

PT Dharma Satya Nusantara Tbk
ANTI-DISCRIMINATION AND EQUAL OPPORTUNITY IN EMPLOYMENT POLICY
No.: 031/CHC/V1/2022

PT Dharma Satya Nusantara Tbk (hereinafter referred to as the “DSN Group”) is committed to fostering a work environment free from discrimination and to supporting the implementation of principles of equal opportunity and fair treatment across its operations.

This commitment aligns with prevailing laws and regulations and is guided by the International Labour Organization (ILO) Convention No. 111 of 1958 concerning Discrimination in Respect of Employment and Occupation, the UN Guiding Principles on Business and Human Rights, and is grounded in DSN Group’s Code of Ethics and corporate values.

This policy applies to all employee interactions in the workplace and is intended to be understood and upheld by suppliers and contractors within the DSN Group.

DSN Group is committed to:

1. Complying with all applicable laws and regulations related to anti-discrimination and equal employment practices.
2. Ensuring equal employment opportunities without discrimination based on ethnicity, religion, race, intergroup affiliation, and/or other characteristics protected by applicable law.
3. Promoting a work environment, practices, and procedures that are free from discrimination, including but not limited to the following areas:

A. JOB ADVERTISEMENTS

1. Job postings must provide clear information to enable candidates to assess their suitability for the position.
2. Advertisement content must not imply preference for any group of candidates, unless such preference is related to a bona fide occupational qualification.

B. SELECTION AND RECRUITMENT

1. All job descriptions and qualifications must reflect the actual requirements necessary for effective job performance.

2. Selection processes must be thorough and based on established criteria directly related to the candidate's eligibility and suitability for the role.
3. The Human Capital Department and the respective hiring managers must be involved in the interview and recruitment process.

C. TRAINING AND CAREER DEVELOPMENT

1. All employees shall be given fair and equal consideration for training and career development opportunities.
2. All employees are encouraged to discuss their career goals and training needs with their immediate supervisors.
3. The Human Capital Department ensures the availability of training programs to support employee performance in current roles and to prepare them for future opportunities.

D. RETIREMENT

In determining retirement age, the Company does not discriminate based on gender, ethnicity, religion, race, and/or other characteristics protected by applicable laws. Employees reaching retirement age are entitled to receive their benefits in accordance with applicable regulations.

In implementing this Policy, DSN Group shall:

1. Ensure the availability of internal complaint reporting and follow-up mechanisms in accordance with the Internal Grievance Handling Procedure.
2. Ensure the availability of external complaint reporting and follow-up mechanisms in accordance with the External Grievance Handling Procedure, accessible via the DSN Group website (www.dsn.co.id).
3. Take appropriate action in accordance with DSN Group's regulations upon verification of non-compliance or complaints supported by valid evidence.

This policy will be reviewed and updated as necessary to reflect changes in DSN Group's internal regulations or applicable laws and regulations. This policy includes an appendix of definitions to support its interpretation and understanding.

15 June 2022



Andrianto Oetomo
Chief Executive Officer

