

ETHICS & INTEGRITY

As an ethical and responsible business entity compliant with applicable laws and regulations, the Company implements and upholds its Ethics and Integrity Policy as follows

- We will conduct business ethically and within the boundary of the national and local laws and regulations
- We will respect the rules and principles of fair competition and prohibits the practice of monopoly, cartels, price discrimination, bid rigging, conspiracy to disclose confidential information, conspiracy to hinder production, and other similar practices
- We will not tolerate any form of fraud, corruption, bribery, money laundering, misuse of funds and resources or payment of facility fees.
- We will conduct environmentally responsible business practices aimed at protecting sustainability, natural resources, and the environment.
- We will act in full transparency in accordance with applicable regulations pertaining to environmental, legal, social, and political contributions made by the Company to stakeholders affected by the Company's business operations and condemn any illegal actions to gain an advantage.
- We will provide ethical training and socialization to all workers.

Based on the Company's Ethics and Integrity Policy, the Company expects all employees to apply the basic principles of personal and professional behavior based on the Company's values, namely: Teamwork, Integrity, Professionalism, Communication, and Excellence.

The basic principles of personal and professional behavior that must be followed by all employees of the Company are as follows:

1. Act professionally and with integrity

Every employee must act professionally by upholding morality, being responsible, honest, open, always based on the Company's values, and consistently complying with systems and procedures, including Company regulations and applicable laws.

2. Maintain confidentiality

Every employee must maintain the confidentiality of company and job-related data and information in accordance with company policies and applicable laws.

3. Prevent conflict of interest

a. A conflict of interest arises when an employee's duties and responsibilities involve interests other than those of the company, including personal, group, or factional interests. This situation could lead to biased or non-objective decision-making in the employee's role.

b. Employees are strictly prohibited from engaging in any actions or activities that could create a conflict of interest, potentially causing harm to the company. This includes situations where personal interests, group interests, or factional interests could influence an employee's judgment or decisions in their assigned role.

4. Prevent unfair business practices

Every employee is obliged to prevent Unfair Business Competition in the form of monopolistic practices, cartels, price discrimination, bid rigging, secret information collusion, conspiracies that hinder production and others.

5. Avoid Gift and Gratuities

a. Every employee is prohibited from receiving compensation directly or indirectly in any form and from any party related to their duties and responsibilities.

b. Every employee is prohibited from making illegal levies in any form in carrying out their duties for personal, group or other party interests.

c. Every employee is prohibited from giving, promising or offering directly or indirectly gifts in any form to work partners, vendors or civil servants personally with the aim of getting the person concerned to provide certain facilities/priorities to the Company.

6. Uphold Ethics in dealing with partners/ suppliers/ vendors/ customers

Every employee must conduct him/herself ethically and never commit fraud when dealing with external parties such as partners, suppliers, vendors and customer

7. Protect the environment

Every employee must support the Company's policy in carrying out environmentally sound business which aims to protect health, natural resources and the environment.

8. Report data truthfully
 - a. Every employee is obliged to provide data and reports accurately, accountably and in a timely manner.
 - b. Every employee is prohibited from manipulating/removing/replacing actual data and reports.
9. Respect Human rights
 - a. Every employee is obliged to respect the human rights of all stakeholder dealing with the company
10. Contribute to the secure and safe working environment
 - a. Every employee is obliged to contribute to the secure and safe working environment. They are also expected to protect the company's secrets, data, files and business transactions
 - b. Every employee is prohibited from committing unlawful acts such as immorality, gambling, using/distributing illegal drugs (drugs), alcoholic beverages and other disgraceful acts.
 - c. Every employee is prohibited from committing acts that conflict with religious norms, moral ethics and violate applicable laws and regulations
11. Report fraud, corruption and non-compliance
 - a. Every employee is obliged to report any behavior/incidents/activities that conflict with the Code of Ethics or Company Values to their superiors.
 - b. The company will provide protection to employees who report incident of fraud, corruption and non-compliance in an honest, accurate and timely manner.