



CODE OF CONDUCT

PT Cisadane Raya Chemicals (CRC) is committed to conducting business with integrity, transparency, and accountability. As part of our broader sustainability commitments, this Code of Business Ethics defines the principles and standards that guide conduct across our operations and business relationships. It ensures that all activities are carried out fairly, responsibly, and in accordance with applicable laws and internal requirements.

The Code promotes a culture of professionalism, protects the Company's reputation, and strengthens stakeholder trust. It sets clear expectations for ethical behavior and supports CRC's commitment to responsible and compliant operations as a downstream processor in the palm oil sector.

1. Purpose

This Code of Conduct defines the expected ethical and professional behavior of all PT Cisadane Raya Chemicals employees, contractors, and representatives. It supports responsible and compliant refinery and processing operations and provides guidance for decision-making across all functions.

2. Ethical Business Conduct

Personnel representing CRC are expected to:

- a. Conduct business honestly, responsibly, and in the best interest of the company.
- b. Avoid bribery, corruption, facilitation payments, collusion, and any improper financial or business practices.
- c. Decline gifts, benefits, or hospitality that may influence or appear to influence business judgement.
- d. Disclose situations where personal interests could affect professional responsibilities.

3. Workplace Behavior and Professionalism

CRC requires all personnel to maintain a workplace environment built on professionalism and mutual respect. Individuals must:

- a. Treat colleagues, contractors, visitors, and stakeholders with courtesy and fairness.
- b. Refrain from harassment, intimidation, discriminatory behavior, or any conduct that undermines a safe and respectful workplace.
- c. Protect company information, including technical data, operational records, commercially sensitive information, and other confidential materials.

4. Compliance With Regulations and Company Requirements

Personnel must:

- a. Comply with all applicable legal requirements, including labor laws, safety regulations, environmental rules, and industry standards relevant to refinery and processing operations.
- b. Follow internal procedures, work instructions, and operational controls established to maintain compliance and support safe, reliable operations.
- c. Cooperate fully during inspections, audits, investigations, and verification activities conducted by CRC or authorities.

5. Health, Safety, and Environmental Responsibility

Given the operational risks associated with processing-unit activities, personnel required to:

- a. Follow all health, safety, and environmental (HSE) requirements, including the use of appropriate personal protective equipment (PPE).



- b. Participate in safety trainings, emergency drills, and other competency-building activities.
- c. Report unsafe conditions, incidents, hazards, and near misses promptly to support continual HSE improvement.
- d. Refrain from actions that compromise the safety of people, equipment, or the environment.

6. Responsible Use of Company Assets

Individuals must protect CRC assets, including operating equipment, digital systems, facilities, and intellectual property, and use them only for legitimate business purposes.

7. Reporting Concerns and Violations

CRC provides channels for reporting suspected violations of this Code or other company policies. Reports are handled confidentially and assessed through established procedures. Retaliation against personnel who raise concerns in good faith is not permitted.

8. Consequences of Non-Compliance

Failure to comply with this Code may result in disciplinary action, up to and including termination of employment or contract and, where relevant, reporting to legal authorities.

October, 2025

PT CISADANE RAYA CHEMICALS