

**CHAPTER IV
OCCUPATIONAL HEALTH AND SAFETY**

**Article 22
Occupational Health**

1. Worker shall report to his/her superior when encountering anything that may cause danger to the health of Customers and Workers, either those relating to the surrounding environment, work equipment, physical condition of buildings, or danger caused by virus/bacteria.
2. Worker shall maintain cleanliness of working equipment and Company's environment.
3. Worker who is sick or experiences work accident, shall immediately obtain help from the nearest medical personnel or police (if so needed). In any event, the Human Resources Department shall be informed and the worker's family shall be notified pertaining thereto.
4. Worker shall obey the recommendation from a medical doctor when suffering from an infectious disease that can contaminate work environment.

**Article 23
Occupational Safety**

1. Worker shall prevent, avoid or minimize the possibility of occurrence of accident within the Company's environment.
2. Worker shall preserve and care about working environment and shall always be vigilant for any possibility of threat of danger. Worker shall immediately report to the superior or any officer so appointed in case of any suspicion of threat of danger. Worker shall not be allowed to enter the restricted area that is designated only for certain Workers.
3. Worker shall not be allowed to operate certain working equipment, unless having the necessary skill or special certificate as required and assigned to operate the same.
4. Worker who work in a certain high risk environment shall use personal safety device pursuant to the prevailing procedure.
5. The Company shall socialize and conduct simulation of evacuation process if so required.
6. Worker shall learn and understand the procedure for the use of safety devices as made available by the Company.

**CHAPTER V
WORKERS WELFARE**

**Article 24
Health Subsidy**

Provision on Health Subsidy shall be set out in a separate Management Decision.

Article 26
Social Security Administration Agency (BPJS)

1. Pursuant to the prevailing legislation, the Company shall take part in the program organized by BPJS of Health and BPJS of Manpower.
2. The Programs of BPJS of Manpower that the Company take part therein is Occupational Accident, Health Security, Old Age Security, and Pension Security.
3. The Company and Workers shall jointly pay the dues, to the amount as stipulated by legislation as follows:
 - Dues for BPJS of Manpower – Old Age Security, with the following ratio:
Company: 3.7% and Workers: 2%
 - Dues for BPJS of Manpower – Pension security, with the following ratio:
Company: 2% and Worker: 1%