### HUMAN RIGHTS SOCIALIZATION EVENT

Protection of Human Rights (HAM) is one part that can guarantee the business continuity of a company. Therefore, the company establishes a policy as a form of respect for these human rights which can guarantee the protection of workers.

#### **MAIN THING**

This policy is based on the UN Guiding Principles on Business and Human Rights (UNGPs) such as Anti-discrimination, No forced labor, and respect for the rights of women workers.

#### **IMPLEMENTATION**

As a manifestation of the policy respecting the human rights policy, the company is active in disseminating this information and implementing it in its business activities such as conducting socialization to workers, establishing a gender committee, recruiting female workers, limiting overtime work, providing workers' rights in accordance with laws and regulations, grant leave.

# PT TASIK RAJA (Anglo Eastern Plantation Management Indonesia)

#### POLICY:

- 1. GENDER COMMITTEE
- 2. ANTI SEXUAL HARASSMENT
- 3. ANTI-DISCRIMINATION
- 4. NO FORCED LABOR







Anglo Eastern Plantation Management Indonesia (AEPMI)



#### **FORM**

No. Dokumen : AEP/FM/GEN/09

Revisi :00

Tanggal berlaku : 01 Oktober 2012

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#### PROGRAM PELATIHAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA TAHUN 2022

l												2022					
No	Program Pelatihan	Peserta Pelatihan	Fasilitator Pelatihan	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Ags	Sep	Okt	Nop	Des	Status Pelaksanaan	Keterangan
1	HYPERKES	Tenaga Medis	Training Center														
2	P3K	Karyawan	Tenaga Medis														
3	PERAWATAN MESIN	Karyawan	Senior Assistant														i
4	STERILIZATION	Karyawan	Senior Assistant														i
5	CLARIFICATION	Karyawan	Senior Assistant														
6	THRESSING	Karyawan	Senior Assistant														
7	KERNEL	Karyawan	Senior Assistant														
8	STEAM PLANT	Karyawan	Senior Assistant														
9	WATER TREATMENT	Karyawan	Senior Assistant														
10	EFFLUENT PLANT	Karyawan	Senior Assistant														
11	BIOGAS PLANT	Karyawan	Senior Assistant														
12	SORTASI	Karyawan	Senior Assistant														
13	TANGGAP DARURAT	Karyawan dan Staff	Ahli K3														
14	WELDING	Karyawan	Training Center														
15	ALAT BERAT	Operator Alat Berat	Training Center														
16	PENGELOLAAN LB3	Karyawan dan Staff	EHS														
17	DASAR-DASAR K3	Karyawan dan Staff	Ahli K3														
18	HUMAN RIGHTS (HAK ASASI MANUSIA	Karyawan dan Staff	EHS														
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TED.		No. Dokumen	: AEP/FM/GEN/09
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	PROGRAM PELATIHAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA TAHUN 2022		

			<u> </u>	ı								2022					
NI-	December Deletiken	5		2022													
No	Program Pelatihan	Peserta Pelatihan	Fasilitator Pelatihan	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Ags	Sep	Okt	Nop	Des	Status Pelaksanaan	Keterangan
1	P3K	Karyawan dan Staff	Tenaga Medis														
2	TEKNIK PANEN	Karyawan dan Staff	Senior Assistant														
3	TEKNIK SPRAYING	Karyawan dan Staff	Senior Assistant/Agr														
4	TEKNIK PEMUPUKAN	Karyawan dan Staff	Senior Assistant														
5	SENSUS OPT	Karyawan dan Staff	Agronomist														
6	TANGGAP DARURAT	Karyawan dan Staff	Ahli K3														
7	DASAR-DASAR K3	Karyawan dan Staff	Ahli K3														
8	PENGELOLAAN BAHAN KIMIA	Karyawan dan Staff	EHS														
9	PENGELOLAAN LIMBAH B3	Karyawan dan Staff	EHS														
10	PESAWAT ANGKAT ANGKUT	operator Dump truk	Training Center														
11	AHLI K3 KEBAKARAN	Staff	Training Center														
12	PERHITUNGAN GAS RUMAH KACA	Staff	Training Center														
13	HUMAN RIGHTS (HAK ASASI MANUSIA)	Karyawan dan Staff	EHS														
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	Rencana	F	OR ESTATE														
		r	ORESTATE														



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#### DAFTAR HADIR

Hari Tanggal

Jam Agenda Tempat

: Sabtu/5/6/2021 : 5/6/2021 : 10.00-11.00 W13 : Sosialisasi Kebijakan Hak Azasi Manusia (HAM). : Tenaga Pengajar (Guru) xayasan PT Tasik Paja.

