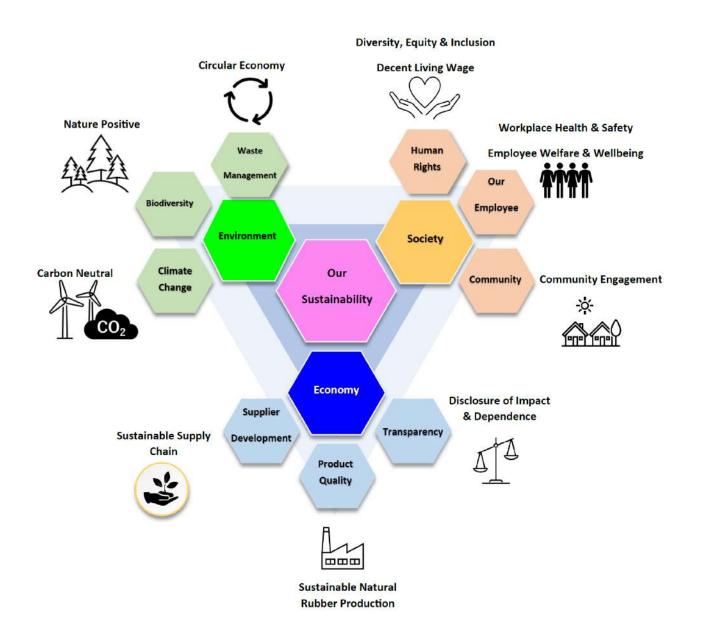
Southland Indonesia Sustainability Report 2023





Southland Rubber Indonesia

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Appendix:

- (1) Our Sustainable KPIs (updated: 2023) Southland Global Indonesia Sector
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About the Report

General Reporting Practice:

This Report covers the performance of our 4 factories in Indonesia from January to December 2023.

Our Objective:

As a part of Southland Rubber Group, the largest private-owned rubber processing group, we recoginse the importance to share publicly our sustainable development including our ethical and transparent business conduct.

Guidelines & Standards:

This Report makes disclosures based on the Global Reporting Initiative (GRI) Standards. We make references to these elements of the GRI requirements as our guidelines presented in the GRI content index.

Management's role in preparing the Report:

This Report was prepared by our in-house Sustainability Working Team, with the full support and engagement by SGPL management team as well as Indonesia factories management.

Feedback & Contact:

Should you have any questions or suggestions, please feel free to contact out Sustainability Working Group at enquiry@southlandglobal.com



Indonesia BU Management Message for Sustainability Report 2023

"Sustainability is not a destination but a journey requiring courage, collaboration, and commitment at every step."

At Southland Indonesia, this belief underpins everything we do as we navigate the complexities of today's world, striving to balance business with environmental stewardship and social responsibility.

Over the past year, we have taken bold steps to align with Southland HQ's vision while tackling challenges unique to our region. Each effort reflects our determination to build a more sustainable future—one that benefits both the planet and the communities we serve.

Greening the Future

In Indonesia, we are gradually converting factory operations to use biomass where possible and exploring solar energy for other processes. In 2023, we took significant steps to transition from fuel to biomass in the dryers of two factories, reflecting our commitment to sustainability and innovation. These small steps are part of a larger transformation toward sustainability. We are on track to reduce CO2 emissions intensity by over 20% from 2019 levels by 2030. Additionally, we aim to achieve a more than 40% reduction in total CO2 emissions from the 2019 baseline within the same timeframe.

Meeting the EU Deforestation Regulation (EUDR) is another vital milestone. By utilizing technology, we aim to map the farmers, conduct risk assessment, and strengthen raw material traceability. Working closely with external vendors and suppliers, we are striving for deforestation-free natural rubber production soon. In 2023, we conducted supplier assessments and briefings as part of our outreach efforts to keep our suppliers informed and aligned with EU standards and requirements.

Alongside these efforts, we have also invested in facilities like hanging pallets to manage odors and introduced regular air quality monitoring to ensure well-being of the surrounding communities.

Prioritizing Safety and Well-being

At the heart of our operations are our people. Every day, we ask ourselves: How can we make our workplace safer? Through 5S audits and initiatives like KAIZEN and 5S competitions, we are cultivating a culture of health, safety, and continuous improvement. While 2023 saw one accident in one factory, other factories achieved "Zero Accident Days" ranging from 374 to an impressive 1,294 days. Our commitment remains steadfast in achieving and sustaining accident-free operations across all sites.

We are also reshaping our organizational culture to embrace diversity and inclusion. By empowering more women to take leadership roles, we are fostering an environment where every individual feels valued and inspired to contribute to our shared goals.

Strengthening Our Supply Chain

Sustainability is not achieved in isolation. It requires a collective effort, extending across the supply chain. By active participation in GPSNR, we shared the knowledge learnt and partner our suppliers to equip them with the knowledge and tools needed for sustainable practices. Collaboration with our tire customers and understanding their requirements, we will refine and enhance our raw material traceability, fostering transparency and trust at every step.



Small Steps, Big Impact

Our commitment to sustainability is evident in our day-to-day actions in Indonesia. From reducing industrial waste and improving water efficiency to recycling resources, we are finding innovative ways to minimize our environmental footprint.

We remain committed to maintaining water quality standards, ensuring all our factories comply with the six key factors of national effluent and wastewater regulations and aim to achieve 80% recycled water usage by 2023 or earlier.

We continue to invest in community programs, supporting education through scholarship sponsorships and providing annual health checks for our factory staff, workers, and in instances their families as well, extending our positive impact beyond the workplace.

Looking Ahead

Sustainability is a shared journey, a story of progress and responsibility. As we reflect on 2023, we acknowledge the challenges but also celebrate the strides we have made toward a brighter future.

Together, let us continue building a world where growth and sustainability thrive hand in hand. Thank you for being part of this journey.

Desmond Wan Wee Min

COO, Southland Indonesia Business Unit

Desmond Wan



Southland Indonesia Factories

Originating from Thailand, Southland Rubber Group is a private limited company founded in 1986. The global Group is the largest privately owned producer and exporter of natural rubber. In Indonesia, we manage 4 processing factories, 3 factories in Sumatera Island and 1 factory in Kalimantan Island. We serve our customers who are tire makers and rubber-related product manufacturers worldwide with Technically Specified Rubber (TSR) such as SIR 10, SIR 20, SIR 10 CV, SIR 20 CV, SIR 20 compound and Mixture

Our Product and Production Capacities

Technically Specified Rubber

170,000 Metric Tons



Standard Indonesia Rubber

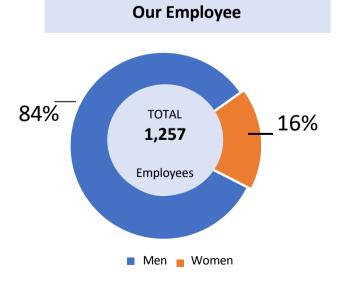
- SIR 10
- SIR 10 CV
- Sir 20
- Sir 20 CV
- Compound
- Mixture

4 Factories

Factory	Capacity (MT)
SFB	24,000
KCA	30,000
SFX	80,000
SGY	36,000
TOTAL	170,000

Factory with certificate 100 % ISO 9001 Certified 100 % 100 %

ISO 45001 Certified





Location of Operation

Southland Rubber Group (Indonesia) runs a total of 4 factories, and are located at Sumatera Island and Kalimantan Island



Southland Rubber Indonesia Sector

Entity		Adress
Southland Global.Ltd	HQ	8 Cross Street #27-01 Manulife Tower, Singapore
Entity	Factory Code	
PT. Abaisiat Raya	SFB	Padang, West Sumatera, Indonesia
PT. Bintang Borneo Persada	KCA	Kubu Raya, West Kalimantan, Indonesia
PT. Bintang Gasing Persada	SFX	Palembang, South Sumatera, Indonesia
PT. Polykencana Raya	SGY	Besitang, Nort Sumatera, Indonesia



Materiality Assessment

1) Our Approach

1 Stakeholders

·Internal

SGPL : Management staff, Staff members

Factories: Managers, Staff Members, Labor Representatives

External

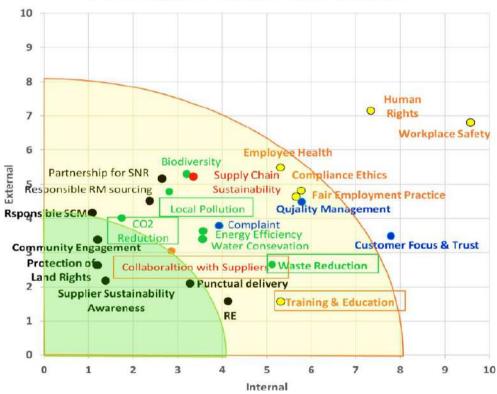
Customers, Banks, Shareholders, Suppliers, Local Community Representatives

(2) Questionnaire

Requested to pick up 10 topics among 25 which stakeholders think have the most impact on them and have the most significance on our Sustainability Activities. Conducted Survey in December 2020.

2) Results

Score Comparison between Internal & External





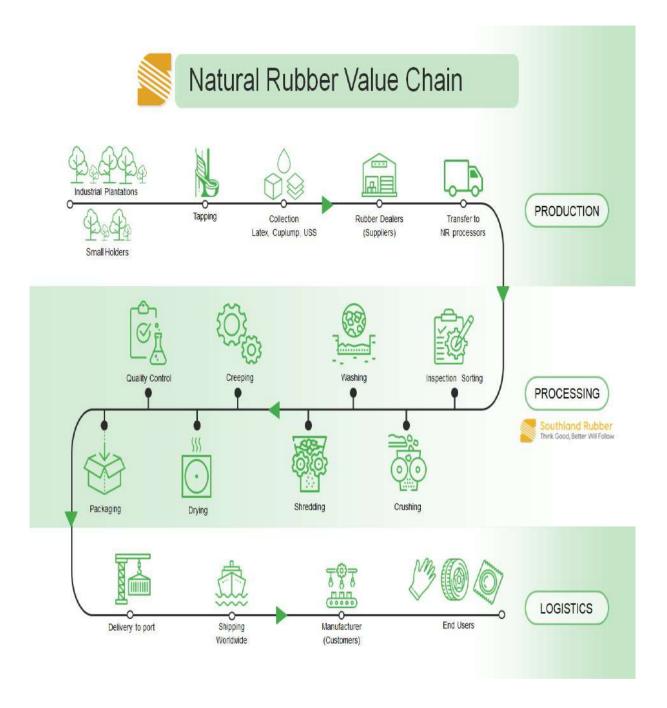
Key Sustainability Initiatives

Topics	Related SDGs	Relevant GRI	Initiatives
8.Workplace Safety	3 mentioned 4 man 8 store and and	GRI403_2018	Health and Safety Risk Assessment
	₩ I		Labor Joint Health and Safety meeting
			Employee Satisfaction Survey
			Monthly 5S internal Audit including Health and Safety
			Morning Safety Briefing before work
			100% of Sites certified with ISO45001
12.Human Rights	4 ······· 5 ···· 10 ······ 10 ······ 4 ···· 10 ····· 10 ···· 10 ····· 10 ··· 10 ··· 10 ··· 10 ··· 10 ···· 10 ··· 10 ··· 10 ··· 10 ··· 10 ··· 10 ··· 10 ··· 10 ···	GRI405, GRI406, GRI407, GRI408	Human Rights and Labor practices Internal assessment
	■ © •	G111403, G111400, G111407, G111400	Awareness Training
		GRI409, GRI410, GRI411, GRI412	Supplier Training , Assessment
			Employee satisfaction survey
17.Customer Focus & Trust	9 12 12		Performance Review on Quality,Delivery, Documentation
	€ € CO		Improvement in Quality, Process, productivity
			Voice of Customers (CO ₂ emissions,Zero-deforestation,
			Supply Chain Management, Water/Waste Management)
9.Employee Health	8	GRI403_2018	Workplace Hygine, Local Community Hygine
	alle Alle		Improve Employee Health Care
			Employee satisfaction survey
			Health and Safety Risk Assessment
13.Compliance Ethics	4 16 16	GRI205, GRI206, GRI404, GRI405	No Violation of Compliance
			Awareness Training,
			Whistleblowing Procedure, Audit
			Supplier Training, Assessment
14.Quality Management	9 12 months	GRI416	Zero Complain, Zero Defect
	(CO)		Process Flow Control. Measurement & Analysis
			Training Quality Analysis
10.Fair Employment Practice	5 8 xxxxxxx	GRI401	Employee Satisfaction Survey,
	⊕ ₩ + ⊕		Joint Labor-Management H&S Meeting
			Human Rights and Labor practices Internal assessment
23.Supply Chain Sustainability	4 mm 12 mm 1	GRI308, GRI414	Supplier Training,
			Supplier Code of Conduct,
			Supplier Assessment
6.Biodiversity	11 ************************************	GRI304	Biodiversity Research of Surrounding Area 200 KM
	Alle		Zero Deforestation/No Degradation
	13 2 15 15		Traceability Survey, Supply Source Assessment
5.Waste Reduction		GRI306_2020	Measurement of Waste generated from Factory
	30		Standardize and improve waste report
			Increase Reuse and Recycle to reduce Waste
			Identified waste generation
7.Local Pollution	3	GRI305, GRI306	Waste Water Management,
			Monitoring (air, noise, odor)
	A DMIT		Biodiversity Research of Surrounding Area 200 KM
11.Training & Education	4 00000	GRI404	Improve training hours per employee
			Improve communications with workers (On the Spot training)
4.Water Conservation	C mineral	GRI303 2018	Improve water Usage Measurement
	Q	GM303_2010	Reduce water Usage/Increase Recycle ratio
2 CO Padustion		GP1303 GP1305	
3.CO ₂ Reduction	· •	GRI302, GRI305	Energy Efficiency (by improving productivity) Shift from Fossil Fuel to Biomass
	13 man 14 man 15 man		
			Reduce waste
15.Punctual Delivery	12 ************************************		
13.Fullctual Delivery	∞		No Complaint on Delay Delivery
	00		
25.Community Engagement	17 Participates		
	4 4 8	GRI413-1	Report on Local Community engagement
24 Protection of Land Bights			
24.Protection of Land Rights	15 15 15	GRI413-2	No negative impacts on local communities
	Alle 壁		0
22.Supplier Sustainability	4 mann		
Awareness		GRI414-1,2	Training Suppliers in Sustainability Policy



Stakeholder	Evahanga Channal	Action 2023
Shareholder	Exchange Channel Shareholder meetings	Shareholder Meeting, Yearly Budget
onarenoider		, ,
	Financial Reports	Quarterly Financial Meeting & Yearly Financial Report
	Sustainability Report	Sustainability Report in 2022
	Monthly Meeting	Meeting called by SGPL Risk Management Team
	Weekly Business Review Production Productivity Report	Weekly Business Meeting
	Production Productivity Report	Daily Report
Employees	Internal communication	Daily Safety talk, Monthly 5S Meeting
	Training & Education	Employee Training
	Performance reviews	Employee Health & Safety Assessment
	Satisfaction Survey	Employee Performance Review, KPI Meeting
	Labor-Management Meeting	Employee Satisfaction Survey
	Joint Labor-Management H&S meeting	Joint Labor-Management H&S Committee Meeting
	H&S Committee meeting	Quarterly Health & Safety Committee Meeting
Customers	Plant visits & audit	On Line Audit
	Partnership	On Line Customer Policy Explanatory Meeting
	Seminars & conferences	On Line Customer Sustainability Explanatory Meeting
	Business emails	Traceability Research with customers
	Self-Assessment Questionnaire	Customer Feedback through business emails
	Sustainability Report	
Raw Material Suppliers	Supplier Meeting & Training	Suppliers Meeting (Explanation of Southland Sustainable Procurement
	Supplier Evaluation	Policy and Acknowledgement)
	On Line visit	Southland Supplier Code of Conduct Explanation and Agreement
		Supplier Evaluation and Assessment
		Collaboration in Traceability Study
ocal Community	Community visits	Meeting with Local Community Leaders
	Meeting with Community	Odor Monitoring
	Questionnaire	Improvement Facilities, Bridges, Roads for surrounding community
	Activities for social good	Support medical equipment, supplies to local community and school
		Participate Local Activities
		Support Mosques &local religious activities
		Support Social Work Organization
inancial Institutions	Financial report	Annual Financial Report
	Formal & informal visits	Annual Tax Report
	Factory visits	Financial/Business Performance Review
	Sustainability report	Communication between headquarter
ocal Government &	License	Updating Licenses
Authorities	Periodic Report	Environmental Report, Labor & Safety Report
		Production & Export Report
	Audit	Tax Audit, Factory Audit by Government Agencies
	Policy, Regulations	Government Policy & Regulations Announcement
	II DIILV. NEEUIGHUHS	
	, singly regulations	
Contractors, Outsourced		Emails & Telephone
		Emails & Telephone Tax Consulting & audit by external auditor
Contractors, Outsourced Providers, External auditors		· ·
Providers,	Sales transactions	Tax Consulting & audit by external auditor





For the supply side, our Indonesia factories purchase 92% of raw material rubber from dealers, who collect rubber from small holder farmers, plantations, collectors and from auction, and the rest 8% directly from plantations.

For the demand side, more than 95% of our customers are global tire makers and we sell to most of them through their Singapore representative offices in FOB Indonesian ports.

ENVIRONMENTAL ASPECT

- 1. Biodiversity Research
- 2. Water Management
- 3. Decarbonization
- 4. Waste and Others

1. Biodiversity Research

Our company operates a business that processes natural rubber derived from nature, and our major mission is to supply natural rubber processed products. To that end, we are actively engaged in biodiversity activities and working to realize sustainable natural rubber.

From 2021, we began natural surveys within a 50km radius of each base, and in 2022, we expanded the range to within a 200km radius. In addition, from the end of 2023, we also began identifying the sources of natural rubber raw materials.

From the information obtained above, taking into account the dependency and impact of each base, we are focusing on the following issues as biodiversity activities.

- Strengthening water management to reduce water usage in order to reduce the impact on rivers and groundwater adjacent to factories
- Reducing the impact on nature adjacent to rubber plantations, which are the source of raw rubber

In addition, we will promote climate change countermeasures and waste reduction activities, recognizing that they are closely related to biodiversity conservation activities.

1.1. Dependence and Impact

1.1.1 Status of Dependence and Impact

(1) Material Usage

Southland Rubber Group (Indonesia) consumes several materials as shown in the table below, more than 99% of which are natural rubber raw materials, which are also renewable raw materials. Therefore, our business is completely dependent on natural rubber raw materials.

	202	1	202	2	2023	
	tons	%	tons	%	tons	%
(1)NR Raw Materials(kg) *	226,582	99.4%	174,043	99.3%	174,356	99.4%
(2)Oil(kg)	31	0.0%	20	0.0%	23	0.0%
(3)Chemicals used in process	210	0.1%	164	0.1%	23	0.0%
(4)Packaging Materials(kg)	1,139	0.5%	974	0.4%	926	0.4%
Grand TOTAL	227,962	100.0%	175,201	100.0%	175,327	100.0%
Non-renewable Materials	835	0.4%	636	0.4%	485	0.3%
Renewable Materials	227,126	99.6%	174,565	99.6%	174,993	99.8%
Lubricant for Press M/C	4.2		0.9		2.0	

(2) Land use Production area:

Southland Rubber Group (Indonesia) runs a total of 4 factories and are located at Sumatera Island and Kalimantan Island. The total area of the four factories combined is 849,655 m2, and prior to the construction of the factories, the land was farmland, forest, and wilderness.

Factory size and its original land condition before factory

	Location	Area	Original land condition before factory
KCA	West Kalimantan	160,000 m²	Forest overgrown with wiled trees
SFB	West Sumatra	33,000 m²	Rice fields
SFX	South Sumatra	500,000m²	Empty(peatland category and swamp)
SGY	North Sumatra	156,655 m²	Farm
	Total	849,655 m	

The rubber cultivation area required for our production:

According to ANRPC (Association of Natural Rubber Producing Countries), Indonesia's natural rubber production in 2022 was 2.72 million tons, with a cultivation area of 3.65 million ha. Therefore, the yield is **0.77 tons/year**.

Our company's Indonesian 4 site's SIR production in 2022 was around 122 thousand tons, which means that a cultivation area of approximately **158.5** ha was required. In the past five years, production has exceeded 155 thousand tons in some years, which means that a cultivation area of more than **200,000** ha is needed

Production, 2021~2023

	2021	2022	2023
SFB	20,562	17945	16405
SGY	27,945	23940	22766
SFX	72,024	69637	62680
KCA	18,947	18578	20183
KBO	15,939	0	0
Total	155,416	130,099	122,033

As shown in the table below, approximately 70% of raw materials collect from areas more than 200 km away. At KCA and SFX, there were a few cases where the distance exceeded 1,000 km.

Raw material collection volume by distance from factory

Distance from	KC	CA	SFB		SFX		SGY		Overall Total	
factory	RM tons	%	RM tons	RM tons % F		%	RM tons	%	RM tons	%
0-50km	0	0.0%	0	0.0%	16,118	15.6%	3,974	17.7%	20,092	12.5%
51-200km	3,333	17.4%	1,534	9.7%	72,182	69.9%	14,297	63.6%	91,345	56.9%
201-500km	9,702	50.7%	14,077	89.3%	14,574	14.1%	1,790	8.0%	40,143	25.0%
501-km	6,118	31.9%	161	1.0%	334	0.3%	2,411	10.7%	9,024	5.6%
Total	19,153	100.0%	15,771	100.0%	103,208	100.0%	22,472	100.0%	160,604	100.0%

Nine nature conservation areas were identified as sensitive areas for biodiversity. As a result of a survey conducted in 2022 within a 200km radius of each plant, many of these rich natural areas were identified, and SFB in West Sumatra in particular is surrounded by 28 natural areas. Most of our natural rubber suppliers are located at the same area. And each factory is located near a river because they depend on the river to take in washing water and to discharge it after use.

Nature within 200km radius of the factory

		KCA	SFB	SFX	SGY
Land	Nature Reserve	1	1		
(Number of	Nature Conservation Area	1	10		3
Natures)	Wildlife Reseve Area		5	3	
	Nature Preserve Area		1	2	
	National Park			1	
	Nature Tourist Park		10		
	Protected Forest	1	1	2	2
	Permanent Production Forest	1			3
	Conversion Production Forest	1			
	Limited Production Forest	1			
	Total	6	28	8	8
Ocean		yes	yes	yes	yes
Freshwater	River	yes	yes	yes	yes
	Lake	-	_	-	yes

(3) Water Usage and Water Quality

In 2023, the four plants used a total of approximately 4 million m³/year of water. The amount of water taken from rivers, rainwater and groundwater was 1.9 million m³/year, and the amount of water discharged into rivers after treating was 1.75 million m³/year. Around 52% of Water Usage was Recycle Water.

Discharged water released to the river beside each factory, and then to the sea finally.

Water Usage, $2021 \sim 2023$

		2021	2022	2023
		Total	Total	Total
Withdrawn Water	m3	3,482,851	2,678,554	1,896,893
Discharged Water	m3	3,130,624	2,293,943	1,753,234
Water Consumption	m3	352,227	384,611	143,659
Recycled Water	m3	1,696,631	1,705,754	2,067,431
Water Usage	m3	5,831,056	4,320,805	3,953,902
Recycle Ratio	%	29.1%	39.5%	52.3%
Production amount	MT	155,416	130,099	122,033
Intensity	m3/MT	37.5	33.2	32.4



Water Quality

All washing water used in the process is transported to a wastewater treatment facility where sand and sludge contained in the wastewater are allowed to settle, nitrogen compounds are broken down, and the water is purified until it meets certain standards before being discharged to the river.

The quality of the wastewater is monitored daily for four items: pH/DO/Transparency/SV30. In addition, an external laboratory inspects six items every month: BOD/COD/TSS/NH/Nitrogen/pH. The table below shows the number of cases where each factory was found to be out of standard in external inspections over the past year, and there has not been a single case of out of standard at any of our factories in the three years from 2021.

Number of failed item

Item Spe	Snoo	Spec. 2021			2022				2023				
Item	Spec.	SFB	SGY	SFX	KCA	SFB	SGY	SFX	KCA	SFB	SGY	SFX	KCA
BOD	60	0	0	0	0	0	0	0	0	0	0	0	0
COD	200	0	0	0	0	0	0	0	0	0	0	0	0
TSS	100	0	0	0	0	0	0	0	0	0	0	0	0
NH3	5	0	0	0	0	0	0	0	0	0	0	0	0
Nitrogen Total	10	0	0	0	0	0	0	0	0	0	0	0	0
pН	6 - 9	0	0	0	0	0	0	0	0	0	0	0	0

1.1.2 Summary of Dependencies and Impacts

Based on the results of a survey of the natures surrounding our four Indonesian factories and the production status of each factory in 2022, we examined their dependence and impacts, and have summarized the results in the table below.

Dependence

Process	Dependencies	Realm of Nature	Risk
			Weather Conndition(Rain, Drought),
Raw Material	Rubber cultivation	Land	Desease
Naw Material	Rubber Cultivation		Deforestation
		Freshwater	Rain, Drought
Processing facilities	Factory land	Land	Cail Ballutian Flood Forthquaka
Factory building	Factory land	Land	Soil Pollution, Flood, Earthquake
Washing Water	River, Underground, Rainwater	Freshwater	Drought, Flood, Acid, Muddy
Effluent	Diver	Freshwater	Water pollution, Backflow
Elliuelli	River	Ocean	Pollution
Hanging blanket	Wind	Atmosphere	Storm, Earthquake

Impacts

Process	Impacts	Realm of Nature	Risk
Raw Material	Rubber cultivation	Land	RM production, Deforestation
Naw Waterial	Odor(Bad smell)	Atmosphere	QOL, Shutdown
Washing Water	River water quality	Freshwater	Pollution, Eutrophication
Washing Water	Underground	Freshwater	Fluctuations in groundwater levels
Effluent	Pollusion of River, Ocean	Freshwater	Pollution, Disease of Living creature
Lilidelit		Ocean	r ollution, Disease of Living Cleature
	Hazardous waste		Human Health
Waste	Landfill	Land	Soil pollution
	Incineration	Atmosphere	Global Warming
Processing facilities, Transportation vehicle	Emissions	Atmosphere	Global Warming, Acid rain
Transportation venicle	Noise	Atmosphere	Pollution

Issues to be taken for Biodiversity

Based on the above Dependencies and Impacts, we have decided to prioritize the following issues for Biodiversity.

Minimize the impact of factory production on the surrounding natural environment, specifically minimizing the impact on water usage.

⇒Strengthening water management and improving measurement accuracy



2. Water Management

2.1 Water Risk Assessment

Assessment of Water Risk by Aqueduct Water Atlas There are four sites, three in Sumatra and one in West Kalimantan.

SGY KCA SFB • cal Risks Quantity

Site Location on Water Risk Atlas

As shown in the table below, the assessment by Aqueduct's Water Risk Atlas shows that all sites have medium or higher overall water risk and physical water risk. For this reason, we are pursuing stable water use that is not affected by external changes.

Physical Risks Quantity Province Physical Risks Groundwater Tab Interannual Risk Water Stress Drought Risk Riverine flood risk Coastal flood risk Decli Variability Variability High Insignificant **Extremely High Extremely High** Medium-High Low-Medium Medium SGY North Smatra Low(10%) Low(<0.33) (0.4-0.6) (0.25 - 0.50)(2-3)Trend (3-4)(more than 1 in 100) (more than 2 in 1,000) **Extremely High Extremely High** Medium Medium-High Insignificant Low-Medium Medium-High Low(10%) SFB West Smatra Low(<0.33) (more than 3 in 10,000 (2-3)(2-3)Trend (0.25 - 0.50)(0.6-0.8)(more than 1 in 100) to 2 in 1,000) High Medium-High Insignificant Low ow-Medium Medium-High Extremely High Extremely High SFX South Smatra Low(10%) (<0.25)(3-4)(2-3)Trend (0.33-0.66)(0.6-0.8)(more than 1 in 100) (more than 2 in 1,000) Insignificant Low-Medium West **Extremely High Extremely High** KCA Low(10%) Low(<0.33) Kalimantan (2-3)(2-3)Trend (0.25 - 0.50)(0.4-0.6)(more than 1 in 100) (more than 2 in 1,000)

The assessment result of Water Risk for each site

(assessed by Aqueduct Water Risk Atlas)

Natural Rubber Processing factory uses large amounts of water in the crushing and cleaning process of raw material rubber. Most of the water intake comes from river, underground and rainwater, which is treated at

wastewater treatment facility after use during the process.

To preserve freshwater and to reduce discharge water after treatment to river, we have worked to increase recycled water from wastewater treatment in factory water use.

We are promoting the following activities to reduce the environmental impact of water use.

Our target sustainable KPI in water usage is "To achieve 80% of recycle ratio in water usage by or before 2030".

- Reduction of water usage
- Improvement of measurement
- Optimize the operation shift

By promoting these activities, we are reducing the amount of water intake from outside and the amount of water discharged to outside, thereby reducing the environmental impact of water use.



2.2 Reduction of Water Usage

Site: PT Bintang Gasing Persada (SFX)

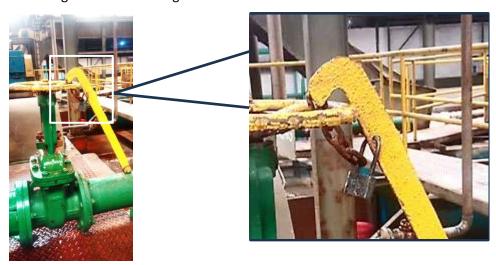
Bintang Gasing Persada has started a project activity consisting of environmental, quality control, and production teams with the goal of reducing water usage from 2022. The entire project team observed the WET Line, held several regular meetings to come up with ideas for improvement, and implemented two of those ideas.

(1) 1st KAIZEN: Valve Locking System

A valve is installed on each tank to supply wash water to the blending tank tap. The opening and closing of the valve is adjusted by the production operator with the permission of the supervisor each time, but the operator often does it on his own judgment without care about the limits/standards, which results that the water released from the tank exceeds the provisions.

In the project, a chain and key were attached to the valve (below photo) so that the valve cannot be opened or closed without unlocking it.

The locking system is controlled by the Production SPV and cannot be opened without permission from the Production supervisor, where the person concerned has the responsibility to monitor the system so that it can ensure that water use meets the specified levels. A lock system has been installed on the valve since April 2022 in all taps in blending tank 1 to blending tank 5.



(2) 2nd KAIZEN: Reusing water used in the Blending Tank5(BT-5)

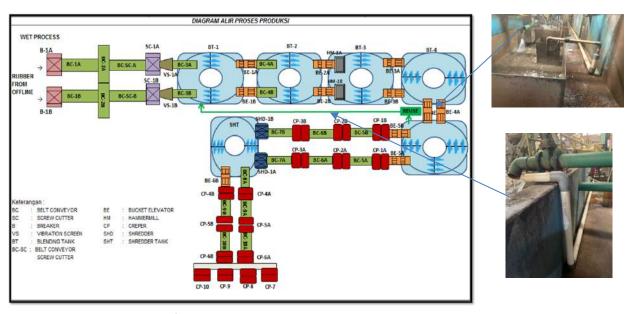
Five blending tanks are arranged in series in the WET Line, and the rubber crushed through the breaker and screw cutter moves from the first Blending Tank 1 (BT-1) to the final Blending Tank (BT-5) while blending the rubber and the rubber evenly, and is transported to the Shredder Tank (SHT).

A large amount of water is used in this Blending Tank, but visual observation showed that the rubber is cleaned as it moves through the tank, so the water is less dirty in the later tanks, and in BT-5 it was transparent as shown in the photo. Therefore, it was decided to collect the water used in BT-5 and reuse it again in BT-1.



Implementation details:

The water from BT-5 will be collected in a newly installed small tank with a filter and transported to BT-1 via a pump and pipe. Installation work was begun in December 2022, and operation started in January 2023.



(3) Results of 1st KAIZEN and 2nd KAIZEN

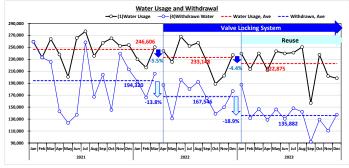
1st KAIZEN

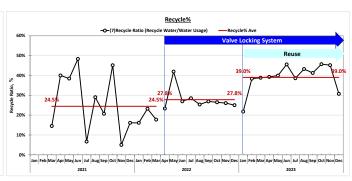
Water Usage decreased -5.5% and Withdrawn Water significantly decreased -13.8% compared before 1st KAIZEN. Recycle % increased from 24.5% to 27.8%.

2nd KAIZEN

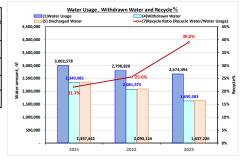
Water Usage decreased -4.4% and Withdrawn Water significantly decreased -18.9% compared before 2nd KAIZEN. Recycle % increased from 27.8% to 39.0%.

Through these two KAIZENs, Water Usage in 2023 was reduced by 10.9% (-328,084 m^3) compared to 2021. At the same time the amount of Withdrawn Water from the river was significantly reduced by -30.6%. Furthermore, in 2023, the installation of piping equipped with a flow meter for pumping recycled water back into the facility enabled improved accuracy and proper management of the amount of recycled water, and the start of operation of the reuse line enabled a significant improvement in the recycling rate, resulting in a further reduction in the amount of water withdrawn.





	2021	2022	2023
Water Usage, m	3,002,578	2,798,820	2,674,494
Withdrwan Water,m	2,349,985	2,081,975	1,630,583
Recycle Water,m	652,593	715,905	1,043,911
Recycle %	21.7%	25.6%	39.0%
Discharged Water,m	2,357,442	2,093,116	1,637,226





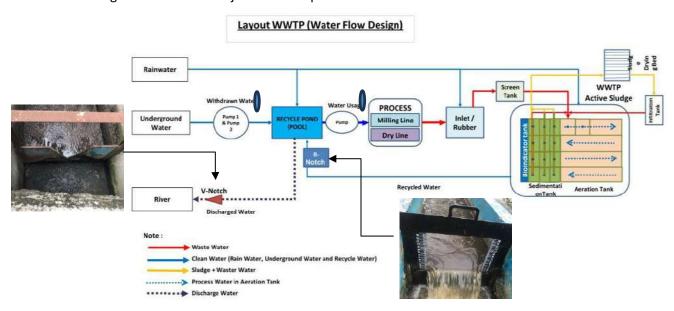
2.3 Improvement of measurement Site: PT Abaisiat Raya (SFB)

The drainage route diagram of the SFB is shown below.

Groundwater is pumped up for intake, and the amount of water is measured with a flow meter. The pumped-up groundwater is temporarily stored in a recycle pond, mixed with treated recycled water, and then supplied to the process from there, and the amount of water is measured with a flow meter.

The water supplied to the process from the recycle pond is used in the process, treated in WWTP and then returned to the recycle pond.

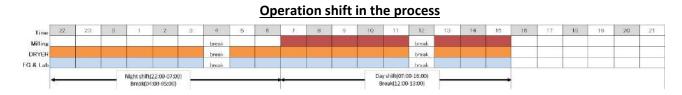
An R-notch is installed just before the recycle pond, where the amount of recycled water is measured. In addition, a V-notch is installed in the recycle pond, and the amount of overflow water is measured just before it is discharged into the river adjacent to the plant.



Improvement of measurement the measurement accuracy for R-notch

We are working to improve the accuracy of water volume measurement in order to improve water management from 2022. In 2022, we promoted the introduction of highly durable flow meters and achieved to improve the measurement accuracy of Withdrawn Water and Water Usage. In 2023, we worked to improve the measurement accuracy of Recycled Water.

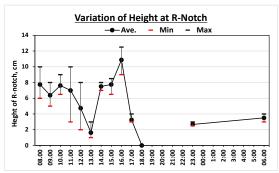
R-notch calculates the flow rate at that time from the visual water height and multiplies it by the operating hours to obtain the water volume. Measurements are performed three times, at 9:00, 15:00, and 6:00, and the average flow rate is calculated from the average of the measured values, and the daily water volume is calculated by multiplying it by the operating hours.



Investigation of water height of the R-notch

The water level of the R-notch was measured every hour for four consecutive days (3-6 Oct 2023), and it was found that, as shown in the figure on the right, the water level fluctuates depending on the operation of the Milling and Dryer lines, resulting in a relatively fixed profile.

In other words, during the day shift, when both lines are operating, the water level drops significantly when the lines are stopped during the lunch break. The water level then continues to rise until 16:00, when the day shift ends, and drops to zero within two hours of the lines being stopped. It then remains at zero until the start of the night shift, at which point it maintains a constant water level as the Dryer line starts up. At this time, the milling is stopped, so the water level is about half that of the day shift.



It was found that the conventional calculation method (Old

Method) did not reflect changes in water levels before and after the lunch break during the day shift, and that it overestimated water levels during the night shift.

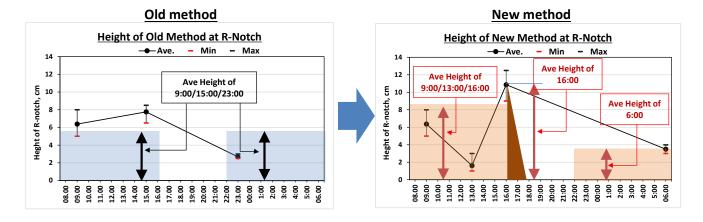
(see below left chart)

New calculation method

Changed water level measurement times to four times in total: three times during the day shift at 9:00/13:00/16:00 and one at 6:00 during the night shift.

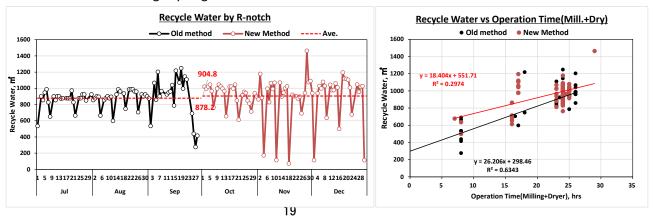
- Calc1: Calculate flow rate from the average water level during the day shift at 9:00/13:00/16:00 and multiply it by the day shift operation time.
- Calc2: Calculate flow rate from the water level at 16:00 and multiply it by 2 hours, and use half of that as the water volume from the end of the day shift to zero water level.
- Calc3: Calculate flow rate from the water level at 6:00 during the night shift and multiply it by the night shift operation time to use this as the water volume for the night shift.

Daily water volume = Calc1 + Calc2 + Calc3 (see below right)



The figure below left plots the measurement values Old Method and New method in calculation method. The average value has increased slightly and appears to be fluctuating greatly.

The relationship between recycled water and operating hours is also plotted in the lower right, and here too the New method has a slightly larger value.





2.4 Improve Recycle ratio Site: PT Bintang Borneo Persada (KCA)

At KCA, V-notches were installed in the recycled water channels in December 2022, and in January 2023, they transitioned from the estimation of line operations to direct measurement.

Recycle% has increased significantly from 28.4% to 84.7%. +56.3%.

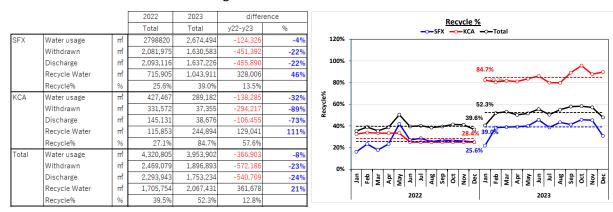
Site: PT Bintang Gasing Persada (SFX)

At SFX, flow meters were installed in the recycled water channels from November 2022 to February 2023, switching from discontinuous measurement at a fixed frequency using the conventional V-notches to continuous measurement.

Recycle% has increased significantly from 25.6% to 39.0%, +13.4%.

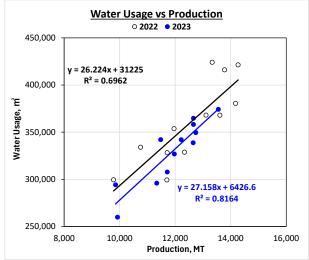
As a result of these improvements, the recycling rates at both factories have increased significantly from 39.6% to 52.4%, +12.8%. Furthermore, as shown in the table, both plants saw a significant reduction in the amount of withdrawn water and discharged water.

This is due not only to the improved accuracy of the measurements, but also to the fact that improvements in the routes associated with the installation of the measuring devices (KCA - route change, SFX - installation of new pump) enabled a significant increase in the amount of recycled water, resulting in a reduction in the amount of water withdrawn and discharged.



