

KEPUTUSAN DIREKSI
PT INDOCEMENT TUNGGAL PRAKARSA Tbk.
No. 010/Kpts/Dir/ITP/V/2023

Tentang

KEBIJAKAN HAK ASASI MANUSIA
PT INDOCEMENT TUNGGAL PRAKARSA Tbk.

DIREKSI PT INDOCEMENT TUNGGAL PRAKARSA Tbk.

Menimbang : Bahwa guna mendukung PT Indocement Tunggal Prakarsa Tbk. ("Perseroan") dalam melakukan aktivitas bisnis serta menjunjung tinggi integritas, tanggung jawab dan penghormatan terhadap Hak Asasi Manusia (HAM), diperlukan Kebijakan Hak Asasi Manusia sebagai pedoman bagi Dewan Komisaris, Direksi, Karyawan Perseroan dan Mitra Usaha yang bekerjasama dengan Perseroan dalam melaksanakan tugas dan pekerjaannya.

- Mengingat :**
1. Undang-Undang Dasar Republik Indonesia tahun 1945, Pasal 28;
 2. Undang-Undang Nomor 6 tahun 2023 tentang Penetapan Perpu Nomor 2 tahun 2022 tentang Cipta Kerja menjadi Undang-Undang;
 3. Deklarasi Universal Hak Asasi Manusia Perserikatan Bangsa-Bangsa;
 4. Human Rights Compliance Management Policy - Heidelberg Materials Group;
 5. Human Rights Position of the HeidelbergCement Group.

MEMUTUSKAN:

Menetapkan : KEPUTUSAN DIREKSI TENTANG KEBIJAKAN HAK ASASI MANUSIA PT INDOCEMENT TUNGGAL PRAKARSA Tbk. sesuai ketentuan di bawah ini.

1. Memberlakukan Kebijakan Hak Asasi Manusia PT Indocement Tunggal Prakarsa Tbk. bagi seluruh Insan Perseroan seperti termuat dalam lampiran keputusan ini.

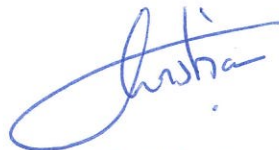
Surat Keputusan Direksi No.010/Kpts/Dir/ITP/V/2023
Tanggal: 2 Mei 2023

2. Keputusan ini berlaku terhitung sejak ditetapkan.

Demikian keputusan ini ditetapkan untuk dilaksanakan sebagaimana mestinya.

Ditetapkan di : Jakarta
Pada tanggal : 2 Mei 2023

Direksi PT Indocement Tungal Prakarsa
Tbk.



