



**Business Partner's Commitment Statement Towards ESG
PT Cisarua Mountain Dairy Tbk**

I, the undersigned :

Name :
Position :
Company :

acknowledge that PT Cisarua Mountain Dairy Tbk ("the Company") wants to do business with ethically, environmentally and socially responsible business partners.

Therefore, on behalf of my organization, I provide a Commitment Statement that our Company continuously comply to environmental, social and governance aspect as follows:

Environment

- Comply with all regulatory requirements for environmental protection.
- Use natural resources responsibly and efficiently.
- Reduce the impact on biodiversity, climate change and water scarcity.

Social

- Commit to respect and protect the rights of all kinds of labors, including temporary workers, migrant workers, contracted laborers, direct employees, and any other types of labors.
- Strongly oppose the use of forced labor, child labor, and any form of sexual harassment, and any form of discrimination, including but not limited to gender, age, race, religion, language, and nationality at the workplace.
- Ensure that all human capital works within reasonable working hours and receives fair wages in accordance with regional minimum wage regulations.
- Respect and uphold the freedom of association and collective bargaining rights of every worker.
- Follow all regulatory requirements for occupational health and safety and take necessary steps to prevent accidents and inquiries caused by work.

Governance

- Strongly oppose any acts of corruption and ensure that personal relationships do not affect operational activities.
- Proactively communicate with the stakeholders on related matters and strive for the social prosperity.

_____/ _____
Signature with the Company's Stamp

Name

Position

The Company's Name