



PT. KAHATEX

## POLICY PAYMENT

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### 1. Purpose of Policy

Ensuring a payment that has been given according to applicable regulation.

### 2. Legal Basis

- 2.1 Undang-undang No. 13 tahun 2003 about Employment
- 2.2 PP No. 78 Tahun 2015 about Payment.
- 2.3 Permen No 01 Tahun 2017 about Structure and Scale of Salary

### 3. Scope

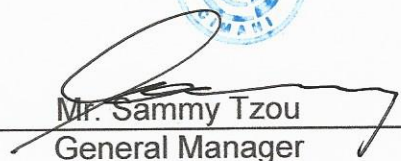
This policy applicable to all management and workers in PT. KAHATEX

### 4. PT. KAHATEX committed :

- 4.1 Pay all salary of worker based on applicable minimum salary standard and adjusted with working period and positional allowance.
- 4.2 Pay overtime based on overtime hours and according to standard calculation of applicable overtime.
- 4.3 Pay a salary of all workers fully and on time
- 4.4 Prohibit a discrimination act in a payment of salary.
- 4.5 Get include all worker in Jaminan Sosial dan Jaminan Kesehatan (JAMSOSTEK) program accordance to applicable regulations.
- 4.6 Pay leave entitlement of worker is like annual leave, maternity leave, marriage leave, and etc that accordance with applicable regulations.
- 4.7 Do an audit internal for make sure that payment system run accordance to applicable regulations.
- 4.8 Arrange a structure and scale of salary accordance to applicable regulations, and socialize to all employee

Cimahi, 02 Januari 2018



  
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