Christian Kartawijaya
Direktur Utama



Oey Marcos
Direktur



KEBIJAKAN HAK ASASI MANUSIA PT INDOCEMENT TUNGGAL PRAKARSA Tbk.	HUMAN RIGHTS POLICY PT INDOCEMENT TUNGGAL PRAKARSA Tbk.
I. PENDAHULUAN	I. INTRODUCTION
PT Indocement Tunggal Prakarsa Tbk. (“ Perseroan ” atau “ Indocement ”) sebagai salah satu perusahaan semen terkemuka di Indonesia patuh pada hukum yang berlaku sebagai dasar hukum dari seluruh aktivitas bisnis serta menjunjung tinggi integritas, tanggung jawab dan penghormatan terhadap Hak Asasi Manusia (HAM), sebagaimana tercantum dalam:	PT Indocement Tunggal Prakarsa Tbk. (the “ Company ” or “ Indocement ”) as one of the leading cement companies in Indonesia complies with applicable laws as the legal basis for all business activities and upholds integrity, responsibility and respect for Human Rights (HAM), as stated in:
<ul style="list-style-type: none"> • Pasal 28 Undang-Undang Dasar Republik Indonesia 1945; 	<ul style="list-style-type: none"> • Article 28 Constitution of the Republic Indonesia year 1945;
<ul style="list-style-type: none"> • Undang-Undang Nomor 39 Tahun 1999 tentang Hak Asasi Manusia; 	<ul style="list-style-type: none"> • Law Number 39 of 1999 concerning Human Rights;
<ul style="list-style-type: none"> • Undang-Undang Nomor 5 tahun 1960 tentang Peraturan Dasar Pokok-Pokok Agraria; 	<ul style="list-style-type: none"> • Law Number 5 of 1960 concerning Basic Agrarian Regulations;
<ul style="list-style-type: none"> • Undang-Undang Nomor 13 tahun 2003 tentang Ketenagakerjaan; 	<ul style="list-style-type: none"> • Law Number 13 of 2003 concerning Manpower;
<ul style="list-style-type: none"> • Undang-Undang Nomor 26 Tahun 2007 tentang Penataan Ruang; 	<ul style="list-style-type: none"> • Law Number 26 of 2007 concerning Spatial Planning;
<ul style="list-style-type: none"> • Undang-Undang Nomor 4 tahun 2009 tentang Pertambangan Mineral Dan Batubara <i>juncto</i> Undang-Undang Nomor 3 tahun 2020 tentang Perubahan Atas Undang-Undang Nomor 4 tahun 2009; 	<ul style="list-style-type: none"> • Law Number 4 of 2009 concerning Mineral and Coal Mining <i>juncto</i> Law Number 3 of 2020 concerning Amendments to Law Number 4 of 2009;
<ul style="list-style-type: none"> • Undang-Undang Nomor 32 tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup; 	<ul style="list-style-type: none"> • Law Number 32 of 2009 concerning Environmental Protection and Management;
<ul style="list-style-type: none"> • Undang-Undang Nomor 41 Tahun 1999 <i>juncto</i> Undang-Undang Nomor 19 Tahun 2004 tentang Kehutanan; 	<ul style="list-style-type: none"> • Law Number 41 of 1999 <i>juncto</i> Law Number 19 of 2004 concerning Forestry;
<ul style="list-style-type: none"> • Undang-Undang Nomor 17 tahun 2019 tentang Sumber Daya Air; 	<ul style="list-style-type: none"> • Law Number 17 of 2019 concerning Water Resources;
<ul style="list-style-type: none"> • Undang-Undang Nomor 6 tahun 2023 tentang Penetapan Perpu Nomor 2 tahun 2022 tentang Cipta Kerja menjadi Undang-Undang; 	<ul style="list-style-type: none"> • Law Number 6 of 2023 concerning the Stipulation of Perpu Number 2 of 2022 concerning Job Creation to become Law;
<ul style="list-style-type: none"> • Deklarasi Universal Hak Asasi Manusia Perserikatan Bangsa-Bangsa; 	<ul style="list-style-type: none"> • Universal Declaration of Human Rights of the United Nations;
<ul style="list-style-type: none"> • Prinsip Panduan Perserikatan Bangsa-Bangsa tentang Bisnis dan Hak Asasi Manusia; 	<ul style="list-style-type: none"> • The United Nations Guiding Principles on Business and Human Rights;
<ul style="list-style-type: none"> • Pedoman OECD untuk Perusahaan Multinasional; 	<ul style="list-style-type: none"> • The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises;
<ul style="list-style-type: none"> • Standar Perburuhan Inti Organisasi Buruh Internasional; 	<ul style="list-style-type: none"> • The International Labour Organization (ILO) Core Labour Standards;

