

## HUMAN RIGHTS POLICY

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Permata Group recognizes the fundamental importance of upholding the human rights. Therefore, we will respect the human rights (as per the definition of UN declaration of Human Rights) of the people we work or interact with as well as people who are impacted by our operations. These include our workers, local communities and human rights defenders.

We commit to comply with local, national regulations, and internationally recognized human rights document including but not limited to the following :

- The International Bill on Human Rights
- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Declaration on the Rights of Indigenous Peoples
- International Labor Organization's Declaration on Fundamental Principles and Rights at Work

In addition, we commit to uphold the ten principles of the United Nations Global Compact.

### **Worker Rights**

- We will respect the freedom of every employee to choose, express opinions, join trade unions or to collectively bargain with us.
- We will provide equal opportunities/rights to every worker. Every worker has the right to be treated fairly, equally, and equitably.

- We prohibit the use of forced labor, illegally trafficked labor and child labor (under 18 years of age) and we will not hold our workers identification documents or other documents against their will.
- We will ensure that all work agreements with workers must be documented and signed by both parties, and there must be no substitute for the contract.
- We will compensate all of our workers with at least the minimum wage and will strive to provide decent living wage
- We will ensure that working hours and overtime are in accordance with applicable regulations, and we will ensure that all overtime carried out by workers is voluntary, without coercion and is paid in accordance with regulations.
- We will provide adequate training to support employees' career development.
- We will not tolerate harassment, abuse or discrimination of any kind (gender, race, age, disability, political affiliation, etc), these include undue disciplinary procedures / inhumane treatment.
- We will supports the empowerment of women by providing equal opportunities in employment and career development, increasing access to education, training and skills
- We will respect and protect the reproductive rights of our workers
- We will provide a safe and healthy working environment for our workers. We will not assign chemical related work to pregnant and breastfeeding mother

- We will comply with all applicable regulations and laws regarding worker health and safety and strive to achieve zero fatalities and less than 0.1% work hour loss due to injuries
- We prohibit all forms of violence or intimidation in carrying out our operational activities and in resolving conflicts.
- We will create and maintain a complaint and grievance mechanism that our workers can access without fear of reprisal

### **Community Rights**

- We will follow the principles of Free, Prior and Informed Consent (FPIC) in our dealings with the communities.
- We will respect the right of local communities to give or withhold consent to the land to which they hold legal, communal or customary rights or tenures.
- We will protect the rights of indigenous people as is enshrined in “UN Declaration on the Rights of Indigenous Peoples” and “ILO Indigenous and Tribal People Convention (No. 169)”
- We will create and maintain a complaint and grievance mechanism that is accessible to the members of the communities and other external stakeholders
- We will support the inclusion of smallholders and other outgrowers into our sustainable supply chain
- We will design and implement a CSR program that provide material benefit to the communities

- We will strive to prevent negative impacts on local food security and will work with the communities to mitigate any negative impacts that arose
- We will strive to solve any dispute amicably and strongly refuse the use of violence
- We will provide business/work opportunity for local community on the principle of equality and competenc

### **Human Rights Defender (HRD)**

- We will respect and protect HRDs (including whistleblowers, reporting witnesses, and community representatives) and protects the identity of the reporter. The company will also follow the RSPO policy of respecting human rights defenders. We will not tolerate threats, intimidation, criminalization, violence or reprisal against them.

This policy set out our commitment to Human Rights and is also fully applicable to all of our suppliers and all third parties which might use our processing facilities.

If our operation adversely impacted the human rights of our stakeholder, we will engage in appropriate remediation processes, including collaboration with relevant stakeholders.