

Overview Occupational Health & Safety Policy

Objective

This document provides an overview of Bank Mandiri's commitment to Occupational Health and Safety (OHS), reflecting the Bank's efforts to ensure a safe, inclusive, and sustainable work environment.

The objective is to protect the health and well-being of all individuals under Bank Mandiri's supervision by integrating responsible OHS practices into daily operations. These practices are aligned with relevant regulations, international standards, and Bank Mandiri's broader Environmental, Social, and Governance (ESG) commitments.

Through proactive risk management, employee wellbeing programs, and structured systems, the Bank aims to cultivate a resilient workforce while ensuring business continuity across all levels of operations.

Scope

This policy applies to all employees of Bank Mandiri, as well as contractors and individuals working under the Bank's supervision, across its head office, regional offices, and branches. Implementation is guided by applicable laws and regulatory requirements, and is aligned with Bank Mandiri's Code of Conduct, purpose, and core values.

OHS Practices and Responsibilities

Bank Mandiri is committed to creating a working environment that prioritizes health and safety. This includes:

- Providing access to comprehensive health insurance and social security
- Creating inclusive and secure workplaces
- Supporting employee wellbeing through on-site facilities, trusted healthcare providers, and proactive programs
- Regularly conducting simulations, safety drills, and risk-based training sessions

Responsibilities are distributed across all levels—from executive management to individual teams—to ensure ownership and accountability in maintaining workplace safety. Leaders are expected to assess risks and take preventive actions, while all employees are encouraged to participate in and report on health and safety matters.

Standards and Compliance

Bank Mandiri ensures compliance with national occupational health and safety laws, as well as relevant international standards and voluntary commitments. These include Bank Mandiri's *Perjanjian Kerja Bersama* which serves as the highest regulation governing employment matters, internal Standard Operating Procedures (SOPs), Environmental and Social Risk Management (ESRM) frameworks, and collective agreements, where applicable.

Employee Involvement and Consultation

Bank Mandiri promotes open communication and meaningful participation in OHS matters. Employees, including their designated representatives, are consulted in identifying risks, developing mitigation strategies, and enhancing the overall safety culture.

Bipartite forums and other feedback mechanisms serve as channels for collaborative safety planning and issue resolution.

Continuous Improvement and Monitoring

Bank Mandiri is committed to continuously improving its OHS management system. This includes:

- Regular risk identification and assessments
- Prioritization of key risks and action planning
- Strengthening emergency response systems
- Evaluate mitigation strategies and updating safety procedures as needed

OHS performance is monitored through quantitative and qualitative indicators, including work-related injuries, absenteeism rates, and employee engagement levels related to wellbeing and safety.

Reporting and Transparency

Bank Mandiri reports its OHS performance annually through its sustainability report and other public disclosures, ensuring transparency and accountability to stakeholders. Internally, dashboards and reports are reviewed regularly by business units and group functions to track progress and address gaps.

Governance and Endorsement

The implementation of this policy is endorsed at the highest level by Bank Mandiri's Board of Directors and Executive Management. Their leadership ensures strategic alignment, resource allocation, and a top-down commitment to workplace safety and resilience.

Conclusion

Bank Mandiri upholds Occupational Health and Safety as a core pillar of its responsible business practices. Through structured systems, inclusive participation, and continual improvement, the Bank remains committed to safeguarding the wellbeing of its people while ensuring operational excellence across the organization.