

2. ENVIRONMENT AND SOCIAL POLICY

PT Asianet commits to compliance to the Applicable E&S Standards and Reference Framework (refer to **Section 1.4**) and enhancement of E&S Performance of the company through implementation of responsible E&S management processes and preventive measures in order to avoid, eliminate, control, minimize and mitigate environmental and social risks and impacts across existing and future projects.

This policy is applicable to all of PT Asianet's existing and future projects. The E&S policy is further applicable to all direct employees and outsourced workers of PT Asianet as well as their contractors, vendors and suppliers.

2.1 E&S Policy

PT Asianet shall conduct its operations in a manner that ensures compliance with legal requirements and meets the highest level of commitment towards protection of people and environment. PT Asianet shall strive to safeguard the environment and natural resources and promote resource efficiency in its operations. This shall be achieved through the following commitments:

- Ensure that all activities undertaken by the entities are in compliance with the Applicable E&S Standards and Reference Framework, including national regulations. All Projects and business to be conducted within the purview of the **Appendix E – Project Exclusion List**.
- Select suppliers and contractors, including sub-contractors, keeping in view their ability to operate in environmentally and socially responsible manner, and to provide safe and healthy work environment to their employees and workers, in compliance with this Policy, other applicable Policies, the Environmental and Social Management System and specific Environmental, Health, Safety and Social contractual requirements.
- Identify and assess E&S risks and impacts, and mitigate and manage those in accordance with Reference Framework.
- Protect the environment against impacts generated as a result of activities across projects, as well as unplanned events, by effectively implementing mitigation measures and robust Environmental and Social Management Plans proportionate to the specific risks and impacts identified and assessed and ensure that residual impacts are in compliance with the Reference Framework.
- Develop occupational health and safety and emergency response related awareness amongst contractors, including sub-contractors, as well as direct and indirect employees and workers engaged by and for the company, to prevent occurrence of accidents (personnel injuries and property damage) and occupational diseases.
- Safeguard the interests of employees, stakeholders and affected communities through periodic engagement, participation and information disclosure, and effective management of grievances resulting during project implementation and operations as well as unplanned events of entities.
- Ensure that wherever applicable, compensation and benefits are provided to affected communities as per applicable Reference Framework and any livelihood impacts are appropriately mitigated.
- Ensure that the identity, dignity, human rights, economies and cultures of Indigenous Peoples (IP) are safeguarded, and for projects that trigger the requirements of free, prior and informed consent (FPIC), due processes for the affected Indigenous Peoples are implemented.
- Allocate necessary resources to plan and implement effective training programs to create within the organization.
- Establish and implement a continual monitoring and review system for effective implementation of the policy and management system by conducting timely audits and implementing corrective action measures.