



Company Policy on Equality, Welfare and Inclusive Work Environment

PT Tanah Laut Tbk upholds the values of ethics, integrity and social responsibility in every aspect of its operations. We are committed to creating a work environment that is safe, healthy, inclusive and respectful of human rights for all employees. This policy sets out the principles and standards that underpin our commitment to equality, well-being and a decent working environment.

I. Policy on Sexual Harassment and Non-Discrimination

PT Tanah Laut Tbk has a strong commitment to create a work environment that is free from all forms of sexual harassment and discrimination. We do not tolerate acts of sexual harassment in any form, whether verbal, non-verbal, physical, or through online media. In addition, the company guarantees no discrimination based on race, colour, religion, sex, age, sexual orientation, gender identity, disability, marital status, national origin, or any other status protected by applicable law.

Every employee has the right to work in an environment that respects individual dignity and integrity. The Company will take strict action against any violation of this policy in accordance with applicable laws and regulations. The mechanism for reporting and handling cases of sexual harassment and discrimination will be regulated in a separate procedure that is transparent and fair.

II. Human Rights Policy

PT Tanah Laut Tbk recognises and fully respects human rights as enshrined in the Universal Declaration of Human Rights and relevant international and national legal instruments. We are committed to ensuring that all employees are treated with respect and dignity, regardless of background or status.

This policy covers basic principles such as the right to freedom of expression, the right to privacy, the right to freedom of association, and other fundamental rights. The Company will endeavour to prevent and address all forms of human rights violations in all its operations.

III. Policy on Child Labour and/or Forced Labour

PT Tanah Laut Tbk strongly opposes and prohibits all forms of child and forced labour throughout our operations and supply chain. We are committed to complying with all applicable laws and regulations regarding the minimum age of workers and prohibit any form of labour performed under threat, duress, or without the free consent of workers.

The Company will conduct comprehensive due diligence to ensure there is no child or forced labour in our operations or those of our business partners. We support efforts to eradicate these unethical practices and promote a work environment that respects workers' rights.

IV. Company Policy on Occupational Health and Safety (OHS) and a Safe and Decent Work Environment

PT Tanah Laut Tbk places occupational health and safety as a top priority. We are committed to providing a safe, healthy and decent working environment for all employees. This policy includes efforts to prevent occupational accidents, occupational diseases, and unsafe working conditions.



PT TANAH LAUT Tbk

The Company will proactively identify potential hazards, conduct risk assessments, and implement effective control measures. We will provide safe working facilities and equipment, provide adequate OHS training to all employees, and encourage active employee participation in creating a positive OHS culture. In addition, the company is committed to maintaining a clean and comfortable working environment.

V. Policy Implementation and Enforcement

This policy applies to all employees of PT Tanah Laut Tbk, including management, staff and contract workers. Each employee is responsible for understanding and complying with the provisions of this policy. Management is responsible for ensuring effective implementation of this policy and setting an example of compliance.

Violations of this policy will be subject to disciplinary action in accordance with company regulations and applicable law. The Company will review and update this policy periodically to ensure its relevance to legal developments and best practices.

VI. Communication and Socialisation

This policy will be communicated to all employees through various effective media, including but not limited to internal announcements, training, and publication on company platforms. We encourage employees to ask questions or report potential violations of this policy to the appropriate authorities.

With the establishment of this policy, PT Tanah Laut Tbk confirms its commitment to be a socially responsible company, respect human rights, ensure equality, and create a safe, healthy and decent working environment for all its employees.

Set at: Jakarta

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By:



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