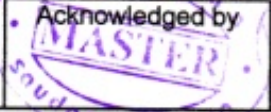
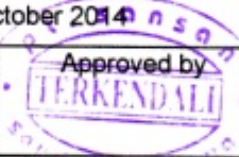
 <small>pt. sansan saudaratex jaya</small>	POLICY	Document No	PS-404/0/SC-02/16
		Edition / Revision	0
	FREEDOM OF ASSOCIATION	Effective date	28 th October 2014
Acknowledged by			

By Law No. 86 of 1956 concerning the retification of ILO No. 98 regarding to associated and collective bargaining, Law No. 21 of 2000 concerning trade unions and Law No. 13 of 2003 concerning employment on article 104, PT. Sansan Saudaratex Jaya committed to support freedom of association and organization to join and create the trade unions by providing guarantees to recognize, respect the right of workers to freedom of association.

PT. Sansan Saudaratex Jaya provide freedom of association by way of:

1. Create and join into the trade unions.
2. Workers to choose their own representatives without interference to the interests of the management company.
3. Making the management, statutes and the rules by their self.
4. Held meetings in the framework of association activities inside and outside the company.
5. Provide reasonable access in the workplace, if workers have joined the union federation outside the company.
6. The company will provide reasonable facilities to support the activities of association.
7. The company will not engage in activities that hinder the freedom of association.

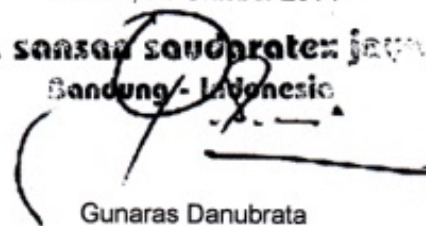
Workers representatives are not discriminated against and must have the ability to carry out all the functions of their representatives both within and outside the company. If workers have joined trade union federations outside the workplace, the representative of the federation should have reasonable access to the workplace.

Where the right to freedom of association protected by law, the company must support and encourage the development of facilities and does not deprive the worker of the association in any way.

Cimahi, 28 Oktober 2014



pt. sansan saudaratex jaya
Bandung - Indonesia



Gunaras Danubrata
Direktur Utama