

HUMAN RIGHTS POLICY

I. INTRODUCTION

Respect for human rights is an important part of PT Impack Pratama Industri Tbk, and is one of the keys to responsible business operations. In this regard, the Company is committed to giving great attention to the application of human rights principles in the work environment.

The Human Rights Policy is a form of the Company's respect for the fulfillment of human rights in the workplace. This policy is guided by the provisions that apply globally, the laws and regulations in Indonesia, and the regulations that apply internally to the Company.

II. SCOPE OF HUMAN RIGHTS POLICY

The scope of the policy, as a manifestation of the Company's commitment to the implementation of human rights, includes:

1. Fulfillment of basic labor rights, such as wages, provision of facilities and facilities for worker welfare, occupational safety and health, as well as social security for workers.
2. The company ensures that every employee gets equal opportunities in the recruitment process, career advancement and competency development; without distinction of gender, ethnicity, race, disability, religion or other indicators that violate human rights.
3. The company ensures that employment practices are in accordance with the Labor Law and applicable internal company regulations. There are no business activities that involve underage workers (child labour), as seen from one of the requirements to be accepted as a prospective worker is to be at least 18 (eighteen) years old. The company also ensures that there is no forced labor in business activities.
4. The company grants the right to freedom of association and assembly and the right to bargain.
5. The company also encourages business partners, in this case suppliers, to respect human rights in the implementation of their business, as well as pay attention to the health, safety and welfare of employees.

III. CLOSING

The Company realizes that respecting and appreciating the human rights is an important responsibility, in order to create a dynamic and harmonious working relationship, which will ultimately have a positive impact on employees and the Company.

If internal parties find a violation of this policy, then reporting can be done using a whistleblowing system mechanism. Protection for whistleblowers and reporting handling mechanisms, in accordance with the standard whistleblowing system mechanism contained in the Guidelines for the Implementation of Good Corporate Governance of PT Impack Pratama Industri Tbk ("GCG Guidelines").