Southland Rubber Indonesian Sector

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About the Report

General Reporting Practice:
This Report covers the performance of our 5 factories in Indonesia from January to December 2020.

Our Objective:
As a part of Southland Rubber, the largest private-owned rubber processing group, we recognise 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 Southland Rubber management team as well as Indonesia factories management.

Feedback & Contact:
Should you have any questions or suggestions, please feel free to contact our Sustainability Working Group at enquiry@southlandglobal.com
Message from the CEO, Indonesian Sector

“Do Good for Sustainability of our Planet, Better Future will follow”.

Dear Stakeholders,

Following the leadership of our Group Headquarters in Thailand (https://www.southlandholding.com/new/sustainability) I am proud to share with you the first Sustainability Report for Southland Indonesia.

While the safekeeping of our employees as well as their families and the communities have been of paramount importance the Covid 19 pandemic also reminded us that we must take more care about our planet Earth. The lockdowns implemented globally to break the chain of infections served also as a circuit breaker for our business. It gave us the time to reflect and review the things we are used to do on a day to day basis. Eventually we will emerge smarter, stronger and better from the pandemic.

Christian Tollkuehn, CEO of Southland Rubber Indonesian Sector

Natural Rubber grows only in hot and humid tropical climate and its main application is in the automotive industry. The commodity we buy as a raw material grows only in areas where you can find also tropical rain forest. As processors we convert this commodity into an industrial raw material meeting certain parameters required for the automotive applications. While the car industry has by definition tremendous sustainability challenges on its own we are committed as a midstream supplier to minimize the impact on the environment and the communities wherever we are active. Therefore we are working on various bilateral projects with customers and suppliers and have also co-founded the Global Platform for Sustainable Natural Rubber (GPSNR).
Indonesia is like many other developing countries significantly exposed to climate change and in particular also vulnerable to its effects be it flooding or forest fires just to name two of them. Living in Indonesia we can see the effects with our own eyes almost on a daily basis. We are not only business people, managers, employees but also part of a family. As a mother or father, it is our natural instinct to protect our children. It is therefore our most noble duty to minimize if not to stop the negative effects of our actions.

I strongly believe that a natural rubber industry applying best practices will offer better results than many other crops in the region. A rubber tree is solid hard wood which means it is valuable and will not be burnt at the end of its lifespan. The tree is also growing relatively slow compared to other crops, which means a farmer will only live to experience two full cycles from planting till the end of the lifetime of the tree. Rewarding best farming practices and optimizing the usage of energy or water, minimize waste and offer fair and safe employment to our staff just highlights a few areas of our commitment towards sustainability.

This report documents our steps taken in 2020. Our team continues to work with the same level of dedication to continuously improve our sustainability efforts as our future reports will demonstrate. The Covid-19 pandemic delayed the publication of this first report but future reports will be published in a timelier manner.

Southland’s founder and Chairman, Mr Pherm Tirasarnvong motto is: “Think Good, Better will Follow”. A short but powerful statement which drives our actions. For our sustainability efforts I would like to adjust this motto to: “Do Good for Sustainability of our Planet, Better Future will follow”.

Thank you

Christian Tollkuehn
Director
BU Head Southland Rubber Indonesian Sector
About Southland Rubber Indonesian Sector

Southland Rubber Indonesian Sector manage 5 processing factories, 3 factories in Sumatera Island and 2 factories in Kalimantan Island. We serve our customers who are tire makers and rubber-related product manufacturers worldwide with 3 main types of high-quality products—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

<table>
<thead>
<tr>
<th>Technically Specified Rubber</th>
<th>200,000 Metric Tons</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standard Indonesia rubber</td>
<td></td>
</tr>
<tr>
<td>- SIR 10</td>
<td></td>
</tr>
<tr>
<td>- SIR 10 CV</td>
<td></td>
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<tr>
<td>- SIR 20</td>
<td></td>
</tr>
<tr>
<td>- SIR 20 CV</td>
<td></td>
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<tr>
<td>COMPOUND MIXTURE</td>
<td></td>
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</tbody>
</table>

5 Factories

<table>
<thead>
<tr>
<th>Factory</th>
<th>Capacity (MT)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SFB</td>
<td>24,000</td>
</tr>
<tr>
<td>SFX</td>
<td>80,000</td>
</tr>
<tr>
<td>SGY</td>
<td>36,000</td>
</tr>
<tr>
<td>KBO</td>
<td>30,000</td>
</tr>
<tr>
<td>KCA</td>
<td>30,000</td>
</tr>
<tr>
<td>Total</td>
<td>200,000</td>
</tr>
</tbody>
</table>

Factory with certificate

100 % ISO 9001 Certified

80 % ISO 14001 Certified

Target 100% in 2022

20 % ISO 45001 Certified

Target 80% in 2021, 100% in 2022

as of 31/12/2020

Our Employee

78% Men

22% Women

TOTAL 1,741 Employees
Location of Operations

Southland Rubber Indonesian Sector runs a total of 5 factories, located at Sumatera Island and Kalimantan Island.

Southland Rubber Indonesian Sector

<table>
<thead>
<tr>
<th>Entity</th>
<th>Factory Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>PT. Abaisiat Raya</td>
<td>S F B</td>
</tr>
<tr>
<td>PT. Bintang Gasing Persada</td>
<td>S F X</td>
</tr>
<tr>
<td>PT. Polykencana Raya</td>
<td>S G Y</td>
</tr>
<tr>
<td>PT. Kotaniaga Raya</td>
<td>K B O</td>
</tr>
<tr>
<td>PT. Bintang Borneo Persada</td>
<td>K C A</td>
</tr>
</tbody>
</table>
Materiality Assessment

1) Our Approach

① Stakeholders

- Internal
  Southland Rubber: Management staff, Staff members
  Factories: Managers, Staff Members, Labour 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

<table>
<thead>
<tr>
<th>Topics</th>
<th>Relevant GRI</th>
<th>Initiatives</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Corrective Actions for Joint H&amp;S Meeting, Employee Satisfaction Survey</td>
</tr>
<tr>
<td></td>
<td></td>
<td>100% of Factories certified with ISO45001</td>
</tr>
<tr>
<td>17. Customer Focus &amp; Trust</td>
<td>GRI416</td>
<td>Performance Review (Quality, Delivery, Shipping Documents &amp; Corrective Action)</td>
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<tr>
<td></td>
<td></td>
<td>by SPC, Punctual Deliver, Voice Of Customer to Quality Improvement</td>
</tr>
<tr>
<td>9. Employee Health</td>
<td>GRI403, 2018</td>
<td>Risk Assessment for Zero Accident, Workplace safety</td>
</tr>
<tr>
<td>13. Compliance Ethics</td>
<td>GRI205, GRI206, GRI404, GRI405</td>
<td>No Violation of Compliance, Awareness Training, Whistleblowing, Audit</td>
</tr>
<tr>
<td>10. Fair Employment Practice</td>
<td>GRI401</td>
<td>Performance Review, Employee Satisfaction Survey, Joint Labor-Management H&amp;S Meeting</td>
</tr>
<tr>
<td>23. Supply Chain Sustainability</td>
<td>GRI308, GRI414</td>
<td>Supplier Training, Supplier Code of Conduct, Supplier Assessment</td>
</tr>
<tr>
<td>6. Biodiversity</td>
<td>GRI304</td>
<td>Zero Deforestation/No Degradation, Biodiversity Research of Surrounding Area</td>
</tr>
<tr>
<td>5. Waste Reduction</td>
<td>GRI306, 2020</td>
<td>Recording Weight of hazardous, non-hazardous waste generated from Factory</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Those disposal weight in each way (diverted from disposal), directed to disposal</td>
</tr>
<tr>
<td>7. Local Pollution</td>
<td>GRI305, GRI306</td>
<td>Waste Water Management, Monitoring Survey of surrounding local community</td>
</tr>
<tr>
<td>11. Training &amp; Education</td>
<td>GRI404</td>
<td>Improve training hours per employee by on-site training</td>
</tr>
<tr>
<td>16. Fast Response &amp; CA</td>
<td>GRI404</td>
<td>Customer Satisfaction by data analysis &amp; process control review</td>
</tr>
<tr>
<td>4. Water Conservation</td>
<td>GRI303, 2018</td>
<td>Improve measurement &amp; record of water usage and review</td>
</tr>
<tr>
<td>15. Punctual Delivery</td>
<td></td>
<td>No Complaint on Delay Delivery</td>
</tr>
<tr>
<td>25. Community Engagement</td>
<td>GRI413</td>
<td>Report number of activities in Local Community engagement</td>
</tr>
<tr>
<td>24. Protection of Land Rights</td>
<td>GRI413</td>
<td>No significant negative impacts on local communities</td>
</tr>
<tr>
<td>22. Supplier Sustainability Awareness</td>
<td>GRI414</td>
<td>Training Suppliers in Sustainability Policy</td>
</tr>
</tbody>
</table>
# Stakeholder Engagement Southland Rubber Indonesian Sector

<table>
<thead>
<tr>
<th>Stakeholder</th>
<th>Exchange Channel</th>
<th>Action 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Shareholder</strong></td>
<td>Shareholder meetings</td>
<td>Shareholder Meeting, Yearly Budget</td>
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<tr>
<td></td>
<td>Sustainability Report</td>
<td>Sustainability Report in 2021</td>
</tr>
<tr>
<td></td>
<td>Monthly Meeting</td>
<td>Meeting calls by Southland Rubber Management Team</td>
</tr>
<tr>
<td></td>
<td>Weekly Business Review</td>
<td>Weekly Business Meeting</td>
</tr>
<tr>
<td></td>
<td>Production Productivity Report</td>
<td>Daily Report</td>
</tr>
<tr>
<td><strong>Employees</strong></td>
<td>Internal communication</td>
<td>Weekly Safety talk, Monthly 5S Meeting</td>
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<tr>
<td></td>
<td>Training &amp; Education</td>
<td>Employee Training</td>
</tr>
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<td></td>
<td>Performance reviews</td>
<td>Employee Performance Review, KPI Meeting</td>
</tr>
<tr>
<td></td>
<td>Satisfaction Survey</td>
<td>Employee Satisfaction Survey</td>
</tr>
<tr>
<td></td>
<td>Labor-Management Meeting</td>
<td>Labor-Management Meeting</td>
</tr>
<tr>
<td></td>
<td>Joint labor-Management H&amp;S meeting</td>
<td>Joint Labor-Management H&amp;S Committee Meeting</td>
</tr>
<tr>
<td></td>
<td>H&amp;S Committee meeting</td>
<td>Quarterly Health &amp; Safety Committee Meeting</td>
</tr>
<tr>
<td><strong>Customers</strong></td>
<td>Plant visits &amp; audit</td>
<td>On Line Audit</td>
</tr>
<tr>
<td></td>
<td>Partnership</td>
<td>On Line Customer Policy Explanatory Meeting</td>
</tr>
<tr>
<td></td>
<td>Seminars &amp; conferences</td>
<td>On Line Customer Sustainability Explanatory Meeting</td>
</tr>
<tr>
<td></td>
<td>Business emails</td>
<td>Traceability Research (RubberWay)</td>
</tr>
<tr>
<td></td>
<td>Self-Assessment Questionnaire</td>
<td>Customer Feedback thro business emails</td>
</tr>
<tr>
<td><strong>Raw Material Suppliers</strong></td>
<td>Supplier Meeting &amp; Training</td>
<td>Suppliers Meeting (Explanation of Sustainable Procurement Policy and Acknowledgement)</td>
</tr>
<tr>
<td></td>
<td>Supplier Evaluation</td>
<td>Southland Rubber Indonesian sector Supplier Code of Conduct</td>
</tr>
<tr>
<td></td>
<td>On Line visit</td>
<td>Explanation and Agreement</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Supplier Evaluation and Assessment</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rubberway Research</td>
</tr>
</tbody>
</table>
| **Local Community** | Community visits  
Meeting with Community  
Questionnaire  
Activities for social good | Meeting with Local Community Leaders  
Odor Monitoring  
Improvement Facilities, Bridges, Roads for surrounding community  
Support medical equipment, supplies to local community and school  
Participate Local Activities  
Support Mosques & local religious activities  
Support Social Work Organizatio by blood donation |
| **Financial Institutions** | Financial report  
Formal & informal visits  
Factory visits  
Sustainability report | Annual Financial Report  
Annual Tax Report  
Financial/Business Performance Review  
Communication between headquarter |
| **Local Government & Authorities** | License  
Periodic Report  
Audit  
Policy, Regulations | Updating Licenses  
Environmental Report, Labor & safety Report  
Production & Export Report  
Tax Audit, Factory Audit by Government Agencies  
Government Policy & Regulations Announcement |
| **Contractors, Outsourced Providers, External auditors** | Sales transactions  
Factory visits & audit  
Provider Evaluation | Emails & Telephone  
Tax Consulting & audit by external auditor  
ISO Certification Audit  
Environmental Audit  
Supplier & Provider Assessment |
Our Supply Chain

1) Elements

| Small Holders | rubber farmers, mostly own less than 3 hectares plantation  
In Indonesia, shares more than 95% of rubber supply |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Plantation</td>
<td>Industrial owners with more than 50 hectares plantation</td>
</tr>
<tr>
<td>Corporate</td>
<td>farmers corporative in village, arrange auction and gather rubber from small holders to sell to dealer/factory</td>
</tr>
<tr>
<td>Collector</td>
<td>gather rubber from small holders in village</td>
</tr>
<tr>
<td>Dealer</td>
<td>gather rubber from collector, sometimes owns retail shop in town to directly buy from small holders by barter</td>
</tr>
<tr>
<td>Big Dealer</td>
<td>gather rubber small dealer, plantation, corporative</td>
</tr>
</tbody>
</table>

2) Supply Channels

Our Indonesia factories buy 95-97% of rubber raw material from Dealers.
Numbers of Dealers are from 10-20 in the smallest factory to more than 100 in the largest.
Here are our typical supply channels and 95-97% of supply are in case ① and case ②.
③ Village Auction

Smallholders → Cooperative/Auction Center → Dealer → Rubber Factory

④ Plantation

Plantation → Dealer → Rubber Factory
Our Effort to address the realization of Carbon Neutrality

"That’s’ one small step for a man, one giant leap for mankind,” as Neil Armstrong famously declared as he made the first step on the moon.

Desmond Wan, COO of Southland Rubber Indonesian Sector

Today, I am pleased to present the 1st Sustainability Report for Southland Indonesia factories. This marked a small but significant step for Southland Indonesia factories as we embark on the first, but what I am sure, will be the start of many steps towards sustainability for our factories,

As the COO of Southland Indonesia Factories, I have grown with the company in the last 9 years. In these 9 years, I have also witnessed first-hand and participated in the efforts of Southland Indonesia factories in the Corporate Social Responsibility and Sustainability space. The achievements in the Indonesian factories can be seen in the

2) The high vaccination rates we achieved in all our factories (over 72%),
3) The 5S competition that all Indonesia factories participate as part of continuous Kaizen improvements and
4) Our factories have supported our local communities and employee’s family in measures for COVID-19 by donating sanitizers, masks and medical supplies to local communities and surrounding medical offices
5) With our esteemed customers, we also participated in traceability projects like Rubberway and conservation projects in the protected forests of Kalimantan
6) Founding Member of GPSNR and active member of the Executive Committee of GPSNR and working groups.

In IPCCNo.6 Assessment, the research shows that Global temperature will reach or exceed 1.5°C of warming over the next 20 years. It is imperative and important that every one of us play our part to address the realization of Carbon Neutrality.

Before I move on to introduce the 4 key approaches that we are taking to achieve Carbon Neutrality, I would like to take this opportunity to thank the team and people we have in our factories.

It is my honour and pleasure to be working with all of you on this journey. Please join me as I bring you through the 4 key approaches in our efforts to Carbon Neutrality.

In our Efforts to realize Carbon Neutrality, there are 4 key approaches:

(1) Switching from fossil fuel to biomass
(2) Reduction of CO2 Emissions
(3) Reduction of Waste
(4) Support High Carbon Stock/High Conservation Value Approach
Let me introduce our efforts one by one.

(1) Switching to Biomass Fuel

In machine and equipment of Natural Rubber Processing Factory, we have identified that the dryer consumes the most energy and exhaust the most CO2.

For the Dryer, the main energy source in our 5 factories is namely: 3 factories use Diesel oil (=biosolar30), 1 factory uses Natural Gas, and only 1 factory uses Biomass fuel.

We plan to change all Dryer equipment to be fitted to Biomass fuel and to switch from fossil fuel to biomass in the rest of 4 factories step by step toward 2030.

