



## Health, Safety and Environmental Policy

PT Cisarua Mountain Dairy Tbk

In order to support PT Cisarua Mountain Dairy Tbk on sustainable growth and becoming a leading premium dairy and food producer in Indonesia, we are committed to ensuring a safe and healthy working environment for our employees, guests, and surrounding communities by complying with Occupational Health, Safety, and Environmental (HSE) regulations as follows:

### **Vision**

Fully support the company's vision by establishing and implementing the best standards of occupational health, safety, and environmental practices.

### **Mission**

Prioritize health, safety, and environmental protection in every process through the implementation of an integrated management system.

### **HSE Policy**

#### **1. Highest Priority**

Occupational Health, Safety, and Environmental Protection is one of the key pillars, which has the same level of importance with service level, quality, and cost.

#### **2. Work Behaviour**

- Safe and secure work behavior is a fundamental value that must be upheld by all employees at every level.
- Occupational health and safety must always come first regardless of the work objective.
- The understanding and implementation of occupational health and safety must be emphasized starting from the highest level of the organization.

#### **3. Regulatory Compliance**

The implementation of Occupational Health, Safety, and Environmental Protection must comply with all applicable regulations.

#### **4. Continuous Improvement**

The implementation of health, safety, and environmental practices is carried out continuously through work programs that include competency development for employees and facility improvements.

To ensure effective implementation, the Occupational Health, Safety, and Environmental Policy of PT Cisarua Mountain Dairy Tbk will be communicated to all employees and stakeholders. This policy will be reviewed periodically to adapt to changes within the Company. I, the undersigned, as Director representing the management team of PT Cisarua Mountain Dairy Tbk, hereby agree to provide full support for the implementation of the Occupational Health and Safety Management System (SMK3) and Environmental Protection across all of our plants.

**August 16, 2024**

**Pamungkas Bayu Triprasetyo**  
**Director of Dairy Manufacturing**