



PT. WIRAKARYA SAKTI

SUPPLIER CODE OF CONDUCT (“SCOC”)

FOREWORD

PT. Wirakarya Sakti (hereafter termed as the “Company”) is committed to the highest standard of ethics and integrity and aims to create an impact for a better world-better future. In doing so, the Company has established a Business Code of Conduct (“BCOC”) as the company standard for ethical business practices and regulatory compliance. This standard applies to all employees, directors, and officers, wherever they are.

Similar to our BCOC, this Supplier Code of Conduct (“SCOC” or the “Code”) further prescribes values and principles we expect from all our buyers, customers, partners, suppliers, vendors, contractors, sub-contractors, agents, representatives, intermediaries, consultants, advisers, and other business partners, along with their employees, parent entities, subsidiaries, and subcontractors (collectively as “Business Partners”) to adhere with.

The Company expect all Business Partners we involved with to share similar values and principles of the highest business ethics and compliance. For this reason, the Company expects all Business Partners to commit to the achievement of these shared values. In respective, by engaging with us and/or accepting this Code, Business Partners are obligated to adhere to and comply with the provision contained herein and are responsible for educating their people accordingly.

Waivers and Modifications of Rules

This Code is not intended to be an exhaustive list nor purposely to replace any contract agreements and applicable standards or regulation, but rather complement it. If there is a different requirement between the applicable laws and regulations, the Company and the Business Partners’ Code, policies, and procedures, the strictest provision must be followed.

GENERAL REQUIREMENTS

The Company expects all Business Partners to be honest, fair, and trustworthy in conducting their business activities, especially when engaging with us. Business Partners are required to:

- a. Demonstrate commitment to the fulfilment of this Code by adopting this Code or developing their own equivalent to this Code.
- b. Comply with all applicable laws and regulations, along with standards and requirements governing the Company’s and Business Partners’ business while conducting business, including but not limited to:
 - i. **Trade Laws:** comply with all applicable trade controls, as well as all applicable export, re-export, and import laws and regulations.
 - ii. **Anti-Monopoly Laws:** conduct business in full compliance with anti-trust and fair competition laws that govern the jurisdictions in which Business Partners conduct their business. Business Partners are prohibited from involving in any engagement through contracts, arrangements, understandings, or concerted practices that have the purpose, effect, or likely effect of substantially lessening competition in a market in anti-monopoly practices, including an agreement with competitors to fix the price, rig bids, or restrict supplies.



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- iii. **Anti-Money Laundering Laws:** comply with the anti-money laundering policies and ensure adequate processes and controls are in place to prevent and detect money laundering attempts in the business.
- iv. **Labour Laws:** comply with the worker protection policies in carrying out their work and provide workers with decent living opportunities without discrimination against race, sex, and gender.
- v. **Other Standards, Regulations, and Laws:** comply with standards, regulations, and laws applicable in the area where the Company operates, including the international standards which adopted by the Company governing labor, human rights, environment, and anti-corruption.
- c. Conduct their business activities and fulfil all legal and contractual obligations honestly, transparently, and in an accountable manner.
- d. Establish an adequate management system to ensure the effectiveness of overall business operation (especially pertaining to the fulfilment of requirements under this Code), considering its business size and associated risks. This includes effective prevention, monitoring, and reporting controls or activities for their business operations.
- e. Promote the *Speak-Up* culture in their business which encourages employees and stakeholders to raise their concerns.
- f. Provide an effective and confidential mechanism for employees and stakeholders to raise their concerns related to works, or report violations towards this Code, the Company's and Business Partners' own policies or procedures, and the applicable laws & regulations. Ensure that the appropriate measures concerning the report are taken in an objective and unbiased manner.
- g. Promptly inform the Company's representative of any circumstances they faced that might hinder them from fulfilling their obligation concerning this Code.
- h. Educate and train employees, subcontractors, and others deemed necessary to ensure their understanding and compliance to the Company's and Business Partners' Code, policies and procedures, and applicable laws and regulations.

Following below are the values that constitute this Code:

1. ENVIRONMENT, HEALTH, & SAFETY

Business Partners must integrate health and safety management practices which are sound and secure into all aspects of business. In addition, Business Partners must also respond to challenges posed by climate changes, and work towards protecting the environment.

1.1 Working Environment

Business Partners must:

- a. Provide a secure, safe, and healthy work environment and fully comply with all safety and health laws, regulations, and practices, including those applicable to the areas of occupational safety, natural disaster and emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food and drinking water, and housing. Adequate steps must be taken to prevent and minimize the



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causes and impacts of hazards inherent in the working environment, including by providing all standard personal protective equipment that is suited to the type of work being carried out, as well as meeting the requirements of the Contractor Safety Management System (CSMS) guidelines applicable in the Company.

