



HUMAN RIGHTS POLICY

ASIAN AGRI is committed to improving lives by developing resources sustainably and creating value for Community, Country, Climate, Customer, and Company.

In regards to human rights, we support and are committed to:

- Act in accordance with the following internationally recognized human rights conventions and standards:
 - International Bill of Human Rights¹
 - UN Guiding Principles on Business and Human Rights
 - International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
 - UN Declaration on the Rights of Indigenous Peoples
- Comply with the local, national laws and relevant international treaties ratified by the Government of the Republic of Indonesia.
- Respect the ten principles of the United Nations Global Compact.
- Refer to international standards and voluntary initiatives that can help address any unique set of human right challenges.

This Policy applies to all ASIAN AGRI employees and business units. We will also embrace our suppliers and other parties involved in our business to also in meet the national human rights standards.

Regarding our employees

We are committed to :

- Zero tolerance for any inhumane treatment of employees, any form of forced labor, modern slavery, human trafficking, physical punishment, discrimination, and harassment or abuse.
- Protect the health and safety of our employees, promote their wellbeing and provide a secure working environment.
- Promote equal opportunity and diversity in the workplace, including equal opportunity and participation for women.
- Provide fair wages, working hours and benefits that meet legal or industry standards while engaging with the relevant experts and local stakeholders, such as labor unions.
- Respect the right of all employees to form and join trade unions of their choice and to bargain collectively without fear of retaliation or discrimination.
- Ensuring they are free to leave work or terminate their employment upon notice in line with mandatory and contractual regulations.
- Ensure that all employees have employment contracts with terms and conditions as required by law.
- Zero tolerance for child labor.

Managing Human Rights Impacts

¹ Universal Declaration of Human Rights, International Covenant on Economic, Social and Cultural Rights, and International Covenant on Civil and Political Rights

We are committed to:

- Prevent or mitigate any identified or potential adverse human rights impacts related to our operations.
- Provide for or cooperate in the timely and equitable remediation of any adverse human rights impacts through legitimate processes.

Stakeholder Engagement

We are committed to :

- Engage with relevant stakeholders and/or their legitimate representatives, through transparent dialogue to identify and prevent risks of human rights violations.
- Recognize the importance of diversity and cultural heritage in our communities, and understand the differing needs of groups within our communities.
- Promote strong relationships and support livelihoods with the local communities.

Grievance Mechanisms and Access to Remedy

We are committed to :

- Maintain a grievance resolution mechanism that is readily accessible via online and offline channels for all stakeholders for any potential concerns, including those related to human rights
- Assure the anonymity and confidentiality of any employee, who reports through the confidential Whistleblowing hotlines.
- Ensure that no one will be penalized for raising with management any suspected violations of our Policies, or any legal or ethical concerns.
- Provide for and cooperate in effective remediation through timely, equitable and legitimate processes, including dialogue and engagement.

Governance and Reporting

Respect for human rights is an integral part of our overall management approach and sustainability commitments. Our Executive Committee, comprising of our Managing Director and Senior Management from across the business, ensures the implementation of a robust sustainability governance, including human rights in ASIAN AGRI. This is also overseen by an independent Stakeholders Advisory Committee which serves as a channel for stakeholders to raise their concern and grievances, among other functions.

This commitment contains overarching principles that we embed into our policies and systems. As a responsible global corporate citizen, ASIAN AGRI shall endeavour to meet standards and practices that are consistent with internationally recognized principles, subject to constitutional constraints and the laws and regulations of Indonesia.

This Policy will be subject to regular monitoring and periodic review, aligned with our overall continuous business improvement.