

PT PAN BROTHERS Tbk WIN AWARDS FROM UN WOMEN AT WEPs AWARDS 2022: TRANSPARENCY CATEGORIES AND GENDER RESPONSIVE REPORTING



Jakarta, 4 November 2022, PT Pan Brothers Tbk (the Company) won the Women's Empowerment Principles (WEPs) Awards held by UN Women and the Indonesia Business Coalition for Women Empowerment (IBCWE) and supported by the Australian Government (DFAT).

The WEPs Awards Indonesia was first launched in 2020 through WeEmpowerAsia, a three-year UN Women program funded by the European Union to improve women's leadership and participation in business, recognizing the private sector in Indonesia for its initiatives to address gender inequality and promote women's leadership in support the national economy.

The Company won an award in the Transparency & Gender-responsive Reporting category for its initiatives that prioritize gender and women's economic empowerment in the workplace. This category recognizes companies' commitment to transparency and reporting of gender data that goes beyond minimum requirements and seeks to measure, analyze and report on the performance and gender responsive business practices implemented across the business chain. The category is intended for companies and organizations that have an accountability framework and have set targets, and consistently report and take steps to improve their performance to achieve gender indicators (such as in recruitment and retention, women's participation in management). This category also recognizes the efforts of companies that carry out audits and analysis of issues related to gender issues, such as gender appreciation, or of companies that are committed to increasing the number of gender indicators they report publicly each year.

Through this event, the Company intended to introduce the initiatives of gender equality and women's empowerment that have been carried out. As a company whose being managed by top management with equal gender basis (50:50), the Company has formulated its vision, mission, and commitment to





equality as the basic foundation of its entire policies, especially in the social sustainability strategy. Various programs have also been implemented, particularly in human resource development. Therefore, the Company believes that this award can be received as a sign of the Company's success in maintaining the sustainability of gender equality initiatives that are always guided by the principles of transparency, responsibility, accountability, fairness which are carried out on an ongoing basis.

115 applications from 80 companies were selected by a panel of 6 judges in five categories: Leadership Commitment, Gender-Inclusive Workplace, Gender Responsive Place of Commerce, Community Engagement and Partnerships, and Transparency & Reporting. This year, UN Women also gave appreciation to small and medium enterprises (SMEs) in Indonesia that promote gender equality and an inclusive culture, with a special award in the form of Small and Medium Enterprises (SME) Champions.

The panel of judges consists of professionals in the business and development sectors with experience in women's economic empowerment issues.

- H.E Rut Krüger Giverin, Ambassador-Designate of Norway to Indonesia, Norwegian Embassy in Jakarta
- Ms. Andy Yentriyani, Head of Komnas Perempuan
- Ms. Michiko Miyamoto, Country Director of ILO Indonesia and Timor Leste
- Mr. Indra Gunawan, Plt. Deputy for Community Participation, Ministry of Women's Empowerment and Child Protection
- Ms. Risa Rustam, Director of Finance and HR, Indonesia Stock Exchange
- Ms. Desiyanti Jacob, East Nusa Tenggara National Craft Council Committee - youth representative

Winners from seven countries, including Indonesia, have the opportunity to be selected as winners at the Asia-Pacific level during the regional awards ceremony on November 23, 2022.

WEPs is an initiative of UN Women and the UN Global Compact that aims to empower women to participate fully in the economy in all sectors and outlines seven steps for businesses to achieve in the workplace, marketplace and community. To date, more than 7,100 companies worldwide have signed WEPs, including 167 companies from Indonesia.

