

Human Capital Policy

Purpose

At Indika Energy, our most important asset and the driving force behind our achievements are our employees. We believe that a truly diverse and inclusive culture is crucial to drive the business forward as well as attract, develop, and retain talent.

We also believe in establishing a workplace where everyone can achieve their full potential, where human capital practices are based on fairness and solid foundations, where there are equal opportunities in employment, development, and career progression for any employee and where people feel safe to speak up when things may appear to be inappropriate.

The Human Capital Policy sets out the key elements of our approach and commitments in building a working environment that enables the full and active participation of everyone in our workforce.

Scope

This Human Capital Policy is relevant to all employees of Indika Energy, Directors, and Management, as well as third parties under Indika Energy's direct supervision, working for Indika Energy and its subsidiaries. We assert our influence over joint ventures that we do not control or operate, to encourage them to act in a manner consistent with the intent of this Policy.

Our Commitments

- Adopt recruitment and employment practices which provide equality of access to employment opportunities in line with local laws and which take local customs into consideration
- Provide all employees with equal opportunity to learn and develop themselves to maximize their individual potential and support their career path
- Create a working environment in which all individuals are treated with fairness, respect, and dignity, and without discrimination
- Ensure that our processes are transparent, fair, and free from bias wherever possible

Details

Equality of opportunity

As a world-class national company, Indika Energy Group values the diversity of its employees as its strength. Indika Energy is an equal opportunity employer and does not discriminate on grounds of age, gender, socioeconomic status, national or ethnic origin, religious or political beliefs, and physical ability.

We pay close attention to how we attract and assess talent at every step of the recruitment and hiring process. We are also focused on “culture add” when evaluating candidates, looking to hire people with different backgrounds and a wide range of experiences. We regularly monitor and report the broad demographic makeup of our employees and work actively to listen to everyone’s voice and encourage their contribution.

We implement and manage fair and effective performance-based assessment processes for recruitment, selection, development, promotion, and appointments to attract, retain and develop the best talent.


Indika Energy is also committed to promote gender equality at work. One of the ways we do so is by implementing equal pay for work of equal value and contribution, thus minimizing gender pay gap. We foster women’s representation at all levels, particularly in the middle and senior management. We also provide a secure and enabling work environment for both women and men at our workplace. We support work-family balance by preventing discrimination against pregnant women and workers with family responsibilities in hiring, job assignment, training, conditions of work and firing.

People development

Working in safe, healthy, and environmentally responsible ways comes first and foremost. Beyond that, Indika Energy Group believes in enabling employees to develop to the extent of their abilities.

We believe that it is important to help our employees continue enhancing their skills and expanding their knowledge to move forward and carve out a meaningful career path. We take our employees’ career development very seriously by conducting regular performance reviews, recognizing potential, undertaking education, training, and coaching as appropriate, facilitating mentorships, locating internal mobility opportunities, and offering other professional development opportunities within the Group.

We are also committed to equipping all parts of the company with the knowledge and skills necessary for sustainable development. We have made a commitment to incorporate targets related to ESG metrics to the Board of Commissioners’ and the Board of Directors’ performance appraisal by 2025.



Additional Resources

*Sustainability Policy
Indika Energy Code of Business Conduct*

*Issued by
Human Capital Department*

*Issued on
01 December 2022
Version 1.0*

*This policy has been approved by the
Board of Directors of Indika Energy.*