



FREEDOM OF ASSOCIATION POLICY PT SEMEN INDONESIA (PERSERO) TBK

PT Semen Indonesia (Persero) Tbk (“**SIG**”) guarantees the protection of employees’ right to associate and assemble according to the applicable laws and regulations as stipulated in Article 18 of the 1945 State Constitution of the Republic of Indonesia and Law No. 21 of 2000 on Trade/Labor Unions.

The freedom of association and assembly is a right of every person. Therefore SIG guarantees the right of our employees to associate, assemble, express opinions. SIG supports employees’ activity in unionizing by establishing employees union organization.

SIG Guarantees the protection of unionizing employees from anti-union discrimination and guarantees the rights and obligations of employees.

This policy refers to the International Bill of Human Rights and will be communicated to stakeholders and further regulated to achieve consistent implementation, and regular reviewing according the situation and condition to achieve the effectiveness of this policy implementation.

Jakarta, 8 August 2024

Signed

Agung Wiharto
Director of HC & GA