(2) Reduction of CO2 Emissions

① Goal Setting

For our first step, we set the goal in CO2 Emission Intensity to reduce CO2 Emissions Intensity by more than 20% from 2019 on / before 2030. We chose intensity as the criteria instead of amount to ensure factories continue to make efforts regardless of production fluctuation.

After reviewing the progress in our efforts in 2020 - 2023, we will set the additional goal in Reduction of CO2 Emissions for 2030 onwards in 2024.

② Energy Efficiency

Our main effort to reduce CO2 Emissions is to improve our energy efficiency. We plan to increase our energy efficiency by:

(i) To reduce Non-Conformity (NC) products

When we have NC, we need to additionally production to produce conforming products and to reprocess NC for other use. To reduce NC rate should improve our energy efficiency.

(ii) To reduce Breakdown in process

Whenever breakdown happens, production is suspended and after resolving the breakdown, production restarts. It will increase our energy consumption, particularly our Electricity Consumption. To reduce Breakdown should improve our energy efficiency.

(iii) To improve Dryer fuel consumption by dryer maintenance

The below is our reduction image of CO2 emission intensity &Energy intensity toward 2030.
(3) Improve our GHG Emissions Report

Our GHG emissions report has been calculated by our own simplified method up to Scope1,2 until 2020. From 2022 report (=2021 results), we will quantify and report in line with ISO14064:2018 (Scope1, 2, 3) and plan to be verified by external auditor.

(3) Reduction of Waste

Our goal in 2030 is to reduce tonnage of non-hazardous waste disposed by at least 40% from 2019 by or before 2030.
To achieve the goal, we started our research on how to analyse and record general waste of our factories in accordance with GRI306-waste:2020 and will start to report from 2021.

(4) Support High Carbon Stock (HCS) & High Conservation Value (HCV) Approach

We support HCS&HCV Approach as a member of GPSNR by identification and management of Natural Rubber sourcing to ensure sustainable procurement in line with no deforestation and to protect HCS&HCV areas in our conservation efforts.

As a first step, we will start to identify if any HCS&HCV area in 50km around our Factories.

In the Ethos of Southland Rubber Managing Director, Mr Pherm Tirasarnvong, “Be Good and Better will follow,” Thank you for reading our first Southland Indonesia Sustainability Report. I look forward to all our stakeholders’ continued guidance, support, and engaging all of you in the years ahead as we build a better world for the Rubber Industry and our future generations.
GM Message_ PT Bintang Borneo Persada

General Manager Message:

For our factory’s Sustainability activities, I would like to explain **5 Key Topics** from the Materiality Survey results 2020.

**Merly**

1. **Workplace Safety**

   “**Workplace safety**” is the most concern of myself as well as all of our employees. We are working on improving employee safety, reducing workplace risks and creating safer working conditions based on ISO45001 management system.

   **Zero Work Accident** factory is our permanent goal and monthly **“5S” Activity and yearly “Risk Assessment” activity** are two Important keys to achieve our Goal.

   We will have ISO45001 accreditation in 2021.
For “employee’s health”, Actions against COVID-19 are our urgent issues and we have taken following actions in our factory.

**Temperature Taking** at main gate to all persons enter to factory, **Distributing Mask and Vitamin** to employees, **Spray** disinfectant periodically, **Provide wash hand station, Banner and poster** to educate employees social distancing, **Antigen test kit** to whom suspected, Cooperation with government clinic to conduct **Vaccines** at factory to employees and the surrounding community.
2. Human Rights

For “Human Rights”,

to ensure Diversity, No Discrimination, No Harassment, No Child Labour, No Forced Labour, we implement “Whistleblowing Policy and Procedures” to be known to every employee and assigned Compliance officer in our factory monitors and internally controls since 2019.

In 2020, we established “Human Rights and Labour Practice Policy” and started training of Human Rights to our employees as well as Code of Conduct.

From 2021, we will investigate to understand actual Gap between Policy and our workplace for next improvement action.

3. Customer Trust and Focus

“Customer Focus and Trust” is our motto:

Based on ISO9001, we produce Quality Products to satisfy Customer’s requirements and keep Punctual Delivery and ensure Fast Response to customer requirement.

For our products property, we review our Cp/Cpk to improve our Process Capability.
4. Employee Training and Education

To achieve our Sustainability Goals, basic key is “Employee Training and Education”. We have launched an annual training plan consisting of 2 courses there are for new employee and refresher. In 2020, we had training of code of conduct, Human Right and education Health and Safety to all employees.

Training and Education BBP 2020

<table>
<thead>
<tr>
<th>Department</th>
<th>Man Power</th>
<th>Total Trainee</th>
<th>Total Training Hour</th>
<th>2020</th>
<th>training Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production</td>
<td>168</td>
<td>123</td>
<td>246</td>
<td>Jan</td>
<td>7</td>
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<td>Feb</td>
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<td>Dec</td>
<td>87.86</td>
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<td></td>
<td>Menit 1.46 Hour</td>
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<tr>
<td>QC/QA</td>
<td>71</td>
<td>65</td>
<td>130</td>
<td>Jan</td>
<td>14</td>
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The most basic thing to do in daily activities is “prevention of local pollution”, to ensure this my team and I carry out regular checks with independent organizations to do odour checks and ensure waste disposal based on ISO14001 Environmental Management System.

5. Prevent Local Pollutions

To me Sustainability is to be considerable for employees, customers, suppliers, local community and all those families, and future of this planet.

Thank you for attention.
Workplace Safety

Name: YUDHI FIRSTRA
Position: CSR Manager for Southland Rubber Indonesian Sector

My name is Yudhi Firstra. I am CSR Manager for Southland Rubber Indonesian Sector from July 2020 to supervise Sustainability in 6 Indonesia factories. I started my career as a mechanical technician at SIR factory in Padang and have been occupied myself with crumb rubber factories until now as production manager, QHSE manager, General Manager, and CSR manager.

Let me introduce Southland Rubber Indonesian Factories activities in Workplace Safety, for which our goal is to create “Zero Accident” and “No Injury” workplace. Keys to the Goal are (1) to Bring every hidden risk to Light by Risk Assessment (2) to Listen workers real voices by Employee Satisfaction Survey and (3) by Joint worker-management H&S meeting.

Here, I write (1) Risk Assessment and (2) Employee satisfaction Survey. For (3) joint Worker-Management H&S Meeting, Pak Rahmad of KCA introduces.

(1) Risk Assessment
Here are Risk Assessment results of 4 factories in 2019 & 2020.

<table>
<thead>
<tr>
<th>Year</th>
<th>High</th>
<th>Medium</th>
<th>Low</th>
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<tr>
<td>2019</td>
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<td>2020</td>
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Risk Assessment procedures in the 6 factories were basically same.
Assessment once a year ➔ Review ➔ Corrective Action ➔ Review
However, there are differences in Assessment Standards and standard Procedure.

< Risk Assessment Standardization Steps>
1) Step1 2020-2021
   ① Standardize Corrective Action Procedure
      High ➔ to take emergency measure to bring down risk level to Medium within One week.
      ➔ to establish corrective action to eliminate hazard within One month
   ② Review & Standardize the Interpretation of “Risk Category”
      For the Goal of Zero Accident Factory, we need to change our mind.
      Mind till now:
      Work accidents happen mostly due to workers’ mistake. ➔ SOP training to workers
      Through Risk Assessment process, we must improve our Risk Scores. ➔ Reduce risk score year by year
Mind from now:
Human being shall make a mistake and rubber factory is dangerous place with full of hazards.

➔ Need to minimize possible exposure to hazard
➔ Need to mitigate &/or eliminate possible hazard

Purpose of Risk Assessment is to **bring every hazard to light** for management to eliminate & mitigate
➔ Need to change way of thinking in Steps of corrective action
➔ Need to change interpretation of Risk category as follow.

**<New Approach of Corrective Action>**

<table>
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<tr>
<th>First Option</th>
<th>Preventive measure from exposure to hazard</th>
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<tr>
<td>Second</td>
<td>Reduce/Eliminate Frequency to expose to hazard</td>
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<td>Third</td>
<td>Protective Equipment</td>
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<td>Forth</td>
<td>SOP to avoid hazard</td>
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</table>

**<Revised Concept of Risk Assessment Category>**

“Risk” is Situation where worker accesses Hazard source.
“Risk Assessment Category” = **Severity** x **Likelihood**

The Magnitude of the RISK
= Likelihood x Severity
<Revision Points>

① Concept of Likelihood

<before>
Likelihood = Probability of accident from experience in each Factory

<from now on>
Likelihood = Frequency (F) + Probability (P)

F: Frequency and duration of exposure to hazards
P: Probability of dangerous events from all Factories

② Revised Assessment Scoring of Severity

<before>
Risk Scoring was based on Severity of possible injury from experience in each Factory

<from now on>
Risk score must be based on the possible injury assuming the worst case or from the worst experience in the factories

We will conduct re-assessment of Safety according to new Standard Concept
We expect hazards of High/Medium Risk level shall be increased by new Assessment standard, which is our way to Zero Accident Factory.

2) Step2 2021-2022

① Review Risk Category Concept of Quality, Environment and Health in all factories
② Review Risk Assessment Items of Quality, Environment, Health and Safety in all factories
③ Complete Standardization of Risk Assessment by the end of 2022

(2) Employee Satisfaction Survey

In October 2020, we made a trial Employee Satisfaction Survey at PT. Abaisiat Raya (SFB) and got 81% answers from employees (=135 workers and 30 staff members answered).

<Questionnaire>

1. How is your work environment?
2. Do you face any challenge at work?
3. Can you describe your working relationships with your colleagues, supervisors etc?
4. Does discrimination, harassment or violence occur in the workplace?
5. Is there any risk of injury in your working environment?
6. Is there any health challenge at your workplace?

- Is there any health challenge at your workplace?
  - 90%
  - YA / YES

- Is there any risk of injury in your working environment?
  - 72%
  - YA / YES

- Is there any risk of injury in your working environment?
  - 28%
  - YA / YES

- Is there any health challenge at your workplace?
  - 10%
  - YA / YES
<Result>
From workers’ voice, Risk of Injury is “wet & slippery floor”, and Health Challenge is “Dust” and “Smell”. (SFB made investigation and took corrective actions within 6 months.)
From this trial, we found “Employee Satisfaction Survey” is effective to get workers’ real voice at workplace, so, we plan to develop Employee Satisfaction Survey to all factories.

**CORRECTIVE ACTION TAKEN**

**Dust Test (compound, shredder, hanging area)**
- carry out a dust test to get initial data

**Noise Test (production line)**
- Noise measure by HS Officer for check

**Slippery Floors**
- Daily clean the floor prevent from moss

**CORRECTIVE ACTION TAKEN**

1. Clean the dust collector regularly
2. The operator wears a dust-proof mask

**Use Ear plug for prevent noise**

**Daily clean the floor prevent from moss**
Joint Labor - Management Health and Safety Meeting Procedure activities has been implemented on June 24, 2020 which was attended by, General Manager, all division head, staff HS, Worker Union, and Non-Worker union. Total participants as many as 17 people.

**List attendance meeting**

### Worker Side

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<th>No.</th>
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<th>Position</th>
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<td>Eben</td>
<td>SECURITY</td>
<td>Non Worker Union</td>
</tr>
<tr>
<td>7</td>
<td>Claudia Laura Fransisca</td>
<td>HRD</td>
<td>Non Worker Union</td>
</tr>
<tr>
<td>8</td>
<td>Satria Gahyinda</td>
<td>HSE</td>
<td>Non Worker Union</td>
</tr>
<tr>
<td>9</td>
<td>Suryadi</td>
<td>HSE</td>
<td>Non Worker Union</td>
</tr>
</tbody>
</table>

### Management Side

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>Position</th>
<th>Status in meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Merly</td>
<td>GM</td>
<td>Management</td>
</tr>
<tr>
<td>2</td>
<td>Eddy Hartono</td>
<td>Production</td>
<td>Management</td>
</tr>
<tr>
<td>3</td>
<td>Claudius Tofalra</td>
<td>QNR</td>
<td>Management</td>
</tr>
<tr>
<td>4</td>
<td>Sokti Bunai</td>
<td>HRD</td>
<td>Management</td>
</tr>
<tr>
<td>5</td>
<td>Ikhsan Adi Prayoga</td>
<td>Shipping</td>
<td>Management</td>
</tr>
<tr>
<td>6</td>
<td>Maju Perdode</td>
<td>Engineering</td>
<td>Management</td>
</tr>
<tr>
<td>7</td>
<td>Aman</td>
<td>Engineering</td>
<td>Management</td>
</tr>
<tr>
<td>8</td>
<td>Rahmad Riduan</td>
<td>HSE</td>
<td>Management</td>
</tr>
</tbody>
</table>

Meeting attended by management and representatives of workers at PT. BBP discusses work safety issues. Participants from labour representatives provided input or findings related to safety in the workplace and received a positive response from management in order to minimize or eliminate accidents, as for the points as follows:
<table>
<thead>
<tr>
<th>No</th>
<th>Problem</th>
<th>Corrective action</th>
<th>Due date</th>
<th>Photo</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Workers do not comply with the use of PPE and uniforms</td>
<td>Conduct safety talk to workers at least once a week and socialization</td>
<td>July 10, 2020</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>There are still many damaged DH wood found.</td>
<td>immediately repair damaged DH wood and replace the lowering blanket method by opening the DH floor replaced by using lorry on each floor</td>
<td>August 03, 2020</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>There are still fire extinguishers that are expiry.</td>
<td>mapping fire extinguishers and refilling and updating reports every month</td>
<td>July 20, 2020</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>There is no prohibition on carrying personal equipment in the work area</td>
<td>make a prohibition sign carrying personal equipment and food</td>
<td>August 11, 2020</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>No Safety cover on as shredder engine in Re-milling process</td>
<td>install safety cover shredder engine</td>
<td>September 20, 2020</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Safety talk has not run to the maximum</td>
<td>H&amp;S personnel conduct safety talk to all departments</td>
<td>July 04, 2020</td>
<td></td>
</tr>
</tbody>
</table>

The findings that have been corrected and completed by the person in charge of each section will continue to be followed up and checked by the HSE team.
Our Countermeasures against COVID-19

1. Workplace Health and Safety
   Implemented 4 Basic principles to all factories
   --- Wearing Masks, Temperature Check, Washing Hands, and Physical Distancing.

   Provide Masks to all employee
   Employee must wear Mask all the time  Photo from KBO

   Physical Distancing  Photo from SFB

   Washing Hands facilities throughout Factory  Photo from SFX
   Washing Hands facilities provided throughout Factory for both employees and visitors

   Temperature Check to everyone entering Factory  Photo from SGY

The findings that have been corrected and completed by the person in charge of each section will continue to be followed up and checked by the HSE team.
2. Employee Health

(1) All factories provide Vaccinations to all employee for 1st and 2nd stage.

(2) All factories provide employee with Vitamin.

(3) Antigen Test for employee at risk (SFX/SGY/KBO/KCA)
3. Support Employee Family & Local Community

- Provide Hand Washing facilities to Public Office _SGY
- Providing masks to clinic in local community _SFB
- Provide masks to public medical office in neighbour _KCA
- Provide masks to medical office in neighbour _SFX
- Cooperate with local government to Provide disinfectant to local community _KBO
Biodiversity_ Start from Small Step (KCA)

In 2020, we started our step of Biodiversity Research from surrounding our factory.

FACTORY SITE INFORMATION

Company Name: PT. Bintang Borneo Persada
Company code : KCA
Address : Trans Kalimantan Road km.19. Korek village, Ambawang river sub district. Kuburaya district. West Kalimantan. Postcode 78393
Area : 0.16km²

Before factory was established, this location is a forest overgrown with wild trees, in 2016 the local government separated this area into Kubu Raya district and designated it as an industrial area (Regional regulation of Kubu Raya No. 7 of 2016).

There is no biodiversity/protected area near factory but there is a very important resource that is the river, on the map above there is a Ambawang river and small river that stretch from north to south or from the Ambawang river to the Landak river, all the rivers were used by the local community as transportation routes in ancient times, before land routes developed like this moment, besides that the rivers use for washing and bathing.

The Ambawang river is a tributary of the Landak river which flows into the Kapuas River, easy to access and has characteristics that the water never dries and reddish, the source of life for living things still natural, there are freshwater fish such as snakehead fish, catfish, shrimp, crocodiles, etc. Natural plants such hyacinth, kind of palm trees that we call Nipah tress which is usually used to make roofs.
on the left and right sides of the factory there are small villages and forests for timber.

