

Progress on Commitment to Respect All Workers' Rights

PT Toba Pulp Lestari (TPL) is committed to respecting the rights of all workers and suppliers. Some of the key aspects prioritised by TPL are as following :

1. **Economic Rights:** Workers are given wages above the Minimum Wage (UMK) set annually by the local regulators.
2. **Political Rights:** Workers are given the freedom to form and/or join the trade union.
3. **Medical Rights:** Workers are included in the BPJS Health and BPJS Employment (social security insurance) programs under applicable national regulations.
4. **Social Rights:** Workers are given social rights in the form of marriage leave, annual leave, etc. as stated in the Collective Labor Agreement between the worker and PT. TPL.