

SOCIAL POLICY FOR SUPPLIERS & CONTRACTOR

In the implementation of Human Rights Policy at Pertamina Hulu Energi (PHE), all Suppliers, Vendors and Contractors are responsible for ensuring the implementation of human rights principles to their employees in all work areas, including but not limited to:

1. Fulfillment of rights related to occupational health, welfare and safety aspects.
2. Fulfillment of minimum wages, maximum working hours, working environment and living conditions that is in accordance with the provisions of laws and regulations related to Manpower in Indonesia as well as internationally applicable standards.
3. Ensuring payments to Vendors or Suppliers has paid when overdue.
4. Ensuring the representative personnel has an access to carry out their function and their right to communicate related working conditions.
5. Ensuring that the tasks assignment carried out by qualified, competent, and healthy personnel.
6. Ensuring a work environment that does not tolerate any kind of behaviors and practices of violence, harassment and discrimination based on ethnicity, religion, race and others.
7. Prohibits any form of gift /payment of bribes and payment of any so-called "facilitation" or "grease" payments from whom, anywhere, and for any reason.
8. Maintaining all the Confidential Information and must not disclose the Confidential Information to any other parties in any way without prior written consent.
9. Applying punishment, sanction and discipline to ensure the implementation of the above principles.

Supplier Management and Contractors are responsible for implementing the above principles and applying them to their employees.

Jakarta, October 2022
VP Supply Chain Management,

SIGNED

Kunadi