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<ul style="list-style-type: none"> • Kebijakan Politik dan Sosial Perserikatan Bangsa-Bangsa; 	<ul style="list-style-type: none"> • The United Nations Political and Social Covenants;
<ul style="list-style-type: none"> • Prinsip Dasar Penggunaan Kekuatan dan Senjata Api oleh Aparat Penegak Hukum; 	<ul style="list-style-type: none"> • Basic Principles on the Use of Force and Firearms by Law Enforcement Officials.
<ul style="list-style-type: none"> • Human Rights Compliance Management Policy - Heidelberg Materials Group; 	<ul style="list-style-type: none"> • Human Rights Compliance Management Policy - Heidelberg Materials Group;
<ul style="list-style-type: none"> • Human Rights Position of the HeidelbergCement Group. 	<ul style="list-style-type: none"> • Human Rights Position of the HeidelbergCement Group.
<p>Selain itu, sebagai bagian dari Heidelberg Materials Group, Perseroan juga mengikuti ketentuan yang ditetapkan oleh Heidelberg Materials Group, termasuk kebijakan yang mengatur tentang HAM. Sebagai wujud komitmen Perseroan terhadap penghormatan atas HAM dalam melaksanakan operasionalnya, Perseroan menyusun Kebijakan HAM. Tujuan dari Kebijakan HAM ini adalah untuk:</p>	<p>In addition, as part of the Heidelberg Materials Group, the Company also follows the provisions stipulated by the Heidelberg Materials Group, including policies that regulate human rights. As a manifestation of the Company's commitment to respect for human rights in carrying out its operations, the Company has developed a Human Rights Policy. The objectives of this Human Rights Policy are to:</p>
<ul style="list-style-type: none"> • menjadi pedoman bagi Insan Perseroan dalam berperilaku dengan menghormati HAM; 	<ul style="list-style-type: none"> • as a guideline for Company personnel in behaving with respect for human rights;
<ul style="list-style-type: none"> • menjadi pedoman dalam hubungan terkait HAM antara Perseroan dengan pemangku kepentingan; 	<ul style="list-style-type: none"> • become a guideline in relation to human rights between the Company and stakeholders;
<ul style="list-style-type: none"> • menjamin keberlanjutan usaha Perseroan dan pemangku kepentingan; 	<ul style="list-style-type: none"> • ensure the sustainability of the Company's business and stakeholders;
<ul style="list-style-type: none"> • membangun dan menjaga reputasi Perseroan, khususnya terkait masalah HAM. 	<ul style="list-style-type: none"> • build and maintain the Company's reputation, especially related to human rights issues.
<p>Seluruh Insan Perseroan, yaitu Dewan Komisaris, Direksi, Karyawan, dan Mitra Usaha yang bekerja sama dengan Perseroan wajib untuk tunduk dan menerapkan Kebijakan HAM dimaksud.</p>	<p>All Company Personnel, namely the Board of Commissioners, Directors, Employees and Business Partners who work with the Company are required to comply with and implement the Human Rights Policy referred to.</p>
<p>Perseroan berharap agar tujuan dari <i>New Purpose</i> Perseroan "<i>Material to build our future</i>" dapat tercapai dengan senantiasa memperhatikan penghormatan terhadap HAM.</p>	<p>The Company hopes that the goal of the Company's New Purpose "Materials to build our future" can be achieved by always paying attention to respect for human rights.</p>
<p>II. PENERAPAN HAM</p>	<p>II. HUMAN RIGHTS IMPLEMENTATION</p>
<p>A. Insan Perseroan</p>	<p>A. Company Personnel</p>
<p>Insan Perseroan adalah mitra penting bagi Perseroan. Oleh karenanya dalam pengelolaan sumber daya manusia, Perseroan senantiasa fokus pada pengelolaan yang menjunjung harkat</p>	<p>Company personnel are important partners for the Company. Therefore, in managing human resources, the Company always focuses on management that upholds the dignity of the</p>

