



PT. KAHATEX

## POLICY

### YOUNG WORKER AND CHILD LABOR

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#### 1. Purpose of Policy

Ensure there are no child labor in PT. KAHATEX areas

#### 2. Legal Basis

Undang-undang No. 13 tahun 2003 about Employment

#### 3. Scope

This policy apply in PT. KAHATEX.

#### 4. Definition

Child labor is worker under 15 years of age

Young worker is worker with aged between 15 - 18 years old.

#### 5. PT. KAHATEX committed :

5.1 Not to hire child labor and young worker.

Minimum of age can be hired is 18 years old.

5.2 Observing a regulatory requirements / UU about child labor and young worker.

5.3 Guarantee protection for child labor, example :

5.3.1 Physical, psychological or sexual deviation

5.3.2 Work in underground / underwater.

5.3.3 Work in high level hazard or in confined space.

5.3.4 Work with hazard tools or machines, or include in heavy loads.

5.3.5 Dangerous and toxic chemical

5.3.6 Long working hours and night work

5.3.7 High temperature, noise and extreme vibration.

5.3.8 Detention of working place.

5.4 Commitment to handle child labor (if exist) :

Identification area/activity that safe for child labor, implementation tracking system, use visual reference for identification child labor for example ID code colour.

5.5 If found employees under 15 years old, the next step to be taken is :

5.5.1 Company terminate directly those worker if proven under 15 years old.

5.5.2 Do a Medical Check Up to those worker to make sure their health with costs covered by company.

5.5.3 Their Wages pay based on applicable UMK with the amount corresponding to the working day.

5.5.4 Give those worker back to their parents/ to place of origin with costs covered by company.

5.5.5 Pay their tuition fee a number of employee age differences.

(example those worker has been 13 years old, so they will be paid their tuition fee during 2 years).

5.5.6 Give an opportunity to those worker to reapply if their age has been reach in 18 years old.

Cimahi, 16 September 2017



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