

**CODE OF CONDUCT  
PT. CLASSIC PRIMA CARPET INDUSTRIES**

PT. Classic Prima Carpet Industries (PT. CPCI) is a company which has a commitment in doing business in accordance with business ethical standards established by Vendors and Buyers. Great effort thrived continuously to be in compliance with all requirements, stipulations, rules and regulations need to be applied. We are always in cooperation with Vendor and Buyer in implementing all standards to create a strong and healthy business relationship. We always thrive to establish an environment where Human Rights are always upheld dearly.

PT. CPCI really understands Racial, Religious, Tribal, Believe, and Ethical System of the Employee and the surrounding neighborhood, and none of those differences became the basic of consideration for embracing our employees and our potential employees. This Code of Conduct was established for us, all member of PT. CPCI, as a family and a unity understands each other upon needs, either business or social, by, for, and from all of us, and either to ourselves or to Vendors and Buyers. The followings are our practices to be comply with our own Ethical Standards.

**Upholding the Law:** The first thing for a company to do is complying with all law prevailing, where rules and regulation established by this Nation, which certainly always corresponding with all of our practices, will always be upheld.

**Work Health and Safety:** PT. CPCI will always thrive to be consistent in upholding Rules and Regulations related to Work Health and Safety to create a safe, healthy, and appropriate working environment for all employees.

**Child Labor:** Along with, relevant with, and in accordance with prevailing Law, PT. CPCI will not accept employees with age still in Compulsory Age.

**Force Labor:** All forced work with threat and punishment, especially physical, towards employees will never be practiced.

**Harassment and Abuse:** Corporal punishment or any form of harassment and abuse and force, either mentally or physically, will never be practiced in PT. CPCI.

**Discrimination:** Based on the variety of Indonesian people, PT. CPCI, really understands the back-ground of every employee and potential employee, we do not differentiate employees and future employees based on that matter above, and will accept employees and treat them with the basis of working capability and the will to learn and cooperate. No employees or potential employees will be differentiated based on Tribal, Religious, Racial, Belief, or Body Deformity.

**Working Hours:** We, as a factory, understands much and will always fulfill employees need for time to meet and interact with their family, also an appropriate time to rest, 54 hours working hours per week, and maximum 60 hours working hours per week with 1 day off on the last day in a 7-day period will be given as a privilege of our Employees.

**Wages and Benefits:** PT. CPCI will provide reasonable compensation to our employees by providing wages, including paid overtime, and allowance in accordance with all prevailing law and regulation.

**Freedom of Association:** There are no prohibition for employees to associates and assemble to express their opinions related to workers and labors welfare, as long as they enter a official organizations legalized by Law, and no punishment shall be given in their involvements within those organizations.

**Involvements in Environmental Issues:** PT. CPCI will always maintain to protect the environment in accordance with the prevailing rules and regulation in this nation, and will always thrive to reduce produced waste and maximize recycling.

**Monitoring for Standard Compliances:** As one of our work foundation, PT. CPCI will undergo a thorough monitoring to ourselves in a form of evaluation, in order to achieve continuous improvements and correction, so as to establish us in a condition of Full-Compliance.

**Subcontractor & Supplier:** PT. CPCI expects all suppliers and sub-contractors to comply with elaborated in this Code of Conduct, so as to become a consideration for Buyers or Vendors, and also become a consideration for PT. CPCI in conducting business.

**Displaying Code of Conduct:** PT. CPCI and principles will display this Code of Conduct in a place where can be seen by employees in order for them to understand and apply this Code of Conduct.

**Violation:** For those who found a violation toward this Code of Conduct please contact PT. CPCI Management on (+62318438331), or e-mail to [compliance; hrd\\_dept@cpci.co.id](mailto:hrd_dept@cpci.co.id)