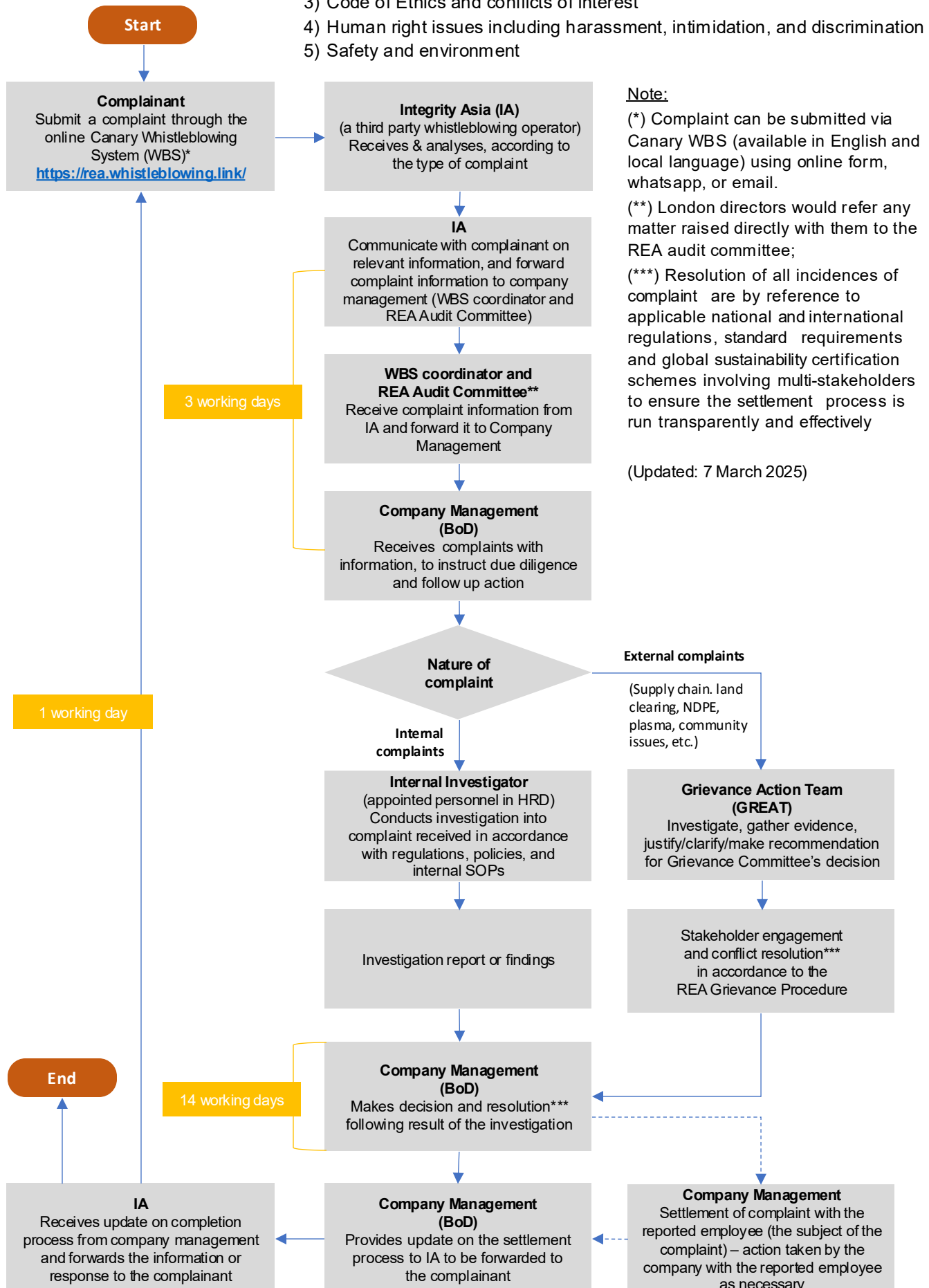


Whistleblowing procedure

Scope of complaint includes:

- 1) Violation of the laws, company policies and internal procedures
- 2) Fraud, including theft and embezzlement
- 3) Code of Ethics and conflicts of interest
- 4) Human right issues including harassment, intimidation, and discrimination
- 5) Safety and environment



Prosedur Pelaporan Pelanggaran

Cakupan pengaduan meliputi:

- 1) Pelanggaran terhadap hukum, kebijakan perusahaan dan prosedur internal
- 2) Penipuan, termasuk pencurian dan penggelapan
- 3) Kode etik dan konflik kepentingan
- 4) Isu-isu hak asasi manusia termasuk pelecehan, intimidasi dan diskriminasi
- 5) Keselamatan dan lingkungan