Around the factory there are trees and wild plants. Then there is a house near the river where they use the river for bathing, washing, fishing and transportation and on the opposite side of the river there is a wood forest and oil palm plantation owned by local residents.
### Natural resources used by the community around KCA

<table>
<thead>
<tr>
<th>No</th>
<th>Natural Resources</th>
<th>How to use</th>
</tr>
</thead>
</table>
| 1  | Water/River       | - Local community use river water to wash, bathe and Fish Farming  
|    |                   | - Use for water transportation                                                                                                            |
| 2  | Land              | - For plantations such as vegetables, rubber trees and palm oil                                                                            |
| 3  | Forest            | - People use wood, rattan and bamboo as materials to make handicrafts.                                                                       |

### Ecosystem Service for KCA

<table>
<thead>
<tr>
<th>No</th>
<th>Natural Resources</th>
<th>KCA Usage of Ecosystem Service</th>
<th>Impact to KCA</th>
</tr>
</thead>
</table>
| 1  | River Water/Rain  | - to wash raw materials in the production line  
|    |                   | - for hygiene facilities such as bathrooms and toilets                                                                                                      | - River Water is rather acid with PH3-4 which corrodes and damages machines and equipment.  
|    |                   |                                                                                                           | - To follow Government regulation on outflow of wastewater with PH6-9, need to add Calcium Oxide to neutralize river water acid  
|    |                   |                                                                                                           | - River water gets highly muddy during heavy rain which clogs filters in water pipes of factory  
|    |                   |                                                                                                           | - In dry season, River water is receded and water supply decrease, so need to have backup in reservoir  
|    |                   |                                                                                                           | - Heavy rain causes flood at factory, which damages machine, products stock and suspends factory operation.  
|    |                   |                                                                                                           | - Continuous heavy rain can cause blanket conditions in Dry Houses to become humid that impact to quality of product.  
| 2  | Land              | - Planting trees for greening around the factory                                                                                                        | -                                                                                                                                             |
| 3  | Air(wind)         | - Wind circulation makes blanket conditions stable, especially for DRC values.                                                                          | - Strong winds such as tornado, typhoon can damage the infrastructure and buildings.                                                             |
Here are the impacts of the daily operations of KCA

<table>
<thead>
<tr>
<th>No</th>
<th>Item</th>
<th>Impact</th>
<th>Prevention</th>
</tr>
</thead>
</table>
| 1  | Wastewater                  | - If Water becomes polluted, it is dangerous for living creature.  
                               | - Plants and animals will die if river water is contaminated.  
                               | - If river water gets contaminated, it will cause ground pollution which hinder plants/trees from growing.  
                               | - If river water got contaminated, it will cause disease to Living creature and irritation to human skin. | Monitoring wastewater quality to comply with standards by taking sludge and keeping oxygen stable with an aerator in wastewater treatment system. |
| 2  | CO2 Emission                | - Causes respiratory distress in living creature.  
                               | - It can cause global warming.  
                               | - acid rain that can interfere with soil fertility                             | To reduce fossil fuel consumption:  
                               |                                                                                       | By Production Efficiency  
                               |                                                                                       | By Replacing Biomass Fuel |
| 3  | Toxic and Hazardous waste and Garbage | - If toxic/hazardous waste spills out to ground, it will pollute and give damage to soil.  
                               | - It prevents plants from growing.  
                               | - Groundwater gets polluted                                                   | Emergency Procedures for accidental pollution  
                               |                                                                                       | Reduce hazardous waste by recycle and reuse |
Biodiversity_ Start from Small Step (SFB)

In 2020, we started our step of Biodiversity Research from surrounding our factory.

**FACTORY SITE INFORMATION**

Company Name: PT Abaisiat Raya  
Company Code : SFB  
Address : Jalan Raya Padang Painan Km. 9 Sei Beremas. Kota Padang 25227.  
           West Sumatera. Indonesia.  
Factory Size : 0.033km² (based on SFB license/ OSS)  
Original conditions of land before factory: rice fields (name of the village=rice fields island)

**3km AROUND FACTORY source from GOOGLE EARTH**

Name of Nature: **Protected Forest**

To maintain forest sustainability as the source of water and prevention of landslide (=mountain angle of elevation more than 45°)

No activity allowed including flora and fauna.
400-500M AROUND FACTORY source from GOOGLE EARTH

2 villages: Sei Beremas and Teluk Nibung
ABAR located in Sei Beremas.
Small boat in front of SFB is fishing boat

There are kind of fish:

- Snapper Fish / Ikan Kakap
- Sardine/ Ikan Sardin
- Pompano/ Ikan Kuwe
- Mackerel/ Ikan Tenggiri
- Grouper/ Ikan Kerapu
Empty Land: the land is empty since SFB located; landowner can’t build because no road access. Small river next to SFB: Please see in blue arrow
The river can’t be seen from Google earth. The river separates ABAR with empty land
People use upstream water from the forest for drinking, bathing, kitchen, fishpond but not using water from the river next to SFB.

Local people taking water from the upstream by small hose pipes
North : Empty Land
South : CV Rempah Sari (Cinnamon Processing Company)
West : Jalan Raya Padang Painan (Road)
East : Public Road and Residential areas

RELATION OF SUCH NATURE WITH SURROUNDING PEOPLE (LOCAL COMMUNITY)

<table>
<thead>
<tr>
<th>No</th>
<th>Natural Resources</th>
<th>How to Use</th>
</tr>
</thead>
</table>
| 1  | Sea               | Local community use for :
|    |                   | - Fishing   |
|    |                   | - Ecotourism|
|    |                   | - Sea transportation |
| 2  | Forest            | Use for :
|    |                   | - Local community insert agriculture plant (kecombrang) |
|    |                   | - Utilizing forest products such as durian, mango, jengkol, petai |
|    |                   | - Ecotourism |
|    |                   | - Water used for local community needs and sell to ship owner |
## ECOSYSTEM AROUND ABAR AND FOR WHAT PURPOSE

<table>
<thead>
<tr>
<th>No</th>
<th>Natural Resources</th>
<th>How to Use</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Water from Forest</td>
<td>Office activities (bathroom, kitchen, fish pond)</td>
</tr>
<tr>
<td>2</td>
<td>Underground Water</td>
<td>Production activities</td>
</tr>
<tr>
<td>3</td>
<td>Land</td>
<td>Garden each department, fish pond</td>
</tr>
<tr>
<td>4</td>
<td>Sunshine</td>
<td>For drying bed</td>
</tr>
<tr>
<td>5</td>
<td>Wind</td>
<td>For hanging house/ blanket</td>
</tr>
</tbody>
</table>

## IMPACT FROM OUR FACTORY’S DAILY OPERATION TO SUCH NATURE/ ECOSYSTEM

<table>
<thead>
<tr>
<th>No</th>
<th>Item</th>
<th>Impact</th>
<th>Prevention</th>
</tr>
</thead>
</table>
| 1  | Waste Water                 | - Sea water became polluted causes damage to marine ecosystems (fish, coral reefs, fitoplankton, zooplankton, bentos)   | - Provide Waste Water Treatment  
- Daily monitoring WWTP to ensure water quality meet spec of regulation standard (DO, PH, SV30, Transparency)  
- External monitoring (BOD, COD, PH, TSS, Nitrogen, Ammonia) |
|    |                             | - Living creature, can cause disease or irritation of human skin        |                                                                                                                                                                           |
| 2  | Odor                        | - Bad smell                                                            | - Odor monitoring  
- Tree planting                                                                                                      |
| 3  | CO2 Emission                | - Exposure to CO2 emission can produce a variety of health effects     | - Energy Efficiency                                                                                                  |
|    |                             | - CO2 emission can cause climate change by trapping heat               |                                                                                                                                                                           |
|    |                             | - Acid rain can interfere with soil fertility                          |                                                                                                                                                                           |
| 4  | Toxic and Hazardous waste and garbage | - It can harm people, animal, and plant  
Such as : may irritate the skin or eyes, make it difficult to breathe, cause headache and nausea, or result in other types of illness, plants can’t grow up/ die.  
- Soil structure became damage and polluted | - Control toxic and hazardous waste by collected and kept in special room (Toxic and Hazardous Waste Storage) and handover to a registered third party as transporter of toxic and hazardous waste  
- Read and understand of MSDS for each toxic and hazardous material  
- Garbage sorting socialization and training to all employee |
| 5  | Underground Water           | - Reduce underground water stock by excessive use                      | - Control amount of water consumption maximum 40 meter3/ton (government guidance)                                      |
Gender Equity
– Voice from our factories’ female management

Yulia Kristiana
Assistant General Manager
PT Abaisiat Raya (SFB)

My name is Yulia Kristiana, my friends and office colleagues usually called me Yulia. I’m a working mother and have 1 son. I had worked in PT Abaisiat Raya from June 2013, on December 2013 I got married and resigned on March 2014. Such an honor for me to be able to re-join on June 2015 until now. Before working in PT Abaisiat Raya, I had about 7 years work experience in Tax & Accounting Firm in Jakarta and now in PT Abaisiat Raya I’m supervising Finance, Accounting, Administration, ISO, Whole External Relations & Communications.

In daily life, women have many roles such as taking care of household, children, and even earning a living. In addition, not infrequently women also play a role as a leader/ female manager. Compared to the old time, nowadays the opportunity for women to lead is much more available.

The opportunity for women to lead applies just fine in our company which proven by my existence as female manager. Although I’m the only female manager in this company, I’d like to state that this company honor gender equity properly. In my opinion “gender equity” means male and female have equal rights, responsibilities, and opportunities.

Currently the issue that occurred in our company is that female employees have had experienced “catcalling” since there are male majority. This might bring discomfort for female employees. There are several ways to create more comfortable and friendly working environment for women in company, such as:

a. Improve women’s rights and security
   Ensure that all women have equal access to employment, including free from discrimination in the form of barriers to working in the fields from which women have traditionally been excluded and ensure all women feeling secure in workplace.

b. Women safety measure
   Women are taking more intensive roles that demand greater devotion and time. It also means leaving the workplace late at night sometimes. Company must provide them transport and ensure that they reach home safely.

c. Evaluate female perception
   Provide them a chance to speak up about issues and use the feedback and suggestions to evaluate the company issue from the eyes of female employees.

d. Provide mother – friendly facility in working environment
   Such as: a clean and hygienic private lactation room for breastfeeding mothers with refrigerator for storage of breast milk, hygienic female toilet, female locker room.

As the end of my word, I would like to say thank you very much for this chance. Hopefully our company become much better in the future.
Gender Equity
–Voice from our factories’ female management

Tri Sefta Sari, ST
Management Representative
PT. Bintang Gasing Persada

My name is Tri Sefta Sari, my family and office colleagues usually called me Sefta. I am a working mother and have 3 children. I worked in PT. Bintang Gasing Persada from October 2004. On September 2010, I got married and resigned. Such an honor for me to be able to re-join on March 2013 until now. While working at PT Bintang Gasing Persada, I was a purchasing administration, Laboratory & Quality. Now as a Management Representative for ISO and Whole External Relations & Communications.

The existence of women in any industry is to add views from different sides of what men have considered, so I believe the involvement of women can add value to whatever men do. From 2018 - 2020 the percentage of female employees is around 21 - 22% at my company. Although the percentage of women is less, it does not mean that gender equality is not implemented in our company. In my view "equality" is defined as justice by giving equal rights different according to the need for equality of rights to occur because "gender equality" is our human right as human beings where men and women have essentially the same rights.

For now, there are no difficulties for women working in our company. Therefore, it is very important for companies to participate in implementing gender-friendly policies and supporting women’s empowerment. In my opinion, there are several ways that can be done to create a comfortable and friendly work environment for women in company, such as:

1. Leadership that supports gender equality
2. Treat female and male workers equally
3. Provide safety and health protection for pregnant and lactating women
4. Provide lactation room facilities for breastfeeding mothers
5. Promote education, training and professional development for women
6. Carry out business development that supports women’s empowerment
7. Provide support for female employees to maintain a balance between career and family life
Gender Equity
–Voice from our factory’s female management

Merly
General Manager
PT. Bintang Borneo Persada

Working in a rubber factory, where most of employees are men, gave me a lot of experience, especially after joining with the Southland family in 2015. I started my Southland career in PT Bintang Borneo Persada as Purchasing manager and was promoted to Assistant GM in 2019 and got an opportunity to be GM of the factory in January 2021.

It was not easy for a female manager to direct male workers to listen to her instructions but after gaining experience in the factory, it has turned not to be impossible for me.

I believe Gender doesn’t matter in the leadership of work, but it depends how to lead, by finding solutions to problems, preventing work accidents, paying attention to employees, and listening to employees’ complaints, requests, opinion, and creating a comfortable work environment for everyone.

It seems to me if female workers were provided with some kinds of supporting tools, machines, or technologies, they should not be limited to certain, so-called women’s job but have more opportunities of taking males’ job positions. Because female workers have many advantages including high discipline, sincerity, faithful and accuracy in work, further female generally not smoking. I hope Natural Rubber Industry could provide greater opportunities for female workers which I feel until now still not enough because rubber factory jobs require much more physical power and strength than what women can do.

Thank you for your listening my voice.
## MEMBERSHIP OF ASSOCIATIONS

<table>
<thead>
<tr>
<th>Association</th>
<th>Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Members of External Initiatives</strong></td>
<td></td>
</tr>
<tr>
<td>SNR-I</td>
<td>Southland Rubber Indonesia sector</td>
</tr>
<tr>
<td>Sustainable Naturat Rubber Initiative</td>
<td></td>
</tr>
<tr>
<td>GPSNR</td>
<td>Southland Rubber Indonesia sector</td>
</tr>
<tr>
<td>Global Platform for Sustainable Natural Rubber</td>
<td></td>
</tr>
<tr>
<td><strong>2. Member of Associations</strong></td>
<td></td>
</tr>
<tr>
<td>RTAS</td>
<td>Southland Rubber Indonesia sector</td>
</tr>
<tr>
<td>Rubber Trade Association of Singapore</td>
<td></td>
</tr>
<tr>
<td>SICCRA</td>
<td>Southland Rubber Indonesia sector</td>
</tr>
<tr>
<td>Singapore International Chamber of Commerce Rubber Association</td>
<td></td>
</tr>
<tr>
<td>IRSG</td>
<td>Southland Rubber Indonesia sector</td>
</tr>
<tr>
<td>International Rubber Study Group</td>
<td></td>
</tr>
<tr>
<td><strong>3. Indonesia Factories Membership of Associations.</strong></td>
<td></td>
</tr>
<tr>
<td>APINDO</td>
<td>PT. ABAISIAT RAYA</td>
</tr>
<tr>
<td>Indonesia Employer Association</td>
<td></td>
</tr>
<tr>
<td>KADIN</td>
<td>PT. KOTANIAGA RAYA</td>
</tr>
<tr>
<td>Indonesia Chamber Of Commerce &amp; Industry</td>
<td>PT. BINTANG BORNEO PERSADA</td>
</tr>
<tr>
<td>GAPKINDO</td>
<td>PT. ABAISIAT RAYA</td>
</tr>
<tr>
<td>Rubber Association Of Indonesia</td>
<td>PT. BINTANG GASING PERSADA</td>
</tr>
<tr>
<td></td>
<td>PT. POLYKENCANA RAYA</td>
</tr>
<tr>
<td></td>
<td>PT. KOTANIAGA RAYA</td>
</tr>
<tr>
<td></td>
<td>PT. BINTANG BORNEO PERSADA</td>
</tr>
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</table>
# GRI Content Index

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<th>Page</th>
<th>Comment</th>
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<td>Organizational Profile</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI102-1</td>
<td>Name of the organization</td>
<td></td>
<td>Southland Rubber Indonesian Sector</td>
<td></td>
</tr>
<tr>
<td>GRI102-2</td>
<td>Activities, products &amp; services</td>
<td>5</td>
<td>Processors and Exporters of Natural Rubber</td>
<td></td>
</tr>
<tr>
<td>GRI102-3</td>
<td>Location of headquarters</td>
<td></td>
<td>8 Cross Street #27-01, Manulife Tower Singapore (048424)</td>
<td></td>
</tr>
<tr>
<td>GRI102-4</td>
<td>Location of operations</td>
<td>6</td>
<td>Southland Rubber Indonesian Sector List</td>
<td></td>
</tr>
<tr>
<td>GRI102-5</td>
<td>Ownership and legal form</td>
<td></td>
<td>A private limited company</td>
<td></td>
</tr>
<tr>
<td>GRI102-6</td>
<td>Markets served</td>
<td>5</td>
<td>Primary markets: China, Japan, Korea, Indonesia, Americas, and European countries</td>
<td></td>
</tr>
<tr>
<td>GRI102-7</td>
<td>Scale of the organization</td>
<td>5-6</td>
<td>Production capacity, number of employees at each operation</td>
<td></td>
</tr>
<tr>
<td>GRI102-9</td>
<td>Supply chain</td>
<td>11-12</td>
<td>Our Supply Chain</td>
<td></td>
</tr>
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<td>GRI102-12</td>
<td>External initiatives</td>
<td>40</td>
<td>SNR-I, GPSNR</td>
<td></td>
</tr>
<tr>
<td>GRI102-13</td>
<td>Membership of associations</td>
<td>40</td>
<td>Rubber Trade Association of Singapore, Singapore International Chamber of Commerce Rubber Association, International Rubber Study Group, Rubber Association of Indonesia, Indonesia Employer Association, Indonesia Chamber of Commerce and Industry</td>
<td></td>
</tr>
</tbody>
</table>

