



HUMAN RIGHTS POLICY

PT Austindo Nusantara Jaya Tbk ("ANJ") is a company engaged in the production and sale of crude palm oil, palm kernel and other sustainable food products and renewable energy, and has a vision to become a world-class agribusiness-based food company that improves the quality of life of people and nature.

Respect for human rights is fundamental to our core values. ANJ recognizes, respects and is committed to conducting business in accordance with the United Nations (UN) Guiding Principles on Business and Human Rights and the Fundamental Principles and Rights at Work as contained in the International Labour Organization (ILO) Basic Conventions. In addition, our core values reinforce our commitment to ethical business practices and good corporate governance. ANJ is a member of the United Nations Global Compact.

We are committed to realizing the business and human rights principles that we believe will positively impact our business by working with and engaging our stakeholders. This policy confirms our commitment in line with our Sustainability Policy.

Policy Reference

1. Indonesia's Constitution related to human rights include Law of the Republic of Indonesia No.5 of 1998 on the ratification of the Convention against torture and other cruel, inhuman or degrading treatment or punishment and Law of the Republic of Indonesia No.39 of 1999 on Human Rights.
2. Universal Declaration of Human Rights.
3. ILO Conventions related to human rights include ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize, ILO Convention No. 105 on the Abolition of Forced Labor, ratified through Law No. 19 of 1999, ILO Convention No. 111 on Discrimination in Employment and Occupation, ratified through Law No. 21 of 1999.
4. ANJ Sustainability Policy.

Scope

This policy applies to all companies under the ANJ Group, as well as all suppliers and other third parties with whom our Group has business relationships.

Worker-related:

1. Prohibition of Child Labor, Forced Labor and Human Trafficking.
We have zero tolerance for child labor, forced labor or exploitation in any form, and human trafficking.
2. Freedom of Association, Right to Organize and Collective Bargaining.
We respect the right of workers to associate and organize, and support employees to conduct collective bargaining.

PT Austindo Nusantara Jaya Tbk.

Menara BTPN Lantai 40

Jalan Dr. Ide Anak Agung Gde Agung Kav. 5.5 - 5.6

Kawasan Mega Kuningan, Jakarta 12950

T (62 21) 2965 1777 F (62 21) 2965 1788

www.anj-group.com

The Company fosters harmonious industrial relations with workers' representatives and/or Trade Unions that are carried out by deliberation through the Bipartite Cooperation Institution (LKS Bipartit) located in each Company location.

3. No Discrimination in Employment and Position.

We encourage diversity, equality and inclusivity. We reject all forms of discrimination based on gender, ethnicity, religion, race, religion, nationality, political views and physical condition in terms of employment, wages and bonuses, training and development and promotion.

4. Conditions and Rewards.

We implement fair and equitable employment benefits by providing health insurance, retirement planning, as well as annual leave, sick leave and maternity leave.

5. Supportive and Safe Work Environment.

We are committed to providing a safe working environment so that workers can perform their jobs without the risk of illness and injury, and free from all forms of harassment. In locations where the Company provides housing facilities, we provide decent living quarters that meet hygiene and health standards. In particular, for female workers, we respect their reproductive rights and support them to fulfill their roles as workers and family caregivers.

Related to Indigenous Peoples and Local Communities:

We will ensure that the following are the basis for respecting the human rights of indigenous peoples and local communities, and community engagement:

1. Free, Prior and Informed Consent (FPIC).

We respect the existence of legal land rights and customary land rights. All issues related to land use and participation in conservation and development efforts are consulted through free, prior and informed consent (FPIC) dialogues with communities.

2. Respect the land tenure, customary and cultural rights of local communities.

Prior to commencing operations, we conduct social impact assessments across our areas covering local customs, culture and prevailing patterns of leadership and decision-making in the communities.

3. Maintaining ongoing engagement with local communities.

We ensure that we communicate and socialize our commitments, views and the programs, projects and activities that we have, are and will implement.

4. Ensuring local community engagement and development.

We are committed to improving the livelihoods of local communities by enhancing their economic and social well-being and developing their capacity.

Human Rights Impact Management

We are committed to implementing a human rights due diligence framework to identify the impact of our operations on human rights. We engage our stakeholders in identifying and preventing risks of human rights abuses, and work with them and relevant parties to remedy the impacts of our business operations.

Grievance and Remediation Mechanism

We ensure there is a mechanism for workers, communities and other stakeholders to raise grievances. Our grievance mechanism upholds proportionality, cultural appropriateness,

accessibility, transparency and accountability as well as appropriate protection (anonymity). We also formulate remediation mechanisms or guidelines for victims in the event of human rights violations.

Governance, Oversight and Reporting

Governance of Sustainability, including human rights, in the ANJ Group is led by the President Director/CEO supported by the ANJ Executive Leadership Team comprising the Directors of ANJ and all subsidiaries. Regular consultations also involve the Risk Management Committee and the Sustainability Committee. As part of the implementation of the principles of transparency and accountability to stakeholders, we are committed to reporting our efforts and progress in identifying, preventing and remediating potential or actual human rights violations through the Company's communication channels and/or periodic reports.

We commit to establishing a team to conduct risk analysis and audits to monitor the implementation of human rights protections in our operations and throughout our supply chain on a regular basis.

In line with our core value of continuous improvement, we continue to evaluate and improve our ability to address human rights.

This policy will be reviewed and updated regularly to remain aligned with applicable regulations and best standards and practices.

Jakarta, November 30th, 2023