

Non Discrimination and Equal Opportunity Policy

At Socfindo, every employee is entitled to equal treatment and Socfindo does not discriminate based on religion, race, sexual orientation, gender, national origin, caste, disability, gender identity, union membership, political affiliation or age. Socfindo is committed to ensuring a safe and inclusive work environment for all of its employees.

Socfindo's recruitment selection, promotion and evaluation processes are based solely on merit, experience, education, skills and performance. Socfindo ensures all employees are treated fairly and protected from any form of discrimination that would constitute a violation of their human rights.

Socfindo is committed where possible to removing barriers and assisting women in the workplace to ensure that they have equal opportunities to succeed and progress in the workplace to meet their inherent potential. Creation of gender committees, designated places for breastfeeding, and childcare for preschool children of employees are some examples of measures implemented to meet the needs of women in the workforce.

Discrimination based on any grounds in recruitment, dismissal or promotion, or during the performance of business operations is strictly prohibited.

Socfindo is committed to implementing this equal opportunity policy to all employees.

Adopted by PT Socfindo
in June 2019
Updated in October 2021