

HUMAN RIGHTS ASSESSMENT

PT. BS Indonesia

We are committed to respecting and protecting human rights in all business activities and building a fair, safe, and inclivan.



RESPECT HUMAN RIGHTS



PROMOTE DIGNITY & EQUALITY



BUILD A RESPONSIBLE & SUSTAINABLE BUSINESS

ASSESSMENT OVERVIEW



ASSESSMENT DATE

May, 2026



ASSESSMENT SCOPE

All Départements and Operational Areas



ASSESSMENT TEAM

HR, SHE, ESG Team, Internal Auditor



METHODOLOGY

Document Review, Interview, Observation, Sampling

OVERALL RESULT

NO VIOLATION

No human rights violations identified



1. ASSESSMENT OVERVIEW



Assessment Period

May 2026



Assessment Type

Internal



Standard Reference

UN Guiding Principles on Business and Human Rights



Coverage

100% of employees and operational activities



Assessed By

PT. BS Indonesia Human Rights Assessment Team



2. HUMAN RIGHTS PRINCIPLES ASSESSMENT



100% Assessed

- ✓ Employment & Fair Treatment
- ✓ Freedom of Association
- ✓ Health & Safety
- ✓ Non-Discrimination
- ✓ No Child Labor
- ✓ No Forced Labor
- ✓ Fair Compensation
- ✓ Working Hours
- ✓ Privacy & Personal Data
- ✓ Grievance Mechanism
- ✓ Community Rights
- ✓ Supplier Human Rights
- ✓ Security Practices
- ✓ Environment & Human Rights
- ✓ Others



3. RESULT SUMMARY



NO VIOLATION

No human rights violations identified during this assessment.



422

Total Employees
Assessed



100%

Departments
Covered



56

Questions
Assessed



100%

Compliance
Achieved

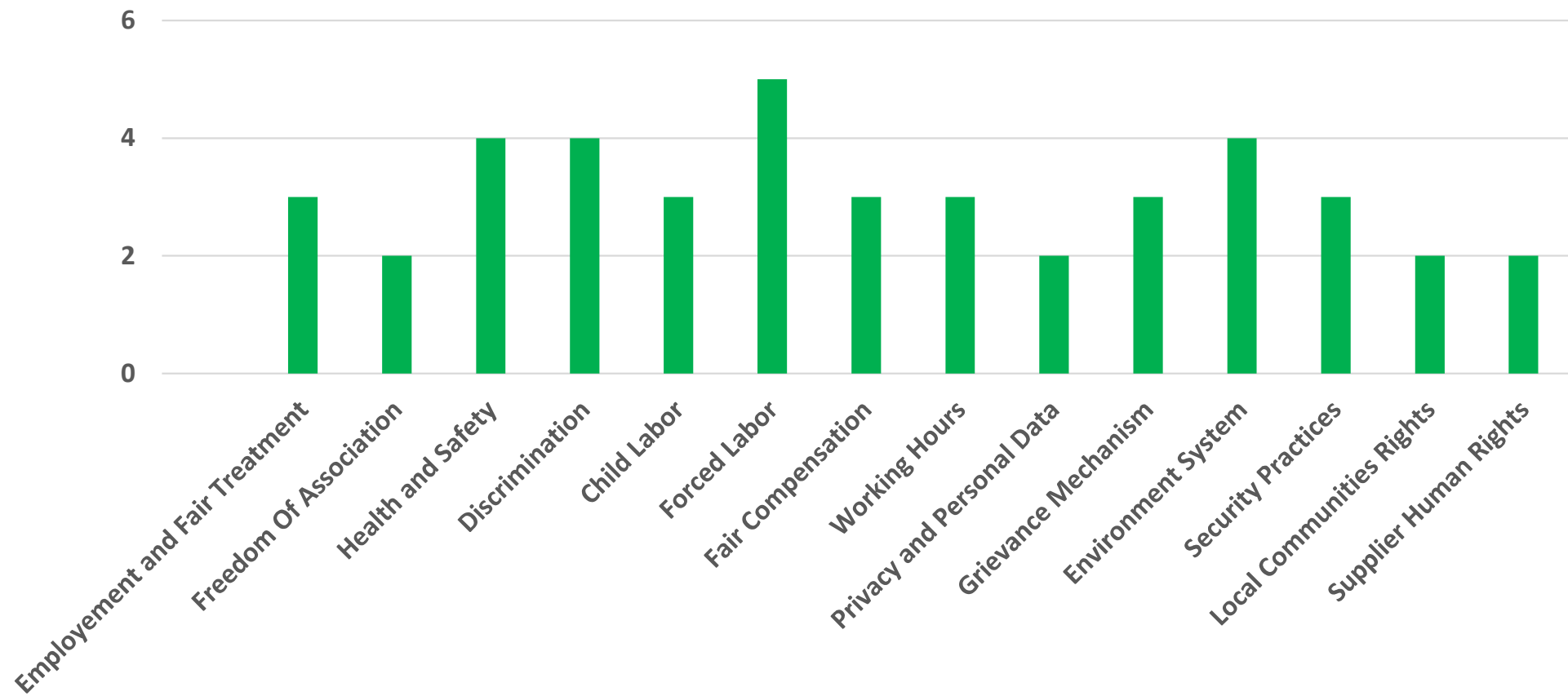


4. ASSESSMENT BY PRINCIPLE

■ Compliant

■ Needs Improvement

■ Non-Compliant



5. FINDINGS SUMMARY



	No Violation	43	(100%)
	Needs Improvement	0	(0%)
	Violation	0	(0%)



No violation of human rights was identified across all assessed areas.



6. STRENGTHS & GOOD PRACTICES

- ✓ Strong commitment from management on human rights protection.
- ✓ Equal opportunity and non-discrimination are well implemented.
- ✓ Effective grievance mechanism available and accessible.
- ✓ Good occupational health and safety practices.
- ✓ Zero tolerance for child labor and forced labor.
- ✓ Human rights awareness training conducted regularly.





7. RECOMMENDATION

Continue to maintain and enhance the implementation of human rights due diligence, employee exteyee awarement to suppliers and business partners.



8. NEXT ASSESSMENT PLAN

Next Human Rights Assessment is planned for
May 2027

Prepared By

Date: 20 May 2026

Reviewed By

Date: 20 May 2026

Approved By

Date: 20 May 2026

