

HUMAN RIGHTS & WORKING CONDITIONS POLICY

BMJ fully supports the United Nations Universal Declaration of Human Rights. As stated in the “BMJ Values”, we are committed to uphold fundamental human rights and respect those rights in conducting the company operation. In this document, **BMJ’s commitment to the respect of Human Rights and Working Conditions** is described in more detail.

This policy applies to all BMJ employees where BMJ has operational control and to all subcontractors, working on the sites of BMJ.

In accordance with this Policy on Human Rights and Working Conditions, BMJ fully supports the Indonesia Law on Human Rights as stipulated in article 1 of law No. 39 of 1999 concerning human rights and the 1945 constitution as well as commits itself to respect all International Labor Organization (ILO) core labor standards as set out below.

1. Banning of child labor

BMJ undertakes not to employ children in violation of conventions in accordance with the law No. 13 of 2003 concerning manpower article 68. In any case, BMJ will apply the age of 18 as the minimum age for employment, except in the framework of internship- or vocational training programs, organized in co-operation with schools and training institutes or approved by the competent authority.

2. Banning of forced labor

In accordance with the Law No. 19 of 1999 concerning Ratification of the ILO Convention No. 105 Concerning The Abolition of Forced Labor BMJ will under no circumstances make use of forced or bonded labor, such as forced labor by persons placed in an institution, or compulsory labor including labor as a means of political coercion or education.

3. Right to organize and collective bargaining

In accordance with the 1945 Constitution article 28 and article 28E paragraph (3), The Law (UU) No. 39 of 1999 concerning human rights article 24 paragraph (1) and the Law (UU) No. 13 of 2003 concerning manpower article 104. BMJ recognizes and respects the freedom of its employees to choose whether to establish or to associate with any employee organization of their own choosing (including labor unions).

The employment of a worker is not contingent upon the condition that he/she joins or not joins a union or be forced to relinquish trade union membership. Furthermore, union membership shall not be the cause for the dismissal of - or otherwise prejudice against - a worker. BMJ will not interfere with or finance labor organizations or take other actions with the intent of placing such organizations under its control.

BMJ and the respective employee organizations will co-operate constructively in a spirit of good faith. Even in cases of dispute the goal shall always be to maintain viable co-operation in the long term. This implicates, amongst others, the mutual respect of agreed commitments.

4. Equal opportunities / Non-discrimination

In accordance with the law No. 40 of 2008 concerning the Elimination of Racial and Ethnic Discrimination, BMJ is committed to an inclusive work culture and appreciates and recognizes that all people are unique and valuable and should be respected for their individual abilities. BMJ does not accept any form of harassment or discrimination based on gender, religion, race, national or ethnic origin, cultural background, social group, disability, marital status, age or political opinion.

BMJ shall provide equal employment opportunity and treat all employees fairly. BMJ employees and business units shall only use merit, qualifications and other professional criteria as the basis for employee-related decisions in BMJ, regarding for instance recruitment, training, compensation and promotion.

5. Remuneration

In accordance with the Law No. 11 of 2020 concerning work copyright in the labor section and Government Regulation No. 36 of 2021 concerning wages, It is acknowledged and agreed that all employees of BMJ are entitled to adequate remuneration. Remuneration and all the other benefits are based on the principle of fairness and comply with the individual national legal standards or the standards of the national branches or company collective labor agreements, whichever is higher.

6. Working time and paid holidays

BMJ makes sure that the national regulations and agreements on working hours and regular paid holiday are complied with in accordance with law No. 11 of 2020 concerning work copyright in the labor section and Government Regulation No. 35 of 2021 Work agreement for a certain time, outsourcing, working time-rest time, termination of employment.

7. Health and safety at work

In accordance with the Law No. 1 of 1970 on Occupational Safety, Government Regulation no 50 of 2012 concerning occupational health and safety management and the law No. 13 of 2003 article 86-87, BMJ does not compromise on a safe and healthy working environment for all employees and is committed to offering safe and healthy workplaces in accordance with national legislation. It seeks continuous improvement of its occupational health - safety performance and culture.

8. Qualification

In accordance with The Law (UU) No. 13 of 2003 concerning manpower and Government Regulation No. 23 of 2004 concerning the National Professional Certification Agency. BMJ is committed to promoting measures aimed at the

qualification of employees to the extent that broadening and consolidation of professional and technical knowledge is relevant for a particular job. In this context, vocational training and employment training are of particular importance and can be seen as a shared responsibility on one hand for the employer to provide the necessary training, and on the other hand for each employee to take up the offered training.

9. Privacy and Personal Information

In accordance with the Law No. 27 of 2022 concerning Protection of Personal Data, BMJ respects the privacy of all persons and will use reasonable care to maintain the privacy and confidentiality of personal data. BMJ complies with applicable laws and regulations related to the protection of personal information and do not tolerate unauthorized disclosure of or access to such data.

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