

HUMAN RIGHTS AND ANTI-SLAVERY POLICY

Introduction

PT BTI Indo Tekno, the registered company of BTI Defence headquartered in Indonesia, is committed to upholding the highest standards of ethical conduct and integrity in all our business activities. This policy outlines our efforts to act responsibly in the areas of human rights and modern slavery, ensuring that these principles are respected across our operations and supply chains.

Policy Statement

BTI Defence has a zero-tolerance approach to any form of modern slavery or human trafficking in our operations and supply chain. This includes, but is not limited to, forced labor, child labor, human trafficking, and any form of labor obtained under duress or through coercive practices.

This statement is made in accordance with the legal framework established by Law of the Republic of Indonesia, number 39 of 1999 concerning Human Rights and Law number 21 of 2007 concerning the Eradication of Human Trafficking Crimes.

Supply Chain Transparency

We aim to ensure transparency within and across our supply chains by implementing rigorous procurement processes. We expect all suppliers and contractors to comply with our values, the principles of this policy, and national and international laws pertaining to human rights and anti-slavery.

Compliance and Risk Management

BTI Defence undertakes due diligence when considering new suppliers, and we regularly review our existing suppliers to assess and mitigate risks of modern slavery and human trafficking. This includes on-site audits, review of supplier practices, and ensuring that they meet our stringent standards.

Employee Training and Awareness

We are dedicated to increasing awareness among our employees regarding modern slavery and human trafficking. Training programs are conducted regularly to equip our staff with knowledge to identify and report potential risks in our operations and supply chains.

Reporting and Whistleblowing

BTI Defence encourages transparency and open communication. Our whistleblowing mechanism is designed to empower employees and external stakeholders to report any instances of observed or suspected ethical violations, including human rights abuses and modern slavery, without fear of retaliation.

Continuous Improvement

We commit to continuously reviewing and improving our practices to prevent exploitation and human rights abuses in our business and supply chains. This will involve updating our policies and procedures as necessary to adapt to new risks or changes in the operational environment.

Governance and Implementation

This policy is approved by our Board and is binding on all employees, suppliers, and subcontractors of BTI Defence. Non-compliance with this policy will lead to appropriate actions, including but not limited to termination of employment or contracts.

Approval of Statement

This statement was approved by the Board of Directors on the 17th of March 2023.

Signed:

Peter Tjahjono

Director