No.	Nama	Departemen	No. HP	Tanda Tangan
1.	Ronny Kalberto	Sekolah	08216838459	7
2.	ABDULLAH HAFIFUDDIN	SEKOLAH	8823 6767 5576	
3.	KHOIRUN NISA HEP	Sekolah	085362816725	
4.	Druz Indah cahyani	Sekolah	0821 6761 1273	Julius.
5.	Masta Hermina ON	Sekolah	081370256596	Fridity De
6.	Dea Harisa	Sekolah	082168359068	Deapor
7.	Ns. Sipahutar	Sekolah/Gum	085270617545	412
8.	MAKHSYARI ZAHARAYU	Scholah	085275192289	MARA
9.	Parhiah Harahap	Scholah /Guru	082276808244	On the
10.	Septa Ria	Scholah	0821 6543 0631	Me .
11.	Sucilawastri Silalahi	sekolah	0822 7441 5246	God
12.	Si Pahayn	Selvalah.	0813 7569 3328	Municipal
13.	Taupe flugal	Fileles	OBIS GUIGGE	this
14.	Mantarli Emarguntile	& Ko-Pah	0821 6524 3454	Cathale
15.	M. Buyung Pane	Sekolah	0812 6388 250	e ,
16.	Suratmin	Salabah	0812 6882 1322	6.45
17.	Mihadi M putra.	Saloolah.	0821674 3013	mmg of
18.	Maryadi	SA te	0821 7883 1333	#25
19.	Sardes Purba	EHS	081260112244	100
20.	ZUDI P QUIRM	K- EHS	0822 8529 2091	



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## DAFTAR HADIR

Hari

: SABTU

Tanggal

: 5/JUN1/2021 : 10.00 WIB

Jam

Agenda

: SOSIALISASI HAM (HAK AZAZI MANUSIA)

Tempat : KLINIK PTTASIK RAJA

No.	Nama	Departemen	No. HP	Tanda Tangan
American de la constantina del constantina de la constantina del constantina de la c	Desi bhainnisyah.s.	Per Iclinik.	082267207211.	Hummel.
2.	dr. MEGA ANDRIANI	Flink	080262790770	DU
3.	dry hilesturi	Kluwe	0812-64 73 73 73	W.5°,
4.	MUSIYAH	Seryan	0852-6247467	So
5.	Hamidah lubi	Orpt- Comp.	0813-70116554	April .
6.	indah Desma	Klinne	0822-73560137	·
7.	Positahati	Klinne		Pup.
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#### DAFTAR HADIR

Hari Tanggal : Se(252

Tanggal Jam : 8 Juni 2021 : 07.00 WIG

Agenda

: Sosialisasi HAM

Tempat

Lapangan Briting Tasik DAMAN

No.	Nama	Departemen	No. HP	Tanda Tangai
1. ,	Sugranto	TR TIM		H
2. /	Rakiorra	Tr- 7/m	D8226015 3294	Myse.
3. /	Parmin	TR TIM	08529676006	JA.
4	M. Dahlon	T-R. Tim		4
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	Syrarvo	TR. TIM.	08C7 1170 0499	\$
7	Surjani .	tin: m. II.		A.
8. ~	Tunien	Tim m T		tis
9	Siti ROHANI	Timem I		384
10	MASN!	Timimi		do
11.	PEVITAYUSHIATI	Tim mI		J. M. Ma
12.	puru auto,	TIM TR		An
13. 🗸	mamalani Sitompo	Tim S FAMIL		Grat-
14.	BERNIKE	Tim 1 S	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	<del>}</del>
	mariana T	Timim		langt.
16.	Sopranto. Purho	Tim. I m.		Ale
17.	RAYA.S.S.	Tim Is		3
18.	Zamandolin sugar	tim I by		#
	Bunga Malati	Tim MI		Himit
20.	HERD9NA	AM IM		Burn



