

PT WIRA KARITAS		Reference:	Policy KEB-WK/08
	STATEMENT OF COMMITMENT	Subject	Freedom from Debt Bondage
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STATEMENT OF COMMITMENT

ZERO-COST PLACEMENT, FREEDOM FROM DEBT BONDAGE

1. STATEMENT

PT Wira Karitas believes that every Indonesian Migrant Worker has the right to work abroad free from debt. In line with our Policy on Freedom from Debt Bondage (KEB-WK/08), attached to this statement as an integral part hereof, PT Wira Karitas hereby affirms the following commitments.

2. COMMITMENTS

- 2.1 **Partnering Only with Zero-Cost Employers.** We establish cooperation (MOU) only with employers who apply the **zero-cost principle** and fully bear all process and departure costs of Migrant Workers.
- 2.2 **Strict Prohibition of Fees.** Any marketing partner cooperating with PT Wira Karitas is prohibited from collecting any fee or receiving any money from Migrant Workers, for any reason.
- 2.3 **Zero-Cost Statement for Every Migrant Worker.** Every Migrant Worker signs a zero cost statement as written assurance that all process and departure costs are borne by the employer.

3. REPORTING

If anyone requests payment on behalf of PT Wira Karitas, please report it to us immediately via +62 852 2095 4162 or info@wirakaritas.com. Every report will be followed up, and the reporter's identity will be kept confidential.

4. ATTACHMENT

Policy on Freedom from Debt Bondage, Doc. Number KEB-WK/08, dated 20 January 2023.

Medan, 20 January 2023

PT WIRA KARITAS



Maria ML Ginting

President Director

PT WIRA KARITAS		Doc. Number:	KEB-WK/08
	FREEDOM FROM DEBT BONDAGE	Prepared On	20 January 2023
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1. GENERAL

Debt bondage, also known as debt slavery, bonded labor, or peonage, is the promise of service as collateral for repayment of debt or any other liability. In the event that the repayment terms are not clearly or reasonably explained, the creditor has control over the relevant workers, whose freedom depends on unspecified debt repayment. The services required for such debt repayment may be unspecified, and the term of such services may also be unspecified, thus allowing the creditor to require such services indefinitely. This debt bondage can be passed down from generation to generation.

2. PURPOSE

These policies are intended to provide a sense of security to the migrant workers from debt bondage which have occurred due to the high costs that they need to spend to fund their departure abroad.

3. SCOPE

These policies apply to all Migrant Workers who are processed by and depart from PT Wira Karitas

4. POLICIES

- 4.1. PT Wira Karitas are committed to establish cooperation (MOU) with the employers who have applied **zero cost principle** (where the process and departure costs are borne by the employer)
 - 4.2 We prohibit any Marketing department cooperating with PT Wira Karitas from collecting any cost (receiving any money) from the Migrant Workers
 - 4.3 We ensure that the Migrant Workers make a statement on zero cost which shows that all the process and departure costs are borne by the employers.
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POLICIES ON
FREEDOM FROM DEBT BONDAGE
KEB-WK/08

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20 January 2023	20 January 2023	20 January 2023

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