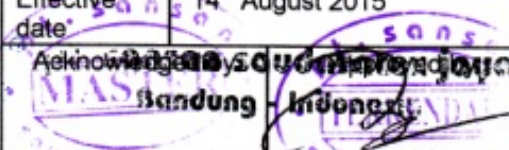
 <small>PT. sansan saudaratex jaya</small>	<b>POLICY</b>	Document No	PS—379/0/SC-02/15
		Edition / Revision	0
	<b>NON – DISCRIMINATION</b>	Effective date	14 <sup>th</sup> August 2015
Acknowledged by			

PT. Sansan Saudaratex Jaya upholding human rights in the activities of its business including about guarantees getting the opportunity and equal treatment the workers in an enterprise environment.

Policy concerning anti-discrimination are made to ensure that all employees understand, and keep on this order to guarantee that all employees have the opportunity and the equal treatment (Non – Discrimination).

### **OPPORTUNITIES AND EQUAL TREATMENT (NON – DISCRIMINATION)**

PT. Sansan Saudaratex Jaya provide equitable treatment in accordance with the basic law as follows:

1. UU No. 21 of 1999 of ILO convention endorsement No. 111 concerning discrimination in the job and the position, and
2. UU No.13 of 2003 about employment, article 5 and article 6
3. UU No. 4 of 1997 about disabled.

The definition of discrimination in PT. Sansan Saudaratex Jaya, in accordance with the legal basis of above the following:

- a. any distinction, exclusion or a choice on the basic of race, color, sex, religion, political beliefs, nationality or origin in the community, which as a result of eliminating or reducing the equal opportunities or treatment in the job or position.
  - b. any distinction, exclusion or other options as a result of eliminating or reducing the equal opportunities of treatment in the job or equations for the positions as determined by the member concerned after consultation with the organization repressing workers and employers, if the organizations exist and with other appropriate agencies.
1. Difference, exclusion or choice whatsoever regarding a specific task that is based on the typical requirements of the task, it is not regarded as a discrimination
  2. For the purposes of this conversion, the term “the work” and “the position” also include skills training opportunities, get a job opportunity and the chance of a particular obtained, as well as term and conditions of employment.
  3. Any difference for the disabled, the difference of having a physical abnormalities and/or mental, which may interfere with or constitute an obstacle an the obstacle for him to do in appropriately.

PT. Sansan Saudaratex Jaya provide equitable treatment to all workers carry out acts of worship is required by his religion.