



**COMPANY POLICY
RESPECTFUL WORKPLACE POLICY
PT SEMEN INDONESIA (PERSERO) TBK**

PT Semen Indonesia (Persero) Tbk ("SIG") is committed to create a safe, respectful, and A safe work environment that respects and protects human dignity, promotes mutual respect, and is free from discrimination, exclusion or restriction, bullying, harassment, and all forms of violence—whether mental or physical—for all employees and related parties, in order to foster an inclusive, conducive, and productive workplace at SIG and its subsidiaries and/or affiliates. To drive company's sustainability and by upholding human rights, SIG established Respectful Workplace Policy, hereinafter referred to as "RWP" in accordance with Circular Letter of Ministry of State-Owned Enterprises No. SE-3/MBU/04/2022 dated 14 April 2022.

SIG and all its employees are committed to:

1. Give equal opportunity towards both men and women to hold all positions across all organizations level at SIG.
2. Create a workplace that is free from discrimination, violence, and harassment in order to achieve inclusive and productive environment that encourages company's sustainability.
3. Implement principles of RWP in the environment of SIG and subsidiaries/affiliates:
 - a. acknowledge and respect differences in a diverse workplace with various ethnicities, race, skin colours, ages, religions, genders, disabilities, perspectives, and other individual characteristics to drive a productive workplace.
 - b. ensure each employee is not treated differently due to their characteristics and has equal and fair opportunity to access facilities and infrastructures;
 - c. build and create a working environment that fosters mutual respects, does not engage in discrimination, violence, and harassment in any kind of forms
4. For employee that has experienced, seen, or heard any discrimination, violence, and harassment in SIG or subsidiaries/affiliates' environment, must report designated reporting channels in accordance with the established requirements and procedures.
5. SIG takes action against all forms of violations and enforces sanctions consistently and accordingly, in line with the established mechanisms within SIG and its subsidiaries/affiliates.

This policy will be communicated to stakeholders and is further regulated through procedure to be implemented consistently, and will be reviewed in accordance with the prevailing circumstances and conditions to ensure its effectiveness.

Jakarta, 30 December 2022
President Director,

Signed

Donny Aarsal