



PT. Great Giant Pineapple

LABOR PRACTICE REPORT 2024

PT. Great Giant Pineapple



TABLE OF CONTENTS

1

LABOR PRACTICES PROGRAM

Ensure Adequate Wages At Or Above Cost-of-living Estimates Or Benchmarks **01**

Monitor working hours including overtime management **01**

Ensure Employees Are Paid For Overtime Work **01**

Regularly Engage With Workers' Representatives On Working Conditions **02**

Routinely Monitor The Gender Pay Gap To Achieve Equal Remuneration For Men And Women **02**

Expand Social Protection Coverage For Workers Beyond Public Programs **03**

Ensure Employees Are Taking Their Paid Annual Leave Entitlements **03**

Provide Training Or Reskilling To Mitigate Negative Effects Of Industrial Or Climate Transition Changes **04**

Labor Practices Program

Ensure Adequate Wages At Or Above Cost-of-living Estimates Or Benchmarks

GGP is committed to ensuring that its employees receive a living wage that exceeds the local cost of living. In Lampung Province, this includes covering essential needs such as food, housing, and clothing, as well as additional expenses such as healthcare, transportation, personal care, childcare, and education.

According to the 2022 data (latest data) from the Central Bureau of Statistics (Badan Pusat Statistik - BPS) for Lampung Province, the average monthly household expenditure on food and non-food items is IDR 971,374 in Central Lampung and IDR 997,496 in East Lampung. Currently, GGP complies with government regulations by providing a minimum wage of IDR 2,721,575 (applied for male & female) to employees based in Lampung – significantly above the average expenditure.

In Central Jakarta, based on 2022 BPS data (latest data), the average monthly household expenditure on food and non-food items is IDR 2,071,301. GGP ensures that employees in this region receive a minimum wage of IDR 5,067,384 (applied for male & female), which is well above the cost of living.

This commitment also extends to contractors and partners working with GGP. GGP adheres to all government wage regulations while benchmarking compensation against local household expenditures using a living wage methodology.

Monitor working hours including overtime management

At GGP, the company adheres to the Indonesian government's regulations as stipulated in Law No. 11 of 2020 concerning Cipta Kerja, with the following provisions on working hours, which are also governed under the Collective Labor Agreement (CLA) atau Perjanjian Kerja Bersama (PKB) GGP :

1. 7 (seven) hours per day and 40 (forty) hours per week for a 6 (six)-day workweek; or
2. 8 (eight) hours per day and 40 (forty) hours per week for a 5 (five)-day workweek.

Any work performed by employees under the instruction of a superior that exceeds the stipulated working hours is considered overtime and is subject to overtime pay in accordance with the company regulations outlined in the Collective Labor Agreement.

Employee attendance is recorded using a timecard system upon arrival and departure, which is managed by each respective department or division.

Ensure Employees Are Paid For Overtime Work

GGP ensures that employees are compensated for overtime work in accordance with the Collective Labor Agreement (CLA) or Perjanjian Kerja Bersama (PKB) and the Company's regulations.

When an employee submits an overtime work request and it is approved by their supervisor, an assigned administrative staff member is responsible for recording and summarizing the overtime hours. As a result, at the end of the payroll period, employees are guaranteed to receive overtime pay based on the number of hours agreed upon between the employee and their supervisor, in line with the Company's policies.

Regularly Engage With Workers' Representatives On Working Conditions

Serikat Pekerja Seluruh Indonesia (SPSI), or Indonesia Labour Union, is a recognized labor union within the GGP organization. At GGP, SPSI has appointed representatives/employees who serve as members of the PUK FSPPP SPSI to handle labor-related matters. The Company's management regularly engages with SPSI to discuss working conditions. Bipartite meetings are also held between GGP and SPSI in the event of disputes between employees and the Company. In addition, annual meetings are conducted with SPSI representatives to gather employee feedback and discuss suggestions for improvement with the Company.

In GGP 100% of employees represented by an independent trade union or covered by collective bargaining agreements.

Routinely Monitor The Gender Pay Gap To Achieve Equal Remuneration For Men And Women

At GGP, there is no gender pay gap between men and women. From the recruitment and contract offering process, GGP ensures that all employees receive at least a wage that meets the living wage methodology as well as the regulations set by the Indonesian government. As a result, remuneration decisions are made without any distinction between male and female employees.

Expand Social Protection Coverage For Workers Beyond Public Programs

At GGP, there is no gender pay gap between men and women. From the recruitment and contract offering process, GGP ensures that all employees receive at least a wage that meets the living wage methodology as well as the regulations set by the Indonesian government. As a result, remuneration decisions are made without any distinction between male and female employees.

- **Workplace Accommodation**

The Company provides housing facilities for employees and their families, such as dormitories for single workers and housing for employees with families.

- **Supporting Workplace Facilities**

GGP offers a range of additional facilities, including places of worship, an on-site clinic with inpatient services, public education facilities, sports infrastructure, school transportation for employees' children, daycare for toddlers, a company canteen, recreational facilities, annual recreational trips, and lactation rooms.

- **Eyewear Support**

The Company provides financial assistance for the purchase of eyeglasses, based on the employee's job level.

- **Marriage Assistance**

- **Bereavement Assistance**

- **Education Support and Scholarships**

- **Maternity Assistance**

- **Other Benefits Including flexible benefits that can be converted into sports equipment or fitness-related facilities.**

Ensure Employees Are Taking Their Paid Annual Leave Entitlements

In accordance with Article 29 of the Collective Labor Agreement (CLA) or Perjanjian Kerja Bersama (PKB) and complied with UU Ketenagakerjaan Nomor 13 Tahun 2003 dan UU Cipta Kerja Nomor 11 Tahun 2020 Indonesia, provisions regarding annual rest days (annual leave) are stipulated. Under this agreement, employees are entitled to annual leave after completing 12 (twelve) consecutive months of service.

The number of annual leave days granted depends on the employee's length of service, as follows:

1. > 1 year to < 5 years - 12 days of annual leave
2. > 5 years to < 10 years - 14 days of annual leave
3. > 10 years to < 15 years - 16 days of annual leave
4. > 15 years to < 20 years - 18 days of annual leave
5. > 20 years - 20 days of annual leave

Provide Training Or Reskilling To Mitigate Negative Effects Of Industrial Or Climate Transition Changes

GGP consistently provides training and reskilling programs to mitigate the negative impacts of industrial and climate transition changes. Each year, GGP offers training for employees on climate transition topics such as energy management systems and environmental compliance, including PROPER and ISO 14001. In 2024, GGP also conducted reskilling programs focused on the latest emission compliance standards, such as the Science Based Targets initiative (SBTi). Example of training:



Picture 1. Energy Management System Training