

Global Framework Agreement
Labour - Management Agreement on Code of Conduct
between
Antara,
Antara Employees' Union,
and
UNI Global Union

PREAMBLE

This agreement materializes the objectives of the initiatives between Antara, Antara Employees' Union and UNI Global Union to negotiate a "Labour-Management Agreement on Code of Conduct" and sign the Global Framework Agreement, which enshrines trade union, social and labour rights within Antara, at both national and international level.

Social Partnership Framework at the National and Global levels

Antara and its social partners, Antara Employees' Union and UNI Global Union have agreed to take social responsibility to the global level to develop the company and to strengthen mutual partnership based on social dialogue.

Social partnership means not only the necessity of the rights of the management and the union to be respected but also the necessity of having cooperative and productive relation for mutual gain and prosperity. To give effect to this commitment, Antara, Antara Employees' Union and UNI Global Union agree to act based on the universally - recognized principles on environmental, labour and human rights and to establish a framework to jointly promote the appropriate application of the following agreed principles:

Common Recognition of the Necessity to Deal with Impact on Global Environment

1. Antara, Antara Employees' Union and UNI Global Union will support an approach toward preventing and dealing with environmental problems such as decreases in natural resources, pollution, climate change and future impact on ecosystems.

- The promotion of environmental management by Antara, Antara Employees' Union and UNI Global Union will consistently consider concerns about the impact that the business operation may have upon the natural and human environment and will commit to taking efforts to dealing with all concerns about the environment.

Common Recognition of Human Dignity and Fundamental Human Rights in the Workplace

2. Antara, Antara Employees' Union and UNI Global Union will support respect for the dignity of all human beings and the application of appropriate standards to guarantee the health and safety in the workplace.
 - a. *Respect for others in the workplace*
 - There shall not be any physical abuse, extreme discipline, sexual or other forms of harassment and threats in the workplace. The managers and workers should observe harmonious relations avoiding any behaviour that implies a lack of respect or discrimination against other employees.
 - b. *Maintenance of working environment with consideration for health and safety*
 - A safe and healthy working environment with no occupational risk shall be provided. The best occupational health and safety practice shall be promoted and safety equipment with appropriate training shall be provided.
 - The company, workers and their representatives shall cooperate with each other for the observance of the adopted measures to guarantee health and safety. The workers and their representatives will receive the appropriate information and training in the area of occupational health and safety.
3. Antara, Antara Employees' Union and UNI Global Union will support respect for fundamental human rights in the workplace. In confirmation of this, Antara will agree to comply with the ILO conventions on freedom of association and trade union rights, to recognize the right to organize and the right of trade unions to represent and negotiate on behalf of the workers, and to comply with minimum standards in respect of wages and working conditions.
 - a. Respect for freedom of association and the right to collective bargaining.
 - b. All workers shall have the right to form and join trade unions.

- c. Where UNI Global Union affiliates represent the workers employed in companies owned by Antara – and its subsidiaries – the company shall recognize the right of trade unions to represent said workers in:
- Collective bargaining. On their part unions will agree to negotiate in good faith, with the common aim shared by labour and management of contributing to the development and growth of the company, which guarantees the employment of workers.
 - Dispute settlements procedures.
 - Negotiations and consultations on all matters affecting jobs and training.
- d. *The right to represent workers*
- The company guarantees that workers representatives shall not be discriminated against and shall have access to all workplaces necessary to enable them to carry out their representation functions.
4. The right of workers to use company's electronic means is subject to the following principles:
- The communication may not obtain a libel or abusive statement
 - The company's electronic services shall not be used as means of sexual harassment or for diffusion of offensive remarks of a personal nature or remarks regarding the age, sexuality, race, handicap or looks, nor to visit sites that promote pornography, racism and intolerance.

Common Recognition of Human Dignity and Fundamental Human Rights in the Community

5. Antara, Antara Employees' Union and UNI Global Union will support respect for fundamental human rights in the community.
- a. *Free choice of employment*
- Employment shall be freely chosen and there shall not be forced or compulsory labour and slavery.
- b. *Abolition of discrimination in respect of employment*
- All workers shall be given equality of opportunity and treatment irrespective of race, colour, sex, religion, political opinion, nationality or social origin. Workers shall receive equal remuneration for work of equal value

c. *Abolition of child labour*

- There shall not be child labour. Only workers above the age of 15 years, and over the compulsory school-leaving age, shall be employed.
- Children under the age of 18 shall not perform work, which by its nature or the circumstances in which it is carried out is likely to harm the health and safety or morals of children.

Common Recognition for Corporate Social Responsibility and transparency in the management of the companies

6. Antara, Antara Employees' Union and UNI Global Union shall be based on a Code of good practices and on lines of actions based on social responsibility and transparency concerning the various aspects of the business, deemed as necessary for maintaining the sustainability of the Group. To this end, Antara agrees to maintain a management system involving cooperation and dialogue, based on open information policy and on the following principles, which reflect ethical and responsible management maxims:

- Openness and a high degree of shared responsibility in terms of information with social partners, shareholders and clients;
- Respect for and commitment to the principles governing the protection of human rights, employment, social and environmental norms and the fight against corruption;
- Promotion of transparency and good practices throughout the whole chain of suppliers;
- To ensure fair competition;
- To lay foundations for growth and improve infrastructure;
- To meet customers' expectation by improving quality of services at an affordable price.

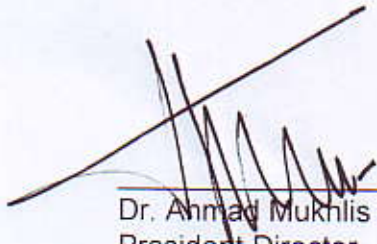
Implementation of the Agreement

- Antara will provide information concerning this agreement to all offices inside and outside of the country.
- Antara, Antara Employees' Union and UNI Global Union shall be responsible for the administration and implementation of this agreement. They will engage in and pursue ongoing dialogue. Senior representatives of the two parties shall meet once a year to verify compliance with this agreement, share reports of new issues and update ways of cooperating.
- To ensure effective and appropriate application of this agreement, Antara

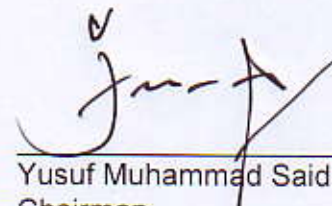
Employees' Union will put an effort into promoting the correct understanding of the contents of this agreement among the workers it represents and improving their ability to implement it.

- To assist Antara apply this agreement, UNI Global Union will use its global network to provide the company with appropriate information.
- When any difference arises from the implementation of this agreement which cannot be solved autonomously within the company, UNI Global Union will mediate with the parties in conflict and make the utmost effort to reach a peaceful solution.
- As Antara considers that the respect for workers' rights mentioned in this agreement constitutes an element of progress within industrial relations, third companies wishing to be awarded outsourcing contracts, jobs, works or any other type of service by Antara, will have to adhere to these principles.

Jakarta, March 26, 2010



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