

WOMEN'S PROTECTION POLICY
PT DHARMA SATYA NUSANTARA Tbk (DSN GROUP)
No.: 044/DSN/CHC/III/2021

DSN Group fully recognizes that a safe, healthy, and inclusive work environment is essential to operational excellence. The Company is committed to fostering a work culture that is comfortable, equitable, and respectful of diversity by providing equal opportunities and ensuring non-discriminatory practices.

This policy aims to ensure that women's protection is consistently implemented across DSN Group's operational sites and that it is understood and followed by all suppliers and contractors within the DSN Group network.

DSN Group is committed to:

1. Providing support facilities for female employees and their families residing within the Company's operational areas.
2. Taking appropriate and necessary measures to protect the rights of women in all DSN Group operational locations.

Key Areas of Focus in Women's Protection Include:

- a. Protection from sexual harassment and violence;
- b. Prevention of discrimination, ensuring fair treatment and equal opportunities in employment;
- c. Safeguarding women's reproductive rights and health;
- d. Empowering women to enhance the well-being of their families;
- e. Respecting the rights of women and taking necessary and appropriate action when women are harmed or at risk of harm.

Implementation and Oversight

The implementation of this policy is carried out by a Women's Committee established at each of the Company's operational sites. This committee reports directly to the Human Capital function at the respective site and/or to the Human Capital team at the Company's Head Office.

DSN Group is open to collaborating with competent organizations to develop and deliver solutions that support women's welfare and empowerment.

This policy will be reviewed and adjusted as needed in response to changes in the Company's organizational structure or applicable laws and regulations. A glossary of definitions is attached to this policy to aid in its interpretation.

Sapta Mulia Center

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Pulo Gadung Industrial Estate
Jakarta 13930, Indonesia

March 18, 2021

Anarianto Oetomo

Chief Executive Officer

Appendix to Policy No.: 044/DSN/CHC/III/2021

Definitions

- a. **Supplier** refers to providers of primary raw materials for DSN Group's industrial operations.
- b. **Contractor** refers to providers of infrastructure development services and procurement/maintenance of major machinery.
- c. **Support facilities for women** in the workplace include separate toilets, nursing rooms, and childcare facilities.
- d. **Sexual harassment** is defined as any unsolicited and unwelcome sexual behavior or conduct that causes negative reactions such as shame, anger, discomfort, or offense to the victim.
- e. **Violence against women** refers to any act based on gender differences that causes physical, sexual, or psychological harm or suffering to women, including threats, coercion, or arbitrary deprivation of liberty, occurring in public or private life (as defined in Article 1 of the UN Declaration on the Elimination of Violence against Women, 1993).
- f. **Women's empowerment** refers to efforts to develop women's skills, knowledge, and personal growth to enable their participation in building and achieving family well-being.