long ol wokmanmeri i kisim gifts long ol klaien o patna. Mipela i stopim braiberi olsem lo i tok long gutpela bilong olgeta lain.

### **Wok na Pawa long bosim**

Ol wokmanmeri i mas mekim gutpela wok wantaim rispek long ol kastoma, steikholda, na komuniti. Supavaises na meneijes mas noken yusim pawa bilong ol long mekim pasin ino stret. Mipela i expektim ol long givim wok igo long ol tim memba inap long mak bilong save na skel bilong wok ol i mekim. Wankain tasol, mipela i expektim ol tim memba long bihainim ol toktok bilong tim lida na mekim gut ol wok na pinisim long taim.

### **Pasin bilong Absent na Leit long Wok**

Wokmanmeri i mas bihainim gut taim bilong wok. Mipela bai ekseptim sapos i gat wok i kamap na ino alawim ol wokmanmeri long bihainim taim bilong wok. Tasol, mipela i expektim ol wokmanmeri long bihainim gut taim bilong kam long wok na go bek long haus.

### **Bihainim Rong Interest**

Mipela expektim ol wokmanmeri long noken larim interest bilong ol yet o narapela interest i stopim ol long mekim wok bilong ol i kamap gutpela.

### **Wok Gut Wantaim**

Ol wokmanmeri i mas gat gutpela tim wok namel long ol yet. Ol mas noken traim long kamapim hevi insait long wokples o givim hevi long wok bilong wanwok bilong ol.

### **Toktok Wantaim**

Olgeta wokmanmeri i mas redi long toktok wantaim ol wanwok, ol bosman, o ol tim memba.

### **Ol Benefit**

Mipela expektim wokmanmeri long noken mekim nambaut long ol gutpela samting ol i kisim long wok mani bilong ol. Dispela i toktok long taim bilong kisim malolo, insurens, haus na ol samting i stap long em, helpim bilong mani o kaikai, na ol arapela samting kampani bilong mipela i ofarim.



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**01<sup>st</sup> JANUARY 2024**



## ECOCYCLE LIMITED

### POLISI BILONG HUMAN RAITS

Meneijmen bilong **ECOCYCLE LIMITED** i tok pinis long karim aut wok bilong rispektim HUMAN RAITS insait long olgeta level bilong wokfos behainim lo bilong Human Raits long United Nations.

Long inapim dispela toktok, **ECOCYCLE LIMITED** i tok:

- Bihainim gut Lo i lukautim Human Raits long PNG.
- Noken pait bek long ol lain i sapotim Human Raits, dispela i bihainim Lo bilong United Nation i lukautim ol lain i sapotim Human Raits.
- Noken pretim o mekim nogut long ol lain husait i kisim bagarap pinis. Maski meneijmen, kontrakta o autsait sekuriti fos.
- Rispektim na sapotim raits bilong olgeta wokmanmeri, na tu ol kontrak wokmanmeri wantaim Lo bilong Intenesenel Leba Oganaisesen na Polisi bilong United Nations long Bisnis na Human Raits.
- Raitim Polisi na givim aut long olgeta lain long wokples, steikholda, saplai chein na ol lokal komuniti long save long wok bilong human raits.

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## **ECOCYCLE LIMITED**

### **POLISI BILONG SOSEL LAIP**

**ECOCYCLE LIMITED** i bilip olsem developmen i mas go long olgeta man. Olsem na mipela i wok strong long bihainim ol polisi i stap long tamblo;

- Tritim olgeta wokmanmeri wankain long taim bilong kisim ol long wok, apim wok bilong ol, bihainim olgeta ruls ol i sainim long wok, na sanap makim ol maski kainkain skin kala, klas, kauntry, man o meri, bodi, marit pasin, lotu or krismas bilong ol.
- Toktok wantaim na painim aut wanem sevises o gutpela samting ol manmeri i nidim, na how long mekim kamap gutpela na bikpela long helpim kampani na lokal komuniti wantaim.
- Olgeta toktok bilong kompensesen long ol man i lusim raits bilong ol long lo o kastam, bai ol i raitim na givim sans long ol asples, lokal komuniti, na ol arapela stekholdas long givim tingting bilong ol long maus bilong man i makim ol.
- Wokim na karim aut polisi long stopim pasin bilong soim nating filings bilong kuap long ol manmeri ino bihainim laik bilong ol, na ol arapela pasin i save kamapim hevi, na lukautim raits bilong ol long kamapim pikinini.
- Kampani i mas rispektim raits bilong ol wokmanmeri long fomim group na joinim Trade Unions long laik bilong ol na toktok wantaim kampani long gutpela bilong ol wokmanmeri.
- Kampani bai ino lukluk nating long pasin bilong yusim ol manmeri olsem slev long wok, na yusim ol pikinini long wok.

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