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#### DAFTAR HADIR

Hari : Selasa & Juni 2021

Tanggal:

Jam : 08.00 WIB

Agenda : SOSIALISASI HAM

No.	Nama	Departemen	No. HP	Tanda Tangar
21.	AHMAN ILIANI	TR.71M.		. Af S
22.	MALIAH	TMIM		2
23.	SRI KEMAIA FISE	Tra Ira		SIMCF
24.	STAPITRA	TR THA		Stat
25.	sum Hailmo	G1716 - TIM		
26.	Masriyatik	TIMIS		W.
27.	LAMRIKA	Tm - spy ayang		hand
28.	SRIUTAMI	TIMIM		tu
29.	sri wari	Tem I M		lex
30.	Nurmala	Tim I m		liv
31.	APRIDA'	TIM TR		×
32.	SKI WAHYUNI	TIMIM.		Skl w.
33.	RINTIK	TIMIM		27
34.	Elisa Eriyanti	Tim IS		Shot
35.	1-DIA YANTI	TIM I S		Hurt.
36.	- 0	TIM IM		fles
37.	SARIATI	Tim 2 m		3flent
38.	Sut nemo	the I ws		Mr.
39		TIMI M.		Juli
40	. Nurcia.	Tim Stoying 11		gue



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# DAFTAR HADIR

Hari : 52/252

Tanggal: 8 Juni 2021 Jam : 4 07.00 WIB
Agenda : Sosialisasi HAM

lo.	Nama	Departemen	No. HP	Tanda
11.	SURANTI	TIM 2 M		Tangan
42.		TIM IT S		Buy
43.	11.01	Tim II m		Cof
44.		I'm II M		in
45.	WARSING	'		Eg
46.		TIM II M		du
47.	LISDA	TIMI M		2
48.	TRIANA	TIM I M		Tes
49.	Paiken	TIM II M		38
50.	WISTONO	TIM I S		)~
51.	Roschance	Jim II M		Au.
52.	BARIAH	Vim II IVI		li
53.	RUSLI	TIMI S		The
54.	Marsoud.s	TIM WS		In
55.	FAD Li DINZI	Tru II S		per
56.	SUPRAPIO	TIMIS		Blux
57.	MHD. NURTI KNINTED	TIMIT S.		1
58.	wind:	rim IT S		8.
59.	ERDIANIA	TIMIS		Edis
60.	VERONILLA	Liw D ?		Talmed.



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### DAFTAR HADIR

Hari : Selasa

Tanggal: 8 June 2021 Jam : 07.00 W18

Agenda : SosiALISASI HAM

empat	: Laparegn of	fice Task Idaman		
No.	Nama	Departemen	No. HP	Tanda Tangan
61.	Miklar	Tim 2 IIS		1º
62.	Sunita	TIM 2 TIS		July
63.	Admisandi	TIM II S		Comp
64.	Pizki	TIM I S		\$
65.	Mahdi	Tim I S		(Jun)
66.	Junaidi	Tim I not making		Jen
67.	Dameria Gantun	Tim II M		you.
68.	Nurlina Sianton	tim Ti M		/3/10
69.	BIMA ATODYA	TIM II S		a
70.	1.11	TIME 5		COL
71.	Rosmavali HSB	(m ii m)		fles
72.	SITI MANDELONA			29.
73.	ROMAULI	tm I 5	•	360
74.	Hurnen.	tu II 5		Luce
75.	Jamini HPP	Jm III M		Palis
76.	ROSDEWI	4m III m		3thing
77.	Jahriani	tun II M		Juf
78.	Sumarzin	_ u		1 814
79.	KAULI Sibunah	CM TIM		Stuf
80.	m-SAHIR	Chi III II		- m