

RESPECTFUL WORKPLACE POLICY

Policy for A Workplace That is Free of Discrimination, Violence, and Harassment

Pertamina Group is committed to establish workplace that is free of discrimination, violence, and harassment, to create more inclusive and productive working environment for Perwira Pertamina in order to drive corporate sustainability.

In order to realize that mission, Board of Directors and all Perwira Pertamina are committed to,

A. Free of Discrimination

Do not perform any distinction, exclusion, or preference made on the basis of ethnicity, race, nationality, colour, religion, sex, age, disability, or other characteristics, which create discrimination of a person or a group in company's activities including but not limited to recruitment and selection, performance review, training and development, compensation and benefit, promotion/demotion, termination, and social interaction at the workplace. (Ref: ILO Convention No. 111 concerning Discrimination in Employment & Occupation)

B. Free of Violence & Harassment

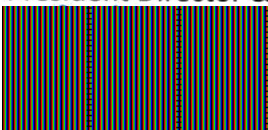
Do not perform any unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment that is unwanted in form of physical, verbal, non-verbal, visual, and emotional which cause a person to be intimidated, insulted, offended, and humiliated. (Ref: ILO Convention No. 190 concerning Violence & Harassment in The World of Work)

All Perwira Pertamina is obliged to report any discrimination, violence, and harassment action that happen in their working environment through dedicated channels that have been provided by the Company. All discrimination, violence, and harassment actions will be investigated and sanctioned accordingly based on Company's policy with a maximum punishment of employment termination.

President Director & CEO of PT Pertamina (Persero) is responsible to ensure the implementation and continuous improvement of this policy. All Perwira Pertamina is obliged to obey this policy.

Jakarta, August 2021

President Director & CEO,



Nicke Widyawati