



Code of Conduct Policy

Objective

In our efforts to become an integrated and responsible company, PT Great Giant Pineapple requires guidelines for acting to maintain the trust of customers, business partners and all stakeholders. This policy serves as a guideline for establishing ethical employee behaviour and culture with integrity within GGP.

Scope

This code of ethics policy applies to all business units and workers under the auspices of PT Great Giant Pineapple, hereinafter referred to as 'The Company'.

Definition

A code of ethics is a company document that outlines the company's values, principles and guidelines in various fields. A code of ethics combines aspirations and detailed implementation standards, guiding how a company conducts business activities.

Policy Statement

1. The Company is committed to maintaining the highest standards of ethics and integrity in business. All acts of fraud, bribery and corruption will not be tolerated by the Company, including any assistance provided to people who commit such acts.
2. The Company is committed to providing equal and fair work opportunities to everyone in recruiting, employing, developing, promoting, disciplining and offering various other benefits without discriminating against anyone for reasons of ethnicity, religion, gender, age, country of origin, sexual orientation, physical form, citizenship, marital status or other protected legal status.
3. The Company is committed to respecting the confidentiality of our employee's personal information and ensuring that such information will be protected and handled responsibly.
4. The Company is committed to carrying out relationships with business partners through practices that are based on law and are fair and not showing partiality towards business partners to avoid conflicts of interest.
5. The Company is committed to being the best in meeting customer needs and increasing value for shareholders. In doing so, the Company is subject to anti-monopoly laws and anti-competitive, which generally prohibit agreements or actions that unlawfully restrict trade or reduce or inhibit business competition.



6. The Company is committed to complying with anti-money laundering and anti-terrorism laws worldwide. The company will only do business with customers with a good reputation, carry out legitimate business activities, and obtain funds from legitimate sources.
7. The company is committed to protecting the work health and safety of all employees. Safe and standardized work practices are required in all operations. Companies must comply with state laws, all applicable state rules, statutes, regulations and health and safety standards. The company also carries out operational activities based on training and regular communication with its employees regarding safety with continuous efforts to achieve a workplace free from work-related injuries and diseases.
8. The Company is committed to protecting the environment and communities where its operations are located. Safe work practices and compliance with high hygiene standards are required in all operations. The Company must comply with all applicable local environmental laws and regulations. In addition, the company's factory, warehouse and other buildings used in its business must have an environmental management plan or system. Factories must also have procedures to notify local communities and authorities in the event of an accidental discharge or release of hazardous materials or other environmental emergencies. Obtaining certification from a third party, as determined by the company, in various fields can be considered a requirement.
9. The company has prepared all reporting channels, which are managed transparently and fairly through the Whistleblowing System (WBS). This reporting facility can be utilized by employees in particular and stakeholders in general to report any behaviour or actions in the Company's operations that are indicated to violate the code of ethics principles.

President Director
PT Great Giant Pineapple

Tommy Wattimena