Danantara Indonesia

WASKITA precast

Certificate of Completion

This certificate is proudly presented to:

ARVIN DAVE ORLANDO

Certificate ID: P1ZR6YHCGOA6U4

PT Waskita Beton Precast Tbk

in recognition of professional achievement for successfully completing

Respectful Workplace Policy (Sesuai Pedoman Waskita Group)

Attendance Date: 19 November 2025 - 28 November 2026

DIREKTUR KEUANGAN,
MANAJEMEN RISIKO & LEGAL

FATHUL ANWAR

No.	Chapter Title
1	Pelatihan

Keikutsertaan (Bobot 100%)

No.	Nama Item Aspek	Nilai	Bobot	Jumlah
1	Pre-Test	55	50%	28
2	Post-Test	95	50%	48

Nilai Akhir: 76

Nilai Akhir Sertifikat: 76