



Freedom of Association Policy

Socfindo respects the rights of all employees to freedom of association and the right to collective bargaining in Bahasa or other language of their choice as a basic human right.

All employees have the right to join and participate in any lawful independent representative union, group or other organization of their choice.

All employees have the right to collective bargaining as they may wish to be free from coercion of any form.

Socfindo is committed to implementing this policy to all employees.

Adopted by PT Socfindo
in June 2019