



PT. KAHATEX

POLICY IMPARTIALITY, ANTI-CORUPPTION AND CODE OF ETHIC

Document No.

KBJ-KHT-029/REV_03/HAL_1/1

Revision Date

23 January 2018

1. Purpose of Policy

Ensure that every employee performs their work in accordance with their responsibilities to prevent alignment, corruption and compliance with the company's ethical code.

2. Legal Basis

- 2.1 COC (Code Of Conduct) PT. KAHATEX
- 2.2 COC (Code Of Conduct) Customer.
- 2.3 Perjanjian Kerja Bersama PT. KAHATEX

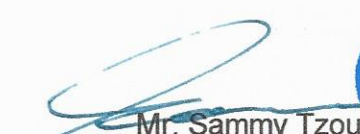
3. Scope

This policy applies to all employees of PT. KAHATEX by not looking at level and position.

4. PT. KAHATEX committed :

- 4.1 Ensure that every employee does not abuse the trust of company by accepting remuneration of money, goods or another services from third party that may harm / defame a company, co-worker, subordinate, superior and company's manager and may reduce confidence in competence, integrity of considerations and operations.
- 4.2 Not provide any information to anyone or entity relating to the activities of the Company without the express written permission of the Company with or without remuneration of money and or other goods.
- 4.3 Responsible for implementation on impartiality and not allowing pressure of commercial, financial or other pressures that are inconsistent with the principle of impartiality.
- 4.4 If the workers violate it will be subject to sanctions in accordance with that contained in the PKB chapter XII on work rules & violation in Article 58 Group VI on termination sanctions of employment.
- 4.5 If anyone finds a case of corruption and/or violation of the code of ethics that occurs can report it to the Compliance Department, among others :
 - 4.5.1 Efie Indrianti , email : efie@kaha.com
 - 4.5.2 Ucu Suryana , email : ucu.bd@kaha.com
 - 4.5.3 Ferly Djumantri , email : ferly.bd@kaha.com
- 4.6 The Company guarantees the confidentiality of the complainant identity.

Cimahi, January 23, 2018


Mr. Sammy Tzou
General Manager