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dan martabat Insan Perseroan, termasuk penghormatan HAM.	Company's personnel, including respect for human rights.
Perseroan berkomitmen untuk:	The Company is committed to:
1. melarang kerja paksa;	1. prohibiting forced labor;
2. melarang pekerja anak;	2. prohibiting child labor;
3. memberikan kebebasan untuk berserikat dan berkumpul bagi Karyawan, sesuai dengan ketentuan yang berlaku;	3. provide freedom of association and assembly for Employees, in accordance with the applicable provisions;
4. memberikan penghargaan, kesempatan dan fasilitas yang setara sesuai ketentuan yang berlaku serta menghindari tindakan diskriminasi bagi Karyawan;	4. provide equal rewards, opportunities and facilities in accordance with applicable regulations and avoid discriminatory actions for employees;
5. menyediakan lingkungan kerja yang aman dan terbebas dari segala bentuk ancaman, intimidasi dan pelecehan;	5. provide a safe working environment free from all forms of threats, intimidation and harassment;
6. memperhatikan aspek Keselamatan dan Kesehatan Kerja;	6. pay attention to aspects of Occupational Health and Safety;
7. menghormati hak masyarakat adat.	7. respect the rights of indigenous peoples
B. Mitra Usaha	B. Business Partners
Mitra Usaha Perseroan sebagai bagian penting dalam kegiatan bisnis Perseroan juga wajib untuk menerapkan Kebijakan HAM. Oleh karenanya, dalam melakukan kerjasama dengan Mitra Usaha, Perseroan berkomitmen untuk mensyaratkan Mitra Usaha untuk:	The Company's Business Partners as an important part of the Company's business activities are also required to implement the Human Rights Policy. Therefore, in cooperating with Business Partners, the Company is committed to requiring Business Partners to:
1. melarang kerja paksa;	1. prohibiting forced labor;
2. melarang pekerja anak;	2. prohibiting child labor;
3. memenuhi kewajiban kepada pekerjanya antara lain namun tidak terbatas pada:	3. fulfilling obligations to its employees, including but not limited to:
a. membayar upah pekerjanya sesuai dengan Upah Minimum yang berlaku;	a. pay the wages of its workers in accordance with the applicable Minimum Wage;
b. mengikutsertakan setiap pekerjanya pada Badan Penyelenggara Jaminan Sosial (BPJS) Ketenagakerjaan sesuai dengan peraturan perundangan yang berlaku;	b. enroll every employee in the Employment Social Security Administration Agency (BPJS) in accordance with applicable laws and regulations;
c. memenuhi ketentuan jam kerja dan waktu istirahat sesuai dengan peraturan perundangan yang berlaku	c. fulfill the provisions of working hours and rest periods in accordance with applicable laws and regulations
4. memperhatikan aspek Keselamatan dan Kesehatan Kerja;	4. pay attention to aspects of Occupational Health and Safety;
5. menghormati hak masyarakat adat yang terdampak oleh kegiatan bisnis Mitra Usaha.	5. respect the rights of indigenous peoples who are affected by the business activities of Business Partners.

C. Masyarakat dan Lingkungan Sekitar	C. Community and Surrounding Environment
Dalam menjalankan bisnisnya, Perseroan selalu berusaha untuk menjadi tetangga yang baik dan menjalankan tanggung jawab sosial kepada masyarakat dan lingkungan di sekitar wilayah operasional Perseroan.	In carrying out its business, the Company always strives to be a good neighbor and carries out social responsibility to the community and the environment around the Company's operational areas.
Dalam menjalankan tanggung jawab sosial tersebut, Perseroan berkomitmen untuk:	In carrying out these social responsibilities, the Company is committed to:
1. secara konsisten menjalankan program Tanggung Jawab Sosial Perusahaan (Corporate Social Responsibility), selaras dengan tujuan pembangunan berkelanjutan (Sustainable Development Goals);	1. consistently Implementing Corporate Social Responsibility programs, in line with the Sustainable Development Goals;
2. menghindari pembukaan/penguasaan tanah secara tidak sah;	2. avoid illegal opening/control of land;
3. menghormati hak masyarakat adat yang terdampak oleh kegiatan bisnis Perseroan;	3. respecting the rights of indigenous peoples who are affected by the Company's business activities;
4. melakukan identifikasi atas potensi dampak lingkungan di wilayah sekitar operasional Perseroan;	4. identify potential environmental impacts in the area around the Company's operations;
5. mengedepankan proses musyawarah apabila timbul perselisihan dan/atau masalah atas dampak lingkungan.	5. prioritizing the process of deliberation when disputes and/or problems arise over environmental impacts.
D. Tenaga Keamanan	D. Security Officer
Guna memberikan pedoman bagi tenaga keamanan sebagai pihak terdepan dalam penanganan masalah keamanan yang dihadapi Perseroan, maka Perseroan mewajibkan tenaga keamanan untuk:	In order to provide guidelines for security personnel as the front line party in handling security issues faced by the Company, the Company requires security personnel to:
1. meningkatkan kesadaran HAM kepada tenaga keamanan dalam menangani masalah keamanan dan/atau dalam melakukan investigasi;	1. increase human rights awareness among security personnel in dealing with security issues and/or in conducting investigations;
2. mengedepankan penyelesaian secara persuasive terhadap penyelesaian masalah keamanan yang timbul.	2. prioritizing a persuasive resolution of security issues that arise.
III. KOMITE HAM	III. HUMAN RIGHTS COMMITTEE
Perseroan membentuk Komite HAM yang bertugas untuk mengawasi dan mengevaluasi penerapan Kebijakan HAM. Komite ini akan bertanggung jawab kepada Direksi.	This Company formed a Human Rights Committee tasked with supervising and evaluating the implementation of human rights policies. This committee is accountable to the Board of Directors.



