



Human Rights Policy

Objective

PT Great Giant Pineapple (GGP) upholds the principle of respect for Human Rights by ensuring that GGP operations are carried out without violating the fundamental rights of employees as stated in the Universal Declaration of Human Rights and International Human Rights agreements. GGP has adopted a policy regarding respect for human rights in the Company's internal policies.

Scope

This human rights policy applies to all operations/business unit within the scope of PT Great Giant Pineapple. All employees, regardless of their positions, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Supplier and business partners are included in this Policy.

Definition

- Human rights are standards that recognize and protect the dignity of all human being regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work, and so on.
- The “Company” means PT Great Giant Pineapple and all its business unit.

Policy Statement

As a Company that promotes respect for human rights throughout the organization, we build the belief that all employees and stakeholders are entitled to fair treatment, protection, and respect. Therefore, the organization has published a strategy and commitment to human rights with the following practices:

1. The Company ensures that GGP does not use and support human trafficking & slavery.
2. The Company ensures that there are no monetary charges from applicants during the recruitment process, ensures employees work without coercion, and do not employ prison labour; as explained in conference 29 (ILO), GGP does not require employees to keep a deposit or original identity at the company during work and ensure that the company does not detain employees who decide to stop working.
3. The Company ensures that all employees recruited are over 18 years old. The Company ensures that all labour records are well maintained.
4. The Company ensures that employees are free to choose/join the employees' organization of their choice, and the company gives employees freedom to join socio-political and religious organizations outside the company.



5. The Company ensures that all employees have the right to form, join, and manage a labour/work union of their choice and bargain collectively on behalf of employees with Great Giant Foods.
6. The Company ensure that employees' salaries comply with applicable district minimum wage regulations, obtain a written explanation of the composition of wages and benefits received, and the overtime work is paid by applicable statutory provisions.
7. The Company does not engage in or support discrimination in the process of employment, remuneration/compensation, training, termination of employment, promotion, or retirement based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, orientation gender, family responsibilities, marital status, union membership, political views, age, or other conditions, which may give rise to discrimination.
8. The Company requires suppliers and business partners to support and respect the protection of human rights and comply with the provisions of employment in accordance with the conventions of the International Labor Organization (ILO). Suppliers require to undertake and ensure that there is no forced or compulsory labour in any form. The use of child labour is not permitted and all workers in the work environment are treated in accordance with labour regulations.

President Director
PT Great Giant Pineapple

Tommy Wattimena