



Supplier Code of Conduct

Objective

As a commitment to advancing a sustainable and responsible business, including with business partners, PT Great Giant Pineapple (GGP) has issued a code of ethics policy for suppliers. This policy serves as guidelines and contains the minimum requirements that need to be declared by suppliers to collaborate with GGP. Through the Supplier Code of Conduct policy, the Company ensure that each supplier complies with the laws and regulations and the code of ethics set by the company. In addition, this policy is used to encourage the implementation of sustainability programs in social and environmental aspects at the supplier level.

Scope

This supplier code of ethics applies to all active and approved suppliers who supply goods and/or services to PT Great Giant Pineapple, hereinafter referred to as 'The Company'.

Definition

Suppliers are all parties who supply raw materials and services, both from local and imported suppliers, who have been selected based on procedures applicable to the company.

Policy Statement

Through this policy, suppliers are expected to apply the highest standards of ethics and integrity in conducting business activities or operating and not to commit acts that deviate or violate norms, ethics, social values or applicable laws and regulations, including but not limited to promising, asking for, receiving, or giving directly or indirectly gifts or rewards in any form and/or any amount indicated as bribery in order to get special treatment from the company.

The Company has the right and full authority to take legal remedies in accordance with the applicable regulations to every act of fraud, bribery, corruption and all actions that lead to violations of norms, ethics, social and legal provisions committed by supplier.

The Provisions of Laws and Regulation

Supplier shall follow the provisions of applicable laws and government regulations where the Suppliers conducts business and/or operations; and

Supplier undertake not to commit deeds that violate the laws and/or regulations nor be involved in any illegal activities. Suppliers participates in fair competition and maintains ethical business practices with all business partners.



Human Rights

Suppliers require to support and respect the protection of human rights that are recognized nationally and internationally and comply with the provisions of employment in accordance with the conventions of the International Labor Organization (ILO).

Forced Labor & Child Labor

Suppliers undertake and ensure that there is no forced or compulsory labor in any form. The use of child labor is not permitted and all workers in the work environment are treated in accordance with labor regulations.

Working Conditions

Suppliers must maintaining fair working hours, providing a safe and healthy environment, and meeting the physical and mental demands of the workplace. The company expect the suppliers to offer competitive wages and comprehensive benefits that comply with local laws and industry standards.

Occupational Health and Safety

Suppliers undertake and always maintain to provide a safe and healthy work environment in accordance with applicable regulations, protected from overexposure to hazardous chemicals and biological substances.

Discrimination & Harassment

Supplier have applied principle of non-discrimination and it is strictly prohibited to have corporal punishment and harassment in any form and upholds the noble principle of humanity.

Freedom Of Associations And Collective Bargaining

Suppliers ensure that their employees have the right to form, join, and manage a labour/work union of their choice.



Environment

Suppliers are encouraged to have an environmental management system or relevant environmental management standards referring to national and international regulations, including preventing pollution throughout the production chain. Suppliers ensure that there are no adverse environmental impacts that cause degradation of environmental parameters around company operations.

Greenhouse Gas Emissions and Energy Consumption

Suppliers are expected to implement efficient energy management throughout the production chain and minimize the impact of climate change. Suppliers are encouraged to make efforts to reduce greenhouse gas emissions resulting from production activities with green production practices or the implementation of environmentally friendly resources.

Resource Efficiency

Suppliers shall support and ensure that the natural resources used in production are managed efficiently without exploitation or use of natural resources that violate environmental regulations. Suppliers ensure that water resources used for production have permits and support the efficient use of water in the production chain.

Pollution Prevention And Waste Management

Suppliers who have production waste, including hazardous waste, are required to manage their waste according to applicable regulations.

Biodiversity, No Deforestation and Land Conservation

Suppliers do not use forest products originating from industrial forests and prevent deforestation practices. Production practices are carried out to support ecological balance and the preservation of natural resources. Suppliers must implement strategies to manage biodiversity risks, setting targets to ensure no net loss of biodiversity and striving for a net positive impact where feasible. Suppliers should engage in land conservation techniques, such as contour farming, mulching, and crop rotation, to preserve soil health and prevent erosion and land pollution.



Business Ethics

Suppliers must uphold the highest standards of integrity and ethical conduct in all business activities. This includes strict compliance with all applicable laws and internal policies related to anti-corruption and conflict of interest, anti-competitiveness, and commitment to sustainable improvement.

Anti-Corruption and Conflict of Interest

Suppliers shall maintain the highest standards of ethics and integrity in business by not accepting kickbacks, fees, gifts, or any other advantages to win elections, contracts, or gain any other form of unlawful advantage. All acts of fraud, bribery and corruption will not be tolerated. Suppliers must avoid any situations where their personal interests conflict, or appear to conflict, with their obligations to the company. It is essential that suppliers disclose any potential conflicts of interest to the company promptly.

Anti-Competitiveness

Suppliers are expected to comply with all applicable anti-trust and competition laws in the countries in which they operate. Any breach of these principles may result in suspension or termination of the supplier relationship and may be reported to relevant authorities where required by law.

Commitment to Sustainable Improvement

Suppliers undertake to apply sound and fair business principles and is committed to applying them to the Business partners of the Suppliers.

President Director

PT Great Giant Pineapple

Tommy Wattimena