- b. Prohibit the use, possession, distribution, or sale of illegal drugs, especially in the Company's premises or anywhere when conducting business activities for the purpose of fulfilling contractual obligation with the Company, including in the Business Partners own premises and public area.
- c. Possession or use of weapons while on company premises or undertaking company business is strictly prohibited unless specifically required and regulated by local laws.

1.2 Products & Services Safety and Quality

Business Partners must adhere to all applicable laws, regulations, and customer requirements regarding quality, health, and safety standards for the products and/or services provided, including the prohibition or restriction of specific substances and labelling for recycling and disposal.

1.3 Environmental Protection

The Company is committed to being actively involved in the global effort of reducing emissions to combat climate-changing and protect biodiversity. The Company also encourages the same commitment from Business Partners. At the minimum, Business Partners must comply with the below requirements:

- a. Obtain, maintain, and keep current all required environmental permits and registrations, and follow such permits' operational and reporting requirements.
- b. Endeavor to use resources efficiently and reduce or eliminate waste of all types, including water and energy, by implementing appropriate conservation measures in their facilities, through their maintenance and production processes, and by recycling, reusing, or substituting materials.
- c. Comply with all applicable environmental laws and regulations regarding hazardous materials, air emissions, waste, and wastewater discharges, including the manufacture, transportation, storage, disposal, and release to the environment of such materials.
- d. If applicable, identify the chemicals or other materials being produced and/or released that pose a threat to the environment and manage them appropriately to ensure their safe handling, movement, storage, use, recycling, or reuse and disposal.

2. FAIR EMPLOYMENT PRACTICES

The Company expects its Business Partners to share its commitment to human rights and equal opportunity in the workplace. All Business Partners must conduct their employment practices in full compliance with all applicable laws and regulations and must, without limitation, adhere to the below provisions.



2.1 Diversity & Inclusion

While we recognize and respect cultural differences, we require that Business Partners not engage in discrimination in hiring, compensation, access to training, promotion, termination, and/or retirement based on race, colour, sex, national origin, religion, age, disability, gender identity or expression, marital status, pregnancy, sexual orientation, political affiliation, union membership, or others. We encourage Business Partners to promote an inclusive working environment where everyone feels respected, included, and appreciated.

It should be noted that inclusion refers to how people feel at the workplace, where people feel belonging with everyone within the company. A company may employ diverse individuals, but if they do not feel safe, appreciated, respected, and valued, it is not considered inclusive and may prevent the company from performing at its highest potential.

2.2 Safe Working Environment

Business Partners are required to cooperate with the Company's commitment to a workforce and workplace free of harassment and unlawful discrimination. Business Partners are prohibited to engage in physical disciplinary actions or abuse. Sexual and/or verbal abuse, and other form of harassments and intimidation are unacceptable. The Company also absolutely prohibits taking adverse action against an employee because they have raised a concern or report about a violation of policy or law.

2.3 Use Only Voluntary Labor

Hiring forced labor, whether indentured labor, bonded labor, or prison labor by Business Partners is strictly prohibited. We also prohibit support for any form of human trafficking of involuntary labor through threat, force, fraudulent claims, or other coercion.

2.4 Prohibition on Child Labor

Business Partners must comply with all applicable minimum working age laws or regulations and not use any form of child labor. Business Partners cannot employ anyone under age for completing compulsory education or under the legal minimum working age for employment— whichever is higher. The Company only supports the development of legitimate workplace apprenticeship programs for the educational benefit of young people and will not do business with those who abuse such systems.

2.5 Working Hours and Compensation

Business Partners must comply with the requirement of all applicable laws and regulations about regular working hours and overtime work. All disciplinary measures should be recorded. Wages, benefits, and overtime paid must meet the applicable laws. Compensation and benefit terms agreed under the legal collective bargaining agreement must be appropriately addressed and fulfilled.

2.6 Freedom of Association & Collective Bargaining

Business Partners must appropriately grant their employee's right to freedom to form, organize, and/or join any associations and collective bargaining in accordance with the applicable laws and regulations.



3. BUSINESS ETHICS AND INTEGRITY CONDUCT

3.1 Conflicts of Interest

Business Partners must take care and avoid the appearance of actual improprieties or conflicts of interests when conducting business with the Company. Any potential conflicts of interest situations must be declared in writing, ahead of conducting business with the Company, including any ownership or beneficial interest of Business Partners' business by any public or officials from government and government institution, representatives of a political party, or employees of the Company.

It should be noted that a conflict of interest is not necessarily a violation of the Company policy but failing to disclose a conflict promptly is always a violation. Disclosing potential conflicts of interest is a mandatory since it allows the management to identified and mitigate the risks that may influence business decisions.

