

MEMORANDUM OF UNDERSTANDING

ON

GLOBAL FRAMEWORK PROTOCOL

between

INDOSAT

and

UNI GLOBAL UNION



Memorandum of Understanding
on
Global Framework Protocol
between
INDOSAT
and
UNI Global Union

This protocol materializes the objectives of the initiatives between INDOSAT and UNI Global Union to gain mutual understanding regarding to “Labor-Management Protocol on Code of Conduct” and sign the Global Framework Protocol, which enshrines trade union, social and labor rights within INDOSAT, at both national and international level.

Given that UNI Global Union sees the relations between the management of INDOSAT and the Union as an example of good practice which UNI Global Union and others concerned with fair labor relations would be pleased to see upheld as an example throughout Southeast Asia and elsewhere.

The parties mentioned above hereby agree that:

1. INDOSAT and its social partner, UNI Global Union have agreed to take social responsibility to the global level to develop the company and to strengthen mutual partnership based on social dialogue.
2. INDOSAT and UNI Global Union agreed that every enterprise needs peace and social consensus in order to develop.
3. INDOSAT and UNI Global Union will support respect for the dignity of all human beings and the application of appropriate standards to guarantee the health and safety in the workplace. There shall not be any physical abuse, extreme discipline, sexual or other forms of harassment and threats in the workplace. The managers and workers should observe harmonious relations avoiding any behavior that implies a lack of respect or discrimination against other employees.
4. INDOSAT and UNI Global Union will support respect for fundamental human rights in the workplace. In confirmation of this, INDOSAT will agree to comply with the ILO conventions on freedom of association and trade union rights which coherent by means of Indonesian law, to recognize the right to organize and the right of trade unions to represent and negotiate on behalf of the workers, and to respect the right to collective bargaining. All workers shall have the right to form and join trade unions.
5. INDOSAT has also condemned child labor in order to prevent slavery and forced labor, and it intends to ensure that the principles established by the ILO are respected by the stakeholders.
6. INDOSAT after taking into consideration all the relevant facts and terms will recognize gender equal opportunity in hiring and promotions in all its operations.

7. To assist INDOSAT, UNI Global Union will use its global network to provide the company with appropriate information.
8. The provisions of this Global Framework Protocol are intended as an expression of mutual understanding and are not intended to be legally binding and do not create any legally binding contractual relationship amongst the Parties. For the avoidance of doubt, if there is any act, conduct, plan or campaign from UNI Global Union which is inconsistent with Indosat's company value, Indosat shall have the right to sign out from UNI Global Union for convenience as well as for this memorandum.

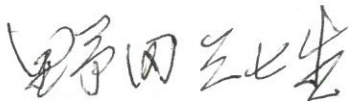
Hanoi, Vietnam, 26 August 2014



Alexander Rusli
President Director & CEO
INDOSAT



Azwani Dadeh
General Chairman
INDOSAT Union



Minao Noda
President
UNI Global Union Asia Pacific ICTS

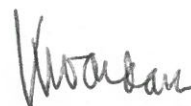


Alan Tate
Head
UNI Global Union ICTS

Witnessed by:



Christopher Ng
Regional Secretary
UNI Global Union Asia Pacific



Kun Wardana Abyoto
Director, ICTS Sector
UNI Global Union Asia Pacific