



Discrimination and Harassment Policy

Objective

PT Great Giant Pineapple (GGP) upholds the principle of respect for Human Rights. GGP strives to create and maintain a work environment in which people are treated with dignity, decency, and respect. The environment of the company should be characterized by mutual trust and the absence of intimidation, oppression, and exploitation. Through enforcement of this policy and by education of employees, GGP will seek to prevent, correct, and discipline behaviour that violates this policy.

Scope

This discrimination and harassment 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

- Discrimination is as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.
- Harassment is defined as any behaviour of a sexual nature that affects the dignity of women and men, which is considered as unwanted, unacceptable, inappropriate and offensive to the recipient, and that creates an intimidating, hostile, unstable or offensive work environment.
- 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 is responsible for ensuring that there is no discrimination in recruiting employees, providing compensation, training, promotions, salaries, providing facilities, termination of employment or retirement based on gender, age, race, caste, religious origin, disability, marital status, nationality, political views, social level, social orientation, and other conditions that allow for acts of discrimination.
2. The Company does not interfere with employees' rights to have principles or practices related to race, national or social origin, religion, disability, gender, sexual orientation,



family responsibilities, union membership, political views, or other conditions that could give rise to discrimination.

3. The Company does not allow any behaviour that is intimidating, abusive, exploitative, or sexually coercive, including gestures, language, and physical contact in the workplace, residence, and other facilities provided by the company that employees use.
4. The Company does not tolerate any form of harassment, such as sexual, non-sexual, verbal, physical, or visual behaviour that aims to create an uncomfortable, hostile atmosphere, and intimidation will not be tolerated.
5. The Company educates employees through training to continue to comply with the Code of Conduct, including regulations governing compliance with anti-violence and harassment, which is carried out to create a work environment that is free from violence, threats (both implicit and explicit) and intimidation.
6. The Company requires suppliers and business partners to implement the principle of non-discrimination and is strictly prohibited to have corporal punishment and harassment in any form and upholds the noble principle of humanity in their operation/production.

Complaints Mechanism

The Company forms a compliance team whose task is to receive and follow up on all aspirations and complaints regarding acts of discrimination experienced by employees. Complaints regarding cases of discrimination, violence, and harassment are made through the following procedure:

1. Reports can be submitted through the complaint contact or by contacting the Compliance Partner in each of the Company's operational areas. The incoming report will be managed by the Compliance Officer, who is under the supervision of the Human Capital Department. The contact compliance partner available: Partner via email (compliance.officer@gg-foods.com) and mobile phone (081-777-8890)
2. In following up reports of violations, the Compliance Officer may coordinate with related units such as the Internal Audit team. Reports can be submitted anonymously and will be processed by first considering the seriousness of the report's contents, credibility, evidence submitted, and the possibility to confirm the reporting.
3. During the investigation, the Compliance Officer and Human Capital Department or other management employees will interview the complainant, the respondent, and witnesses to determine whether the alleged conduct occurred.
4. Senior management will review the investigative report and any statements submitted by the respondent, discuss the investigation results with the Compliance Officer, Human Capital Department, and other management staff as appropriate, and decide what action, if any, will be taken.



5. Once a final decision is made by senior management, the Human Capital Department will meet with the complainant and the respondent separately and notify them of the findings of the investigation. If disciplinary action is to be taken, the respondent will be informed of the nature of the discipline and how it will be executed.

Confidentiality

All complaints and investigations are treated confidentially to the extent possible, and information is disclosed strictly on a need-to-know basis. The Company provides protection to whistleblowers based on Law Number 13 of 2006 concerning Witness Protection. Complainants are protected from impacts and risks that may harm them in the future, and complainants have the right to know the follow-up to their report. All information pertaining to a complaint or investigation under this policy will be maintained in secure files within the HR department.

President Director
PT Great Giant Pineapple

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