The principle of our Social Policy is built on the basis that our business needs to be conducted in a sustainable manner and it must contribute positively to the betterment of all our stakeholders.

We recognize the fact that new land development and long term operations may sometimes have unintended negative social impacts but we would strive to mitigate this to the best of our abilities in all of our operations and we will not make compromises to this principle which ensure social justice and benefit for all.

In line with our company's Standard of Business Conduct (SBC), all of our subsidiaries value the needs of our stakeholders and we have prepared this social policies as a testament of our commitment to this aspect of sustainable development. We shall therefore commit to:

- Treat all employees fairly irrespective of gender, ethnicity, national origin, disability, sexual orientation, religion, political affiliation, union membership or age;

- Respect the rights of all employees to join any form of association, unions, and body of religious, political and/or social nature;

- Prevent sexual harassment and all forms of violence against women and protect their reproductive rights;

- Prohibit the use of child labour or forced labour;

- Consult with local communities and consider their aspirations in any contributions to community development and the improvement of the quality of life;

- Ensure that any negotiations for compensation, for the loss of customary ownership or traditional rights, are dealt with through a documented system that enables indigenous people, local communities and their stakeholders to express their views through their own representative institutions;

This policy is effective since signed.

Jakarta 1st May 2011

Sanjaya Upasena  
Director Sustainability