2.5 Reduction of Environmental Impact

Looking at the correlation between production and Water Usage in 2022 and 2023 in the figure on the right, the trend line for 2023 is lower than in 2022, indicating that production has been achieved with relatively low water usage.

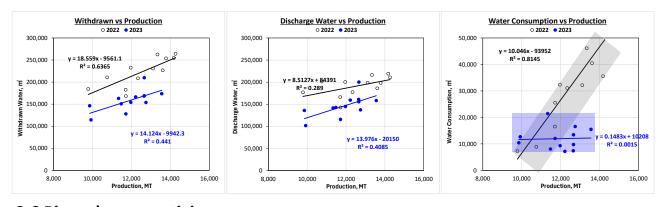




The impact of Water Usage on the surrounding environment, Withdrawal Water and Discharge Water volumes, also show a positive correlation with production volume, with the trend lines for 2023 being lower than the previous year and relatively small.

On the other hand, as can be seen in the figure on the lower right for Water Consumption, not only is the trend line for 2023 lower than the previous year, but it is also almost constant and independent of production volume.

The significant improvement in the recycling rate has resulted in a large reduction in Discharge Water volume, and it is believed that Water Consumption is now almost independent of overall production volume.



2.6 River cleanup activity Site: PT. Bintang Borneo Persada (KCA)

KCA and the local community clean the small river around the factory every June or once a year and educate







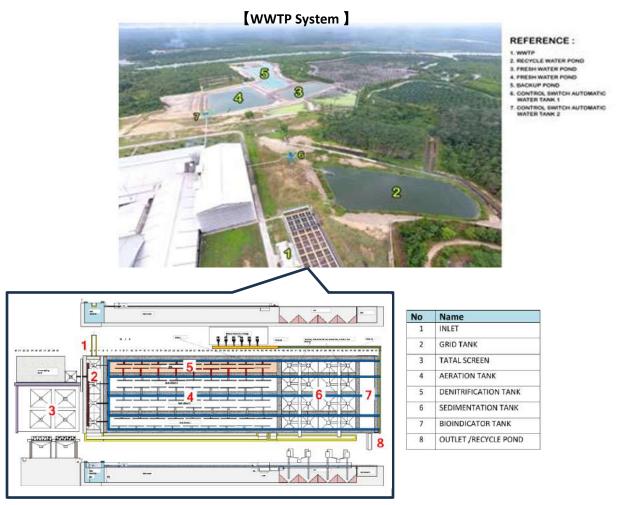
them to always keep the river clean so that it can be used for daily needs and protect the environment.

2.6 Wastewater Treatment

Two types of wastewater treatment methods are used: the WWTP System used by SGY and SFB, and the Lagoon System used by KCA and SFX. The principle is that after the solids in the wastewater used in the washing process are separated by settling, the organic compounds contained are decomposed through bacterial treatment and react with air to convert them into volatile compounds such as nitrogen oxide and ammonium.

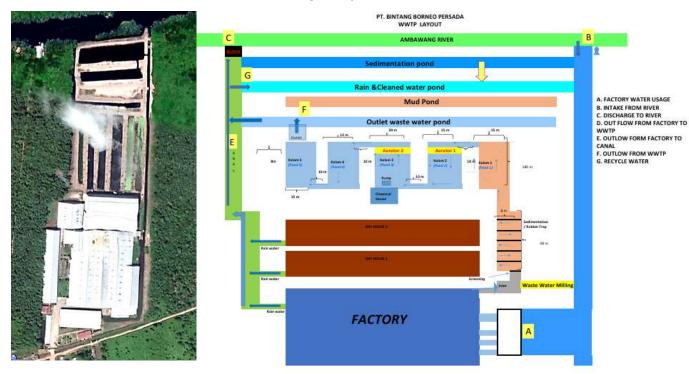
Treated wastewater is regularly inspected by an external agency every month as required by law (BOD, COD, TSS, NH3, N2, pH), and DO, pH, and SV30 are monitored daily in-house.

Site: PT. Polykenchana Raya (SGY)



Site: PT. Bintang Borneo Persada (KCA)

[Lagoon System]





[Water Quality Result by External

KCA													
Item		0			0.	20	23	0	0		0		St
Item	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	9
BOD	34.2	11.7	20.5	35.2	38.8	31.9	34.2	26.4	34.5	30.5	31.6	29.2	_
COD	56.3	34.1	68.1	89.5	93.8	85.7	77.6	87.4	86.2	70.6	67.9	75.6	2
TSS	17.0	8.0	25.0	43.0	37.2	40.4	31.8	18.0	37.0	28.9	27.0	24.3	1
NH3	2.1	2.8	3.0	2.9	2.1	2.4	3.1	3.0	1.6	2.0	1.8	2.3	-
Nitrogen Total	4.7	3.64	5.61	6.2	5.3	5.66	6.1	5.22	6.5	5.2	4.9	5.4	- ;
ρН	7.3	7.29	7.59	7.3	7.0	7.2	6.9	7.23	7,4	7	7.1	7.13	6
SFB													
la						20	23						9
Item	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	S
BOD	40.7	14.2	25.1	20.1	18.9	17.2	22.2	24.1	21.5	23.9	14.5	30.2	
COD	51.9	19.5	54,4	42.4	45.2	34.8	40.7	45.4	42.4	47	29.2	59.1	- 2
TSS	9.46	55.5	28.8	6.66	54.9	25.0	41.6	45.0	15.1	17.8	10.2	44.2	1
NH3	0.425	0.2	1.9	0.185	0.738	0.8	0.4	0.5	0.441	0.4	0.544	0.6	
Nitrogen Total	2.57	3.27	2.54	2.16	9.9	2.55	5.66	1.57	1.16	1.85	1.72	2.62	
pH	7.48	7.34	7.42	7.18	7.26	7.64	7.59	7.71	7.65	7.58	7.32	7.09	- 6
SGY	_					20	23						_
Item	Jan	Feb	Mar	Apr	May			_					
BOD	33.42	36.76				Jun	Jul	Aug	Sep	Oct	Nov	Dec	S
COD	105.42	marin m	9.46	9.73	_			Aug 6.79	Sep 22.71			_	_
		110.66	28.45	9.73	11.04	15.79	Jul 15.19 45.95	6.79	22.71	22.13	24,47	23.07	
TSS	8.8	110.66 8.7		9.73 29.23	_		15.19 45.95	6.79 20.37				_	2
TSS NH3			28.45	29.23	11.04 33.05	15.79 47,4	15.19	6.79	22.71 68.12	22.13 66.38 20.90	24.47 73.40	23.07 65.21	2
	8.8	8.7	28.45 7.60	29.23 7.2	11.04 33.05 10.1	15.79 47,4 28.2	15.19 45.95 27.5	6.79 20.37 1.9	22.71 68.12 22.40	22.13 66.38	24.47 73.40 20.83	23.07 65.21 11.2	2
NH3	8.8 1.2	8.7 1.2	28.45 7.60 0.43	7.2 0.4	11.04 33.05 10.1 0.4	15.79 47.4 28.2 0.5	15.19 45.95 27.5 2.2	6.79 20.37 1.9 0.4	22.71 68.12 22.40 2.98	22.13 66.38 20.90 2.29	24.47 73.40 20.83 2.71	23.07 65.21 11.2 3.9	2
NH3 Nitrogen Total	8.8 1.2 1.35	8.7 1.2 1.41	28.45 7.50 0.43 1.21	7.2 0.4 1.33	11.04 33.05 10.1 0.4 1.52	15.79 47.4 28.2 0.5 0.87 6.81	15.19 45.95 27.5 2.2 2.34 5.61	6.79 20.37 1.9 0.4 3.02	22.71 68.12 22.40 2.98 3.12	22.13 66.38 20.90 2.29 3.22	24.47 73.40 20.83 2.71 3.18	23.07 65.21 11.2 3.9 3.74	1
NH3 Nitrogen Total pH	8.8 1.2 1.35 6.76	8.7 1.2 1.41 6.61	28.45 7.50 0.43 1.21 6.12	29.23 7.2 0.4 1.33 6.48	11.04 33.05 10.1 0.4 1.52 6.56	15.79 47.4 28.2 0.5 0.87 6.81	15.19 45.95 27.5 2.2 2.34 5.61	6.79 20.37 1.9 0.4 3.02 6.81	22.71 68.12 22.40 2.98 3.12 6.28	22.13 66.38 20.90 2.29 2.22 6.54	24.47 73.40 20.83 2.71 3.18 6.52	23.07 65.21 11.2 3.9 2.74 6.7	1 1 6
NH3 Nitrogen Total pH	8.8 1.2 1.35	8.7 1.2 1.41	28.45 7.50 0.43 1.21	29.23 7.2 0.4 1.33 6.48	11.04 33.05 10.1 0.4 1.52	15.79 47.4 28.2 0.5 0.87 6.81	15.19 45.95 27.5 2.2 2.34 5.61	6.79 20.37 1.9 0.4 3.02	22.71 68.12 22.40 2.98 3.12	22.13 66.38 20.90 2.29 3.22 6.54	24.47 73.40 20.83 2.71 3.18	23.07 65.21 11.2 3.9 3.74	2 1
NH3 Nitrogen Total pH	8.8 1.2 1.35 6.76	8.7 1.2 1.41 6.61	28.45 7.50 0.43 1.21 6.12	29.23 7.2 0.4 1.33 6.48	11.04 33.05 10.1 0.4 1.52 6.56	15.79 47.4 28.2 0.5 0.87 6.81	15.19 45.95 27.5 2.2 2.34 5.61	6.79 20.37 1.9 0.4 3.02 6.81	22.71 68.12 22.40 2.98 3.12 6.28	22.13 66.38 20.90 2.29 2.22 6.54	24.47 73.40 20.83 2.71 3.18 6.52	23.07 65.21 11.2 3.9 2.74 6.7	1 1 6
NH3 Nitrogen Total pH SFX Itom	8.8 1.2 1.35 6.76	8.7 1.2 1.41 6.61	28.45 7.60 0.43 1.21 6.12 Mar	29.23 7.2 0.4 1.33 6.48	11.04 33.05 10.1 0.4 1.52 6.56	15.79 47.4 28.2 0.5 0.87 6.81 20 Jun	15.19 45.95 27.5 2.2 2.34 6.61 23	6.79 20.37 1.9 0.4 2.02 6.81	22.71 68.12 22.40 2.98 3.12 6.28	22.13 66.38 20.90 2.29 3.22 6.54	24.47 73.40 20.83 2.71 3.18 6.52	23.07 65.21 11.2 3.9 2.74 6.7	1 6
NH3 Nitrogen Total pH SFX Itom BOD	8.8 1.2 1.35 6.76	8.7 1.2 1.41 6.61 Feb 29.6	28.45 7.60 0.43 1.21 6.12 Mar 27.3	29.23 7.2 0.4 1.33 6.48 Apr 28.8	11.04 33.05 10.1 0.4 1.52 6.56 May 28.5	15.79 47.4 28.2 0.5 0.87 6.81 20 Jun 26.4	15.19 45.95 27.5 2.2 2.34 6.61 23 Jul 26.4	6.79 20.37 1.9 0.4 2.02 6.81 Aug. 28.3	22.71 68.12 22.40 2.98 2.12 6.28	22.13 66.38 20.90 2.29 2.22 6.54 Oct	24.47 73.40 20.83 2.71 3.18 6.52 Nov 28.4	23.07 65.21 11.2 3.9 3.74 6.7 Dec	S S S S S S S S S S
NH3 Nitrogen Total pH SFX Item BOD COD	8.8 1.2 1.35 6.76 Jan 31.7 82.0	8.7 1.2 1.41 6.61 Feb 29.5 76.9	28.45 7.50 0.43 1.21 6.12 Mar 27.3 83.6	29.23 7.2 0.4 1.33 6.48 Apr 28.8 80.7	11.04 33.05 10.1 0.4 1.52 6.56 May 28.5 87.8	15.79 47.4 28.2 0.5 0.87 6.81 20 Jun 26.4 81.9	15.19 45.95 27.5 2.2 2.34 6.61 23 Jul 26.4 81.9	6.79 20.37 1.9 0.4 2.02 6.81 Aug 28.3 86.9	22.71 68.12 22.40 2.58 2.12 6.28 Sep 28 81.9	22.13 66.38 20.90 2.29 3.22 6.54 Oct 28.1 89.1	24.47 73.40 20.83 2.71 3.18 6.52 Nov 28.4	23.07 65.21 11.2 3.9 2.74 6.7 Dec 28.1 87.9	1 1 1 5 6 S 1 2 2
NH3 Nitrogen Total pH SFX Item BOD COD TSS	8.8 1.2 1.35 6.76 Jan 31.7 82.0 34.9	8.7 1.2 1.41 6.61 Feb 29.6 76.9 54.7	28.45 7.60 0.43 1.21 6.12 Mar 27.3 83.6 28.2	29.23 7.2 0.4 1.33 6.48 Apr 28.8 80.7 16.1	11.04 33.05 10.1 0.4 1.52 6.56 May 28.5 87.8 62.8	15.79 47.4 28.2 0.5 0.87 6.81 20 Jun 26.4 81.9 42.7	15.19 45.95 27.5 2.2 2.24 6.61 23 Jul 26.4 81.9 42.7	6.79 20.37 1.9 0.4 2.02 6.81 Aug 28.3 86.9 42.7	22.71 68.12 22.40 2.98 2.12 6.28 Sep 28 81.9 44.4	22.13 66.38 20.90 2.29 3.22 6.54 Oct 28.1 89.1 46.5	24.47 73.40 20.83 2.71 3.18 6.52 Nov 28.4 87.2 26.3	23.07 65.21 11.2 3.9 2.74 6.7 Dec 28.1 87.9 40.7	1 1 1 5 6 S 1 2 2



3. Decarbonization

Indonesia Group aims to reduce CO2 emissions more than 40% compared to 2019 and improve energy Intensity more than 5% by and before 2030.

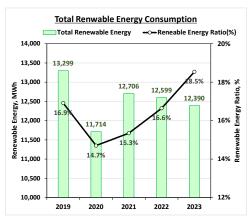
To this end, each site is actively working to reduce energy loss, and has implemented the following activities, and we will introduce examples of these activities.

- Reduction of GHG emissions
- 2. Energy saving Initiatives

Progress of Energy Consumption and CO2 emissions

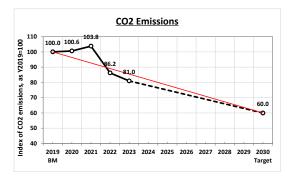
The table below shows actual values for Energy Consumption and CO2 emissions from 2019 to 2023. In Indonesia, the fuel used in the drying process is mainly heavy oil containing 30% palm oil. However, one of our four factories uses palm shells as fuel, so our factories have been using 14-17% biomass fuel so far, as shown in the table below. At the end of 2023, we switched to palm shells at two factories, so the ratio has increased to 18.5%.

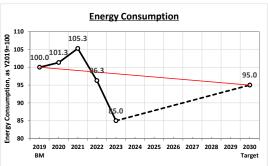
			2019	2020	2021	2022	2023
	Register	Code	Total	Total	Total	Total	Total
	Nam	e	IOIAI	Total	Total	Iotai	Total
Direct	(Scope1)	Solar(MT)		0	0	0	0
		Bio Solar(MT)	2,509	2,016	1,710	1,339	1,137
		Gasoline(MT)	2	2	2	1	1
		Natural Gas (MT)	1,406	1,767	2,071	2,078	1,569
		(MMBtu)		77,852		92,916	69,872
		LPG(MT)	19	20	22	22	18
		Palm Shell(MT)	3,374	3,031	3,430	3,508	3,504
		Total Fuel	7,310	6,836	7,234	6,947	6,229
		Palm Shell%	46.2%	44.3%	47.4%	50.5%	56.3%
Indirect	(Scope2)	Electricity(MWH)	30,021	31,697	31,821	26,838	26,300
Energy Total	l (MWh)		78,643	79,679	82,800	75,708	66,837
		Scape1 Energy(MWh)	48,622	47,983	50,979	48,871	40,537
		Scape2 Energy(MWh)	30,021	31,697	31,821	26,838	26,300
	Direct	Energy from Biomass(MWh)	10,873	9,765	11,053	11,305	11,290
		from Bio Solar (B30)	2,425	1,949	1,653	1,294	1,100
		Total Renewable Energy	13,299	11,714	12,706	12,599	12,390
		Intensity	0.073	0.067	0.071	0.097	0.102
	Reneable	Energy Ratio(%)	16.9%	14.7%	15.3%	16.6%	18.5%
Energy Inter	nsity(MWh/MT)	0.527	0.551	0.533	0.582	0.548
		Fuel(Scope1)	0.326	0.332	0.328	0.376	0.332
		Electricity(Scope2)	0.201	0.219	0.205	0.208	0.216
total CO2 er	mission(t-CO2e	e)	43,923	44,191	45,578	37,869	35,577
		Scope1(Direct)	8,721	8,611	10,480	9,373	7,651
		Scope2(Indirect)	35,201	35,580	35,098	28,496	27,926
	CO2	from WWTP			1,639	1,156	1,201
	(CO2 emissions from Biomass	(3,989)	(3,582)	(4,055)	(4,147)	(4,163)
CO2 Intensi	ty(t-CO2e/MT)		0.294	0.305	0.293	0.291	0.292
		Scope1(Direct)	0.058	0.059	0.087	0.072	0.083
		Scope2(Indirect)	0.238	0.246	0.226	0.219	0.229
Production(I	MT)		149,265	144,739	155,416	130,099	122,033



Below we plot the trends in Energy Consumption and CO2 emissions, with 2019 set as 100 and each year indexed. CO2 emissions and Energy Consumption were significantly reduced to 80.0 and 85.0, respectively. These reductions were due to cumulative improvements at each factory and a reduction in production volume to 81.8 compared to 2019.

Trend line in Energy Consumption and CO2emissions, 2019-2023(2019=100)





3.1 Reduction of GHG emissions

3.1.1 Switch to Biomass fuel

Site: PT. Abaisiat Raya (SFB), PT. Bintang Borneo Persada (KCA)

While heavy oil is mainly used as fuel in the product drying process, however, one of our four factories, PT. Polykencana Raya (SGY) uses Changkang (palm shells) as fuel.

Without any obstacles, the management of SGPL Indonesia Group has decided to introduce this furnace system at SFB and KCA by the end of 2023, aiming to reduce CO2 emissions of Scope1. The management of SGPL Indonesia Group began considering the details of the introduction at the end of 2022 and decided to purchase two sets of hot air furnaces manufactured by Meibao Industry Technology in the 1st Quater of 2023.



The equipment was delivered to the two factories in July, and after installation and connection to the existing Dryer line, all work was completed in early October. After that, training from a person dispatched by the manufacturer was completed by the end of October, and trial production began at both factories in early November.

Hopper and Conveyor (SFB)



Front of the furnace (KCA)



Hot air duct from the furnace (SFB)



Hot air duct to the Dryer



Comparison before and after switching to biomass fuel

The trends in Scope 1 CO2 emissions and the amount of Changkang used as biomass fuel are shown in the upper right figure for SFB and the lower right figure for KCA.

Scope1 CO2 emissions

SFB decreased from 72.6 tCO2e/m to 19.4 tCO2e/m after switching to Changkang.

 \Rightarrow -73.3% less than before

KCA also decreased much from 88.1 tCO2e/m to 34.0 tCO2e/m as well.

 \Rightarrow -61.4% less than before

In terms of Changkang Usage, SFB consumed 123 \sim 177ton/m and KCA consumed 117 \sim 154 ton/m.

However, KCA consumption in March decreased significantly as Changkang use was temporarily switched back to heavy oil due to furnace damage.



3.1.2 Gas Leakage Monitoring Site: PT. Bintang Gasing Persada (SFX)

SFX uses CNG (compressed natural gas) as the main fuel for the crumb rubber process. CNG is supplied to the plant via pipes buried underground, but from 2021 to 2022, SFX noticed a gradual increase in CNG usage, and eventually found that the underground pipes were leaking, which were replaced and restored in September 2022. (see photos)

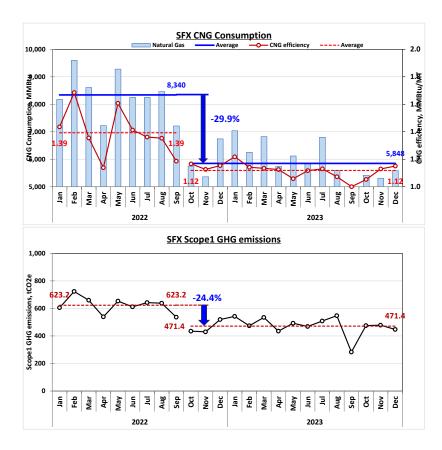
SFX monitors gas pressure as a daily inspection to detect the presence or absence of leaks early.

The results of CNG usage before and after are shown in the figure below.

The average usage before restoration was 8,340 MMBtu per month, but after restoration it was 5,848 MMBtu, a reduction of approximately 30%. Additionally, CNG efficiency improved from 1.39 MMBtu/MT before restoration to 1.12 MMBtu/MT after restoration.

As a result, Scope 1 GHG emissions decreased by 24.4%, from 623.2 tCO2e to 471.4 tCO2e.

CNG is the third largest cost element of production costs. Therefore, it is very important to monitor and control CNG usage.







3.2 Energy saving Initiatives

3.2.1 Energy saving initiatives at SGY

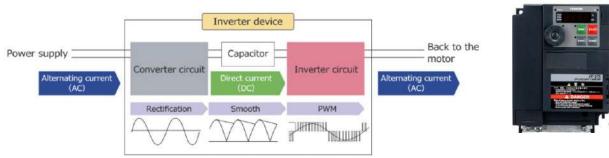
Site: PT. Polykenchana Raya (SGY)

(1) Inverter Control of motors for Milling Line equipment

In terms of energy, the factory has been equipped since the start of operations with inverter devices that are highly energy efficient and durable to control the large motors used in the rubber crushing equipment on the Milling Line and the crumb rubber transport conveyor motors.

In general, inverter devices enable motor speed control, which is expected to improve productivity and energy efficiency. It is possible to vary the output according to the set torque and speed, achieving efficient processing and increasing the flexibility of the production line. In addition, the use of an inverter device reduces the power load at startup, extending the machine's lifespan and reducing energy costs.

Mechanism of an inverter device



(https://www.fujielectric.com/about/column/detail/inverter_02.html)

Since its founding, SGY has been using inverter devices to control the motors of conveyors and other facilities in the Milling Line (see below Table) and is applying them to control the processing of crumb rubber and its transportation in the Milling Line. This has eliminated the clogging caused by crumb rubber, which is a common problem in other natural rubber processing factories and has saved energy.

List of the facilities with inverter devices

NO	MESIN	TAHUN	KET
1	Paddle Slab Cutter	2017	Line Milling
2	Bucket Single Screw 1A	2017	Line Milling
3	Bucket Single Screw 1B	2017	Line Milling
4	Turning Tank 1	2017	Line Milling
5	Turning Tank 2	2017	Line Milling
6	Turning Tank 3	2017	Line Milling
7	Paddle/Cakar Hammer Mill 1a	2020	Line Milling
8	Paddle/Cakar Hammer Mill 1b	2020	Line Milling
9	Paddle/Cakar Creeper 1	2017	Line Milling
10	Conveyor 1	2017	Line Milling
11	Conveyor 2	2017	Line Milling
12	Conveyor 3	2018	Line Milling
13	Conveyor 4	2018	Line Milling
14	Conveyor 5	2018	Line Milling
15	Fedding roll shredder Milling	2018	Line Milling
16	Bucket Shredder Milling	2018	Line Milling
17	Filling Station	2022	Line Dryer

(2) Production Optimization

① Creeper Roll Motor Capacity Reduction

In response to the decrease in production volume from 2021 onwards, SGY has reduced the output of the Milling Line's Creeper motors to the same output as other factories from October 2022 onwards.

As shown in the table, the total motor output of 13 machines, including 12 Creepers and one Paddle Slab Cutter, was ultimately reduced by approximately 30% from a total of 1,325 HP to 930 HP.

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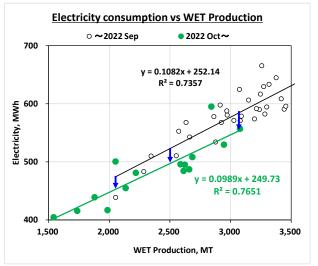
The electricity usage and Milling line production volume before and after the motor output change are plotted in the figure on the lower right.

In addition, when the estimated electricity usage at each production volume was compared using the trend line equation obtained, the difference was approximately 5% lower on average than before the change.

NO	MACHINE	DINAM	O (HP)
NO	MACHINE	Before	After
1	Creeper -2	125	100
2	Paddle Slub Cutter	50	30
3	Creeper -3	125	100
4	Creeper -5	125	100
5	Creeper Test 1	100	75
6	Creeper Test 2	100	75
7	Creeper Test 3	100	75
8	Creeper Test 4	100	75
9	Creeper - 7a	100	75
10	Creeper - 7b	100	75
11	Creeper - 7c	100	75
12	Creeper - 7d	100	75
13	Creeper - 9	100	Not use
	Total Hp	1,325	930
	Reduce (Selisih)		395
	Persentase		30%

Estimated electricity Usage(correlation equation base)

Wet	Before Sep 2022	Oct 2022-Dec2023	Diffe	rence
Production	y = 0.1082x + 252.14	y = 0.0989x + 249.73	Oct22~Dec23)	-(Jan20~Sep22
(MT)	(MWh)	(MWh)	(MWh)	Reduction%
1500	414.7	398.1	-16.6	-4.0%
2000	468.8	447.5	-21.3	-4.5%
2500	522.9	497.0	-25.9	-5.0%
3000	577.0	546.4	-30.6	-5.3%
3500	631.1	595.9	-35.2	-5.6%
Ave.	522.9	497.0	-25.9	-5.0%



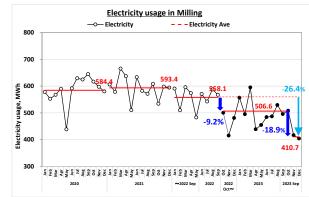
2 Optimizing operation shift

Natural rubber production volume fluctuates greatly due to various market factors, and Indonesia's production volume has been clearly declining in recent years. Therefore, it is necessary to operate production facilities efficiently and produce the amount needed when needed.

SGY is responding by reducing the operation of our crushing line from the conventional two shifts (16 hours) to one shift (8 hours) from October 2023.

RESULT:

As a result, the electricity usage used on the milling line was reduced by 18.9% compared to when two shifts were in operation. Combined with the reduction in the output of the creeper motor mentioned above, this resulted in a reduction of 26.1%.

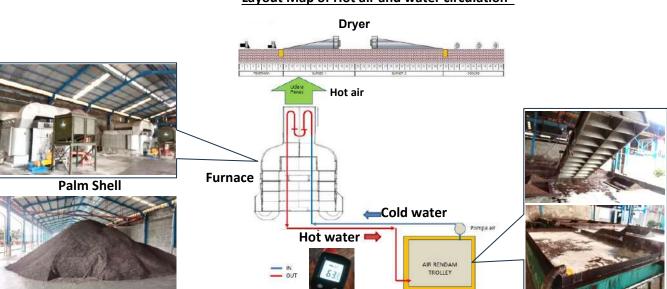




(3) Utilization of heat from Palm Shell Furnaces

At SGY, the heat source for the Dryer line is high-temperature air obtained by burning palm shells.

At SGY, water is circulated through pipes inside this combustion furnace, and hot water (63°C) is obtained from the excess heat inside the furnace and used to clean the Dryer trolleys.



Layout Map of Hot air and water circulation

Trolley Soaking Tank

After using the Dryer trolleys several times, rubber builds up on the inside surface and turns into resin, so they are cleaned periodically.

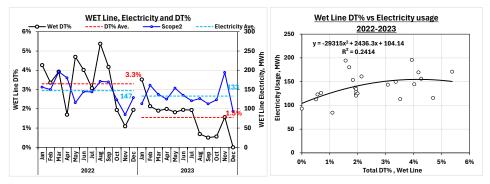
Usually, repeatedly used trolleys in certain periods are soaked in an aqueous solution of caustic soda for around **12 hours**, and then cleaned with water to remove any attached matter.

By using hot water obtained by utilizing the excess heat inside this furnace, the soaking time has been reduced to almost half of the previous time, **6-7 hours**.

3.2.2 Energy-saving initiatives at KCA Site: PT Bintang Borneo Persada (KCA)

KCA has been carrying out DT reduction project activities since 2022, reducing start-up losses at the Hammer Mill in the WET Line and improving rubber clogging in the Twin Screw Pre-breaker, and was able to achieve certain results at the end of 2022. KCA has also promoted 5S activities and strengthened PM activities at the same time. As a result, the average DT% was 3.2% in 2021 and 3.3% in 2022, but was reduced by half to 1.5% in 2023.

This has reduced the Wet Line downtime and improved operating rates, resulting in efficient production. As shown in the figure below, despite a weak correlation between Wet Line Electricity Usage and DT%, a reduction in DT% has significantly reduced Electricity Usage from 147MWh/m to 133MWh/m (-9.5%).





3.2.3 Energy-saving initiatives at SFX Site: PT. Bintang Gasing Persada (SFX)

SFX is working to improve energy efficiency to achieve the company's goal of reducing energy consumption by 5% from 2019 to 2030 in line with sustainable KPI targets. As part of this, in 2021, the Cutter Milling Line was remodeled. Previously, the equipment consisted of two lines of equipment units consisting of 2 Creepers and 1 Shredder, but the motors for the Creeper and Shredder were enlarged and the equipment was reconfigured into a single line. This aimed to reduce overall power consumption and eliminate frequent rubber clogging problems.

With the newly remodeled dry line, the motor power of the Cutter Milling Line was reduced from 736.4kW to 440.4kW (-296kW, -40.2%). The results of the motor power reduction are shown in the table below.

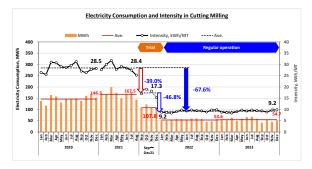
	Before		After
①Filling tank design	parallel 2 tanks s	eparated	combined together "Y" shape to 1 tank
②Cutter Mill Line	Old Line		New Line
	Line A + Creper1, 75kW Belt Conveyor Creper2, 75kW Shredder.160kW Feeding Roll Vortex pump	Line B same as LineA same as LineA same as LineA same as LineA same as LineA	Creper1, 90kW Belt Conveyor1 Creper2, 90kW Belt Conveyor2 Shredder, 200kW Feeding Roll Vortex pump
3Creper roll size	24"		30"
	20"x28"		30"x28"

RESULT

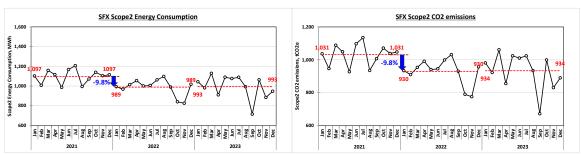
The modified Cutter Milling Line began operation in the beginning of 2022. After the change, the Electricity consumption of the Cutter Milling was reduced by 67.6% compared to before the change.

SFX's overall Scope 2 Energy Consumption was reduced by 9.8% from the monthly average of 1,097 MWh before the change to 989 MWh after the change.

CO2 emissions were also reduced by 9.8% before and after the change to 930 tCO2e.



Scope 2 Energy Consumption and CO2 emissions in 2023 both remained at roughly the same level as in 2022.





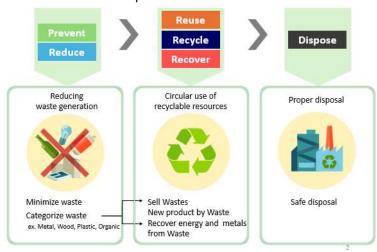
4. Waste and Others

4.1 Waste Management

Regarding waste, in accordance with the principle of the Waste Management Hierarchy, we will first prioritize avoiding and reducing the generation of waste, and then promote efforts to reuse, recycle, and recover generated waste, aiming to minimize the amount of final disposal.

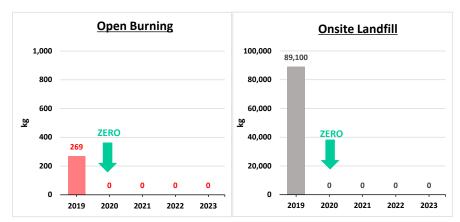
[Waste Management Hierarchy]





4.1.1 Phase I (2017 \sim 2019)

Considering our impact on the global environment, we first took steps to eliminate Open Burning and Onsite Landfill. During the three years from 2017 to 2019, as Phase 1, we took into consideration the impact on the global environment and worked to eliminate Open Burning and Onsite Landfilling, which had become apparent at the time. At the time in Indonesia, it was common for waste to be burned or landfilled on factory grounds.



We began by recognizing the impact this had on the environment, and then made strong progress in selecting nearby collection companies and were able to reduce both Open Burning and Onsite Landfilling to ZERO in 2020.

4.1.2 Phase II (2020 \sim 2023)

In Phase 2, from 2020 to 2023, we worked on reducing waste. Specifically, we made the following efforts:

- Classified and divided waste disposal areas within the factory into metal, wood, and other waste, and actively promoted resale to external companies for reuse and recycling
- Divided general waste bins into organic, plastic, glass, and metal and installed them at each process
- Instructed employees to take food packaging materials home
- Promoted reuse and recycling of product packaging materials such as plastic films and wooden pallets



As a result, we have achieved a 48.5% reduction by 2023 compared to 2020 levels. Although production volume decreased by 14.5% compared to 2020, the waste generation rate decreased significantly from 0.284% to 0.168%, achieving a reduction that far exceeded the rate of decrease in production volume.



4.2 Prevent Air Pollution and other environmental nuisances

To protect the environment in which we operate, each of our factories is committed to preventing air and other environmental pollution.

4.2.1 Air Pollution

Air pollution measurement items required by law include emission gases, odorous substances, and dust. Externally certified testing agencies carry out regular measurements for each item twice a year to verify that standards are being met.

Each factory creates an annual testing plan every year and requests external testing agencies to carry out measurements based on this plan as shown below.

Site: PT Abaisiat Raya (SFB) 023 Air Quality Measurement Schedule

No.	Year	Period	Activity	Plan	Actual	Done by
			Air Quality Measurement	May 1-7, 2023	June 6, 2023	Padang city environmental service laboratory
1.	2023		(Ambient, Emission,	November 1-7, 2023	December 7,2023	Padang city environmental
						service laboratory

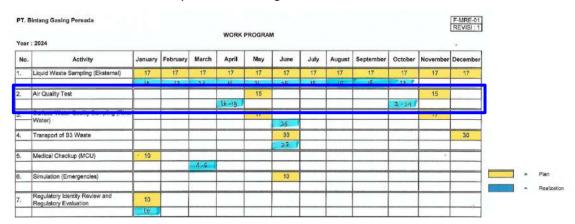
Regarding the test results, the testing agency will submit a report like the one below, which shows that the standard values are met. Past inspections have confirmed that all factories meet the standards.

Certification of emissions, PT Abaisiat Raya (SFB)



PT Bintang Gasin Persada (SFX)

[Measurement of Emissions/ Dust by the External Agent]









[Dust fall test]





4.2.2 Noise

We also independently monitor any items that could be problematic within the company, striving to prevent any abnormalities before they occur.

Regular noise measuring campaign and noise preventive maintenance plan

Our group make particular report for noises condition on our factory, we have do testing and improvement on our group to reduce the noise condition.

a. SFB Noise measuring campaign and preventive maintenance:

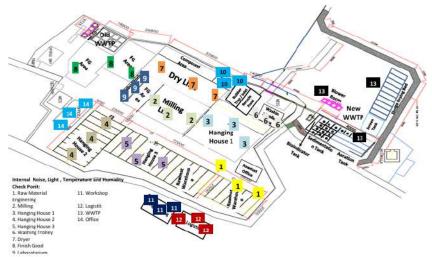
Regarding noise, we have a statutory inspection by an external agency twice a year, and separately conduct internal monitoring every month. In addition, depending on the noise level, wearing earplugs is mandatory* in workplaces with high noise levels(≥ 85 dB).

Maintenance plans are created for each equipment, and parts are replaced or repaired as necessary to prevent an increase in noise due to equipment malfunctions.

(*Regulation from ministry of manpower and transmigration number 05 year 2018 about health and safety in working environment.)

[Layout map of sampling points]

SFB NOISE, LIGHT, TEMPERATURE AND HUMIDITY MONITORING







[Certificate]



[Report of internal checking]

						PT. A	BAISIAT RA	YA PADANG	SUMBAR							Doc : F	. HS-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	SAN, PEI	NCAHAYAA	N SUHU DAN	KELEMBAP	AN LING	KUNGAN	KERIA				Rev.: 0	0
Bulan Hari/Tanggal	: Juli : selesa / 25 juli 2023												Lokasi : Milling				
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Bulan Hari/Tanggal	: Agustus :	•															
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		gan (81	Dba) Titik III	Ket		Titik B		Ket		uhu (31		Ket	4	koeler Titiik I		(Xah) Titik III	Ket
Hari/Tanggal	Kebisin	gan (81	Dba) Fitik III	Ket				Kat				Ket	4				Ket
Pelaksenaan Skift I (07.00-15.00)	Kebisin	gan (81	Dba) Pišk III	Ket				Kat				Ket		Titiki	Titik II	Titik IIII	
Polaksenaan Shift I (07.00-15.00) Catatan :	Kebisin	gen (85 Titik II	Titisk III	Ket				Kat				Ket		Titikl	Titik II		
Hari/Tanggal Pelaksanaan	Kebisin Titik I	gen (85 Titik II	risk III	Ket				Ket				Ket		Titikl	Titik II	Titik IIII	
Pelaksenaam Shift I (07.00-15.00) Catation : Trisk I	Kebisin Titik I	gen (8) Titik II gan mili or Hams	risk III	Ket				Ket				Ket		Titikl	Titik II	Titik IIII	
Polaksanaan Shift (07.00-15.00) Cataksan : Trisk ii Trisk iii	Kebisin Titik I	gen (8) Titik II gan mili or Hams	risk III	Ket				Kat				Kert		Titikl	Titik II	Titik IIII	2013 Duf
Pelaksenaan Shift I (07.00-15.00) Catatan:	Kebisin Titik I : Timban : Operato : Operato	gen (85 Titik II) gen mill or Hams or Bak B	ing her Mill ulat					Ket				Kert	-	Titikl	Titik II	Titik IIII	

[Workplace for wearing Earmuffs]





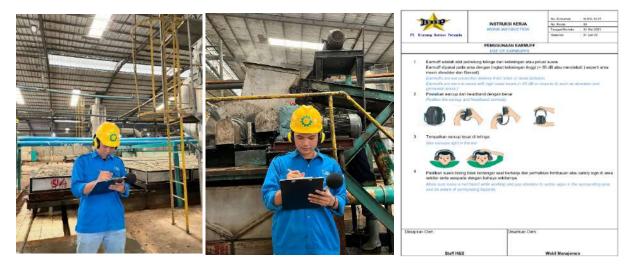


[Maintenance schedule table]

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b. KCA Noise measuring campaign and preventive maintenance



Company noise inspection certificate (in front of office, Shredder dryer and Hammer mill machine):







c. PT Bintang Gasin Persada (SFX) [Noise measuring campaign and preventive maintenance]



SFX noise measuring checking on factory and control:



4.2.3 Leak Detection and Repair (LDAR)

At SFX, CNG is used extensively as fuel for dryers. As it is flammable and dangerous, leaks are checked daily. All factories also use the shrink pallet method of packaging at the request of customers.

This involves loading rubber products onto pallets, covering them with polyethylene film, and then heating the film with a propane burner to shrink it, and propane gas is used. For this reason, the management of gas cylinders and burners is stipulated in the work instructions.

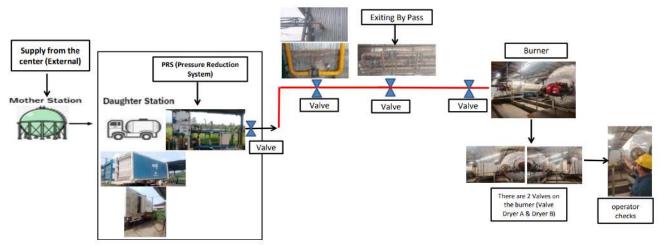
a. PT Bintang Gasin Persada (SFX)

[Checking CNG leakage]

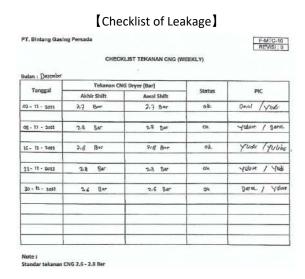
CNG is transported by truck from an external gas Mother Station and received and stored at the factory's Daughter station. From there, it is distributed directly to the Dryer burner as fuel via an underground pipeline.

