



**Protection Against Sexual  
Harassment, Non-  
Discrimination, Human  
Rights, and Child Labor  
Prohibition Policy**

**PT Prodia Widyahusada Tbk**

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# **PROTECTION AGAINST SEXUAL HARASSMENT, NON-DISCRIMINATION, HUMAN RIGHTS, AND CHILD LABOR PROHIBITION POLICY**

## **PT PRODIA WIDYAHUSADA TBK**

### **A. Policy regarding sexual harassment and/or non-discrimination**

1. The employee recruitment process is conducted through a multi-stage professional selection, in which the procedures and requirements are established by the company.
2. The company is committed to non-discrimination in recruitment by not employ requirements that contain or encourage discrimination based on ethnicity, religion, race, or social group.
3. The company's rule of conduct emphasizes that every employee has the right to receive equal treatment without discrimination from the company.
4. The company will take firm action and impose sanctions on employees proven to have coerced or influenced other employees to engage in immoral acts, sexual harassment, or other criminal offenses regulated by applicable laws.
5. The company provides equal opportunities on people development through education, training, and performance assessments to support career advancement.

### **B. Human Rights Policy**

The company's policy to ensure respect for human rights is embodied in our internal regulation and practices within the Company:

1. Every employment policy established within the company is based on the Good Corporate Governance (GCG) and Code of Conduct (CoC) principles which will ensure the company's sustainability.

2. The consistent and continuous implementation of respect for human rights consist within GCG and CoC, which serves as an example of actions and behaviors established by the company.
3. All Prodia employees carry out the practice of human rights respect within the company.
4. In its implementation, each supervisor serves as a role model for practicing human rights respect, following existing legal frameworks.
5. The company is committed to respecting human rights in every aspect, including operational, financial, and reputational aspects.
6. Human rights respect includes the right to life, family, and procreation, self-development, justice, personal freedom, safety, welfare, women's rights, and children's rights.
7. The company facilitates the maintenance of employees and their families' health, including preventive programs such as routine health check-ups, vaccinations, and activities supporting employee health.
8. The company is committed to maintaining human rights respect in the workplace and imposing sanctions as a form of guidance in accordance with applicable laws and company regulations for employees who violate human rights principles.

### **C. Policy on Child Labor/Forced Labor**

The Company's policy to ensure the implementation of labor practices in accordance with regulations and the prohibition of forced labor:

1. The company firmly rejects the use of child labor or forced labor practices.
2. The company ensures there is no child labor or forced labor within its employment practices.
3. The company upholds basic labor rights in terms of wages and remuneration, social protection, health and safety, social security, old-age benefits, and other financial benefits for employees in accordance with government regulations.

4. The company respects workers' rights in performing their duties, including working days and hours, fair wages, rest opportunities, and meals/drinks during overtime as per applicable regulations.
5. The company applies labor relations provisions in accordance with prevailing regulations regarding employee recruitment, employee data, clear employee status, and length of service.
6. The company provides employees the opportunity to request leave for important reasons in accordance with the established guidelines.
7. The company respects employees' right to rest, including leave entitlements such as annual leave, maternity/miscarriage leave, menstruation leave for female workers, and unpaid leave as per company regulations.

**Closing**

This policy is subject to review from time to time in accordance with applicable regulations. If any discrepancies or errors are found in the future, corrections will be made as necessary to ensure the optimal implementation of the Protection Against Sexual Harassment, Non-Discrimination, Human Rights, and Child Labor Prohibition Policy within the company's workplace.