



PT. TRIAS SENTOSA, Tbk

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Compliance Statement :

" CALIFORNIA TRANSPARENCY IN SUPPLY CHAIN ACT"

Explanations

PT Trias Sentosa, Tbk is a Flexible Film Packaging Industry with a worldwide sales and distribution markets. In running our business, Trias Sentosa is based on the principles of Good Corporate Governance by committing to anti-forced labor, not employing children under age (child labor), anti-human trafficking and slavery, high respect towards human rights, upholding work ethics / business and the principles of no discrimination.

And as stated in Good Corporate Governance, we are also committed to ensure that employees work in a safe environment, ensuring working conditions in our supply chain are safe, workers are treated fairly and respectfully, and also the process of making products that are environmentally and socially responsible

As stated in the Principles of Good Corporate Governance, the value of the company complies with and meets the standards of Sedex Members Ethical Trade Audit (SMETA) and **California Transparency in Supply Chain Act**.

Explanation of the five topics related to The California Transparency in Supply Chain Act to protect human trafficking and slavery as follows:

1. Verification

We have adopted Good Corporate Governance which in implementation has carried out fair labor practices and high respect toward human right within our supply chain. We therefore do identification, assess and evaluate the potential risks and also monitoring for human trafficking and slavery in our supply chain. Prior to partnering with any new supplier, we conduct an initial screening of those suppliers, and regularly thereafter we do monitoring for company's suppliers.

2. Supplier Audits

We regularly evaluate and audit of suppliers to monitor their compliance with business ethic and company's standard for practice of human trafficking and slavery in supply chain. The audit is done with independent and unannounced.

We decide which suppliers to be audited based on our assessment of the level of risk for slave labor and human trafficking practice in the place of supplier operates.

3. Supplier Certification

To ensure that our suppliers respect and enforce our company standards/regulations , we include a clause in the commercial agreement governing our cooperative relationship with suppliers (Letters of Cooperation Partners) which stipulates that our suppliers must abide by anti - forced labor, slavery and human trafficking standards. And also suppliers must treat workers with dignity and respect, provide them with a safe work environment, conduct business in compliance with labor/employment law and refrain from corrupt practices and also engaging in human right violations.

4. Accountability Standard

As a sustainable company, our company is based on good corporate governance as the main foundation for operating the company. Therefore, we have ethical standard related to human right, anti - slavery and anti -human trafficking . We have socialized the standards to management and employees as well as suppliers and business partners, and we require them to meet these standards. We maintain the internal accountability standards and procedures that are applied to employees, suppliers and business partners who may fail to meet the company standards. We pursue a policy of zero tolerance with regards to slavery and human trafficking . In case of non compliance or violation found during our audit process, we have the right to take appropriate steps , including termination of the business relations.

5. Training on Human Trafficking and Slavery

Providing information regarding a company's training on human trafficking practice and slavery is important because the effective training programs can help employees, suppliers and business partners to better understand of company policies and ways to avoid human trafficking risks and slavery.

For the purpose, the company regularly conduct the training of good corporate governance and business ethics to employees, suppliers and business partners to get better understanding of company policies and how to effectively implemented them specially for anti - slavery and human trafficking practices.