

Decent Living Wage Policy

Socfindo understands that all employees require a decent living wage.

Socfindo is committed to:

- Ensuring remuneration systems are applied equally, transparently and are understood by all employees in line with all regulations,
- Payment of a decent living wage either meeting or exceeding national wage standards.
- Socfindo facilitates the creation of cooperatives acting as business partners with the Company. In addition, Socfindo fully supports activities which improve its employee welfare.

Socfindo is committed to implementing this policy to all employees.

Adopted by PT Socfindo
in June 2019 and reviewed in April 2021