



Occupational Health and Safety Policy (OHS)

PT Prodia Widyahusada Tbk

OCCUPATIONAL HEALTH AND SAFETY POLICY (OHS)

PT PRODIA WIDYAHUSADA TBK

Statement

PT Prodia Widyahusada Tbk (the "Company") is fully committed to providing, promoting, and maintaining a healthy and safe work environment for employees, customers, and business partners, and implementing continuous improvement programs through the Occupational Health and Safety Management System (OHSMS) in compliance with applicable laws and regulations.

OHS Vision

To become a company with a culture of OHS in the workplace.

OHS Mission

To create a healthy and safe working environment for employees, customers, and the surrounding environment.

Objectives of the OHS Policy

1. To create a safe, healthy, and comfortable working environment for all employees and suppliers/vendors.
2. To ensure the implementation of OHS practices that comply with applicable national and international standards and regulations.
3. To reduce the risk of workplace accidents and occupational diseases by implementing a sustainable OHS management system.
4. To raise awareness and competency among employees regarding the importance of safety and health in the workplace.

Principles of OHS Policy Implementation

1. Regulatory Compliance

Comply with Law No. 1 of 1970 on Occupational Safety and all regulations related to occupational health and safety that are applicable.

2. Establishment and Evaluation of OHS Programs

Set objectives, plan, implement, and evaluate OHS targets and programs regularly to align with company developments, standards, and customer expectations.

3. Communication and OHS Culture

Regularly communicate the Company's OHS policies and procedures to all employees and related parties to ensure awareness and responsibility for OHS, and to foster a culture of OHS in everyday life.

4. Implementation and Maintenance of OHSMS

Document, implement, and maintain the OHSMS.

5. Accident and Occupational Disease Prevention

Take preventive measures to avoid workplace accidents, occupational diseases, and environmental pollution.

6. Hazardous Material Management

Manage and handle hazardous materials, including hazard identification, risk assessment, and controlling potential hazards to employees and other parties in the Company's environment based on the nature and priority scale.

7. Incident Reporting Protection

Protect employees when reporting incidents, hazards, risks, and OHS-related opportunities.

8. Competency Development

Enhance the competencies of employees according to their tasks and responsibilities.

9. Prevention of Diseases and Substance Abuse

Prevent and address HIV/AIDS, tuberculosis (TB), the illegal trafficking of narcotics, psychotropic substances, and addictive substances, as well as alcoholic beverages.

10. Equality for All Employees

Treating all workers fairly and equally, regardless of background or health condition, including workers with HIV/AIDS and TB, in terms of job opportunities, promotions, education, training, and occupational health services.

Closing

This policy may be reviewed from time to time in accordance with applicable regulations. If any inconsistencies or errors are found in the future, corrections will be made accordingly to ensure the optimal implementation of OHS in the Company's work environment.