The supply pressure is 2.6-2.8 bar. The method is adopted in which both the valve on the Daughter station side and the valve on the dryer burner side were closed simultaneously to check the pressure drop inside the pipe. Leak checks are carried out weekly and confirmed to be within the standard value of 2.6-2.8 bar. For action instructions after finding a leak, we directly communicate with management (Factory Manager), then management contacts external parties to carry out repairs.

Diagram of the CNG distribution route

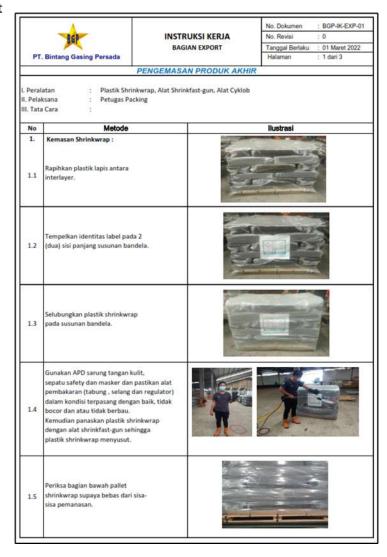


* PRS is to reduce pressure of CNG from delivery truck which is 200 bar to 2.6-2.8 Bar before distributed to dryer.





• SFX mention on HIRADC and the document BGP-IK-EXP-01(point 1.4 in page 1):



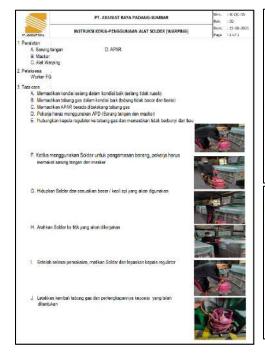
b. KCA (mention on work instruction point 1 in page 1)





c. PT Abaisiat Raya (SFB)

(mention on work instruction: Document number IK-QC-05)





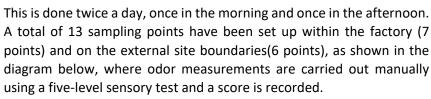


4.2.4 Odor

PT Abaisiat Raya (SFB)

As shown in the photo on the right, SFB's factory is located in a small coastal village, with mountains looming behind it. The area is surrounded by residential buildings, and odors pose a major environmental risk.

Therefore, in addition to having odorous substances measured by an external agency as required by law, in-house monitoring is also conducted.

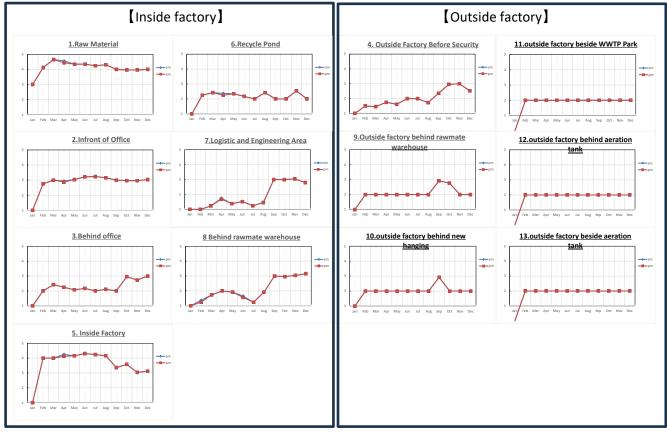




Score	Odor level
1	Normal
2	Less Strong
3	Strong
4	Stronger
5	Very Strong

Odor Monitoring Check Ponit: 1. Raw Material Warehouse 2. Infront of Office 3. Behind Office 4. Outside Factory Before Security 5. Inside Factory Before Security 5. Inside Factory Behind Rawmat Warehouse 9. Outside Factory Behind Rawmat Warehouse 10. Outside Factory Behind New hanging 11. Outside Factory Behind Aeration Tank 12. Outside Factory Beside Aeration Tank 13. Outside Factory Beside Aeration Tank

Monthly Average of Odor Monitoring





4.2.5 Actions at site

(1) The practices and technologies to reduce dust and particulate matter emissions

Site: PT. Abaisiat Raya (SFB)

On the pre-breaker line, where compound rubber is manufactured by mixing carbon and natural rubber, a dust collector has been installed to forcibly collect flying carbon dust, and efforts are being made to preserve the working environment.

As a dust protection measure, workers are required to wear special dust masks (NP 306 Double Filter Respirator Mask) suitable for the working environment, as shown in the photo.







Site: PT. Polykenchana Raya (SGY)

①Forest to prevent dust scattering

Bamboo is planted around the factory fence to prevent dust from scattering outside the factory premises and into the local area, as well as to green the factory.









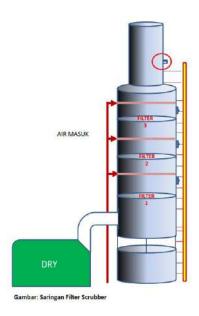






②Air Scrubber

The dryer equipment, which dries the washed rubber with hot air, emits waste gas containing various odorous substances, but an air scrubber device has been installed to remove the odorous substances against the odor.











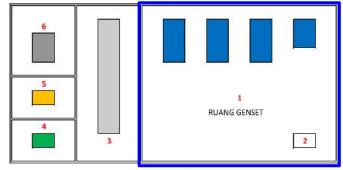
(3) WATER VAPOR CONTAINING CHAMBER:

It is used to prevent water vapor from spreading over a large area, because the steam can have a corrosive effect on the roof (zinc) area of the dryer.



4 Soundproofing measures for Generator rooms

In the generator room, where noise levels are high, soundproofing measures are essential, in addition to reducing sound leakage to the outside. At SGY, a concrete wall (15cm thickness) has also been installed between the generator room and the panel room, and Earmuffs are mandatory for anyone working in the panel room.



- 1. GENSET ROOM
- 2. GENSET FUEL TANK
- 3. PANEL ROOM PLN-GENSET 4. PANEL ROOM TM PLN
- 5. TMCO PANEL ROOM
- 6. TRANSFORMER ROOM



【CONCRETE WALL from inside the Genset room】



【CONCRETE WALL from inside the Panel room】



[Warning of the Genset room]

Providing PPE for operators in the generator room and SOP for using earplugs in noisy areas.





SOCIAL ASPECT

- 1.Health and Safety
- 2. Employees Communication and Welfare
- 3. Career Management
- 4. Labor Practices
 - Internal Assessment Report
- 5.Human Rights
 - Study on Living Wage
- **6.Business Ethics**
 - Corruption Risk Assessment
 - Information Security Risk Assessment
- 7. Supply Chain
 - Supplier Assessment







1. Health and Safety

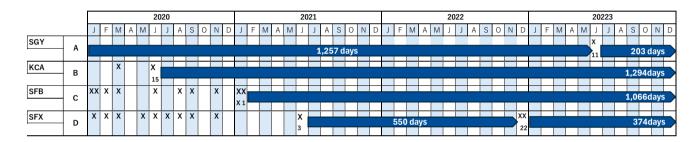
"Workplace Health & Safety" is most material in Southland Indonesia natural rubber processing factories' sustainable labor management.

Here we introduce our activities in 3 categories.

(1) Safety

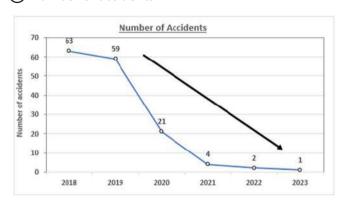
(i) Performance Results

<Continuity of Zero Accident Days>

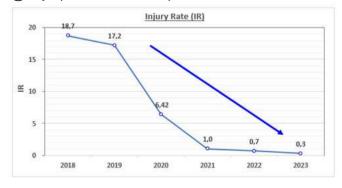


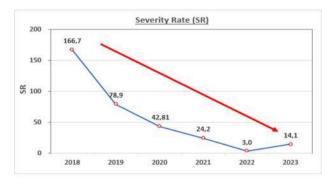
<Development in 4 years>

1 Number of accidents



(2) Injury Rate and Severity Rate







(ii) Health & Safety Training

For workplace safety, we give great value on employee training --- "safety talk before staring operation", "one-point lesson" and "safety meeting".







* Social_ Appendix 1. H&S Training Material

(ii) Assessment and Inspection

For the assessment and inspection, we have "daily monitoring on equipment by operators before starting operation shift" and "monthly equipment safety check by engineering" and "yearly Health and Safety Risk Assessment".

*Social_ Appendix 2. Daily Monitoring Check Sheet,

Monthly Equipment Inspection Check List

Here we introduce our 4 factories "Health and Safety Risk Assessment" 2023 summary report and the corrective action plan in 2023.



Health & Safety Risk Assessment 2023 PT. Abaisiat Raya (SFB)

PT. Abaisiat Raya conducts its Risk Assessment annually, typically at the start of the year. In 2023, the assessment took place from January 3 to January 10, encompassing all areas of the factory, including Raw materials, Production Lines, Finished Goods, Engineering, Logistics, Environment, Laboratory, and office.

Risk Scoring Category:

					SEVERITY		
	RISK MATRIX		1	2	3	4	5
			Negligible	Minor Moderate Significant Significant		Very Significant	
۵	5	Quite Certain	5	10	15	20	25
00	4	Likely	4	8	12	16	20
<u>¥</u>	3	Possible	3	6	9	12	15
ГІКЕГІНООБ	2	Unlikely	2	4	6	8	10
_ =	1	rare	1	2	3	4	5

Noted:

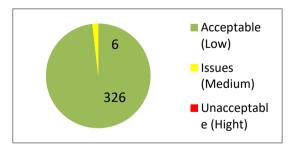
Low Risk

Medium Risk

Hight Risk

Summary of Risk Assessment Results 2023

Departemen Department	Tingkat ResikoAwal Initial Risk
Acceptable (Low)	326
Issues (Medium)	6
Unacceptable (Hight)	0
Total	332





In 332 assessed, there are 6 cases of issue, of which corrective actions were implemented in 2023. Here we introduce 3 cases of the corrective actions in the production department.

Activity	Impact	Corrective action	Photo	Status
Cleaning a clogged blanket in the Shredder Milling	Hand caught in the machine	 Use tools instead of hands Operator training Install a cover on the input area to prevent hand access Provide 2 emergency stops (button and cable) Hazard warning information 		Done
Feeding a blanket into the Milling machine	Hand caught in the machine	 Emergency Stop Milling operator training Work instructions available Hazard warning information 		Done
Feeding a blanket into the Shredder Dryer	Hand caught in the machine	 Install a cover on the input area to prevent hand access Emergency Stop button Hazard warning signs 		Done



Health & Safety Risk Assessment 2023 PT. Bintang Gasing Persada (SFX)

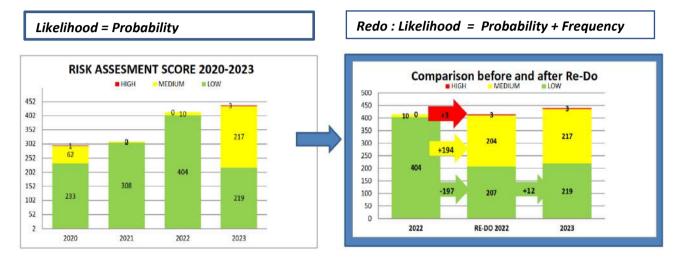
We used this method to conduct HIRADC H&S risk assessment.

Risk = Likelihood x Severity

And in 2023, we improved its risk assessment methodology by adding frequency to the likelihood category.

Risk = (Probability + Frequency) x Severity

Through this, we will promote continuous improvement activities and aim to achieve zero accidents.



Corrective Actions Table 2023

No	Problem	Follow UP	Person Responsible	Photo	Activity
1	The drying room evacuation route instructions are not visible in dark conditions	Instructions for evacuation routes using lights (electric)	MTC		Drying Room
2	There is no fence in the lift area	Potential danger of falling material	MTC		Drying Room
3	There are no handrills on the worker's platform for the wet contamination section	Handrill installation	MTC		Area Wet Process



Health & Safety Risk Assessment 2023 PT. Polykencana Raya (SGY)

In 2023, SGY Conducted Health and Safety Risk Assessment on January 06, To All Factory Areas, Including Raw Materials, Workshop, Production Line, QC Production, EV and RM.

Kategori /Categories

Result	Result Kategori / Categories		Action
1-5	Dapat diterima / Acceptable L (Low)		Lanjutkan dan tingkatkan / Continue and Improve
6 - 15	Isu perbaikan / Issue	M (Medium)	Monitor dan butuh tindakan/ Monitoring & Need Action taken
16 - 25	Tidak dapat Diterima / Unacceptable	H (High)	Tindakan perbaikan Prioritas

The methods used in risk assessment are:

probability = Operating conditions + operating time per day

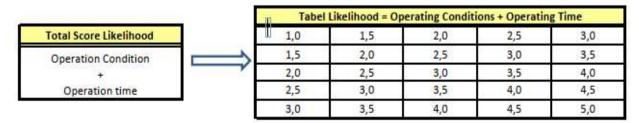
1. Possibility: possibility of information occurring places where work accidents are likely to occur

1.1 Workshop

	Score Operating Conditions		Score	Operating Time a Day
ъ	0,5	with PPE, without Power tools	0,5	≦1 hour
Likelihood	1,0	No PPE, without Power tools	1,0	≦2 hour
keli	1,5	with PPE & Power tools with Hazard Prevention	1,5	≦4 hours
=	2,0	with PPE & Power tools of No Hazard Prevention	2,0	≦6 hours
	2,5	No PPE & with Power tools of No Hazard Prevention	2,5	≧6 hours

1.2 Production Line/outsite workshop

	Score	Operating Conditions	Score	Operating Time
ъ	0,5 with PPE, Machine stop, Electricity switch off		0,5	1 time≦30 minutes
Likelihood	1,0	without PPE, Machine stop, Electricity switch Off	1,0	1 time≦60 minutes
e	1,5	with PPE, Machine stop, Electricity switch on	1,5	1 time≦2 hours
3	2,0	with PPE, Machine/Electricity on	2,0	1 time≦3 hours
· · · · · · · · · · · · · · · · · · ·	2,5	without PPE, Machine/Electricity on	2,5	1 time ≧ 3 hours



1.3 Production, QC, EV, RM, Others

	Score	Probability	Score	Frequency
9	0,5	Possible more than 1 year	0,5	Access once a month
Likelihood	1,0	Possible once a year	1,0	Access once a week
kelii	1,5	Possible once in 6 months	1,5	Access every day with PPE & Hazard Prevention
=	2,0	Possible once in 3 months	2,0	Access every day with PPE but without Hazard Prevention
	2,5	Possible once in 1 months	2,5	Access every day without Hazard Prevention & PPE

		Tabel Likelih	ood = Probabilt	y + Frequency	
Total Score Likelihood	1,0	1,5	2,0	2,5	3,0
	1,5	2,0	2,5	3,0	3,5
Probability + Frequency	2,0	2,5	3,0	3,5	4,0
2000 00 40	2,5	3,0	3,5	4,0	4,5
	3,0	3,5	4,0	4,5	5,0

2. Impact Value

Nilai Dampak / Severity

1. Safety

	1	Slightly injured. Allows worker to return to work after first aid treatment	
₹ .	2	Injury can be completely healed by medical treatment without lost days	
rerity	3	Injury can be completely healed with lost days of work	
Sev	4	Injury requires more than 3 months medical treatment with after effect	
	5	Injury leads to death or permanent disability	j

2. Health

	1	there is a momentary impact but it can get better again
rity	2	health impact in less than a day
/eri	3	health impact less than a week
Se	4	health impact less than a month
	5	health impact permanent

3. Risk Assessment Results

3.1 Initial Assessment Results

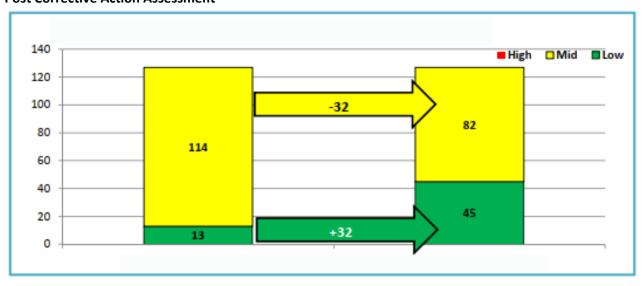
Risk Category	Initial Risk
Acceptable (Low)	13
Issue (Medium)	114
Unacceptable (High)	0
Total	127

3.2 Final Assessment Results

Risk Category	Initial Risk
Acceptable (Low)	45
Issue (Medium)	82
Unacceptable (High)	0
Total	127



Post Corrective Action Assessment



After carrying out corrective action, 127 points were obtained from the assessment results. The results were 45 in the Low category, 82 in the medium category and 0 in the High category.

ACTION CORRECTIVE FOR RISK K-3

NO	PART	PROCESS	SOURCE RISK	RISK K-3	ACTION PLAN	DUE DATE	STATUS
1	Purchase material standard	Weighing Bokar	Basket	Hit by rubber	For I.K. Operational Forklift	02-01-23	Done
2	Warehouse Material Chemistry	Storage Material chemistry	Spill material chemistry	Poisoning	For I.K. Handling Spill Material Chemistry	01-Oct-23	Done
3	Production Dryer	Grinding knife	Grinding turn	Wound	For I.K. Grinding	04-Oct-23	Done
4	Technique	Repair Machine	Current electricity	Fire	For I.K. Repair Machine	12-Oct-23	Done
5	Production Dryer	Shredder	Noise	Disturbance hearing	For I.K. usage PPE	26-03-23	Done

Several sources of risk exist in SGY

Activities	Impact	Corrective Action	Photo	Status
Timbor Ania Bokar Weighing	Hit by Rubber	- Forkith Operational Information- Provide direction to the forkith operator so that the basket is not overloaded		Doné



		100	i e	
Chemical Spill Chemical Warehouse Area	Paisoning	Chemical Spill Handling Instructions - Always use PPE when cleaning up chemical spills - Providing warning signs		Done
Grinda Knife Production Area Dryer	Wound On Hand	- IX Grinding - Using PPE when doing grinding	infact And in the control of the c	Done
Parrel Machine Regular	fire	- IX Panel Machine Repair - CO2 APAR Placement in Each Electrical Panel		Done
Noise in Shrewder Area	Hearing disorders	- IX Use of PPE - Providing Ear Plugs in the Shreeder area		Done



Health & Safety Risk Assessment 2023 PT. Bintang Borneo Persada (KCA)

PT. Bintang Borneo Persada (KCA) has conduct comprehensive safety risk assessment across the various areas, including Raw Materials, Production lines, Finished Goods, Engineering, Logistics Environment, Laboratory, and Office, employing the HIRA methodology to proactively identify and control potential hazards, achieving zero high risk hazards in 2023 and demonstrating its commitment to a safety working environment in line with ISO 45001:2018.

The risk assessment conducted twice in 2023 – first in June and again in December, ensuring a thorough evaluation hazards across the year.

Risk Scoring:

SEVERITY			Inci	reasing Like	ihood (Prok	pability + Fre	quency)		
	1	1,5	2	2,5	3	3,5	4	4,5	5
1	1 Accept able	1,5 Accept able	2 Accept able	2,5 Accept able	3 Accept able	3,5 Accept able	4 Accept able	4,5 Accept able	5 Accept able
2	2 Accept able	3 Accept able	4 Issue	5 Issue	6 Issue	7 Issue	8 Issue	9 Issue	10 Issue
3	3 Accept able	4,5 Accept able	6 Issue	7,5 Issue	9 Issue	10,5 Issue	12 Issue	13,5 Issue	15 Issue
4	4 Accept able	6 Issue	8 Issue	10 Issue	12 Issue	14 Issue	16 Unaccept able	18 Unaccepta ble	20 Unaccepta ble
5	5 Accept able	7,5 Issue	10 Issue	12,5 Issue	15 Issue	17,5 Unaccept able	20 Unaccept able	22,5 Unaccepta ble	25 Unaccepta ble

Risk Category

Result	Categories		Action
1 - 5	Acceptable	L (Low)	Continue & Improve
6 – 15	Issue	M (Medium)	Corrective action within 60 days
16 – 25	Unacceptable	H (High)	Corrective action within 20 days

Risk Assessment Result 2023

Year	2019	2020	2021	2022	2023
High	5	9	5	1	0
Medium	13	7	104	112	48
Low	124	126	273	210	274
Fotal	142	142	382	323	322



In 2023, the number of medium-risk hazards identified was 48. This reflects the KCA's diligent and thorough approach to identifying and classifying risks accurately.

Activity	Impact	Corrective Action	Photo	Status
Sedimentation process	Environment Pollution	Creating a barrier around the sedimentation tank	TO AN THE PROPERTY OF THE PROP	Done
Forklift in Packaging Process	Hit by forklift	Create designated pedestrian pathways (green lanes)		Done
			WATERWAY MADE IN THE PROPERTY OF THE PROPERTY	
Packaging Process	Fire	Provision of fire extinguishers (APAR)		Done
Loading Finished Goods into Export Containers	Hit by forklift	Create designated pedestrian pathways (green lanes)		Done

Replacement of Rotor and Screen	Head injury (bumped)	Ensure the use of personal protective equipment (PPE) before maintenance	Done
Motor Inspection and Replacement	Electric shock	Ensure cables are properly insulated	Done

(iv) Preventive Actions for repetitive strain injury (RSI)

We have 3 types of actions taken for repetitive strain injury.

a) Personal Protective Equipment

Workers in dry process need to bring up and put down heavy rubber block and to cut rubber block to adjust weight.

To prevent hands injury from being scratched/cut by knives, Company changed the glove material from cotton to metal in2019.

To prevent lower-back pain, Company provides "back support".







b) Corrective Actions after Risk Assessment Change Ladder



(before)



(after)

Adding Safety Fence on lift (before)



(after)



Safety Cover (before)



(after)

c) Ergonomic Test by Manpower Department

Manpower department has started the Ergonomic Test from 2023 and will continue once a year.

After the assessment in 2023, workers at wastewater treatment area and rubber packing area were at a high risk.

58



Recommendations from the Department of Manpower are as follows:

Workers can perform stretching exercises during their breaks to reduce discomfort, soreness, or pain after work.

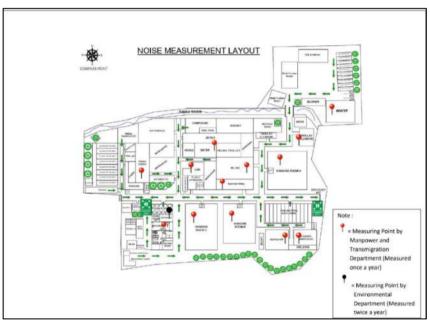
*Social_ Appendix 3. Ergonomics Test

(v) Measures for noise exposure

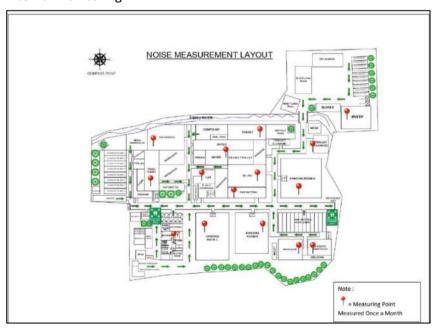
For noise monitoring in workplace, we have 2 by government (=environmental department twice a year and manpower department once a year) and by our monthly internal monitoring.

Here is an example of monitoring locations in a factory:

Government monitoring



Internal monitoring



^{*} Social_ Appendix 4. Noise test certificates

(2) Employee Health

(i) Medical Checkup

We have promoted "employee medical health checkup", step by step toward all employees.

The factory already achieved 100% is PT Bintang Gasing Persada.

*Social_ Appendix 5. Hospital Report on SFX MCU

Here is the MCU report from PT. Abaisiat Raya (SFB), which started MCU step by step, of the results and company actions.

SFB Summary Report MCU Report 2023

The Medical Check-Up at PT. Abaisiat Raya is conducted by a certified institution, Clinic Pramitha in Padang City. The MCU activity took place on July11, 2023, at the factory.

The examinations conducted include:

- 1. Complete Hematology (Hb, Erythrocytes, Leukocytes, Ht, Platelet Count)
- 2. Liver Function (SGOT and SGPT)
- 3. Kidney Function (Creatinine and Urea)
- 4. Blood Lipid Function (Total Cholesterol)
- 5. Blood Glucose (Fasting Blood Glucose and Two-Hour Post-Prandial Blood Glucose)
- 6. Complete Urinalysis
- 7. X-ray (Thorax)
- 8. ECG
- 9. Audiometry (Adjusted to the job); 5 workers
- 10. Autospirometry (Adjusted to the job); 16 workers

MCU Recap

Gender	Total Employees	Employees had MCU	Persentage Had MCU
Male	173	34	19,6 %
Female	20	7	35 %
Total	193	41	21,2 %

In 2023, out of a total of 193 employees, 41 underwent a medical check-up. Considering the factory operation with the MCU, the Company conducts this health examination on a rotating basis each year for each employee. The 41 participants include all staff members and several workers chosen as representatives from each division.

Summary Results

No	Examination	Persentage Normal	Persentage Abnormal
1.	Complete Hematology	22 (53.7%)	19 (46.3%)
2.	Liver Function	36 (87.8%)	5 (12.2%)
3.	Kidney Function (Creatinine and Urea)	40 (97.6%)	1 (2.4%)
4.	Blood Lipid Function (Total Cholesterol)	23 (56.1%)	18 (43.9%)
5.	Blood Glucose	34 (82.9%)	7 (17.1%)
6.	Complete Urinalysis	40 (97.6%)	1 (2.4%)
7.	X-ray (Thorax)	38 (92.7%)	4 (7.3%)
8.	ECG	35 (85.4%)	6 (14.6%)
9.	Audiometry (Adjusted to the job)	4 (80%)	1 (20%)
10.	Autospirometry (Adjusted to the job)	12 (75%)	4 (25%)

Each employee receives health advice from a doctor regarding their health issues and the necessary steps to take. The Health and Safety department of PT. Abaisiat Raya will assist in communicating with each employee the actions they should take, such as:

- 1. Education on healthy eating habits (low in sugar, salt, and fat)
- 2. Guidance on maintaining a healthy lifestyle and the importance of regular exercise
- 3. Emphasis on the need for sufficient rest
- 4. Recommendations for workers experiencing serious health issues to promptly consult a specialist appropriate to their condition.

(ii) Psychological Test

In addition to medical health checkups, recently we have "employee psychological assessment" conducted once a year by the Manpower and Transmigration department, which provides 10 questionnaires for sampling, for a factory to pick representative from each department to participate in the test.

The psychological assessments include:

- 1. Role Ambiguity.
- 2. Role Conflict.
- 3. Qualitative Workload.
- 4. Quantitative Workload.
- 5. Career Development.
- 6. Responsibility Toward Others Conclusion of the Assessment.

The psychosocial evaluation conducted on 10 employees indicated an average level of mild stress.

*Social_ Appendix 6. Sample evidence (test results)



2. Employee Communication and Welfare

The two-way communication by face-to-face talk is another fundamental subject for us to have promoted in labor management.

Here are 2 activities on how we take employees' direct voices in the improvement of factories.

1. Joint Labor and Management Health and Safety Meeting

We have encouraged the factory management to directly listen to workers' representatives' voices on health and safety issues and take corrective action on those issues which have been agreed to implement in meetings.

Joint Labor Management Health &S meetings are held quarterly at each factory.

We introduce the summary of the meetings in 2023 by each of the 4 factories.

2. Employee Satisfaction Survey

While Joint H&S meeting is the place to talk between the company management and the labor representative, we have tried to improve the way of listening to all employees' voices in Employee Satisfaction Survey, which was started in 2021.

For the past 2 years, we have conducted a survey by questionnaire. However, in this way, the management cannot directly hear the voices of employees.

In 2023, we changed the method from questionnaire to face-to-face survey.

- ways such as from general manager to manager, manager to head, head to supervisor, supervisor to leader, leader to worker

So that step by step, we can directly listen to the voices of direct subordinates and then finally of all employees.

We introduce the summary reports by 2 factories with corrective actions:

3. Other method to hear employees' voice

*Social_ Appendix 7. Observation Card

4. Employee Welfare

(1) Collaboration between the management and labor union

As a result of the collaboration between the factory management and labor union, one of our factories started "Family Friendly Program" in 2023.

(2) Other Employee Welfare

*Social_ Appendix 8. Factory Dormitory



Joint Labor Management Health and Safety Meeting 2023 PT. Abaisiat Raya (SFB)

PT Abaisiat Raya (SFB) is a crumb rubber factory that has implemented an Occupational Safety and Health Management System (ISO 45001: 2018).

To provide a safe and healthy workplace condition (to prevent accidents, injury and illness) by listening employees voices and opinion, one of the things that company does is to conduct the effective communication by joint labor management health and safety meeting.

The Joint Labor – Management Health and Safety Meeting Procedure in PT Abaisiat Raya is held every 3 months. In 2023, held on February 17, Mei 26, August 15, and November 5, 2023. The meetings are attended by consisting of Management (health and safety manager), Worker Representatives and Labor Union Representatives. Attendants are normally 5-10 members at a meeting.

Here are the Summary Joint Labor Management Health and Safety Meetings 2023:

Date	Issues	Authorize d	Corrective Action	Completion Date	Image
2/17/2023	Lack of lighting in the dryer area at night.	HS & HRD	Add lighting to the dryer area.	2/20/2023	
2/17/2023	PPE is not provided for employees who cutting bale.	HS	Gloves are provided for workers cutting bales to prevent hand cuts or injuries.	2/20/2023	
5/26/2023	No Procedure and work instruction for the case that operators find unsafety conditions of equipment	HS	On 29 May, Company set the procedure and work instruction for employees to report risks on machines &/or work equipment that could cause accidents, a repair note will be issued, and the engineering team will carry out the repairs.	5/29/2023	
8/15/2023	The simulation of hazardous waste (B3) spill management was conducted without complete PPE.	HS & Head Lab	Conduct a new simulation using full PPE.	8/18/2023	
11/29/2023	Plan to provide new PPE for employees in 2024.	HS & HRD	Evaluate the condition of PPE in 2023 and plan for the distribution of Personal Protective Equipment (PPE) to employees in 2024.	02/01/2024	



Joint Labor Management Health and Safety Meeting 2023 PT. Bintang Gasing Persada (SFX)

PT. Bintang Gasing Persada (SFX) is a crumb rubber factory that has implemented an occupational safety and health management system or ISO 45001: 2018 with commitment create a safe and healthy workplace by preventing injuries and occupational diseases on an ongoing basis. One of the things the company does is to conduct effective communication and collaboration among employees at all levels, which leads to increased safety awareness, compliance with procedures, and timely reporting of incidents.

PT Bintang Gasing Persada (SFX) carry out The Joint Labor-Management Health and Safety Meeting Procedure is held every 3 months on March 30, June 30, October 3, December 31 on 2023. Attended by members of P2K3 (Occupational Safety and Health Advisory Committee) consisting of Management, Worker Representatives and Labor Union Representatives. (Management 10 Person, Worker 11 Person, Labor Union 4 Person).

Summary of Joint Labor & Management H&S Meetings 2023

No	Date Of H&S Meeting	Problem	Impact	Corrective Action	PIC	Status	Photo
1	March 2023	The drying room evacuation route instructions are not visible in dark conditions	There are no evacuation routes visible	Instructions for evacuation routes using lights (electric)	MTC	ОК	
2	March 2023	There is no handrill in the high area of the chopping section and blending tank	Because the area is high and slippery, there is a potential for falls from a height	Make and install handrails in the area	МТС	ОК	
3	March 2023	TPS LB3 does not yet have a ceiling	A lot of dust and sawdust fell from the roof	Installing the TPS LB3 area ceiling	HRGA	ОК	



4	June 2023	The drying room sling lift is stringy	Potential for the lift sling to break	Replacement of drying room lift slings	МТС	ОК	
5	June 2023	The blower axle is not yet covered by the safety cover	Potential danger of being pinched and crushed	Install the cover on the blower axle (rotating engine)	МТС	ОК	
6	October 2023	There is no handrill in the area above the dryer	Not in accordance with government standards	Addition of Genset and Dryer Chimney Sampling Holes	MTC, HSE	ОК	
7	December 2023	There is no fence in the lift area	Potential danger of falling material	Added wire mesh around the lift area	МТС	Continue	
8	December 2023	There are no handrills on the worker's platform for the wet contamination section	Because the area is high and slippery, there is a potential for falls from a height	Make and install handrails in the platform area	МТС	ОК	



Joint Labor Management Health and Safety Meeting 2023 PT. Polykencana Raya (SGY)

1. INTRODUCTION

Joint Safety Meeting is a program that is routinely carried out every semester at PT. Polykencana Raya, where at the joint safety meeting an audience is held for workers and labor unions together with Management. For 2023, the Joint Safety Meeting will be held according to the agenda, namely July 12, 2023 and October 18, 2023 as attached below:

1) First Meeting

Meeting Date : Wednesday, July 12, 2024

Number of participants : 11 (3Management & 8worker representatives)

2) Second Meeting

Meeting Date : Wednesday, October 18, 2023

Number of participants : 11 (2 Management & 9 worker representatives)

2. Results

2.1. Findings on July 12, 2023

From the first meeting, there were 5 findings that were requested for improvement, and the findings at the first meeting were completed on September 30, 2023.

NO	MEETING DATE	ISSUES			RESPONSIBLE	COMPLETION DATE
1	12-Jul-23	Shoe soles of dlrt Laboratory officers are damaged, shoes have been provided since 2021 (2 years)	Dirt	Safety Shoe Replacement	HSE	30-Sep-23
2	12-Jul-23	Safety Officers are consistent in ensuring everyone uses personal protective equipment.	Workshop	Breafing Direction to Employees reminding about Safety awareness (every morning)	HSE	14-Agust-23
2	12-Jul-23	Several bulbs in the Milling, Drayer and Blazz work areas are broken.	Milling,Draye r dan Blazz	Electrical Technicians check and repair replacement of Lights	HRD	11-Agust-23
4	12-Jul-23	Grenda's glasses are blurry so it's hard to see.	purchase	Safety check and make replacements (Timbor Area)	HSE	30-Sep-23
5	12-Jul-23	Improve the implementation of Safety Training to increase awareness of Occupational Health and Safety		Training is carried out every Morning Briefing in each section	HRD	17-Jul-23

2.2. Findings on October 18, 2023

From the second meeting, there were 4 findings that were requested for improvement & the findings at the second meeting were completed on February 8, 2024.

NO	MEETING DATE	ISSUES	AREA	CORRECTIVE ACTION	RESPONSIBLE	COMPLETION DATE
1	18-Okt-23	Lighting in the Hengging section makes it difficult for officers carrying blankets to see the road	Milling	Replacing broken lamps	HSE	19-Des-23
2	18-Okt-23	The floor in the Milling Area is often found to be slippery	und to be Milling Making a cleaning schedule, done every day HSE		HSE	23-Des-23
3	18-Okt-23	Broken cutting machine buttons were found, which will result in work accidents	semua bagian	Replacing buttons on every machine that is seen to be broken	Teknik	30-Des-23
4	18-Okt-23	Grenda's glasses are already foggy, it is difficult to see	Purchasing	Replacing glasses in the purchasing area	HSE	08-Feb-24



Joint Labor Management Health and Safety Meeting 2023 PT. Bintang Borneo Persada (KCA)

We hold Joint Labor-Management Meetings quarterly, which are attended by 6 from the management (=Director, Department Heads, Health and Safety (HS) Officer) and 11-13 workers (=Trade Union Representatives and Non-trade Union Representatives).

During these meetings, participants review safety performance, discuss potential hazards, and develop strategies to mitigate risks. The collaborative nature of these meetings helps to build a culture of safety, where every employee feels responsible for maintaining a safe work environment.

In 2023, Joint Labor-Management Meetings were held on 20 March, 22 June, 20 September, 27 November. Several health and safety issues were identified and addressed across different departments.

		Here are pick-up	s of issues and actions:	
Problem Identification	Impact	Action	Photo	Meeting Schedule (MS) and Status (S)
Damaged floor in the pressing machine area	Tripping hazards and product defects due to contamination	Repair damaged floor		MS: March'222 S: Done
Need for protection on HM machine	Fall	Install safety bars		MS: March'222 S: Done
Corroded Support Beams in DH	Reduced strength and potential collapse	Cleaned and coated with anti rust paint		MS: June'222 S: Done
Damaged Lockers	Workers bring bags into the workplace	Repair damaged lockers and add new ones		MS: Sept'222 S: Done
Damaged Floor in Reclaim Area	Risk of Slipping or tripping	Repair the floor		MS: Nov'222 S: Done

Employee Satisfaction Survey 2023 PT. Abaisiat Raya (SFB)

Background

PT. Abaisiat Raya (SFB) carried out a staff survey in 2023; however, the methodology for the survey was altered from the one employed in 2020–2022.

Survey Method 2020 – 2022: Questionnaire distribution \rightarrow Questionnaire collection \rightarrow Analysis \rightarrow Report by HRD, HOD, and GM Evaluation.

Updated Survey Procedure in 2023: Interviews with employees by direct supervisors

General manager to \rightarrow managers to \rightarrow department heads to \rightarrow supervisors to \rightarrow leaders to \rightarrow staffs and workers. The interview data were then analyzed and reported to HRD and GM for the evaluation meeting. The conclusion and actions from the meeting were implemented within the allotted time frame.

Employees can communicate directly with their supervisors about their goals, ideas, and demands by using the interview approach. Along with updating the employee survey methodology, weal so updated the survey questions.

The 2020–2022 survey included 6 questions; in contrast, the 2023 survey has 12 questions for staff and 13 questions for respondents.

Employee Satisfaction Survey schedule by interview 2023

PT. ABAISIAT RAYA	Crado	PROGRAM SURVEY KARYAWAN					PROGRAM REALISASI SURVEY KARYAWAN 2023								
	Grade	Interview		Nov	Dec	Action	.i Nov				Dec				
	Grade	interview		NOV	Dec	Action	1	Ш	Ш	IV	- 1	Ш	III	IV	
	General Manager	Manager	Plan	- 1											
	General Manager	ividilagei	Action				Manager								
	Manager	Head	Plan	- II											
	Widilagei	ricau	Action					Head							
nterview Survey	Head	Spv	Plan	III											
		٠,٠	Action						Spv						
	Spv	Leader	Plan	IV											
		Leade.	Action							Leader					
	Leader	Worker	Plan	IV											
		Tronne.	Action							Worker					
	Staff		Plan		- II										
Analysis	otan		Action									Staff			
•	Worker		Plan		III										
			Action										Worker		
	Staff		Plan												
Report			Action									Staff			
	Worker		Plan												
			Action										Worker		
Evaluation Meeting	Staff & Worker		Plan		IV										
			Action											Staff & Worker	
	DIBUAT OLEH (PRI	EPARED BY):						DISAHK	AN OLEH (A	APPROVEL) BY):			
	KEPALA PERSONALIA HEAD OF PERSONEL									SENERAL M					



Survey Conclusions and Corrective Actions

Question	Category	%	Location	Issue	Corrective Action
How are the equipment, facilities, and amenities provided in the workplace?	Head	30	Factory	No hand washing facilities in the raw material area	Install clean water channels in the raw material and waste area for hand washing
How about the working environment?	Staff	21	Office	Office computers have not been upgraded with maintenance programs, and the office Wi-Fi RAM is small, causing it to be slow frequently	Implement a computer maintenance program for staff in the office and upgrade the Wi-Fi package to a larger one
How about the working environment?	Worker	2	Factory	Air ventilation in the warehouse is adequate, making conditions hot	Add extra ventilation in the warehouse to improve air circulation
What are the challenges regarding safety and health in your work area?	Worker	3	Factory	 1.1. First aid kits (P3K) are not available in every division. 2. WWTP operators are not equipped with safety gear when working at heights. 	 1.1. HS personnel ensure that first aid kits are available in all divisions/areas according to regulations and are documented. 2. HS personnel ensure the availability of body harnesses in the WWTP area, following SOPs.



