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# Whistleblower Policy

PT Barito Pacific Tbk ("Barito" or the "Company") Whistleblower Policy is a mechanism to receive, address and resolve complaints from all stakeholders either within or outside the group. This practice works in conjunction with Good Corporate Governance, our business code of conduct and corporate compliance.

Barito commits to process complaints with transparency, expediency and fairness while maintaining confidentiality of complainants and relevant witnesses. This is to ensure that our operations remain protected from reputational and institutional damage to the company and its stakeholders.

Barito has established the whistleblowing framework as follows:

1. Scope of complaints which can be submitted via Whistleblowing channel covers fraud, misconduct or legal breach as well as other matters relating to business ethics. The scope does not include the cases that the Board of Directors or the Audit Committee or the President Director have given resolutions or final decisions on not matter that has been filed in court or has received a final judgement of the court.
2. Complaints can be submitted via the following channels:
  - a) Whistleblower channel on the company website **www.barito-pacific.com**
  - b) Whistleblower dropboxes on the company premises
  - c) Email **whistleblower@barito.co.id**
  - d) Mail to the "Corporate Secretary" (email: **corpsec@barito.co.id**)

**PT Barito Pacific Tbk,**

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3. Complaints shall be comprised of
  - a) Name, Address, Phone or Mobile number (that can be contacted), e-mail address of complainant in order to report results, however, the complainant may choose to remain anonymous.
  - b) Name and address of the person who is accused in the complaint (if available).
  - c) The date, time and place that the complained action took place.
  - d) Factual information and description of complained actions which are within the scope mentioned above.
  - e) Documentary evidence relating to the complaints (if any).
4. The Corporate Secretary shall serve as the Compliance Officer and case coordinator to register the complaint, examine if the complaint has adequate merits prior to transferring the case to a relevant party for fact finding. If required the Company may consider taking appropriate action relating to laws, rules and regulations of the government and/or professional bodies. Such actions would take place under the principle of privacy and protection for the complainants and witnesses in accordance with this policy.

5. The Company will protect the identities and personal information of the complainant and relevant witnesses at a Strictly Confidential level. In principle when a complainant completes the submissions process they will receive a registration number and a code number to identify themselves through the rest of the process. This registration number and code number will replace the complainant's real name or personal information and identity during the investigation process. This is to protect and secure the identity and personal details of complainant and witnesses. Privacy and identity protection measures, however can be modified or altered if the Company deems that appropriate or necessary or as required under the applicable laws.
6. The Company will correspond with the complainant in the following ways:
  - a) To confirm receipt of complaint or registration for complaint filing
  - b) To request for additional details and information
  - c) To inform and update about the investigation process or the results of the complaint consideration
  - d) Other correspondence deemed appropriate.
7. Consideration or investigation process and determination of penalties will be in accordance with the rules, regulations and guidelines issued by the Company or any relevant laws and regulations.
8. The complainant shall be aware and understand that all complaints made to the Company must be made in good faith and be truthful and honest. In the event that the complainant intends to give false information or to defame the organization or person(s) in the Company, the Company maintains the right to censure and/or enforce penalties in accordance with relevant rules, regulations and laws as appropriate.

Approved by the Board of Directors at their meeting on February 5, 2021.

**PT Barito Pacific Tbk**



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