

DECREE

No. Kpts. 15/C00000/2012-90

ON

**GRATIFICATION CONTROL UNIT, GUIDELINES FOR GRATIFICATION,
REJECTION, ACCEPTANCE, GIVING GIFTS/SOUVENIRS AND
ENTERTAINMENT, SUBMISSION OF REPORTS ON COMPLIANCE PROGRAM
THROUGH COMPLIANCE ONLINE SYSTEM, AND WHISTLE BLOWING SYSTEM
(WBS).**

THE BOARD OF DIRECTORS OF PERTAMINA (PERSERO)

- Considering** :
- a. That for the purpose of enhancing company image and giving added value for all stakeholders, the code of conduct in the business relationship between the company and its business partners should always be maintained in order it is in line with the principles of Good Corporate Governance in a consistent and sustainable manner and in accordance with the business practice which continuously evolves.
 - b. That the acceptance, giving, or exchange of gifts/souvenirs in a business relationship is something common, but potentially it would create a conflict of interest and it is contrary to the company values in addition to the fact it would potentially create legal issues

for the provider

Decree
Number: Kpts-1515/C00000/2012-90

and recipient either those acting as an individual or a corporation.

- c. That the development in the business communities nowadays demands a proactive response from the company to maintain a good business relationship with the partners and remain in the ethical corridor and GCG, therefore it is deemed necessary to make an adjustment with the gratification provisions applicable in the company, in this case the Guidelines for the Acceptance and Giving Gifts/Souvenirs and Entertainment No. A-001/N00300/2009-SO.
- d. That Pertamina employees have several reporting obligations, the compliance of which needs to be maintained and the previous reporting guidelines have to be adjusted in connection with the revisions made on the other related guidelines.
- e. That the whistle blowing system owned by the company and has been effectively functioning as the facility or

Decree
Number: Kpts-1515/C00000/2012-90

system in providing care and fulfilling aspirations which is secure, responsive, transparent, accountable and responsible, should be implemented consistently and improved continuously; for that purpose it is deemed necessary to adjust the Organizational Work Procedures (TKO) No. B-001/N00300/2008-SO on Whistle-Blowing System (WBS) Management according to the current development.

- f. That the Decree of the Board of Directors No. Kpts-082/C00000/2009-SO dated 5th October 2009 on the Acceptance and Giving Gifts/Souvenirs and Entertainment as well as Whistle Blowing System (WBS) is deemed no longer suitable with the current company business development.

- In view of :
1. Law Number 28 of 1999 on the State Administration which is Clean and Free from Collusion, Corruption, and Nepotism.
 2. Law No. 31 of 1999 in conjunction with Law No. 20 of 2011 on Corruption Eradication.
Law No. 40 of 2007 on Limited Liability Company;

Decree
Number: Kpts-1515/C00000/2012-90

4. Government Regulation Number 31 of 2003.
5. Decree of Minister of State-Owned Enterprises (BUMN) No. KEP-01/MBU/2011 on the Implementation of GCG Practice in BUMN.
6. Decree of State Minister of State-Owned Enterprises (BUMN) No. KEP/MBU/20.
7. Articles of Association of PT PERTAMINA (Persero) and its amendment which has been ratified and approved by the Minister of Law and Human Rights.

HAS DECIDED

By the revocation of:

1. Decree of the Board of Directors No. Kpts-082/C00000/2009 dated October 5, 2009 on the Provisions of Giving and Acceptance of Gifts/Souvenirs and Entertainment as well as Whistle Blowing System (WBS) and
2. Decree of the Board of Directors No. Kpts-38/C00000/2009 dated July 12, 2010 on the Report of Personal Tax (LP2P), Code of Conduct (CoC), State Official Wealth Report Form (LHKPN) and Conflict of Interest/Col as well as the Acceptance and Giving Gifts/Souvenirs and Entertainment by Online System.

Decree
Number: Kpts-1515/C00000/2012-90

Has enacted:

FIRST: Put into effect the regulation/policy of the company as follows:

1. Guidelines of Pertamina Gratification Control Unit (UPG Pertamina) Number A-001/N00010/2012 SO.
2. Guidelines for Gratification, Rejection, Receiving, Giving Gifts/Souvenirs and Entertainment Number A-002/N00010/2012-SO.
3. Guidelines for the Submission of Reports on Compliance Program Through Compliance Online System Number A-003/N00010/2012-SO.
4. Organization Work Procedures (TKO) of Whistle Blowing System (WBS) Number B-001/N00010/2011-SO.

as enclosed in this Decree.

SECOND: Ordering that the Guidelines for Pertamina UPG, Guidelines for Gratification, Rejection, Giving Gifts/Souvenirs and Entertainment, Guidelines for Reports on Compliance Program through Compliance Online System and TKO Whistle Blowing System above is implemented and be made a reference throughout the company.

Decree
Number: Kpts-1515/C00000/2012-90

THIRD: Assigning the Corporate Secretary as the Chief Compliance Officer to be the person responsible for the implementation of policy regulations by disseminating it to all Workers and/or employees of Pertamina and periodically shall make an update/refinement for the purpose of continuous improvement which will be adjusted with the company business development.

This Decree shall be effective as of the date of its enactment and observe that matters that have not or have not been sufficiently provided in this decree will be stipulated in the future.

Enacted in Jakarta

on April 13, 2012

President Director

(signature)

Karen Agustiawan

I, **SUSAN KUMAAT, MBA**, a Certified and Sworn Translator by virtue of Jakarta Governor's Decree No. 1607/2008, dated 11 November 2004, do hereby certify that the foregoing is a true and complete translation to the best of my knowledge and belief from Indonesian into English.

I, **H. Arfan Achyar, B.Eng**, a Certified Translator by virtue of Himpunan Penerjemah Indonesia's Decree No. TSN/2013/1/02U/001, dated 23 February 2014, acting as the editor for this document, do hereby certify that the foregoing is a true and complete translation to the best of my knowledge and belief from Indonesian into English.