

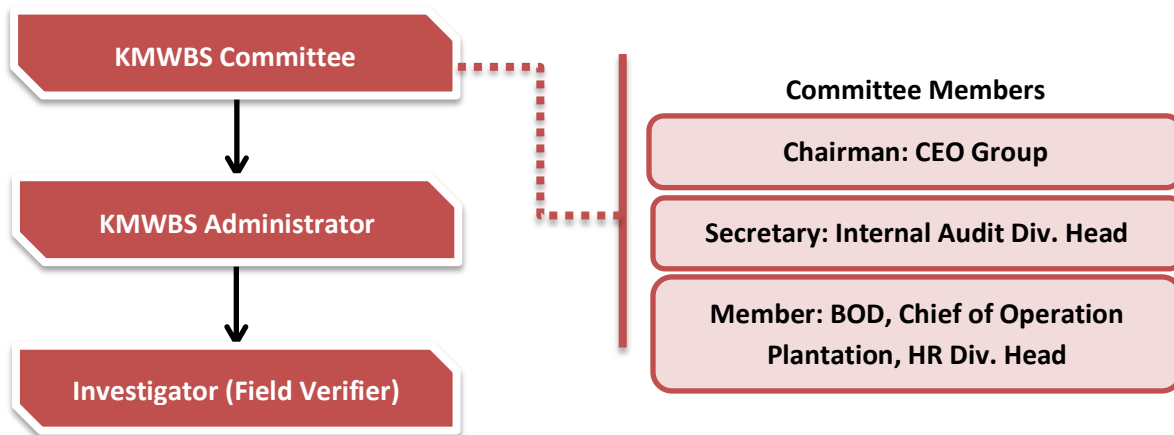
KM WHISTLE-BLOWER SYSTEM

About KMWBS

Kirana Megatara Whistle-Blower System (KMWBS) is a grievance system to report incidence of fraud and violation anonymously. Anybody whether he or she is from within or is external to the Company can report any type of complaints: alleged fraud; abuse of authority; violation of applicable laws and regulations; conflict of interests/independence; violation of Company's regulations, policies, and code of ethics; endanger work safety and security; and misconduct or bad faith action committed by internal parties.

The confidentiality of the whistleblower's identity will be guaranteed by the Company.

The Company has established an organizational structure for managing KMWBS as follows:



Complaints can be made by short message service (SMS), and WhatsApp (WA) to:



Or through email:



The form of sanctions against the defendant who has been convicted of the offense will be determined in accordance with the rules and regulations applicable in the Company.

The whistleblower is afforded the following guarantees:

- Protection of the confidentiality of the whistleblower's identity, including information that can be used to contact the whistleblower.
- Protection from retaliatory actions by the reported or other parties who have an interest in the occurrence.
- Protection from intimidation or undue pressure, lawsuits, and other unjustifiable physical actions.

The form of sanctions against the defendant who has been convicted of the offense will be determined in accordance with the rules and regulations applicable in the Company.

Publication of KMWBS

Information about the KMWBS system is made aware to all workers and employees. Posters and standing banners are placed at points of where they can be publicly seen both at the head office and throughout factory sites.

KMWBS number and email address are also posted in the Company's website.

A Poster Sample of KMWBS Information

KMWBS KIRANA MEGATARA WHISTLE BLOWER SYSTEM

NURANI TIDAK PERNAH BOHONG, AYO LAPORKAN!

APABILA ANDA MELIHAT:

- KORUPSI**
- PERBUATAN MELANGGAR HUKUM**
- PENYALAHBUAAN WEWENANG**
- MEMBAHAYAKAN KESELAMATAN DAN KEAMANAN KERJA**
- PELANGGARAN: KESUKUAN DAN PERATURAN PERUSAHAAN, KODE ETIK DAN BENTURAN KEPENTINGAN, FINANSIAL ATAU NON-FINANSIAL DALAM SAK PERUSAHAAN**

INFORMASIKAN:

- # Penjelasan Masalahnya, Pelakunya, Kapan Dilakukan, dan Bagaimana Caranya
- # Bukti Pendukung Otentik (Data/dokumen, Foto, Rekaman, dll.)
- # Nomor Telpon dan Email yang dapat dihubungi (Dirahasiakan)

0899 8999 670

suarahati@kiranamegatara.com

Laporan Anda turut menciptakan budaya perusahaan yang bersih. Ayo bantu selamatkan perusahaan dan pekerjaan Anda.
Informasi akan diberlakukan secara rahasia.

Integrity & Ethics Excellence Compassion Humility