

GLOBAL FRAMEWORK PROTOCOL

between

TELKOM INDONESIA

and

UNI GLOBAL UNION



Global Framework Protocol
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and
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This protocol materializes the objectives of the initiatives between Telkom Indonesia and UNI Global Union to negotiate a "Labour-Management Protocol on Code of Conduct" and sign the Global Framework Protocol, which enshrines trade union, social and labour rights within Telkom Indonesia, at both national and international level.

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

The parties mentioned above hereby agree that:

1. Telkom Indonesia and its social partners, 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. Telkom Indonesia and UNI Global Union agreed that every enterprise needs peace and social consensus in order to develop.
3. Telkom Indonesia 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 behaviour that implies a lack of respect or discrimination against other employees.
4. Telkom Indonesia and UNI Global Union will support respect for fundamental human rights in the workplace. In confirmation of this, Telkom Indonesia will agree to comply with the ILO conventions on freedom of association and trade union rights, 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. Telkom Indonesia 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. Telkom Indonesia 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 Telkom Indonesia, 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 cooperation and are not intended to be legally binding and do not create any legally binding contractual relationship amongst the Parties

Bali, September 21, 2010



Wien Aswantoro
Vice President Industrial Relation
Telkom Indonesia



Tomoyasu Kato
Vice President
UNI Telecom



Christopher Ng
Regional Secretary
UNI Global Union Asia Pacific

*This Global Framework Protocol signed in the presence of H.E Mr.H.M.Muhaimin Iskandar,
Minister, Ministry of Manpower and Transmigration, Indonesia
during the 7th ilera Asian Regional Congress, Inna Grand Hotel, Bali, 21 September 2010*