* refer to "About The Group" of Southland Global URL: http://www.southlandglobal.com/

| Strategy | | | | |
| GRI102-14 | Statement from CEO | 3-4 | |

| Code of Conduct, Policy & Procedures | | | |
| GRI102-16 | Values, principles, standards and norms of behavior | appendix | Code of Conduct, Policy & Procedures |

| Stakeholder Engagement | | | |
| GRI102-40 | List of stakeholder group | 7, 9-10 | Stakeholders Engagement, Materiality Assessment |
| GRI102-42 | Identifying & selecting stakeholders | 7, 9-10 | Materiality Assessment, Stakeholder Engagement |
| GRI102-43 | Approach to stakeholder engagement | 9-10 | Stakeholders Engagement |
| GRI102-44 | Key topics & concerns raised | 7-8 | Materiality Assessment |

<p>| Reporting Practice | | | |
| GRI102-46 | Defining topic boundaries | 2 | This report covers 5 factories of our Indonesian Sector |
| GRI102-47 | List of material topics | 8 | 19 Material Topics in total &amp; 3 Topics of High Priority |
| GRI102-50 | Reporting period | 2 | January - December, 2020 |
| GRI102-53 | Contact point &amp; questions regarding the report | 2 | <a href="mailto:enquiry@southlandglobal.com">enquiry@southlandglobal.com</a> |
| GRI102-54 | Claims of reporting in accordance to GRI Standards | 2 | This Report references the reporting disclosure of the Global Reporting Initiatives (GRI) Standards. |</p>
<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Performance in Each Year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2018</td>
<td>2019</td>
<td>2020</td>
<td></td>
</tr>
</tbody>
</table>

**GRI 205 Anti-Corruption (2016)**

- **GRI205-1**: Operations assessed risk related corruption
  - Performance: NA 100% 100%
  - Unit: percent

- **GRI205-2**: Training about anti-corruption Policies Procedures
  - Performance: NA 5 5
  - Unit: Number of Operations

**GRI 206 Anti-Competitive Behavior**

- **GRI206-1**: Legal actions for anti-competitive behavior, anti-trust and monopoly policy
  - Performance: No Legal Actions No Legal Actions No Legal Actions
  - Unit: case

**GRI 302 Energy (2016)**

- **GRI302-1**: Energy consumption within organization
  - Performance: 96.666 97.251 98.240
  - Unit: MWh

- **GRI302-3**: Energy intensity
  - Performance: 0.702 0.652 0.679
  - Unit: MWh/Ton

- **GRI-302-4**: Reduction of energy consumption
  - Performance: -8.687 585 989
  - Unit: MWh

**GRI 303 Water and Effluents (2018)**

- **GRI303-1**: Interaction with water as a shared resource
  - Performance: river, recycle, ground, rain
  - Unit: source

- **GRI303-2**: Management of water discharge-related impacts
  - Performance: wastewater treatment system wastewater treatment system wastewater treatment system
  - Unit: All Operation Units

- **GRI303-3**: Water withdrawal
  - Performance: 3,768,368 3,432,613 4,134,190
  - Unit: m³

- **GRI303-4**: Water discharge
  - Performance: Information unavailable 4,029,502 4,233,981
  - Unit: m³

- **GRI303-5**: Water consumption
  - Performance: 4,981,168* 5,867,239 5,510,316
  - Unit: m³

**GRI 304 Biodiversity (2016)**

- **GRI304-1**: Operations sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas
  - Performance: Information unavailable Information unavailable nature 10km from operation sites aerial photo

**GRI 305 Emmisions (2016)**

- **GRI305-1**: Direct(Scope1) GHG emissions
  - Performance: 15,602 13,456 11,762
  - Unit: Ton CO₂

- **GRI305-2**: Energy indirect(Scope2) GHG emissions
  - Performance: 18,411 24,404 25,632
  - Unit: Ton CO₂

- **GRI305-4**: GHG emissions intensity
  - Performance: 0,247 0,254 0,258
  - Unit: Ton CO₂/Ton production

- **GRI305-5**: Reductions of GHG emissions
  - Performance: -5.7% 11.3% -1.3%
  - Unit: Percent

- **GRI305-7**: Nitrogen oxides(Nox), sulfur oxides(Sox), and other significant air emissions
  - Performance: Pass Pass Pass Test certificate

**GRI 306 Waste (2020)**

- **GRI306-3**: Waste generated
  - Performance: Information unavailable 341,8 374,6
  - Unit: Ton

- **GRI306-4**: Waste diverted from disposal
  - Performance: Information unavailable 130,7 41,9
  - Unit: Ton

- **GRI306-5**: Waste directed to disposal
  - Performance: Information unavailable 192,9 332,7
  - Unit: Ton

**GRI 307 Environmental Compliance**

- **GRI307-1**: Non-compliance with environmental laws and regulations
  - Performance: 0 0 0
  - Unit: Case
### GRI 401 Employment

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Performance in Each Year</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI401-1</td>
<td></td>
<td>New employee hires</td>
<td>267 532 177</td>
<td>Person</td>
</tr>
<tr>
<td>GRI401-1</td>
<td></td>
<td>Employee Turnover</td>
<td>234 345 161</td>
<td></td>
</tr>
</tbody>
</table>

### GRI 402 Labor/Management Relations

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Performance in Each Year</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI402-1</td>
<td></td>
<td>Minimum notice period regarding operational changes, specified in Collective Labor Agreement</td>
<td>2 2 2</td>
<td>Number of Operations</td>
</tr>
</tbody>
</table>

### GRI 403 Occupational Health & Safety (2018)

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Performance in Each Year</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI403-1</td>
<td></td>
<td>Occupational health and safety management system</td>
<td>(i) Implemented by Legal Requirement 4 4 4</td>
<td>Number of Operations</td>
</tr>
<tr>
<td>GRI403-1</td>
<td></td>
<td></td>
<td>(ii) ISO 45001 1 1 1</td>
<td></td>
</tr>
<tr>
<td>GRI403-2</td>
<td></td>
<td>Hazard Identification, risk assessment, and incident investigation</td>
<td>NA - -</td>
<td>Risk Assessment</td>
</tr>
<tr>
<td>GRI403-4</td>
<td></td>
<td>Worker participation, consultation, and communication on occupational health and safety (Joint Health &amp; Safety committee)</td>
<td>0 0 3</td>
<td>Number of Operations</td>
</tr>
<tr>
<td>GRI403-5</td>
<td></td>
<td>Worker training on occupational health and safety</td>
<td>1,82 9,57 9,22</td>
<td>average hour per</td>
</tr>
<tr>
<td>GRI403-8</td>
<td></td>
<td>Worker covered by occupational health and safety management system</td>
<td>100% 100% 100%</td>
<td>percent</td>
</tr>
<tr>
<td>GRI403-9</td>
<td></td>
<td>Lost time Injury Frequency rate (IR)</td>
<td>18,7 17,2 6,4</td>
<td>1,000,000 hours worked</td>
</tr>
<tr>
<td>GRI403-9</td>
<td></td>
<td>Lost time Injury severity rate (SR)</td>
<td>166,7 78,9 42,8</td>
<td></td>
</tr>
<tr>
<td>GRI403-9</td>
<td></td>
<td>Work related injuries fatalities</td>
<td>- - -</td>
<td>0,0</td>
</tr>
<tr>
<td>GRI403-9</td>
<td></td>
<td>high-consequence work-related injuries</td>
<td>- - -</td>
<td>0,3</td>
</tr>
<tr>
<td>GRI403-9</td>
<td></td>
<td>recordable work-related injuries</td>
<td>- - -</td>
<td>6,4</td>
</tr>
<tr>
<td>GRI403-10</td>
<td></td>
<td>Work related ill health fatalities</td>
<td>0 0 0</td>
<td>case</td>
</tr>
<tr>
<td>GRI403-10</td>
<td></td>
<td>high-consequence work-related ill health</td>
<td>0 0 0</td>
<td></td>
</tr>
<tr>
<td>GRI403-10</td>
<td></td>
<td>recordable work-related ill health</td>
<td>0 0 0</td>
<td></td>
</tr>
</tbody>
</table>

### GRI 404 Training and Education (2016)

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>Performance in Each Year</th>
<th>Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI404-1</td>
<td></td>
<td>Average hours of training per year per employee</td>
<td>2,1 10,1 10,6</td>
<td>average hour per</td>
</tr>
<tr>
<td>GRI404-2</td>
<td></td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>3 4 4</td>
<td>Number of Operations</td>
</tr>
<tr>
<td>GRI404-3</td>
<td></td>
<td>Employee receiving regular performance reviews</td>
<td></td>
<td>Number of Operations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Staff members only</td>
<td>1 3 3</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Whole employee including workers</td>
<td>2 2 2</td>
<td></td>
</tr>
<tr>
<td>GRI 405 Diversity and Equal Opportunity (2016)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI405-1</td>
<td>Diversity</td>
<td>Female managers</td>
<td>28.0%</td>
<td>29.4%</td>
</tr>
<tr>
<td>Diversity</td>
<td>Female employees</td>
<td>22.5%</td>
<td>23.6%</td>
<td>21.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI 406 Non-Discrimination (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI406-1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI 408 Child Labor</th>
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</thead>
<tbody>
<tr>
<td>GRI408-1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI 409 Forced or Compulsary Labor</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI409-1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI 410 Security Practices</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI410-1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI 412 HumanRights Assessment (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI412-1</td>
</tr>
<tr>
<td>GRI412-2</td>
</tr>
</tbody>
</table>

*training only staff members

<table>
<thead>
<tr>
<th>GRI 413 Local Communities (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI413-1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI 416 Customer Health and Safety (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI416-2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRI 418 Customer Privacy (2016)</th>
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</thead>
<tbody>
<tr>
<td>GRI418-1</td>
</tr>
</tbody>
</table>
APPENDIX:

Southland Rubber. Indonesian Sector

Code of Conduct, Policy, Procedures

1. Code of Conduct

2. Sustainability & Sustainable Procurement Policy

3. Environmental Policy


5. Anti-Corruption Policy

6. Whistleblowing Policy & Procedure
Southland Rubber Code of Conduct
Pandu Perilaku Grup
Indonesian Sector
Sektor Indonesia

1. **Purpose / Tujuan**
   1.1. Southland Rubber Code of Conduct is the Group’s policy on business ethics and standards of behaviour for our workplace activities.
       Kode Etik Southland Rubber Group adalah kebijakan Grup tentang etika bisnis dan standar perilaku untuk aktivitas tempat kerja kita

   1.2. This document provides essential guidelines of the company’s expectations on our business conduct and moral commitments. It also acts as a useful guidance for management of ethically critical risk areas.
       Dokumen ini memberikan pedoman penting tentang ekspektasi perusahaan terhadap perilaku bisnis dan komitmen moral kita. Ini juga bertindak sebagai panduan yang berguna untuk pengelolaan area risiko kritis secara etika.

2. **Scope and Application / Ruang Lingkup dan Aplikasi**
   2.1. The Code of Conduct is applicable to all in Southland Rubber, no matter their position or country they are located in, including Southland Rubber’s wholly owned affiliates and subsidiaries and other business entities such as joint ventures which we own a majority of the shares.
       Pedoman Perilaku berlaku untuk semua orang di Southland Rubber, terlepas dari posisi atau negara tempat mereka berada, termasuk afiliasi dan anak perusahaan yang dimiliki mayoritas sahamnya oleh Southland Rubber dan entitas bisnis lain seperti usaha kerjasama bersama yang mayoritas sahamnya kita miliki.

   2.2. Everyone must be personally responsible to adhere to this Code of Conduct.
       Setiap orang harus bertanggung jawab secara pribadi untuk mematuhi Kode Etik ini.

   2.3. We must hold on to our business conduct with principles of morality and highly ethical considerations.
       Kita harus berpegang pada perilaku bisnis kita dengan prinsip moralitas dan pertimbangan yang sangat etis.

3. **Consequences of non-compliance / Konsekuensi ketidakpatuhan**
   3.1. If any act in violation of the guidelines in this Code of Conduct should be confirmed, we take corrective action.
       Jika ada tindakan yang melanggar pedoman dalam Kode Perilaku ini harus dikonfirmasi, kita mengambil tindakan korektif.

   3.2. This includes an investigation into the cause and education and training of those involved in the act, as well as related individuals.
       Ini termasuk penyelidikan penyebab dan Pendidikan dan pelatihan bagi mereka yang terlibat dalam tindakan tersebut, serta individu terkait.
3.3. At Southland Rubber, we may consider disciplinary action for breach of conduct against officers and employees.
Di Southland Rubber, kami dapat mempertimbangkan tindakan disipliner atas pelanggaran perilaku terhadap pejabat dan karyawan.

4. Core Values / Nilai Nilai Utama

4.1. Respect / Menghormati
To treat all stakeholders in the same manner no matter background, culture, ability, or beliefs.
Memperlakukan semua pemangku kepentingan dengan cara yang sama tidak peduli latar belakang, budaya, kemampuan, atau kepercayaan.

4.2. Integrity / Integritas
To take pride in being consistently honest and sincere; aligning to our ethics, standards and values.
Bangga karena jujur dan tulus secara konsisten; sejalan dengan etika, standar, dan nilai kami

4.3. Passion / Keinginan untuk maju
To achieve our goals with active enthusiasm, strong will, and momentum to excel.
Untuk mencapai tujuan kami dengan semangat aktif, kemauan kuat, dan momentum untuk berprestasi.

4.4. Visionary / Wawasan masa depan
To be far-sighted, have wisdom and insight in leading the Group to reach higher achievements.
Berpandangan jauh ke depan, memiliki kebijaksanaan dan wawasan dalam memimpin Grup untuk mencapai prestasi yang lebih tinggi.

5. Implementation Guidelines / Pedoman pelaksanaan

5.1. Compliance with Laws and Regulations / Kepatuhan terhadap hukum dan Peraturan

5.1.1. We are to ensure compliance with the prevailing laws, regulations and appropriate social customs of in the countries and/or regions they operate from including anti-trust laws, commercial codes, subcontractor regulations, foreign exchange regulations, personal privacy laws, copyright laws, etc.
Kita harus memastikan kepatuhan terhadap hukum yang berlaku, peraturan dan kebiasaan sosial yang sesuai di negara dan/atau wilayah tempat mereka beroperasi termasuk undang-undang anti-trust, kode komersial, peraturan subkontraktor, undang-undang valuta asing, undang-undang privasi pribadi, undang-undang hak cipta, dll.

5.1.2. We must avoid bribery of any kind (any gift, payment, consideration, financial or non-financial advantage or benefit of any kind that constitutes a corrupt and illegal practice).
Kita harus menghindari penyuapan dalam bentuk apa pun (hadiah, pembayaran, pertimbangan, keuntungan finansial atau non-keuangan, atau manfaat apa pun yang merupakan praktik korupsi dan ilegal).

5.2. Human Rights / Hak asasi manusia

5.2.1. We are committed to the principles of the Universal Declaration of Human Rights and associated conventions.
Kami berkomitmen pada prinsip-prinsip Deklarasi Universal Hak Asasi Manusia dan
5.2.2. We strictly prohibit human rights violations, such as any form of harassment and discrimination, child labour, and forced labour.
Kami dengan tegas melarang pelanggaran hak asasi manusia, seperti segala bentuk pelecehan dan diskriminasi, pekerja anak, dan kerja paksa.

5.2.3. We develop and implement measures to ensure that such violations do not occur.
Kami mengembangkan dan menerapkan langkah-langkah untuk memastikan bahwa pelanggaran tersebut tidak terjadi

5.3. Environment / Lingkungan
5.3.1. We strive to consider about the environment in our daily business activities to ensure that we clearly identify the impacts and find solutions to improve.
Kami berusaha keras untuk mempertimbangkan lingkungan dalam aktivitas bisnis sehari-hari kami untuk memastikan bahwa kami mengidentifikasi dampaknya dan menemukan solusi untuk diperbaiki.

