



PT. SAMUDRA MANDIRI SENTOSA

SOCIAL ACCOUNTABILITY POLICY

General Statement

PT. Samudra Mandiri Sentosa support and respect the protection of international human rights within the sphere of our influence and ensures that we are not complicit in human rights abuses. In addition we will comply with our company policies, national and international law and respect any international instruments and their interpretation on Social Accountability. We will strive to continually improve the way in which we promote, communicate and manage Social Accountability with our employees, our customer, our suppliers, and the community at large. We will ensure that policy is reviewed periodically, communicated and is accessible to all staff, including the president, managers, supervisors and all staff. PT. Samudra Mandiri Sentosa will continue to encourage all suppliers and contractors to comply with the same standards.

Child Labor

PT. Samudra Mandiri Sentosa does not employ child labor as set in the labor laws of the Republic of Indonesia

Discrimination

PT. Samudra Mandiri Sentosa prohibits discrimination based on gender, race, color, sexual orientation, religion, disabilities, age or political affiliation, pregnancy, marital status, trade union affiliation, social and ethnic origin or any other status protected by the law.

Freedom of Association

PT. Samudra Mandiri Sentosa respects the rights of workers to organize in labor unions in accordance with laws of the Republic of Indonesia and established practice.

Forced Labor

PT. Samudra Mandiri Sentosa ensure that forced labor is not used in the production of canned tuna in its facilities and ensure that the overall terms of employment are voluntary.

Slavery and Human Trafficking

PT. Samudra Mandiri Sentosa have a zero-tolerance approach to any imposition of, or connection to, slavery and human trafficking.

Harsh or Inhumane Treatment

PT. Samudra Mandiri Sentosa prohibits physical abuse, harassment, mental or physical coercion and verbal abuse or the threat of any of the foregoing.

Health and Safety

PT. Samudra Mandiri Sentosa provides a safe and healthy working environment and facilities, and take adequate measures to prevent accident and injury to health by minimizing the cause of hazard in the factory. The company ensures that no workers are exposed in situation inside the workplace that are hazardous, unsafe or unhealthy. The Engineering and Maintenance Manager has been appointed as its representative responsible for health and safety of all personnel and accountable for the implementation of health and safety standards.

Wages

PT. Samudra Mandiri Sentosa complies with the minimum wage as set in the labor laws of the Republic of Indonesia. Further, salary deduction as disciplinary measure is not permitted.

Working Hours

PT. Samudra Mandiri Sentosa complies with the maximum hours of daily labor and complies with overtime pay requirements as set by Indonesian laws.

Bitung, January 12, 2020

Sigit Saptono
General Manager