

HEALTH AND SAFETY POLICY

(the “Policy”)

1. Our Responsibility to Provide Safe and Healthy Working Environment

PT. Indah Kiat Pulp & Paper Tbk (hereinafter referred as the “Company”) recognizes the importance of conducting the business in a manner that ensures the health and safety of its workers, visitors, and complies with relevant legislation, codes of practice and other requirements. We ensure that appropriate arrangements are in place to comply with all duties and enable the pursuit of continuous improvement in its operations and Occupational Health and Safety Management Systems (OHSMS).

Our Operations, Suppliers and Partners

We commit to provide a safe and healthy working condition for the prevention of work-related injuries and ill health to all workers and visitors. We also commit to the prevention or reduction of property loss. To achieve these goals, all workers including their representatives are consulted.

2. Our Approach

Company implements reasonably practicable steps to ensure the health and safety of the workers and visitors:

- 2.1 We comply with laws and regulations related to Occupational Health and Safety (OH&S).
- 2.2 We identify hazards, risks and opportunities for work accidents or work-related diseases by implementing appropriate actions to minimize risks, avoid opportunities for work accidents or work-related diseases and eliminate hazards. We actively provide consultation and build participation of workers and their representatives regarding Occupational Health and Safety (OH&S).
- 2.3 We provide instructions, information, trainings and supervision to enable workers to carry out their task safely and effectively.
- 2.4 We provide effective welfare programs, which includes but not limited to substance abuse prevention program (e.g. alcohol, drugs, etc.) and HIV AIDS prevention program. Health examinations in the form of HIV AIDS tests are not required for employee selection or promotion purposes. We provide safe and healthy working conditions and support the development of safe behavior and prevent unsafe behavior.
- 2.5 We conduct formal process and management system to enable Company to meet all its legal obligations.
- 2.6 We conduct process to set annual objectives and targets against which its performance is monitored and reported regularly.

Company has implemented Occupational Health and Safety Management (SMK3 Indonesia) and the ISO 45001 International Standard to demonstrate our commitment to the health and safety.

3. Governance

- 3.1 This Policy applies to Company's operations, suppliers and partners in Indonesia.
- 3.2 The rules applied across our operations are derived from the provisions in this Policy.
- 3.3 This Policy will be reviewed on a regular basis for relevance and its effectiveness to achieve business objectives. To ensure the implementation of this Policy, we conduct regular monitoring and evaluation of its progress.
- 3.4 Health and Safety function is appointed to coordinate the day-to-day implementation of Company's occupational health and safety in line with this Policy. Company¹ regularly reviews the progress on the implementation this Policy.
- 3.5 We report the progress on the implementation of this Policy to our stakeholders in a variety of ways.

This Policy is to further elaborate the Company's commitment on providing safe and healthy working environment as stated in the Company's Sustainability Commitment.

Jakarta, 31 May 2023

¹ As referred to the Company's Governance Policy

REFERENCE

REGULATION (LAW)

Law of the Republic of Indonesia Number 1 Year 1970 concerning Workplace Safety

STANDAR

International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its 8 Core Conventions (1998)

Occupational Health and Safety Management Systems ISO 45001:2018