

Barito Pacific



Human Rights Policy

PT Barito Pacific Tbk (“**Barito**” or the “**Company**”) is committed to respecting human rights as a fundamental principle in our operations, reinforced through training and integrated into our policies and practices. Our business presence should have a positive influence on the people in the communities where we operate. Our practices reflect the spirit and intent of the United Nations’ Universal Declaration of Human Rights and are guided by elements of the United Nations’ Guiding Principles on Business and Human Rights.

Several key standards, procedures and processes guide our integrated approach to human rights:

- Our Barito Code of Conduct includes the expectation that our businesses comply with applicable governmental laws, rules and regulations. Barito’s board of directors approves and oversees administration of all policies within the code.
- Our human rights policy reinforces our support for the principles of the International Labour Organization’s 1998 Declaration on Fundamental Principles and Rights at Work. The declaration outlines four principles: abolition of child labor, elimination of forced labor, elimination of workplace discrimination and harassment, and recognition of freedom of association.



Terms in the Human Rights Policy

“Human Rights” are rights inherent to all human beings, regardless of physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status as stipulated by laws of each country and treaty each country has commitment to. Human rights include the rights to life and liberty, freedom from slavery and torture, freedom of expression and gathering, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

“Forced labor” involves obtaining labor or services through coercion by either direct threats of violence or more subtle means of compulsion, such as accumulated debt or debt bondage, retention of identity papers, threats of denunciation to immigration authorities, or by other abuses or threatened abuses of legal process. It can be by means of any scheme, plan, or pattern intended to cause the person to believe that, if the person did not perform such labor services, that person or another person would suffer serious harm or physical restraint. The key elements are work or service that is exacted from any person under the menace of any penalty for which the person has not offered himself or herself voluntarily.

“Human trafficking” involves the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion, for the purpose of subjecting a person to involuntary servitude, peonage, debt bondage, the removing of organs, sexual exploitation, or other forms of exploitation or slavery. In essence, “human trafficking” means that the arranging or facilitating of the movement of the individual was with a view to exploit them. This is true even when the victim initially consents to the travel.

For instance, a victim may give consent because they are deceived by the promise of a better life or job, or the victim may be a child who is influenced to travel by an adult. Indeed children under 18 involved in commercial sexual exploitation are legally contemplated as victims of trafficking, without a demonstration of force, fraud, or coercion. “Human trafficking” also encompasses “sex trafficking,” which includes the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act.

“Child labor” means work conducted by any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. In addition, “Child labor” includes any work conducted by anyone under the age of 18 which is likely to jeopardize that person’s health, safety, or well-being, that is involuntary that is provided under a penalty for nonperformance, or that is performed under an unlawful contract that permits penalties or a process of enforcement.

Scope of Application

This Human Rights Policy is applicable to all activities of Barito (employees, direct business activities, products and services) where Barito has management control such as own operations, companies 100% owned by Barito, subsidiaries and joint ventures.

Barito expects business partners, such as associate companies or other investments where Barito does not have overall control, as well as contractors, suppliers and others to uphold and comply with this Policy.

Human Rights Policy

The Board of Directors, executives, management and employees at all levels shall be aware of importance of, respect human rights of every aspect of everyone including social and community, laws of each country and treaty each country is committed to and:

- » Treat everyone following human rights principle on equal basis without discrimination,
- » Avoid any act considered violation of human rights including child labor, forced labor and human trafficking.

- » Support human rights protection,
- » Support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any stakeholders or business partners in the business value chain including suppliers, contractors and those in joint ventures to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.

Guidelines

1. Everyone shall pay respect to human rights and treat each other with respect and honor on equality basis without considering differences in physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.
2. Care must be taken when performing duty to prevent any risks in human rights violation in business. Everyone shall monitor and provide any support to protect human rights.
3. Everyone shall support actions to protect human rights.
4. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to any stakeholders or business partner in the business value chain including suppliers, contractors and those in joint ventures to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.
5. Everyone shall monitor and provide any support to protect human rights. They shall monitor human rights respect and pay attention when finding any action matching human rights violation relating to Barito. Report must be made their supervisor or people of responsibility on this issue. Such person shall give cooperation to any inquiry or investigation of truth. In case of any doubt or question, such person shall consult his supervisor or people of responsibility via the assigned channels.
6. Barito shall fairly treat and protect any whistleblower who reports a violation of the human rights of an individual related to Barito by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in Barito Whistleblower Protection Policy.
7. Barito shall continuously develop and conduct a due diligence process to identify human rights risks and impacts and potentially affected stakeholders, plan for corrective and preventive actions on addressing, preventing, and managing human rights violations, and to track and monitor the situation. Also, an appropriate mitigation plan shall be set for instances of human rights violation.
8. Barito shall track and monitor the performance on human rights management following globally defined tracking and monitoring processes, including a provision of support and cooperation in the mediation of negative human rights impacts the company has caused or contributed to.

Prohibitions

1. Using child labor in the performance of contracts, which includes any person under the age of 15 or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is higher. Workers under the age of 18 will not perform work that is likely to jeopardize their health, safety, or well-being;
2. Procuring commercial sex acts (any sex act for which anything of value is given or received);
3. Using forced labor in the performance of contracts, which includes any practice or conduct which materially restricts a worker's or contractor's freedom to leave their job;
4. Destroying, concealing, confiscating, or otherwise denying access to an individual's identity or immigration documents, such as a passport or driver's license (regardless of the issuing authority);
5. Making workers pay for recruiting fees;
6. Using recruiters who do not comply with applicable laws;
7. Using misleading or fraudulent practices during the recruitment of workers, which includes failing to disclose or making material misrepresentations as to the basic details and terms or conditions of employment, such as wages and benefits, work location, living conditions or costs (if provided or arranged by Barito), costs charged to the worker, or the hazardous nature of work;
8. Failing to provide a worker with an employment contract or contract for services in writing if required by law or contract, including (i) failing to disclose, in a format and language accessible to the worker, basic employment information and (ii) failing to provide at least five days written notice prior to relocating a worker;
9. Providing housing to workers that violates local housing or safety laws.
10. Doing business with a vendor or supplier that you know engages in modern slavery, including any of the practices described above; and
11. Establishing or maintaining a commercial business relationship with a customer that you know engages in human rights violations, including any of the practices described above.

Any person who violates the human rights would be deemed acting in violation of Barito Code of Conduct and shall be administered a disciplinary penalty as defined by Barito and may be subject to legal punishment if the act is against the law.

Reporting Concerns

If an employee, supplier, vendor, or contractor of Barito becomes aware of or suspects behavior that constitutes a violation of this policy in connection with Barito's business operations or supply chain, they must report it immediately to the Corporate Secretary or using the whistleblowing system on the website. Barito has a strict policy against retaliation for raising a concern.

Approved by the Board of Directors at their meeting on February 5, 2021.

PT Barito Pacific Tbk



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