

Certificate of Completion

This certificate is proudly presented to:

HENDRO NUGROHO



Certificate ID: GE2VDAO5GMH339

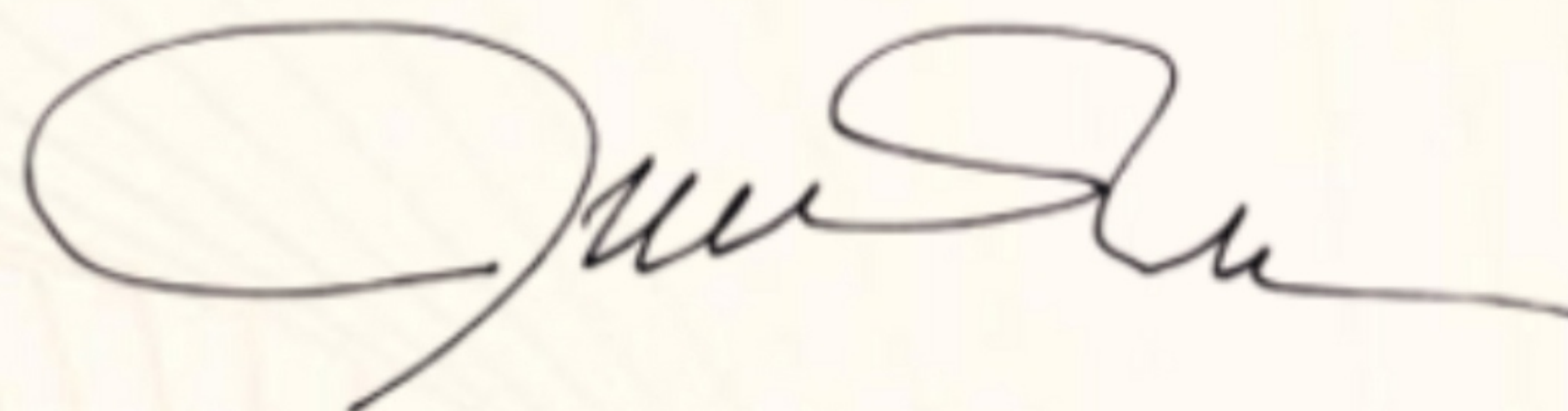
PT Waskita Beton Precast Tbk

in recognition of professional achievement for successfully completing

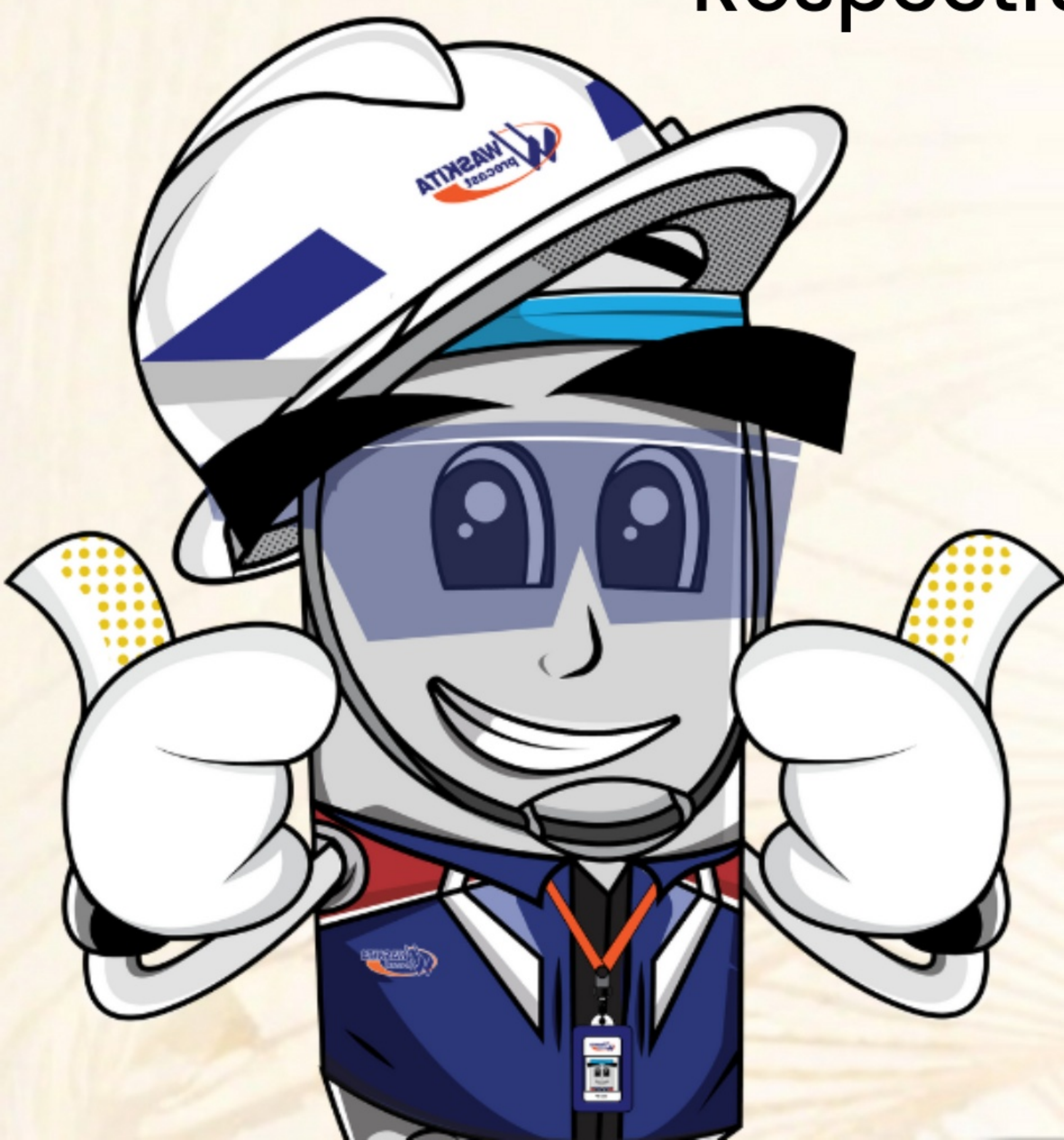
Respectful Workplace Policy (Sesuai Pedoman Waskita Group)

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	95	50%	48
2	Post-Test	100	50%	50

Nilai Akhir: 98

Nilai Akhir Sertifikat: 98