5.3.2. We communicate with our business partners and suppliers so that they will share our commitment to the conservation of the environment.
Kami berkomunikasi dengan mitra bisnis dan pemasok kami sehingga mereka akan berbagi komitmen kami terhadap pelestarian lingkungan.

5.4. Anti-monopoly practices / Praktek anti monopoli
We shall comply with anti-monopoly law and ensure that our employees are aware of its requirements not to obstruct competitions through improper means.
Kita harus mematuhi undang-undang anti-monopoli dan memastikan bahwa karyawan kita mengetahui persyaratannya untuk tidak menghalangi kompetisi melalui cara yang tidak tepat.

5.5. Money Laundering
We transparently perform and accurately record all business and commercial dealings.
Kami secara transparan melakukan dan mencatat semua urusan bisnis dan komersial secara akurat

5.6. Information Security
We apply internal management rules of documentary and IT security in order to prevent the leakage of personal information and confidential information to respect privacy.
Kami menerapkan aturan manajemen内部 dokumenter dan keamanan IT untuk mencegah kebocoran informasi pribadi dan informasi rahasia untuk menghormati privasi.

5.7. Conflict of Interest and Insider Trading/
Konflik Kepentingan dan Perdagangan Orang Dalam

5.7.1. We shall only use the Group’s property and resources for the Group’s benefit and none others.
Kami hanya akan menggunakan properti dan sumber daya Grup untuk keuntungan Grup dan tidak untuk yang lain.
5.7.2. Hence, we exclude any employee who has real or potential conflict of interest from any decision-making process of relevant business and we restrict employee from insider-trading (applying company’s information for personal transactions and gains).
Karenanya, kami mengecualikan karyawan yang memiliki atau berpotensi menimbulkan konflik kepentingan dari proses pengambilan keputusan bisnis yang relevan dan kami membatasi karyawan dari perdagangan orang dalam (menggunakan informasi perusahaan untuk transaksi dan keuntungan pribadi).

5.8. **Intellectual Property/ Hak milik intelektual**
We protect our intellectual property rights and respect intellectual property held by other parties by proper management of property rights.
Kami melindungi hak kekayaan intelektual kami dan menghormati kekayaan intelektual yang dipegang oleh pihak lain dengan pengelolaan hak milik yang tepat

5.9. **Basic Policy on Safety / Kebijakan Dasar tentang Keselamatan**
We maintain Health and Safety programs to assure that our employees have a healthy and safe workplace as well as to provide safe and secure products to our customers by observing safety regulations in related countries.
Kami memelihara program Kesehatan dan Keselamatan untuk memastikan bahwa karyawan kami memiliki tempat kerja yang sehat dan aman serta untuk menyediakan produk yang aman dan terlindungi kepada pelanggan kami dengan mematuhi peraturan keselamatan di negara terkait.

31 December 2021
Southland Rubber
1. Introduction  /Pendahuluan
1.1. A sustainable business is the core strategy for Southland Rubber.
Bisnis yang berkelanjutan merupakan strategi inti Southland Global Pte. Ltd
1.2. Being a natural rubber processor, we aim to contribute to global economic prosperity focusing on efficient use of natural and human resources.
Menjadi pengolah karet alam, kami bertujuan untuk berkontribusi pada kemakmuran ekonomi global dengan fokus pada penggunaan sumber daya alam dan manusia secara efisien
1.3 Sustainability in our Group is defined as our commitment to provide quality products and services while maintaining long-term social and environmental balance along our supply chain.
Keberlanjutan dalam Grup kami merupakan komitmen kami untuk menyediakan produk dan layanan berkualitas dengan tetap menjaga keseimbangan sosial dan lingkungan jangka panjang di sepanjang rantai organisasi kami
1.4 We have our Code of Conduct which is guided by
1.4.1 the ten principles in United Nations Global Compact (UNGC),
1.4.2 ISO 26000 guidelines, and
1.4.3 UN Sustainable Development Goals (SDGs).
Kami memiliki Panduan Perilaku yang dipandu oleh
1.4.1. sepuluh prinsip dalam United Nations Global Compact (UNGC),
1.4.2. Pedoman ISO 26000, dan
1.4.3. Tujuan Pembangunan Berkelanjutan PBB (SDGs).
1.5 We seek to continuously improve on our sustainability performances by incorporating the voices of diversified stakeholders into our business planning and decision-making processes.
Kami berupaya untuk terus meningkatkan kinerja keberlanjutan dengan memasukkan suara pemangku kepentingan yang beragam ke dalam perencanaan bisnis dan proses pengambilan keputusan kami.
2 Commitments/Komitmen

2.1 The sustainability commitments identified in this Policy are applicable for all entities under Southland Rubber.

Komitmen keberlanjutan yang diidentifikasi dalam Kebijakan ini berlaku untuk semua entitas di bawah Southland Rubber.

2.2 It is our aim to identify opportunities, prevent and mitigate risks associated with our economic, environmental, and social activities to create a lasting positive impact on our brand reputation and business performance.

Tujuan kami untuk mengidentifikasi peluang, mencegah, dan mengurangi risiko yang terkait dengan aktivitas ekonomi, lingkungan, dan sosial kami untuk menciptakan dampak positif yang bertahan lama pada reputasi merek dan kinerja bisnis kami.

2.3 Environment/Lingkungan

2.3.1 We acknowledge that we are accountable for the potential direct and indirect impacts on the environment caused by our activities and operations.

Kami mengakui bahwa kami bertanggung jawab atas potensi dampak langsung dan tidak langsung terhadap lingkungan yang disebabkan oleh kegiatan dan operasi kami.

2.3.2 We shall manage all these impacts in an ethical and practical manner with our Environmental Policy and our Environment Management System (ISO 14001).

Kami harus mengelola semua dampak ini dengan cara yang etis dan praktis dengan Kebijakan Lingkungan dan Sistem Manajemen Lingkungan kami (ISO 14001).

2.4 Social/Sosial

2.4.1 We deliver social benefits by working towards any acceptable protocol of traceability of rubber.

Kami memberikan manfaat sosial dengan bekerja sesuai protokol ketelusuran karet yang dapat diterima.

2.4.2 We support transparent reporting along the entire natural rubber supply chain by supporting activities, such as training and education for awareness and capacity building.

Kami mendukung pelaporan yang transparan seluruh rantai organisasi karet alam dengan mendukung kegiatan seperti pelatihan dan edukasi untuk kesadaran dan peningkatan kapasitas.

2.4.3 We shall support the implementation of these principles along the supply chain, including improvement of production practices by focusing on vertical (improved yield and quality) rather than horizontal (increased planted area) expansion.

Kami akan mendukung penerapan prinsip-prinsip di seluruh rantai organisasi termasuk peningkatan kegiatan produksi dengan berfokus pada perluasan vertical (peningkatan kualitas dan hasil) daripada perluasan horizaontal (penambahan area tanam)
2.4.4 We respect and protect internationally recognized human rights (including upholding the UN Guiding Principles on Business and Human Rights (UNGP) by avoiding, causing or contributing to adverse human rights impacts and preventing or mitigating any harm linked to our operations.
Kami menghormati dan melindungi hak asasi manusia (termasuk menjunjung tinggi Prinsip-prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia (UNGP) dengan tidak menyebabkan atau ikut campur untuk melanggar hak asasi manusia dan mencegah serta mengurangi bahaya apapun terkait dengan operasional kami.
2.4.5 We shall establish and maintain a company grievance mechanism to receive complaints and to remedy adverse impacts which may be caused by production or sourcing.
Kami akan membentuk dan memelihara mekanisme pengaduan perusahaan untuk menampung pengaduan dan untuk memperbaiki dampak buruk yang disebabkan produksi atau pengadaan.
2.4.6 We recognize and protect the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including:
2.4.6.1 Carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);
2.4.6.2 Ensuring ongoing land tenure and access rights;
2.4.6.3 Upholding traditional rights of access for hunting and gathering of animals and plants for the purpose of subsistence and indigenous cultural and religious traditions, customs and ceremonies.
Kami mengakui dan melindungi hak kepemilikan tanah adat, tradisional, dan kepemilikan umum dari masyarakat adat dan komunitas lokal (IP/LC) termasuk:
2.4.6.1 Melaksanakan kegiatan operasi sesuai dengan Deklarasi PBB tentang Hak hak masyarakat adat (UNDRIP)
2.4.6.2 Memastikan kepemilikan lahan dan hak akses berkelanjutan
2.4.6.3 Menjunjung tinggi hak akses tradisional untuk berburu dan mengumpulkan hewan dan tumbuhan yang bertujuan untuk penghidupan dan tradisi budaya dan agama, adat dan upacara adat.

2.4.7 We shall ensure that, prior to any activity that might affect IP/LC rights to their lands, territories, and resources, their free, prior, and informed consent (FPIC) is secured, when planning, establishing, restoring, or transforming our plantations and/or industrial sites, as well as associated infrastructure.
Kami akan memastikan untuk mendahulukan aktivitas apa pun yang dapat memengaruhi hak masyarakat adat/komunitas lokal atas tanah, wilayah, dan sumber daya mereka, persetujuan bebas tampa paksaan (FPIC) saat merencanakan, membangun, memulihkan, atau Mengubah perkebunan dan lokasi industri dan infrastruktur terkait.
2.4.8 Where our operations impinge on IP/LC rights, we shall consider compensating or accommodating IP/LC through appropriate, mutually agreed measures reflecting and described in the negotiated outcomes of the FPIC process.

Jika kegiatan operasi melanggar hak masyarakat adat/komunitas lokal, kami akan mempertimbangkan untuk memberikan kompensasi atau mengakomodasi masyarakat adat/komunitas lokal melalui tindakan yang sesuai dan disepakati bersama yang mencerminkan proses FPIC

2.4.9 We shall adopt measures to provide remedy through mutually agreed procedures including establishing appropriate channels of dialogues in cases where the company previously has caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC.

Kami mengambil langkah-langkah untuk memberikan penyelesaian yang disepakati bersama termasuk membentuk wadah dialog yang sesuai jika perusahaan telah mengakibatkan atau berkontribusi menyebabkan kerusakan atas tanah, wilayah, dan sumber daya masyarakat adat/komunitas lokal dengan melanggar FPIC

2.4.10 We actively engage in the development of the communities which we operate in by creating local employment opportunities, philanthropy, and volunteerism to enhance community capacity and contribute to the enrichment of society.

Kami secara aktif terlibat dalam pengembangan komunitas tempat kami beroperasi dengan menciptakan peluang kerja lokal, filantropi, kesukarelaan untuk meningkatkan kapasitas komunitas, dan kontribusi untuk meningkatkan kemampuan masyarakat

2.4.11 We support programs for decent living conditions of local communities, the right to food and food security of individuals, households and local communities and the economic, social and cultural rights of local people, including and through access to education and employment.

Kami mendukung program untuk penghidupan layak masyarakat lokal, hak atas makanan dan ketahanan pangan perorangan, rumah tangga, dan masyarakat lokal, serta hak ekonomi, sosial dan budaya masyarakat lokal termasuk akses terhadap pendidikan dan pekerjaan

2.5 Economic / Ekonomi

2.5.1 We aspire to have a positive economic impact on our stakeholders and deliver sustainable profitable growth with high quality and reliable products.

Kami bercita-cita untuk memberikan dampak ekonomi positif pada pemegang saham dan memberikan pertumbuhan keuntungan yang berkelanjutan dengan produk berkualitas tinggi dan dapat diandalkan.

2.5.2 We shall work against any form of corruption, bribery, and extortion; shall adhere to ethical business conduct, implement free and fair competition as well as responsible marketing.
Kami akan bekerja melawan segala bentuk korupsi, penyuapan, dan pemerasan; harus mematuhi perilaku bisnis yang etis, menerapkan persaingan yang bebas dan adil serta pemasaran yang bertanggung jawab.

2.5.3 We shall deliver economic growth:

2.5.3.1 in compliance with national laws and regulations, and avoid any illegal practices such as bribery and/or corruption;

2.5.3.2 through implementation of free and fair competition, and pay competitive prices

2.5.3.3 by emphasizing on developing local economy by creating local job opportunities;

2.5.3.4 by providing minimum wages to all employed according to local regulations

2.5.3.5 We shall uphold applicable labour rights and labour laws in the jurisdictions where we are operating, by applying the UN Guiding Principles on Business and Human Rights, and effecting the intent of the International Labor Organization’s eight core conventions. These include:

- Freedom of association and collective bargaining (ILO Convention No. 87 and No. 98)
  - No forced labour (ILO Convention No. 29 and its 2014 Protocol)
  - No child labour (ILO Convention No. 138 and No. 182)
  - Decent living wages
  - No discrimination (ILO Convention No. 111 and No. 100)
  - Legal working hours
  - Safe and healthy workplaces
  - No abusive practices (ILO Convention No. 105)
  - Gender equity

Kami akan mewujudkan pertumbuhan ekonomi:

2.5.3.1 sesuai dengan undang-undang dan peraturan nasional,dan menghindari praktik ilegal seperti penyuapan dan/atau korupsi

2.5.3.2 melalui penerapan persaingan yang bebas dan sehat, serta membayar harga yang bersaing

2.5.3.3 dengan menekankan pada pengembangan ekonomi lokal dengan menciptakan lapangan kerja lokal;

2.5.3.4 dengan memberikan upah minimum kepada semua pekerja sesuai dengan peraturan lokal

2.5.3.5 Kami akan menunjung tinggi hak-hak ketenagakerjaan dan undang-undang ketenagakerjaan di yurisdiksi tempat kami beroperasi, dengan menerapkan Prinsip-Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia, dan mempengaruhi maksud dari delapan konvensi inti Organisasi Perburuhan Internasional. Ini termasuk:
Kebebasan berserikat dan perundingan bersama (Konvensi ILO No. 87 dan No. 98)
- Tidak ada kerja paksa (Konvensi ILO No. 29 dan Protokol 2014)
- Tidak ada pekerja anak (Konvensi ILO No. 138 dan No. 182)
- Gaji hidup yang layak
- Tidak ada diskriminasi (Konvensi ILO No. 111 dan No. 100)
- Jam kerja resmi
- Tempat kerja yang aman dan sehat
- Tidak ada praktik penyalahgunaan (Konvensi ILO No. 105)
- Kesetaraan gender

2.5.4 We shall apply safeguards to all workers, including contract, temporary and migrant workers.
Kami akan menerapkan pengamanan untuk semua pekerja, termasuk pekerja kontrak, sementara dan migran.

2. **Sustainable Procurement Commitment / Komitmen Pengadaan Berkelanjutan**

3.1 Our Sustainable Procurement extends our sustainability commitment and principles in achieving a sustainable supply chain.
Pengadaan Berkelanjutan kami memperluas komitmen dan prinsip keberlanjutan kami dalam mencapai rantai pasokan yang berkelanjutan.

3.2 Our supply chain goals are to create mutual prosperity and establish long-term relationships with our stakeholders.
Tujuan rantai pasokan kami adalah untuk menciptakan kemakmuran bersama dan membangun hubungan jangka panjang dengan para pemangku kepentingan kami.

3.3 This is an ongoing and collaborative process with our suppliers as important partners in our journey.
Merupakan proses yang berkelanjutan dan kolaboratif dengan pemasok kami sebagai mitra penting dalam perjalanan kami.

3.4 In a cycle of continual improvement, we have aligned our Sustainable Procurement with the 12 principles of Global Platform for Sustainable Natural Rubber (GPSNR).
Dalam siklus peningkatan berkelanjutan, kami telah menyalurkan pengadaan Berkelanjutan dengan 12 prinsip Platform Global untuk Karet Alam Berkelanjutan (GPSNR).

3.5 We shall focus on sourcing goods and services by taking into consideration environmental and social factors alongside economic factors in our
procurement decisions.
Kami akan fokus pada pengadaan barang dan jasa dengan mempertimbangkan faktor lingkungan dan sosial di samping faktor ekonomi dalam keputusan pengadaan kami.

3.6 We share the commitment of our customers in building a sustainable supply chain by establishing and communicating expectations to our suppliers.
Kami berbagi komitmen pelanggan kami dalam membangun rantai pasokan yang berkelanjutan dengan menetapkan dan mengkomunikasikan ekspektasi kepada pemasok kami.

3.7 We invest in supplier engagement through training and educational efforts to raise awareness and build capacity to promote continuous improvement.
Kami berinvestasi dalam keterlibatan pem asok melalui pelatihan dan upaya pendidikan untuk meningkatkan kesadaran dan membangun kapasitas untuk mendorong peningkatan berkelanjutan.

