

Implementation of Occupational Health and Safety (OHS) Policy

Statement

This document represents the 'Implementation of Occupational Health and Safety Management System (OHSMS)' at PT Bank Central Asia, Tbk, which is drafted in accordance with the laws on Occupational Health, Safety, and Labor; Government Regulations on the Implementation of Occupational Health and Safety Management System; and the Indonesian Ministry of Health Regulations on Office Occupational Health and Safety Standards. The implementation of the Occupational Health and Safety Management System is also based on PT Bank Central Asia Tbk's Corporate Governance Guidelines. The application of the Occupational Health and Safety Management System is an effort to create a comfortable working environment to support the highest level of productivity.

Introduction

PT Bank Central Asia Tbk (BCA), hereinafter referred to as 'Bank BCA,' has established its commitment as a socially responsible company and conducts sustainable business practices. In pursuing sustainable business operations, Bank BCA strives to create a healthy and safe working environment, thereby reducing the chance of work accidents or illnesses due to negligence, which can result in demotivation and decreased work productivity.

Reference

References used in the drafting of the Bank BCA Implementation of Occupational Health and Safety System include:

- Law Number 1 of 1970 concerning Occupational Health and Safety;
- Law Number 13 of 2003 concerning Manpower;
- Government Regulation of the Republic of Indonesia Number 50 of 2012 concerning the Implementation of Occupational Health and Safety Management Systems;
- Minister of Health Regulation of the Republic of Indonesia Number 48 of 2016 concerning the Standard of Occupational Health and Safety in Offices;
- PT Bank Central Asia Tbk Corporate Governance Guidelines.

Objective of Implementing Occupational Health and Safety Management System (OHSMS)

The implementation of the Occupational Health and Safety Management System at BCA aims to:

- Enhance the effectiveness of OHS protection that are planned, measurable, structured, and integrated.
- Prevent and reduce work-related accidents and illnesses by involving both management and employees.
- Create a safe, comfortable, and efficient working environment to promote work productivity.

Establishment of the Occupational Health and Safety Committee (P2K3)

To support the implementation of the OHSMS, the management forms the Occupational Health and Safety Committee (P2K3). This team assists the management in developing and planning strategic OHS programs at BCA. The organizational structure of P2K3 along with its detailed tasks and responsibilities are outlined in the Occupational Health and Safety Management System Manual.

Issuance of the Occupational Health and Safety Management System (OHSMS) Manual

The OHSMS Policy serves as a framework for Bank BCA in establishing comprehensive OHSMS targets/programs throughout the company. This policy is set in the form of the Occupational Health and Safety Management System Manual.

The Occupational Health and Safety Management System Manual comprises:

- Occupational Health and Safety Management Policy, which outlines the key requirements of the OHSMS and how BCA can fulfill these requirements.
- Occupational Health and Safety Management Procedures, which provide provisions and procedures (implementation guidelines) for activities/processes related to OHS.

Closing

Further information regarding the Occupational Health and Safety Management System and its implementation can be obtained through the Environment Sustainability Governance (ESG) Group.

In any case of violations or potential violations in the implementation of this system, the parties can report them through the BCA whistleblowing system (<https://www.bca.co.id/en/tentang-bca/tata-kelola/Whistleblowing-System>).