Employee Satisfaction Survey 2023 PT. Bintang Gasing Persada (SFX)

PT. Bintang Gasing Persada (SFX) has altered the methodology of the survey from the previous.

Survey Method 2023 was to distribute Questionnaire to employees and after collection of answers, HRD analyze survey data to report to the management evaluation.

In 2023, we update Survey Procedure to Interviews with employees by direct supervisors.

So that Employees can communicate directly with their supervisors about their goals, ideas, and demands by using the interview approach. The interview with managers, supervisors, leaders up to workers took 4 months and total of 618 employees (100%) were interviewed.

Employee Satisfaction Survey schedule by interview 2023 Survey Summary of Employees Voice and Company Actions

	ın : 2023				PRO	GRAM	KERJA									REVISI	
			Sent	ember			Okt	ober			Nove	mber			Des	mber	
No.	Kegiatan	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
01	Survei Kepuasan Karyawan 2023																
	- Factory Manager		Ass Manager														
	- Assistant Manager			Spv													
	- Spv				Leader/Admin												
	- Leader/Admin				Worker	Worker	Worker	Worker	Worker								
02	Evaluasi Hasil Survei		i i								i	i e	i	i 	i 	i e	i
	- Staff																
	- Pekerja				<u> </u>												
	·																
03	Laporan		i e					İ								i e	†
	- Staff																
	- Pekerja																
	- Pekerja																
04	Rapat Evaluasi							İ			i	i –	i e	i e			
	'										—						

Subject/Finding	Corrective Action	PIC
Shoes are distributed twice a year	Discussed at a meeting with Management and not yet approved	HSE
Please provide lockers dan Rest Areas	Provide lockers and rest areas	HRGA
Increase Meal Money	Discussed at a meeting with Management and not yet approved	HRGA



COOPERATION & PARTNERSHIP PROGRAM BETWEEN PT. ABAISIAT RAYA (SFB) AND THE LABOR UNION MANAGEMENT (SP-ABAR)

Background

The "Family Friendly" Program is a result of the collaboration between SFB Management and the Labor Union Management (SP-ABAR), which was established on June 18, 2023. Fully implemented in 2024, the program includes several initiatives primarily designed for employees and their families. This partnership serves as a source of motivation for employees through the Labor Union (an employee organization), which acts as a management partner in addressing employment issues within the company.

Partnership & Cooperation Program

		MANAJE	PROGRAM KER MEN DENGAN SERIKA	JASAMA & KEMITRA AT PEKERJA ABAISIA		SP-AI	BAR)														
Nama Program	Tema	Kategori	Reward	Persvaratan	Periode		2024						8 9 10 11 12								
	Partisipasi Manajemen Kepada Karyawan Yang Menikah dan Anak Kandung Menikah	1. Karyawan 2. Anak	Ucapan Dalam Bentuk Karangan Bunga	KTP Kartu Keluarga Surat Nikah	Kegiatan	1	2	3	4	5	6	7	8	9	10	11	1				
	Sebagai Bentuk Turut Berduka Atas Kemalangan Keluarga Inti Karyawan	Istri/Suami Anak Kandung Orang Tua / Mertua Keluarga Satu Rumah	Ucapan Dalam Bentuk Karangan Bunga atau Uang Duka	KTP Kartu Keluarga Surat Keterangan Kematian atau Surat Keterangan RT/RW	Kegiatan																
Ramah Keluarga	Kepedulian Manajemen Atas Prestasi Akademik Anak Karyawan	Anak Karyawan	Perlengkapan Sekolah Juara I. Tas Sekolah, Alat Tulis & Buku Tulis Juara II. Tas Sekolah & Buku Tulis Juara III. Tas Sekolah	Kartu Keluarga Sertifikat Penghargaan Rapor Sekolah atau Surat Keterangan dari Sekolah	Semester																
	Kepedulian Manajemen Atas Prestasi Non Akademik Anak Karyawan	Anak Karyawan	Piagam & Bingkisan	Sertifikat / Piagam Surat Keterangan	Semester																
	Kegiatan Tahunan Manajemen Bersama Seluruh Karyawan dan Keluarga Sebagai Bentuk Silaturahmi dan Kebersamaan	Karyawan & Keluarga	Piagam & Bingkisan	Acara Ramah - Tamah dan Game 2. Penghargaan Karyawan Terbaik 3. Penghargaan Sadar K3 4. Penghargaan Leader & Spy terbaik 5. Penghargaan Devisi Terbaik SS	Tahun																

The "Family Friendly" Program consists of three (3) categories:

1. Congratulations & Condolences

This category represents management's participation in significant life events of employees, such as offering congratulations with flower arrangements when employees or their children get married. Condolences are extended when employees experience the loss of an immediate family member (spouse, child, parent, parent-in-law, or sibling living in the same household).

2. Employee Children Achievement Award

This is divided into two (2) categories: children excelling academically or in school, and children excelling in non-academic activities, such as sports. For these achievements, management provides awards in the form of gifts tailored to the child's needs, based on the level of achievement.

3. Management Gathering with Employees' Families

This event features activities such as games for employees and their families, with prizes for the winners and a door prize giveaway. During the event, rewards are also presented based on annual employee evaluations in the following categories:

a. **Best Employee Award** – based on performance evaluation, 5S assessment, attendance, and OHS compliance, with rewards in the form of a certificate and cash prize.



- b. **OHS Awareness Award** given to employees who have complied with OHS standards and have not experienced any incidents for one year, with rewards in the form of a certificate and cash prize.
- c. **Best Supervisor and Leader Award** based on evaluations by supervisors and HR over one year, with rewards in the form of a certificate and cash prize.
- d. **Best Division & 5S Award** based on the average employee evaluation scores within each division and the results of monthly 5S audits over one year, with rewards in the form of a certificate and cash prize.

Implementation of Awards for Employee Children with Achievements

Friday, June 28, 2024, marks a historic day for activities at PT. Abaisiat Raya. For the first time, this activity will become an annual routine, as part of the partnership program between management and the Abaisiat Raya labor union (SP-ABAR). It is a form of the company's care and motivation for employees' children who excel in both academic and non-academic categories. This program is a social responsibility initiative toward employees and part of the company's CSR program.

The awards for employees' children will be distributed every semester, after the school report cards are issued for the current semester.

PENERIMA PROGRAM RAMAH KELUARGA SEMESTER I TAHUN 2024

No	Nama Anak	Prestasi	Asal sekolah	Nama Orang Tua	Jabatan - Devisi
Prestasi A	Akademik				
1	Athalla Langit Arofi	Juara 1	SDN 41 Padang Selatan	Robi Ricardo	Spv Dryer / Produksi
2	Faiqa Azqiara Rizki	Juara 1	SD IUT Mittahul Huda Padang	Rizki Rahmatullah	HR Manager / HRD
3	Visca Tara Admirez	Juara 1	SDN 33 Sawahan	Adek Putra	Worker / Milling
4	Desti Julia Revani	Juara 2	SMA Kartika I-5 Padang	Dedi Aryes	Scalar / Scalar
5	Khayla Putri Novandi	Juara 3	SMPN 20 Padang	Yogi Andi	Operator / Rawmat
Prestasi N	Non Akademik				
1	Callysta Twelverine S	Juara 1 Renang Se Sumbar	SD RK II Franciskus Padang	Lasmian Sagala	HR Admin / HRD
2	Daffah Mursyidan	Best Player Futsal Tingkat SMP Se -	SMPN 6 Padang	Eka Saputra	Security / GA-Legal



Documentation of the Award Presentation



With the Family Friendly program, we from management are committed to consistently striving to provide a positive impact on employees and their families as a form of appreciation and ongoing motivation (Wilker S Sitio – General Manager)

The Family Friendly Program is a form of appreciation for us, as management continues to strive to give the best for us and our families. Happy employees... a prosperous and thriving company.

(Ismail Basri - Leader of SP- ABAR)

PEMBERIAN REWARD SELANJUTNYA AKAN DIBERIKAN SESUAI KEBUTUHAN ANAK YANG BERPRESTASI, TETAPI SESUAI DENGAN BUGDET YANG TELAH DITENTUKAN OLEH PERUSAHAAN. UNTUK ITU KEPADA YANG MENDAPATKAN PRESTASI HARI INI UNTUK LEBIH MENINGKATKAN, DAN KITA BERJUMPA LAGI PADA PENERIMAAN SELANJUTNYA

BAGI YANG BELUM, SUPAYA MENDORONG ANAK-ANAKNYA UNTUK BERPRESTASI SEHINGGA KEGIATAN SELANJUTNYA JUMLAH PENERIMA REWARD BERTAMBAH JUMLAHNYA DARI HARI INI (Wilker S Sitio)



3. Career Management

1. Employee Performance Evaluation & Review

Percentage of employees' performance assessed in 4 factories:

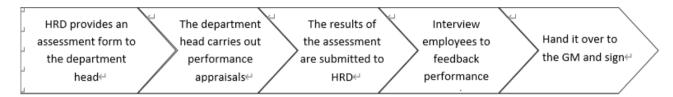
		2021	2022	2023
GRI404-3	Employee receiving regular performance reviews	75%	73%	74%

^{* 3} factories evaluate 100% of employees' performance (both staff and workers).

Here is the example of PT. Abaisiat Raya (SFB) to explain the assessment procedure, its results and the review of the results 2023:

The employee assessment is conducted every three months by the heads of each department and submitted to HR for quarterly performance reviews. The assessment includes 10 categories, with the minimum necessary score of 38 points out of the 10 categories. Employees who do not meet the minimum score will be called by HR for confirmation and coaching

Employee Performance Evaluation Procedure



SFB Evaluation Results 2023



¹ factory evaluates 100% of staff and workers except workers after probation period and before operators.



The results of these evaluations will serve as the basis for employee promotions, rotations, career development, as well as for awarding recognition and rewards to employees on an annual basis **Promotion, Rotation, Transfer**

Start Position **Next Position** Name Joint Date Years of Service Gender Date Status Position Department Position Department 1 26-Apr-13 11,56 thn Pria worker Milling Milling 19 Aug 2024 Promotion Leader 2 11,53 thn 07-May-13 Pria Milling Milling Leader 19 Aug 2024 Promotion Spv 19 Aug 2024 Promotion 12-Aug-13 11,27 thn Pria Milling Milling worker Leader 4 18-Sep-17 7.16 thn Pria 5 Aug 2024 Promotion worker Dryer Leader Dryer 5 6 7 04-Mar-19 5.70 thn 5 Aug 2024 Promotion Pria Leader Dryer Spv Dryer 16-Aug-21 3.25 thn Pria worker 12 Aug 2024 Promotion Dryer Leader General 5 Aug 2024 Promotion 16-Aug-21 3,25 thn Pria worker Dryer Dryer Leader 07-May-13 10.90 thn Pria Mekanik Automotive Op Forklif FG 5 Aug 2024 Transfer 9 thn 5 Aug 2024 Rotation 12-Aug-13 10,71 Pria worker Dryer worker Cuci Troly 10 13-Sep-16 7,24 thn Pria worker 5 Aug 2024 Rotation Dryer worker Cuci Troly 11 09-Sep-13 10,57 thn 5 Aug 2024 Rotation Pria worker Dryer worker Cuci Troly 12 21-jan-14 10.21 thn Wanita worker Dryer worker QC 5 Aug 2024 Rotation 13 07-Sep-17 6,49 thn Pria 5 Aug 2024 Transfer RM worker General worker 14 26-Mar-18 5,46 thn Pria worker 19 Aug 2024 Transfer General worker Milling 15 26-Mar-18 5,28 thn Cuci Troly 5 Aug 2024 Rotation Pria worker Dryer worker 16-Sep-19 3.65 thn Pria worker Dryer QC FG 5 Aug 2024 Rotation

In

2023, as a result of the performance evaluation, 7 employees were promoted, 6 were rotated and 3 were transferred.

2. Career Development Program

Employee skill development training is started from new comers training, and then on the job training, followed by the above stated "performance evaluation" including aptitude evaluation, qualifying evaluation for rotation, transfer and promotion.

For long-term, systematic "career development program", in our group, is started and implemented at PT. Abaisiat Raya since 2018.

We introduce the progress report:

^{*} Social_ Appendix 9. Regular Employee Performance Review (actual example)



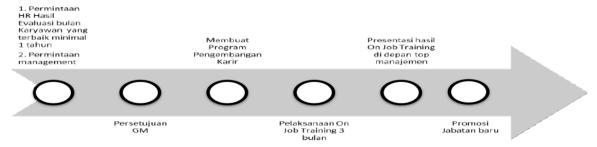
CAREER DEVELOPMENT PROGRAM PT. ABAISIAT RAYA

PT Abaisiat Raya (SFB) developed a career development program and started its first program in 2018 for 16 employees (=7 staff and 9 workers). Employees participating in the career development program will each be provided with specific training programs that they must attend, as illustrated below:

				PT. ABAISIA						ISIA	T RA	YA P	ADA	NG-	SUN	1BAF	l											
PT.	ABAISIAT RAYA											AM F DEVE																
KA	ARYAWAN		PRO	PROGRAM			TAHUN																					
Name	Posisition	Promotion				JAN	FEB		MA	RET			AP	RIL			M	EI			JU	NI			JU	LI		RESULT
			Topic			JAN	FEB	I	II	III	IV	I	II	III	IV	I	II	Ш	IV	I	II	Ш	IV	I	II	III	IV	KESULI
		Data & Lanoran	Data & Laporan Robet Kenedy	Plan																								
				Rober Reneay	Actual																						ĺ	
			A 41814	D.L.W. I	Plan																							
IZ ANDIDATE	Kepala	04 11 1	Actifity	Robet Kenedy	Actual																							
KANDIDAT	Labor	QA Head		D.L.W. I	Plan																							
			Acting	Robet Kenedy	Actual																							
			Presentasi H	IIDD	Plan																							Presentasi
				HRD	Actual																						П	Pass/Non Pass

The implementation of the career development program is carried out through activities provided to career development employees in accordance with the positions they are being prepared for. The form of activities for employees participating in the career development program includes on-the-job training (OJT) for a duration of three months, followed by an evaluation with a presentation in front of management to determine whether the candidate is suitable for the new position. If deemed unsuitable, the candidate must be willing to step down. This represents the greatest challenge for candidates promoted to the career development program at PT Abaisiat Raya. From 2018 to 2024, no candidate has failed in the career development program.

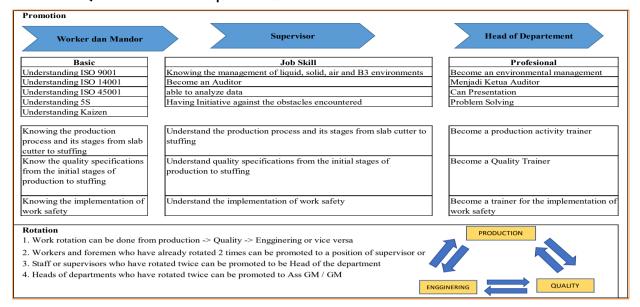
Career Development Procedures



The stages of the procedure above involve several processes that must be carried out. In particular, HR must be accurate in selecting candidates for the career development program, which is evaluated based on several considerations, including: one-year performance assessment (quarterly employee evaluations & 5S assessments), education, experience, and discipline.



Promotion Qualifications and Requirements



Requirements for candidates to participate in the career development program include basic training, job knowledge, work abilities and skills, and competencies. Essentially, competencies are required for department heads. A detailed explanation with the following scheme:

Grade	PengetahuanDasar	KeterampilanKerja	Kompetensi
Leader	 Knowledge of ISO 9001-14001-45001 Knowledge of 5S Knowledge of Kaizen 		
	 Understanding of the Production Process from Start to Finish Knowledge of Quality Knowledge of Occupational Health and 		
Supervisor / Staff	Safety (OHS) Knowledge of ISO 9001, ISO 14001, and ISO 45001 Knowledge of 5S Knowledge of Kaizen Understanding of the Production Process from Start to Finish Knowledge of Quality Knowledge of Occupational Health and Safety (OHS)	Environmental Management Knowledge of Auditing Ability to Analyze Possess Work Initiative	
Head - Manager	Knowledge of ISO 9001, ISO 14001, and ISO 45001 Knowledge of 5S Knowledge of Kaizen Understanding of the Production Process from Start to Finish Knowledge of Quality Knowledge of Occupational Health and Safety (OHS)	Environmental Management Knowledge of Auditing Ability to Analyze Possess Work Initiative	Environmental Management Trainer Ability to Present Problem-Solving Skills Trainer in Production Processes, Quality, & OHS



In the context of the career development program, rotation is one of the steps to determine candidates for the program. With our rotation scheme, we can be more efficient, and candidates prepared through this method find it easier to execute and understand all stages of the career development program.

Career Development Program in 2024

				PT. AB	AISIAT RAYA F	ADANG	-SUMB	AR			Doc. : F.PSN-27
T. Abaisia	at Rava			(Carrier Developn	nent Prog	ram				Rev. : 00
Emplo					Rotation	job					
			Position		Rotation 1			Rotation 2			Promotion
ame	Date of Join	Posisition	Started	Finish	Posisition	Started	Finish	Posisition	Started	Finish	>2028
	11-Mar-13	Head EN	11-Mar-13	2018	Head Production	2018	2023	Factory Manager	2023	2026	GM
	26-Apr-13	Worker	26-Apr-13	2015	Leader	2015	2016	SPV	2016	2026	Head Departement
	26-Apr-13	Worker	26-Apr-13	2021	Leader	2021	2026	SPV	2026	2028	DRC Man
	07-May-13	Worker	07-May-13	2021	Leader	2021	2024	SPV	2024	2028	Head Departement
	03-Jun-13	Analis	03-Jun-13	2019	Kepala Labor	2019	2022	QA Head	2022	2026	PPD-MR
	12 Ags 13	Worker	12 Ags 13	2024	Leader	2024	2026	SPV	2026	2028	PPC
	02-Oct-13	Worker	02-Oct-13	2021	Leader	2021	2026	SPV	2026	2028	QC
	11-Oct-13	Analis	11-Oct-13	2022	Kepala Labor	2022	2025	QC	2025	2028	Head Departement
	02-May-14	GA/Legal	02-May-14	2018	HR Manager	2018	2025	Factory Manager	2025	2028	Ast GM
	24-Jul-15	SPV Production	24-Jul-15	2018	QA Head	2018	2022	Purchasing Manag	2019	2026	Ast GM
	14-Sep-15	HR Admin	14-Sep-15	2025	HR Manager	2025	2024	HR Manager	2024	2026	Head Finance/Acc
	18-Sep-17	Worker	18-Sep-17	2024	Leader	2024	2026	SPV	2026	2028	PPC
	30-Oct-17	DRC Man	30-Oct-17	2024	Staff QC	2024	2026	SPV	2026	2028	Head Departement
	07-Jun-17	Worker	07-Jun-17	2023	Logistic Head	2023	2025	SPV	2025	2028	PPC
	26-Mar-18	Leader Produksi	26-Mar-18	2021	Spv	2021	2025	QC	2025	2028	Head Departement
	04-Mar-19	Lathe Operator	11-Mar-13	2021	Leader	2021	2024	SPV	2024	2028	Ast FM
	04-Jan-21	Leader QC	04-Jan-21	2022	QC	2022	2025	Kepala Labor	2025	2028	Head Departement
	16-Aug-21	Worker	16-Aug-21	2024	Leader	2024	2026	SPV	2026	2028	Head Departement
	16-Aug-21	Worker	16-Aug-21	2024	Leader	2024	2026	SPV	2026	2028	Head Departement
	08-Aug-23	EV	08-Aug-23	2025	HSE Head	2026	2027	Ast FM	2027	2028	Head Departement
	20-Apr-24	HS	20-Apr-24	2025	HSE Staff	2026	2027	HSE Head	2027	2028	Head Departement

Realization of Career Development 2018 -2024

N T	Mulai						Tal	ıun					Tr.4
Nama Karyawan	Bekerja	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	Keterangan
	11-Mar-13		He	ad Produc	tion		Factory	Manager			GI		Ok
	26-Apr-13	Spv									H	lead Dept	Ok
	26-Apr-13		Worker		Leader							DRC Man	Ok
	07-May-13		Worker			Leader		Spv				Head Dept	On Job Trainir
	03-Jun-13		Kepala	a Labor		QA Head						PPD-MR	Ok
	12 Ags 13			Wo	rker			Leader			On Job Trainir		
	02-Oct-13		Wo	rker		Leader						Spv	Ok
	11-Oct-13			alis		Kepala L	abor			C	(C	Head Dept	Ok
	02-May-14	GA-Legal	HR Mana	ger						Factory N	/lanager	Ok	
	24-Jul-15	Q.		Purchasir	ng Manag	er					Ast (Ok
	14-Sep-15	HR Admin	R Admin						-	IR Manag	er	Head Finance	Ok
	18-Sep-17			Wo	rker			Leader				Spv	Ok
	30-Oct-17	DRC Man								Spv		Head Dept	Ok
	07-Jun-17			Worker			Logistic	stic Head			ν	PPC	Ok
	26-Mar-18		Leader		SPV					C	(C	Head Dept	Ok
	04-Mar-19	Lat	he Opera	tor		Leader		Spv				Ast FM	On Job Trainir
	04-Jan-21				Lea	ader	QC			Kepala	Labor	Head Dept	Ok
	16-Aug-21					Worker		Leader				Spv	On Job Trainir
	16-Aug-21					Worker		Leader				Spv	On Job Trainir
	08-Aug-23						EV			HSE Head		Head Dept	Ok
	20-Apr-24	4 HSE Staff Head Dept					Head Dept	Ok					
This career development program plan is a long-term plan and a future position													

Belum Bergabung
Jabatan telah selesai
Jabatan saat ini
Rencana jabatan selanjutnya

scheme in the form of an employee career development program. The career development program must receive approval from management.



4.Labor Practices

Human Right & Labor Practices Assessment Report 2023 PT Bintang Borneo Persada

(1) General Overview



Subject	2022	2023
Fair Employment Practice System & Implementation	0,90	0,90
Fair Employment Practice Communication & Training	0,83	1,00
Employees Health System & Implementation	0,80	1,00
Employees Health Communication & Training	0,80	0,90
Human Rights	0,86	1,00
Overall Score	0,84	0,96

From the 2023 assessment report we found that the trend of improvement in almost all areas from 2022 to 2023. The most notable improvements were in the areas of Fair Employment Practice communication & training, Employee Health system & implementation, and Human Rights. The consistent scores in other areas, along with overall progress, reflect a strong commitment to enhancing workplace practices and employee well-being.

But there are two subjects needed for the improvement, as follows;

1. Fair Employment Practice System and Implementation

This situation was stable in 2022 and 2023 because the number of union members did not reach the quorum of 50% + 1 required to propose a Collective Labor Agreement. To address this, the workers' union, employees, and the company need to explore the implementation of Minister of Manpower Regulation 28/2014 article 18 which regulates the procedures for creating a Collective Labor Agreement through a voting process.



2. Employee Health Communication and Training

Overall, there has been an improvement in the number of training hours in 2023 compared to 2022. However, the training hours achieved in 2023 are still only 5.1 hours per person per year.

Training hours per employee

Year	Total Training hours	Total worker	Training hours per employee
2021	556	278	2,0
2022	1066	222	4,8
2023	1157	229	5,1



a. Enhancement of Safety Training

- Check tool and equipment Hydrant and on side training operation of Hydrant Monthly by safety staff and engineering department along with the emergency response team.





- Training in operation fire extinguisher for staff and workers



- Safety Awareness training for all employees

Safety awareness training was conducted for all employees to ensure they are well-informed about workplace safety protocols and practices. The training covered various topics such as emergency response procedures, proper use of personal protective equipment (PPE), hazard identification, and reporting mechanisms. Regular refresher courses were also introduced to keep safety knowledge up-to-date and to foster a culture of continuous safety improvement within the organization.



b. Enhance Safety Communication

- Supervisor Role; Before starting working supervisor must be make sure all item below and share the report every shift at WA Group Chat "P2K3" whose members are the Occupational Safety and Health advisory committee.



- 2. Safety Induction before Start Operation, to educate the worker related:
 - Safety Signs
 - o Machine protection equipment
 - Emergency stop
 - o PPE
- 3. Safety Patrol During working time
 Conduct regular safety patrols by supervisors, safety
 personnel, safety officers, and department heads to
 ensure that the workplace is safe and secure.
- Regular Joint Management-Labor Meeting 2023

The number of participants from Worker Union, Worker Representative and Management who attended the meetings in March, June, September, and November 2023.

No	Meeting Participant	Mar-23	Jun-23	Sep-23	Nov-23	Total
1	Worker Union	28	9	8	8	53
2	Worker Representative	3	2	3	3	11
3	Management	6	6	7	7	26
	Total Attendances		17	18	18	90

Summarizes the number of safety issues that were brought up in Joint Management-Labor Meetings across various working areas in the year 2023.

No	Working Place	Mar-23	Jun-23	Sep-23	Nov-23	Total	Status
1	Production	5	5	6	4	20	Closed
2	Quality Control	1	1	0	0	2	Closed
3	Raw Material	1	0	0	1	2	Closed
4	Office	0	0	1	0	1	Closed
5	Workshop	0	0	0	2	2	Closed
٦	Total Issue Raised	7	6	7	8	27	Closed

Every safety issue raised during the Joint Management-Labor Meetings in 2023 has been addressed and resolved, ensuring a safer working environment for all employees







3. Employees Health System and Implementation

- Noise Monitoring 2023

No	Noise Sources	Area	Testi	ng Date	Unit	Upper	Testing Place
140	Noise sources	711'Ca	Apr-23	Aug-23	Offic	Limit	resting ridee
1	Machinery	Wet Line	84,3	67,9	dB(A)	85	Lab Lingkungan PT. Mutu Agung Lestari Tbk
2	Machinery	Dry Line	84,8	80,8	dB(A)	85	Lab Lingkungan PT. Mutu Agung Lestari Tbk
3	General Activity	Office	54,3	53,9	dB(A)	70	Lab Lingkungan PT. Mutu Agung Lestari Tbk

Production Area:

- **Wet Line**: Since noise levels in August dropped significantly from April, investigate what changes were made and apply similar measures consistently.
- **Dry Line**: Although noise levels are within limits, monitor closely to ensure they do not approach the upper limit, especially given the higher levels in April.

Office Area:

General Activity: The office noise levels are well within the upper limit; maintain current practices but remain vigilant to ensure that noise remains at an acceptable level.



- Annual Medical Checkup 2023

In 2023, KCA conducted health examinations in collaboration with the Department of Manpower and Transmigration UPT Health Laboratory in September 2023.

Examination	Worker tested	Normal	Abnormal	Corrective Action
Visual Acuity	65	58	7	Examined by an eye specialist and the following recommendations were made; 1. Wear glasses that match their level of visual acuity, 2. Perform activities in well-lit environments 3. Use UV-protective glasses when working on computers.
Work Fatigue	65	38	27	Implement fatigue management program for all employees. This include regular breaks, workload management, and promoting lifestyle habits to ensure overall well-being and productivity.
Spirometry	52	42	10	Provide appropriate protective equipment and implement health and safety training to address and prevent any progression of these issues.
Audiometry	63	60 83	3	Provide follow-up consultation with audiologists, offering hearing protection equipment, and conduct training on noise

				exposure reduction to ensure the ongoing hearing health of all employees.
Total	245	198	47	

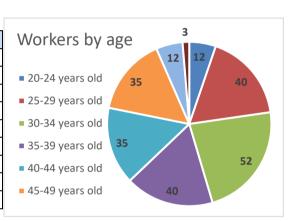
Source; Occupational Health Examination Results Report of PT. Bintang Borneo Persada Kubu Raya Regency in 2023



4. Human Rights

Headcount report by age

	No. 2 Novel and formula as 200					
No	Age	Number of workers	%			
1	20-24	12	5%			
2	25-29	40	17%			
3	30-34	52	23%			
4	35-39	40	17%			
5	40-44	35	15%			
6	45-49	35	15%			
7	50-54	12	5%			
8	55-59	3	1%			
То	tal	229	100%			



We consistently monitor the age of workers to ensure that there is no child labor in our workplace. And annually, we are required to report the workforce profile to the labor office through online channels.

(2) Corrective Action Plan for 2024

To be maintained by Management			To be maintaine	ed by Auditor					
Subject/Finding	Corrective Action	PIC	DIC Initial toward	Due date	Progress (%)			s (%)	Note
Subject/Finding	Corrective Action	FIC	Initial target	Due date	25	50	75	100	Note
Fair Employment Practice	e, System & Implementation								
Collective Labor Agreement	Implementation of Minister of Manpower Regulation 28/2014, article 18, which regulates the procedures for creating Collective Labor Agreement through a voting process	HRD	20/11/23	20/12/24					
Labor relations (employee representative or union	Meeting with action from employee's voice	HRD	20/11/23	20/12/24					
Employee Health Commu	inication & training								
Training of all relevant employees in health and safety risks and good working practices	10 hours of training per employee	EHS	20/11/23	20/12/24					



Appendix: Human Rights & Labor Practice Assessment Form and Result 2023

No	Checklist Items	Auditor comment (Documents, Procedures, Frequency)	Evaluation Standard	Score
LABO	R PRACTICE			
1	Company Regulations with work conditions	KCA has company regulations	Company Regulations Collective Labor Agreement	2
	Company Regulations are communicated with every employee.	Do internal meeting with all employees department) every year (2 times a year team) and meeting minutes will explaining company regulations	0. No 2. for new employee 4. every year	4
	Employment Contract signed & acknowledged by every employee	All of the employees will sign the agree and understand the job (include job position & job description)	O. No 2. Yes 4. Yes with Position & Job Description	4
	Responsibilities, work hours, wages, and other benefits and rights of employees are clearly stated in the employment contract &/or Company Regulations.	Yes, all employees will confirm and the agreement of job descriptions also employment contract company regulations	O. No S. Yes 4. Yes with Position & Job Description	4
	Employees' performance and wages are reviewed every year.	1. KCA does performance review 1 times a year, and after that we inform to employee their performance and their evaluation & performance will be sign by the employee 2. Wages for workers under one year is minimum wage, wages 1 year and above will be adjusted on the wage scale.	O. No 2. Yes 4. Yes with Feedback to employed	4
	Labor Relations (employee representative or trade unions)	KCA make schedule for joint labor management meeting quarterly. LKS BIPARTIT with unions has not schedule yet	O.No periodic meeting management Meeting more than 2 per year Meeting with action from employoice	4
	Employees have right to refuse to work overtime, work on a day off, or work overtime on holidays.	KCA settings of maximum took overtime one person maximum overtime is four hours every day, than 18 hours per week and employee have the right to refuse the overtime which written on the form HR procedure F-PSL-13-01 Application for Overtime	agreement 2. Yes 4. Yes with maximum limit in	4
	Wages are paid not low than the minimum wage.	Yes signed on employment contract, based on Governor's Decree 1468/Disnakertrans/2022 concerning Minimum Wage		4
			Maximum Score	32
			Evaluation Score	30
			Labor Practice Rate	0,94

No	Checklist Items	Auditor comment (Documents, Procedures, Frequency)	Evaluation Standard	Score
HEAL	TH AND SAFETY			



9	Occupational Health & Safety System	Certified by ISO 45001:2018	0. No 2. by Government Requirement 4. ISO45001	4
10	Channels/Mechanism for Employees to report complaint/grievance in work conditions	Annual Employee Satisfaction Survey and labor management H&S meeting with corrective action every 3 month a year	O. No Complaint Handling Procedures With CA Employee Satisfaction Survey With CA Labor-Management H&S Meeting With CA B. Both of 4.	8
11	Training of all relevant employees on health and safety risks and good working practice	Make a training schedule for employees related to occupational health and safety risks as well as coaching new employees at least 10 hours per year per employee.	0. Less than 5 2. Less than 10 4. more than 10	2
12	Active Preventive Measures of Stress and Noise, Smell, Humid, Temperature, Brightness	Conduct testing with verified external parties every 6 month with Corrective Action	O. No Monitoring work environment A. Preventive Measures & Corrective Actions	4
13	Health & Safety Related Risk Assessment	HIRADC evaluation is carried out every 6 months, and determines Corrective Actions but not all those that are not accepted are completed until the acceptance stage	O. Only Assessment without CA for unacceptable CA only for some of unacceptable CA for all unacceptable CA for all unacceptable within 3 months	8
14	Basic Safety Actions	Safety is working in accordance with SOPs and regulations set by the company, for example using PPE, safety signs. 1. Safety signs are available in each work area 2. machine protection equipment is available and work fine 3. The machine emergency stop switch has been applied and work fine 4. The available PPE is used by employees	Safety/warning signs, indication Protective Equipment/installation on machine Emergency Stop switch Wearing necessary PPE	4
15	Employees have right to remove themselves from work situations that they believe could cause injury or ill health.	Establish procedures or company regulations related to removing oneself from work situations that can cause injury or ill health	O. No 2. Yes , Company Regulations 4. Yes , Company Regulations communicatedwith employees	4
16	Hazardous Chemical handling procedures	Training of procedures of Hazardous chemical handling and provided cleaning equipment in case spill and leakage in work area.	O. No training Procedures are trained with employees A. Yes with adequate cleaning equipment provided in case of spill & leakage	4
17	Employee health	KCA is consistently obliged to comply with government regulations related to first aid kits, rest areas, cafeterias, drinking water, and medical check-ups.	1. first aid equipment & kids 1. rest area 1. adequate eating area 1. adequate restrooms 1. adequate hand washing place 1. clean drinking water 4. annual medical health check (total 10 points)	10
				ГО
			Maximum Score Evaluation Score	50 48

No	Checklist Items	Auditor comment Documents, Procedures, Frequen	cy) Evaluation Standard	Score
HUM	AN RIGHTS			ı
18	No violation, no harassment , no forced labor in work place	KCA regulates the prohibition of violat harassment and forced labor in the workplace within company regulation HR consistently monitors workplace conditions and conducts assessments through employee satisfaction survey	2. Yes4. Yes with HR monitoring mechanism4. Yes with Emloyee satisfaction	8
19	No discrimination , No sexual harassment	KCA regulates the prohibition of sexual harassment and discrimination in the workplace within company regulation HR consistently monitors workplace conditions and conducts assessments through employee satisfaction survey	2. Yes 4. Yes with HR monitoring mechanism 4. Yes with Emloyee satisfaction survey 8. Both of 4.	8
20	Gender equity is applied in recruit and employment process.	KCA regulates Gender Equity during recruitment process and managemen HRD receive adequate training in this matter		4
21	Equal opportunities for female employees to receive career	KCA regulates equal opportunities for female and male workers to receive training, promotions, and career development. Management and HRD receive adequate training in this matt	Yes 4.Yes, with training of management and HRD	4
22	No Child Labor (below 18 years old)	KCA regulates the minimum age limit workers to be at least 18 years old in company regulations, conducts month monitoring of worker distribution bas age, and is required to report worker data to the government through BPJS Employment, BPJS Health, and the Department of Manpower.	2. Yes 4.Yes, with monitoring and	4
	ı		Maximum Score	28
		ļ	Evaluation Score	28
			Human Rights Rate	1,00



5.Human Rights

Study of Decent Living Needs (Minimum Wage) & Living Wage

One of the fundamental human rights is the right for workers to a fair wage that ensures workers, their families can live in human dignity.

In this article, we provide the comparative study between the minimum wage based on the decent living need by the Ministry of Manpower, Indonesia and our living wage estimation of Kubu Raya regency, West Kalimantan province, where one of our factories is located, in 2022.

<Calculation Methodology>

"Living Wage" is not published in Indonesia yet but the Ministry of Manpower, Indonesia announces its regulation No.18 to define "Decent Living Needs calculation per person" which serves as the guideline for Minimum Wages in Indonesia. (Ministry Regulation No.18/2016, revision in 2020, in 2022)

We incorporated it with the average commodity prices in Kubu Raya Regency for the year 2022 to calculate "Decent Living Needs" in Kubu Raya regency.

The Living Wage is varied by family structure. For our living wage estimation, we referred to the estimation standard family structure of "two adults and two children", by the "Global Decent Living Coalition".

<Calculation Results>

Decent Living Costs in Kubu Raya district 2022 (Indonesia rupiah)

Components and Types	Number of	Decent Living Needs		
Components and Types	items	per person	per family	
Food & Drink	13 Items	717.068	2,791,314	
Clothing	13 Items	189.500	664.125	
Housing	26 Items	975.360	1.003.693	
Education	2 Items	12.083	14.333	
Health	5 Items	83.125	150.000	
Transportation & Communication	2 Items	301.500	301.500	
Recreation, Savings, Social Security	3 Items	188.993	283.665	
Total		2,467,630	5,208,630	

^{*}calculation formular: item x necessary amount x market price calculation formular: item x necessary amount x market price components and types: Ministry of Manpower No.18/2020 necessary amount per item: Ministry of Manpower No.18/2020 market price: BADAN PUSAT STATISTIK KABUPATEN KUBU RAYA 2022

- * Appendix1. Calculation detail table
- * Attachment1. PERATURAN MENTERI KETENAGAKERJAAN REPUBLIK INDONESIA NOMOR 18 TAHUN 2020
- * Reference 1. STATISTIK HARGA KONSUMEN PERDESAAN KABUPATEN KUBU RAYA 2022/2023

 Badan Pusat Statistik Kabupaten Kubu Raya



<Comparison with Global Living Wage Coalition Estimation>

"Global Living Wage Coalition" publishes its Living Wage reports of 4 districts in Indonesia in 2022. <u>Indonesia</u> Archives - Global Living Wage Coalition

Here is the comparison between Global Living Wage Coalition and our study in different locations.

	Living Wage Estimation 2022	(Indonesia Rupiah)
	Global Living Wage Coalition	
Α	Urban West Java Province (SUBANG AND GARUT)	4,268,825
	URBAN BANTEN PROVINCE (TANGERANG	
В	SELATAN)	5,096,650
С	Rural Lampung Province	5,323,074
D	Sulawesi,	5,271,554
	Southland Indonesia	
Е	West Kalimantan (Kubu Raya)	5,208,631



<Consideration on the Living Wage>

(1) Comparison between the Minimum Wage and the estimated Living Wage 2022

In this study, we calculated the Living Wage per Standard Family structure (two adults and two children), according to Global Living Wage Coalition standard. While Indonesia Government announces only the decent living costs per person as a guideline for the Minimum Wage. To make "apples to apples" comparison between the minimum wage (=decent living of single person) and the living wage (=decent living of family of 2+2), we take "double income ratio" among workers with families into our consideration of "family income"



and calculated "single income" by and "family income" from Minimum Wage, in the assumption that workers receive only Minimum Wage:

Comparison with Minimum wage and Living Wage 2022

Minimum Wage Income for family	4,014,094
Double Income Ratio among workers with families	62.67%
Minimum Wage per person	2.467.630
Minimum Wage X 2X 62.67% + Minimum Wage X 37.33%	4,014,094
Living Wage Estimation	5,208,631

^{*} Double Income Ratio: applied the ratio of our factory workers due to no available statistics in Kubu Raya region

The simulation result: If workers in Kubu Raya regency earn only at the minimum wage, their family income might be **IDR4,014,094** in 2022, which is 23% below the estimated Living Wage for the standard family.

(2) Living Wage case study on our factory in Kubu Raya Region2022

	Reserch on our factory in Kubu Raya Region 2022						
Worker		Average Wage	Numbers	Percent			
	Double Income	6,158,098	94	42%			
	Single Income with Family	3,256,522	56	25%			
	Single Income (Single)	3,256,522	38	17%			
Staff							
	Simple Average	6,393,753	34	15%			

Regardless of family size and family income, in staff case, the simple average was already above the decent living needs. For workers of double income with families and workers of single income without a family were above the decent living needs. --- In total, 75% of the employees received wages above the decent living needs, while 25% of those workers of single income with families were below. We will investigate furthermore in those single-income workers with families.

