

Human Rights Defenders Policy

Socfindo recognises and is committed to respecting international human rights standards. These shall include at a minimum the human rights standards as set out and defined in:

- The United Nations declaration on Human Rights Defenders,
- The Universal Declaration of Human Rights,
- The International Covenant on Civil and Political Rights (explicitly the protection of whistle-blowing as an aspect of freedom of expression under Article 19),
- The International Covenant on Economic, Social and Cultural Rights,
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),
- The International Labour Organisation's (ILO) Declaration on Fundamental Principles and rights to work,
- Any other guidelines or human rights standards as set out in the laws of the Republic of Indonesia.

Socfindo is committed to resolution of any conflict through peaceful means that promote the dignity of people and respect the rights of all. Violence and threats have no place in Socfindo and any form of violence, harassment or intimidation against any individual or group is strictly prohibited including any retaliation against Human Rights Defenders whether violent or non-violent.

For the purposes of this Policy **Human Rights Defenders** or **HRD** shall mean:

Individuals, groups and associations who promote and protect universally recognised human rights and contribute to the effective elimination of all forms of violations of human rights and fundamental freedoms of individuals and peoples. This definition includes Environmental Human Rights Defenders, whistleblowers, complainants and community spokesperson. This definition does not include those individuals who commit or propagate violence.

The minimum standard for protection against Human Rights Defenders shall be as set out in the *RSPO Policy on the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons*¹.

Socfindo expressly grants protection for any reports documents or information in any form made with a reasonable belief that the information is true at the time it is disclosed.

Socfindo shall protect individuals against violence, threats, all forms of retaliation, direct or indirect, pressure or any other arbitrary action as a consequence of the individual's legitimate exercise of their fundamental human rights in the course of their engagement with Socfindo.

Socfindo shall protect individuals from all forms of retaliation, disadvantage or discrimination in the workplace linked or resulting from HRD activities. Socfindo shall preserve the individual's confidentiality and the identity of the individual may not be disclosed without the individual's explicit informed consent.

¹
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All Socfindo employees and workers have the right to decline to participate in corrupt, illegal or fraudulent acts.

Socfindo shall provide protection against threats to individuals who have disclosed information anonymously including those who subsequently have been identified without their explicit consent.

Socfindo shall have in place a grievance procedure to investigate and handle complaints by Human Rights Defenders and whistle blowers which shall conform to the requirements as set out in *Annex 1 of RSPO Policy on the Protection of Human Rights Defenders, Whistleblowers, Complainants and Community Spokespersons*.

Socfindo shall provide comprehensive training for its management and staff on the contents of this policy. The contents of this policy and their standards shall be clearly communicated to the whole workforce including where necessary posting in visible parts of the workplace.

Socfindo is committed to communicating this Human Rights Defenders Policy to all levels of the workplace, its contractors, local communities and key stakeholders

**Adopted by PT Socfindo
in June 2019**