

Prevention of Violence and Harassment Policy

Socfindo recognizes that all violence and harassment including sexual harassment are violations of human rights. Socfindo is committed to preventing all violence, sexual abuse and harassment of any form towards its workers.

To facilitate the protection of all its workers, especially women from any instance of violence, abuse and or sexual harassment of any kind, Socfindo shall :

- Ensure all workers are informed of their rights and obligations and that Socfindo will not tolerate any form of violence, abuse or harassment including sexual harassment in the workplace,
- Ensure that all grievances related to violence and sexual harassment are dealt with fairly and transparently in a manner which respects the confidentiality and protects the complainant,
- Ensure it has in place a clear Grievance Procedure for dealing with any instance of violence and or sexual harassment and that this shall use the Gender Committee as the first body for adjudication.

Socfindo shall implement and communicate this Prevention of Violence and Harassment Policy to all employees.

Adopted by PT Socfindo
in June 2019