

Reproductive Rights Policy

Socfindo is committed to recognizing the reproductive rights of all, especially of women and ensuring that women workers are entitled to their rights.

Socfindo is committed to ensuring that :

- All workers of Socfindo understand the laws and regulations relating to reproductive rights,
- There is a Gender Committee in place which among its responsibilities shall include periodic assessment of the needs of its female employees, especially new mothers,
- Educational programmes shall not discriminate against women or any other group and shall be merit based,
- Adequate childcare facilities are provided,
- Pregnant women do not perform tasks related to hazardous chemicals,
- Breast-feeding women do not perform tasks related to the chemical substances until after 9 months and have adequate rest time to breastfeed their babies,
- Women workers who take breaks to breastfeed their babies receive full payment.

Socfindo is committed to implementing and communicating this Reproductive Rights Policy to all employees.

Adopted by PT Socfindo
in June 2019