



**Company Policy
Sustainable Procurement
PT Semen Indonesia (Persero) Tbk**

With a vision to become the largest provider of building material solutions in the region, PT Semen Indonesia (Persero) Tbk (“SIG”) is focused on fostering sustainable environmental protection and social responsibility together with stakeholders for a better future. This policy reflects SIG’s dedication to making responsible decisions across the supply chain, taking into account sustainability values and environmental stewardship that align with our principles in the procurement process. To that end, SIG is committed to:

1. Consistently engaging in meaningful communication with suppliers to support initiatives that positively contribute to the environment.
2. Encouraging supplier compliance with Human Rights principles for their workers as stipulated in the Republic of Indonesia Law No. 13/2003 on Manpower and adhering to International Labour Organization (ILO) Conventions, including those concerning decent living conditions, the prohibition of child labor and forced labor, a minimum living wage, disciplinary practices, freedom of association, Occupational Safety and Health (OSH), maximum working hours, and non-discrimination.
3. Implementing a systemic approach to Occupational Safety and Health (OSH), under which supplier/contractor compliance with OSH will be verified against applicable standards and regulations.

Through this policy, SIG reaffirms its commitment to conducting sustainable and ethical business practices while delivering added value to all stakeholders and the environment.

Jakarta, 30 November 2025

[Signed]

Hadi Setiadi

Direktur Human Capital