3.7 We strive to map our supply chain and support transparent reporting to protect our brand and meet stakeholders’ requirements.
Kami berusaha keras untuk memetakan rantai pasokan kami dan mendukung pelaporan transparan untuk melindungi merek kami dan memenuhi persyaratan pemangku kepentingan.

4 Supplier Performance/Kinerja Pemasok

4.1 We shall facilitate our suppliers to understand the standards in this policy.
Kami akan memfasilitasi pemasok kami untuk memahami standar dalam kebijakan ini.

4.2 Consequently, we shall conduct programs for our suppliers to support our approach by working together with us to improve practices in sustainable procurement.
Karenanya, kami harus melakukan program bagi pemasok kami untuk mendukung pendekatan kami dengan bekerja sama dengan kami untuk meningkatkan praktik pengadaan yang berkelanjutan.

4.3 To accelerate efforts and ensure effectiveness on this journey, we shall hold regular dialogues and collaborate with and support our suppliers in working together to adopt and perform to our principles in their daily business activities.
Untuk mempercepat upaya dan memastikan efektivitas dalam perjalanan ini kami akan mengadakan dialog rutin dan berkolaborasi dengan serta mendukung pemasok kami dalam bekerja sama untuk mengadopsi dan melaksanakan prinsip-prinsip kami dalam aktivitas bisnis sehari-hari mereka.

4.4 We shall support programs for supply chain mapping and assessing suppliers for social and environmental risk to prioritize risk mitigation actions.
Kami akan mendukung program untuk pemetaan rantai pasokan dan menilai pemasok untuk risiko sosial dan lingkungan untuk memprioritaskan tindakan mitigasi risiko.
4.5 We shall support programs for traceability of natural rubber, at a minimum to an appropriate jurisdictional level, to know or control the conformance of purchased materials with established standards.

Kami akan mendukung program ketertelusuran karet alam, mulai dari tingkat minimal ke tingkat yurisdiksi yang sesuai, untuk mengetahui atau mengontrol kesesuaian bahan yang dibeli dengan standar yang ditetapkan.

4.6 We shall communicate to all suppliers of natural rubber that material produced and processed in accordance to and conformance with established standards will be preferred.

Kami akan mengkomunikasikan kepada semua pemasok karet alam tentang bahan yang diproduksi dan diproses dan preferensi perusahaan atas kesesuaian dengan standar yang ditetapkan.

4.7 We shall provide time-bound performance indicators for meeting established standards, and ensuring that supplier codes and contracts, engagement activities, and other mechanisms reflect these supplier expectations.

Kami harus memberikan indikator kinerja terikat waktu untuk memenuhi standar yang ditetapkan, dan memastikan bahwa kode dan kontrak pemasok, aktivitas keterlibatan, dan mekanisme lain mencerminkan harapan pemasok.

4.8 We shall regularly engage the supply chain (both direct and indirect suppliers) to support their conformance with company commitments through effective incentives, support mechanisms, and purchase monitoring systems.

Kami harus secara teratur melibatkan rantai pasokan (baik pemasok langsung maupun tidak langsung) untuk mendukung kesesuaian mereka dengan komitmen perusahaan melalui insentif yang efektif, mekanisme dukungan, dan sistem pemantauan pembelian.

4.9 We shall develop time-bound implementation plans to move suppliers towards conformance and/or remediation of past or ongoing harms.

Kami akan mengembangkan rencana implementasi yang terikat waktu untuk menggerakkan pemasok menuju kesesuaian dan / atau perbaikan dari kerugian yang lalu atau yang sedang berlangsung.

5. Target Key Performance Indicators (KPIs): Indonesian Sector/

Target Key Performance Indicators (KPIs): Sektor Indonesia

5.1 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:

Kami berkomitmen untuk mempengaruhi program, sistem dan metrik kinerja dengan menetapkan target dan peraturan publik, terikat waktu dan spesifik geografis melalui Sektor Indonesia kami dengan indikator ini:

5.2 CO2 Emissions Intensity: To reduce more than 20% from 2019 by or before 2030

Intensitas Emisi CO2: Mengurangi lebih dari 20% dari 2019 pada atau sebelum 2030
5.3 Renewable Energy: To use more than 70% proportion by or before 2030
   Energi Terbarukan: Menggunakan proporsi lebih dari 70% pada atau sebelum tahun 2030

5.4 Water: To conform with the 6 factors of effluent/waste-water national standards per all six items, every month
   Air: Untuk menyesuaikan dengan 6 faktor standar nasional air limbah / air limbah untuk semua 6 item, setiap bulan

5.5 Waste Management: To reduce tonnage of non-hazardous waste disposed by at least 40% from 2019 by or before 2030
   Pengelolaan Limbah: Untuk mengurangi tonase limbah tidak berbahaya yang dibuang setidaknya 40% dari 2019 pada atau sebelum 2030

5.6 Biodiversity: To process Natural Rubber 100% from non-deforestation sources
   Keanekaragaman Hayati: Mengolah Karet Alam 100% dari sumber non-deforestasi

5.7 Consumer Health & Safety: To achieve Zero rejection, Zero claim on product quality relating to health or safety
   Kesehatan & Keselamatan Konsumen: Untuk mencapai Nol penolakan, Nol klaim atas kualitas produk yang berkaitan dengan kesehatan atau keselamatan

5.8 Employee Health & Safety:
   To achieve Loss Time Injury Frequency Rate of less than 5 per year by or before 2030
   To achieve Loss Time Injury Severity Rate of less than 20 per year by or before 2030
   To achieve H&S Training per Employee more than 25 hours per year by or before 2030
   Kesehatan & Keselamatan Karyawan:
   Mencapai Tingkat Frekuensi Kehilangan Waktu Cedera kurang dari 5 per Tahun pada atau sebelum 2030
   Untuk mencapai Loss Time Injury Severity Rate kurang dari 20 per tahun pada Atau sebelum 2030
   Mencapai Pelatihan H&S per Karyawan lebih dari 25 jam per tahun pada atau Sebelum 2030

5.9 Compliance: To maintain Zero Violation Incident of Human Rights and Code of Conduct
   Kepatuhan: Untuk mempertahankan Insiden Tanpa Pelanggaran Hak Asasi Manusia dan Kode Etik

5.10 Ethics: To achieve 100% Sustainability Awareness Training of Employees from 2022 Sustainable Procurement:
   Etika: Untuk mencapai 100% Pelatihan Kesadaran Keberlanjutan bagi Karyawan dari Pengadaan Berkelanjutan 2022

5.11 To ensure 100% of procurement staff receive training in Sustainable Procurement Commitment from 2020
   Untuk memastikan 100% staf pengadaan menerima pelatihan tentang Komitmen Pengadaan Berkelanjutan mulai tahun 2020

5.12 To have 100% of our suppliers sign Sustainability Awareness Acknowledgement by 2022
Agar 100% pemasok kami menandatangani Pengakuan Kesadaran Keberlanjutan pada tahun 2022

Southland Rubber

31 December 2021
Southland Rubber Environmental Policy
Kebijakan Lingkungan
Indonesian Sector
Sektor Indonesia

1. Introduction
1.1. The Environmental Policy of Southland Rubber outlines our direction in sustainable environmental practices by managing environmental impacts associated with our business activities, products, and services.

Kebijakan Lingkungan Southland Rubber menguraikan arahan kami dalam praktek lingkungan berkelanjutan dengan mengelola dampak lingkungan yang terkait dengan aktivitas bisnis, produk, dan layanan/jasa

1.2. In addition to compliance with applicable environmental laws and regulations, we continuously improve our Environmental Management System (ISO 14001) to protect the environment and prevent pollution.

Selain mematuhi hukum dan peraturan lingkungan yang berlaku, kami terus meningkatkan Sistem Manajemen Lingkungan (ISO 14001) untuk melindungi lingkungan dan mencegah polusi.

1.3. This Policy will be communicated to all levels within our Group, alongside capacity building activities and training through our supply chain.

Kebijakan ini akan dikomunikasikan ke semua tingkatan dalam Grup kami, bersamaan dengan kegiatan peningkatan kapasitas dan pelatihan melalui rantai organisasi kami.

2. Commitment
2.1. We are committed to create a Group culture where all are engaged and empowered in improving our environmental performance.

Kami berkomitmen untuk menciptakan budaya Grup dimana semua terlibat dan diberdayakan dalam meningkatkan kinerja lingkungan kami.

2.2 We shall comply with applicable local, national and international laws on land use and the environment.

Kami akan mematuhi hukum lokal, nasional dan internasional yang berlaku tentang penggunaan lahan dan lingkungan.

2.2. We shall periodically review the objectives and targets of our environmental aspects:

Kami akan secara berkala meninjau tujuan dan target aspek lingkungan kami:

2.4 Energy and Emissions/ Energi dan Emisi:
2.2.1. We shall ensure responsible use of energy while supporting the Group’s plans for business expansion by managing operations to minimize rate of energy usage,
managing operations to maximize natural resource efficiency and minimizing and mitigating carbon emissions.

Kami akan memastikan penggunaan energi yang bertanggung jawab sambil mendukung rencana Grup untuk ekspansi bisnis dengan mengelola operasi untuk meminimalkan tingkat penggunaan energi, mengelola operasi untuk memaksimalkan efisiensi sumber daya alam, serta meminimalkan dan mengurangi emisi karbon.

2.3. Materials and Waste Management/ Pengelolaan Material dan Limbah:

2.3.1. We shall ensure sustainable material consumption and reducing waste where possible, by reusing and recycling.

Kami akan memastikan konsumsi bahan yang berkelanjutan dan mengurangi limbah jika memungkinkan, dengan menggunakan kembali dan mendaur ulang.

2.3.2. Our waste management procedure is in place to monitor and regulate waste separation and disposal to increase recycling & reuse ratio.

Prosedur pengelolaan limbah kami diterapkan untuk memantau dan mengatur pemisahan dan pembuangan limbah untuk meningkatkan rasio daur ulang & penggunaan kembali.

2.5 Water Usage/ Penggunaan Air:

2.5.1 We shall ensure the preserving of the quality and quantity of water used; preventing water contamination from agricultural and industrial chemicals, and preventing erosion and sedimentation; and that all wastewater from our production are efficiently and systematically treated and subsequently reused in our production process.

Kami akan memastikan pelestarian kualitas dan kuantitas air yang digunakan; mencegah kontaminasi air dari bahan kimia pertanian dan industri, dan mencegah erosi dan sedimentasi; dan bahwa semua air limbah dari produksi kami diolah secara efisien dan sistematis dan kemudian digunakan kembali dalam proses produksi kami.

2.6 Biodiversity/ Keanekaragaman Hayati:

2.6.1 We shall support long-term ecosystem preservation programs to identify and manage forests and other natural ecosystems aimed at no-deforestation and no degradation of forest lands with approaches based on the high conservation values (HCVs) and high carbon stock (HCS).

Kami akan mendukung program pelestarian ekosistem jangka panjang untuk mengidentifikasi dan mengelola hutan dan ekosistem alam lainnya yang ditujukan untuk nihil deforestasi dan nihil degradasi lahan hutan dengan pendekatan yang didasarkan pada nilai konservasi tinggi (NKT) dan stok karbon tinggi (SKT).
2.6.2 We shall not use open burning or open fire in new or ongoing operations for land preparation, land management, waste management, or any other reason other than in justified and documented cases of fire-break establishment, waste management for sanitary reasons where public garbage collection is not available, phytosanitary and other emergencies.

Kami tidak akan melakukan pembakaran terbuka atau api terbuka dalam operasi baru atau yang sedang berlangsung untuk persiapan lahan, pengelolaan lahan, pengelolaan limbah, atau alasan lain selain dalam kasus-kasus yang dibenarkan dan didokumentasikan dari pembentukan titik api, pengelolaan limbah untuk alasan sanitasi di mana pengumpulan sampah umum tidak tersedia, fitosanitasi dan keadaan darurat lainnya.

2.6.3 We shall protect wildlife, including rare, threatened, endangered and critically endangered species from poaching, over-hunting and habitat loss in areas under our company’s management and supporting wildlife protection activities in areas of influence.

Kami akan melindungi satwa liar, termasuk spesies langka, terancam, hampir punah dan sangat terancam punah dari perburuan liar, perburuan berlebihan, dan hilangnya habitat di wilayah di bawah manajemen perusahaan kami dan mendukung aktivitas perlindungan satwa liar di wilayah yang terpengaruh.

2.6.4 We shall protect soil quality, preventing erosion, nutrient degradation, subsidence and contamination.

Kami akan melindungi kualitas tanah, mencegah erosi, degradasi unsur hara, penurunan permukaan tanah dan kontaminasi

2.6.5 We shall prevent the development of or sourcing from natural rubber plantations on peat, regardless of depth, extent, or status (wet, drained or dry)

Kami akan mencegah pengembangan atau pengambilan dari perkebunan karet alam di atas gambut, terlepas dari kedalaman, luas, atau status (basah, dikeringkan atau kering).

2.7 Local Pollution/ Polusi Lokal:

2.7.1 We shall provide a healthy and safe working environment by eliminating or controlling hazards, by implementing measures to monitor and improve internal air quality, reduce noise levels and by applying work procedures on handling hazardous chemicals.

Kami akan menyediakan lingkungan kerja yang sehat dan aman dengan menghilangkan atau mengendalikan bahaya, dengan menerapkan langkah-langkah untuk memantau dan meningkatkan kualitas udara, mengurangi tingkat kebisingan dan dengan menerapkan prosedur kerja dalam menangani bahan kimia berbahaya.
2.8 Consumer Focus/ Fokus Konsumen:

2.8.1 We shall enhance customer/consumer satisfaction, health and safety through supplying consistent quality of natural rubber without health and safety related defects.

Kami akan meningkatkan kepuasan pelanggan / konsumen, kesehatan dan keselamatan melalui penyediaan karet alam dengan kualitas yang konsisten tanpa permasalahan terkait kesehatan dan keselamatan.

3 Target Key Performance Indicators (KPIs): Indonesian Sector

3.1 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:

Kami berkomitmen untuk mempengaruhi program, sistem dan matrik kinerja dengan menetapkan target dan peraturan publik, terikat waktu dan spesifik geografis melalui Sektor Indonesia dengan indikator sebagai berikut:

3.2 CO2 Emissions Intensity:

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

Intensitas Emisi CO2:
Mengurangi lebih dari 20% dari 2019 sampai atau sebelum 2030

3.3 Renewable Energy:

To use more than 70% proportion by or before 2030

Energi Terbarukan:
Menggunakan proporsi lebih dari 70% sampai atau sebelum 2030

3.4 Water:

To conform with the 6 parameters (BOD, COD, TSS, NH3, Nitrogen & PH) of effluent/waste-water national standards every month

Air:
Sesuai dengan 6 parameter (BOD, COD, TSS, NH3, Nitrogen & PH) standar nasional limbah / air limbah setiap bulan

3.5 Waste Management:

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

Pengelolaan Limbah:
Untuk mengurangi tonase limbah tidak berbahaya yang dibuang setidaknya 40% mulai tahun 2019 sampai atau sebelum tahun 2030

3.6 Biodiversity:

To process Natural Rubber 100% from non-deforestation sources

Keanekaragaman Hayati:
Untuk mengolah Karet Alam 100% dari sumber non-deforestasi

3.7 Consumer Health & Safety:

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

Kesehatan & Keselamatan Konsumen:
Untuk mencapai nihil penolakan, tidak ada klaim terkait kualitas produk yang berkaitan dengan kesehatan atau keselamatan

31 December 2021

Southland Rubber
Southland Rubber Human Rights and Labor Practices Policy

Kebijakan Hak Asasi Manusia dan Praktik Ketenagakerjaan

Indonesian Sector

1. Principle (Prinsip)

Southland Rubber Indonesian Sector conduct the business by adhering to human rights, respect and good labor practices. We are committed to the continuous improvement of our operation through raising awareness, reviewing, auditing, including holistically managing potential risks of human rights violation and non-compliance of labor practices. We are fully aware of its responsibility to uphold and comply with Universal Declaration of Human Rights; UDHR. Therefore, We has formulated this policy and operational processes in line with UN Guiding Principles on Business and Human Rights; UNGP. Additionally, we commit to ensure compliance with UN Global Compact with respect to human rights and labor practices and The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Southland Rubber Sektor Indonesia menjalankan bisnis dengan berpegang pada hak asasi manusia, rasa hormat dan praktik ketenagakerjaan yang baik. Kami berkomitmen untuk terus meningkatkan operasi kami melalui peningkatan kesadaran, peninjauan, audit, termasuk mengelola secara holistik potensi risiko pelanggaran hak asasi manusia dan ketidakpatuhan terhadap praktik ketenagakerjaan.

