

# COMPANY POLICY

## INTRODUCTION

PT Indah Prakasa Sentosa Tbk and its subsidiaries are committed to running their business by always complying with and respecting human rights and workers' rights and ensuring that employees have the right to enter work voluntarily and freely, without threat of punishment. For this reason, the Company will act professionally, fairly and with full integrity in carrying out business relations with each employee without tolerating any form of violation of Human Rights within the Company, either directly or indirectly. PT Indah Prakasa Sentosa strictly prohibits and does not tolerate the practice of human rights violations in all of the Company's activities. Workers' freedom must not be restricted and must be guaranteed at all times. In the event of failure to comply with the regulations, the Company will require that the situation be corrected as soon as possible and any employee who violates the regulations will be subject to sanctions and disciplinary action, including termination of employment in accordance with the Company Regulations and Code of Conduct.

## VIOLATIONS INTENDED :

### - Violence and harassment

Is an act in which a person is abused, threatened, intimidated, or attacked in connection with his/her work. Violence and abuse in the workplace include:

- ✓ Physical assault: involves contact intended to cause feelings of intimidation, pain, injury, or other physical suffering or physical damage.
- ✓ Threatening behavior: intentionally causing fear of physical harm to another person.
- ✓ Verbal or written abuse: any expression with the intent to cause harm or form of emotional abuse that uses threatening language.
- ✓ Emotional/psychological abuse: deliberate behavior to make someone feel low or ashamed, humiliate personally or publicly, implicitly blackmail, withhold information, control and suppress access or resources and other basic needs

### - Child labor and/or forced labor

A child is any person under the age of 18 (eighteen) years, strictly prohibiting and not tolerating the practice of child labor in all activities. The Regulation also provides information on minimum employment criteria.

## HSE POLICY OF PT. INDAH PRAKASA SENTOSA

a. Establish objectives, plan, implement and evaluate Health, Safety, and Environment (HSE) targets and programs periodically to be in line with developments in company conditions, applicable regulations or standards

- b. Comply with laws and other requirements related to HSE, and integrate them into all operational activities of PT. Indah Prakasa Sentosa.
- c. Identify hazards in accordance with the nature and scale of HSE risks in PT. Indah Prakasa Sentosa
- d. Provide work procedures for determining and reviewing HSE targets.
- e. Provide sufficient resources to implement the HSE System.
- f. Document, implement and maintain the HSE System.
- g. Maintain an Environmental Protection program for activities in all work area locations of PT. Indah Prakasa Sentosa.
- h. Communicate and instill awareness of this policy to all personnel periodically.

#### **CSR ACTIVITIES**





COMPANY POLICY REGARDING CODE OF ETHICS :



**SURAT KEPUTUSAN  
No. 942/SKep-UC/IPS/IX/18  
PENERAPAN ETIKA PRILAKU DI LINGKUNGAN  
INPRASE GROUP**

Kepada : Seluruh Anggota INPRASE GROUP  
Perihal : Tentang Penerapan Etika Prilaku Di Lingkungan INPRASE GROUP

**KEBIJAKAN**