

## **Bumitama Agri Ltd.**

### **GROUP DIVERSITY POLICY**

Bumitama Agri Ltd. (the “**Company**” or “**Bumitama**”) together with its subsidiaries (the “**Group**”) is committed to promote equality and respectful treatment of all individuals, through embracement of differences deriving from one’s gender, age, nationality, ethnicity, race, religion, social or economic group, and many other relevant factors such as individual characteristics. This commitment of respecting and valuing all forms of differences extends from the Board of Directors, to the senior management transcending all the way down to the workforce, including parties contracted to act on its behalf in various processes.

Therefore, in recognition of the diversity that various people bring to the organization, the Company will:

- Respect rights of all workers, including contract, temporary, and migrant workers, in accordance with the local and national laws, regulations, and practices; including the International Labour Organisation requirements for decent work and core conventions on child labour, forced or compulsory labour, freedom of association, and elimination of discrimination;
- Ensure equal treatment and work opportunities for all without distinction of ethnicity, nationality, race, religion, age, disability, gender, sexual orientation and others;
- Ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including Board members, to continually enhance the business performance of the Company;
- Promote women’s rights in line with international standards and frameworks such as outlined in the UN’s Convention on the Elimination of All Forms of Discrimination Against Women, the International Covenants on Civil and Political Rights, and on Economic, Social, and Cultural Rights, while committing to contribute to the UN’s Sustainable Development Goals no. 5 on Gender Equality. At the operations level, gender committee may be created for planning and running programmes for equal opportunities for women in the workforce;
- Establish and maintain a safe work environment for women, by protecting them from intimidation, discrimination, sexual harassment, violence and observing their reproduction rights.

The Company understands that diversity among its workforce contributes to a more productive, innovative, competitive and competent operations, and this creates added value for its shareholders. We believe that everyone without exception deserves equal treatment and equal opportunities.