

Overview

PT Toba Pulp Lestari, Tbk (TPL) believes that everyone should be treated equally with respect and dignity. It is our responsibility to operate our business with respect to human rights. TPL adheres to ratified local and international human rights principles and applicable laws, align with the following guidelines:

- ✳ UN Guiding Principles on Business and Human Rights;
- ✳ International Bill of Human Rights consisting of the Universal Declaration of Human Rights;
- ✳ International Covenant on Civil and Political Rights;
- ✳ International Covenant on Economic, Social and Cultural Rights;
- ✳ International Labour Organization (ILO);
- ✳ Undang-Undang Dasar Negara Republik Indonesia Tahun 1945.
- ✳ Undang-Undang Republik Indonesia No. 39 tahun 1999 tentang Hak Asasi Manusia.
- ✳ Undang-Undang No.13 Tahun 2003 tentang ketenagakerjaan dan/atau Undang-Undang Cipta Kerja No.11 tahun 2020 Bab IV tentang ketenagakerjaan

Our Commitment

We are:

- ✳ Committed to avoiding, causing, or contributing to adverse impacts to human rights and prevent or mitigate adverse human rights impacts.
- ✳ Committed to providing grievance mechanism and conflict resolution designed and adequately resourced to address human rights grievances in an amicable, systematic, and ethical manner.
- ✳ Committed to protect the security of environmental and human rights defenders, whistle-blowers, complainants, and community spokespersons in addition to protecting their confidentiality and their anonymity (when requested and lawful).
- ✳ Committed to respect human rights equally for all persons—regardless of gender and without discrimination.
- ✳ Committed to respecting the tenure rights of indigenous peoples and their customs.
- ✳ Committed to respect people and communities via Free, Prior and Informed Consent (“FPIC”) within operation boundaries on lands where they hold legal, communal, or customary rights prior to commencing any new operations.
- ✳ Committed to respecting internationally recognized workers' rights consistent with the Universal Declaration of Human Rights, ILO Conventions, and all applicable laws such as;
 - No child labor (under 18 years old)
 - No forced labor
 - Freedom of association and protection of right to organize
 - Equal remuneration for male and female workers for work of equal value
 - Pay wages above the minimum wage standard set by the government.
 - The right to protection for occupational safety and health including the right to rest, working hours, leave, and other provisions that have been regulated in the labor law
- ✳ Committed to monitoring and periodically reviewing the prevention system for activities that can cause or contribute to adverse human rights impacts to determine the effectiveness and ensure that all activities are align with this policy.

TPL will continue its effort with its stakeholders to implement this policy within its operation as well as its supply chain. TPL has in place a whistle-blowing mechanism, grievance mechanism, and conflict resolution system in place as a way for all stakeholders to raise a grievance to TPL. This policy applies to all employees, suppliers, and TPL’s stakeholders.

Venkateshwarlu Cheruku
TPL Head

Parlindungan Hutagaol
Fiber Head

Mayank Jindal
Mill Operational Head

Shoghil A. Thaselan
Sustainability Head

Martin
HRD Head

Jusuf S. Wibisono
Social Capital Head