Anggota Komite HAM adalah :	Member of the Human Rights Committee are:
<p>Dewan Pengarah : Direktur Utama dan anggota <i>Executive Committee</i> (EXCOM) Steering Board Koordinator : Pejabat yang ditunjuk Direktur Utama Coordinator Sekretaris : Corporate Secretary Secretary Anggota : Member</p> <ol style="list-style-type: none"> 1. General Manager Operational di setiap Kompleks Pabrik Perseroan; Operational General Manager in each of the Company's Factory; 2. Corporate Human Resources Division Manager; 3. Corporate Legal Agrarian & License, Communication & General Affairs Division Manager; 4. Corporate Safety, Health & Environmental Division Manager; 5. Corporate Social Responsibility & Security Division Manager; 6. Purchasing Division Manager; 7. Energy & Alternative Fuel Alternative Material Division; 8. Logistic Division Manager; 9. Security Department Head di setiap Kompleks Pabrik Perseroan; Security Department Head in each of the Company's Factory; 10. Corporate Legal & Compliance Manager. 	
Sesuai dengan Group Human Rights Compliance Management Policy, Komite HAM bertanggung jawab untuk memantau penerapan sistem manajemen Kepatuhan HAM, berkoordinasi dengan Internal Audit Division.	In accordance with the Group Human Rights Compliance Management Policy, the Human Rights Committee is responsible for monitoring the implementation of the Human Rights Compliance management system, in coordination with the Internal Audit Division.
Tugas dan tanggung jawab masing-masing anggota Komite HAM adalah sebagai berikut:	The duties and responsibilities of each member of the Human Rights Committee are as follows:
<p>Komite HAM Human Right Committee</p>	<p>Komite HAM berfungsi sebagai pendukung utama terkait penerapan dan pengawasan HAM. Komite HAM bertanggung jawab atas implementasi HAM pada Perseroan. Namun, karena sifat HAM yang menyeluruh, Plant/Divisi dan Departemen lainnya bertanggung jawab atas aspek-aspek tertentu dari HAM.</p> <p>Secara khusus, Komite HAM membahas topik-topik HAM berikut dengan dukungan Plant/Divisi dan Departemen terkait lainnya.</p> <p>The Human Rights Committee functions as the main supporter regarding the implementation and monitoring of human rights. The Human Rights Committee is responsible for the implementation of human rights in the Company. However, due to the comprehensive nature of Human Rights, Plants/Divisions and other Departments are responsible for certain aspects of Human Rights.</p>



	In particular, the Human Rights Committee discusses the following human rights topics with the support of Plants/Divisions and other related Ministries.
General Manager Operational di setiap Kompleks Pabrik Perseroan	<p>General Manager Operational di setiap Kompleks Pabrik Perseroan mendukung Komite HAM dalam menyusun strategi dalam pelaksanaan operasional bisnis Perseroan dan strategi penanganan masalah HAM yang terjadi di setiap area pabrik dan/atau daerah operasional Perseroan.</p> <p>The Operational General Manager at each of the Company's Factory Complexes supports the Human Rights Committee in formulating strategies for the implementation of the Company's business operations and strategies for handling human rights issues that occur in each factory area and/or the Company's operational areas.</p>
Corporate Human Resources Division (CHRD)	<p>CHRD mendukung Komite HAM dalam aspek ketenagakerjaan di Perseroan.</p> <p>CHRD supports the Human Rights Committee in terms of employment in the Company.</p>
Corporate Safety, Health & Environmental Division (CSHED)	<p>CSHED mendukung Komite HAM dalam aspek Keselamatan dan Kesehatan Kerja serta aspek penataan lingkungan sesuai dengan ketentuan yang berlaku.</p> <p>CSHED supports the Human Rights Committee in aspects of Occupational Safety and Health as well as aspects of environmental compliance in accordance with applicable regulations.</p>
Corporate Social Responsibility & Security Division (CSRSD)	<p>CSRSD mendukung Komite HAM dalam aspek komunitas.</p> <p>CSRSD supports the Human Rights Committee in the community aspect.</p>
Purchasing Division (PUD), Energy & Alternative Fuel Alternative Material (AFAM) Division dan Logistic Division	<p>PUD, Energy & AFAM Division dan Logistic Division mendukung sistem manajemen pemasok yang secara khusus mencakup komponen yang sesuai, untuk memastikan kepatuhan pemasok terhadap HAM.</p> <p>PUD, Energy & AFAM Division and Logistics Division supports the supplier management system which specifically includes the appropriate components, to ensure supplier compliance with human rights.</p>
Corporate Legal Agrarian & License, Communication &	CORSELA mendukung Komite HAM untuk memastikan proses kegiatan pembebasan dan pembukaan lahan sesuai dengan HAM.



