



MEDCOENERGI

MedcoEnergi Human Rights Policy

MedcoEnergi is committed to respecting human rights as set out in the Universal Declaration of Human Rights (UDHR) and other instruments such as the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Our approach is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Voluntary Principles on Security and Human Rights (VPSHR).

We are committed to complying with applicable laws in the countries where we operate, and in circumstances where national laws and international human rights standards differ, we are committed to aligning with the higher set of requirements.

We are committed to promoting human rights through the provision of affordable and accessible energy, whereby its access is instrumental in maintaining and securing socio-economic progress and forms the foundation of development in locations where we operate. We are also committed to promoting human rights by generating positive benefits for our local communities through community development programs which empower these communities to become more resilient and self-reliant.

The commitment in this policy applies to all MedcoEnergi companies and subsidiaries globally, including all business partners from which we expect the same high standards and commitment.

Our Management Framework

MedcoEnergi has robust risk management policies and procedures in place and is committed to integrating a human rights due diligence approach, to ensure we identify, prevent, and address our human rights risks and impacts. These include, but are not limited to:

- MedcoEnergi [Code of Conduct](#) serves as our principal guidance on how we should conduct business based on our Corporate Values, including our commitment to respect the human rights of all people who work at and for the Company.
- MedcoEnergi [Sustainability Policy](#) affirms our commitment to conduct business in compliance with relevant human right laws wherever we operate.
- MedcoEnergi [Code of Supplier](#) reinforces our expectations for our business partners to uphold the Code of Conduct.
- MedcoEnergi [Health, Safety, and Environmental \(HSE\) Policy](#) confirms our commitment to achieve zero incidents, injuries, illnesses in all our activities and to protect our employees and stakeholders as well as the environment where we operate.

MedcoEnergi has multiple management systems in place to enable the implementation of these policies such as the Anti-Bribery Management System (ABMS), among others. The ABMS ensures our continuous and strict adherence to business transparency, anti-bribery compliance, and ethical business practices across all sites globally in alignment with international good practices.



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Our Commitments

MedcoEnergi conducts routine assessments across our operations and value chain to ensure we identify and prioritize the most salient issues for action and management based on potential and actual human rights impacts and risks affecting our rightsholders: our employees, society and local communities, and our business partners and their employees:

We have made the following commitments for each of these groups:

Employees

We respect our employees' rights in line with the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We fully comply with all applicable labor laws and regulations in the countries we operate, and we ensure all our operational sites maintain the highest workplace health and safety standards. We provide decent and fair working conditions, and we recognize and respect our employees' right to join and form trade unions and participate in collective bargaining. We strictly prohibit all forms of child labor, modern slavery, harassment, and discrimination on all our operational sites.

Society and local communities

We respect the rights of individuals and the local communities in areas where we operate. We respect community and public safety by managing the environmental impacts of all operational sites in full compliance with national laws and in alignment with IFC Performance Standards. We also integrate climate-related risks in our risk management processes and conduct stakeholder engagements to facilitate a just transition with all potentially affected rightsholders.

We respect the community's rights of ownership and use of land and natural resources including biodiversity in alignment with applicable laws and regulations. We engage with communities prior to operating in new areas, and we avoid involuntary resettlement of individuals and communities to the greatest extent possible. In cases where disruptions are unavoidable, we engage and work with affected rightsholders in compliance with applicable government regulations and in alignment with IFC Performance Standards.

We are committed to identifying and respecting the rights of groups that may be particularly vulnerable to adverse human rights impacts. These may include ethnic minorities, religious minorities, women, children, migrant workers and their families, and Indigenous Peoples.

We are committed to promoting and creating a positive impact for communities in our operational areas by deepening our engagement and empowering the people through our Community Development Policy and various Community Development programs.

Business partners and their employees

We require all our business partners, including our suppliers of services, equipment, materials and other goods, agents, consultants, contractors, and subcontractors (together, "Business Partners"), to comply with our Code of Conduct and Code of Supplier which mandate full compliance with all applicable laws and regulations to ensure the rights of their employees are protected. This includes zero tolerance of child labor and forced labor.



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Salient human rights issues associated with each rightsholder group, the Company's further commitments and high-level approaches can be found on our website. Our [annual sustainability report](#) contains additional information on key human rights updates and progress, including challenges, when relevant.

Our Grievance Mechanisms

Grievance Mechanisms

MedcoEnergi's Grievance Mechanism Guideline requires all operational assets to maintain a systematic and rules-based procedure to ensure individuals/communities affected by the Company's activities are able to submit grievances. This includes a procedure to investigate all received grievances and provide appropriate remedy as necessary to address negative impacts.

Employee and contractor industrial relations grievances are regulated separately as part of Collective Labor Agreements and other documents issued by MedcoEnergi's Human Resources Directorate, Audit & Integrity Compliance Division or other Employment Contracts or Contractors' Internal Policies.

Whistleblowing Mechanisms

MedcoEnergi provides and facilitates [Whistleblowing Channels](#) for all internal and external stakeholders to report potential violations of [MedcoEnergi's Code of Conduct](#) and Company policies.

Our Governance

The Board of Commissioners (BoC) of MedcoEnergi through the Sustainability and Risk Management Committee (SRMC) provides oversight and guidance to the Company's Board of Directors (BoD) on risk management for all businesses, including human rights-related risks and opportunities. The BoD is responsible for monitoring the global implementation and progress of the Company's business strategies and policies, including the Sustainability Policy and Human Rights Policy.

The Corporate Sustainability and Risk Management (CSR) division is responsible for the ongoing management of policies related to human rights, alongside sustainability, climate, and risk management. CSR coordinates with functional divisions such as Health, Safety and Environment (HSE), Human Resources (HR), Relations and Security (R&S), Supply Chain Management (SCM) and Audit and Integrity Compliance (A&IC) to monitor progress towards meeting MedcoEnergi's sustainability targets and the management of human rights risks. These functional teams also support the integration and implementation of human rights due diligence at the asset level and across business units.

Stakeholder Engagement

MedcoEnergi is committed to building and maintaining stakeholder relationships based on mutual trust and transparency. We conduct routine engagement with our internal and external stakeholders to identify potential human rights risks, address stakeholder concerns effectively, and strengthen our human rights commitments.



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Our [annual sustainability report](#) contains a detailed stakeholder map and information on the Company's involvement in relevant associations and multi-stakeholder initiatives.

Continuous Improvement

As we continue to monitor, track and transparently report on our ability to manage human rights risks and generate a positive impact, we also seek to continuously update and refresh this human rights policy based on consultations with internal and external experts, as well as potentially affected rightsholders including vulnerable groups.

This human rights policy is approved by MedcoEnergi's Board of Directors (BoD) and is communicated to all employees and relevant external stakeholders through training and other forms of socialization and engagement.

Date: 10 January 2024

Amri Siahaan
Director and Chief
Administrative Officer

Ronald Gunawan
Director and Chief Operating
Officer

Anthony Robert Mathias
Director and Chief Financial
Officer

Roberto Lorato
Director and Chief Executive
Officer

Hilmi Panigoro
President Director
SRMC Member