

## NSMP Commitment to Equality and Diversity

The NSMP legal office, in its practice, believes in fairness, equality, and, above all, values diversity in providing legal services to clients as well as employers of the people.

NSMP's equality is about ensuring that access to opportunities are available to all, taking into account the people's distinctive needs and capabilities.

NSMP's diversity is its commitment to eliminating discrimination and strictly prohibits harassment or discrimination based on race, color, religion, ethnic origin, age, disability or handicap, sexual orientation, gender identity, marital status or any other characteristics protected by applicable law.

NSMP aims to embed its equality and diversity values into every day practice so that equality and diversity becomes the norm for all.

Jakarta, 1 July 2012