3.2 Anti-Bribery and Corruption

The Company has zero tolerance for any forms of bribery and corruption and is committed to the anti-bribery and corruption laws applicable. Business Partners must not participate in bribery, kickbacks, facilitating payments, or any forms of bribery and corruption, whether in dealings with public officials or individuals in the private sector.

Business Partners must comply with all applicable anti-bribery and corruption laws, as well as laws governing lobbying, gifts, and payments to public officials, political campaign contribution laws, and other related regulations.

Business Partners must not, directly or indirectly, offer or promise to give or pay, or ask, extort, or receive anything of value (including travel, gifts, hospitality expenses, charitable donations, or other favors) to employees of the Company, any official or employee of any government or government agency, political party, public international organization, or officials and candidates of political parties, any private sectors, entities or organization, or individual to:

- a. Unlawfully obtain any proprietary, private, or confidential information, or any advantages;
- b. Improperly influence any act or decision of anyone for the benefit of Business Partners or the Company in any respect, or;
- c. Otherwise, improperly promote the business interests of Business Partners or the Company in any respect.

It should be noted that bribery means giving, offering, promising, asking, agreeing, receiving, accepting, soliciting, or extorting anything of value, whether directly or indirectly, to induce or influence an action or decision or gain an improper business advantage.

Anything of value refers to cash or cash equivalent (voucher, e-cash, cheque, deposit, others); gifts to family members; debt write-off; loans; personal favors; sexual favors; rebates; kickbacks; insider information; entertainment; meals and travel; political, social and charitable contributions; business or employment opportunities; medical care; and others.



3.3 Gifts & Entertainments

Exchanging anything of values might improperly influence a business decision and therefore constitute as a bribe under certain circumstances or create a conflict of interest. For this reason, the Company implements a NO GIFTS exchange policy with its Business Partners (potential and otherwise).

- a. Offering anything of value to obtain or retain a benefit or advantage for the giver, and offering anything that might appear to influence, compromise judgment, or obligate the Company's employee is strictly prohibited. Do not provide any gifts or personal favor in any nature to the Company's employees.
- b. Providing business meals to the Company's employees is only allowed if the purpose is to discuss business and eaten together. Always use good judgment, discretion, and moderation when offering meals and ensure that it does not violate any policies (of giver and recipient companies), regulations, and local customs.

Please understand that it has never been the Company intention to be discourteous if we refuse your well-intended gifts. We respect all business partners and aspire to build a proper business relationship by avoiding anything that might inappropriately influence a business decision (in fact or appearance). For this objective, the Company expects the same commitment level from all Business Partners where Business Partners are required to maintain their gifts & entertainment policy.

3.4 Business Records

Business Partners must honestly and accurately record and report all their business information and transactions, including their dealings with the Company. Any creation, retain, and disposal of business records must be in full compliance with all applicable standards, legal and regulatory requirements. Business Partners must be honest, direct, and truthful in disclosing information to all stakeholders, including regulatory agency representatives and government officials.

3.5 Protection of Intellectual Property, Information, and Assets

Protection of intellectual property rights¹, information, and assets is vital for any company. The Company depends on intellectual property, such as information, processes, and technology. All Business Partners must, without limitation:

- a. Respect and protect the intellectual property rights of all parties by only using information technology and software that has been legitimately acquired and licensed. Use software, hardware, and content only in accordance with their associated licenses or terms of use.

¹ *Intellectual property* is among company's most valuable assets. Intellectual property includes patents, trade secrets, trademarks, copyrights, and designs, and helps protect company's inventions, manufacturing processes, brands, business plans, marketing documents and graphics, software, product shapes, proprietary information, and many other things.

Proprietary information is information that is undisclosed, for example, not publicly known or generally available, and that is held in confidence.

Personal information is any information that could be used to identify someone, either directly or indirectly, for example, name, employee and personal ID, address, phone number, biometric and genetic data, and other sensitive data or information.



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- b. Protect and responsibly use the physical, intellectual assets, and information of the Company, including intellectual property, confidential and proprietary information, tangible property, supplies, consumables, and equipment. Use such assets only when authorized by the Company in writing and in a manner that does not violate any laws and regulations, especially pertaining to competitive conduct and insider trading. Ensure appropriate approval before the transfer or sharing of information related to the Company with anyone.
- c. Respect the privacy and personal information of the Company's employees and others, including business partners. Only those who need to know for legitimate business purposes or when required to comply with the laws and regulations may access and use the personal information.
- d. Comply with the intellectual property ownership rights of the Company and others, including but not limited to copyrights, patents, trademarks, and trade secrets, and manage the transfer of technology and know-how in a manner that protects intellectual property rights.
- e. Comply with all the Company requirements and procedures for maintaining passwords, confidentiality, security, and privacy as a condition of providing the Company with goods or services or receiving access to the Company's internal corporate network, systems, and buildings. All data stored or transmitted on the Company-owned or -leased equipment is to be considered private and is the property of the Company. The Company may monitor all use of the corporate network and all systems (including email) and may access all data stored or transmitted using the Company network.
- f. Use the Company-provided information technology and systems (including email) only for authorized the Company business-related purposes. The Company strictly prohibits Business Partners from using the Company-provided technology and systems to:
 - i. Create, access, store, print, solicit, or send any material that is intimidating, harassing, threatening, abusive, sexually explicit or otherwise offensive or inappropriate, or
 - ii. Send any false, derogatory, or malicious information, or
 - iii. Benefit personal needs or advantages.

