

Diversity and Inclusion Policy




PTVI-POL-0036

Rev.: 00-25/10/2024

PUBLIC

REVISION HISTORY

Revision Index	Subject	Technical Area	Date of Application
00	Initial issue	Gustaf Ganna Songgo	25 October 2024

Approval:	 <hr/> Febriany Eddy President Director Date: 11 April 2025	Next Review Date:
		25 October 2027
Approval Reference: Approved through Meeting Resolution as stated on the Minutes of Meeting Resolution of the Board of Commisioners PT Vale Indonesia dated on 25 October 2024.		

Proposed by	Technical Area	Reviewed by		
The Board of Directors	People & Culture	Enterprise Risk Management	Legal & Compliance	Corporate Governance
Proposal Reference: Proposed by the Board of Directors through Circular Resolution as stated on the Circular Resolution of the Board of Directors PT Vale Indonesia dated on 18 October 2024.	vsq2560 <small>Digitally signed by vsq2560 DN: cn=vsq2560, o=PT Vale Indonesia, ou=PT Vale Indonesia, email=vsq2560@vale.com</small> Gustaf Ganna Songgo Gustaf Ganna Songgo	Anton Juanto <small>Digitally signed by Anton Juanto DN: cn=Anton Juanto, o=PT Vale Indonesia, ou=PT Vale Indonesia, email=anton.juanto@vale.com</small> Anton Juanto	Anggun Kara N <small>Digitally signed by Anggun Kara N DN: cn=Anggun Kara N, o=PT Vale Indonesia, ou=PT Vale Indonesia, email=anggun.kara.n@vale.com</small> Anggun Kara N	Budi Handoko <small>Digitally signed by Budi Handoko DN: cn=Budi Handoko, o=PT Vale Indonesia, ou=PT Vale Indonesia, email=budi.handoko@vale.com</small> Budi Handoko

- **Value the diversity of employees and stakeholders:** recognize and value the individualities of employees and Stakeholders and ensure an inclusive work environment that does not tolerate prejudice or discrimination.

5. Vale’s Commitments to Diversity, Equity, and Inclusion

1. **Promoting an environment of respect for all:** recognize and value the individualities of employees and stakeholders, ensuring a fair working environment where everyone has equal opportunities to develop their potential.
2. **Building a reliable environment:** ensure an environment of psychological security in which people have the freedom to be themselves, being able to share their ideas and expose their views in a respectful way with others through open and transparent dialogue.
3. **Establish processes free of prejudice:** Treat everyone fairly and equitably, without discrimination on any grounds, including but not limited to race, ethnicity, gender, age, social class, disability, religious beliefs, nationality, and political beliefs. This principle should be reflected in internal guidelines and processes such as recruitment, development opportunities, termination, promotion, compensation and benefits, training, and retirement, all of which must be based on merit.
4. **No tolerance for prejudice, discrimination and harassment:** respect the dignity and human rights of all people in the workplace. Any violations of this policy are considered violations of PT Vale CLA and are subject to the penalties outlined within the CLA.
5. **Promotion of Diversity, Equity and Inclusion:** stimulate dialogue and debate to increase awareness of employees, third parties, suppliers, customers and communities about respect for Diversity and combat discrimination through internal and external campaigns, training and educational actions.

6. Glossary

Diversity: set of characteristics that differentiate people, making each individual unique and singular. It is the range of human differences, whether social or cultural, including but not limited to race, ethnicity, gender, age, social class, disability, nationality and political beliefs.

Equity: Ensuring universal access to fundamental rights impartially. Acknowledge inequalities and act in search of justice and equality.

Inclusion: achieving a work environment where all individuals are treated with justice and respect, have equal access to opportunities and resources, and can contribute to the success of an organization.

Unconscious Bias: an implicit association, whether about people, places, or situations, which is often based on misguided, inaccurate, or incomplete information and includes the personal stories we bring to the situation. Its result is the quick judgment of people, without considering facts and data or without considering the impact of our history and personal values on that judgment.

Stakeholders: customers, suppliers, service providers, investors, partners, communities, government, civil society and non-governmental organizations.

PT Vale: PT Vale Indonesia, Tbk

7. General Provisions

This policy shall be reviewed periodically at least once every three (3) years or on demand and submitted for approval by the Board of Directors.

This Policy is made in English and Bahasa Indonesia. In the event of any inconsistency between English and Bahasa Indonesia (including on the meaning or interpretation of certain provision/wording), the English version shall prevail and the Bahasa Indonesia version will be deemed to be amended to conform with and to make the Bahasa Indonesia version consistent with the English version.