



Fair Employment Opportunity Policy¹

PT Semen Indonesia (Persero) Tbk

1. As integrated part document of Code of Conduct Page : 33

Fair Employment Opportunity

The company is committed to providing fair and equal employment opportunities in accordance with their functions and tasks to all the Board of Commissioners, Board of Directors and Employees :

1. Comply with applicable labor regulations, including regulations governing freedoms of association, assembly, and expressing opinions
2. Use the criteria for ability, qualifications (such as education, experience, competence, etc) and other criteria related to work as the sole basis for all decisions relating to all Board of Commissioners (BOC), Board of Directors (BOD), Employees, and the Job Applicants
3. The company recruits workers, provides training, determines compensation, develop career paths, and determines other job requirements, regardless of religion/belief background, race/ethnicity, personal relationships (friendship and kinship), skin color, nationality, gender (including pregnancy), age disability, veteran status or other special conditions that are protected by the applicable laws and regulations
4. The company shall maintain a work environment, which is free from any forms of pressure or harassment that may arise as a result of differences in character, personal circumstances and cultural backgrounds, or due to religion/belief, race/ethnicity, skin color, nationality, gender (including pregnancy), age, disability, veteran status or other special conditions that are protected by the applicable laws and regulations
5. In the event of termination of employment, the company shall treat all employees fairly with regard to the Collective Labor Agreement, the company regulations, or through bipartite negotiations under the applicable laws and regulations.

The company upholds the values and norms of decency. The company regards misconduct committed by the company people in the work environment as unethical actions. Misconduct will not only destroy the company's image and reputation, but can

also create an uncomfortable working atmosphere. Every people in the company is required to create and maintain a work environment that is free from any forms of the misconduct.