



## Labor Practices Commitment

### Objective

PT Great Giant Pineapple (GGP) realizes that the workforce is one of the company's most important assets directly involved in achieving targets and growing the company's business. As a form of this commitment, GGP guarantees to respect labor rights to workers. This labor practices commitment was issued to express GGP's commitment to ensuring the welfare of the workforce by their basic needs and ensuring that the force is paid according to the applicable laws and regulations.

### Scope

This Labor Practices Commitment applies to all business unit of PT Great Giant Pineapple and all level workers within the scope of the Company including our own operations, contractors and partners.

### Definitions

GGP is committed to respecting labor practices rights by promoting fair, safe, and inclusive working conditions, including the right to a living wage. This commitment ensures that all workers are treated with dignity, have access to decent work, and are protected from discrimination, exploitation, or unsafe environments, in line with international labor standards. Living wages are the minimum wages received for the essential working hours necessary to meet the basic needs of workers and their families. Living wages consist of basic wages and fixed allowances and do not include bonuses and overtime.

### Policy Statement

#### **Paying Living Wage**

GGP is committed to always maintaining welfare and providing fair and decent wages to workers as a form of appreciation for the contribution and effort they provide. The company ensures that the stipends given to employees at least meet the living wage level stipulated by labor laws or regulations that apply in region. This shows the company guarantees workers adequate wages to meet basic living needs.

#### **Avoiding or Reducing Overtime or Excessive Working Hours**

Taking measures to prevent excessive working hours and avoid reliance on overtime, promoting work-life balance and employee well-being. The company complies with all applicable labor laws and regulations related to the payment of wages, including working time, overtime, leave and other obligations. This compliance demonstrates the company's commitment to living wage and being responsible for the workforce.



### **Setting Maximum Working Hours**

Complying with applicable laws and international standards in defining and enforcing a maximum number of working hours per week, including rest breaks and days off.

### **Equal Remuneration for Men and Women**

Providing equal pay for work of equal value, regardless of gender or other protected characteristics, to ensure fairness and non-discrimination in compensation practices. The wage structure and scale are evaluated periodically and objectively for all workers, regarding applicable laws and government regulations, considering inflation, economic growth, average population consumption, etc.

### **Paying Workers for Annual Leave**

Guaranteeing paid annual leave in accordance with legal requirements and promoting adequate rest and recovery time for all employees.

### **Setting Minimum Consultation or Notice Periods Before Mass Terminations**

Establishing clear procedures and timelines for consultation and communication with workers or their representatives in advance of any mass termination processes.

**President Director**

**PT Great Giant Pineapple**

**Tommy Wattimena**