



## CEREMONY OF EMPLOYEE ACCEPTANCE WITH DISABILITIES AT PAN BROTHERS TANGERANG

**Tangerang, Wednesday 5 April 2022**, PT Pan Brothers Tbk (the “Company”) and the Group are committed to advancing the economic empowerment of every individual, which also includes persons with disabilities (“*teman difabel*”). This commitment is in line with the Company’s sustainability targets, particularly those related to social and economic sustainability as outlined in Goal 1: No Poverty, Goal 4: Quality Education, and Goal 8: Decent Work and Economic Growth, and is realized through initiatives to provide employment opportunities for *teman difabel* in the Tangerang area as productive employees for the Company.

The ceremony for accepting *teman difabel* as employees for the Company was carried out with full support from the Municipal Government (*Pemkot*) of Tangerang City through the Municipal Representative of the Manpower Ministry (*Disnaker*) of Tangerang City and local regional leaders, who are currently encouraging the employment program for *teman difabel*. Until now, the Company has implemented this program for all of the Company’s facilities in Indonesia. The Head of Municipal Representative of the Manpower Ministry (*Disnaker*) of Tangerang City, Mr. Ujang Hendra Gunawan, expressed his appreciation for the Company which has contributed to providing facilities and assistance to *teman difabel*. He also explained that this effort would be continued by communicating to all other companies in Tangerang City.

The General Manager of the Company’s Human Resources Management, Mr. Nurdin Setiawan, said that the Company’s commitment to social and economic sustainability in the surrounding community also coincided with the fulfillment of the Law of Disabilities (No. 8/2016). Supported by the history of employees with disabilities who have shown good performance with tenacity and perseverance in working, the Company’s commitment does not only stop by providing decent jobs, but will also conduct training and capacity development that is not limited to the garment manufacturing industry sector. In addition to its commitment to *teman difabel*, the Company is also actively partnering with regard to food security programs and is ready to be involved in other environmental sustainability programs with the surrounding community. The Company hopes that this opportunity can be a prelude for other companies to open up the same opportunity, and hopes

that cooperation and support from various sectors for *teman difabel* to be able to develop for the common good.