



## **BUSINESS ETHIC POLICY**

### **1. Purpose**

This Business Ethics Policy outlines the principles and standards of ethical conduct expected from all employees, contractors, and stakeholders of PT. Krishna SukSES Abadi. The policy aims to promote integrity, transparency, and accountability in all business operations.

### **2. Scope**

This policy applies to all employees, officers, directors, contractors, vendors, and business partners associated with PT. Krishna SukSES Abadi.

### **3. Principles of Business Ethics**

#### **3.1. Integrity**

- Act with honesty and fairness in all business dealings.
- Avoid engaging in fraudulent, misleading, or deceptive practices.

#### **3.2. Compliance with Laws and Regulations**

- Abide by all applicable local, national, and international laws, including labour, anti-corruption, and environmental regulations.
- Report any violations of laws or regulations promptly to the Compliance Department.

#### **3.3. Respect for Human Rights**

- Treat all employees, customers, and partners with dignity and respect.
- Prohibit discrimination based on race, gender, religion, age, or other personal characteristics.
- Ensure a safe and healthy workplace environment.

## **PT. KRISHNA SUKSES ABADI**

CITRA TOWER KEMAYORAN LT 3 UNIT H1 KAV A6  
JL BENYAMIN SUEB KEBON KOSONG, KEMAYORAN KOTA ADM. JAKARTA PUSAT, DKI JAKARTA,  
INDONESIA

TEL : 021-21882446, 021-2188244, 021-29491991 FAX : 021-21882448.



### 3.4. Anti-Corruption and Anti-Bribery

- Do not offer, give, or accept bribes, gifts, or other undue advantages to influence business decisions.
- Maintain transparency in all financial and contractual transactions.

### 3.5. Confidentiality and Data Protection

- Protect sensitive company, employee, and customer information.
- Use data responsibly and in compliance with applicable privacy laws.

### 3.6. Environmental Responsibility

- Conduct business in an environmentally sustainable manner.
- Minimize waste and carbon footprint wherever possible.

### 3.7. Conflict of Interest

- Avoid situations where personal interests conflict with company interests.
- Disclose any potential conflicts of interest to the Human Resources or Compliance Department.

## 4. Responsibilities

- **Employees:** Understand and adhere to the principles outlined in this policy.
- **Management:** Lead by example and enforce the policy within their teams.
- **Compliance Department:** Monitor compliance, provide training, and handle reported violations.

## 5. Reporting Violations

- Any suspected or actual violation of this policy must be reported immediately to the management through email [sid@krisabadi.com](mailto:sid@krisabadi.com)
- Reports can be made anonymously and will be handled confidentially.

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- Retaliation against individuals who report violations in good faith is strictly prohibited.

#### 6. Consequences of Non-Compliance

- Violations of this policy may result in disciplinary action, including termination of employment or contract.
- Legal violations will be reported to the appropriate authorities.



#### 7. Training and Communication

- All employees must complete annual training on business ethics and compliance.
- Updates to this policy will be communicated through official channels.

#### 8. Review and Updates

- This policy will be reviewed annually to ensure its relevance and effectiveness.
- Updates will be made as necessary to address new legal requirements or business practices.

PT. Krishna Sukses Abadi is committed to upholding the highest standards of ethical conduct. All employees and stakeholders are expected to contribute to this commitment. Our goals is to have zero confirmed anti corruption and bribery incidents from 2025 onward.

Company Name:	PT. Krishna Sukses Abadi
Date:	07 January 2025
Signature and Name of Company's Management:	Siddhanth Neelesh Maheshwari  

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