

## Our Visions

1. Occupational illnesses and incidents can be prevented and work can be done safely
2. No work is so important that the employee or contractor need to be sick or injured in order to complete it in hurry
3. Line managers are responsible for the overall function of occupational health and safety but each individual must responsible of their own
4. Everyone has right and responsibility to work safely in a healthy environment and encourages fellow workers to do it

## Our Commitments

### We:

- ✳ Committed to comply occupational health and safety regulations and other prerequisites related to relevant occupational health and safety with potential hazards as determined by the company
- ✳ Committed to eliminate dangers and reduce occupational health and safety risks as determined by the company with hierarchy of controls implementation
- ✳ Committed to the occupational health and safety continuous improvement through application of activities and providing safe and healthy workplace to prevent work-related illnesses and incidents, and consistently build skill, capability, and motivation of workers
- ✳ Committed to manage the working environment of our forest plantations in purpose to improve occupational health and safety performance with "best practices" or in accordance with international occupational health and safety standards
- ✳ Committed to promote the occupational health and safety culture, and encourage other business partners, suppliers, and contractors to be responsible in occupational health and safety
- ✳ Committed to manage occupational health and safety issues as basis part of our daily business activities
- ✳ Committed to review periodically our occupational safety and health system, including consultation and participation of workers and/or workers's representatives to determine effectiveness and ensure that OHS policies, targets, and objectives still remain in accordance with company condition
- ✳ Committed to provide support for injured employees to maximum limit of our capability and ensure they get the care needed in order to get back healthy

### We will:

- ✳ Provide appropriate OHS education and training for all workers and encourages them to participate in occupational health and safety implementations
- ✳ Create and maintain a healthy and safe working environment and eliminate any unsafe actions and conditions from the work environment
- ✳ Create and maintain healthy and safe work procedures that oblige every employees, contractors and co-workers to comply applicable rules in the company
- ✳ Monitor our employees health and encourage contractors to do the same for their employees
- ✳ Ensure the OHS policy is communicated and understood by all employees, business partners and related parties

**Vinod Kesavan**

TPL Head

**Parlindungan Hutagaol**

Fiber Head

**Jupiter Israel Muro Abad**

R&D Mgr

**Alfonso Sinaga**

Fiber Supply Coord

**Oriza Simanjuntak**

Planning Strategic Mgr

**Eko Suprayitno**

Nursery Mgr

**Dame Lumbantobing**

Operational Planning Mgr

**Mangasi Sianipar**

EIMS Mgr