6.Business Ethics

Summary Report Anti-Corruption Risk Assessment 2023 PT. Bintang Gasing Persada (SFX)

We carry out an anti-corruption risk assessment at least once a year, where in 2023 the risk assessment was carried out on August 22 2023. The risk level is divided into 3 categories:

Risk Level	Risk Score
Low	3 - 5
Medium	6
High	7 - 9

The method used in risk score is:

Risk = Possibility + Potential Impact + Risk Mitigation

<Risk Category>

1. Possibility

Possibility assessment is divided into 3 categories:

Level	Score	Status	Complexity
		The root cause of the incident has been	It's hard to do even without controls
Low	1	resolved and the possibility of its	
		recurrence minimized	
Medium	2	The incident has been resolved.	Medium with no controls in place
Lligh	3	The incident is under arrest or under	Easy to do without controls in place
High	3	investigation	

Likelihood of occurrence within 12 - 24 months

2. Potential Impact

Potential impact assessment is divided into 3 categories:

Level	Score	Reputation	Legal / Compliance	Operational / Commercial
	Short-tern		Internal Administrative	Minimal complaints from
Low	1	market impact on	Actions such as :	stakeholders with minimal
		reputation	warning notifications	recovery costs
		Sustainable local	Regulatory process	Strained Impact on business
		impact with	and/or trial	relationships with moderate
		implications for		cost of recovery
Medium	2	customers,	Internal Punishment :	Moderate Loss to company
		employees, suppliers,	compensation,	revenue
		regulatory officials	penalties, demotion	
		and/or competitors		



		Long-term damage to	Investigations subject to	Significant loss/damage to
		stakeholders and	fines and penalties	business relationships and
		public image	including criminal	company income
High	3		prosecution, possible	
			regulatory action.	
			Internal Punishment -	
			disciplinary dismissal,	

3. Risk Mitigation

The type of risk mitigation is determined in advance with different levels of control value. After determining the type of risk mitigation that can be carried out, the control values will be added up.

Table of Risk Mitigation Types

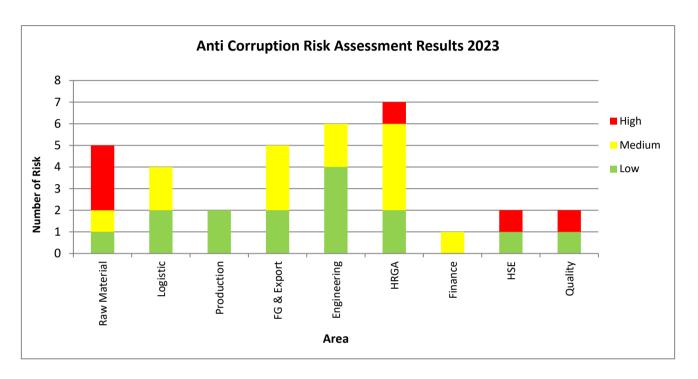
Risk Mitigation Types	Control Point
Anti-corruption compliance program	1
Anti-Corruption or Compliance Committee	1
Written standards (code of ethics and anti-corruption policy)	1
Anti-corruption training and communication for employees	3
Commitment from leadership and management	3
Communication from management to managers and supervisors	3
Create reporting system procedures	2
Gift and entertainment procedures require approval and review	2
Accounting controls on review, approval and payment of vendor/supplier invoices	3
Anti-corruption audits must be carried out regularly	3
Procedures for review, approval and reimbursement of travel expenses and reports	2
Contractual provisions regarding compliance for third parties (agents, vendors, contractors)	1
Some level of vendor/supplier contract approval or internal signing	3
Availability of a hotline or suggestion box for customers/suppliers	1
Employee background check (SKKB)	1
Anti-corruption training and communication activities for procurement staff	3
Anti-corruption training and communication for all staff (Managers)	3
Anti-corruption training and communication for all staff (supervisors)	3
Signing of an anti-corruption commitment for all staff and managers	2
Installation of anti-corruption banners as a means of visual outreach in all factory areas	1
Anti-corruption outreach and communication to third parties (vendors, agents, contractors)	3
Total	45

Risk mitigation assessment is:

Risk Mitigation = $\frac{Applied control points}{Total Control Point}$ x 100%



Level	Score	Percentage (%)
Low	1	>90%
Medium	2	40% - 90%
High	3	<40%



After the anti-corruption risk assessment, Company reviews and make sure of the implementation of the risk mitigation procedures, for High Risks areas:

No.	Activity / Area	Type of Risk	Mitigation Measures
	Manipulation of rubber quality		stock opname & sampling test
1	1 Raw Material	Manipulation of scale	Weighing of trucks and baskets
		Manipulation of price	Price cross-check
2	HRGA	Manipulation of report	SOP & Records
3	HSE Manipulation of cooperation		Records of cooperation & Vendor
3	ПЭЕ	Manipulation of cooperation	evaluations
4	Quality	Manipulation of cooperation	Records of cooperation & Vendor evaluations

Summary Report Information Security Risk Assessment 2023 PT. Bintang Gasing Persada (SFX)

Information security risk assessment are carried out at least once a year, where in 2023 the risk assessment was carried out on 01 August 2023. The risk level is divided into 3 categories:

Risk Level	Risk score
Acceptable	1-2
Issue	3 – 8
Unacceptable	9 – 27

The method used in risk assessment is:

Risk = Significance × Probability × Vulnerability of Information Assets

1. Significance

Significance categories how users can access information whenever necessary. Significance categories divided 3 point as below :

a. Confidentiality of information:

Level	Score	Evaluation	
Low 1 General information or internal information but open to public			
Medium	2	Internal Information and limited to inter-company	
High	3	Internal Information and limited to autorized persons, or customer's information	

b. Affect: result or effect

Level	Score	Evaluation	
Low	1	No affect or , Affect only to limited area of internal company	
Medium	2	Affect to several deaprtments of inter-company	
High	3	Affect to whole of inter-company, or Affect to customers (the party)	

c. Availability of information:

Level	Score	Evaluation
Low	1	Immediate alternative available or no problem if resumed normal within a few days
Medium	2	Need to be available within a daytime
High	3	Need to be available all the time

Significance assessment is:

Siginificance =
$$\frac{Confidentiality + Affect + Availability}{3}$$

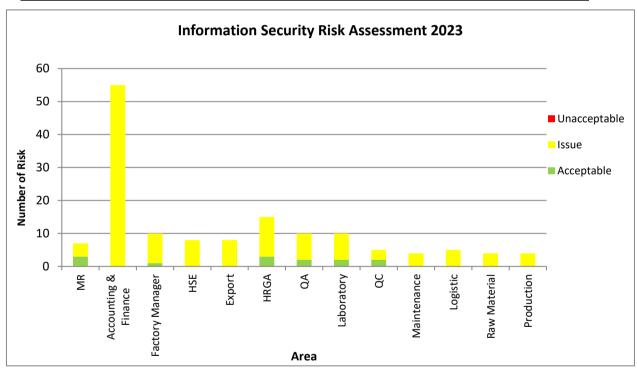


2. **Probability**: the possibility of information occurring

Level	Score	Evaluation	
Low	1	Very unlikely, not known ever happened	
Medium	2	May happen once a quarter	
High	3	May happen more than once a quarter	

3. Vulnerability of Information Assets

Level	Score	Evaluation	
Low	1	Information assets are properly maintained and controlled	
Medium	2	Improvement of information assets maintenance and control	
High	3	Lack of information assets maintenance and control and corrective action is needed	



After carrying out an information security risk assessment, 145 risk numbers were obtained and 6-cases with score 5 which is in the risk category of Issue. Then the company carried out a review and ensured the implementation of risk mitigation procedures by carrying out the following corrective or risk control actions.

No.	Area	Information Name	Risk Event	Risk Control
1	MR	ISO Document Master	- Documents accessed by unauthorized persons - Data stolen, damaged and lost	 Documents are stored in the cabinet and the work area is locked Give visual signs to documents Procedures for storing & using documents

2	Accounting & Finance	Bank Payments/Voucher s Accepted	- Documents accessed by unauthorized persons - Data stolen, damaged and lost	- Documents are stored in the cabinet and the work area is locked - Give visual signs to documents - Procedures for storing & using documents
3	Accounting & Finance	Cash/Voucher Payments Accepted	- Documents accessed by unauthorized persons - Data stolen, damaged and lost	 Documents are stored in the cabinet and the work area is locked Give visual signs to documents Procedures for storing & using documents
4	Accounting & Finance	Daily & Monthly Raw Material Intake Report	Data accessed by unauthorized peopleVirusesPower outagesData stolen	Use of passwords on PCUpdate antivirusUsing UPS
5	Factory Manager	Email / SGPL / HQ / Supplier	 Firewall penetrated by unauthorized party - Virus LAN cable broken or damaged Power failure 	Periodic password change programUpdate antivirusSpare LAN cableUsing UPS
6	HRGA	CCTV	 Bugs/errors in software broken LAN cables device/hardware damage power outages viruses data accessed by unauthorized people 	 Reinstall the application Spare LAN cable Monitor hard disk condition Using UPS Update antivirus regularly Program to change passwords regularly

7. Supply Chain

Supplier Risk Assessment

Supplier Risk Assessment is a process by which a company evaluates and manages the risks posed by its suppliers. It involves identifying risks and developing strategies to mitigate them.

Assessment Methodology:

We interview suppliers directly to understand their situation on the following eight items with 29 questionnaires (see below left).

Questions 1 through 7 had "Yes" or "No" options, and question 8 asked participants to state their specific needs or expectations. The yes-no binary choice questions consist of 19 questions where answering "Yes" is considered desirable and 10 questions where answering "No" is considered desirable.

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Number of Questionnaires							
	Number of Question	Ans.	Desirable response in "Yes"	Desirable response in "No"			
1. Quality	2	Yes/No	1	1			
2. Environment	4	Yes/No	1	3			
3. Forest conservation	2	Yes/No	1	1			
4. Human rights and labor practices	9	Yes/No	7	2			
5. Occupational health and safety	8	Yes/No	5	3			
6. Ethics	2	Yes/No	2	0			
7. Energy conservation	2	Yes/No	2	0			
8. Requirements and expectations	2	Writing					

Collect the numbers of responses that indicated a desirable situation and those that indicated an undesirable situation for each question, then compare the overall ratios using a pie chart. Additionally, plot the ratios of responses indicating a preferable situation for each question on a radar chart, highlighting items with ratios below 50%.

Result:

(1) PT. Abaisiat Raya (SFB)

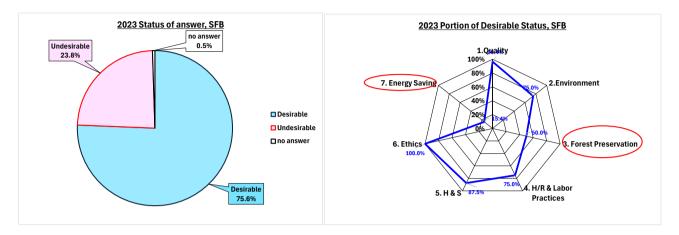
In 2023, SFB conducted interviews with the 14 suppliers shown in the table below.

This is 27.5% of the total 51 suppliers. We conducted interviews with 1 supplier in 2021 and 6 suppliers in 2022, so we have completed a total of 21 suppliers, or 41.2%, over the three years.

	y2021	y2022	y2023	y21-y23
Number of assessed suppliers	1	6	14	21
accum.	1	7	21	
Assessed %	2.0%	13.7%	41.2%	



In the results for 2023, out of the binary choice questions (excluding question 8), a total of 297 responses (76.2%) indicated a desirable situation, while a total of 91 responses (23.3%) indicated an undesirable situation. Similarly, the percentages of desirable situations for each of the items 1 to 7 were shown in a radar chart. As a result, items 3 and 7 were below 60%, indicating that improvements in these areas are future challenges.



Conclusion:

From the results of the checklist, the following important information and points can be extracted:

- Quality Management
 - Out of 14 suppliers, one supplier (Dedi Sutra) did not check for contamination before the factory. This is a noteworthy point in quality management.
- Environmental Management
- -It is confirmed that there are no complaints from the community about odors or wastewater related to all supplier activities.
- -No water is flowing into public areas.
- -There is a lack of awareness regarding rare, threatened, or endangered species.
- Forest Conservation
- -All suppliers do not have supply area maps, and there are no conservation areas in the raw material supply areas.
- Human Rights and Labor Practices
- -The basic standards regarding the age and working conditions of workers are met, but there are issues such as unsigned employment contracts.
- -While working hours and wages exceed the provincial minimum standards, there is a lack of training and social security for workers.
- Occupational Health and Safety
- -Basic PPE (Personal Protective Equipment) is provided, but training and social security in occupational health and safety are insufficient.
- Ethics
 - -Bribery prevention measures are verbally communicated, but a written clear policy might be necessary.
- Energy Conservation
- -Some suppliers measure electricity usage, but there is a challenge in measuring water usage.
- Needs and Expectations
 - -There is a need for training to improve rubber quality and to predict rubber prices.

From these points, several areas for improvement in supplier management, environmental protection, human rights, and labor practices are evident. Particularly, providing training and strengthening environmental management seem to be important issues.



(2) PT. Bintang Gasing Persada (SFX)

SFX began risk assessment in 2022, and in the second year, 2023, they visited and evaluated 12 suppliers.

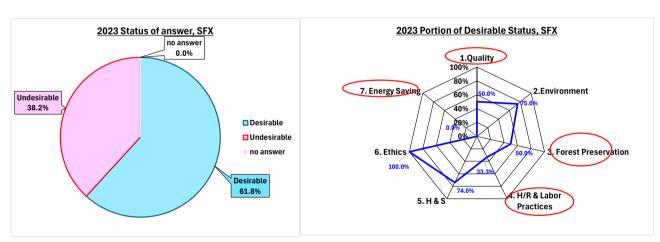
		y2021	y2022	y2023	y21-y23
SFX	Number of assessed suppliers	0	11	12	23
	accum.	0	11	23	
	Assessed %	0.0%	18.3%	38.3%	

In the results for 2023, out of the binary choice questions (excluding question 8), a total of 215 responses (61.8%) indicated a desirable situation, while a total of 133 responses (38.2%) indicated an undesirable situation. Similarly, the percentages of desirable situations for each of the items 1 to 7 were shown in a radar chart. As a result, items 1, 3, 4 and 7 were below 60%, indicating that improvements in these areas are future challenges.

In particular, the ratio of desirable answers for item 7 ("Energy Saving") was 0%.

[Location of assessed suppliers]





Conclusions:

- · Environment:
 - -Rare, threatened, or endangered species have not been identified or recognized with reference to an appropriate classification system.
- · Forest Preservation:
 - -All suppliers do not have supply area maps.
- Human Rights and Labor Practices:
 - -Due to declining rubber prices, employees are paid below the regulated minimum wage based on a profit-sharing ratio of 30:70.



· Ethics:

- -Suppliers always provide notes on the purchase of raw materials, but efforts to prevent bribery are only conducted verbally.
- · Energy Saving:
 - -All suppliers do not have measures to save water usage.
- · Needs and Expectations: Needs:
 - -Training on handling deciduous rubber tree disease is needed. It was also found that many rubber plantations are being used for highway and housing construction.
- Expectations: a. Expect stable prices. b. Support for good rubber tree seeds. c. Support for fertilizer.

From these conclusions, several areas for improvement in supplier management, environmental protection, human rights, and labor practices are evident. Providing training and strengthening environmental management seem to be important issues.

(3) PT. Polykencana Raya (SGY)

SGY began risk assessments in 2022, and this year we conducted site visits to 21 suppliers and 10 NR plantations. So far, a cumulative 57.5% of the risk assessment has been completed.

			y2021	y2022	y2023	y21-y23
SGY	Number of assessed suppliers	Supplier	0	5	21	26
		Plantation	0	6	10	16
	accum.		0	11	42	
	Assessed %		0.0%	15.1%	57.5%] _

The questionnaires and number of questions in items 1 to 5 of the checklist for suppliers have been changed as follows. Except for the question about the farm area in item "3. Forest conservation", all changes are in a "yes"/"no" binary choice format. As a result, the total number of questionnaires was 31 for supplier's checklist (including 2 self-described questions) and 45 for plantations (including 3 self-described questions)

	Q	uestionnai)	res for Deale	r	Questionnaires for NR plantation			
	Number of	Ans.	Desirable response	Desirable response	Number of	Ans.	Desirable response	Desirable response
	Question		in "Yes"	in "No"	Question		in "Yes"	in "No"
1. Quality	2		1	1	6		5	1
2. Environment	4]	1	3	12	Yes/No	9	3
	2]	1 /No.	1	3		2	1
3. Forest conservation		Yes/No		1	1		Writing	
4. Human rights and labor practices	9	Tes/No	7	2	9		7	2
5. Occupational health and safety	8]	5	3	8	V/N-	5	3
6. Ethics	2]	2	0	2	Yes/No	2	0
7. Energy conservation	2	1	2	0	2		2	0
8. Requirements and expectations	2	2 Writing			2	Writing		

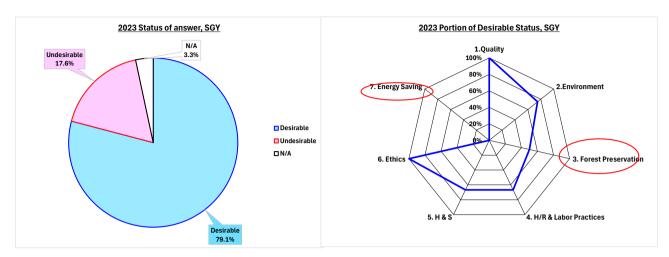
① Suppliers

In the results for 2023, out of the binary choice questions (excluding question 8), a total of 378 responses (79.8%) indicated a desirable situation, while a total of 84 responses (17.6%) indicated an undesirable situation, and 2 responses indicated N/A.



Similarly, the percentages of desirable situations for each of the items 1 to 7 were shown in a radar chart. As a result, items 3 and 7 were below 60%, indicating that improvements in these areas are future challenges.

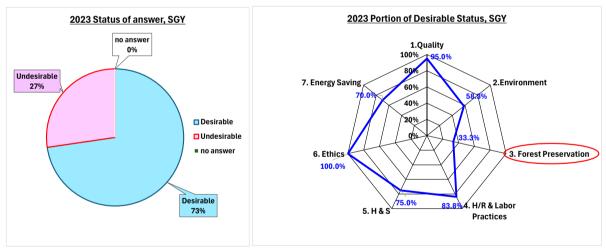
In particular, the ratio of desirable answers for item 7 ("Energy Saving") was 0%.



② NR Plantations

In the results for 2023, out of the binary choice questions (excluding question 8), a total of 298 responses (72.7%) indicated a desirable situation, while a total of 112 responses (27.3%) indicated an undesirable situation.

Similarly, the percentages of desirable situations for each of the items 1 to 7 were shown in a radar chart. As a result, only item 3 was below 60%, indicating that improvements in these areas are future challenges.



Conclusions:

- · Quality:
 - -Some gardens have been found to mix chemicals with latex, but no information on the formulas for these mixtures is recorded.
 - -No quality production training has been conducted for plantation workers in the last six months.
- · Environment:
 - -There is no collection or separation of hazardous chemicals in the working area, and chemicals are stored and used in plantation.
 - -No training regarding chemical storage has been provided in the last six months, and there is no record of the amount and list of chemicals used.
- · Forest Preservation:
 - -No maps of production sites are available, and employment contracts are based on verbal agreements.
- Occupational Health and Safety:



- -The working area does not provide a safe and hygienic environment, and there are no warehouses.
- -No occupational health and safety training has been provided in the last year, and resources for health such as drinking water, sanitation, and access to health facilities are not provided.
- Energy Saving:
 - -Plantation does not use energy-saving measures.
- · Needs and Expectations:
 - -Training on handling deciduous rubber tree disease is needed, and many rubber plantations are replacing with palm plantation.

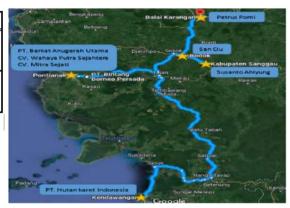
Farmers seek stable prices, good rubber tree seeds, and support for fertilizer.

(4) PT. Bintang Borneo Persada (KCA)

KCA began risk assessments in 2022, and this year we conducted site visits to 6 suppliers and 1 NR plantations.

As with SGY, the survey was conducted using separate, dedicated checklists for suppliers and farms.

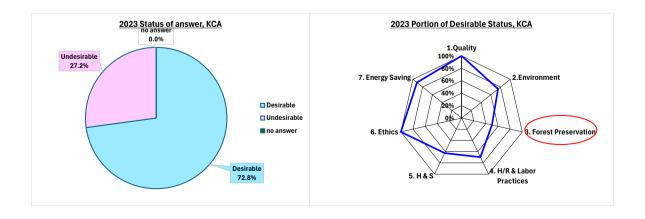
			y2021	y2022	y2023	y21-y23
KCA	Number of assessed suppliers	Supplier	0	3	6	9
		Plantation	0	0	1	1
	accum.		0	3	10	
	Assessed %					



1 Suppliers

In the results for 2023, out of the binary choice questions (excluding question 8), a total of 126 responses (72.8%) indicated a desirable situation, while a total of 47 responses (27.2%) indicated an undesirable situation.

Similarly, the percentages of desirable situations for each of the items 1 to 7 were shown in a radar chart. As a result, only item 3 was below 60%, indicating that improvements in these areas are future challenges. In particular, the ratio of desirable answers for item 7 ("Energy Saving") was 0%.

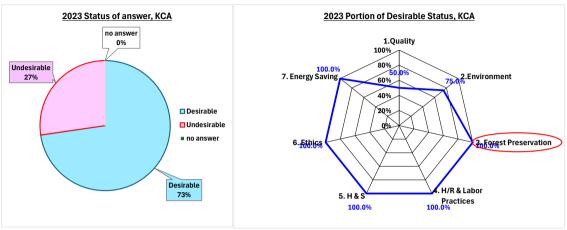




② NR Plantations

In the results for 2023, out of the binary choice questions (excluding question 8), a total of 35 responses (85.4%) indicated a desirable situation, while a total of 6 responses (14.6%) indicated an undesirable situation.

Similarly, the percentages of desirable situations for each of the items 1 to 7 were shown in a radar chart. As a result, only item 1 was below 60%, indicating that improvements in these areas are future challenges. However, because the sample was from only one location, it is unclear whether the results are representative of the region.



Conclusions:

- · Environment:
 - -Rare, threatened, or endangered species have not been identified or recognized with reference to an appropriate classification system.
- Forest Preservation:
 - -Suppliers do not have supply area maps, but plantations do.
- · Ethics:
 - -Suppliers always provide notes on the purchase of raw materials, but efforts to prevent bribery are only carried out verbally.
- Energy Saving:
 - -Some suppliers have measures to save water usage, such as village water meters.
- Needs and Expectations:

Needs

-In general, suppliers/dealers want training to improve the quality of rubber, training to understand the world market, and the ability to pre-sale at high prices.

Expectations:

-Suppliers expect stable prices because the current price drop makes business operations very difficult.

(5)Overall Overview

- · Environment:
- -Rare, endangered and threatened species have not been identified or recognized with reference to an appropriate classification system.
- Forest protection:
- -Suppliers do not have maps of their supply areas, but NR plantations do.
- Ethics:
- -Suppliers always provide notes on raw material purchases, but efforts to prevent bribery are only verbal.
- Energy conservation:
- -Some suppliers have taken measures to conserve water usage, such as water meters in villages.
- Needs and expectations:
- -Suppliers/dealers would like training to improve rubber quality, training to understand the global market and the ability to pre-sell at a higher price.

-Suppliers are expecting **stable prices**, as the current price decline is making business operations very difficult.

Responses from Suppliers [Check

							
		Supplier(Dealer and Collector)					
		Desirable	Undesirable	no answer			
SFB	Number of response	295	93	2			
SFB	Ratio	75.6%	23.8%	0.5%			
SFX	Number of response	215	133	0			
SFX	Ratio	61.8%	38.2%	0.0%			
SGY	Number of response	378	84	16			
361	Ratio	79.1%	17.6%	3.3%			
KCA	Number of response	126	47	0			
NCA	Ratio	72.8%	27.2%	0.0%			

Desirable responses % of items, Suppliers

	Supplier(Dealer and Collector)						
	SFB	SFX	SGY	KCA			
1.Quality	96.4%	50.0%	100.0%	100.0%			
2.Environment	75.0%	75.0%	75.0%	75.0%			
3. Forest Preservation	50.0%	50.0%	50.0%	50.0%			
4. H/R & Labor Practices	75.0%	33.3%	66.7%	69.8%			
5. H & S	87.5%	74.0%	66.7%	62.5%			
6. Ethics	100.0%	100.0%	100.0%	100.0%			
7. Energy Saving	15.4%	0.0%	0.0%	91.7%			
Number assessed	14	12	21	6			

Responses from NR plantations

		Plantation				
		Desirable	Undesirable	no answer		
SGY	Number of response	298	112	0		
301	Ratio	72.7%	27.3%	0.0%		
KCA	Number of response	35	6	0		
NOA	Ratio	85.4%	14.6%	0.0%		

Desirable responses % of items, NR

<u>plantations</u>	antations Plantation		
	KCA	SGY	
1.Quality	50.0%	95.0%	
2.Environment	75.0%	58.3%	
3. Forest Preservation	100.0%	33.3%	
4. H/R & Labor Practices	100.0%	83.8%	
5. H & S	100.0%	75.0%	
6. Ethics	100.0%	100.0%	
7. Energy Saving	100.0%	70.0%	
Number assessed	1	10	



Our Employees

Here is our employees' break-down list by gender and employment status as at the end of 2023.

Female	Male	Others	Not Disclosed	Total		
Number Of Employee (Head count)						
204	1053	0	0	1257		
Number of Permanent employees (head count)						
204	986	0	0	1190		
Number of temporary employees (head count)						
0	67	0	0	67		
Number of non-guaranteed hours employees (head count)						
0	0	0	0	0		
Number of full-time employees (head count)						
204	1053	0	0	1257		
Number of part-time employees (head count)						
0	0	0	0	0		

95% of employees are under Permanent Employment Contract and 5% under Temporary Employment Contract.

•

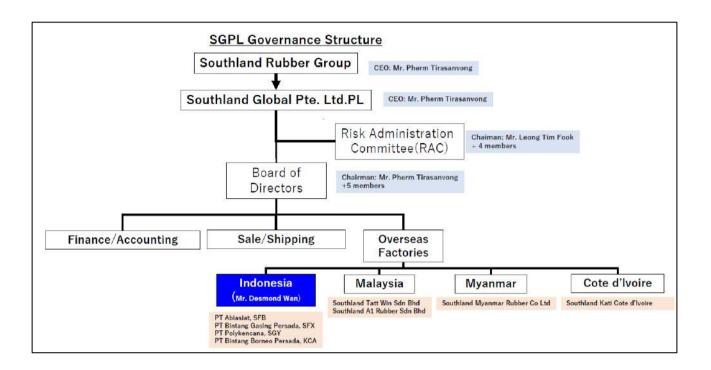
Here is the list of "Workers who are not Employees" by gender as at the end of 2023.

Female	Male	Others	Not Disclosed	Total		
Workers without employment						
0	29	0	0	29		

We have 29 persons in two factories, who are security guards outsourced.



Governance Structure



The highest governance body of Southland Global Pte. Ltd.(SGPL) Is the Board of Directors, comprised of 7 members, who are nominated by the Shareholders.

Chairman of the SGPL Board is Mr. Pherm Tirasarnvong.

One of the Board roles is to issue the 10 policy documents governing the code of conduct and policies of SGPL.

Board delegates the Risk Administration Committee (RAC) to oversee the management of the organization's impacts on the economy, environment, and people.

The Chairman of Risk Administration Committee is MR. Leong Tim Fook.

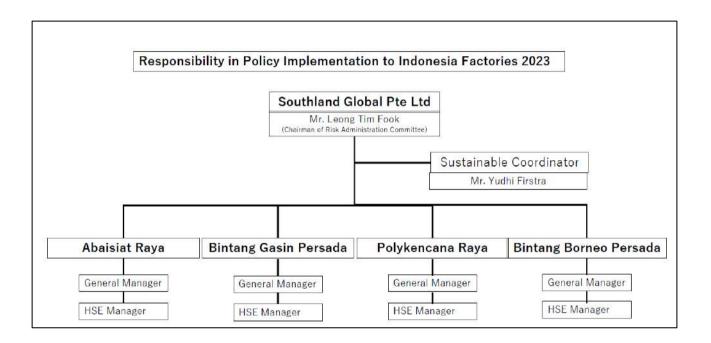
Board appointed 2 independent advisors/experts to support RAC in sustainability reporting

Board checks on and mitigates conflict of interest by having 1 of the independent advisors to sit on the decision-making RAC

Every quarter the RAC meets with the Chairman/CEO of SGPL to report on matters of critical concerns.



Responsibility in Implementation of Policy Commitments SGPL Indonesia Sector



This is the Responsibility Chart of Southland Global Pte. Ltd. (SGPL), Indonesia sector.

Mr. Leong Tim Fook, Director of SGPL Board as well as Chairman of SGPL Risk Administration Committee, implements the management policy commitments to 4 factories with the coordination of Mr. Yudhi Fistra, Indonesia Sustainability manager, laterally through 4 factories.

In each of the 4 factories, the General Managers is responsible in implementation with a Health, Safety & Environment manager.

(Sustainability Advice / Services)

Southland Rubber also had provided technical advice and services to the sustainability team at PT Kahayan Berseri, Central Kalimantan (KCC).

With the expertise and support given by Southland, KCC had in 2022 achieved success in several sustainability programs, much to the appreciation of their customers, government agencies and other stakeholders.



Membership of Associations

Association		Membership				
1. Members of External Initiatives		'				
SIR-L Sustainable Natural Rubber Initiative	SNR-I Sustainaible Natural Rubber Initiative	Southland Global Pte. Ltd.				
GPSNR	GPSNR Global Platform for Sustainable Natural Rubber	Southland Global Pte. Ltd.				
2. Member of Associations						
RTAS	RTAS Rubber Trade Association of Singapore	Southland Global Pte. Ltd.				
SICCRA SINGAPORE INTERNATIONAL CHAMBER OF COMMERCE RUBBER ASSOCIATION	SICCRA Singapore International Chamber of Commerce Rubber Association	Southland Global Pte. Ltd.				
International Rubber Study Group	IRSG International Rubber Study Group	Southland Global Pte. Ltd.				
3.Indonesia Factories Membership	of Associations.					
PPINDO	APINDO Indonesia Employer Association	PT. ABAISIAT RAYA				
SABAII TUJUS SETTA	KADIN Indonesia Chamber Of Commerce & Industry	PT. KOTANIAGA RAYA PT. BINTANG BORNEO PERSADA				
GAPKINDO	GAPKINDO Rubber Association Of Indonesia	PT. BINTANG BORNEO PERSADA PT. ABAISIAT RAYA PT. BINTANG GASING PERSADA PT. POLYKENCANA RAYA PT. KOTANIAGA RAYA				

GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Page	Comment
GRI 2 Gene	ral Disclosur	e		
-	GRI 2-1	Organizational details		
	а	report its legal name;	*	Southland Global Pte Ltd.
	b	report its nature of ownership and legal form	*	A private limited company
	С	report the location of its headquarters;	*	8 Cross Street #27-01, Manulife Tower Singapore (048424)
	d	report its countries of operation.	*	Singapore
	GRI 2-2	Entities included in the organization's sustainability reporting	5	4 factories of the company's Indonesian sector
	GRI 2-3	Reporting period, frequency and contact point	*	January-December 2023
	b	report the publication date of the report or reported information	*	
	с	specify the contact point for questions about the report or reported information	*	enquiry@southlandglobal.com
	GRI 2-6	Activities, value chain and other business relationships	10	our value chain
	GRI 2-7	Employees	105	1257 employee
	GRI 2-8	Workers who are not employees	105	29 persons
	GRI 2-9	Governance structure and composition	106	
	GRI 2-10	Nomination and selection of the highest governance body	106	
	GRI 2-11	Chair of the highest governance body	106	
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	106	
	GRI 2-13	Delegation of responsibility for managing impacts	106	
	GRI 2-14	Role of the highest governance body in sustainability reporting	106	
	GRI 2-15	Conflicts of interest	106	
	GRI 2-16	Communication of critical concerns	106	
	GRI 2-22	Statement on sustainable development strategy	3, 4	Refer to management message
	GRI 2-23	Policy commitments	3, 4	Refer to management message
	GRI 2-24	Embedding policy commitments	107	
	GRI 2-28	Membership associations	108	membership of associations
	GRI 2-29	Approach to stakeholder engagement	9	stakeholder engagement

GRI	Disclosure	Disclosure Title		Unit		
Standard	Number	Disclosure fille	2021	2022	2023	Unit
	GRI 2-27	Compliance with laws and regulations	0	0	0	Case
	GRI 2-30	Employees covered by collective bargaining agreements	61%	65%	65%	Percent
		Employees covered by labor representatives	85%	86%	85%	Percent

4 factories 4 factories 4 factories

GRI Standard	Disclosure Number	Disclosure Title	Page	Comment
GRI 3 Mate	erial Topics 2	021		
•	GRI 3-1	Process to determine material topics	7	Refer to maeriality assessment
	GRI 3-2	List of material topics	8	Refer to key initiative
	GRI 3-3	Management of material topics	8	Refer to key initiative

GRI	Disclosure	Disclosure Title		I I mile		
Standard	Number	Disclosure little	2021	2022	2023	Unit
RI 205 An	ti-Corruptio	n (2016)				
	GRI205-1	Operations assessed risk related corruption	NA	NA	50%	percent
	GRI205-2	Training about anti-corruption Policies Procedures	13,0%	64,6%	92,0%	percent
	GRI 205-3	Confirmed incidents of corruption and actions taken	0	0	0	Case
	,		5 factories	4 factories	4 factories	
RI 206 An	ti-Competiti	ve Behavior				
	GRI206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly policy	0	0	0	Case
	L		5 factories	4 factories	4 factories	



GRI	Disclosure	Disclosure Title	Year				
Standard	Number	Disclosure Hae	2021	2022	2023	Unit	
RI 301 Ma	aterials (2010	5)			_		
	GRI301-1	Total materials used	227.962	175.201	175.478	Ton	
		Non-renewable materials used	835	636	485	Ton	
		Raw material consumption in weight	48	0	0	Ton	
		Chemicals in process	237	182	69	Ton	
		Packaging material consumption in weight	550	454	416	Ton	
		Renewabla materials used	227.126	174.565	174.993	Ton	
		Renewabla materials used	226.533	174.043	174.356	Ton	
		Chemicals in process	4	3	127	Ton	
		Packaging material consumption in weight	589	520	511	Ton	
	<u> </u>		5 factories	4 factories	4 factories		
RI 302 En	ergy (2016)						
502 2	GRI302-1	Energy consumption within organization	82.800	75.708	66.837	MWh	
	GRI302-1.a.		38.273	36.272	28.147	MWh	
	GN1302-1.a.	Total ruel consumption from non-renewable sources	38.273	30.272	28.147	IVIVVII	
	GRI302-1.b.	Total fuel consumption from renewable sources	12.706	12.599	12.390	MWh	
		Renewable Energy %	15,3%	16,6%	18,5%	%	
	GRI302-3	Enegy intensity	0,533	0,582	0,548	MWh/Ton	
	GRI-302-4	Reduction of energy consumption	3.120	-7.091	-8.871	MWh	
	GNI-302-4	reduction of energy consumption	5 factories	4 factories	4 factories	IVIVVII	
DI 202 W	-+	(2040)	5 lactories	4 lactories	4 lactories		
KI 303 W	ater and Effl		lational and a sola	luis son no estado	luivan na avala	T	
	GRI303-1	Interaction with water as a shared resource	river,recycle,	river,recycle,	river,recycle,	source	
			ground, rain	ground, rain	ground, rain		
	GRI303-2	Management of water discharge-related impacts	wastewater	wastewater	wastewater	All On a making	
			treatment	treatment	treatment	All Operation	
			system	system	system	Units	
	GRI303	and the food and the inflammation to treatment					
		amount of COD contained in inflow wastewater to treatment	513,2	335,8	298,7	ton	
		facility					
	GRI303-3	Water withdrawal	3.483	2.679	1.897	ML	
		Surface water	3.349	2.577	1.848	ML	
		Ground water	134	102	95	ML	
	GRI303-4	Water discharge	3.131	2.294	1.753	ML	
	GRI303-4.d.	Priority substances of concern					
		incident failed to wastewater quality standards tested by third	0,0%	0,0%	0,0%	%	
		party	3,070	0,070	0,070	,,,	
		[F41.7]	5 factories	4 factories	4 factories	!	
GRI	Disclosure		5 factories	4 lactories	4 lactories		
Standard		Disclosure Title	Page		Comment		
	odiversity (20	116)					
INI 304 DIC	GRI304-1	Operations sites owned, leased, managed in, or adjacent to	1	1			
	GKI304-1	, , , , ,					
		protected areas and areas of high biodiversity value outside protected areas	12 ~ 14	Refe	r to biodiversity	reaserch	
					,		
	GRI304-2	Significant impacts of activities, products and services on					
RI 305 Em	nmisions (20	16)	_			_	
	GRI305-1	Direct(Scope1) GHG emissions	10.480	9.373	7.651	Ton CO₂	
	GRI305-2	Energy indirect(Scope2) GHG emissions	35.098	28.496	27.926	Ton CO₂	
	GRI305-3	Other indirect(Scope3) GHG emissions	170.589	147.891	141.157	Ton CO₂	
		Other indirect (Scope3) Emissions Upstream	22.371	17.735	17.409	Ton CO2e	
		Other indirect (Scope3) Emissions Downstream	148.218	130.155	123.747	1	
	GRI305-4	GHG emissions intensity(Scope1, 2)	240.210	250.155	223.747		
	3111303-4	one emissions mensity(scopes, 2)	0.202	0.201	0,292	Ton CO₂/Ton	
			0,293	0,291	0,232	production	
	CDISSE -	Deductions of CUC antick (Co. 4.2)	2.051	0.751	0.251	<u> </u>	
	GRI305-5	Reductions of GHG emissions(Scope1, 2)	-3,8%	-0,7%	0,2%	Percent	
	GRI305-7	Nitrogen oxides(Nox), sulfur oxides(Sox), and other significant air	Pass	Pass	Pass	Test certificate	
	GK15U5-7			l Lass	l Lass	Liest certificate	
	GKI505-7	emissions	1 433				
	GRI303-7	emissions Significant air emissions other than GHGs	1 433				
				Pacc	Pacc	Test certificate	
	GRI305-7	Significant air emissions other than GHGs	Pass	Pass	Pass	Test certificate	
		Significant air emissions other than GHGs		Pass 4 factories	Pass 4 factories	Test certificate	

