



Overview Freedom of Association Policy

Objective

This document serves as a summary and overview of Bank Mandiri's Freedom of Association practices. Its purpose is to provide a comprehensive understanding of Bank Mandiri's approach to employee representation and industrial relations, ensuring they align with principles of compliance, fair labor practices, and regulatory requirements.

The policy aims to create a harmonious, fair, and productive work environment by ensuring the rights of employees to associate freely while maintaining bank operations and industrial stability. It establishes clear guidelines for engagement, rights, obligations, and dispute resolution mechanisms between the bank and Bank Mandiri Employee Union (*Serikat Pegawai Bank Mandiri* or "SPBM").

Scope

This policy applies to all employees of Bank Mandiri, ensuring compliance with Law no. 21 of 2000 concerning Trade Unions/Labour Unions (*Undang-Undang No. 21 Tahun 2000 tentang Serikat Pekerja/Serikat Buruh*). It governs the relationship between the bank, employees, and SPBM, facilitating structured labor relations and industrial harmony.

Freedom of Association and Employee Representation

Bank Mandiri recognizes SPBM as the registered employee union under KEP 804/M/BW/2000 and 45/V/P/V/2001, legally acknowledged by the Ministry of Manpower. Employees have the right to join or not join the union, with the assurance of equal treatment regardless of affiliation. Lembaga Kerjasama Bipartit (LKS Bipartit) serves as a platform for communication and consultation between management, SPBM, and non-union representatives (e.g. Mandiri Club).

Rights and Responsibilities

The bank retains full authority over workforce management while ensuring fair treatment of employees and respect for union representation. SPBM is entitled to engage in labor-related discussions, provide recommendations, and advocate for employee welfare. Both parties must operate with mutual respect, professionalism, and adherence to regulations.

Prohibited Actions

To maintain industrial harmony, the following actions are prohibited:

- The bank must not intimidate, discriminate, or interfere with SPBM activities.
- SPBM must not disrupt operations, misuse bank resources, or disclose confidential information.
- Both parties must avoid activities that could undermine industrial relations and compliance.



Bank-Union Engagement and Dispute Resolution

Engagement between Bank Mandiri and SPBM follows the Collective Labor Agreement (PKB), ensuring structured communication, mutual commitments, and dispute resolution mechanisms aligned with labor laws. SPBM may use designated communication channels, and any labor-related disputes must follow established PKB procedures and national labor regulations.

Conclusion

Bank Mandiri is committed to upholding freedom of association by maintaining transparent, structured, and legally compliant labor relations. This policy serves as a foundation for ensuring employee rights, fair engagement, and industrial harmony.