



HUMAN RIGHTS POLICY INDOCEMENT



THE OBJECTIVES OF HUMAN RIGHTS ("HR") POLICY

- Guideline for Company personnel;
- Guideline between the Company and stakeholders;
- Ensure the sustainability of business;
- Build and maintain the Company's reputation.

ALL COMPANY PERSONNEL, NAMELY THE BOARD OF COMMISSIONERS, DIRECTORS, EMPLOYEES AND BUSINESS PARTNERS WHO WORK WITH THE COMPANY ARE REQUIRED TO COMPLY WITH AND IMPLEMENT THE HR POLICY.

HR IMPLEMENTATION

Company Personnel

The Company is committed to:

1. prohibiting forced labor;
2. prohibiting child labor;
3. provide freedom of association and assembly with the applicable provisions;
4. provide equal rewards, opportunities and facilities in accordance with the provision and avoid discrimination for employees;
5. provide a safe working environment free from all forms of threats, intimidation and harassment;
6. pay attention to OHS aspect;
7. respect the rights of indigenous peoples.

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Business Partners

The Company is committed to requiring Business Partners to:

1. prohibiting forced labor;
2. prohibiting child labor;
3. fulfilling obligations to its employees, including but not limited to pay the wages, enroll every employee in the Employment BPJS;
4. pay attention to OHS aspect;
5. respect the rights of indigenous peoples.

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Community and Surrounding Environment

The Company is committed to:

1. consistently implementing CSR programs, in line with the SDGs;
2. avoid illegal opening/control of land;
3. respect the rights of indigenous peoples;
4. identify potential environmental impacts;
5. prioritizing deliberation when disputes arise over environmental impacts.



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Security Officer

the Company requires security personnel to::

- 1.increase human rights awareness among security personnel in dealing with security issues and/or in conducting investigations;
- 2.prioritizing a persuasive resolution of security issues that arise.

HR COMMITTEE

This Company formed a HR Committee tasked with supervising and evaluating the implementation of HR policies.

*Each member of HR Committee has their respective duties and responsibilities which can be seen in detail in this Director's Decree.

HR COMMITTEE MEMBER*

- Steering Board - CEO & EXCOM
- Coordinator - Mrs. Dani Handajani
- Secretary - Corporate Secretary
- Member:
 - GM in each Factory;
 - CHRD Manager;
 - CORSELA Manager;
 - CSHE Division Manager;
 - CSRSD Manager;
 - Purchasing Division Manager;
 - Energy & AFAM Division;
 - Logistic Division Manager;
 - Security Dept. Head in each Factory;
 - CLC Manager.

RISK ASSESSMENT AND IMPLEMENTATION OF HR DUE DILIGENCE

- The Company conducts a review of risk assessment of HR violation, follows up on it, and required to document and report it to Board of Directors through HR Committee.
- The Company is committed to respecting HR by monitoring, evaluating, and implementing mechanisms for handling HR related issues.
- Company asks every Business Partner to sign Vendor Declaration Form as a requirements to become Company Partner.
- Application and implementation of HR as well as due diligence as referred to in this HR Policy are reported to the Board of Directors and become part of the duties and responsibilities of the Company's HR Committee.

SOCIALIZATION

socialization of HR policy and their changes must be implemented!

REPORTING

Report can be done through SpeakUp!

www.speakupfeedback.eu/web/heidelbergcement.



SANCTIONS

Violations of the HR Policy will be subject to sanctions in accordance with the provisions in the Collective Labor Agreement, Management Staff Rules, or according to other applicable law.