<p>General Affairs Division (CORSELA)</p>	<p>CORSELA supports the Human Rights Committee to ensure that the process of land acquisition and clearing activities is in accordance with Human Rights.</p>
<p>Security Department Head di setiap Kompleks Pabrik Perseroan</p> <p>Security Department Head in each of the Company's Factory</p>	<p>Security Department Head di setiap Kompleks Pabrik Perseroan membantu Komite HAM dalam penanganan masalah keamanan yang dihadapi Perseroan dengan mengedepankan penyelesaian secara persuasive dan menghormati HAM.</p> <p>The Security Department Head in each of the Company's Factory Complex assists the Human Rights Committee in handling security issues faced by the Company by prioritizing persuasive resolution and respecting Human Rights.</p>
<p>Corporate Legal & Compliance Manager (CLC)</p>	<p>CLC mendukung Komite HAM untuk memastikan bahwa operasional bisnis Perseroan sesuai dengan ketentuan hukum yang berlaku dan sesuai dengan pedoman/arahan Group, termasuk untuk hal-hal yang terkait dengan HAM.</p> <p>CLC supports the Human Rights Committee to ensure that the Company's business operations are in accordance with applicable legal provisions and in accordance with the Group's guidelines/directives, including matters related to human rights.</p>
<p>Komite HAM bertanggung jawab untuk memberikan masukan terkait pelaksanaan dan isu HAM kepada Direksi, serta menyampaikan laporan pelaksanaan dan penerapan HAM di Perseroan kepada Direksi termasuk juga untuk laporan tahunan dan laporan terkait lainnya yang diperlukan.</p>	<p>The Human Rights Committee is responsible for providing input regarding the implementation and issues of human rights to the Board of Directors, as well as submitting reports on the implementation and implementation of human rights in the Company to the Board of Directors, including annual reports and other related reports as needed.</p>
<p>Lebih lanjut, tugas dan tanggung jawab Komite HAM akan diatur dalam Surat Keputusan Direksi.</p>	<p>Furthermore, the duties and responsibilities of the Human Rights Committee will be regulated in a Board of Directors Decree.</p>
<p>IV. PENILAIAN RISIKO DAN PELAKSANAAN UJI TUNTAS HAM</p>	<p>IV. RISK ASSESSMENT AND IMPLEMENTATION OF HUMAN RIGHTS DUE DILIGENCE</p>
<p>1. Perseroan melakukan tinjauan penilaian atas paparan/risiko pelanggaran HAM, dan menindaklanjuti rencana aksi secara terus menerus. Penilaian mencakup operasional Perseroan dan rantai pasokan. Hasil penilaian atas paparan/risiko pelanggaran</p>	<p>1. The Company conducts a review of the assessment of the exposure/risk of human rights violations, and continuously follows up on the action plan. The assessment covers the Company's operations and supply chain. The results of the assessment of exposure/risk of human rights violations</p>