GRI306-3	Waste generated	Total	455	258	240	Ton
		Hazardous	15	17	18	Ton
		Non-Hazardous	440	241	222	Ton
GRI306-4	Waste diverted from disposal	Total	190	160	130	Ton
3111300 4	waste arverted from disposar	%	41,7%	61,8%	54,4%	%
		on-site	146	92	96	Ton
		Hazardous_Reuse	0	0	0	Ton
		Non-Hazardous_Reuse	33	0	1	Ton
		Non-Hazardous Recycle	114	92	95	Ton
		off-site	44	67	35	Ton
		Hazardous_Recycle	14	14	14	Ton
		Non-Hazardous_Recycle	30	53	21	Ton
GRI306-5	Waste directed to disposal	Total	265	97	107	Ton
		on-site	0	0	0	Ton
		off-site	265	97	107	Ton
			1	2	107	Ton
		Hazardous_Incineration			+	
		Non-Hazardous_Landfill	264	96	105	Ton
	0 1		5 factories	4 factories	4 factories	
7 Environmental	•			I	ı	l
GRI307-1	Non-compliance with environm	mental laws and regulations	0	0	0	Case
			5 factories	4 factories	4 factories	
Disclosure	Discl	losure Title	Page		Comment	
ard Number	2016					
- 1	onmental Assessment 2016	ata in the annulu abain and actions	07 0: 404	S lia	A	2022
GRI308-2	Negative environmental impac	cts in the supply chain and actions	97 ~ 104	Supplie	er Assessment Ro	eport 2023
Disclosure And Number	Discl	losure Title	2024	YEAR	2000	Unit
			2021	2022	2023	
1 Employment	I					ı
GRI401-1	New employee hires		237	152	87	Person
	Employee Turnover		316	177	103	
/			5 factories	4 factories	4 factories	
2 Labor/Manager		Jima anayati anal ahan saa anasifi ad in	5 factories	4 factories	4 factories	
2 Labor/Manager GRI402-1	Minimum notice period regard	ling operational changes, specified in				Number o
		ling operational changes, specified in	5 factories	4 factories	4 factories	
	Minimum notice period regard	ling operational changes, specified in			4	
	Minimum notice period regard	ling operational changes, specified in				
GRI402-1	Minimum notice period regard	ling operational changes, specified in	3	4	4	
GRI402-1	Minimum notice period regard Collective Labor Agreement Health & Safety (2018)		3	4	4	
GRI402-1 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018)		3	4	4	Operation
GRI402-1 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018)	y management system	3 5 factories	4 4 factories	4 4 factories	Operation:
GRI402-1 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018)	y management system) Implemented by Legal Requirement	3 5 factories	4 4 factories	4 4 factories	Operation:
GRI402-1 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018)	y management system	3 5 factories	4 4 factories	4 4 factories	Number o
GRI402-1 3 Occupational H GRI403-1.a.	Minimum notice period regard Collective Labor Agreement Health & Safety (2018)	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories	4 4 factories	4 4 factories 0 4 100%	Operation:
GRI402-1 3 Occupational H GRI403-1.a.	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4	4 4 factories 0 4	4 4 factories 0 4	Number o
GRI402-1 3 Occupational H GRI403-1.a. GRI403-1.b	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i Employees covered by services	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4 100% 5 factories	4 4 factories 0 4 100%	4 4 factories 0 4 100% 4 factories	Number o
GRI402-1 3 Occupational H GRI403-1.a.	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i Employees covered by services	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4 100%	4 4 factories 0 4 100%	4 4 factories 0 4 100%	Number of Operations
GRI402-1 3 Occupational H GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i Employees covered by services	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4 100% 5 factories	4 4 factories 0 4 100% 4 factories	4 4 factories 0 4 100% 4 factories Content	Number o
GRI402-1 3 Occupational H GRI403-1.a. GRI403-1.b Disclosure Number	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4 100% 5 factories	4 4 factories 0 4 100%	4 4 factories 0 4 100% 4 factories Content	Number o
GRI402-1 3 Occupational H GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Disclaration Agreement	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4 100% 5 factories Page	4 4 factories 0 4 100% 4 factories	4 4 factories 0 4 100% 4 factories Content	Number o Operations
GRI402-1 3 Occupational H GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Disclaration Agreement	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4 100% 5 factories Page	4 4 factories 0 4 100% 4 factories	4 4 factories 0 4 100% 4 factories Content	Number o Operations
GRI402-1 3 Occupational H GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Disclede the Bealth & Safety (2018) Health & Safety (2018)	y management system) Implemented by Legal Requirement (ii)ISO45001 S losure Title essment, and incident investigation	3 5 factories 1 4 100% 5 factories Page Attachment1 48 ~ 57	4 4 factories 0 4 100% 4 factories Hazardous Risk Refer to H&S R	4 4 factories 0 4 100% 4 factories Content	Number o Operation %
GRI402-1 GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H GRI403-2	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Disclede the Bealth & Safety (2018) Health & Safety (2018)	y management system) Implemented by Legal Requirement (ii)ISO45001	3 5 factories 1 4 100% 5 factories Page	4 4 factories 0 4 100% 4 factories	4 4 factories 0 4 100% 4 factories Content	Number o Operation:
GRI402-1 GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H GRI403-2	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Disclede the Bealth & Safety (2018) Health & Safety (2018)	y management system) Implemented by Legal Requirement (ii)ISO45001 S losure Title essment, and incident investigation	3 5 factories 1 4 100% 5 factories Page Attachment1 48 ~ 57	4 4 factories 0 4 100% 4 factories Hazardous Risk Refer to H&S R	4 4 factories 0 4 100% 4 factories Content	Number o Operation:
GRI402-1 GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H GRI403-2	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Disclede the Bealth & Safety (2018) Health & Safety (2018)	y management system) Implemented by Legal Requirement (ii)ISO45001 S losure Title essment, and incident investigation	3 5 factories 1 4 100% 5 factories Page Attachment1 48 ~ 57	4 4 factories 0 4 100% 4 factories Hazardous Risk Refer to H&S R	4 4 factories 0 4 100% 4 factories Content	Number o Operations
GRI402-1 GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H GRI403-2 GRI403-3	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Discladed the Safety (2018) Hazard Identification, risk asse Occupation Worker participation, consulta	y management system) Implemented by Legal Requirement (ii)ISO45001 S losure Title essment, and incident investigation hal Health Service	3 5 factories 1 4 100% 5 factories Page Attachment1 48 ~ 57 Attachment2	4 4 factories 0 4 100% 4 factories Hazardous Risk Refer to H&S R List of Health S	4 4 factories 0 4 100% 4 factories Content Assessment isk Assessment i	Number of Operations % Report
GRI402-1 GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H GRI403-2 GRI403-3	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Discladed the Safety (2018) Hazard Identification, risk asse Occupation Worker participation, consulta	y management system) Implemented by Legal Requirement (ii)ISO45001 Solosure Title essment, and incident investigation hal Health Service	3 5 factories 1 4 100% 5 factories Page Attachment1 48 ~ 57	4 4 factories 0 4 100% 4 factories Hazardous Risk Refer to H&S R	4 4 factories 0 4 100% 4 factories Content	
GRI402-1 GRI403-1.a. GRI403-1.b Disclosure Number 3 Occupational H GRI403-2 GRI403-3	Minimum notice period regard Collective Labor Agreement Health & Safety (2018) Occupational health and safety (i) Employees covered by services Discladed the Safety (2018) Hazard Identification, risk asse Occupation Worker participation, consulta	y management system) Implemented by Legal Requirement (ii)ISO45001 S losure Title essment, and incident investigation hal Health Service	3 5 factories 1 4 100% 5 factories Page Attachment1 48 ~ 57 Attachment2	4 4 factories 0 4 100% 4 factories Hazardous Risk Refer to H&S R List of Health S	4 4 factories 0 4 100% 4 factories Content Assessment isk Assessment i	Number o Operation: % Report

GRI403-5	Worker training on occupational health and safety	12,21	19,18	21,20	average hour per employee
GRI403-8	Worker covered by occupational health and safety management system	100%	100%	100%	percent
GRI403-9	Lost time Injury Frequency rate (IR)	1,0	0,7	0,3	
	Lost time Injury severity rate (SR)	24,2	3,0	14,1	1,000,000
	Work related injuries fatalities	0,0	0,0	0,0	hours worked
	high-consequence work-related injuries	0,3	0,3	0,3	
	recordable work-related injuries	1,0	0,7	0,3	
GRI403-10	Work related ill health fatalities	0	0	0	
	high-consequence work-related ill health	0	0	1	case
	recordable work-related ill health	0	0	1	

		mg. densequence work related in neuron	•		-	
		recordable work-related ill health	0	0	1	
GRI 404 Trair	ning and Ed	ducation (2016)				
G	GRI404-1	Average hours of training per year per employee	13,5	6,3	8,4	average hour
		Average flours of training per year per employee	13,3	0,3	8,4	per employee
			5 factories	4 factories	4 factories	
G	GRI404-2	Programs for upgrading emploee skills and transition assistance programs	5	4	4	Number of Operations
			5 factories	4 factories	4 factories	
G	GRI404-3	Employee receiving regular performance reviews	75%	73%	74%	Percentage
			5 factories	4 factories	4 factories	
		qual Opportunity (2016)	I		ı	I
G	GRI405-1	Diversity Female managers	27,1%	32,5%	31,0%	percent
		Diversity Female employees	19,6%	17,3%	16,4%	percent
G	GRI405-1	Diversity Female mebers of the board	2	4	4	Numbers
			8,3%	20,0%	20,0%	%
G	GRI405-2	Ratio of basic salary and remuneration of women to men	97,3%	98,6%	98,9%	%
			5 factories	4 factories	4 factories	
GRI 406 Non-	-Discrimina	tion (2016)				
G	GRI406-1	Incidents of discrimination and corrective actions taken	0	0	0	case
			5 factories	4 factories	4 factories	<u> </u>
GRI 408 Child	d Labor		5 144601165	1146661165		
	GRI408-1	Operations and suppliers at significant risk for incidents of child				Number of
		labor	0	0	0	Operations
_		P-2-0-	5 factories	4 factories	4 factories	0,0000000000000000000000000000000000000
GRI 409 Force	ed or Comi	pulsary Labor	5 144401145		1140001103	
1	RI409-1	T .			I	Number of
	JN1409-1	Operations and suppliers at significant risk for incidents of forced or compulsary labor	0	0	0	Operations
			5 factories	4 factories	4 factories	
GRI 410 Secu	rity Practic	es				
G	GRI410-1	Security personnel trained in human rights policies or procedures	3	4	4	Number of Operations
_			5 factories	4 factories	4 factories	
GRI 412 Hum	anRights A	ssessment (2016)				
	GRI412-1	Operations that have been subject to human rights reviews or impacts assessment	0	0	0	Number of Operations
G	GRI412-2	Employee training on human rights policies or procedures	13,0%	64,6%	92,0%	percent
			4 factories	4 factories	4 factories	!
CD1 442.1	1.0	:: (204C)				
GRI 413 LO	1	unities (2016)				I
					29	number of activities
	GRI413-1	Operations with local community engaement, impact assessment, and development program	25	29	25	activities
	GRI413-1		25 5 factories	29 4 factories	4 factories	activities
GRI 414 Su						activities
GRI 414 Su		and development program				%
GRI 414 Su	upplier Soci	and development program al Assessment (2016)	5 factories	4 factories	4 factories	
GRI 414 Su	upplier Soci GRI414-2	al Assessment (2016) Suppliers assessed for CSR impact	5 factories	4 factories	4 factories	%
	upplier Soci GRI414-2 GRI414-2	al Assessment (2016) Suppliers assessed for CSR impact	5 factories 1,7% 7,2%	4 factories 22,8% 83,9%	4 factories 35,2% 95,3%	%
	upplier Soci GRI414-2 GRI414-2	and development program al Assessment (2016) Suppliers assessed for CSR impact Suppliers signed Supplier Code of Conduct alth and Safety (2016) Incidents of non-compliance concerning the health and safety	5 factories 1,7% 7,2%	4 factories 22,8% 83,9%	4 factories 35,2% 95,3%	%
	Ipplier Soci GRI414-2 GRI414-2 Istomer He	and development program al Assessment (2016) Suppliers assessed for CSR impact Suppliers signed Supplier Code of Conduct salth and Safety (2016) Incidents of non-compliance concerning the health and safety impacts of products and services	5 factories 1,7% 7,2% 5 factories 0	4 factories 22,8% 83,9% 4 factories 0	4 factories 35,2% 95,3% 4 factories	% % case
	upplier Soci GRI414-2 GRI414-2 ustomer He	and development program al Assessment (2016) Suppliers assessed for CSR impact Suppliers signed Supplier Code of Conduct alth and Safety (2016) Incidents of non-compliance concerning the health and safety impacts of products and services Incidenst of rejection (returned) by customer	5 factories 1,7% 7,2% 5 factories 0 0	4 factories 22,8% 83,9% 4 factories 0 0	4 factories 35,2% 95,3% 4 factories 0 0	% % case Numbers
	Ipplier Soci GRI414-2 GRI414-2 Istomer He	and development program al Assessment (2016) Suppliers assessed for CSR impact Suppliers signed Supplier Code of Conduct salth and Safety (2016) Incidents of non-compliance concerning the health and safety impacts of products and services	5 factories 1,7% 7,2% 5 factories 0 0 0	4 factories 22,8% 83,9% 4 factories 0 0 0	4 factories 35,2% 95,3% 4 factories 0 0 0	% % case
GRI 416 CL	ipplier Soci GRI414-2 GRI414-2 ustomer He GRI416-2	and development program al Assessment (2016) Suppliers assessed for CSR impact Suppliers signed Supplier Code of Conduct alth and Safety (2016) Incidents of non-compliance concerning the health and safety impacts of products and services Incidenst of rejection (returned) by customer Incident of customer health and safety	5 factories 1,7% 7,2% 5 factories 0 0	4 factories 22,8% 83,9% 4 factories 0 0	4 factories 35,2% 95,3% 4 factories 0 0	% % case Numbers
GRI 416 CL	ipplier Soci GRI414-2 GRI414-2 ustomer He GRI416-2	and development program al Assessment (2016) Suppliers assessed for CSR impact Suppliers signed Supplier Code of Conduct alth and Safety (2016) Incidents of non-compliance concerning the health and safety impacts of products and services Incidenst of rejection (returned) by customer	5 factories 1,7% 7,2% 5 factories 0 0 0 5 factories	4 factories 22,8% 83,9% 4 factories 0 0 0	4 factories 35,2% 95,3% 4 factories 0 0 0	% % case Numbers

Attachment 1 GRI 403-2 H&S Risk Assessment Check Sheets (Example)

FT. POLYKENCANA RAYA

No. Dokumen	: Lamp-04c
Bagian/Line	: Kantor
Status Revisi	: 02
Judul Dokumen	: Daftar Resiko K3

COPY

Dibust Oleh:	Disetujui :	Diketahuli
A500-	0	May .
Ke. Bagian	Wakil Managemen	Direktur

DAFTAR RESIKO K3

	Proses	Sumber Bahaya	Risiko	Peraturan Terkait	Kondisi		R	esiko Aw	al	5	Kate	gory	Pengendalian		5	isa Resik	0		Kate	gory
NO	(Process)	(Hezard)	(Risk)	Legal	N/A/E	Р	F	L= (P+F)	s	LXS	A/I/Un	L/M/H	Controlling	Р	F	L= (P+F)	S	LXS	A/I/Un	L/M/H
1	Input data	Penerangan	Gangguan kesehatan	Permenaker No. 5 tahun 2018	N	1,0	1,5	2,5	2	5	Accept	Low	-Chek kualitas penerangan							
		Komputer	Gangguan kesehatan	Permenaker No. 5 tahun 2018	N	1,0	1,5	2,5	2	5	Accept	Low	- Istirahat secara berkala							
2	Kebersihan kantor	Lantai licin	Terpeleset	UU No. 1 Tahun 1970	N	2,0	2,0	4	2	8	lssue	Medium	-Rutin membersihkan lantai - Pakai sepatu karet - Buat sign Lantai licin setelah kebersihan	2,0	2,0	4	1	4	Accept	Low
		Instalasi listrik	Kebakaran	Permenaker RI No. Per- 04/Men/1980	E	1,0	1,0	2	5	10	Issue	Medium	-Slapkan APAR - Check kondisi APAR - Buat check list kondisi	1,0	1,0	2	3	6	Issue	Medium
			Tersengat listrik	UU No. 1 Tahun 1970	Α	1,0	1,0	2	2	4	Accept	Low	Check instalasi Listrik secara berkala							

PT. POLYKENCANA RAYA

No. Dokumen	: Lamp-04c
Bagian/Line	: G. Material
Status Revisi	: 02
Judul Dokumen	: Daftar Resiko K3



Dibuet Oleh :	Disetujui :	Diketohuit
A	0	They.
Ka. Bagian	Wakii Managemen	Direktur

DAFTAR RESIKO K3

	Proses	Sumber Bahaya	Risiko		Kondisi		R	esiko Aw	al		Kate	egory	Pengendalian			isa Resil	(0		Kate	gory
NO	(Process)	(Hazard)	(Risk)	Peraturan Terkait Legal	N/A/E	P	F	L= (P+F)	5	LXS	A/I/Un	L/M/H	Controlling	p	F	L= (P+F)	s	LXS	A/I/Un	L/M/H
1	Penyimpanan bahan bakar	Kebocoran tangki	Kebakaran	Permenaker RI No. Per- 04/Men/1980	E	0,5	1,0	1,5	5	7,5	Issue	Medium	- Check kond isi tangki secar berkala - Siapkan APAR - Check APAR secar berkala	0,5	1,0	1,5	5	7,5	Issue	Mediun
2	Penerimaan bahan bakar	Tumpahan bahan bakar	Kebakaran	Permenaker RI No. Per- 04/Men/1980	А	1,5	1,0	2,5	5	12,5	Issue	Medium	Segera keringkan Siapkan APAR Check APAR secara berkala Pengawasan	0,5	1,0	1,5	4	6	Issue	Medium
3	Penyimpanan Oli	Kebocoran tangki	Terpeleset	UU No. 1 Tahun 1970	E	0,5	1,0	1,5	5	7,5	Issue	Medium	- Segera Keringkan -Pakai APD							
			Kebakaran	Permenaker RI No. Per- 04/Men/1980	E	0,5	1,0	1,5	5	7,5	Issue	Medium	- Check kondisi tengki secara berkala - Buat penampung tetesan oli - Siapkan APAR	0,5	1,0	1,5	4	6	Issue	Medium
4	Penyimpanan Bahan kimia	Kerusakan wadah simpan	Keracunan	Permenaker No. 5 tahun 2018	E	0,5	1,0	1,5	5	7,5	issue	Medium	-Pakai APD - Check kondisi pembungkus /wadah - Check setiap hari	0,5	1,0	1,5	4	6	Issue	Medium
5	Penyimpanan tabung gas	Kebocoran tabung	Meledak, kebakaran	Permenaker RI No. Per- 04/Men/1980	E	0,5	1,0	1,5	5	7,5	Issue	Medium	- Check kend is it bung seat penerimaan - Passang safety cover untuk tabung - Siapkan APAR - Chek APAR secara berkala	0,5	1,0	1,5	4	6	Issue	Medium



Attachment 2

GRI 403-3. List of health services

GRI 403 (Occupational Health & Safety (2018)	2021	2022	2023	Unit
	Occupational Health Service	List of Services	List of Services	List of Services	List of Services
GRI 403-3	Employees covered by services	100%	100%	100%	%

List Of Service

No	Service Items	Remark
1	Mineral Water	Provision of Drinking water for employee
2	Medicine	First aid at factory
3	Clinic/Health Treatment	BPJS Clinic
4	Work Accident handling	Sending serious injure to Hospital
5	Fire Fighting equipment	Fire fighting supply and maitenance
6	Safety PPE equipment	Procurement of Personal Protective Equipment
7	Provide assembly point	useful in the event of a fire, natural disaster, or other emergency.
8	Rest Area	hygienic area to rest and lunch employees
9	Clean Toilet	provide a clean and hygienic workplace
10	Protection against Covid19	Covid Test, Temperatur check, Vaccine service, mask to employees and families
11	Eye Wash and Shower	clean the eyes when the eyes come into contact with chemicals, dust, to reduce the risk of injury to workers' eyes
12	Air purifier at office	to get healthy air in the office
13	occupational health and safety inspection	test humidity, tempteratur, noise, light to ensure a safe workplace for workers
14	safety information	as information to remind everyone to always be alert at workand how to deal with emergencies
15	Training safety	training safety by internal and extrernal to train workers to besafe and avoid accidents while working and emergencies

APPENDIX:

Southland Global Pte Ltd. Indonesian Sector

(1) Our Sustainable KPIs:

Southland Indonesia Sustainable Target Key Performance Indicators (KPIs)

- (2) Environmental Aspect_Appendix
- (3) Social Aspect Appendix

Southland Global Pte. Ltd. (A member of Southland Rubber Group) 8 Cross Street #27-01, Manulife Tower, Singapore 048424

Tel: (65) 6438 6939 Fax: (65) 64382165

www.southlandglobal.com

Company Registration No. 200310407C

Southland Indonesia Sustainable Target Key Performance Indicators (KPIs)

Updated: 1 December 2022

We are committed to effect programs, systems, and performance metrics by setting public, time-bound and geographic-specific targets and milestones through our Indonesian Sector with these indicators:

1. CO2 Emissions Intensity:

To reduce more than 20% from 2019 by or before 2030

2. CO2 Emissions

To reduce CO2 emissions more than 40% from 2019 by or before 2030

3. Energy Consumption

To reduce Energy Consumption 5% from 2019 by or before 2030.

4. Renewable Energy (Scope 1):

To use more than 70% proportion by or before 2030

5. Water Management (Effluent):

To conform with the 6 factors of effluent/waste-water national standards per all six items, every month.

6. Water Management (Usage):

To achieve 80% of recycle ratio in water usage be or before 2030

7. Waste Management:

To reduce tonnage of non-hazardous waste disposed by at least 40% from 2019 by or before 2030

8. Biodiversity:

To use Natural Rubber 100% from non-deforestation sources after 1 April 2019.

9. Consumer Health & Safety:

To achieve Zero rejection, Zero claim on product quality relating to health or safety.

10. Employee Health & Safety:

To Continue "Zero Accident days" in all factories

To achieve H&S Training per Employee more than 25 hours per year by or before 2030

11. Compliance:

To maintain Zero Violation Incident of Human Rights and Code of Conduct

12. Training on buyers:

To ensure 100% of procurement staff receive training in Sustainable Procurement Commitment

13. Sustainability Assessment:

To have Sustainability Assessment 100% on our direct suppliers by or before 2025

14. Capacity Building of Suppliers:

To have 100% Sustainability Awareness Training on our direct suppliers by or Before 2025

Christian Tollkuehn

Business Unit Head Southland Indonesia

Director, Southland Global Pte Ltd

Environmental Aspect_Appendix Appendix 1

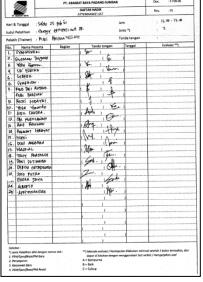
Training Material & Attendance List



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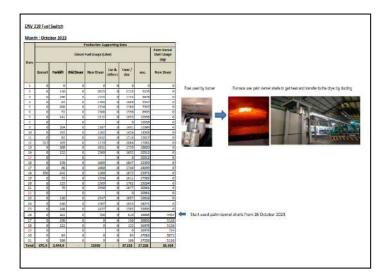
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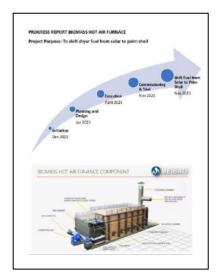
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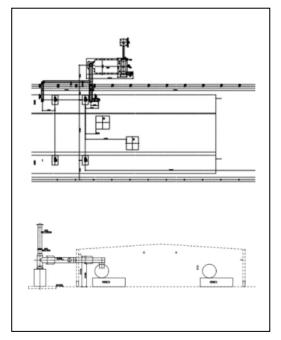
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Appendix 2 Fuel Switch













Appendix 3 Water Audit































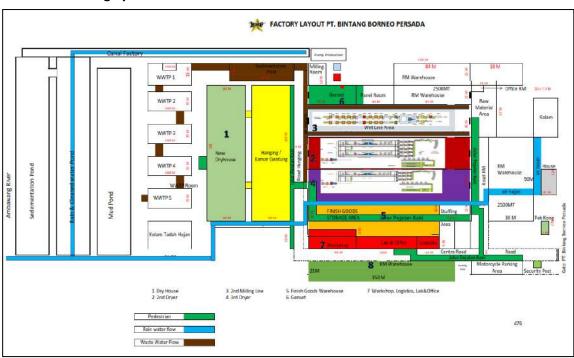
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Appendix 4 Rainwater Havesting System



Domestic Water Test Certificates

























Awareness Training of Local Biodiversity



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Appendix 7 **Regreen Program**

PT. POLYKENCANA RAYA (SGY) Crumb Rubber Factory

PROGRAM PENGHIJAUAN (PENANAMAN POHON) /REGREENING PROGRAM (TREE PLANTING)

NO.		THE SOURCE POLICY (TYPE OF TREE			JENIS POHON/TYPE OF TREE		BULAN								WET		
NO	TH		JENIS POHONY TIPE OF TREE	AMOUNT TREE	JAN	FEB	MAR	APR	MEI	JUN	JUL	AGT	SEP	ОКТ	NOV	DES	KET
	2021		SRI PAYUNG & TANJUNG/ Ear pod wattle & Minusops elengi	35													
i.	2021		SRI PAYUNG & TANJUNG/ Ear pod wattle & Mirrusops elengi	35													
4	es sestactes	PLAN	ANGSANA / Pterocarpus macrocarpus	12									6.5.				
2	2022	REAL	ANGSANA / Pterocarpus macrocarpus	12									0 3				
3		PLAN	SRI PAYUNG / Ear pod wattle	60													
3	2023	REAL	SRI PAYUNG / Ear pod wattle	60													

PROGRAM
DILAKSANAKAN / WORKED

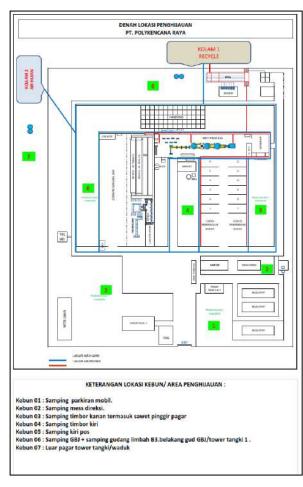
PT. POLYKENCANA RAYA (SGY) Crumb Rubber Factory

POHON YANG AKAN DITANAM DILINGKUNGAN PABRIK

TREES TO BE PLANTED IN THE FACTORY ENVIRONMENT

NO	JENIS POHON	JUMLAH	STATUS	POTO POHON
1	ANGSANA Pterocarpus macrocarpus	82	DONE	
2	GLODOK TIANG Polyalthia longifolia	35	DONE	
3	KARET Hevea brasillensis / Rubber tree	6	DONE	1 77 2 780
4	SRI PAYUNG Ear pod wattle	19	DONE	
5	TANJUNG Mimusops clengi	16	DONE	

NO	JENIS POHON	JUMLAH POHON	STATUS	POTO POHON
6	KETAPANG Bengal almond	11	DONE	
7	KETAPANG KENCANA Terminalia mantaly	1	DONE	
8	POHON CEMARA Spruce	2	DONE	411
9	BAKAU Mangrave	100	PLAN 2024	
10	MAHONI Mahogany	30	PLAN 2025	







Air Quality Monitoring































¥ KAN

































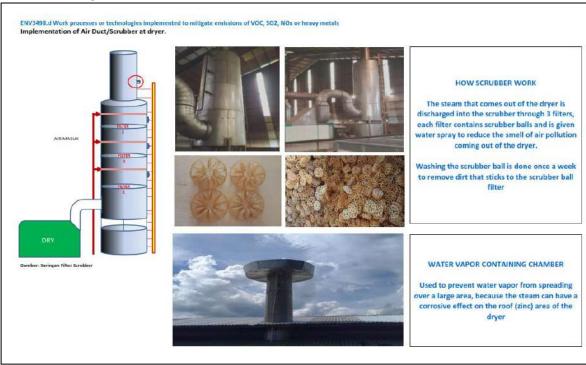


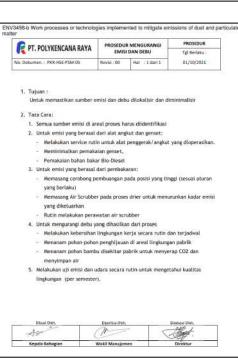






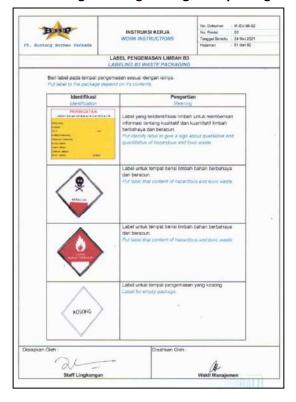
Process to mitigate odor





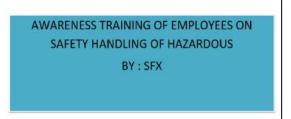


SOP Labeling Handling Storing Transporting





Appendix 11 Awareness Training of Hazardous Waste











		AFTAR HADIR / AFTEND	BEWE
Hati, Puhia Tamp Kopre	Tenggal Sulu/25-29		MANUE MOI
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Agreement With Certified hazardous Collector

















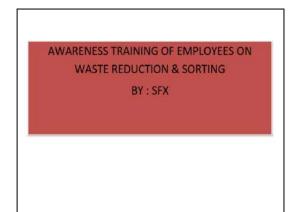
Chemical Usage

Indonesia Group Chemical uasge 2023

Chemical Name	Unit	List do	in 2023	Total (4 Factories		
		KCA	SFB	SFX	SGY	(4 Factories
Acetic Acid	KG				E + 1	0,000
Aluminium Sulphate	KG	25,900	3 3	-	5 3 to 1	25,900
Ammonia Anhydrous	KG	. 33		7	-	0,000
Ammonium Sulphate	KG	- ==	-	* 3	E + 3	0,000
Barium Chloride	KG	-	8 - 3	0,216		0,216
Boric Acid	KG	1,450	0,164	0,523	0,300	2,437
Calcium Carbonate	KG		() e- ()	3,600	3.0	3,600
Calcium hydroxide	KG	_ <u>29</u>		9	(Pari	0,000
Calcium Oxide	KG	3,000	-	- 3	+ 1	3,000
Carbon Black N330	KG	3,000	96,681	-		99,681
Castor Oil	KG			844,000	-	844,000
Caustic Soda	KG	3,300	6,625	9,360	1,275	20,560
Chlorimurom Ethyl	KG	§ 20	8 - 8	76,550	(N=0)	76,550
Copper(II) Sulfate	KG		-	0,399		0,399
Disodium Tetraborate	KG	3 -0	S 44 8			0,000
Formic Acid	KG	. 23			. 222	0,000
Hydroxylamine Neutral Sulfate	KG		-	- 12	E-0.1	0,000
Mbt	KG		8 - 8	-	i iei	0,000
Mercaptobenzothiazole	KG	\$S	-	- 4	+	0,000
Mesthylene Red	KG	0,025	0,002	0,002	0,005	0,034
Methy Orange	KG	25.				0,000
Methylene Blue	KG	0,050	0,001	0,000	0,005	0,056
Oxalic Acide and Phosphoric Acid	KG	-	8 - 3	-	3	0,000
Phenollphatelin	KG	28			-	0,000
Potassium Aluminium Sulfate	KG				1.45	0,000
Potassium Hydrogen Phthalate	KG	9 20	8 - 8	-	926	0,000
Potassium Hydroxide	KG	- 23	-	- 9	(+)	0,000
Potassium Sulfate	KG		1 - 1	2,991		2,991
Puric 1087	KG	- 98			11+11	0,000
Purics 1034	KG	* =:	3 3 3	- 12	E-F3	0,000
Selenium Powder	KG	-	X X	-		0,000
Selenium Reagent Mixture	KG	2,500	0,656	0,100	1,030	4,286
Silica Gel	KG	1,000	T		945	1,000
Silicone High Vacuum Grease	KG	-	8 - 8		121	0,000
Soda Ash	KG	- 52	-	- 33	573	0,000
Sodium Carbonate	KG		0,001	0,001	1-1	0,002
Sodium Flake	KG	. 45				0,000
Sodium Hydroxide	KG	82	7,000	30,307	10,610	47,917
Sodium Powder	KG	2	9 - 9	-	121	0,000
Stearic Acid	KG	- 23	9,441	- 9	E-3	9,441
TMTD	KG	3	1 - 1	-		0,000
Vultamol	KG	. 48		1	-	0,000
Zinc Oxide	KG	4	3,472			3,472
Subtaotal	. 3	40.225	124.043	968.049	13.225	1145.542

Chemical Name	Unit	List d	lown total	quantity use	in 2023	Total
		KCA	SFB	SFX	SGY	(4 Factories)
Buffer Solution pH 10	LITRES	- 3	= 3	3,000		3,000
Buffer Solution pH 4	LITRES	0,500	Sa .	3,000	79	3,500
Buffer Solution pH 7	LITRES	0,500	-	3,000	17	3,500
Cureo TS	LITRE5	9	2,586			2,586
Cyclohexyl Mercaptan	LITRES	- 2	- Sa	- 8		0,000
D40 Solvent	LITRES	-5	-	- 5	27	0,000
Ethanol	LITRES	4,000	3,300	1,500	7,570	16,370
Ethanol Absutute	LITRES	- 2	- 4	- 2	5	0,000
Formaldehyde	LITRES	- E	-	÷5.	7	0,000
Hydrochloric	LITRES	- 3	-	-		0,000
Solvent/Hydro Cabon	LITRES		- 3		99	0,000
Sulphuric Acid	LITRES	4,000	3,315	15,021	7,280	29,616
Terpentine	LITRES	500,000	728,531	9364,778	3609,000	14202,309
Toluene	LITRES	3,000	- 5	€3		3,000
Xylil Mercaptan	LITRES	25,000		÷0.	18,300	43,300
Subtaotal		537,000	737,732	9390,299	3642,150	14307,181

Appendix 14 Awareness Training

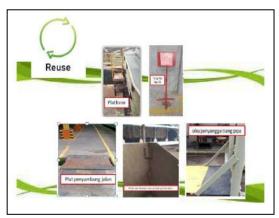










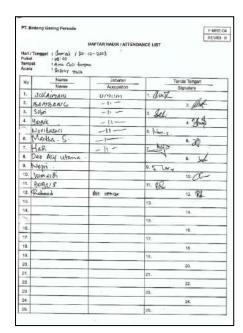






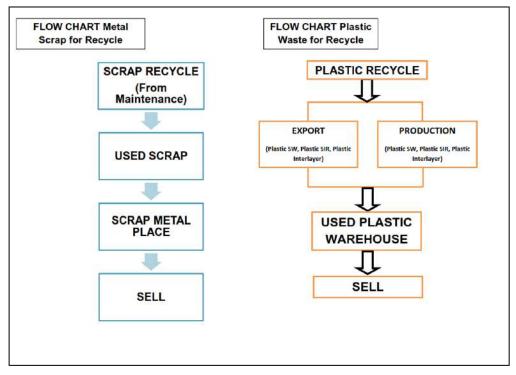


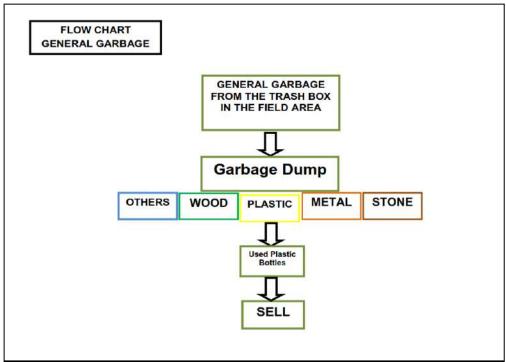




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Appendix 15 Flow Chart



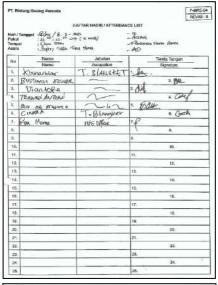


Social Aspect_Appendix Appendix 1

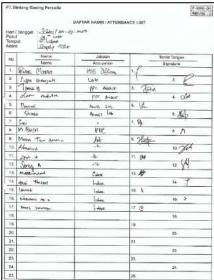
H&S Training Material

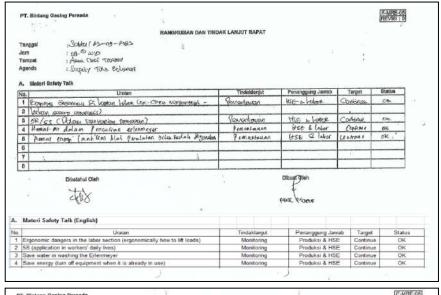
Example of Safety Training at actual work sites:

Attendants List and Training Agenda



PT. B	Sintang Gasing Persada				F-MRE-
	RANGKUMAN DAN TINI	DAK LANJUT RAPAT			
Tange	gal : Palu / 8 - 3 - 2023				
Jam					
Temp	* 42 40 - 22:50 with				
Agen	A titled Shally				
A. 1	Materi Safety Talk				
No.	Uralan	Tindaklanjut	Penanggung Jawab	Target	Status
1	hemat air (ferggunaan air Unitak pemotongan blankek)	Pemantakan	Produkti 0 HSE	Contrave	OV
2	Pembuangan Sampah [hidak membuang Akamai senur)	Pemantacian	Produke & HSE	Connece	ole
	hemoil Ustrik (memabican laway faren lerra ya tidak Ogumian	Pemantauan	Producti & HSE	Consinue	Dix:
	Institutes keesa young Aman	Pemantauan	Produksi a Itse	Continue	ok.
5					-
6					
7					
	Disetahui Olah 		Dibuat Oleh		
A.	Materi Safety Talk (English)				
No.	Uraian	Tindaklanjut	Penanggung Jawab	Target	Status
1	Save water (water use for blanket cutting)	Monitoring	Produksi & HSE	Continue	OK
2	Disposal of rubbish (don't throw rubbish carelessly in the drying room area)	Monitoring	Produksi & HSE	Continue	OK
	Save electricity (turn of lights in work areas that are not used)	Monitoring	Produksi & HSE	Continue	OK
			Produksi & HSE		OK





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No	Namo	Jubatan Assupetion	Tanda Tangan Skruture
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2.	PIREN P	SEHVR	2000
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	Contain apparental.	Опочно вымер	1 CAD
6.	Sweet	druc.	8. Aler
7.	PICKY ELMINDI	Rolly	7. GADA
8,	Sofwon Jeri	STREAMER	a Ship
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24,			24.
25.			25.

