

LKSB: Building Dialogue, Delivering Shared Solutions



An Open and Constructive Dialogue Space

At Sampoerna, fostering a healthy work environment goes beyond policies, it is about how open communication is built and sustained. *Lembaga Kerjasama Bipartit* (LKSB) serves as a forum for dialogue between employee representatives and management to discuss employment-related matters and the work environment. Through this forum, employees' aspirations can be openly expressed, heard, and considered as part of the company's decision-making process.

This approach builds trust and encourages employee engagement. Over time, that engagement evolves into a sense of ownership, which in turn nurtures pride in being part of Sampoerna.

Bangga Sampoerna as a Tangible Impact

One of the tangible outcomes of LKSB's role is the growing spirit of *Bangga Sampoerna* among employees. This sense of pride is shaped by everyday experiences, where attention to workplace matters is followed up through discussions that lead to meaningful contributions for both employees and the company.

Through various forums facilitated by LKSB, employees are given space to participate, propose improvements, and gain a clearer understanding of the company's direction.

From Dialogue to Action

LKSB's role does not stop at discussions. Platforms such as monthly routine meetings, *Ngobrol Bareng*, and VICOM (Vision & Commitment) serve as follow-up channels to ensure that every issue is addressed.

Regular forums allow employees to share input consistently, while *Ngobrol Bareng* and VICOM provide opportunities for direct dialogue between employees and management to discuss business developments and future direction. Through these platforms, communication is not only maintained but also translated into concrete actions.

Bringing Values to Life through #BijakBertindak

To reinforce the application of values in daily activities, LKSB also promotes the *#BijakBertindak* initiative. This initiative encourages employees to embody company values in their everyday actions—from how they interact and communicate to how they make decisions.

Ultimately, LKSB's role goes beyond being a communication forum. It ensures that every voice has direction and every dialogue creates impact. Through this approach, LKSB strengthens an open, collaborative, and integrity-driven work culture by maintaining an environment where employees not only work, but also feel valued as part of Sampoerna's journey.