



Employee Wellness Program

Objective

This policy regarding the Employee Health Program or Employee Wellness Program is part of PT Great Giant Pineapple's (GGP) commitment to creating a healthy life for all employees, physically and mentally, by balancing work and personal life. This policy also serves as a guideline in implementing Employee Health Program activities through various initiatives that encourage healthy lifestyles and improve the quality of life of all workers to improve performance at work.

Scope

This policy applies to all business units and employee under the auspices of PT Great Giant Pineapple.

Definition

- The Company is all business units under the auspices of PT Great Giant Pineapple.
- Employees are all workers from business units under the auspices of PT Great Giant Pineapple.
- Employee Health Program or Employee Wellness Program, hereinafter referred to as EWP is a program created by the Company for all workers to create a healthy life for all workers to improve performance at work.
- A healthy life is a life that is free from all spiritual (mental) or physical (physical) issues.

Policy Statement

General Policy

1. The Company is committed to always creating a healthy life for all employees through EWP activities.
2. Implementation of EWP activities can be carried out as a whole from the GGP Group or partially from each business unit and/or from directorates and/or divisions but still equally distributed to all workers.
3. Implementation of EWP activities is carried out by considering the Company's operational capabilities and needs.

EWP Activities and Company Facilities

EWP activities can be carried out through:

1. Recreation/gathering
2. Joint sporting events
3. Health seminars or webinars



4. Apart from EWP activities, the Company provides facilities to create a healthy life through:
 - a. Worship place
 - b. Provision of adequate housing taking into account the status of each worker
 - c. Organizing medical centers
 - d. Sports facilities and infrastructure
 - e. Recreation facilities

Implementation of EWP Activities

1. The Company determines the person responsible for carrying out EWP activities.
2. The person responsible for implementing EWP activities will prepare a work plan and then request approval from the Company leaders for its implementation
3. Person in charge of implementing EWP activities compile activity reports when they have completed implementing EWP activities

President Director

PT Great Giant Pineapple

Tommy Wattimena