



## **A Work Environment that Is Free From Discrimination, Harassment, Misconduct, Threats And Violence Policy<sup>1</sup>**

**PT Semen Indonesia (Persero) Tbk**

*1. As integrated part document of Code of Conduct Page : 28*

## **A Work Environment that Is Free From Discrimination, Harassment, Misconduct, Threats And Violence**

All of the company people are required to create a work environment that is free from discrimination, harassment, misconduct, threats, and violence. The company is committed to developing a diverse workforce and providing a work environment where every employee is treated fairly and with respect by providing equal opportunities to work and to be promoted. Employment opportunities in the company are offered and provided on a benefit basis. All employees and job applicants must be treated and evaluated based on their job skills, qualifications, abilities, and competencies. Decision on this matter must not be based on differences in race, color, sex, religion, personal relationships, area of origin, age, disability, ideology, marital status, family responsibilities, etc. Discrimination against an employee or job applicant is considered as a gross violation of the provisions on the equal employment opportunity and the company policy.

Every people in the company is strictly prohibited from committing harassment and misconduct in any form to the fellow company people or to suppliers/business partners of the company. Harassment may include: Verbal harassment such as obscene words, jokes or insults. Physical abuse may be in the forms of unnatural and hurt touching with the intention of humiliating others. Harassment using images such as posters, cartoons, graffiti, letter writing or obscene gestures, sexual harassment, etc.

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.