

WHISTLEBLOWING SYSTEM

PT SAT NUSAPERSADA Tbk

OBJECTIVES FOR WHISTLE BLOWING SYSTEM (WBS) ITSELF ARE AS FOLLOW:

- Creating a climate that is conducive and encouraging the reporting of things that can lead to financial and non-financial loss, including things that can damage the image of the organization;
- Simplify management to deal effectively with reports of violations and simultaneously protect the confidentiality of the identity of the reporter and maintain this information in a special file with guaranteed security;
- Establish reporting policy and infrastructure to protect reporter from retaliation by internal and/or external parties;
- Reducing potential losses due to violations through early detection;
- Improving the company's reputation.

HOW TO SUBMIT VIOLATIONS REPORTING TO THE COMPANY

- Official letter addressed to the Company through the Board of Commissioners, by direct delivery, sent by facsimile, or by mail to the Company;
- Through e-mail: whistleblowing@satnusa.com;
- Available suggestion boxes;
- Presented to the official address:

PT SAT NUSAPERSADA Tbk

Jl. Pelita VI No.99 Batam 29432- Indonesia

Telp : + 62 778 5708888

ACTS THAT CAN BE REPORTED

Acts that can be reported (offense) is an act which in the view of the reporter in good faith is the act as follows:

- corruption;
- cheating;
- dishonesty;
- Act in violation of the Collective Labor Agreement;
- Transgression of the law (including theft, the use of violence against employees or leaders, extortion, drug use, abuse, other crimes);
- Violations of tax regulations, or other regulations (environmental, mark-up, under invoice, employment, etc.);

- Corporate Code of Conduct violations or violations of the norms of decency in general;
- Actions that endanger health and safety, or jeopardize the security of the company;
- Actions that may cause financial loss or non-financial detriment to the interests of the company or enterprise;
- Violations of standard operating procedures (SOP) of the company, especially in relation to the procurement of goods and services, the provision of benefits and remuneration;
- The Company may increase or reduce the list of acts that can be reported.

ACCEPTANCE OF REPORTING

The Company receives any Reporting Violations filed by:

- Employee;
- Supplier;
- Customer;
- Investor;
- Bank ;
- and all other stakeholders from both internal and external parties.

WHISTLE BLOWING SYSTEM PROCEDURE

PROSEDUR PENANGANAN PELAPORAN PELANGGARAN