Kami sepenuhnya menyadari tanggung jawabnya untuk menegakkan dan mematuhi Deklarasi Universal Hak Asasi Manusia; UDHR. Oleh karena itu, Kami telah merumuskan kebijakan ini dan proses operasional yang sejalan dengan Prinsip-Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia; UNGP. Selain itu, kami berkomitmen untuk memastikan kepatuhan terhadap UN Global Compact sehubungan dengan hak asasi manusia dan praktik perburuhan dan Deklarasi Organisasi Buruh Internasional (ILO) tentang Prinsip dan Hak Mendasar di Tempat Kerja.

We aspire to uphold the dissemination of the knowledge regarding human rights and labor practices among its employees and suppliers including identifying, investigating, and mitigating any actual and potential risks with human rights violation and non-compliance of labor practices.

Kami bercita-cita untuk menegakkan penyebaran pengetahuan tentang hak asasi manusia dan praktik ketenagakerjaan di antara karyawan dan pemasoknya termasuk mengidentifikasi, menyelidiki, dan mengurangi risiko aktual dan potensial dengan pelanggaran hak asasi manusia dan ketidakpatuhan praktik ketenagakerjaan.
2. Scope (Ruang Lingkup)
This policy is applicable to Southland Rubber with the aim of expressing our commitment to conduct the business in an ethical manner, adhering to human rights, labor practices, and Code of Conduct.

Kebijakan ini berlaku untuk Southland Rubber dengan tujuan menyatakan komitmen kami untuk menjalankan bisnis dengan cara yang etis, mematuhi hak asasi manusia, praktik ketenagakerjaan, dan Kode Etik.

Southland Rubber Indonesian Sector: Southland Rubber Sektor Indonesia:
PT Abaisiat Raya PT Abaisiat Raya
PT Bintang Gasin Persada PT Bintang Gasin Persada
PT Polykencana Raya PT Polykencana Raya
PT Kota Niaga Raya PT Kota Niaga Raya
PT Bintang Borneo Persada PT Bintang Borneo Persada
PT Kahayan Berseri PT Kahayan Berseri

(Each Company of The Group: hereafter called “The Company”) (Setiap Perusahaan dari Grup: selanjutnya disebut “Perusahaan” )

3. Guidelines (Pedoman)
To uphold and incorporate human rights, respect and good labor practices into our corporate culture throughout the organization, and to ensure that all employees and suppliers are equitably protected and treated in terms of basic rights.

We have therefore outlined the following guidelines for human rights and labor practices.

Untuk menegakkan dan memasukkan hak asasi manusia, rasa hormat dan praktik ketenagakerjaan yang baik ke dalam budaya perusahaan kami di seluruh organisasi, dan untuk memastikan bahwa semua karyawan dan pemasok dilindungi dan diperlakukan secara adil dalam hal hak-hak dasar.

Oleh karena itu, Kami telah menguraikan pedoman berikut untuk hak asasi manusia dan praktik ketenagakerjaan.

1. Respect and conform to the Company’s rules and regulations as well as to relevant national and international laws:

Menghormati dan mematuhi peraturan dan ketentuan Perusahaan juga untuk hukum nasional dan internasional yang relevan:

• Minimum wages, working hours, and basic welfares
Upah minimum, jam kerja, dan kesejahteraan dasar

The company has set wages, working hours, working overtime, and welfares of employees in
full compliance with relevant laws. Compensation to employees is made in a fair manner and is subject to local labor market conditions.

Perusahaan telah menetapkan upah, jam kerja, kerja lembur, dan kesejahteraan karyawan dengan sepenuhnya mematuhi undang-undang yang relevan. Kompensasi kepada karyawan dilakukan dengan cara yang adil dan tunduk pada kondisi pasar tenaga kerja setempat.

• Labor standards, and occupational health and safety for work
Standar tenaga kerja, dan kesehatan dan keselamatan kerja untuk bekerja

The company provides a safe working environment and appropriately promotes good health of its employees. The operation regarding occupational H&S is in compliance with relevant laws and regulations, focusing on good working conditions and the reduction of accidents, injuries, and health risk factors.

Perusahaan menyediakan lingkungan kerja yang aman dan secara tepat mempromosikan kesehatan karyawannya. Operasi terkait kesehatan dan keselamatan kerja sesuai dengan undang-undang dan peraturan yang relevan, dengan fokus pada kondisi kerja yang baik dan pengurangan kecelakaan, cedera, dan faktor risiko kesehatan.

• Diversity, no discrimination, and no harassment
Keberagaman, tidak ada diskriminasi, dan tidak ada pelecehan

The company attaches importance to diversity in workplace, and workplace with no discrimination and harassment whether they are in relation to races, genders, skin colors, ethnic and social origins, religions, disabilities, sexual orientation, political opinions, and other issues imposed by laws. The company respects the rights of our employees and stakeholders and strives to incorporate fair practices into our business operation.

Perusahaan sangat mementingkan keberagaman di tempat kerja, dan tempat kerja tanpa diskriminasi dan pelecehan baik dalam kaitannya dengan ras, jenis kelamin, warna kulit, asal etnis dan sosial, agama, disabilitas, orientasi seksual, opini politik, dan isu-isu lain yang diberlakukan oleh undang-undang. Perusahaan menghormati hak-hak karyawan dan pemangku kepentingan dan berusaha untuk memasukkan praktik yang adil ke dalam operasi bisnis kami.

• Equitable treatment
Perlaku ya n adil

The company treats every one of its employees with respect and in an equitable manner. The recruitment process, determination of compensation, and job promotion must all be proceeded in a transparent, honest, and fair manner.

Perusahaan memperlakukan setiap karyawannya dengan hormat dan dengan cara yang adil. Proses rekrutmen, penetapan kompensasi, dan promosi jabatan harus dilakukan secara transparan, jujur, dan adil.
• Freedom of association and collective bargaining
   Kebebasan berserikat dan perundingan bersama

The company respects the rights of its employees in the freedom of association and the rights to select representatives for collective bargaining.

Perusahaan menghormati hak-hak karyawannya dalam kebebasan berserikat dan hak untuk memilih perwakilan untuk perundingan bersama.

• Prevention of forced labours and human trafficking
   Pencegahan kerja paksa dan perdagangan manusia

The company prohibits all forms of forced labours whether they are slave labours, bonded labours, or debt bondage, including all forms of human trafficking.

Perusahaan melarang segala bentuk kerja paksa baik itu perbudakan, kerja terikat, atau jeratan utang, termasuk segala bentuk perdagangan manusia.

• Prevention of child labours
   Pencegahan pekerja anak

The company prohibits the employment of young workers whose age do not reach the minimum age for employment. In addition, young workers are prohibited from working in unsafe environment, working overtime, and working on holidays imposed by laws.

Perusahaan melarang mempekerjakan pekerja muda yang usianya tidak mencapai usia minimum untuk bekerja. Sebagai tambahan, pekerja muda dilarang bekerja di lingkungan yang tidak aman, bekerja lembur, dan bekerja pada hari libur yang ditetapkan oleh undang-undang.

2. Promote the quality of working life for all employees and communicate the same practice to suppliers and outsource companies with whom the company has business relations.

Mempromosikan kualitas kehidupan kerja untuk semua karyawan dan mengomunikasikan praktik yang sama kepada pemasok dan perusahaan outsourcing yang memiliki hubungan bisnis dengan perusahaan

3. Follow up, audit, and make risk assessment in regard to human rights and labour practices consistently in order to identify, mitigate, and prevent risks in our business operations across the value chain, and formulate guidelines or measures for compliance to ensure appropriate good governance and risks management in every sector.

Menindaklanjuti, mengaudit, dan membuat penilaian risiko terkait hak asasi manusia dan praktik ketenagakerjaan secara konsisten untuk mengidentifikasi, memitigasi, dan mencegah risiko dalam operasi bisnis kami di seluruh rantai nilai, dan merumuskan pedoman atau langkah-langkah kepatuhan untuk memastikan tata kelola dan manajemen risiko yang baik di setiap sektor.
4. Promote the communication of knowledge and mutual understanding vis-à-vis human rights and good labour practices via multiple communication channels and programs to ensure the acquisition of the knowledge among related persons, including providing whistleblowing mechanism for employees and stakeholders to share opinion, communicate concerns, and make complaints if they encounter or witness any misconducts or human rights violation.

Mempromosikan komunikasi pengetahuan dan saling pengertian yang berhubungan dengan hak asasi manusia dan praktik ketenagakerjaan yang baik melalui berbagai saluran komunikasi dan program untuk memastikan perolehan pengetahuan di antara orang-orang terkait, termasuk menyediakan mekanisme pelaporan pelanggaran bagi karyawan dan pemangku kepentingan untuk berbagi pendapat, mengomunikasikan kekhawatiran, dan membuat pengaduan jika mereka menemukan atau menyaksikan kesalahan atau pelanggaran hak asasi manusia.

5. Formulate investigation process and handling process for complaints regarding human rights and labour practices in order to appropriately improve, mitigate, or resolve human rights adverse impacts. Furthermore, the approach for protecting whistle-blowers must be in place. The information of whistle-blowers must be kept confidential except when the case that the information disclosure is required by laws.

Merumuskan proses investigasi dan proses penanganan pengaduan terkait hak asasi manusia dan praktik ketenagakerjaan untuk memperbaiki, mengurangi, atau menyelesaikan dampak buruk hak asasi manusia secara tepat. Selanjutnya, pendekatan untuk melindungi pelapor harus ada. Informasi pelapor harus dirahasiakan kecuali dalam hal pengungkapan informasi diwajibkan oleh undang-undang.

The company’s commitment to human rights respect and labour practices are clearly reflected in its various crucial management policies listed as follows:

Komitmen perusahaan terhadap penghormatan hak asasi manusia dan praktik perburuhan tercermin dengan jelas dalam berbagai kebijakan manajemen penting yang tercantum sebagai berikut:

- Code of Conduct
- Sustainability and Sustainable Procurement Policy
- Occupational Health & Safety Policy
- Environmental Policy
- Information Security Policy
- Anti-corruption Policy
- Whistleblower Policy

- Kode etik
- Kebijakan Keberlanjutan dan Pengadaan Berkelanjutan
- Kebijakan Kesehatan & Keselamatan Kerja
- Kebijakan lingkungan
- Kebijakan Keamanan Informasi
- Kebijakan Antikorupsi
- Kebijakan Pelaporan Pelanggaran
This policy is to be communicated throughout the company and also to its stakeholders. The company shall review the policy on a regular basis and raise awareness among its employees in order to continuously improve and enhance practices concerning human rights and labors in an effective way.

Kebijakan ini harus dikomunikasikan ke seluruh perusahaan dan juga kepada para pemangku kepentingannya. Perusahaan harus meninjau kebijakan secara teratur dan meningkatkan kesadaran di antara karyawannya untuk terus memperbaiki dan meningkatkan praktik-praktik tentang hak asasi manusia dan tenaga kerja secara efektif.

31 December 2021
Southland Rubber
Southland Rubber Anti-Corruption Policy

Kebijakan Anti Korupsi
Indonesian Sector

1. Introduction (Pengantar)

Southland Rubber Indonesian Sector is strongly committed to conducting an ethical business adhering to Good Governance and the Code of Conduct to ensure transparent and fair business practices. We have therefore formulated the Anti-Corruption Policy with clear guidelines for our employees to adhere to.

Southland Rubber berkomitmen kuat untuk menjalankan bisnis yang etis dengan mematuhi Tata Kelola yang Baik dan Kode Etik untuk memastikan praktik bisnis yang transparan dan adil. Oleh karena itu, Kami telah merumuskan Kebijakan Anti-Korupsi dengan pedoman yang jelas untuk dipatuhi oleh karyawannya.

This policy is applicable to:
PT Abaisiat Raya
PT Bintang Gasing Persada
PT Polykencana Raya
PT Kota Niaga Raya
PT Bintang Borneo persada
PT Kahayan Berseri

Kebijakan ini berlaku untuk :
PT Abaisiat Raya
PT Bintang Gasing Persada
PT Polykencana Raya
PT Kota Niaga Raya
PT Bintang Borneo Persada
PT Kahayan Berseri
2. Definition (Definisi)

Corruption refers to the direct or indirect act of offering gifts, services, cash, or other forms of monetary benefits for unlawful personal exploitation. The acts considered corruption may include offering political support, charitable donations, support funds, hospitality fees, and other expenses, etc., especially when such action is the abuse of power: for instance, making an offer or a promise, accepting, requesting or offering bribes, an offense against the law, breach of trust, or any acts suggesting corruption. The abuse of power can raise injustice and cause damages to the company, economy, and society, including violating the trust of related persons.

Korupsi mengacu pada tindakan langsung atau tidak langsung menawarkan hadiah, layanan, uang tunai, atau bentuk keuntungan moneter lainnya untuk eksploitasi pribadi yang melanggar hukum. Tindakan yang dianggap korupsi dapat mencakup penawaran dukungan politik, sumbangan amal, dana dukungan, biaya keramahtamahan, dan pengeluaran lainnya, dll., terutama bila tindakan tersebut merupakan penyalahgunaan kekuasaan; misalnya, membuat penawaran atau janji, menerima, meminta atau menawarkan suap, pelanggaran hukum, pelanggaran kepercayaan, atau tindakan apa pun yang merujuk pada korupsi. Penyalahgunaan kekuasaan dapat menimbulkan ketidakadilan dan merugikan perusahaan, ekonomi, dan masyarakat, termasuk melanggar kepercayaan orang-orang terkait.

Bribe refers to the act of offering, promising, or giving an incentive that can lead to illegal or unethical actions. The incentive varies in forms such as monetary benefits, gifts, awards, or any other benefits (e.g., tax burden, services, donation, and so on).

Suap mengacu pada tindakan menawarkan, menjanjikan, atau memberi insentif yang dapat mengarah pada tindakan ilegal atau tidak etis. Insentif bervariasi dalam bentuk seperti manfaat moneter, hadiah, penghargaan, atau manfaat lainnya (misalnya, beban pajak, layanan, sumbangan, dan sebagainya).

Conflicts of Interest can occur at a personal level or an organizational level. It is the situation of which personal benefits of an employee affect his or her decision making and how the employee performs the duties defined by job positions. This situation may have adverse effects on the common interest of the organization seeing that it negatively affects the equitable and transparent decision making of the employee.

Konflik Kepentingan dapat terjadi pada tingkat pribadi atau tingkat organisasi. Ini adalah situasi di mana keuntungan pribadi seorang karyawan mempengaruhi pengambilan keputusannya dan bagaimana karyawan tersebut melakukan tugas-tugas yang ditentukan oleh jabatan. Situasi ini mungkin memiliki efek buruk pada kepentingan bersama organisasi melihat bahwa hal itu berdampak negatif terhadap pengambilan keputusan yang adil dan transparan dari karyawan.

Facilitation Payment refers to a small amount of expense unofficially paid to a government officer to ensure that the government officer will perform his or her duties promptly, following the defined procedures. The procedures mentioned do not require the discretion of the government officer as they are under his or her duties, and it is the rights that a juristic person has under the law. These rights, for instance, include the right to make a requisition for a license or a certificate, and the right to access public services.
Uang Policin mengacu pada sejumlah kecil pengeluaran yang secara tidak resmi dibayarkan kepada pejabat pemerintah untuk memastikan bahwa pejabat pemerintah tersebut akan melaksanakan tugasnya dengan segera, mengikuti prosedur yang ditetapkan. Prosedur-prosedur tersebut tidak memerlukan kebijaksanaan pejabat pemerintah karena mereka berada di bawah tugasnya, dan itu adalah hak-hak yang dimiliki oleh seorang ahli hukum menurut undang-undang. Hak-hak ini, misalnya, mencakup hak untuk mengajukan permohonan izin atau sertifikat, dan hak untuk mengakses layanan publik.

3. Guidelines (Pedoman)

The board of directors, members of the executive committee, and all employees are prohibited from requesting, proceeding, or accepting corruption for personal exploitation or to benefit their families, friends, acquaintances, and related persons. They are all required to ensure full compliance with the Anti-Corruption Policy.

Dewan direksi, anggota komite eksekutif, dan semua karyawan dilarang meminta, memproses, atau menerima korupsi untuk eksploitasi pribadi atau untuk keuntungan keluarga, teman, kenalan, dan orang terkait. Mereka semua diwajibkan untuk memastikan kepatuhan penuh terhadap Kebijakan Anti-Korupsi.

