

# Company Code of Conduct

## Our Value & Commitment

### 1. Our Values

We uphold our value to run the company. It is our essential foundation for what we do to achieve success as company.

#### a. Ownership, Responsibility & Integrity

We act like company is ours with **integrity** to be fully **responsible** to what we do

#### b. Respect, Trust & Honesty

We treat People & environment with **respect**, we build **trust** among each other and uphold **honesty**.

#### c. Uniqueness, diversity & teamwork

We put **Uniqueness & diversity** as part of our competitiveness to achieve business objective & We believe **Teamwork** makes ordinary people become extraordinary

#### d. Open minded & innovation

Any idea is contribution to success, we encourage people to show idea and make continuous improvement & **innovation** as part of our culture

### 2. Our Commitment to GOOD Governance

#### a. Law & Regulations

We would comply with local & national regulation and law and also relevant international regulation through all of our operation.

#### b. Employee commitment

All of employees are expected to comply with all laws and business conduct. It is employee's responsibility to know and understand legal and policy requirements of company.

#### c. Company Book and Records

The company book and records must be accurate, honest and complete to produce accurate and reliable report to management, shareholder, government entities and other related function.

#### d. Internal Control

Internal control is designed to ensure that the business operation properly managed. Each of the function is responsible for all of records to deliver and create strong and effective control system.

# Company Code of Conduct

## Our Value & Commitment

### e. Taxes

We are committed to complying with tax laws whenever we operate and ensuring accuracy in the tax-related records we produce and the tax information we are obligated to report.

## 3. Our Commitment in Workplace

### a. Safety, Health and Environment

All employees need a healthy and safe working environment. We are committed to provide a safe and healthy working environment all workplace area. We ensure our products are safe for our employee, customers, business partner and the environment. It is employee responsible to understand and be responsible for incorporating safety & healthy behavior in daily activities.

### b. Diversity and Inclusion

We are committed to developing and creating great place to work that all employees are treated with respect and differences or diverse background are highly valued. We are recognizing that all of the employee, business partner and customer with their diverse background and experiences can come together around a common goal. We expect each employee to support company commitment and continuing efforts toward equal employment opportunity of all.

### c. Child Labor and Worker Exploitation

We don't tolerate under age or child labor in all our operations. We do not tolerate work that exposes to physical, physiological, or sexual abuse; work with an unhealthy environment; and any other work exploitation such as long hours job, forced labor, below local wages standard and work with dangerous machine or equipment without formal certification. We expect our entire supplier and business partner with whom we do business to uphold the same standard.

### d. Conflict of Interest

All employees are always required to act solely in the best interest of the company. The company requires that employees disclose all potential conflict of interest and that they promptly take action to eliminate the conflict when the company requests them to do so.

## 4. Our Commitment to Market

### a. Ethical Business Practice

We strive to treat all customers in an ethical and non-discriminatory manner and work to achieve a competitive advantage through superior product and services, never through unethical or illegal business practice.

### b. Anti-Bribery, Corruption, and Illicit Trade

Integrity is the central of success in our business. We base our business relationship on trust, transparency and accountability. We must never compromise

# Company Code of Conduct

## Our Value & Commitment

our reputation by conducting or engaging in bribery, illegal trade or any form of that. We expect all of employees to act ethically and do not tolerate bribery. Our company also prohibits all forms of money laundering that attempt to conceal or disguise the nature, location, source ownership or control of illegally obtained money.

**c. Fair Dealing, Anti-Trust and Competition**

We are developing our business by building and maintain relationship with our business partner, customer and supplier with integrity, ethic and dignity. Always deal with fairly and never take unfair advantage of anyone through manipulation, concealment, abuse of privilege or confidential information, misinterpretation of material facts or any other unfair dealings or practice. They are our valued partners that we would treat with fairly and honestly. We believe in competing fairly and will not creating unfair disadvantages for competitors.

**d. Confidentiality of Business Partner, Supplier and Customer Privacy**

Our customer and business partner has individual interest and expectation representing unique opportunities for mutual success. We urged our employee to keep company's confidential information related with our customer, business partner and any other confidential information as mention by company.

**e. Entertainment and Gift**

Entertainment and gift are common in the business activity to enhance relationships among others. And related with holiday, it's common to give some gift or entertainment to our government, customer, business partner and third parties. However, gift, entertainment and also meal should never develop any conflict interest that can affect business decision-making and connected to bribery. Gift or entertainment that can exceed a reasonable value having regard to the circumstances and may appear to be attempt to influence the recipient into favoring a particular customer, business partner, third party are prohibited.

## **5. Our Commitment to Community and Society**

**a. Corporate Responsibility**

Supporting our community is one of our commitments as company. We value our position in the community and take pride in giving back to community where we live and work.

**b. Human & Labor Right**

As company, we are committing to respecting the human & labor right of our employees through our internal employment policies and practice. We condemn all form of exploitation of man, women and children related with tribe/race, gender, religion or specific groups of people.

# Company Code of Conduct

## Our Value & Commitment

### 6. Our Commitment to Sustainability

RESTU SEJATI is committed to conduct a sustainable business for company, business partners, stakeholders, and environments. We would ensure that all of our employees that work understand and commit to follow the requirement.

#### a. Climate Change

Our commitment is to reduce & adapt to climate change impact and prevent GHG emission and environmental pollution to water, soil, and air due to the use of fossil fuels or wood and the use of fertilizers, pesticides and others that have the potential to pollute the surrounding environment.

#### b. Crop Protection & Integrity

We understand that our business may have some negative impact to farmers, farmer labors, product users and environment thus we have commitment to reduce those impact by responsible traceable management of crop protection agents.

Sustainable Pest management is one of the ways of working for sustainable business, it is our commitment to seek the best way to manage Integrated Pest Management with all stakeholders including collaboration with government and legal body in the industry.

#### c. Livelihood

Nowadays improvement in standard of living is a must. Our commitment is to ensure and enable our farmers, partners & stakeholders to have the same and equal opportunities to improve the standard of living in a proper ways as per our values.

#### d. Natural Habitat

Our commitment is to preserve biodiversity of native flora and fauna around our plantations and business operations. We believe natural conservation is one of the key for sustainable business thus habitat destruction, spread of invasive species, pollution, over harvesting, deforestation and land conversion are not tolerate

#### e. Soil Health

Our commitment is to carry out soil conservation through managing good agricultural practices & maintaining nutrient balance.

#### f. Water Stewardship

Water is a shared resources with multi functions thus everybody must have the same access to it. Our commitment to water conservation is to protect sufficient water for life and ensure sanitation and hygiene in our operation area.

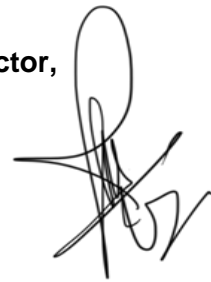
# Company Code of Conduct

## Our Value & Commitment

If you see a violation regarding this code of conduct in the business process carried out by RESTU SEJATI and or its employees, you can make a report to the following contact.

**Email:**  
**coc@restusejati.com**

**Director,**



**Kuswanto Soeharsono**  
**20 March 2024**



# RESTU SEJATI

— Cloves & Leaf Agent —