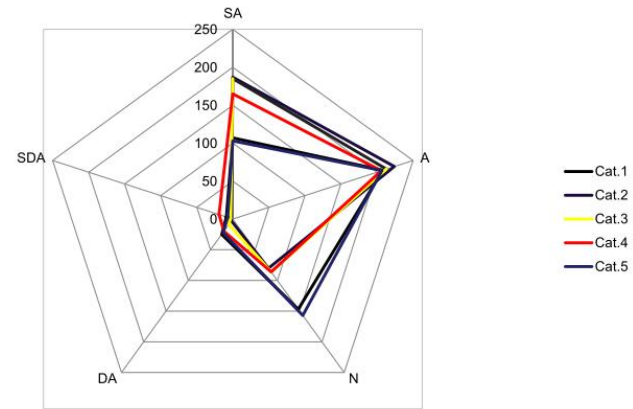


GCG PRACTICES IN 2014

CG Understanding Measurement 2014

Every end of year start from 2010, ITM distributed an online questionnaire to all ITM members, with the purpose to ensure all ITM members have reached the expected level of understanding on GCG principles and practices. Total participants in 2014 : 496 participants.



Note:
SA : Strongly Agree
A : Agree
N : Neutral
DA : Disagree
SDA : Strongly Disagree

GCG PRACTICES IN 2014

ITM CG Day 2014 "Integrity Creates Trust"

With purpose to provide greater understanding on the importance of GCG in daily life, and as an anti-corruption campaign, ITM held the CG Day on 23 October 2014, for which the main program was a panel discussion on Anti-Corruption by inviting speaker from KP, emceed and moderated by prominent comedians.



CG Design Campaign Competition

With purpose to ensure that ITM Members understand GCG practices and enhancing the creativity of employee, the period of the competition is 5 May until 6 June 2014, Total design received 76 Designs from 38 Participants.




GCG PRACTICES IN 2014

CG Tips

Regularly, the Cg tips available on the Company's intranet facility is updated to provide the latest tips regarding GCG Principles and recipes for CG best practices to all ITM Members


CG Tips for Keeping Company Assets with Ethics

- 1. All company assets should be used for legitimate business purpose
- 2. Fully commit to utilize the mandated asset/property to provide long-term result for the Company
- 3. Always makes a moral connection between company asset, ownership and responsibility



CG Tips for Discloses Material Information

1. **Transparency:** discloses information in a factual manner, regardless of the content
2. **Timeliness:** discloses information promptly, without delay, following occurrences that warrant disclosure
3. **Fairness:** disperses information fairly to our various stakeholders
4. **Continuity:** discloses information in a steady continuous manner
5. **Confidentiality:** do not provide information to third persons before information has officially been announced by the company



GCG Internalization Campaign

With the scope to promote GCG's practice in daily work life, ITM published GCG Internalization Campaign through ITM Plaza intranet, computer wallpaper (via intranet), standing banner & digital signet in ITM Jakarta and all sites.

without conflict of interest will set you free

ITM

Are you or your family :

- Have affiliation/family relationship with Business Partner
- Director/partner/advisor/participant in Business Partner
- Have shares/investment/partnership/other form of business/major shareholding/beneficial interest in Business Partner
- Plan to be engaged as speaker/MC/etc because of my position/knowhow and utilize company information
- Plan to accept offering from association/social organization because of my expertise or networking
- Have other commercial activity/business/profession outside the Company
- Plan to receive or seek loan/borrow property/receive services from Business Partner
- Have family employed by Business Partner

Report each potential conflict of interest to the Transparency Center within 14 days since the occurrence of any of the above condition



life is very short, so don't compromise our integrity

ITM

Receiving gifts/gratuity/entertainment from 3rd party at office/home. Report to Transparency Center within 14 days from the receive date**

Cash or Cash Equivalent (voucher, token, ticket, etc.) are prohibited

** If the estimated value of gifts/gratuity/entertainment > US\$200 must be handed over to Transparency Committee

ITM Plaza > Application > Workflow > Transparency Center > Create > Gift & Entertainment Report



Am I save as a whistleblower?

certainly, if you do it for the Company's best interest

Trust these channels
www.iwbciimg.com or
PO. BOX-1070-JKS-12010