3.6 Insider Dealing

Insider dealing, especially for trading purposes, is considered an illegal practice by laws and must be avoided by Business Partners. Business Partners must not:

- a. Unlawfully acquire any type of confidential information or non-publicly available information.
- b. Enter into a business decision or agreement or exercise a trading option based on confidential information or non-publicly available information that they acknowledged or acquired.
- c. Give a tip or share any confidential or non-publicly available information to anyone without prior consent or discretion from authorized personnel.



3.7 Engagement with Communities

The Company believes that our prosperity and welfare responsibility should not stop to just our people or employee, but also to our stakeholders and communities wherever we operate. Therefore, the Company encourages Business Partners to engage with their surrounding communities and being their trusted partner and promoting and empowering the development of their social and economic aspect, as well as protecting the cultures.

Business Partners must protect and promote individuals and communities' property and land rights, including the indigenous people. All negotiations related to property and land use must be transparent and documented under prior and voluntary consent.

4. ACCOUNTABILITY & REPORTING

The Company requires all Business Partners to comply with this Supplier Code of Conduct. Business Partners must promptly inform their contact in the Company (or a member of the Company management) when any situation develops that causes the Business Partners to operate in violation of this Code.

To ensure Business Partners' understanding, training on this Code may be offered by the Company and be a requirement for Business Partners attendance in addition to any other obligations stated in any agreement a Business Partner may have with the Company.

While Business Partners are expected to self-monitor and demonstrate their compliance with this Code, the Company may request reasonable audit or inspection rights on Business Partners or their facilities to confirm the compliance. The Company reserves the right for corrective measures towards Business Partners in case of any incompliance of this Code and applicable laws and regulation, including immediate contract termination or removal of any Business Partners representative(s) or personnel who behave in a manner that is unlawful or inconsistent with this Code or any of the Company's policies.

Key Question of Integrity

Business Partners must remember that this Supplier Code of Conduct is not a substitute for their good judgment. This Code is not meant and cannot cover every conceivable situation. For this reason, Business Partners should be alert to signs that they might be in an integrity grey area and ask themselves three simple questions if there are doubts about what they should do.

1. How would this decision look to the Company, your own company, and other parties?
2. Is your action compliant with laws, your own company's policies, and this Supplier Code of Conduct?
3. Would your action damage the Company's and/or your own company's reputation?



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Raise Your Concerns Through the Company's Reporting Channel

Business Partners, including their employees, have the obligation to:

- a. Take actions when identify a problem.
- b. Ask questions when unaware of things, have doubts, or are in a dilemma to make ethical decisions at work.
- c. Raise complaints or Grievances if any and make a Whistleblower report when identify any indication of violation against this Code or other applicable regulations.

Through the Company's Reporting Channel or "**Whistleblower Channel**", all of the Company's stakeholders, including Business Partners, can raise their grievances, concerns, as well as Whistleblower reports which indicate a deviation or violations against this Code or other applicable rules, standards, regulations and legal provisions. Business Partners and other stakeholders can also raise their integrity questions and consult on the issues they face.

All data regarding the Reporter or Whistleblower's information and the report itself will be kept confidential. In addition, Reporter or Whistleblower are also allowed to submit their Grievances and Whistleblower reports anonymously and the Company will provide protection against retaliation regarding Grievance or Whistleblower reports which submitted in good faith.

Jambi,

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REFERENCE

REGULATION (LAW)

Law of the Republic of Indonesia Number 5 of 1999 concerning Prohibition of Monopolistic Practices and Unfair Business Competition

Law of the Republic of Indonesia Number 20 of 2001 concerning Eradication of Corruption Crimes

Law of the Republic of Indonesia Number 15 of 2002 concerning the Crime of Money Laundering

Law of the Republic of Indonesia Number 13 of 2003 concerning Indonesian Manpower

Law of the Republic of Indonesia Number 32 of 2009 concerning Environmental Protection and Management

Law of the Republic of Indonesia Number 7 of 2014 concerning Trade

STANDARD

The Company's Business Code of Conduct (BCOC)

International Labour Organization (ILO) Core Convention

United Nations Guiding Principles on Business and Human Rights (UNGPs on BHR)

United Nations Global Compact (UNGC)'s 10 Principles