

PKB ANALYSIS

PT. AGRONUSA INVESTAMA

Company Profile

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| Company Name | : PT. AGRONUSA INVESTAMA |
| Company Address | : Sepantai, Sejangkung, Sambas Regency, West Kalimantan 79463, Indonesia |
| Company Status | : Subsidiary of Wilmar International Ltd |
| Type of Business | : Palm Oil Mill |
| Number of Company Workers | : 651 |
| PKB Validity Period | : June 2020 to June 2022 |

1. Best & Bad Practice of Freedom of Association

Best:

- 1.1. Article 3 paragraph 1; The Company acknowledges that only the Workers' Union that signs the Collective Labor Agreement is the only worker/laborer organization that can represent all Workers/laborers working in the Company, either individually or collectively, with regard to labor issues and those related to employment relations and the working conditions of the Workers.
- 1.2. Article 3 paragraph 2: The Company does not directly or indirectly obstruct the activities and positive developments of the Trade Union/Labor Union, in fact, on the contrary, will provide support/assistance as necessary as long as or to the extent that it does not conflict with the Company's activities and applicable laws and regulations.
- 1.3. Article 3 paragraph 3: The Company provides assistance for official travel expenses for administrators / union members who meet the official ban from the agency responsible for employment for a maximum of 2 (two) administrators, the trip must be approved by the company's leadership.
- 1.4. Article 3 paragraph 4: The Company will not exert pressure either directly or discriminatory and launch retaliation against workers who are administrators of the Union / Workers / Labor or members in connection with the functions they hold.
- 1.5. Article 11 paragraph 1: The Company is authorized to transfer employees to other workplaces under the auspices of the Company Group in accordance with the needs of the Group, the Company's units, or for a position by considering the abilities and abilities of the employee, in the context of labor

utilization and the achievement of the Company's objectives and before the issuance of the mutation decree will be notified to the union at least 1 (one) week before the issuance of the mutation decree.

Bad:

- 1.1. Article 11 paragraph 4: Procedural and administrative provisions regarding this transfer will be governed separately by the Company's Policy.

2. Best & Bad Practices on Wages

Best:

- 2.1. Article 20 paragraph 2: If there is an excess or undercalculation at the time of payment and reporting of employee income tax, the company will notify the employee concerned and it will be returned by the company or paid by the employee.
- 2.2. Article 23 paragraph 1: Employers conduct periodic wage reviews referring to the increase in the provincial minimum wage / district-city minimum wage.
- 2.3. Article 28 paragraph 2: during the period of layoff, the employee is given 100% of the basic salary and fixed allowances.

Bad:

- 1.1. Article 29 paragraph 4: Permanent workers who resign or are dismissed more than 30 (thirty) days before Religious Holidays are not entitled to holiday allowances.
- 1.2. Article 29 paragraph 5: Workers whose employment relationship based on a certain time work agreement ends before a religious holiday is not entitled to Holiday Allowance.

3. Best and Bad Practices on Social Security

Best:

- 3.1. Article 36 paragraph 1: companies register workers in the social security program organized by the Social Security Administration Agency (BPJS) Ketenagakerjaan and BPJS Kesehatan in accordance with Law Number 24 of 2011.
- 3.2. Article 36 paragraph 2: The BPJS Employment program followed by the Company includes: a. Work Accident Insurance, b. Death Insurance, c. Old Age Insurance, d. Pension Insurance

Bad:-

4. Best Practices on Gender

Best:

- 4.1. Article 44 paragraph 3: This maternity leave can be extended if the doctor or midwife who treats her deems it necessary that the employee concerned still has to rest and the provisions on Wage During Illness apply,
- 4.2. Article 44 paragraph 4: Employees who experience a miscarriage in accordance with the description of the obstetrician or midwife who treats them, are given a maximum of 1.5 months of rest or in accordance with the

- recommendation letter of the doctor or midwife who treats them. The employee concerned still has to rest and the provisions on Sick Wages apply.
- 4.3. Article 45 paragraph 1: Employees who feel pain during menstruation and notify the company, are not obliged to work on the first and second days of menstruation and are required to submit a doctor's certificate on the first occasion of entering work.
- 4.4. Article 45 paragraph 2: The Company provides opportunities for female employees to breastfeed their children at a maximum age of 2 (two) years with a maximum time of 30 (thirty) minutes.

Bad:-

5. Best and Bad Practices on OSH 3, including elements of Climate Change and Just Transition

Best:

- 5.1. Article 48 paragraph 12: Employees are obliged to immediately report to their work leaders for the loss or damage of work equipment / equipment and property owned by the Company.

Bad:-

6. Others

- 6.1. Article 21: Attendance incentive is a gift given by the company to employees who are present during working hours, in the form of money, which applies to certain groups in accordance with the company's policy.
- 6.2. Article 38: The Company shall provide expenses for the development and training of Employees related to the positions and jobs of the Employees concerned in accordance with the needs of the Company.
- 6.3. Article 39: In order to support the health maintenance program, the Company provides sports facilities in accordance with the Company's capabilities.
- 6.4. Article 40: In order to increase work enthusiasm and create harmonious relationships among fellow employees, the Company will hold joint recreation according to the company's capabilities.
- 6.5. Article 41: The Company together with its employees shall strive to improve the welfare of its employees, through the forum of employee cooperatives.
- 6.6. Article 42: The Company pays attention to the mental development of employees by providing opportunities to carry out worship that is required according to their respective religions and beliefs.

**ADDITIONAL RULES FOR COLLECTIVE BARGAINING
AGREEMENTS (PKB)
PT. AGRONUSA INVESTAMA**

Best:

DONATIONS AND ASSISTANCE:

1. Article 32, Health Maintenance Assistance

2. Article 33, Assistance for Childbirth Expenses
3. Article 34, Marriage Assistance
4. Article 35, Bereavement Assistance

SCHOLARSHIP PROGRAM:

Article 37, Scholarship for Employees' Children

BIRTHDAY SOUVENIRS:

For employees who have birthdays, souvenirs will be given as a form of appreciation and attention from the Company to employees.