

CODE OF CONDUCT

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*Leading Indonesia's
Vanilla Revolution -
Sustainable,
Inclusive,
Empowering*

Dear Kasasta Team and Partners,

At PT. Kasasta Rempah Nusantara, we believe that exceptional spices begin with exceptional values. Our commitment to sustainable and ethical practices is the foundation upon which we build trust with our customers, partners, and the communities we serve.

This Code of Conduct reflects our core philosophy: "Innovation from Nature, Responsibility in Action." It outlines the principles that guide our daily operations, from the highlands of Sulawesi to our global partners. We are dedicated to creating a positive impact through our revolutionary Supercritical CO₂ extraction, nano organic SFR fertilizer, and enzyme-assisted fermentation processes, which exemplify our respect for people and the planet.

Every member of the Kasasta team is expected to understand, embrace, and uphold these standards. This document serves as our collective commitment to doing business with integrity, fairness, and transparency.

Together, we are building a legacy of excellence and integrity. Thank you for your invaluable role in our collective journey

Sincerely,

Management of
PT. Kasasta Rempah Nusantara

Our Foundational Principles

This Code of Conduct is based on and references the following international standards:

- International Bill of Human Rights
- UN Convention on the Rights of the Child
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- International Labour Organization (ILO) Core Conventions

1. ETHICAL BUSINESS PRACTICES

1.1 Compliance with Laws

We strictly comply with all applicable Indonesian laws and regulations and international standards in all our operations. We respect the cultural diversity of the regions where we operate while maintaining our core ethical standards.

1.2 Business Integrity and Anti-Corruption

We maintain a zero-tolerance policy against all forms of bribery, corruption, extortion, and embezzlement. Employees must not offer, give, request, or accept any improper gifts, benefits, or advantages. All business decisions must be made free from conflicts between personal interests and professional responsibilities.

1.3 Fair Competition

We conduct our business in accordance with fair competition laws. We compete on the merits of our products, quality, and service, not through unethical business practices.



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1.4 Protection of Company Assets

We protect company assets, including intellectual property, proprietary information (such as our SFE technology and fermentation processes), equipment, and financial resources. Confidential information about our business, employees, and partners must be handled with care and in compliance with data protection regulations.

1.5 Reporting Concerns (Whistleblowing)

We encourage employees and partners to report, in good faith, any concerns about potential violations of this Code or unlawful activities. Reports can be made to a supervisor, management, or via a designated confidential channel. We prohibit retaliation against anyone who raises concerns in good faith.

2. RESPECT FOR PEOPLE

2.1 Human Rights and Fair Treatment

We respect the inherent dignity and rights of every individual. We provide a work environment free from discrimination, harassment, and abuse. Employment decisions are based on merit, without regard to race, color, religion, gender, age, nationality, disability, or any other protected characteristic.

2.2 No Child Labour

We do not employ workers under the age of 15. We support educational opportunities and are committed to the eradication of child labour within our operations and supply chain.



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2.3 No Forced Labour

All work must be voluntary. We prohibit all forms of forced, bonded, or compulsory labour. Workers must not be required to lodge identity papers or pay deposits as a condition of employment.

2.4 Fair Wages and Benefits

We compensate employees with wages and benefits that meet or exceed legal minimum standards. We are committed to working towards a living wage that enables a decent standard of living for our employees and their families.

2.5 Working Hours

We ensure that working hours, including overtime, comply with national laws. Overtime must be voluntary and compensated fairly.

2.6 Freedom of Association

We respect our employees' rights to form and join organizations of their own choosing, to bargain collectively, and to engage in peaceful assembly. We maintain open and constructive dialogue with employee representatives.

3. HEALTH, SAFETY & QUALITY

3.1 Safe and Healthy Workplace

We are committed to providing a safe, healthy, and hygienic work environment. We implement appropriate procedures, training, and equipment to prevent accidents, injuries, and exposure to hazardous conditions. All incidents must be reported and investigated.

3.2 Product Safety and Quality

The safety and quality of our spice extracts are paramount. We adhere to stringent food safety standards (including FSSC 22000 and BPOM regulations) and customer specifications. Our commitment to quality is embedded in every step, from sustainable farming to advanced Supercritical CO₂ extraction.

3.3 Continuous Improvement

We continuously strive to improve our operational processes, product quality, and safety performance through innovation, such as our enzyme-assisted fermentation, and regular review.

4. ENVIRONMENTAL RESPONSIBILITY

4.1 Sustainable Resource Use

Our success is derived from nature's treasures. We are committed to using energy, water, and raw materials efficiently and responsibly. Our proprietary technologies, like nano organic SFR fertilizer and closed-loop SFE systems, are designed to minimize our environmental footprint.

4.2 Pollution Prevention

We proactively work to prevent pollution, reduce waste, and manage emissions. We promote the principles of reduce, reuse, and recycle across our operations.



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4.3 Biodiversity and Climate Resilience

We recognize the importance of biodiversity. Through our support for agroforestry and sustainable farming practices among our partner farmers, we help protect and conserve ecosystems. We are committed to assessing and mitigating our impact on climate change.

5. SUPPLY CHAIN & COMMUNITY ENGAGEMENT

5.1 Responsible Sourcing

We expect our suppliers and business partners to adhere to principles consistent with this Code. We are developing a Sustainable Procurement Policy and a traceability system to ensure our entire supply chain reflects our values.

5.2 Community Investment

We engage with and invest in our local communities in Central Sulawesi and beyond. We focus on initiatives that support education, farmer empowerment, and community well-being, sharing the benefits of our success.



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YOUR TRUSTED PARTNER

FOR HIGH-QUALITY SPICES SOLUTIONS



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