RANGKUMAN DAF	TINDAK LANJUT RAPAT			
Tanggal : dg - dhaseo - 2002				
Jam : 19 30 LUB				
Tempat : AREA BADHAAN				
Agenda : SHETY TALK SET FRANCIST DESCRIPTION B				
A. Materi Safety Talk	Tindaklanlut	Pananggung Jawab	Target	Status
No. Uralan 4 Meridian Maraksi labah pu ya ware sabelum progi ha		HEE & PRODUCE	/bv7lNUF	ok
			William Control	- 1750
2 Republi panerana dele tambes - terrebo di anna baga	principalican	HIT S PRODUKE!	CONTRACE	06
3 Russeyan parroladi dosm danasi nya	prosonewen	HSC A PRODUCTION	MATINIE	Oli
4 lokari haya, dan patansi baharpurta	prinzmawan	HER & PRODUNETT	\$WWW.	04
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7				
8				
Dikotahui Oleh		Dibust Oleh		
to. Uraian	Tindaklanjut	Penanggung Jawab	Target	Status
Make sure your body is healthy before working	Monitoring	Produksi & HSE	Continue	OK
Obey the rules and signs in the work area	Monitoring	Produksi & HSE	Continue	QK:
3 Prohibition of smoking and its sanctions	Monitoring	Produksi & HSE	Continue	OK
4 Work location and potential hazards in the work area	Monitoring	Produksi & HSE	Continue	OK
Work tools and Work Instructions	Monitoring	Produksi & HSE	Continue	OK
6 Steps to save resources and save energy	Monitoring	Produksi & HSE	Continue	OK

Daily Monitoring Check Sheet

		P	T. ABAISIAT BAYA PADANG S	UMBAR	F.8K1-04
	P. ADDR. 1811	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	IAN PEMERIKAAN PERALATA	N FRODUKSI	Few : 09 page 1 of 2
LEAD!	TRANSILAL PARA 51	April 27			CORASI : DRYER U
Ne	MESIN	BAGIAN	BAIK RUSAK	KETERANGA	in.
1	Shrausler dryer \$1	a. Motor	-	•	
		b. V-belt	2		
		c, bearing roll becar	10		
		ti. Bering voll speed	-		
		n, Bearing stelan proau			
		F. Pisau duduk	b		
		g. Not speed	-		
-		h. Motor roll speed	2		
-	1,737	Gearbox roll speed			
2	Streeder dryer 92	s. Motor			
-	successes survey and	h. V-belt	4		
		t. Bearing roll becar	v		
		d. Sering roll speed	-		
		e. Bearing stelan cesar	-		
		f. Piseu doduk	121		
		g. Roll speed	V.		
		h. Motor roll speed	-		
		I. Gearbox roll speed	-		
		j. Rantai rali speed	L		
3	Portes pump 83	a. Motor			
		b. V-Self			
_		s, Bearing			
-		d. Seel tromol	6		
	Fortex pump 82	a. Motor	-		
-		b. V-belt c. Bearing			
-	_	d. Seal sromei	12		
5	Water pump 8	a. Motor	101		
-	The same of the sa	b. V-beft	1 2 1		
		c. Searing	151		
		al. Seal trompi	101		
4	Pendurong stelly 8	a Motor	4		
	-	b. V-belt.	6		
		c. Gearbox			
		d. Sprocket	V		
-		e. Rantai	2		
-		C. Coupling	v		
7	-	g. Bearing	-		
7	Exhaust Blower 8	Motor	-		
-		ti. V-belt c. Bearing	V		
1	Main Slower 81	a. Motor	-		
-	Transport of	b V-belt	6		
		c Bearing	101		
-	Main Blower 52	a Motor	-		
-	1	b V-belt	10		
000		c. Bearing	-		
1/2	Burner B1	a. Pengapian	1		
-	(410)10014	D. Flow Meter	131		
		c. Feul Filter			
11	Burner 82	a. Pengapian	L		
		b. Flow Mater			
		Sc. Feul Sitter	12		

-	.988	PT. ABAISIAT	BAYA PADANG-SU	MAAR	1,641	04
	C stands but	LAPORAN PEMER	KSA,AN PERALATAN	PRODUKSI	Sec. :	
			KONDS		KETERANGAN	
40	MISIN	BAGIAN	BAR BUSAK		, minecane at	_
12	Heat Recycling Blower 8	a Motor	3			
	The second secon	b. V-beit				
		c, Bearing	-			
11	Cooling Blower #1	a. Moter	-			
-	177.18	b. V-belt	5			
-		c Bearing				
14	Cooling Blower 82	e Motor				
**	Control Control	b. V-belt				
-		c. Bearing	-			_
15	Mesin press I	a. Pompa Hydrania	U			
*		b. Santai	7			
-		s. Jarum	v			
-		d Gawarg penekan	· W			
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-		d. Gawang penekan	V			
-		e. Bunyi mesin	~			
-		f. Ketrocoran oli	v			-
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-		h. Limit switch	V			_
17	Conveyor belt	a. Metor	v			
*	Contraction Contraction	b. Gearbox	-			-
-		c. Rantal	- 2			_
+		d. Spraket	· .			_
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-		F. Scelan belt	0			-
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-		c. Gearbox	-			-
-		d. Beating	10			
-		e. Pisau	P .			_
19	Metal detector 1	a. Bearing roll	L			-
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Monthly Equipment Inspection Check List

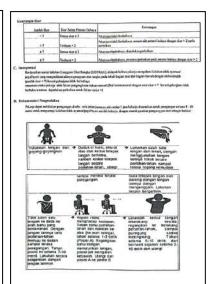
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anggai	Periksa	15/10-2023		_		LAMPU		01700	CUADA			T	
NO	UNIT	NAMA KARYAWAN	310	REM	UTAMA	SEIN	ROTARY	SABUK PENGAMAN	SUARA MUNDUR	KLAKSON	SPION	LOKASI KERJA	KETERANGAN
1	Forklift 1	-	-	-	-	-	-	-	_	-	-	alet beret	Perbairan
2	Forklift 2	- 1	-	-	-	-	-	-	-	-	-	culat benat	Derbaltan
3	Forklift 3	PeBi	V	×	V	V	×	V	~	V	~	GBJ	Rem targan tusale
4	Forklift 4	-	-	-	-	-	-	-	-	-	24	alat berat	Der balkan
5	Forklift 5	-	-	-	-	-	-	-		-	-	alat berat	perbaikan
6	Forklift 6	12.A. A215	V	V	V	V	V	×	V	×	V	Zaw - mat	Sabuk Pengaman rus Klason rusak
7	Forklift 7	-	-	-	-	-	-	-	_	-		alat benat	Perbalhan
8	Forklift 8	APRI ZAL	V	V	~	V	V	V	V	V	V	Ruw-mat	0k
9	Forklift 9	Satrio Apri	V	V	V	~	V	V	V	V	/	Pajangan	0 k
10	Forklift 10	ALPIAN	V	~	V	V	V	V		V	V	Kajangan	0K .
11	Forklift 11	Wahyuzi	/	~	~	V	V	V	~	/		680	o¥
12	Forklift 12	lock prenaki	V	~	/	V	1	V	V .	V	~	Export	o¥
13	Forklift 13	African Sutamu	V	1		V	/	/			V	G xfort	ok
14	.Forklift 14	ILHAM	V	~	V	V	~	V	~	V	/	producesi	ok
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16	Forklift 16	koma	V	V	~	V	1	~	/		/	Daw - met	ok
17	Forklift 17	6 Adama	V	~	V	/	×	/	×	/	V	bry process	lampu hotari tusht Klason tusht
18	Forklift 18	Surrer	V	V	V	1	V	V	~		V	Paw-mat	ok
19	Loader 1	-	-	-	-	-	-	-	150	-	-	alat berat	per beltan
20	Loader 2	-	-	-	-	-	-	+	-	~	-	alat beret	Per baikan
21	Loader 3	A2 is	V	V	V	×	V	V	V	~	V	Paw - mat	lampus ein rusat
22	Loader 4	ALI AKBAR	V	V,	V	V	/	/	×	X	V	kaw -mat	Guera Mundet Husais
23	Loader 5	JAMIL	V	V	/	V	~	V	V	V	~	Produks.	OK.
24	Excavator 1	Parkir	V	-	V_	5	~	V	-1	V	~		o≮
25	Excevator 2	MIMPOT	V	-	V	-	-	V	100	V	V	2 aw-mat	ok
26	Excavator 3	NEVES	V	-	V	-	-	V	-		V	depan kanal	OK

PT. Bir Fanggal	ntang Gasing Pe	reada : 8 /10 2023			PEN	/ERIKS	AAN SA	AFETY EQU	JIPMENT	')			F-HSE-26 REVISI 1
NO	UNIT	NAMA KARYAWAN	SIO	REM		LAMPU	ROTARY	SABUK PENGAMAN	SUARA MUNDUR	KLAKSON	SPION	LOKASI KERJA	KETERANGAN
1	Forklift 1	-	-		UTAMA	SEIN	RUIARY	-	-	-	_	Alal beral	Substan (SEIVIE)
2	Forklift 2	Arbein	-	V	1	-					~	Row wat	pau padan park qui
3	Forklift 3	ANNA Zelii	V		11		K		V	X	X	Extent	fragg Alfan's Flower stems
-	Forklift 4	- Accident	v	V	V	-	-	5	V	1	-	Extent	ten tragan files dus show tennes they better force from they so to be get, 900 they inter
5	Forklift 5	Ghelmi	-	-	-	V	-	-				Alat Perat	Perboliton (PEDALE)
8	Forklift 6	- Inches		x	V	~	V	х		V	V	Emo wat	Perfultion (REPAIR) Rew Finger Russit John Salut benganan
-	Forklift 7	R.A. ABR	-		-	-				-	_	Abot Geral	Perfortichen (Dana12)
7	Forklift 8	Wahanza	V	1/	1/	Х	V	V	X	×	V	Fan wal	tough son mati stare banker Floren regal:
9	Forklift 9	M. Salvar	-	V		-	1	X	1/	10	-	Ragana	Palate Program Resolu
	Forklift 10	CATANO ANTI	2	V	×	-	V	· ·			V	GEI	Lawya dapar wali
10	Forkirt 10	Aprigal	VA			27.50	-	11.00		V		aby Brakany	Sec Section ratio
11	Forkift 12	- Contract C	V	V		~	V	<u></u>	V	V	~		1
12	Forkin 12 Forklift 13	For groupes	V	V	レ	レ	V	V	V	V	V	Export	temps foliar public
13	Forkin 13	Arian Sulama	V		-	-	×	v		-	レ	Abil best	talakton
14	Forkin 14	V (*	5-90	1901		V	V	V	V	1	V	Extor!	6te
	Forkin 16	Formati Form	~	V		1	×		-		1	Paw mat	Lawru Cobor mati
16	Forklift 17	Roe Hiban Gales	V	V		1	10000	V	V	V	V	Eyort	Ofe
18	Forklift 18	Sultar Sanct	-	V	~	2	V	V	- V	1	~	Paw mat	ope ope
19	Loader 1	- 411/1/2	-	-	-	_	-	-	-	-	-	Alas borat	Rankinskan (REPAIR)
20	Loader 2	100000000000000000000000000000000000000	v	V	V	V	×	V	×	V	レ	office	powder to feel the corression
21	Loader 3	Cardo you	V	1/		. /	1	V	v	V	v	Edes Mas	and weller when duta
22	Loader 4	Ginting Birdi	- 25			1	×	×	×	×		Busatuan	FORTH SER SEGREY, C. o. Marchel
23	Loader 5	bwe.	2	1	V	×	-		^	+-		Alat berat	Perberger (REPAIR)
24	Excavator 1		-	-	V	_	_	V		1	V	Pow mat	GO MATTON CTCHAN !
25	Excavator 2	Nimmed	-	72.5	V	-	-			-	v	Paw mul	ORE
26	Excavator 3	Portir	-	-	V	-	-	1		V	V	tan wat	0(6
1000	/Note.	11000				Diperil	sa Oleh						Diketahui Oleh
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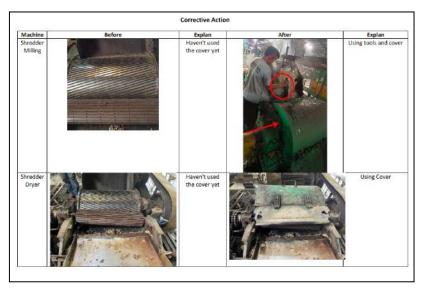
Ergonomic Test



*		Exicguel Pessoni Stelenys	Bir							
1	Operator Milling Area	Yelich hegite stat	2							
		Punggang dan tuhuh hagian kawah	1							
		Total Shor Femor Tubok	1							
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		Fokus sinks perganghasan								
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		Tetal Skar Power Tideds	,							
		Tarak dan beloto angkar	1							
		Fakua dako pengangkatan	6							
		Total Progragitation below research								
	Observad (The second second								
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		Punggang dan tuhuh bagian boneh	-							
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		Palate status pengengkatar								
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	Observani i									
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3	Michigan Attended Part 14	Processes due tobal busino fazonio								
		Total Shor Festur Tubuh								
		Lleigh day below market	1							
		fried miningengegiesen	,							
		Total Pengangkatan behan manual	6							
	Observaci :									
	Primja mengerjakan tagas pada posisi berdiri selama 15 menit diselingi denega pellerjaan bilanya									
	Press Sir	Tulosh Region state	1							
1		Purggang dan tidnah bagian bewali	1							
		Total Sker Paster Tubuli	-							
		Jank day behav angkai	- 1							
		Friday sinila propagation								
			8							
	Observad:	Faitz dilip prepagiatas Tenti Pregagiatas bekas maraid								
	Pekerja mengerjakan tagus pada persai daduk	Total Prepingkane beken messel dagar perkapa kenal da dasing pekryan la								
7		Felare finite propose better Total Proposekana bekan masasil dengar jun kepa k jeruhari dia desirap pekerusa ba Tubuh bagian asar								
7	Pekerja mengerjakan tagus pada persai daduk	Editor shalls proposed atom Targi Proposed area before mounted denger per kerja il jurifusi dia dealingi pekerjasa ke Tuhuh bagian saar Pengang dan kehah bagian bersah	eye I							
7	Pekerja mengerjakan tagus pada persai daduk	Felare finite propose better Total Proposekana bekan masasil dengar jun kepa k jeruhari dia desirap pekerusa ba Tubuh bagian asar	0 eye : 1 1							
7	Pekerja mengerjakan tagus pada persai daduk	Editor shalls proposed atom Targi Proposed area before mounted denger per kerja il jurifusi dia dealingi pekerjasa ke Tuhuh bagian saar Pengang dan kehah bagian bersah	0 mys 1 1 3							
7	Pekerja mengerjakan tagus pada persai daduk	Palest riskip presconglates Trajel Fra proglates to below more all dengan jour larged journal of the destinate polaryzane te Traffel beginn same Augment date to the same beginn breach Traint Share Perfect Traffel and destinate on galax	0 eye : 1 1							
7	Pekerja mengerjakan tagus pada persai dashik	Fisher risits prospecytates Total Fregory kerne behave messed denger jun kerjalt jurufun den denlegi pekerjasa be Tidel bagian sass Penggang den telufu bagian besuh Tidel Stater Fester Tideah	0 mys 1 1 3							











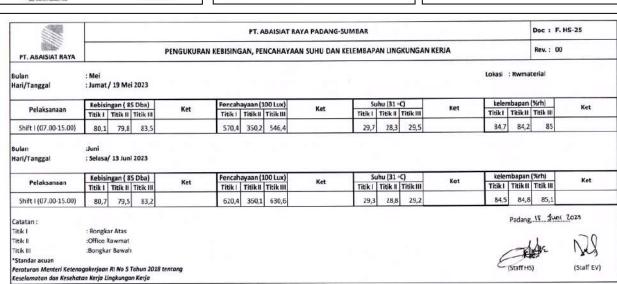
wlet	triffument : Nept			Ta	ends tongen	: Onlete
Mo.	Name Peserts	Dagino	Sand	tiegen	Tergani	Eveloped **)
1	TOWN STORE	70.5mg	1 45		-	
c	BLINE		1	_	4	
7			100	707	-	
4	Krissa sheden		-	- July	1	
ş.	Roylde		-	- 40	-	
6	TOR SUPERD	-	- Total	1.64	1	
Ř.	WHIT MERINO!	-	Section .	184	-	
1	Man Area and	-	A-	- Marie	1	
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W	HERU CELANGE	N.	26-	1.8-4		
in.	BENET SWAP	ad .	1		1	
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Xin	cover force		R+Seh			
793	A/Special/Process/PMI density - dealer		Ex-Cubup.			

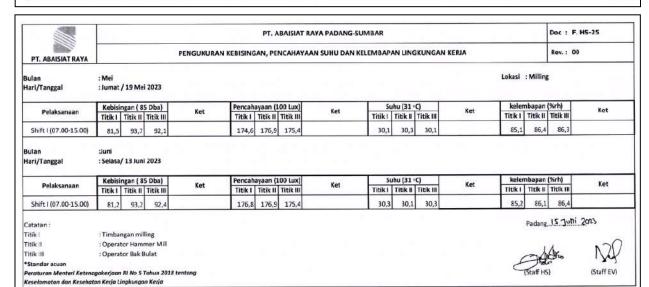
Noise Test Certificates











						PT. ABAISIAT RA	AYA PADANG-	SUMBAR			Doc : F.	HS-25
PT. ABAISIAT RAYA			1	PENGUKURA	N KEBISING	AN, PENCAHAYA	AN SUHU DAN	KELEMBAPAN LINGKUNGAN I	KERJA		Rev.: 00	
Bulan Hari/Tanggal	: Mei : Jumat ,	19 Mei	i 2023							Lokasi :Hangir	ng I	
	Kebisir	gan (85	5 Dba)	Ket	Pencaha	ayaan (100 Lux)	Ket	Suhu (31 °C)	Ket	kelembapan	(%rh)	Ket
Pelaksanaan	TitikI			Ket		Titik II Titik III	Ket	Titik Titik Titik	Ket	Titik I Titik II	Titik III	Ket
Shift (07.00-15.00)	82,3	81,2	79,9		173,2	175,4 176,5		30,4 29,6 29,4		85,4 85,2	85,4	
Bulan Hari/Tanggal	:Juni : Selasa/	13 Juni	2023									
	: Selasa/	ngan (85	5 Dba)	Ket		ayaan (100 Lux)	Ket	Suhu [31 °C]	Ket	kelembapan		Ket
Hari/Tanggal Pelaksanaan	: Selasa/ Kebisir Titik I	ngan (85	5 Dba) Titik III	Ket	Titik !	Titik III Titik III	Ket	Titik I Titik II Titik III	Ket	Titik I Titik II	Titik III	Ket
Hari/Tanggal	: Selasa/	ngan (85	5 Dba)	Ket		Titik III Titik III	Ket		Ket		Titik III	Ket
Pelaksanaan Shift (07.00-15.00)	: Selasa/ Kebisir Titik I	ngan (8: Titik II	5 Dba) Titik III	Ket	Titik !	Titik III Titik III	Ket	Titik I Titik II Titik III	Ket	85,2 85,1	Titik III	3 70
Pelaksanaan Shift (07.00-15.00)	: Selasa/ Kebisir Titik I	ngan (85 Titik II 81,3	5 Dba) Titik III	Ket	Titik !	Titik III Titik III	Ket	Titik I Titik II Titik III	Ket	85,2 85,1	Titik III 85,2	3 70
Pelaksanaan Shift (07.00-15.00) Catatan : Triik I Triik I	Kebisir Titik I 82,3	ngan (85 Titik II 81,3	5 Dba) Titik III	Ket	Titik !	Titik III Titik III	Ket	Titik I Titik II Titik III	Ket	85,2 85,1	Titik III 85,2	3 70
Pelaksanaan Shift (07.00-15.00) Catatan : Triik I Triik I	Kebisir Titik I 82,3	ngan (85 Titik II 81,3	5 Dba) Titik III	Ket	Titik !	Titik III Titik III	Ket	Titik I Titik II Titik III	Ket	85,2 85,1	Titik III 85,2	3 70
Hari/Tanggal Pelaksanaan	: Selasa/ Kebisir Titik I 82,3 : Lantai : Lantai : Lantai :	ngan (8: Titik II 81,3	5 Dba) Titik III 79,8		Titik !	Titik III Titik III	Ket	Titik I Titik II Titik III	Ket	85,2 85,1	Titik III 85,2 2 IS Juni	3 70

						PT. A	BAISIAT RA	YA PADANG-	SUMBAR					Doc : F.	HS-25
PT. ABAISIAT RAYA			F	PENGUKURA	N KEBISING	AN, PEI	NCAHAYAAI	N SUHU DAN	KELEMBAPA	N LINGKUNGAN	KERJA			Rev. : 00	
Bulan Hari/Tanggal	: Mei : Jumat /	19 Mei	2023									Lokasi	: Hangin	gII	
Pelaksanaan	Kebisin Titik I			Ket	Pencaha Titik I	ayaan (1 Titik II		Ket		nu (31 °C) Titik II Titik III	Ket		nbapan (Ket
77 00 07 12 10 100		-													
Shift I (07.00-15.00)	Juni	71,3			560,2	570,2	570,6		29,1	29,2 29,1		85,8	85,2	85,4	
Bulan Hari/Tanggal	:Juni : Selasa/ Kebisin	13 Juni gan (85	2023 5 Dba)	Ket	Pencah	ayaan (1	LOO Lux)	Ket	Sui	nu (31 °C)	Ket	kelen	nbapan (%rh)	Ket
Bulan Hari/Tanggal Pelaksanaan	:Juni : Selasa/	13 Juni gan (85	2023 5 Dba)	Ket	Pencah	ayaan (1		Ket	Sui		Ket	kelen	nbapan (Ket
Bulan Hari/Tanggal	:Juni : Selasa/ Kebisin	13 Juni gan (85	2023 5 Dba) Titik III	Ket	Pencah	ayaan (1 Titik II	LOO Lux)	Ket	Sui	nu (31 °C)	Ket	kelen	nbapan (Titik II	%rh) Titik III	Ket
Bulan Hari/Tanggal Pelaksanaan	:Juni : Selasa/ Kebisin Titik I	13 Juni gan (85 Titik II	2023 5 Dba) Titik III	Ket	Pencahi Titik I	ayaan (1 Titik II	00 Lux) Titik III	Ket	Sul Titik I	nu (31 °C) Titik II	Ket	kelen Titik I 85,5	nbapan (Titik II 85,4	%rh) Titik III 85,1	
Pelaksanaan Shift I (07.00-15.00)	:Juni : Selasa/ Kebisin Titik I	13 Juni gan (85 Titik II 71,5	2023 5 Dba) Titik III	Ket	Pencahi Titik I	ayaan (1 Titik II	00 Lux) Titik III	Ket	Sul Titik I	nu (31 °C) Titik II	Ket	kelen Titik I 85,5	nbapan (Titik II 85,4	%rh) Titik III 85,1	
Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00) Catatan :	:Juni : Selasa/ Kebisin Titik I 77,2	13 Juni gan (85 Titik II 71,5	2023 5 Dba) Titik III	Ket	Pencahi Titik I	ayaan (1 Titik II	00 Lux) Titik III	Ket	Sul Titik I	nu (31 °C) Titik II	Ket	kelen Titik I 85,5	nbapan (Titik II 85,4	%rh) Titik III 85,1	
Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00)	:Juni : Selasa/ Kebisin Titik I 77,2	13 Juni gan (85 Titik II 71,5	2023 5 Dba) Titik III	Ket	Pencahi Titik I	ayaan (1 Titik II	00 Lux) Titik III	Ket	Sul Titik I	nu (31 °C) Titik II	Ket	kelen Titik I 85,5	nbapan (Titik II 85,4	%rh) Titik III	

						PT. A	BAISIAT RA	YA PADANG	SUMBAR						Doc : F.	HS-25
PT. ABAISIAT RAYA			P	ENGUKURA	N KEBISING	SAN, PE	NCAHAYAAI	N SUHU DAN	KELEMBAP	AN LING	KUNGAN I	ERJA			Rev.: 00	92
Bulan Hari/Tanggal	: Mei : Jumat / :	19 Mei	2023										Lokasi	: Hanging	g III	
	Kebising	an (85	Dba)	Ket	Pencah	ayaan (1	100 Lux)	4.7	Su	hu (31 °	c)		keler	mbapan (9	%rh)	Ket
Pelaksanaan	Titik I T			Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket		Titik II		Ket
Shift I (07.00-15.00)	80,2	79,4	77,6		510,3	530.2	554,2		29,2	29,1	29,3		85.4	85,3	85,1	
	:Juni : Selasa/ 1	L3 Juni	2023						*	9	10					
Hari/Tanggal	: Selasa/ 1	an (85	Dba)	Ket		ayaan (1		Ket		ıhu (31 «		Ket		mbapan (%		Ket
Bulan Hari/Tanggal Pelaksanaan	: Selasa/ 1	an (85	Dba)	Ket		ayaan (1 Titik II		Ket	Su Titik I	ıhu (31 « Titik II		Ket	kele Titik I			Ket
Hari/Tanggal	: Selasa/ 1	an (85	Dba) Titik III	Ket	Titik I	Titik II		Ket			Titik III	Ket		Titik II		Ket
Pelaksanaan Shift I (07.00-15.00)	: Selasa/ 1 Kebising Titik I T	an (85	Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik1 85,3	85,7	85,3	
Pelaksanaan Shift I (07.00-15.00) Catatan:	: Selasa/ 1 Kebising Titik I T	an (85	Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik1 85,3	85,7	Titik III	
Pelaksanaan Shift I (07.00-15.00) Catatan : Titik I	Kebising Titik I T 80,5	an (85	Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik1 85,3	85,7	85,3	
Pelaksanaan Shift I (07.00-15.00) Catatan : Titik I Titik II	Kebising Titik I T 80,5	an (85	Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik1 85,3	85,7	85,3	
Hari/Tanggal Pelaksanaan	Kebising Titik I T 80,5	an (85 itik II 79,2	5 Dba) Titik III 77,4		Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik1 85.3	85,7	85,3	

						PT.	ABAISIAT RA	YA PADANG-	SUMBAR						Doc : F	. HS-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	AN, PE	NCAHAYAA	N SUHU DAN	KELEMBAP	AN LING	KUNGAN	KERJA			Rev.: 0	0
Bulan Hari/Tanggal	: Mei : Jumat / 19 Mei 2023 Kebisingan (85 Dba) Titik I Titik II Titik III										Lokasi	: Cuci T	rolley			
Pelaksanaan	Kebisii	ngan (85	Dba)	Ket	Pencah	ayaan (100 Lux)	Ket		ıhu (31		Ket	keler	nbapan	(%rh)	Ket
Pelaksanaan	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	net	Titik I	Titik II	Titik III	Kei	TitikI	Titik II	Titik III	, not
Shift I (07.00-15.00)	82,2	81,3	79.4		160,1	380,1	388,3		29,5	29,4	29,3		85,2	85,2	85,2	
S :5 11 (22 00 07 00)																
Shift II (23.00-07.00) Bulan Hari/Tanggal	:Juni : Selasa,	/ 13 Juni	2023												- 10	
Bulan Hari/Tanggal	: Selasa,	/ 13 Juni		Kat	Pencah	ayaan (100 Lux)	Vet		uhu (31 ·		Ket		nbapan		Ket
Bulan	: Selasa, Kebisi		5 Dba)	Ket			100 Lux) Titik III	Ket		uhu (31		Ket			(%rh) Titik III	Ket
Bulan Hari/Tanggal	: Selasa, Kebisi	ngan (8: Titik II	5 Dba)	Ket		TitikII	Titik III	Ket			Titik III	Ket				Ket
Bulan Hari/Tanggal Pelaksanaan	: Selasa, Kebisi Titik I	ngan (8: Titik II	5 Dba) Titik III	Ket	Titik I	TitikII	Titik III	Ket	TitikI	Titik II	Titik III	Ket	TitikI	Titik II	Titik III	Ket
Bulan Hari/Tanggal Pelaksanaan Shift i (07.00-15.00)	: Selasa, Kebisi Titik I	ngan (8: Titik II	5 Dba) Titik III	Ket	Titik I	TitikII	Titik III	Ket	TitikI	Titik II	Titik III	Ket	Titik I 85	85,1	85,1	
Pelaksanaan Shift I (07.00-15.00) Shift II (23.00-07.00)	: Selasa, Kebisi Titik I	ngan (85 Titik II 81,3	5 Dba) Titik III	Ket	Titik I	TitikII	Titik III	Ket	TitikI	Titik II	Titik III	Ket	Titik I 85	85,1	85,1	
Pelaksanaan Shift I (07.00-15.00) Shift II (23.00-07.00) Catatan :	Kebisi Titik I 82,1	ngan (8: Titik II 81,3	5 Dba) Titik III	Ket	Titik I	TitikII	Titik III	Ket	TitikI	Titik II	Titik III	Ket	Titik I 85	85,1	Titik III	
Pelaksanaan Shift I (07.00-15.00) Shift II (23.00-07.00) Catatan :	: Selasa, Kebisi Titik I 82,1	ngan (8: Titik II 81,3	5 Dba) Titik III	Ket	Titik I	TitikII	Titik III	Ket	TitikI	Titik II	Titik III	Ket	Titik I 85	85,1	85,1	
Bulan Harl/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (23.00-07.00) Catatan : Titik I Titik II	Kebisi Titik I 82,1 Depan : Tengal : Belaka	ngan (8: Titik II 81,3	5 Dba) Titik III 79,4		Titik I	TitikII	Titik III	Ket	TitikI	Titik II	Titik III	Ket	Titiki 85	85,1	85,1 15 Jun	

						PT. A	BAISIAT RA	YA PADANG-	SUMBAR						Doc : F.	HS-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	AN, PE	NCAHAYAA	N SUHU DAN	KELEMBAP	AN LING	KUNGAN P	CERJA			Rev.: 00	
Bulan Hari/Tanggal	: Mei : Jumat	19 Mei	2023										Lokasi	: Dryer		
	Kebisir	gan (85	Dba)		Pencah	ayaan (1	00 Lux)		Su	hu (31 °	CI	Ket	keler	nbapan	(%rh)	Ket
Pelaksanaan	Titik I			Ket		Titik II		Ket	TitikI	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket
Shift I (07.00-15.00)	00.4	78,2	75,1		245.4	330,2	693,1		30,2	29,3	29,1		81,2	75,3	75,2	
2001 (01.00-12.00)	93,4	10,2	1-3, 4													
Shift II (23.00-07.00) Bulan Hari/Tanggal	:Juni : Selasa		2000		643,4											
Shift II (23.00-07.00) Bulan Hari/Tanggal	:Juni : Selasa	13 Juni	2023						Si	ahu (31 -	9	Vat	keler	mbapan	(%rh)	Ket
Shift II (23.00-07.00)	:Juni : Selasa : Kebisi		2023 i Dba)	Ket	Pencah		.00 Lux)	Ket			C) Titik III	Ket	keler Titik i		(%rh)	Ket
Shift II (23.00-07.00) Bulan Hari/Tanggal	:Juni : Selasa : Kebisi	13 Juni	2023 i Dba)	Ket	Pencah	ayaan (1 Titik II	.00 Lux)	Ket				Ket		Titik II	Titik III	Ket
Shift II (23.00-07.00) Bulan Hari/Tanggal Pelaksanaan	:Juni : Selasa Kebisi Titik I	13 Juni ngan (83 Titik II	2023 i Dba) Titik III	Ket	Pencah Titik I	ayaan (1 Titik II	.00 Lux) Titik III	Ket	TitikI	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket
Shift II (23.00-07.00) Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00)	:Juni : Selasa Kebisi Titik I	13 Juni ngan (83 Titik II	2023 i Dba) Titik III	Ket	Pencah Titik I	ayaan (1 Titik II	.00 Lux) Titik III	Ket	TitikI	Titik II	Titik III	Ket	1 81,2	75,3	75,3	
Shift II (23.00-07.00) Bulan Harl/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (23.00-07.00)	:Juni : Selasa, Kebisi Titik I 93,3	13 Juni ngan (83 Titik II 78,3	2023 6 Dba) Titik III 75,2	Ket	Pencah Titik I	ayaan (1 Titik II	.00 Lux) Titik III	Ket	TitikI	Titik II	Titik III	Ket	1 81,2	75,3	Titik III	
Shift II (23.00-07.00) Bulan Harl/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (23.00-07.00) Catatan: Titik I Titik II	:Juni : Selasa Kebisi Titik I 93,3 Operat : Bongki	13 Juni ngan (83 Titik II 78,3	2023 6 Dba) Titik III 75,2	Ket	Pencah Titik I	ayaan (1 Titik II	.00 Lux) Titik III	Ket	TitikI	Titik II	Titik III	Ket	1 81,2	75,3	75,3	
Shift II (23.00-07.00) Bulan Harl/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (23.00-07.00) Catatan:	:Juni : Selasa, Kebisi Titik I 93,3	13 Juni ngan (83 Titik II 78,3	2023 6 Dba) Titik III 75,2	Ket	Pencah Titik I	ayaan (1 Titik II	.00 Lux) Titik III	Ket	TitikI	Titik II	Titik III	Ket	1 81,2	75,3	75,3	

						PT.	BAISIAT	RAYA PADANG-	SUMBAR						Doc : F.	H5-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	GAN, PE	NCAHAY	AAN SUHU DAN	KELEMBAP	AN LIN	GKUNGAN	KERJA			Rev. : 00	8
ulan ari/Tanggal	: Mei : Jumat	/ 19 Mei	2023										Lokasi	: Finish	Good	
	Kebisi	ngan (85	(sdD a	Ket	Pencah	ayaan (:	100 tux)	Ket	Si	ıhu (31	∘C)	Ket	kelei	nbapan	(%rh)	Ket
Pelaksanaan	TitikI	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titiki	Titik II	Titik III	Ket	Titiki	Titik II	Titik III	Ket
Shift I (07.00-15.00)	69,3	69,5	69,2		108,2	108,5	108,2		30,3	30,3	30,2		75,2	75,2	75,2	
Shift II (23.00-07.00)																
ulan ari/Tanggal		/ 13 Juni ngan (85		Ket	Pencal	ayaan (100 Lux)	Ket		uhu (31		Ket		mbapan		Ket
Pelaksanaan	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	net	Titikl	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Nec
	69,2	69,4	69,1		108,3	108,5	108,1		30,2	30,3	30,2		75,1	75,2	75,2	
Shift I (07.00-15.00)														1		

(Staff EV)

Catatan :
Titik I : Meja Admin
Titik II : Bagian tengah FG
Titik III : Dokat batu kempa
*Standar ocuan
Pereturan Menteri Ketenagakerjaan RI No 5 Tohun 2018 tentang
Keselamatan dan Kesehatan Kerja Lingkungan Kerja

						PT.	ABAISIAT RA	YA PADANG-	SUMBAR						Doc : F	. HS-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	AN, PE	NCAHAYAA	N SUHU DAN	KELEMBAPA	AN LING	KUNGAN	KERJA			Rev.: 0	0
Bulan Hari/Tanggal	: Mei : Jumat	/ 19 Mei	2023										Lokasi	Labore	itorium	
Pelaksanaan		ngan (8		Ket			LOO Lux)	Ket		hu (31		Ket		nbapan		Ket
2500000000000	Titik I	Titik II	TitikIII	MESSE	Titik I	Titik II	Titik III	2355	Titik I	Titik II	Titik III	0.7692	Titik I	Titik II	Titik III	West
Shift I (07.00-15.00)	67,9	67,7	63,3		143,2	192,3	106,4		27,2	28,7	30,3		62,7	67,5	62,8	
Shift II (23.00-07.00)																
Bulan Hari/Tanggal	:Juni : Selasa,	/ 13 Juni	2023													
Hari/Tanggal	: Selasa,	ngan (8	5 Dba)	Ket			100 Lux)	Ker		hu (31 :		Kat	keler	mbapan	(%rh)	Ket
	: Selasa,		5 Dba)	Ket			LOO Lux) Titik III	Ket			C) Titik III	Ket	-	nbapan Titik II	-	Ket
Hari/Tanggal	: Selasa,	ngan (8: Titik II	5 Dba)	Ket		Titik II		Ket			Titik III	Ket	-	-	-	Ket
Hari/Tanggal Pelaksanaan	: Selasa, Kebisii Titik I	ngan (8: Titik II	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket

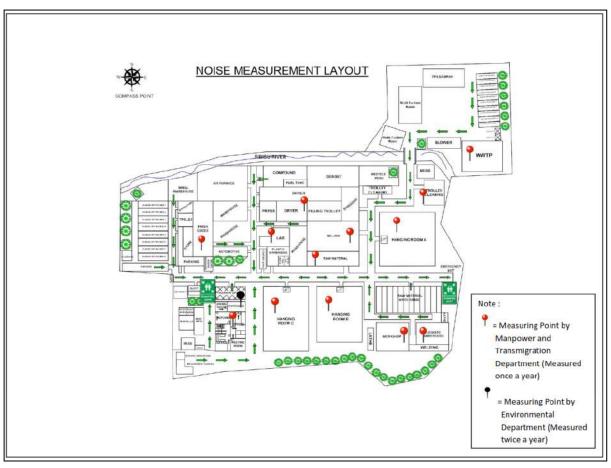
						PT. A	BAISIAT RA	YA PADANG-	SUMBAR						Doc : F.	HS-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	AN, PE	NCAHAYAAI	N SUHU DAN	KELEMBAPA	AN LINGKUN	GAN KEI	RJA			Rev.: 00	D.
Bulan Hari/Tanggal	: Mei : Jumat /	19 Mei	2023										Lokasi	: Gensel	t	
Pelaksanaan	Kebisin Titik I			Ket	Pencah Titik I		Titik III	Ket	_	hu (31 °C) Titik II Titik	Ш	Ket		nbapan Titik II		Ket
Shift (07.00-15.00)	82,4	83,4	82,7		108,2	108,4	108,1		29,3	29,4 29	,1		84,4	84,1	85,2	
Bulan Hari/Tanggal	:Juni : Selasa/	13 Juni	2023													
	: Selasa/ Kebisin	gan (85	Dba)	Ket			LOO Lux)	Ket		hu (31 °C) Titik II Titik		Ket	keler Titik I	nbapan Titik II		Ket
Hari/Tanggal	: Selasa/	gan (85	Dba)	Ket		Titik II	Titik III	Ket		hu (31 °C) Titik II Titik 29,3 29		Ket		Titik II	Titik III	Ket
Pelaksanaan Shift (07.00-15.00)	: Selasa/ Kebisin Titik I	gan (85 Titik II	Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	TitikI	Titik II Titik		Ket	Titik I 84,4	Titik II 84,1	85,2	11.07202
Pelaksanaan Shift I (07.00-15.00) Catatan:	: Selasa/ Kebisin Titik I	gan (85 Titik II 83,4	Dba) Titik III 82,7	Ket	Titik I	Titik II	Titik III	Ket	TitikI	Titik II Titik		Ket	Titik I 84,4	Titik II 84,1	85,2	11.00.000
Pelaksanaan Shift (07.00-15.00) Catatan: Titik Titik I	: Selasa/ Kebisin Titik I 82,5 : Dekat P : Tengah	gan (85 Titik II 83,4 anel Ind	Dba) Titik III 82,7	Ket	Titik I	Titik II	Titik III	Ket	TitikI	Titik II Titik		Ket	Titik I 84,4	Titik II 84,1	Titik III	11.07202
Hari/Tanggal Pelaksanaan	: Selasa/ Kebisin Titik I 82,5	gan (85 Titik II 83,4 anel Ind	Dba) Titik III 82,7	Ket	Titik I	Titik II	Titik III	Ket	TitikI	Titik II Titik		Ket	Titik I 84,4	Titik II 84,1	85,2	1100000

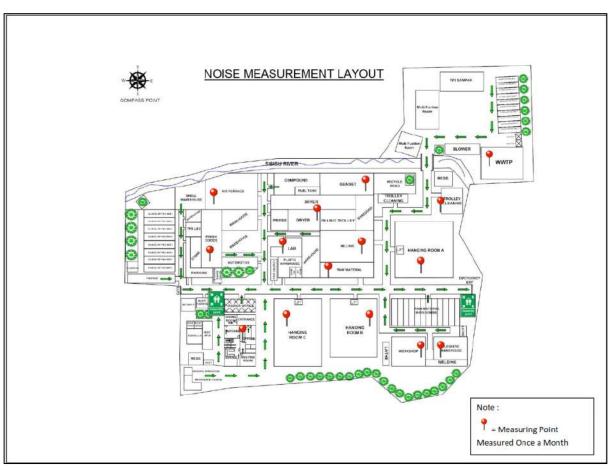
						PT.	BAISIAT RA	YA PADANG-	SUMBAR						Doc : F	. HS-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	AN, PE	NCAHAYAA	IN SUHU DAN	KELEMBAP	AN LIN	SKUNGAN	KERJA			Rev.: 0	0
Bulan Hari/Tanggal	: Mei : Jumat	/ 19 Me	2023										Lokasi	: Eng (V	(orkshop)	
4234-47607-000	Kebish	ngan (8	Dba)		Pencah	ayaan (100 Lux)	Ket	Si	uhu (31	-C)	Ket	keler	nbapan	(%rh)	Ket
Pelaksanaan		Titik II		Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Net
Shift (07.00-15.00)	69,5	69,3	68,5		363,3	350,7	343,4		30,2	30,1	30,3		81,2	81,6	82,5	
Shift II (15.00-23.00)																
Shift III (23.00-07.00) Bulan Hari/Tanggal	:Juni : Selasa,	/ 13 Juni	2023													
Bulan	: Selasa, Kebisi	ngan (8	5 Dba)	Ket			100 Lux)	Ket		uhu (31		Ket		mbapan		Ket
Bulan Hari/Tanggal	: Selasa, Kebisi	DESTRUCTION	5 Dba)	Ket			LOO Lux) Titik III	Ket			•C) Titik III	Ket		mbapan Titik II		Ket
Bulan Hari/Tanggal	: Selasa, Kebisi	ngan (8	5 Dba)	Ket		Titik II	Titik III	Ket		Titik II	Titik III	Ket		Titik II	Titik III	Ket
Bulan Hari/Tanggal Pelaksanaan	: Selasa, Kebisi Titik I	ngan (8 Titik II	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket
Bulan Hari/Tanggal Pelaksanaan Shift (07.00-15.00)	: Selasa, Kebisi Titik I	ngan (8 Titik II	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket
Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (15.00-23.00) Shift II (23.00-07.00)	: Selasa, Kebisi Titik I	ngan (8 Titik II	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	81,2	81,6	82,5	1/01
Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (15.00-23.00) Shift III (23.00-07.00) Catetan:	: Selasa, Kebisi Titik I 69,5	ngan (8 Titik II	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	81,2	81,6	82,5	1/01
Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (15.00-23.00) Shift III (23.00-07.00) Catatan:	: Selasa, Kebisi Titik I	ngan (8 Titik II 69,3	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	81,2	81,6	Titik III	1/01
Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (15.00-23.00) Shift II (23.00-07.00)	: Selasa, Kebisi Titik I 69,5	ngan (8 Titik II 69,3	5 Dba) Titik III 68,5	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	81,2	81,6	82,5	1/01
Bulan Hari/Tanggal Pelaksanaan Shift I (07.00-15.00) Shift II (15.00-23.00) Shift III (23.00-07.00) Catatan: Trick II	: Selasa, Kebisi Titik I 69,5	ngan (8 Titik II 69,3	5 Dba) Titik III 68,5	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	81,2	81,6	15 Jun	1/01

