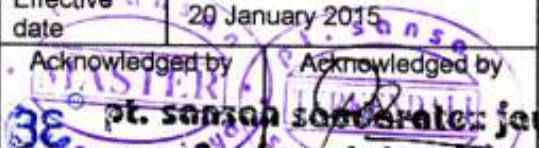
 <small>pt. sanjaya soraberatex joyo</small>	POLICY	Document No	PS-385/0/SC-02/15	
		Edition / Revision	0	
	NO CORRUPTION AND BRIBERY	Effective date	20 January 2015	
		Acknowledged by		

Consider that :

1. Process workers hiring, buying and selling goods/service, and others activity in companies that require technical provision and clear implementation.
2. That company regulation not regulate all aspects of work activity which has developed and developing will grow even to later date as per market demands and period.
3. Their mandatory requirement from BSCI Code of Conduct the management policy which establishes a ban sanction and penalties for acts of bribery. Should be clear, written and transparency.

It is hereby decided :

Set the rules that :

1. All employees are prohibited to having, selling, mortgaging and renting out the property of company without permission from authorized person.
2. All employees are prohibited to giving gifts of money, goods or company facilities to relation or costumer without permission from authorized person.
3. All employees are prohibited to accepting anything gifts, from anyone that can affects the tasks and responsibilities of the employee's job title.
4. All employees are prohibited to carrying unauthorized pickings, in anything and any reason in the implementation of their duties for the benefits of individuals, groups and other parties.

Establish sanctions that :

1. Any violation of the rules above are classified as major offense. So that the employee can be in the process of employment termination.
2. Termination of employment carried out accordance with the applicable regulation.

Thus the decision letter created to be implemented as well as possible. Everything that incompatible with this decision are no longer valid or further will be arrange. This decision letter valid from the date set.