

# Business & Human Rights Policy PT Teladan Prima Agro Tbk



## I. General Introduction

PT Teladan Prima Agro Tbk (“Company”) is committed to establishing the palm oil industry, which is of good quality, high sustainable value and to become the world class agribusiness company, to make the Company believe that the business will not only develop within the environment and the community who protect and respect human rights.

The Company believes that good business is one of the Company’s principles in performing its operational activity where the Company will be responsible for and respect the human rights as well as owns the capacity to give the positive influence on the human rights and environment and community within and around the business activity of the Company.

This Business and Human Rights Policy become the fundamental basis for the Company’s business principles to ensure that human rights are upheld and instilled by the Company into the policy, work system, operational and supply chain. This policy is a concrete form of the Company’s commitment to run the business in accordance with the Company’s value system namely integrity, human, harmonious, professional, superior, innovative, and proactive.

By applying these values and principle to the employees, workers, shareholders, vendors, work partners, consumers and the community within the Company’s business area, the Company may maintain and universally upheld the human rights and to all manpower basic principles within every business and operational activity of the Company.

## II. Commitment and Policy

This Business and Human Rights Policy applies to all activities of the Company including all subsidiaries. In fulfilling the responsibility and respecting the human rights, as contained in Guiding Principles on Business and Human Rights or the United Nations Guiding Principles on Business and Human Rights (UNGPR) and Organization for Economic Cooperation and Development (OECD), our Commitment is to continuously uphold respect for individual rights of groups or communities that is vulnerable to suffer the impact of losses including to the traditional community, female, ethnic groups, religions embracers, children, persons with disabilities and workers as well as their families.

The Company highly upholds the human rights in running the business where it also upholds the freedom to associate, collective negotiation and treats all employees and workers employed by the Company equally as well as ensures that they all are entitled to work within the environment and in the condition with respect to their rights and dignities.

## III. Application

The Company will responsible in respecting human rights by applying and incorporating human rights principles in the process, policy, or internal guidance or the Standard Operational Procedure supporting the Company’s business activity.

Nowadays, the Company has the sustainable initiative policy namely “Kebijakan Sawit Lestari” which will

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implement the value and norms as well as highly uphold the human rights as follows:

- Providing the proper salary and manpower social security to each worker and not employing the children as well as conducting the child protection.
- Providing opportunity and equal treatment for work and carrier regardless religion, tribe, race, gender, disability as well as political insight and restricting all forms of forced labor;
- Giving freedom/facilitating the union activity, respective the collective negotiation right and encouraging the establishment of cooperatives;
- Respecting and protecting the Human Rights as well as restricting the intimidation and violence, sexual harassment and protecting female reproduction rights;
- Running truthful business conduct, social responsibility, respecting community rights as well as local wisdom;
- Restricting all forms of corruption, bribery, embezzlement, money laundering as well as supporting the effort of prevention, eradication and disclosure of information against the violation of truthful business conduct;
- Supporting and/or facilitating the farmers in terms of supply chain.

Kebijakan Sawit Lestari becomes the guidance for the staff and employees of the Company in conducting its operational activity, including applying this policy to the community around the business location by identifying the potential impact relating to the individual rights in the local people and workers impacted by the Company's activities including the equal opportunity, free of violence or harassment in the workplace.

The Company is committed to create and maintain the workplace which is free of harassment, intimidation, inhuman treatment and discrimination of race, skin color, religion, gender, age, gender identity, marital status, disability, or other characteristics protected by the prevailing law.

Furthermore, the Company does not tolerate retaliation comprising threat, intimidation, exception, contempt and raising of issues in ill faith.

The commitment of the Company to uphold human rights is focused on the implementation of the following:

### 1. Rights of workers

Respect for the employees' rights is an inseparable part of the processes of recruitment, management, diversity and placement of the Company. Upon the performance of the task of we must always be careful to prevent all violations to the human rights possibly occurring. Anyone must supervise and support human rights protection.



## 2. Rights of Impacted Community

The Company will do and try to identify the impact of human rights that harm the people possibly impacted by the Company's activities, as well as to take the suitable measure to prevent, minimize and/or cope with such impact. To support this, the Company will guide the employees, workers as well as the business unit of the Company on the involvement with the local stakeholders, as well as manage the acceptance and responding process toward the community complaint.

## 3. Rights to Water

The Company respects the rights to water and sanitation for the people potentially being impacted by the Company's activity including the employee, contractor and the community around the Company. The availability of water in the work territory of the Company varies thus the Company consider the local condition such as the lack and scarcity of water, to understand and cope with the impact we cause. Firstly, the Company attempts to avoid all impacts and, if impossible, applies the action of impact management. The Company annually reviews the water risk to all businesses of the Company including the subsidiaries by considering the availability, quantity, quality and requirements of the legislation.

## 4. Rights of indigenous people

The Company respects the rights of indigenous people or IP and, if they are impacted by the business activities of the Company, our approach and actions are intended to be in line with the family principles and the importance of identification and consultation with the IP, by trying to apply the free, prior and informed consent (FPIC) principles if possible, to be ideal prior to the implementation of an activity.

## 5. Assessment of Impact on Human Rights

The Company tries to instill human rights to the assessment of environmental and social impacts or conducts the independent assessment to the potential impact harming the human rights, if deemed suitable.

In identifying, assessing and coping with the human right impact due to the Company's business, we will definitively discuss with the impacted parties.

## IV. Complaint and remediation mechanism

The Company only provides the complaints mechanism for the workers and community around the business place of the Company. The Company also allows complaint as well as critics and grievances through the complaint channel as contained in the Company's website and electronic mail available for the employees, other third parties and including the impacted community.