

Lawsuit with Significant Impact

Perkara Hukum yang Berdampak Material

In 2023, there were no lawsuits with significant impact were faced by the Company, members of the Board of Directors and Board of Commissioners.

Pada tahun 2023, tidak terdapat perkara hukum dengan dampak material yang dihadapi oleh Perseroan, anggota Direksi, dan Dewan Komisaris.

Information About Administrative and Financial Sanction

Informasi Mengenai Sanksi Administratif dan Finansial

In 2023, the Company did not receive any administrative and financial sanctions from authorized authority and regulator.

Pada tahun 2023, Perseroan tidak menerima adanya sanksi administratif dan finansial dari otoritas dan regulator yang berwenang.

Code of Conduct

Kode Etik Perusahaan

The Company adheres to a code of business and work ethics through Goodyear's Group Business Conduct Manual (BCM), which is applied on a global scale.

Perseroan menerapkan kode etik bisnis dan kerja melalui Buku Pedoman Perilaku Bisnis Grup Goodyear atau *Business Conduct Manual (BCM)* yang diterapkan dalam skala global.

BCM contains guidelines that must be followed by every associates of Goodyear's Group in carrying out their duties according to the Goodyear's Group embedded culture. BCM sets out and summarizes business ethics and ethical behaviour for all associates of Goodyear's Group to achieve the vision, mission, goals, and strategies of Goodyear's Group.

BCM adalah pedoman yang harus diikuti oleh setiap karyawan Grup Goodyear dalam menjalankan aktivitasnya sesuai dengan budaya yang ditanamkan. BCM memuat dan merangkum nilai-nilai etika bisnis dan etika perilaku bagi seluruh karyawan Grup Goodyear untuk mendukung pencapaian visi, misi, tujuan, dan strategi Grup Goodyear.

BCM is fairly and equally applicable to all associates in all organization levels without differentiating races, religion, and social class.

BCM berlaku secara adil dan setara kepada seluruh karyawan di semua jenjang jabatan tanpa membedakan latar belakang suku, ras, agama, dan kelas sosial.

The Company regularly socializes BCM through meetings, face-to-face meetings, e-mail, seminar, trainings, and associates' activities. The violations of BCM will be given sanctions set in the Company's Regulations, aligned with the compliance to the prevailing laws and regulations.

Perseroan melakukan sosialisasi BCM secara rutin melalui rapat-rapat, pertemuan tatap muka, e-mail, seminar, pelatihan, serta kegiatan-kegiatan karyawan. Pelanggaran terhadap BCM akan dikenakan sanksi yang telah diatur dalam Peraturan Perseroan, selaras dengan pemenuhan terhadap peraturan perundang-undangan yang berlaku.



In 2023, the Company provided training for all associates with one of the materials was refreshment of Code of Conducts understanding. The training aims to ensure associates always obey and act based on the Company's code of ethics.

Pada tahun 2023, Perseroan melaksanakan pelatihan untuk seluruh karyawan dengan salah satu materi yang diberikan adalah penyegaran pemahaman Kode Etik. Pelatihan tersebut bertujuan agar karyawan senantiasa patuh dan bertindak sesuai kode Etik Perseroan.

BCM describes some of the basic principles and work ethics as guidance to all associates, including the following aspects:

BCM menjelaskan sejumlah prinsip dasar bisnis dan etika kerja untuk memberikan panduan kepada semua karyawan dan mencakup beberapa aspek sebagai berikut:

Workplace and Environment Melindungi Tenaga Kerja, Tempat Kerja dan Lingkungan	The Company is strongly committed to protecting its workforce, workplaces and the environment in the vicinity of its operations.	Perseroan berkomitmen kuat melindungi tenaga kerja, area kerja dan lingkungan hidup di sekitar tempat operasi.
Product Quality Kualitas Produk	The Company conducts Quality Control towards all production process before products are sent to distributors and retail outlets to guarantee the product quality.	Perseroan menerapkan Quality Control pada seluruh proses produksi sebelum produk dikirimkan ke para distributor dan toko retail untuk menjaga kualitas produk.
Financial Records, Accounting, Internal Control and Auditing Catatan Keuangan, Akuntansi, Kontrol Internal dan Audit	The Company relies on the availability of accurate information and reliable records to make responsible business decisions.	Perseroan bergantung pada informasi akurat dan catatan yang dapat diandalkan untuk membuat keputusan bisnis yang bertanggung jawab.
Anti-Trust Law Hukum Anti-Trust	The Company is committed to comply with antitrust laws and regulations around the world.	Perseroan berkomitmen untuk patuh kepada hukum persaingan usaha (anti-trust) serta peraturan di seluruh dunia.
Anti-Corruption and The Foreign Corrupt Practices Act (FCPA) Anti suap dan Undang-Undang Praktik Korupsi Asing AS (FCPA)	The Company and Goodyear's associates worldwide honor The Foreign Corrupt Practices Act ("FCPA") which defines certain acts as crimes under US law.	Perseroan dan karyawan Goodyear di seluruh dunia menghormati Undang-Undang Praktik Korupsi Asing ("FCPA") yang mendefinisikan sejumlah tindakan kejahatan berdasarkan hukum AS.
Insider Trading Perdagangan Orang Dalam	The Company prohibits all associates to do product and shares trading inside the Company's working area and take benefits from the Company's information of assets and business for their personal gain.	Perseroan melarang karyawan untuk melakukan perdagangan produk dan saham di dalam lingkungan kerja Perseroan serta menggunakan informasi mengenai aset dan bisnis Perseroan untuk keuntungan diri sendiri.
Protection of Trade Secrets Perlindungan Rahasia Dagang	The Company has BCM which regulates that confidential and exclusive information must be protected by every associate of the Company.	Perseroan memiliki BCM yang mengatur agar informasi rahasia dan eksklusif dilindungi oleh setiap karyawan Perseroan.
Privacy Privasi	The Company is committed to protecting the privacy of individual associates and complying with all applicable privacy laws.	Perseroan berkomitmen melindungi privasi individu karyawan dan mematuhi semua undang-undang privasi yang berlaku.
Global Human Rights Policy Kebijakan Hak Asasi Manusia Global	The Company adheres to the principles of the Global Human Rights Policy as well as applicable laws and regulations of employment.	Hak Asasi Manusia Global Perseroan mematuhi prinsip-prinsip Kebijakan Global Hak Asasi Manusia serta undang-undang dan peraturan yang berlaku terkait ketenagakerjaan.
Procurement of Goods and Services Pengadaan Barang dan Jasa	The Company has adopted policies governing the Procurement of Goods and Services which considers the best quality and source of products and services.	Perseroan menetapkan kebijakan terkait Pengadaan Barang dan Jasa yang mempertimbangkan kualitas dan sumber barang dan jasa terbaik.