

## Progress on Commitment to Human Rights Policy and Gender Discrimination

TPL has a human rights policy, this policy is consistently disseminated to TPL employees through internal, and external websites, and also training activities.

To educate employees regarding human rights policies, TPL conducts training about the Code of Ethics that applies to all the employees in the company. Code of Ethics Training extends to the human rights policy and gender discrimination, where TPL does not tolerate any form of workplace bullying, harassment and violence. We run The responsibility of the Company to respect human rights and build a work environment based on mutual trust and respect.

All the employees have to behave according to the norm and always ensure that all the employees are professional, ethical, legal and socially responsible. All the employees are supposed to treat fellow employees with respect, fairness, and with dignity. Through this training, all the employees can respect the importance of human rights and avoid gender discrimination.

For the year 2023, all TPL employee have followed this training to increase their awareness.

TPL has established procedures and a system for documenting any instances of discriminatory behavior or other violations. HRD Department has critical documentation in every incident which will be handled with strict confidentiality and respect for the privacy of all individuals involved.



Reference/ Source :

Learning and Development

SOP : MILL-HRO-113B-PR : Standar Minimum Kode Etik Profesional