

Pengungkapan bahwa kode etik berlaku bagi seluruh level organisasi tertuang dalam bentuk tanda tangan setiap pegawai WIKA pada Lembar Pernyataan Kepatuhan Standar Etika Perseroan dan *Code of Corporate Governance*. Seluruh pegawai telah menandatangani pernyataan sebagai komitmen pelaksanaan *Code of Conduct* dan *Code of Corporate Governance*. Penerapan nilai etika ini menjadi bagian dari kepatuhan atas pelaksanaan tata kelola perusahaan yang baik (GCG).

PENYEBAR LUASAN KODE ETIK

Dalam upaya penerapan dan penegakkannya, Perseroan melakukan sosialisasi, implementasi dan evaluasi terhadap kode Etik sebagaimana tertuang dalam Pedoman Etika dan Perilaku (*Code of Conduct*) sesuai SK Perubahan *Code of Conduct* SK.02.09/A.DIR.0638/2018 yang telah dimutakhirkan untuk periode 2019-2021 tanggal 16 Mei 2019 oleh Dewan Komisaris dan Direksi. Perseroan memiliki fungsi *Good Corporate Governance* (GCG) berada di bawah organ Sekretariat Perusahaan dan bertanggung jawab terhadap implementasi dan sosialisasi, koordinasi, serta evaluasi atas pelaksanaan kepatuhan terhadap Kode Etik Perseroan.

Perseroan melakukan sosialisasi baik secara langsung dalam pelatihan dan sharing internal maupun melalui *online* oleh pegawai induk dan Anak Perusahaan. Setiap tahunnya, seluruh pegawai Perseroan diwajibkan menandatangani pernyataan komitmen penerapan kode etik sesuai dengan *Code of Conduct* yang dilakukan secara *online*.

PENEGAKAN KODE ETIK

Upaya penegakan terhadap pelaksanaan Kode Etik diatur di dalam *Standar Operating Procedure (SOP) Whistle Blowing System* No. WIKA-LDS-PM-01.02 tanggal 31 Januari 2019, yang memuat mekanisme pelaporan pelanggaran terhadap Kode Etik yang kemudian dilakukan amandemen sehubungan dengan dilakukan Audit Sertifikasi ISO 37001:2016 tentang Sistem Manajemen Anti Penyuapan dengan No. WIKA-LDS-PM-02.01 Rev 00 Amd 02 tanggal 17 November 2020.

Dugaan Pengaduan Pelanggaran juga dapat dilakukan melalui *e-mail* ke timkepatuhangcg@wika.co.id.

JUMLAH PELANGGARAN KODE ETIK TAHUN 2020

Sepanjang tahun 2020, tidak terdapat pelanggaran kode etik yang dilakukan oleh karyawan WIKA, sehingga tidak terdapat laporan mengenai tindak lanjut dan pemberian sanksi yang dapat disampaikan pada laporan ini.

Code of Conduct disclosure that it applies to all levels of the organization is manifested in every WIKA employee signing the Company's Ethics Standards Compliance Statement and Code of Corporate Governance. All employees have signed the statement as a Commitment to implement the Code of Conduct and the Code of Corporate Governance. The application of ethical values forms a part of compliance with good corporate governance (GCG) implementation.

DISSEMINATION OF THE CODE OF CONDUCT

For implementation and enforcement, the Company socializes, implements and evaluates the Code of Ethics as stipulated in the Code of Conduct Decree Amendment SK.02.09/A.DIR.0638/2018 was updated for the period 2019-2021 on May 16, 2019 by the Board of Commissioners and Board of Directors. The Company's Good Corporate Governance (GCG) function is under the Corporate Secretariat and is responsible for implementing, socializing, coordinating and evaluating the compliance with the Company's Code of Ethics.

The Company disseminates to the parent and subsidiaries employees directly through training and internal sharing, as well as online. Every year, all Company employees are required to sign an online statement of commitment to the code of ethics in accordance with the Code of Conduct.

ENFORCEMENT OF THE CODE OF CONDUCT

Enforcement efforts towards the implementation of the Code of Conduct are regulated in the Whistle Blowing System Standard Operating Procedures No. WIKA-LDS-PM-01.02 dated January 31, 2019 that contains the mechanism for reporting violations of the Code of Conduct, that was then amended in connection with the ISO 37001: 2016 Audit Certification concerning the Anti-Bribery Management System through No. WIKA-LDS-PM-02.01 Rev 00 Amd 02 dated November 17, 2020.

Alleged Violation Complaints can also be made via email to timkepatuhangcg@wika.co.id.

NUMBER OF CODE OF CONDUCT VIOLATIONS IN 2020

Throughout 2020, there were no violations of the code of conduct committed by WIKA employees, so there is no information to report regarding follow-up and sanctions in this report.