



PT. KAHATEX

## POLICY ANTI-DISCRIMINATION

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### 1. Purpose of Policy

Decide a firm commitment to prohibit each discrimination act that happen in working area, both of discrimination act between workers, although discrimination act between employers and workers.

### 2. Legal Basis

Undang-undang No. 13 tahun 2003 about Employment

### 3. Scope

This policy apply for all management and workers in PT. KAHATEX

### 4. Definition

Include discrimination, but not limited to :

#### 4.1 Discrimination Verbally

Example :.nickname, insulting and reviling comments based on tribe, religion and trust, skin color, nationality, offspring, physically disabled, inability, health condition, marriage status, family status, gender and age.

#### 4.2 Discrimination Physically

Example : attack, movement approach or obstruct, with direct movement disruption to an individual based on tribe, religion, skin color, offspring, physically disabled, inability, health condition, marriage status, family status, age and gender.

### 5. PT. KAHATEX committed :

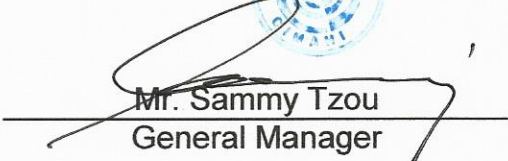
5.1 All decision that taken (is like employee recruitment, placement, promotion, disclipinary act, termination, mutation, compensation and training) based on individual ability to do his work, not Based on tribe, religion, skin color, nationality, physically disabled, inability, health condition, marital status, gender, age or political opinions.

5.2 Protect to new workers from each discrimination act.

5.3 Give a special protection to pregnant woman worker.

Cimahi, 02 Januari 2018



  
Mr. Sammy Tzou  
General Manager