

Code of Conduct

Content of the Code of Conduct

The policy of BRI Code of Conduct was conceived in 2003, BRI then updated in 2010 and refined in 2013 through Joint Decision of the Board of Commissioners and Board of Directors No. 06-KOM/BRI/12/2013 and No. S.-DIR/DKP/12/2013. The implementation of the Code of Conduct is followed by policies on gratuities and the Whistle Blowing System (WBS-BRI) mechanism as a reporting channel for any breach of the Code of Conduct and BRI Disciplinary Rules, which stipulates the types of breach and resolutions mechanism.

BRI's code of Conduct applies to all employees in their day-to-day conducts as a representation of BRI's Business ethics. The principles defined in BRI Code of Conducts set the guidelines for work activities, which includes the following elements:

1. Compliance to Laws, Regulations and Bank Policy

The Bank's employees highly uphold the Bank's compliance towards prevailing regulations to strengthen the Bank's compliance culture.

2. Stakeholder Relationships

a. Code Of Conduct towards Customers

Customers BRI is committed to uphold professional and customer oriented business ethics in providing banking products and/or services.

B. Code of Conduct towards Partners

BRI's relationship with its Partners is maintained based on reasonable business practices and with integrity, by constantly prioritizing the Bank's interests over personal or other parties' interests, and providing optimum benefits for the Bank. BRI's Code of Conduct also requires the Partners to comply with the Bank's policies and prevailing rules and regulations, as well as to agree to safeguard any confidentiality in their relationship with the Bank, unless a disclosure of confidentiality has been recognized and approved by the Bank.

c. Code of Conduct towards Competitors

Facing the challenges, all the Bank's components adhere to the principle of prudence, professionalism as well as fair and competitive competition. BRI requires all employees to posit competitors as an impetus for performance improvement.

d. Code of Conduct towards Regulators

All BRI's business activities are implemented by fulfilling the obligations and requirements as established by banking regulators and other relevant authorities, including by building proper communications with banking regulators and other relevant authorities.

e. Code of Conduct towards Shareholders

As the highest organ in the organization, the relationship with the Bank's shareholders is managed with the principles of transparency and responsibility, as well as mutual cooperation.

3. Communities and Environmental Relations

As part of the community and environment, BRI and its components uphold a virtuous relationship by respecting the local values and provision of benefits, as well as supporting the environment in which the Bank operates.

4. Company and Employee Relations

BRI maintains good relationships with all employees based on trust and mutual respect, through the management of the employees' rights, the opportunity to contribute and reward for achievements without discrimination. BRI is committed to provide a favorable work environment to improve productivity and comfort. The employees shall also uphold trust, mutual respect and appreciation towards each other.

5. Information Confidentiality

All BRI's components uphold the Bank's protection of information and are committed to protect the Bank's confidentiality, both internal and the customer's information. Dissemination of BRI's internal information that may only be disclosed to relevant parties in accordance with the prevailing rules.

6. Integrity and Accuracy of Reports

BRI is committed to submit appropriate, accurate and accountable reports to the management, shareholders, customers, and other interested parties. The Bank's employees are responsible for official documentation of the Bank's activities; all records shall be accurate, transparent, comprehensive, and timely.