						PT.	ABAISIAT RA	YA PADANG-	SUMBAR						Doc : F.	HS-25
PT. ABAISIAT RAYA				PENGUKURA	AN KEBISING	SAN, PE	NCAHAYAAI	N SUHU DAN	KELEMBAPA	AN LING	KUNGAN K	(ERJA			Rev. : 0)
Bulan Hari/Tanggal	: Mei : Jumat,	/ 19 Me	i 2023										Lokasi	: Logisti	ik	
	Kebisir	ngan (8	5 Dba)	Ket	Pencah	ayaan (LOO Lux)	Ket	Su	hu (31 ·	C)	Ket	kele	mbapan	(%rh)	Ket
Pelaksanaan	Titik I			Ket	Titik I	Titik II	TitikIII	Ket	Titikt	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket
Shift (07.00-15.00)	69,5	69,3	68,5		135,1	120,5	135,3		30,2	30,1	30,3		81,2	81,6	82,5	
Bulan Hari/Tanggal	:Juni : Selasa/	13 Jun	i 2023													
Hari/Tanggal	: Selasa/ Kebisir	ngan (8	5 Dba)	Ket			100 Lux)	Ket		ihu (31 °		Ket		mbapan		Ket
	: Selasa/ Kebisir	ngan (8		Ket			100 Lux) Titik III	Ket		hu (31 ° Titik II		Ket			(%rh)	Ket
Hari/Tanggal	: Selasa/ Kebisir	ngan (8 Titik II	5 Dba) Titik III	Ket		Titik II		Ket				Ket		Titik II	Titik III	Ket
Hari/Tanggal Pelaksanaan	: Selasa/ Kebisir Titik I	ngan (8 Titik II	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II 81,6	Titik III	
Pelaksanaan Shift (07.00-15.00) Catatan:	: Selasa/ Kebisir Titik I	ngan (8 Titik II	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II 81,6	Titik III 82,5	
Pelaksanaan Shift (07.00-15.00) Catatan:	: Selasa/ Kebisir Titik I 69,5	ngan (8 Titik II 69,3	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II 81,6	Titik III 82,5	
Pelaksanaan Shift (07.00-15.00)	Kebisir Titik I 69,5	ngan (8 Titik II 69,3	5 Dba) Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II 81,6	Titik III 82,5	
Pelaksanaan Shift (07.00-15.00) Catatan : Titik Titik	: Selasa/ Kebisir Titik I 69,5	ngan (8 Titik II 69,3	S Dba) Titik III 68,5	S242-3326	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II 81,6	15 Jane	

						PT. A	BAISIAT RA	YA PADANG-	SUMBAR					Doc : F. I	15-25
PT. ABAISIAT RAYA			Į.	PENGUKURA	N KEBISING	AN, PE	NCAHAYAAI	N SUHU DAN	KELEMBAPAN LINGKI	UNGAN K	RJA			Rev. : 00	
Bulan Hari/Tanggal	: Mei : Jumat ,	19 Mei	2023									Lokasi	: WWTP		
Pelaksanaan	Kebisir Titik I	gan (85 Titik II		Ket	Pencah Titik I		00 Lux) Titik III	Ket	Suhu (31 °C) Titik I Titik II Ti	tik III	Ket		nbapan (9		Ket
Shift I (07.00-15.00)	74,6	78			170,7	Assessed to	Consensation			29,1		85,6	92,5	92,5	
	:Juni	12 hm	2022												
Bulan Hari/Tanggal Pelaksanaan	: Selasa/ Kebisir	gan (8	Dba)	Ket	Pencah.			Ket	Suhu (31 °C)	tik III	Ket		nbapan (9		Ket
Hari/Tanggal	: Selasa/	gan (8	Dba) Titik III	Ket			Titik III	Ket	Titik I Titik II Ti	tik III 29,4	Ket		nbapan (9 Titik II		Ket

						PT. A	BAISIAT RA	YA PADANG-	SUMBAR						Doc : F. I	HS-25
PT. ABAISIAT RAYA				PENGUKURA	N KEBISING	AN, PE	NCAHAYAAI	N SUHU DAN	KELEMBAPA	AN LING	SKUNGAN I	ERJA			Rev.: 00	
Bulan Hari/Tanggal	: Mei : Jumat ,	/ 19 Me	i 2023										Lokasi	: Office		
	Kahisi	ngan (8	5 Dhal		Pencah	avaan (1	00 Lux)	1925	Su	hu (31 °	O	19200	keler	nbapan	(%rh)	Ket
Pelaksanaan			Titik III	Ket	Titik I		Titik III	Ket			Titik III	Ket			Titik III	Ket
Shift I (07.00-15.00)	58,5	56,5	62,6		143,2	146,1	119,4		26,3	25.5	27,4		72,1	73,2	71,2	
**************************************	Kebisi	ngan (8	5 Dbal		Pencah	ayaan (1	100 Lux)		Su	ıhu (31 °	·q	V-4	kelei	mbapan	(%rh)	Vat
Pelaksanaan		ngan (8 Titik II	5 Dba) Titik III	Ket		ayaan (1 Titik II	Titik III	Ket			C) Titik III	Ket	keler Titik I		(%rh) Titik III	Ket
Pelaksanaan Shift I (07.00-15.00)			Titik III	Ket		Titik II		Ket			Titik III	Ket		Titik II	Titik III	Ket
Shift I (07.00-15.00)	Titik	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	71,2	73,2	71,1	2013
	Titik	Titik II 56,4	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	71,2	73,2	Titik III	2013
Shift I (07.00-15.00) Catatan :	Titik 58,2	Titik II 56,4 depan	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	71,2	73,2	71,1	2013
Shift I (07.00-15.00) Catatan: Titik I	Titik 58,2	Titik II 56,4 depan	Titik III	Ket	Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	71,2	73,2	71,1	2013
Shift I (07.00-15.00) Catatan : Titik I Titik II	Titik 58,2 : Ruang : Ruang : Dapur	56,4 depan QA	Titik III 62,8		Titik I	Titik II	Titik III	Ket	Titik I	Titik II	Titik III	Ket	71; 1 72,2	73,2	Trik III 71,1 71,1 June	2013

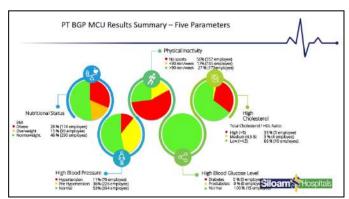


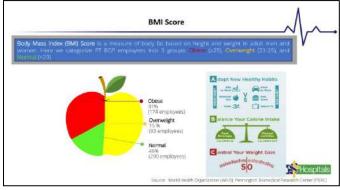


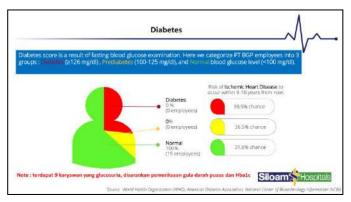
Hospital Report on SFX MCU

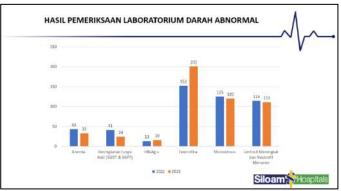










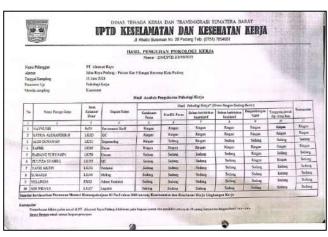




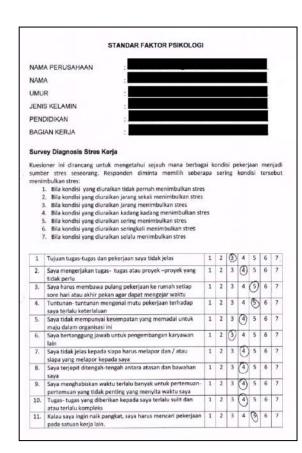
			N/
NO	JENIS KELAINAN	JUMLAH	V
1	EOSINOFILIA / PENINGKATAN EOSINOFIL	201	
2	OBESITAS	174	
3	OVERWEIGHT	93	
4	HIPERTENSI	70	
5	PENURUNAN PENDENGARAN	16	
6	SUSP. ISK	52	
7	DISPEPSIA	41	
8	ANEMIA	33	
9	HBSAG REAKTIF	16	
10	GLUKOSURIA	9	

Sample Evidence (Test Results)





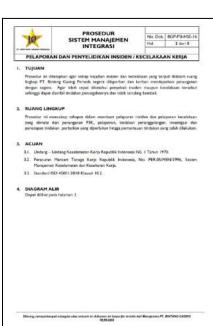
No	Parameter Stress	Ster Reseate	Demys Sizen		
1 Kessie	ceram Forum	6,88	Reger	Kennenk.	
1 Kondi	k Perse	7,53	Ragm		acarkan Pornensker No. 5 Tahun 2018, Pinul 34
3 Britan	Berichikan Kuantiwal	2,41	Logo	Star 59	Regue
4 Bos	Berlebban Kunkund	T,19	Roger	Sker 16-24	Sedang
s Posts	akingan Karir	6,76	Regue	Stor > 24	Box
6 Terms	ong Javah flaforang lass	7,18	Rangon		Patane. Jun 2023
	Was District SP Company of the Argust 2 2 2 2	1000 2 00M			Francis, Sis., MSE MSP, 16748794-380583-2 GM

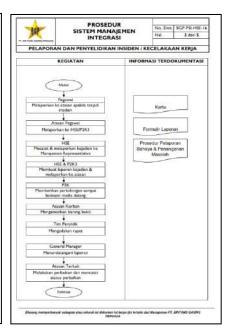


12.	Saya bertanggung jawab untuk membimbing dan atau membantu bawahan saya menyelesaikan problemanya	1	2	3	(4)	5	6	7
13.	Saya tidak mempunyai wewenang untuk melaksanakan tanggung jawab pekerjaan saya	1	2	3	(4)	5	6	7
4.	Jalur perintah yang formal tidak dipatuhi	1	2	3	(4)	5	6	7
15.	Saya bertanggung jawab atas semua proyek pekerjaan dalam wakktubersamaan yang hampir tidak dapat dikendalikan	1	2	3	4	(3)	6	7
16.	Tugas- tugas tampaknya makin hari menjadi makin kompleks	1	2	3	(1)	5	6	7
17.	Say a merugikan kemajuan karir saya dengan menetap pada organisasi ini	1	2	3	4	(5)	6	7
8.	Saya bertindak atau membuat keputusan keputusan yang mempengaruhi keselamatan dan kesejahteraan orang lain	1	2	3	4	(3)	6	7
9.	Saya tidak mengerti sepenuhnya apa yang diharapkan dari saya	1	2	3	(4)	5	6	7
0.	Saya melakukan pekerjaan yang diterima oleh satu orang tapi tidak diterima oleh orang lain	1	2	3	4	(3)	6	7
21.	Saya benar-benar mempunyai pekerjaan yang lebih banyak dari pada yan biasanya dapat dikerjakan dalam sehari	1	2	3	4	3	6	7
2.	Organisasi mengharapkan saya melebihi ketrampilan dan atau kemampuan yang saya miliki		2	3	(1)	5	6	7
3.	Saya hanya mempunyai sedikit kesempatan untuk berkembang dan belajar pengetahuan dan ketrampilan baru dalam pekerjaan saya		2	3	4	(5)	6	7.
4.	Tanggung jawab saya dalam organisasi ini lebih mengenai orang dari pada barang	1	2	3	(4)	5	6	7
5.	Saya tidak mengerti bagian yang diperankan pekerjaan saya dalam memenuhi tujuan organisasi keseluruhan	1	2	3	(3)	5	6	7
6.	Saya menerima permintaan-permintaan yang bertentangan dari satu orang lain atau lebih	1	2	3	(5	6	7
7.	Saya merasa bahwa saya betul –betul tidakpunya waktu untuk istirahat berkala	1	2	3	(4)	5	6	7
8.	Saya kurang terlatih dan / atau kurang pengalaman untuk melaksanakan tugas- tugas saya secara memadai	1	2	3	(4)	5	6	7
9.	Saya merasa karier saya tidak berkembang	1	2	3	(4)	5	6	7
Ю.	Saya bertanggung jawab atas hari depan (karir) orang lain	1	2	3	Č	5	6	7
1	Saya bertanggung Jawab atas hari depan (karir) orang lain Pelanggan	M M. III	100	6 Au	ni 2024	, - ,	6	7
		E A	Hic	-Ul	را			

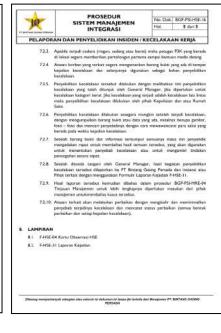
Observation Card

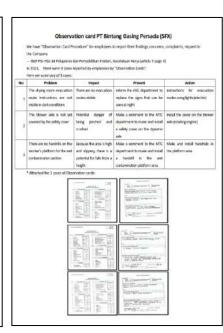










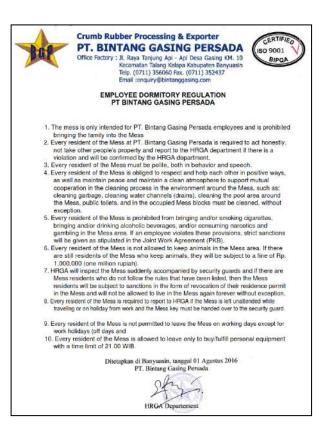


Factory Dormitory

PT. Bintang Gasing Persada (SFX) has "Factory Dormitory" procedure since 2006 for those employees who live far away from factory more than 2 hours travel.

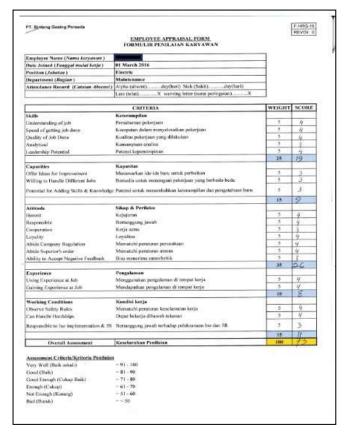
The current occupancy is 9 rooms among total 40 of factory dormitory.

Dormitory Regulation:

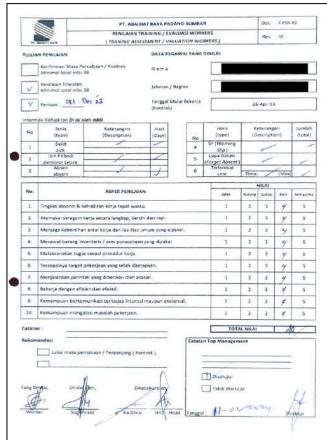




Regular Employee Performance Review







Anti-Corruption Training Material

SOSIALISASI ANTI KORPUSI TAHUN 2023



PT. Bintang Gasing Persada

A MEMBER OF SOUTHLAND RUBBER

Think Good, Better Will Follow

5. Kebijakan Anti Korupsi (Anti-Corruption Policy)

Pendahuluan

- Berkomitmen pada bisnis yang etis, tata kelola yang baik, dan kode etik
- Kebijakan Anti Korupsi ini memberikan pedoman yang jelas bagi seluruh karyawan

Definisi

- Korupsi mengacu pada tindakan langsung atau tidak langsung dalam menawarkan hadiah, layanan, uang tunai, atau manfaat lain untuk eksploitasi pribadi yang melanggar hukum
- 2. Hindari penawaran politik, amal, atau lainnya yang mungkin terkait dengan penyalahgunaan kekuasaan

Definisi

- 3. Menghindari membuat atau menerima janji atau permintaan suap yang bertentangan dengan hukum, pelanggaran kepercayaan
- 4. Menghindari tindakan tidak etis yang dapat menyebabkan kerusakan dan ketidakpercayaan terhadap perusahaan dan masyarakat
- Menghindari suap yang menawarkan, menjanjikan, atau memberi insentif yang dapat mengarah pada tindakan ilegal atau tidak etis
- Hindari pemberian insentif seperti keuntungan moneter, hadiah, penghargaan, atau keuntungan lainnya (misalnya, beban pajak, layanan, donasi, dll.
- 7. Menghindari benturan Kepentingan yang mengutamakan kepentingan pribadi melawan kepentingan organisasi
- 8. Hindari uang pelicin yang merupakan pembayaran kecil tidak resmi kepada pejabat pemerintah untuk mempercepat pekerjaan selesai
- Menghindari uang pelicin kepada petugas atas hak kita untuk diberikan izin, sertifikat dan pelayanan publik lainnya

Pedoman

- Melarang manajemen dan karyawan untuk meminta, melanjutkan, atau menerima korupsi
- Hindari menerima suap untuk keuntungan individu, keluarga, teman, kenalan, dan orang terkait
- Mengharuskan semua untuk sepenuhnya mematuhi Kebijakan Anti-Korupsi ini.
- 4. Menunjuk tim kerja untuk bertanggung jawab memastikan kepatuhan terhadap Kebijakan Anti-Korupsi
- Melakukan penilaian risiko korupsi pada departemen terkait, termasuk pada agen atau perwakilan perusahaan
- Menerapkan tindakan, prosedur, dan pengendalian internal untuk melindungi dan mengamankan informasi dan dokumen penting
- Menerapkan langkah-langkah pencegahan untuk mengurangi risiko korupsi
- 8. Memastikan kepatuhan terhadap Kebijakan Anti-Korupsi



- Mengkomunikasikan Kebijakan Anti Korupsi kepada seluruh pemangku kepentingan
- 10. Melakukan pelatihan dan program pengenalan Anti Korupsi, termasuk kesadaran whistleblowing
- 11. Melaksanakan tugas secara transparan dan adil untuk kepentingan bersama perusahaan
- 12. Tidak melakukan tindakan yang mempengaruhi kredibilitas dan kepercayaan diri sendiri
- Tidak terlibat dalam konflik kepentingan pribadi yang bertentangan dengan kepentingan individu atau perusahaan.
- 14. Melarang menyalahgunakan kekuasaan posisi untuk eksploitasi pribadi atau hak istimewa
- 15. Melarang menyalahgunakan kekuasaan posisi untuk melakukan pelecehan seksual, diskriminasi atau intimidasi
- 16. Melarang memperkenalkan karyawan untuk mendapatkan keuntungan pribadi dari atau melanggar prosedur pengadaan perusahaan

Pedoman

- 17. Melarang uang pelicin kepada pejabat pemerintah secara langsung atau tidak langsung
- 18. Membuat pengungkapan informasi terkait secara transparan dan dapat diaudit saat merekrut mantan pejabat pemerintah
- Menerapkan proses perekrutan yang jelas dan tepat untuk mencegah konflik kepentingan dan peluang korupsi
- Pelaku korupsi dapat menyebabkan perusahaan kehilangan bisnis atau pelanggan

Memberi & Menerima Hadiah & Menawarkan Hiburan dan Keramahtamahan

- a) Jangan memanfaatkan pemberian dan penerimaan hadiah, termasuk menawarkan hiburan dan keramahtamahan
- b) Memperoleh persetujuan untuk setiap tindakan memberi dan menerima hadiah dan menyimpan catatan yang relevan
- Perjelas jenis dan nilai hadiah, hiburan, atau keramahtamahan yang diberikan dan diterima



Manajemen dan Karyawan harus melaksanakan tugas dengan kehati-hatian dalam hal-hal sebagai berikut :

- Tidak terlibat dalam kontribusi politik sebagai kuasa pembayaran komersial atas nama perusahaan
- 2. Tidak memberikan dukungan kepada partai politik, politisi, atau kandidat politik mana pun
- Karyawan berhak untuk berpartisipasi dalam kegiatan politik menurut konstitusi, tetapi tidak atas nama perusahaan
- 4. Tidak menggunakan aset perusahaan untuk kegiatan politik
- 5. Menghindari tindakan apa pun yang menunjukkan bahwa perusahaan mendukung partai politik mana pun
- 6. Hindari memberi dan menerima dukungan politik, termasuk sumbangan amal
- 7. Catat semua pemberian dan penerimaan dukungan atau sumbangan amal secara transparan
- 8. Memastikan bahwa dukungan yang diberikan otentik untuk pengembangan sosial, budaya, lingkungan, pendidikan dan olahraga

Manajemen dan Karyawan harus melaksanakan tugas dengan kehati-hatian dalam hal-hal sebagai berikut :

- 9. Memastikan transparansi saat memberi dan menerima dukungan CSR dan tidak semata-mata untuk keuntungan bisnis
- 10. Memastikan transparansi dan kepatuhan saat memberi dan menerima sumbangan amal, hadiah, hiburan dan keramahtamahan, dll.
- 11. Menerapkan sistem kepatuhan terhadap kebijakan anti korupsi
- Secara kolektif meningkatkan sistem pengendalian internal atau prosedur kerja untuk memitigasi risiko korupsi
- 13. Disiplin terlebih dahulu menurut peraturan perusahaan setiap pelanggaran, dan jika dicurigai kriminal, serahkan untuk penyelidikan polisi
- 14. Menerapkan sistem pelaporan pelanggaran untuk melaporkan pelanggaran korupsi
- 15. Melindungi pelapor sebagaimana ditentukan dalam Kebijakan Pelaporan Pelanggaran
- 16. Tinjau Kebijakan Anti-Korupsi setiap tahun untuk perbaikan berkelanjutan

TERIMA KASIH



PT. Bintang Gasing Persada

A MEMBER OF SOUTHLAND RUBBER GROUP

Anti-Competitive Training Materials

SOSIALISASI ANTI COMPETITIVE TAHUN 2023



PT. Bintang Gasing Persada

A MEMBER OF SOUTHLAND RUBBER

Think Good, Better Will Follow

1. Pedoman Perilaku (Code of Conduct)

- Kebijakan grup tentang etika bisnis dan standar perilaku untuk aktivitas tempat kerja kita
- Memberikan Pedoman penting tentang Ekspetasi Perusahaan terhadap perilaku bisnis dan komitmen moral/etika kita. Ini juga bertindak sebagai panduan yang berguna untuk pengelolaan area resiko kritis secara etika

Ruang Lingkup & Aplikasi

- Berlaku untuk semua orang di Southland Rubber Grup, Terlepas dari posisi atau negara tempat mereka berada
- 2. Setiap orang harus bertanggung jawab secara pribadi untuk mematuhi Kode Etik ini
- 3. Kita harus berpegang pada perilaku bisnis kita dengan Prinsip moralitas dan etika yang tinggi

Konsekuensi dari ketidakpatuhan

- . Manajemen dapat mengambil tindakan korektif untuk setiap pelanggaran
- 2. Investigasi pelanggaran, pendidikan dan pelatihan
- 3. Manajemen dapat mengambil tindakan disipliner atas pelanggaran terhadap pejabat dan karyawan

Nilai Utama

1. Menghormati

Memperlakukan semua pemangku kepentingan dengan cara yang sama tidak peduli latar belakang, budaya, kemampuan atau kepercayaan

2. Integritas

Jujur dan tulus secara konsisten, sejalan dengan etika, standar, dan nilai-nilai kita

3. Keinginan untuk maju

Mencapai tujuan dengan antusiasme aktif, kemauan kuat, dan momentum untuk berprestasi

4. Visione

Berpandangan jauh ke depan, memiliki kebijaksanaan dan wawasan dalam memimpin Grup untuk meraih prestasi yang lebih tinggi

Pedoman Pelaksanaan

- 1. Mematuhi Hukum dan Peraturan
- Menghindari penyuapan dalam bentuk apa pun (Hadiah, Pembayaran atau manfaat apapun yang merupakan praktik korupsi dan ilegal)
- 3. Berkomitmen pada prinsip-prinsip UDHR
- Melarang keras pelanggaran hak asasi manusia (Segala bentuk pelecehan dan diskriminasi, Pekerja anak dan kerja paksa)
- 5. Memastikan bahwa pelanggaran tersebut tidak terjadi
- 6. Identifikasi dampak lingkungan dengan jelas dan temukan solusi untuk perbaikan
- 7. Berbagi komitmen konservasi lingkungan dengan rantai pasokan (Mitra bisnis dan Pemasok)
- Mematuhi undang-undang anti-monopoli dan memastikan karyawan mengetahui persyaratannya untuk tidak menghalangi persaingan melalui cara yang tidak tepat
- 9. Melakukan dan Mencatat secara transparan dan akurat semua transaksi bisnis dan komersial
- 10. Mencegah hilangnya informasi pribadi dan rahasia
- 11. Menggunakan properti dan sumber daya perusahaan untuk keuntungan perusahaan dan tidak untuk orang lain
- 12. Mengelola konflik kepentingan yang nyata atau potensial dan perdagangan orang dalam (menawarkan informasi untuk keuntungan pribadi)
- 13. Mengelola, melindungi, dan menghormati hak kekayaan intelektual
- 14. Mengelola tempat kerja yang sehat dan aman serta menyediakan produk yang aman dan terlindungi









Information Security Training Material

Sosialisasi Kebijakan Keamanan dan Teknologi Informasi (Security & IT Policy)



PT. Bintang Gasing Persada

A MEMBER OF SOUTHLAND RUBBER

Think Good, Better Will Follow

Kebijakan Keamanan dan Teknologi Informasi (Security & IT Policy)

1. Keamanan kantor / Tempat

- Pastikan ponsel dan komputer yang dikeluarkan untuk karyawan diamankan oleh mereka
- Amankan semua pintu dengan kartu atau kontrol akses berkode sepanjang malam

2. Keamanan Informasi (Dokumen / Digital)

- Mengunci semua salinan dokumen rahasia saat karyawan jauh dari tempat kerja
- 2. Rusak dokumen rahasia yang tidak diinginkan dan tidak digunakan kembali sebagai draft kertas
- Lindungi dengan kata sandi semua PC dan hard disk yang berisi data digital rahasia
- 4. Lindungi dengan kata sandi semua screensaver saat jauh dari kantor
- 5. Matikan semua PC saat meninggalkan kantor untuk hari itu

3. Pembatasan Informasi Rahasia

Karyawan untuk tidak menyampaikan kepada orang yang tidak berwenang tentang perdagangan, pelanggan, atau informasi rahasia lainnya

4. Keamanan, Kebijakan dan Praktik IT

- "Sumber daya digital" adalah semua peralatan IT, gadget, infrastruktur, data, sistem operasi, dan layanan IT
- "Informasi elektronik" adalah semua informasi yang dibuat, didistribusikan, dipublikasikan, dan disimpan dalam sumber daya digital

5. Larangan Terkait Email:

- Jangan menuliskan ID pengguna dan kata sandi atau memberitahukannya kepada orang yang tidak berwenang
- Jangan membuka email atau lampiran yang mencurigakan, tetapi segera hapus.
- 3. Jangan mengirim email dengan berpura-pura menjadi orang lain
- 4. Waspadalah terhadap spam atau email merusak lainnya.
- 5. Pastikan hak untuk dapat mengirimkan informasi pihak ketiga melalui email
- Pastikan hak untuk meminta, mempromosikan, atau mengiklankan produk atau layanan melalui email.
- 7. Jangan mengirimkan email apa pun yang ditafsirkan sebagai pelecehan atau penghinaan terhadap orang lain.
- 8. Jangan menangani email yang berisi konten amoral atau menyinggung agama, komunal, atau politik
- 9. Jangan meneruskan atau menyebarkan email berantai.

6. Larangan Terkait Internet/Intranet/Ekstranet:

- Jangan mempublikasikan atau menautkan informasi di situs web perusahaan tanpa persetujuan Direktur atau CEO
- 2. Jangan mengakses situs web apa pun yang tidak terkait dengan pekerjaan Anda (misalnya game, pornografi, blog, dan lain-lain).
- Jangan mengunduh, memiliki, menukar, atau membuat salinan konten yang dilindungi hak cipta dan tidak sah
- 4. Jangan menulis komentar mencemarkan nama baik tentang orang lain di papan pesan elektronik apa pun.
- Jangan menawarkan informasi pribadi apa pun di Internet kecuali situs tersebut dienkripsi
- 6. Jangan mengirimkan atau mengambil informasi yang mengandung materi cabul, tidak senonoh, cabul, atau mesum
- Jangan gunakan akses Internet perusahaan untuk perjudian, taruhan, dan perdagangan pribadi

7. Tata Cara Berkaitan Dengan PC (Komputer Desktop atau Laptop. Notebook dll:

- 1. Siapkan PC dengan monitor yang memerlukan kata sandi untuk masuk
- 2. Matikan PC saat meninggalkan pekerjaan.
- 3. Instal versi terbaru dari perangkat lunak anti-virus
- 4. Jalankan pembaruan windows untuk menambal sistem operasi windows secara teratur
- 5. Jangan menginstal perangkat lunak atau perangkat keras apa pun yang tidak terkait dengan pekerjaan
- 6. Lakukan tindakan pencegahan agar tidak kehilangan perangkat atau informasi saat dibawa keluar kantor
- Beri tahu Direktur Pengawas atau CEO jika perangkat atau informasi hilang atau dicuri
- 8. Pastikan file dari PC disimpan secara otomatis di server

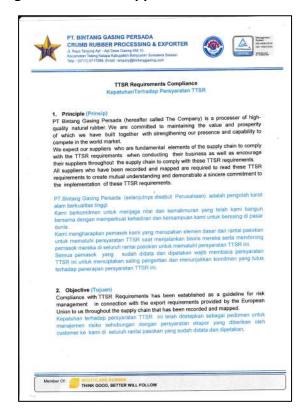


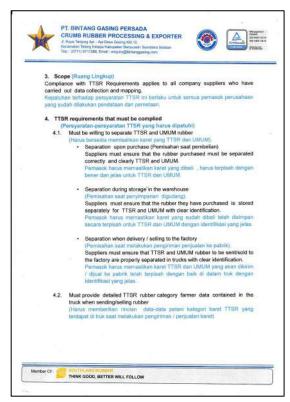
- 1. Kumpulkan semua dokumen tanpa penundaan dari printer, mesin faks dan mesin fotokopi.
- 2. Hindari menggunakan printer, pemindai, mesin faks, dan mesin fotokopi untuk hal-hal yang tidak berhubungan dengan pekerjaan
- 3. Gunakan hanya kartrid asli atau yang disetujui.

TERIMA KASIH

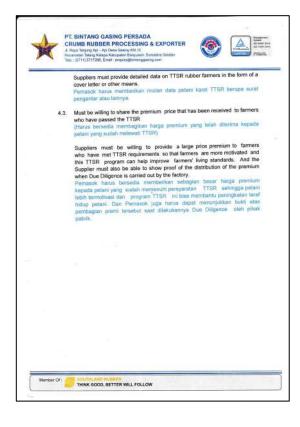


Agreement With Supplier

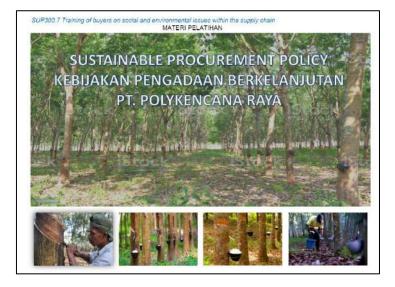








Sustainable Procurement Policy Training on Buyers



SUSTAINABLE PROCUREMENT POLICY

1. Prinsip

PT. Polykencana Raya (selanjutnya disebut Perusahaan) adalah pengolah karet alam berkualitas tinggi.

Kami berkomitmen untuk menjaga nilai dan kemakmuran yang telah kami bangun bersama dengan memperkuat kehadiran dan kemampuan kami untuk bersaing di pasar dunia.

Kami mengharapkan pemasok kami yang merupakan elemen dasar dari rantai pasokan untuk mematuhi Kode Etik Pemasok perusahaan saat menjalankan bisnis mereka serta mendorong pemasok mereka di seluruh rantai pasokan untuk mematuhi Kode Etik Pemasok ini.

Semua pemasok wajib membaca Kode Etik Pemasok ini untuk menciptakan saling pengertian dan menunjukkan komitmen yang tulus terhadap penerapan Kode Etik Pemasok ini

SUSTAINABLE PROCUREMENT POLICY

2. Objective (Tujuan)

Kode Etik Pemasok ini telah ditetapkan sebagai pedoman untuk manajemen risiko sehubungan dengan perilaku bisnis yang etis dari pemasok kami di seluruh rantai pasokan.

3. Scope (Ruang Lingkup)

Kode Etik Pemasok berlaku untuk semua pemasok Perusahaan

4. Guidelines (Pedoman)

4.1 Economic Aspect (Aspek Ekonomi)

- Praktek anti persaingan dan monopoli

Memastikan kepatuhan penuh terhadap undang-undang anti-trust yang berlaku, memahami dan mematuhi semua persyaratan, dan melarang semua perilaku anti-persaingan yang tidak pantas

SUSTAINABLE PROCUREMENT POLICY

- Anti- money laundering (Anti pencucian Uang)

Memastikan transparansi dalam perilaku bisnis dan bahwa semua perilaku bisnis dan perjanjian perdagangan dicatat secara akurat

- Information security (Informasi keamanan)

Memastikan keamanan informasi dengan merumuskan aturan dan regulasi internal untuk keamanan informasi untuk mencegah pelanggaran informasi pribadi dan melindungi informasi rahasia

- Conflicts of Interest (Konflik kepentingan)

Melarang konflik kepentingan dan perdagangan informasi internal

- Intellectual Property (Hak milik intelektual)

Melarang pelanggaran kekayaan intelektual dan mempromosikan perlindungan kekayaan intelektual

SUSTAINABLE PROCUREMENT POLICY

- Ethics (Etika)

Sesuai dengan aturan, peraturan, dan hukum, termasuk norma sosial negara atau wilayah tempat bisnis beroperasi

Menolak segala bentuk suap (hadiah, dukungan keuangan, dan segala bentuk keuntungan lainnya yang dianggap korupsi dan melanggar hukum)

- Intellectual Property (Hak milik intelektual)

Melarang pelanggaran kekayaan intelektual dan mempromosikan perlindungan kekayaan intelektual

- Traceability (Ketertelusuran)

Mendukung pemasok bahan baku dan bekerja sama dengan mereka dalam menelusuri karet alam ke titik asal sebanyak mungkin.

SUSTAINABLE PROCUREMENT POLICY

4.2 Social Aspect (Aspek Sosial)

a. Hak Asasi Manusia dan Praktik Ketenagakerjaan

Menghormati dan secara ketat mematuhi aturan, peraturan, dan hukum nasional dan internasional yang relevan, misalnya

- Upah minimum, jam kerja, dan kesejahteraan

Upah minimum, jam kerja, lembur, dan kesejahteraan harus sepenuhnya sesuai dengan hukum yang berlaku

- Keanekaragaman, non-diskriminasi dan, tidak ada pelecehan

Menghormati hak-hak karyawan dan pemangku kepentingan, memastikan perlakuan yang adil untuk semua, dan tidak mendiskriminasi siapa pun berdasarkan ras, warna kulit, asal etnis dan sosial, agama, kecacatan, orientasi seksual, pendapat politik, dan kualitas lain yang ditentukan oleh hukum.

- Perlakuan adil

Menghormati hak-hak karyawan dan pemangku kepentingan, memastikan perlakuan yang adil untuk semua, dan tidak mendiskriminasi siapa pun berdasarkan ras, warna kulit, asal etnis dan sosial, agama, kecacatan, orientasi seksual, pendapat politik, dan kualitas lain yang ditentukan oleh hukum.

SUSTAINABLE PROCUREMENT POLICY

- Kebebasan berserikat dan perundingan bersama
- Hormati hak karyawan atas kebebasan berserikat dan perundingan bersama
- Pencegahan kerja paksa dan perdagangan manusia

Perusahaan melarang segala bentuk kerja paksa seperti kerja terpenjara, kerja terikat, jeratan hutang, perbudakan, termasuk segala bentuk perdagangan manusia.

- Pencegahan pekerja anak
- Melarang mempekerjakan tenaga kerja muda yang usianya belum mencapai persyaratan minimum undang-undang ketenagakerjaan.
- a.1 Mempromosikan kehidupan kerja karyawan yang berkualitas baik dan mengkomunikasikan praktik ini kepada mitra rantai nilai yang relevan
- a.2 Menindaklanjuti, memantau, dan menilai risiko terkait hak asasi manusia dan praktik ketenagakerjaan secara terus-menerus dan mengkomunikasikan peluang pelaporan pelanggaran kepada karyawan dan pemangku kepentingan. Mendorong mereka untuk melaporkan tindakan atau perilaku yang melanggar hak asasi manusia dan praktik ketenagakerjaan yang baik. Pastikan bahwa semua kasus yang dilaporkan diselesaikan secara adil

SUSTAINABLE PROCUREMENT POLICY

b. Aspek Kesehatan & Keselamatan Keria

- Membangun dan memelihara lingkungan kerja yang baik dan mendukung pencegahan cedera dan penyakit akibat kerja.
- ✓ Mematuhi hukum, aturan, dan peraturan tentang kesehatan dan keselamatan kerja
- Menunjukkan komitmen untuk mengurangi risiko yang dapat membahayakan karyawan, kontraktor outsourcing, pengunjung, dan semua orang terkait
- ✓ Mengkomunikasikan, mendidik, dan memberikan nasihat mengenai kesehatan dan keselamatan kerja kepada karyawan dan pemangku kepentingan untuk menciptakan kesadaran dan mendorong pembangunan

SUSTAINABLE PROCUREMENT POLICY

4.2 Environmental Aspect (Aspek Lingkungan)

- a. Konservasi Ekosistem dan Keanekaragaman Hayati
 - Melestarikan keanekaragaman hayati dan mengurangi dampak perubahan iklim
 - Mendorong pemasok untuk menjunjung tinggi penggunaan tanah yang benar dan legal. Penggunaan tanah tidak boleh melanggar hukum, hak penguasaan tanah, dan etika, atau berdampak buruk bagi makhluk hidup
 - Mendorong pemasok untuk membudidayakan tanaman lain dan memelihara ternak di kebun karetnya untuk menjaga keseimbangan alam danmemperluas persediaan makanan mereka sendiri

b. No deforestation (Tidak ada deforestasi)

Melestarikan hutan daerah aliran sungai dan kawasan dengan nilai konservasi tinggi untuk mempertahankan ekosistem yang subur

- Tidak mendukung pemasok di kawasan konservasi yang ditebangi atau diserbu untuk budidaya perkebunan karet
- Tidak mendukung pemasok dalam budidaya perkebunan karet di lahan gambut
- Tidak mendukung pemasok yang menggunakan metode tebang dan bakar untuk menyiapkan lahan untuk budidaya karet

SUSTAINABLE PROCUREMENT POLICY

4.2 Environmental Aspect (Aspek Lingkungan)

a. Pengelolaan bahan dan limbah yang berkelanjutan

Mendukung pemanfaatan sumber daya yang bertanggung jawab untuk budidaya karet dan meminimalkan dampak terhadap lingkungan alam dan masyarakat sekitar dalam proses perolehan bahan baku

- Mempromosikan penggunaan air yang efisien
- Mempromosikan pengurangan penggunaan bahan kimia dan pengelolaan bahan kimia yang tepat
- Mempromosikan pembuangan limbah yang dihasilkan secara sanitasi

Jika ditemukan perilaku pelanggaran atau ketidakpatuhan, perusahaan akan melanjutkan dengan tindakan korektif yang tepat. Tindakan korektif meliputi penyelidikan penyebab, tindakan pencegahan, dan pendidikan dan pelatihan bagi mereka yang melanggar Kode Etik Pemasok ini.

PICTURE SGY RM PURCHASERS SUSTAINABILITY TRAINING & SUPPLIER CAPACITY BUILDING

Date 24 Juny 2023



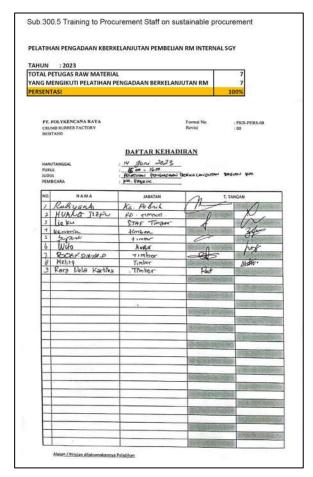








Training on Buyers, Attendance List





Capacity Building of Suppliers

Percentage of Suppliers Training (Capacity Building)

Attendance List							
Date	Job Position	Participant present	Total Participant	Percentage			
23 August 2023	Rubber Suppliers	20	27	74%			

Percentage of Hearing Survey

Percentage of Hearing Survey of Farmers (Rubberway Questionnaire)

Year	Type Supplier	Total Persons	Percentage
2022	Smallholder	1538	100%
2023	Intermediate	11	100%



The hearing survey by questionnaire (Rubberway) was started at Sep 2020 and ended at Nov 2022. The questionnaire on targeted suppliers of 11 intermediate and 1,538 farmers was completed. Since Covid-19 was over, the suppliers CSR assessment has been shifted to the procedures of EU Deforestation Regulations. (EUDR)

