
Social Media Policy

Social Media is constantly changing the way we connect. It helps us start new relationships and engage in discussion with customers and suppliers from around the globe.

The Social Media Policy was created in order to protect the reputation of PT Barito Pacific Tbk ("Barito" or the "Company"), facilitate compliance with applicable law and regulations, and empower employees to be advocates of the Company. We ask you to stick to these 8 key points in the Policy:

1. Be honest when disclosing your identity

If you post about the industry or Barito, disclose that you work for or with the Company by using the hashtag #IWorkForBarito or #IWorkWithBarito to your post. Once you make the choice to acknowledge your affiliation with Barito in the social space, any of your online activity may be associated with your employment at Barito, potentially impacting your professional reputation or the reputation of our organization. Also, be sure anything you post online about Barito or its products or services is in line with Barito's Code of Conduct, accurate and does not violate any confidential obligation of you (as an employee of Barito) or Barito.

2. Only approved spokes people can speak on behalf of Barito

Even after you have identified yourself as working for Barito, be clear that the views and opinions you have expressed are your own. If you think an official Barito response may be required for something you see on social media, contact the Barito Corporate Communication Team or Corporate Secretary.

Content that is shared through the Barito's Official Social Media accounts has been reviewed by the appropriate internal parties, and is available for employees to share.

3. Do not make recommendations for coworkers or suppliers on LinkedIn

Barito does not allow employees to write professional recommendations. This guidance extends to digital platforms such as LinkedIn.

4. New social media channels require approval

To ensure channel success, you should not open Barito social media channels without first getting approval from the Management or the Corporate Communication Team.

5. Use good judgement about what and how you share

Keep in mind that your posts can potentially tarnish reputations or infringe on the rights of someone else. Do not post information or rumors that you suspect or know to be false about Barito.

6. Treat others with respect

Customers, colleagues, supervisors, suppliers, competitors, and others may have access to your posts. Offensive or inappropriate remarks are as out-of-place online as they are offline. Use the same set of standards as you do in the physical workplace.

7. Private things are not private

Many times things that you publish can be seen or found by others, despite privacy settings. Consider everything you post online as potentially discoverable by anyone.

Approved by the Board of Directors at their meeting on February 5, 2021.

PT Barito Pacific Tbk



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