

## Diversity, Equity, and Inclusion (DE&I) Policy

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APRIL Group is committed to contribute to gender equality, women empowerment, and inclusive progress. We believe that inclusive progress is aligned with one element of our business philosophy of doing what is “Good for the Country, Good for the Community, Good for the Climate, Good for the Customer, and Good for the Company.”

Diversity, Equity, and Inclusion (DE&I) is a strong foundation to sustain our journey in achieving a harmonious and non-discriminatory workplace.

We understand that, as a private company with a vast multicultural and diverse workforce, we can make a meaningful contribution in advancing the inclusion of surrounding community, increasing the proportion of women and acceptance of people with disabilities.

This Policy is applicable to all employees, business units, and legal entities within the APRIL Group. We will also encourage our suppliers and contractors within our value chain in order to support them in achieving gender equality, inclusion, and women empowerment.

We embrace our corporate responsibility to advance diversity, equity and inclusion, and commit to:

1. Act in accordance with the following national regulation and ratified international recognized conventions and standards on Diversity, Equity, and Inclusion, such as:
  - The United Nations Convention on the Elimination of All Forms of Discrimination Against Women
  - The United Nations Convention On The Rights Of Persons With Disabilities
  - The United Nations Convention on The Elimination of All Forms of Racial Discrimination
  - The International Labour Organization (ILO) Convention no. 111 on Discrimination (Employment and Occupation)
  - The International Labour Organization (ILO) Convention no. 190 on Violence and Harassment, including gender-based violence
  - Peraturan Presiden no 60 tahun 2023 on Strategi Nasional Bisnis dan Hak Asasi Manusia
2. Respect the seven principles of the United Nation Women Empowerment Principles
3. Monitor regularly the current and future laws of jurisdictions where we operate (put in notes)
4. Refer to international and voluntary initiatives that can help accelerate DE&I in the workplace

Regarding our employees and workers, we commit to:

1. Fair practices where every worker feels safe to perform their work without any harassment due to their age, culture, language, origin, race, and ethnicity, religion or belief, gender, marital status, pregnancy, sexuality, and disability.
2. Strive towards increasing the diversity of our workforce through recruitment strategy, and development.
3. Ensure that all employees have the same opportunities for self-development and merit-based career promotion with consideration of the advantages that diversity brings.
4. Respect diverse practices of religion or beliefs, culture, language, race, and ethnicity without compromising job responsibility.
5. Support employees wellbeing through workplace practices and initiatives.
6. Gradually improve our working environment to enable the inclusion of people with disability.
7. Educate continuously people manager on DE&I perspective to break the biases.

## Managing DE&I

DE&I is an integral part of our overall management approach and sustainability commitments. Our Executive Committee, comprising the President and senior leaders across the business, ensures the implementation of a robust sustainability governance, including DE&I, in APRIL Group.

We will manage and mitigate any discrimination in our operations and provide support to ensure no discrimination in our supply chain.

## Grievance Mechanism and Access to Remedy

For any potential concerns related to discrimination, bullying, harassment and violence based on DE&I, employees, workers, and other stakeholders can access our online and offline grievance mechanism channels. Employees can report through the confidential Whistle blowing hotlines with assurances of anonymity and confidentiality.

We commit to:

- Zero tolerance to harassment, bullying, and violence based on gender, disability, and diversity.
- Zero tolerance to retaliation and safety protection for victims and reporter.
- Non-bias, non-judgemental grievance and response system for addressing any DE&I based harassment.
- Provide for and cooperate in effective recovery and remediation for victims or wrongly accused perpetrator.
- Regularly monitor the effectiveness of our grievance mechanism system.

## Reporting

We will regularly review and report on progress made in advancing DE&I commitment. This will be done through our annual Sustainability Report, as well as on our website.

This Policy will be subject to regular monitoring and periodic review, aligned with our overall continuous improvement.

This Policy supports our Human Rights Policy and Occupational Health & Safety Policy.

Wang Bo  
President APRIL Group



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