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HAM wajib untuk didokumentasikan dan dilaporkan kepada Direksi oleh Komite HAM.	must be documented and reported to the Board of Directors by the Human Rights Committee.
2. Perseroan berkomitmen menghormati asas Hak Asasi Manusia (HAM) dalam seluruh proses bisnis dengan melaksanakan monitoring dan evaluasi, serta menerapkan mekanisme atau prosedur penanganan masalah terkait HAM, termasuk mendorong Mitra Usaha Perseroan mematuhi kebijakan penghormatan terhadap HAM tersebut, dengan meminta pernyataan kepatuhan dari Mitra Usaha berupa Lembar Pernyataan Vendor (Vendor Declaration Form) serta Ketentuan dan Syarat Umum sebagai prasyarat menjadi Mitra Usaha Perseroan.	2. The Company is committed to respecting the principles of Human Rights in all business processes by carrying out monitoring and evaluation, as well as implementing mechanisms or procedures for handling human rights-related issues, including encouraging the Company's Business Partners to comply with the policy of respect for human rights, by requesting a statement of compliance from Partners Business in the form of a Vendor Declaration Form as well as General Terms and Conditions as a prerequisite for becoming a Business Partner of the Company.
3. Penerapan dan pelaksanaan HAM serta uji tuntas sebagaimana dimaksud dalam Kebijakan HAM ini dilaporkan kepada Direksi dan menjadi bagian dari tugas dan tanggung jawab Komite HAM Perseroan.	3. Application and implementation of human rights as well as due diligence as referred to in this Human Rights Policy are reported to the Board of Directors and become part of the duties and responsibilities of the Company's Human Rights Committee.
V. SOSIALISASI	V. SOCIALIZATION
Perseroan wajib melakukan sosialisasi atas Kebijakan HAM, serta perubahan-perubahannya, jika ada di seluruh organisasi Perseroan.	The Company is required to socialize the Human Rights Policy, and its amendments, if any, throughout the Company's organization.
VI. PELAPORAN PELANGGARAN HAM	VI. REPORTING OF HUMAN RIGHTS VIOLATION
Pelaporan atas indikasi pelanggaran HAM terkait operasional Perseroan yang dilakukan oleh Insan Perseroan dapat dilaporkan melalui <i>SpeakUp</i> yang dapat diakses melalui saluran telepon khusus dan/atau melalui www.speakupfeedback.eu/web/heidelbergcement .	Reports on indications of human rights violations related to the Company's operations carried out by Company personnel can be reported via SpeakUp which can be accessed via a special telephone line and/or through www.speakupfeedback.eu/web/heidelbergcement .
VII. SANKSI	VII. SANCTIONS
Insan Perseroan diharapkan untuk menerapkan Kebijakan HAM yang telah ditetapkan Perseroan. Pelanggaran terhadap Kebijakan HAM akan dikenakan sanksi sesuai ketentuan dalam Perjanjian Kerja Bersama dan Peraturan Tata Tertib Staf Manajemen Indocement yang berlaku di Perseroan dan/atau sanksi pidana dan	The Company's personnel are expected to implement the Human Rights Policy that has been determined by the Company. Violations of the Human Rights Policy will be subject to sanctions in accordance with the provisions in the Collective Labor Agreement and the Indocement Management Staff Rules of

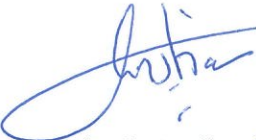

Lampiran SK Direksi No. 010/Kpts/Dir/ITP/V/2023 tanggal 2 Mei 2023
Kebijakan Hak Asasi Manusia



sanksi lain yang berlaku di negara Republik Indonesia.	Conduct that apply to the Company and/or criminal sanctions and other sanctions that apply in the Republic of Indonesia.
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VIII.PENUTUP	VIII. CLOSING
Kebijakan HAM ini berlaku sejak tanggal ditetapkan dan akan diperbaharui dari waktu ke waktu, apabila diperlukan.	This human rights policy is effective from the date it was stipulated and will be updated from time to time, if necessary.
Citeureup, 2 Mei 2023 Citeureup, 2 May 2023	
Direksi Board of Directors PT Indocement Tungal Prakarsa Tbk.  Christian Kartawijaya Direktur Utama President Director  Oey Marcos Direktur Director	