

## **PT Toba Pulp Lestari's Commitment to Pay a Living Wage**

PT Toba Pulp Lestari (TPL) is committed to following the payment of living wages to employees in accordance with government regulations in the Governor of North Sumatra Decree Number 188.44/779/KPTS/2021. which is Rp 2.701.117,- rounded up to Rp. 2.702.000,- which also applies to suppliers in all PT TPL's operational locations. TPL is committed and has paid workers a living wage that exceeds the minimum wage provided by the government without discriminating against gender.