



CODE OF CONDUCT PT SINAR TERANG MANDIRI Tbk

SYNERGY

- Comfort
- Teamwork
- Togetherness
- Solidarity
- Coordination
- Communication

CODE OF CONDUCT

- Respecting differences in other people's opinion
- Putting team work first
- Not behaving repressively or in a way that hurts other
- Promoting good coordination and communication
- Building togetherness in a solidarity spirit
- Creating a comfortable working atmosphere
- Being an active listener
- Not behaving discriminatively (ethnicity, religion, race, groups)
- Not being selfish

TRUST

- Honesty
- Accountability
- Commitment
- Loyalty
- Sense Of Ownership
- Integrity
- Respect

CODE OF CONDUCT

- Being and speaking honestly
- Demonstrating integrity and trustworthiness
- Being accountable for the task given
- Keeping promises
- Demonstrating loyalty to the organization and its team
- Demonstrating a sense of ownership
- Paying respect to anybody
- Demonstrating care to fellow human being and the environment
- Being a role model in the work environment
- Work professionally (according to the task / job and ethics of each profession)

ADAPTIVENESS

- Innovation
- Being Humble
- Diversity
- Creativeness
- Risk Taking

CODE OF CONDUCT

- Always trying to find a better way and making breakthrough
- Learning from self and other's experience
- Courageous to try new things that are beneficial
- Demonstrating humanity
- Embracing diversity in any condition
- Solving problems and willing to offer improvement ideas
- Humbly accepting criticism and suggestions



RESILIENCE

- Persistence
- Never Giving Up
- Discipline
- Courage
- Perseverance
- Determination
- High Spirit
- Hardwork
- Goal Orientation

CODE OF CONDUCT

- Working with focus to completion
- Never giving up
- Working on time
- Demonstrating strict discipline in all aspects
- Not delaying in performing tasks
- Always willing to learn
- Working hard with full energy
- Courageous to accept challenges

SUSTAINABILITY CODE OF CONDUCT

- Consistency
- Excellence
- Growth
- Continuous Learning
- Safety
- Consistently observing all regulation, policies and standard
- Always providing the best effort in a sustainable way
- Always improving self competency
- Always promoting occupational health and safety of self, fellow workers and other at work
- Promoting improvement in insights
- Observing and abiding by all working orders from the supervisor
- Always secure and take care of safety and assets at work
- Always care to the environment
- Promoting efficiency and effectiveness without sacrificing quality
- Being aware of the cost and risk aspects in all conduct
- Reporting any act/condition in contraventions with the applicable procedures to the supervisor