



MedcoEnergi Sustainability Policy

MedcoEnergi must generate benefits for our stakeholders in a sustainable manner. This means maintaining technical excellence and operational efficiency, and conducting our affairs transparently and with integrity so that we maintain our social license to operate. These elements are enshrined in our core Corporate Values and Good Corporate Governance Principles, which we uphold vigorously.

Our business operations and interactions have the potential to cause significant environment and social impacts. We must have robust risk identification and management policies and procedures in place to ensure good stewardship. We are committed to operating in an ethical, sustainable manner, protecting the health and safety of our employees, safeguarding the environment, and listening and acting in response to the needs of our stakeholders wherever we operate. This includes local communities, business partners and our supply chain, and regulatory authorities, and from each of these we expect the same high standards.

We will achieve our vision by investing in three priority pillars:

Leadership of and by Our Employees:

Our people are our most valuable asset. They are the keystone of our operations and our future success. Therefore, we must recruit diverse talent from all backgrounds who possess the right skillsets and ethical values. We are committed to maintaining a healthy, safe workplace built upon a culture of mutual respect. To be successful we will develop the capacity of all of our employees while recognizing and rewarding individual performance and expecting personal accountability. All levels of our management are expected to set clear directions towards our expectations.

Environmental and Social Development:

As a responsible corporate citizen, we are committed to comply with all applicable laws and regulations, and aligning our health, safety and environmental management with industry best practice and relevant international standards. We regularly set and monitor our goals and performance to achieve zero injuries, illnesses, environmental incidents, and the reduction of waste and emissions. We seek to continually strengthen our operational excellence through enhancing our safety culture, stakeholder engagement, environmental stewardship, and the ongoing adoption and development of best practices. We are committed to complying with all applicable laws and regulations, to respecting human rights in line with the UN Guiding Principles for Business and Human Rights and the Voluntary Principles on Security and Human Rights, and to learning from and applying industry best practice and relevant international standards.

Local Community Empowerment:

MedcoEnergi endeavours to be a leading company on social practices and responsibility wherever we operate. We engage regularly, openly and honestly with stakeholders to share, hear and understand each party's views and concerns. We respond by making community investment decisions in a strategic, fair and transparent manner as we seek to empower and support the creation of self-reliant communities aligned with the UN Sustainable Development Goals.



MEDCOENERGI

This policy is mandatory and sets the expectations for all employees and business units managed by Medco Energi Internasional and it should be communicated to and understood by our stakeholders. We will review this policy annually and adjust as necessary.

Date: 8 May 2020

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