

# Respecting Human Rights

The Company encourages all employees to respect the principles of international human rights. It is a fundamental right that a person's freedom of expression should be protected and that everybody should be treated equally. Respecting individual differences and diversity will result in a good relationship between employees, employers and all stakeholders.

The Company has a policy to respect human rights and the values of humanity, as well as take into account equality and freedom. The Company condemns social abuse and discrimination based on race, skin color, ancestry, nationality or origin, religion, social status, sex, age, physical appearance, language, political opinion and property, as well as sexual harassment. The Company also encourages all employees to have a better understanding of human rights through the organization of seminars, lectures and workshops, which also includes strict surveillance and monitoring of rights violations that occur in the workplace under the policy of the Company. It covers those individuals throughout the business value chain that includes employees, contractors, business partners, communities and the society.

In addition, the Company provides a channel for expressing opinions and complaints for those whose rights have been violated from the Company's business operations. There is also a follow-up process and a procedure for investigating complaints, including measures to protect and maintain the anonymity of whistleblowers or complainants. In 2020, the Company did not find any complaints that violate human rights in the workplace.

## Process for following up and investigating the handling of complaints by employees and those involved.

- Receive whistleblowing and complaints  
Set up an audit committee Investigation

- During the investigation, report the outcome of the investigation to the complainant.

- Inform the accused of the allegation and give them the right to defend themselves.

- If the accused person actually committed a wrongdoing according to the Company's policy or code of conduct, disciplinary action must be taken.
- If it is an illegal offense, taking legal action must be considered.

- Report to the Board of Directors to consider and determine disciplinary penalties.
- Remedy the complainant.