

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

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

To educate employees regarding human rights policies, TPL conduct training about Code of Ethics that applied to all the employee's in company. Code of Ethics Training extend to the human right 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 employee's have to behave according to the norm and always ensure that all the employee's are professional, ethical, legal and socially responsible. And all the employee's are supposed to treat fellow employees with respect, fairness, and with dignity. And through this training all the employee's can respect about the importance of human right and avoid gender discrimination.

For the year 2022, all TPL employee have following 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 a critical role for documenting in every incidents 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