

# Indo Group Human Rights Policy

respect  
Communication  
**Rights**  
Trust  
Dignity  
community

## Respect for Human Rights

We recognize that we are part of the communities in which we operate. We engage with communities on human Rights matters that are important to them such as land rights, access to water and health. We also engage with People in those communities, including indigenous peoples as well as other vulnerable and disadvantaged groups.

Our aim is to ensure through dialogue that we are listening to, learning from and considering their views as we conduct our business. We believe that local issues are most appropriately addressed at the local level. Where appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business. This includes issues in our Company, across our value chain and with our various sponsorships, through which we seek to promote respect for human rights.

## Identifying Salient Human Rights Issues

Taking into account feedback from stakeholders, the Group has identified potential and actual human rights risks throughout the value chain, assessed the severity and likelihood of adverse impacts on human rights, and identified salient human rights issues.

### Salient Human Rights Issues

- \* Prohibiting child labor
- \* Prohibiting forced labor and preventing complicity in human trafficking
- \* Prohibiting all forms of discrimination (based on race, ethnicity, nationality, age, gender, sexual orientation, gender identity, disability, religion, creed, social status, pregnancy, childbirth, need for childcare leave, need for family-care leave, etc.)
- \* Preventing sexual harassment and other types of harassment
- \* Creating comfortable work environments
- \* Establishing appropriate working conditions
- \* Ensuring the rights to life and health (and preventing infringement of these rights) for customers, users, etc.
- \* Ensuring the rights to life and health (and preventing infringement of these rights) for local residents
- \* Ensuring the right to privacy

## Relationships with Stakeholders

In accordance with the salient human rights issues identified, the Group shall pursue the following efforts while engaging in dialogue with stakeholders.

### Employees

The Group shall respect the fundamental rights of all officers and employees. In order to ensure the physical and mental health and safety of employees, the Group shall not tolerate discrimination in any form, sexual harassment, nor any other form of harassment, and shall strive to maintain appropriate working conditions and a comfortable working environment, including freedom of association, the right to collective bargaining, and equal pay for equal work. Furthermore, the Group shall respect the diversity of its employees (in terms of race, ethnicity, nationality, age, gender, sexual orientation, gender identity, disability, religion, creed, social status) and the diversity of their lifestyles and stages of life (pregnancy, childbirth, childcare leave, family-care leave, etc.). Furthermore, the Group shall not engage in unjust labor practices such as child labor and forced labor, nor be in any way complicit in human trafficking.

### Suppliers and Other Business Partners

The Group expects its suppliers and other business partners to respect human rights by maintaining and improving appropriate working conditions that ensure freedom of association, the right to collective bargaining, and equal pay for equal work, maintaining and improving comfortable work environments, and shall not engage in unjust labor practices such as child labor and forced labor. Furthermore, in order to fulfill its responsibility to society through its business activities, the Group has formulated the Indo Group Procurement Guidelines, which addresses items with which suppliers and other business partners are expected to comply, including the prohibition of discrimination in all forms, sexual harassment, and other types of harassment. The Group expects all suppliers and other business partners to understand and cooperate with these guidelines.

### Customers

As a corporate group whose core business is sustainable urban development, the Group aims to help realize community wellness by providing spaces where customers feel safe and

can hold diverse values and enjoy their unique lifestyles. Furthermore, the Group shall respect human rights related to the lives and health of its customers, by taking measures such as ensuring the safety of its buildings and respecting the right to privacy by thoroughly protecting the personal information it handles.

### Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

### Land Rights and Water Resources

We recognize the significant implications regarding respect for human rights that land use and water use across our value chain may have, which we address through specific policy and action.

While we do not typically purchase ingredients directly from farms, we are compelled, based on our values as a major buyer of several agricultural commodities, to take action and to use our influence to help protect the land rights of local farmers and communities.

We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation. Through our water stewardship program, we pursue a rights-based approach to water that mitigates risk by assessing local water risks, consulting and partnering with governments, communities and other stakeholders to develop water stress solutions where and when needed, and also implementing source water protection plans at our facilities.

### Local Communities

The Group aims to coexist in harmony with local communities in the countries and regions in which it operates. In each of these locations, the Group shall foster and support sustainable communities that continue to attract a diverse group of people. The Group shall also respect

human rights related to the lives and health of local residents affected by its business activities by ensuring the safety of its buildings and taking into consideration the impact of construction work on the surrounding environment, including noise, vibration, and dust.

The Group shall review salient human rights issues as appropriate in response to changes in business and social conditions.

### Remedial Measures

The Group shall take remedial and corrective measures to respond appropriately to any cases or issues related to human rights violations caused by its business activities.

The Group shall maintain hotlines as a channel for anonymous reports and consultations related to human rights violations and shall protect the anonymity of victims and informants to ensure that they are not subjected to adverse treatment as a result of reporting violations.

*The Company reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between the Company and its employees or any third party or that compliance with this policy is a guarantee of continued employment with The Coca Cola Company.*

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Indotech Infracon P. Ltd.

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