

## **CODE OF CONDUCT**

### **A. Introduction**

PT Bank Pembangunan Daerah Jawa Timur Tbk has made regulation about Code Of Conduct since 2011. Code Of Conduct is the commitment of management and employees of Bank Jatim to realize the vision and mission of Bank Jatim in a professional and high of ethic. The commitment is in addition to developing the company's performance, establish being Bank Jatim become bankers who have high level of ethical banking as one of requirements effort to maintenance and develop existency of Bank Jatim. The Code Of Conduct is intended as a basic guideline and is not description of all company's policies and book regulation. However this Code Of Conduct is an integral and inseparable with company's policies.

It should be understood that for misconduct will be penalized according to the level of the offense and according to the procedure of sanction under the regulated in company.

### **B. The Code Of Conduct Of officers and Employees**

The principles of work ethic (Code Of Conduct Indonesian bankers) contained in Code Of Conduct for employees of Bank Jatim is as follow::

1. The principle of Compliance the regulation
2. The principle of validity registry
3. The principle of alignment of interest
4. The principle of honesty authority and positions
5. The principle of the profession honour

### **C. The Contents Code Of Conduct in Bank Jatim**

Code Of Conduct in Bank Jatim consist of some as following :

1. Five pillars of the Bank Jatim work culture
  - a. Bank Jatim is a commercial Bank owned local government
  - b. Bank Jatim market oriented and continually nurture mutually beneficial relationship with customer and others business partner.
  - c. Bank Jatim implement good corporate governance by emphasis on the precautionary principle in order to maintain trust of public and owner
  - d. Bank Jatim recognize the role appreciate the importance of each employee
  - e. Bank Jatim always try and creating a spirit of togetherness in order to carry out the duties and obligations of employee in a professional manner
2. Employee behavior
3. Ethics of working
4. Ethics of position
5. Ethics of position of Commissioners

### **D. Compliance And Reporting Of Code of Conduct Violation**

1. Compliance to the implementation of Bank Jatim Code Of Conduct
  - The understanding of the Code Of Conduct of Bank Jatim doing by reading, discuss, understand, appreciate each of item of Code Of Conduct appropriately, properly
  - Commitment to obey Code Of Conduct Bank Jatim
2. Reporting the breach of the Code Of Conduct Bank Jatim by every employee aware of any violation of Code Of Conduct

### **E. Annual Statement Of Employee**

The employees are required to fill in an annual commitment, as a contract employee with management