

CHILD PROTECTION POLICY
PT DHARMA SATYA NUSANTARA Tbk (DSN GROUP)
No.: 043/DSN/CHC/III/2021

DSN Group fully understands that the future of a nation is strongly influenced by the quality of life of its children today. This understanding aligns with the Indonesian Government's policy, which has ratified international law concerning the Convention on the Rights of the Child (CRC).

This policy is established to ensure that child protection is consistently implemented across DSN Group's operational areas and is understood and adhered to by all suppliers and contractors within the DSN Group ecosystem.

DSN Group is committed to providing proper rights and protection for children, particularly those living within the Company's operational areas. DSN Group guarantees that no individual under the age of 18 is employed.

DSN Group is committed to:

1. Protecting all children from abuse and exploitation in operational activities and decision-making processes.
2. Safeguarding children's rights and taking appropriate action whenever a child is harmed or at risk of being harmed.
3. Minimizing potential risks and impacts from the Company's operations, including those of suppliers and contractors, on children's rights.
4. Increasing awareness and understanding among employees, suppliers, and contractors regarding child protection.

DSN Group prioritizes the following focus areas regarding child protection:

1. Child Welfare

- a. DSN Group promotes the welfare of children living with their parents in the Company's operational areas.

- b. DSN Group seeks to strengthen educational and healthcare systems and ensures access to childcare facilities.
- c. DSN Group encourages child participation in line with their aspirations and needs in the Company's operational areas.

2. Prevention of Child Exploitation

- a. DSN Group supports initiatives aimed at preventing all forms of child exploitation
- b. DSN Group takes reasonable steps to promote child safety in communities surrounding its operational areas.
- c. DSN Group responds appropriately to all forms of child exploitation, abuse, and violence.

3. Access to Education

- a. DSN Group provides opportunities for all children living in operational areas to access basic education.
- b. DSN Group aims to develop educational programs that support the intellectual growth of children near its operations.
- c. DSN Group endeavors to offer scholarships to selected, high-achieving children of employees.

This policy is implemented and periodically evaluated by the Human Capital function operating at each of the Company's operational locations.

DSN Group welcomes partnerships with competent organizations to deliver solutions that serve the best interests of children.

This policy will be reviewed and updated as needed to reflect changes within the Company or relevant regulatory developments. A set of definitions is attached to this policy as a reference for better understanding.

Andrianto Oetomo

Chief Executive Officer

Appendix to Policy No.: 043/DSN/CHC/III/2021

Definitions

- a. **Supplier** refers to providers of the primary raw materials for DSN Group's industrial operations.
- b. **Contractor** refers to service providers involved in infrastructure development and the procurement/maintenance of major machinery.
- c. **Facilities and infrastructure for children** within the Company include, but are not limited to, schools, childcare centers, clinics, transportation, and playgrounds.
- d. **Child participation** refers to the involvement of children in activities that support their development, such as informal education, sports, and cultural arts.