

Corporate Social Responsibility in Employment, and Occupational Health and Safety



Policy

Employees are vital assets of Bank Mandiri. Therefore, employees' interests are major priority to be fulfilled. Bank Mandiri has a policy to provide equal treatment for all employees in terms of work opportunity, remuneration, training, and development. It is stated in various policy of Human Resources and Collective Work Agreement between Bank Mandiri and all Bank Mandiri employees.

Bank Mandiri also has a policy to provide a safe and comfortable working environment. Internal policies related to Occupational Safety and Health (K3) are listed in several company documents, including the following:

- **Standard Operating Procedure (SOP) of Business Continuity Management (BCM)**

SOP BCM is a general guideline in preparing Bank Mandiri to face and protect itself from various potentials of catastrophic financial and non-financial damages as a result of a disaster. The SOP regulates, among others, potential risks that may be experienced by Bank Mandiri, causes of risks, and mitigation procedures. SOP BCM came into effect as of 8 June 2017.

- **Technical Operational Guideline (PTO) of Emergency Response Plan (ERP)**

PTO ERP is a component of BCM as a guideline in maintaining the safety and life of all employees, customers, and third party at the time of disruption/ disaster, including rescuing Bank's vital data and assets. ERP procedures are focused on life securing and rescuing. PTO ERP came into effect as of 4 September 2013.

- Improvement of health care facility scheme for the employees and realization of decent and safe workplace for all Bank Mandiri employees.
- Realization of operational activities of the company based on the applicable procedure and work safety standard. Hence, throughout 2018, Bank Mandiri recorded zero accident both in the Head Office and Branch/Regional Offices.

Activity

Employment Activity

Gender Equality in Work Opportunity

Bank Mandiri continuously provides equal right and opportunity to work regardless of differences in religion, ethnicity, race, social status, skin color, gender, or other physical traits. Similarly, in appointing potential employees, Bank Mandiri does not discriminate on any grounds, because its decision is based on selection and evaluation results during employee probation and orientation period.

Activity Target

In relation to practices of employment, health and work safety for the employees, throughout 2018 Bank Mandiri has determined several targets of achievement, which include:

- Guarantee of employees' well-being which complies with the applicable regulation and as specified in Collective Work Agreement;
- Guarantee of gender equality in work opportunity and in the opportunity to participate in training for all employees;

Equality on Education and Training Programs

Bank Mandiri continuously organizes several methods of education and training programs to support Bank Mandiri's operational activities. It constantly guarantees that every employee has equal opportunity to participate in education and training programs that are performed based on the necessity and development plan of the Company. Further explanation on Education and Training Program performed throughout 2018 can be seen in the Company Profile in this Annual Report.

