

PT ENES AGRIBISNIS INDONESIA

**WISMA METROPOLITAN I, LEVEL 3A
JL. JEND SUDIRMAN KAV. 29-31
SOUTH JAKARTA 12920
INDONESIA**

Ethics and Business Relations

All Business Partners of PT Enes Agribisnis Indonesia must meet, at a minimum, environmental and social indicators as defined in the attached points. This Code of Ethics aims to ensure that each supplier operates ethically, legally, and responsibly, in accordance with PT Aqua Farm Nusantara's standards.

1. Ethics Policy

Fostering honest, responsible business relationships and respectful business relationships.

2. Respecting the Law

Commit to complying with all regulations and laws including applicable environmental regulations, and encourage compliance with the law to be followed by all business partners. This is evidenced by:

- **NIB** : **8120107920933**

3. Human Rights

In conducting its business, it will respect human rights including no forced labor, bonded, compulsory labor or human trafficking, contract employees transparently, be given freedom to associate and bargain together, no discrimination, will not employ child and adolescent labor under 18 years old and provide permanent employment provided.

Implement applicable regulations and laws regarding legal wages, including minimum wages, overtime and maximum working hours.

4. Safety, Health and Environment

Provide a safe, decent, healthy working environment and accommodation for workers. Physical violence or discipline, threats of physical violence, sexual harassment or other harassment and verbal harassment or other forms of intimidation are prohibited. Disciplinary practices should respect the dignity and health of employees.

In carrying out its operations, it will always maintain the company's environment and follow applicable regulations.

5. Anti-Bribery, Corruption and Discrimination

No gifts, money, or other forms of gratuities may be given to Feedmill employees for an unfair advantage.

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6. Complaint mechanism of workers and local communities

Offering a grievance system with workers and local communities or companies alike has the possibility of addressing problems effectively.

7. Quality, safety and original

The company manufactures products with quality, safety and authenticity standards and meets the requirements of quality, safety and authenticity in accordance with applicable regulations.

8. No personal interest

The company expects that there will be no personal interests in carrying out business or financial activities with business relations.

9. Contributing to maintaining Social Welfare

The company contributes to maintaining or improving the social and economic welfare of the local community. The company is aware of its impact on the surrounding community and requires constructive involvement.

10. Respect for indigenous rights, culture, and territory

The company respects the rights, culture, and customary territories of indigenous peoples and indigenous peoples.

11. Water use

The company uses water efficiently and responsibly, and does not damage water resources.

12. Waste management

Handle waste including liquid waste responsibly.

13. Energy consumption

Use energy responsibly and monitor Greenhouse Gas (GHG) emissions

14. Product characteristics

The company is transparent on product characteristics.

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15. General Activities

The company in carrying out its business will never provide political or financial support to any party that will support the activities of a political party.

16. Business Integrity

The Company in carrying out its business does not accept or ask for goods and/or bribes in carrying out or maintaining business activities. No employee will give, offer and accept gifts in the form of goods or money that can be counted as a bribe. To business relations, any request or offer of bribes related to the delivery of goods or services must be rejected.

17. Gift

Companies and employees are not allowed to receive any gifts from business relations, all gifts from business relations will be donated to social organizations.

PT Enes Agribisnis Indonesia are committed and understand to implement this Code of Conduct and provide evidence of compliance in accordance with the set standards, as well as socialize this Ethics and Business Relationship to all our Workers, Business Partners and Suppliers.

If **Archer Daniels Midland** is unable to comply with this code of ethics, **PT Aquafarm Nusantara** will stop all forms of cooperation with business partners.

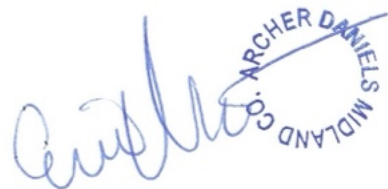
Jakarta, 21 April 2025

PT. ENES AGRIBISNIS INDONESIA



Naswan Halim

Director



Archer Daniels Midland