3.1. The board of directors shall appoint the working team to be in charge of ensuring compliance with the Anti-Corruption Policy.

Dewan direksi menunjuk tim kerja yang bertugas memastikan kepatuhan terhadap Kebijakan Anti Korupsi.

3.2. Determine the process of making risk assessment as well as assessing the risks of corruption, covering all related departments and the company's activities, including the activities carried out by the representatives under the company's name.

Menentukan proses pembuatan penilaian risiko serta penilaian risiko korupsi, yang mencakup seluruh departemen terkait dan kegiatan perusahaan, termasuk kegiatan yang dilakukan oleh perwakilan atas nama perusahaan.

3.3. Determine measures, operating procedures, and internal control systems for managing the storage of important information and documents to prevent the risk of corruption and ensure compliance with the Anti-Corruption Policy, covering all activities at risks of corruption in an adequate and appropriate manner.

Menentukan langkah-langkah, prosedur operasi, dan sistem pengendalian internal untuk mengelola penyimpanan informasi dan dokumen penting untuk mencegah risiko korupsi dan memastikan kepatuhan terhadap Kebijakan Anti-Korupsi, yang mencakup semua kegiatan yang berisiko korupsi dengan cara yang memadai dan tepat.

3.4. Communicate the Anti-Corruption Policy including relevant anti-corruption measures to the board of directors, members of the executive committee, all employees of the company and its subsidiaries, and business representatives for implementation. The communication channels include training and initiative programs aiming to create mutual understanding among related persons and provide whistleblowing opportunities. All employees must perform their duties based on the common interests of the company and transparent and fair practices. The employees must not commit any acts that can affect the credibility and trust of how they perform their duties. In the same way, the employees must not be involved in any conflicts of interest whether
it is at personal or organizational level.


3.5 The company prohibits all employees from using the power defined by their job positions for personal exploitation or privileges, which are not related to the company.

Perusahaan melarang semua karyawan menggunakan kekuasaan atas jabatan mereka untuk eksploitasi atau hak istimewa pribadi, yang tidak terkait dengan perusahaan.

3.6. The company prohibits all employees from using the power defined by their job positions to commit sexual harassment or discriminate against others based on races, genders, disabilities, or religions. Also, intimidation is not allowed to happen.

Perusahaan melarang semua karyawan menggunakan kekuasaan kekuasaan atas jabatan mereka untuk melakukan pelecehan seksual atau mendiskriminasi orang lain berdasarkan ras, jenis kelamin, disabilitas, atau agama. Selain itu, intimidasi tidak boleh terjadi.

3.7. When an employee introduces a third person to the company, such introduction must not affect the company's benefits or violate against the procurement procedures of the company. Also, it must not be for the purpose of seeking personal benefits.

Ketika seorang karyawan memperkenalkan orang ketiga kepada perusahaan, pengenalan tersebut tidak boleh mempengaruhi keuntungan perusahaan atau melanggar prosedur pengadaan perusahaan. Juga, itu tidak boleh untuk tujuan mencari keuntungan pribadi.

3.8. Facilitation Payment paid to government officers directly or indirectly is prohibited

Uang Pelicin yang dibayarkan kepada pejabat pemerintah secara langsung atau tidak langsung dilarang.

3.9. When hiring a government officer, transparent and auditable disclosure of related information must be made public. Additionally, clear and proper measures of the hiring process for particular work must be in place to prevent conflicts of interest and corruption opportunities.

Saat merekrut pejabat pemerintah, pengungkapan informasi terkait yang transparan dan dapat diaudit harus diumumkan kepada publik. Selain itu, langkah-langkah yang jelas dan tepat dari proses perekrutan untuk pekerjaan tertentu harus dilakukan untuk mencegah konflik kepentingan dan peluang korupsi.

3.10. The company shall not impose a direct and indirect punishment to the employee who denies corruption even though such act of denying corruption causes the company to lose business opportunities.
Perusahaan tidak boleh menjatuhkan hukuman langsung dan tidak langsung kepada karyawan yang menyangkal korupsi meskipun tindakan menyangkal korupsi menyebabkan perusahaan kehilangan peluang bisnis.

3.11. Giving and Accepting Gifts & Offering Entertainment and Hospitality

Memberi dan Menerima Hadiah & Menawarkan Hiburan dan Keramahtamahan

3.11.1. Giving and accepting gifts, including offering entertainment and hospitality must not be under the purpose of personal exploitation. Every act of giving and accepting gifts is to be approved by the responsible person of the department, and the record of those acts must be kept.

Memberi dan menerima hadiah, termasuk menawarkan hiburan dan keramahtamahan tidak boleh di bawah tujuan eksploitasi pribadi. Setiap tindakan memberi dan menerima hadiah harus disetujui oleh penanggung jawab departemen, dan catatan tindakan tersebut harus disimpan.

3.11.2. The types and value of the gifts given and received, including entertainment and hospitality are to be transparent and in compliance with the company’s policy regarding giving and receiving gifts, offering entertainment and hospitality, and other benefits of the company.

Jenis dan nilai dari hadiah yang diberikan dan diterima, termasuk hiburan dan keramahtamahan harus transparan dan sesuai dengan kebijakan perusahaan mengenai pemberian dan penerimaan hadiah, penawaran hiburan dan keramahtamahan, serta manfaat lain dari perusahaan.

3.12. The board of directors, members of the executive committee, and all employees of the company must perform duties with prudence in the following matters.

Dewan direksi, anggota komite eksekutif, dan seluruh karyawan perusahaan harus menjalankan tugas dengan kehati-hatian dalam hal-hal berikut.

3.12.1. All must not be involved in political contribution such as providing monetary support, objects, or participating in any political activities on behalf of the company under the purpose of commercial business benefits or any other unethical benefits.

Semua tidak boleh terlibat dalam kontribusi politik seperti memberikan dukungan keuangan, benda, atau berpartisipasi dalam aktivitas politik apa pun atas nama perusahaan dengan tujuan keuntungan bisnis komersial atau keuntungan tidak etis lainnya.

3.12.2 The company does not provide monetary support or non-monetary support to any political parties, politicians, or political candidates for seeking business benefits.

Perusahaan tidak memberikan dukungan moneter atau dukungan non-moneter kepada partai politik, politisi, atau kandidat politik mana pun untuk mencari keuntungan bisnis.

3.12.3. All has the right to participate in political activities under the provisions of the constitution, not on behalf of the company. Employees cannot use any assets, equipment, and tools owned by the company in political activities and must avoid any actions suggesting that the company supports a political party.
Semua berhak untuk berpartisipasi dalam kegiatan politik berdasarkan ketentuan konstitusi, bukan atas nama perusahaan. Karyawan tidak boleh menggunakan aset, peralatan, dan alat apa pun yang dimiliki perusahaan dalam kegiatan politik dan harus menghindari tindakan yang menunjukkan bahwa perusahaan mendukung partai politik.

3.13. Giving and accepting support, including charitable donations

Memberi dan menerima dukungan, termasuk sumbangan amal

3.13.1. Giving and accepting monetary and non-monetary support or charitable donations to use in any activities and projects must be in a transparent and legal manner. In addition to that, it must be guaranteed that the support mentioned will be used for social development, which is various in forms, e.g., cultural affairs, social development activities, environmental activities, educational activities, and sport activities, etc.

Memberi dan menerima dukungan moneter dan non-moneter atau sumbangan amal untuk digunakan dalam kegiatan dan proyek apa pun harus dilakukan secara transparan dan legal. Selain itu, harus dijamin bahwa bantuan tersebut akan digunakan untuk pembangunan sosial, yang beragam bentuknya, misalnya, acara kebudayaan, kegiatan pengembangan sosial, kegiatan lingkungan, kegiatan pendidikan, dan kegiatan olahraga, dll.

3.13.1. Giving and accepting other forms of support such as knowledge support, which is an integral part of social responsibilities, is to be proceeded in a transparent manner, not for business benefits.

Memberi dan menerima bentuk dukungan lain seperti dukungan pengetahuan lain, yang merupakan bagian integral dari tanggung jawab sosial, harus dilakukan secara transparan, bukan untuk keuntungan bisnis.

3.13.3. Giving and accepting support or charitable donations must be transparent and in consistent with the company’s policy regarding giving and accepting gifts, offering entertainment and hospitality, or any other benefits of the company.

Memberi dan menerima dukungan atau sumbangan amal harus transparan dan sesuai dengan kebijakan perusahaan mengenai memberi dan menerima hadiah, menawarkan hiburan dan keramahtamahan, atau manfaat lain apa pun dari perusahaan.

3.14. Formulate the monitoring system for ensuring the compliance with the company's policies, measures, requirements, and regulations with respect to corruption.

Merumuskan sistem pemantauan untuk memastikan kepatuhan terhadap kebijakan, langkah-langkah, persyaratan, dan peraturan perusahaan terkait dengan korupsi.

3.15. Promote consultation and engagement among supervision sections, auditors, measure planers, and related employees in order for them to collectively enhance the internal control system or work procedures for the business activities at risks of corruption.

Mempromosikan konsultasi dan keterlibatan antara bagian pengawasan, auditor, perencana, dan karyawan terkait agar mereka secara kolektif meningkatkan sistem pengendalian internal atau prosedur kerja untuk kegiatan bisnis yang berisiko
3.16. Those who violate against the Anti-Corruption Policy whether they are the board of
director, members of the executive committee, or the company's employees shall be
disciplined according to company regulations. In some cases, there may be an offense
under applicable law, regulation, or other related requirements.

Mereka yang melanggar Kebijakan Antikorupsi baik itu dewan direksi, anggota
komite eksekutif, maupun karyawan perusahaan akan dikenakan sanksi sesuai
dengan peraturan perusahaan. Dalam beberapa kasus, mungkin ada pelanggaran
berdasarkan hukum, peraturan, atau persyaratan terkait lainnya yang berlaku.

3.17. Those who witness the act considered corruption must report such misconduct through
whistleblowing channels provided.

Mereka yang menyaksikan tindakan yang dianggap korupsi harus melaporkan
pelanggaran tersebut melalui saluran pelaporan pelanggaran yang disediakan.

3.18. The company provides protection for the whistleblower reporting misconduct in
regards to corruption. The protection measures defined in the Whistleblower Policy
and Procedures shall be adopted.

Perusahaan memberikan perlindungan bagi pelapor yang melaporkan pelanggaran
terkait korupsi. Langkah-langkah perlindungan yang ditetapkan dalam Kebijakan
dan Prosedur Pelaporan Pelanggaran harus diadopsi.

The Anti-Corruption Policy is to be reviewed, improve, and reported to the relevance
committee annually for its effectiveness measurement and continual improvement.

Kebijakan Anti-Korupsi harus ditinjau, diperbaiki, dan dilaporkan kepada komite yang
relevan setiap tahun untuk pengukuran efektivitas dan perbaikan berkelanjutan.

31 December 2021
Southland Rubber
Southland Rubber Whistleblower Policy and Procedure
Kebijakan dan Prosedur Whistleblower

1.0 Purpose
This Policy provides a reliable system for a person to report any wrongdoings, including suspected violation of Southland Rubber’s Code of Conduct or any applicable Laws and regulations in the countries and/or regions where Southland Rubber and/or each of Southland Rubber factories operate without fear of reprisal when whistleblower in good faith.

The effective implementation of this Whistleblower Policy shall be overseen by Southland Rubber Compliance Committee and supervised by the head of Southland Rubber Compliance Directors.

2.0 Scope
This policy applies to all persons including employees (the Board of directors, officers, full-time/part-time/permanent/contract employees) and stakeholders of Southland Rubber and Southland Rubber Indonesia Factories (Southland Rubber).

3.0 Application
3.1 This Whistleblower Policy allows for reporting by Employees or stakeholders of Southland Rubber to Southland Rubber Compliance Committee without fear of reprisal, discrimination or adverse consequences and also permits Southland Rubber Compliance Committee to address such reports by taking appropriate action, including but not limited to disciplining or terminating the employment and/or those responsible.

3.1 Kebijakan Whistleblower ini memungkinkan untuk dilaporkan oleh karyawan atau pemangku kepentingan Southland Rubber kepada Komite Kepatuhan Southland Rubber tanpa takut dengan adanya pembalasan, diskriminasi, atau konsekuensi yang merugikan dan juga mengizinkan Komite Kepatuhan Southland Rubber untuk menangani laporan tersebut dengan mengambil tindakan yang tepat, tidak terbatas pada tindakan disiplin atau pemberhentian pekerjaan dan/ atau mereka yang bertanggung jawab.
3.2 Reportable incidents for Whistleblower include:
  3.2.1 Breach of Southland Rubber Policies and/or Code of Conduct
  3.2.2 Violation of each Company Regulations in Southland Rubber Companies
  3.2.3 Failure to comply with applicable laws and regulations
    3.2.4 All forms of financial or non-financial malpractices or impropriety such as fraud, corruption, bribery or theft
  3.2.5. Harassment and abuse of power and authority
  3.2.6 Actions detrimental to health and safety or the environment
  3.2.7 Discrimination on gender, race, disabilities
  3.2.8 Serious conflict of interest without disclosure
  3.2.9 Concealing information about any of the above

3.2 Insiden yang dapat dilaporkan meliputi :
  3.2.1 Pelanggaran terhadap kebijakan Southland Rubber dan/ atau Kode Etik
  3.2.2 Pelanggaran terhadap setiap Peraturan Perusahaan yang terdapat pada Southland Rubber
  3.2.3 Ketidakpatuhan hukum dan peraturan yang berlaku
  3.2.4 Segala bentuk malpraktek keuangan atau bukan keuangan atau ketidakwajaran
    Seperti penipuan, korupsi, penyucian atau pencurian
  3.2.5 Pelecehan dan penyalahgunaan kekuasaan dan otoritas
  3.2.6 Tindakan yang merugikan kesehatan dan keselamatan atau lingkungan
  3.2.7 Diskriminasi berdasarkan gender, ras, disabilitas
  3.2.8 Konflik kepentingan yang serius tanpa adanya pengungkapan
  3.2.9 Menyembunyikan informasi tentang hal-hal yang disebut di atas

4.0 Definition Definisi
4.1 Whistleblower
   The Whistleblower is any person, including Southland Rubber Employees and Stakeholders, who voluntarily reports disclosure of individual or organizational malpractice or suspected or anticipated malpractice stated in paragraph 3.2 above.

4.1 Pelapor
   Pelapor adalah setiap orang, termasuk Karyawan dan Pemangku Kepentingan Southland Rubber, yang secara sukarela melaporkan pengungkapan malpraktek perorangan atau organisasi atau malpraktek yang dicurigai atau diantisipasi yang dinyatakan dalam paragraf 3.2 di atas.

4.2 Receiving officer
   Receiving Officer refers to the head of Southland Rubber Compliance Directors.

4.2 Petugas penerima
   Petugas penerima mengacu kepada Kepala Direktur Kepatuhan Southland Rubber.

4.3 Investigation Team
   When dealing with reported concern, the head of Southland Rubber Compliance Directors may appoint an Investigation Team to conduct investigation into any suspected malpractice.

4.3 Tim Investigasi
   Ketika manangani masalah yang dilaporkan, Kepala Direktur Kepatuhan Southland Rubber dapat
menunjuk Tim Investigasi untuk melakukan investigasi terhadap dugaan malpraktek.

5.0 Reporting Mechanism Mekanisme Pelaporan

5.1 Southland Rubber encourages Whistleblowers who report their concerns provide their names, contact details, position in Southland Rubber or relationship with Southland Rubber whenever possible. Concerns reported anonymously will be taken up depending on the following:

5.1.1. Seriousness of issues
5.1.2. Significance and Credibility of Concerns
5.1.3. Likelihood of the report being verifiable

5.2 Concerns may be raised verbally or in writing and for Southland Rubber to be able to effectively evaluate and investigate, the report should provide as much as details and as much specific as possible.

5.2.1. Names of people and/or organization involved
5.2.2. Details of the incident (what, where, when)
5.2.3. Any supporting evidence

5.2. Kekhawatiran dapat diajukan secara lisan atau tertulis dan agar Southland Rubber dapat mengevaluasi dan menginvestigasi secara efektif, laporan harus terperinci dan se-spesifik mungkin.

5.2.1. Nama orang dan / atau organisasi yang terlibat
5.2.2. Detail kejadian (apa, dimana, kapan)
5.2.3. Bukti pendukung

The contact details of the Receiving officer are:
Address: 8 Cross Street #27-01 Manulife Tower S (048424)
Hotline: +65-92278865
Email: whistleblow@southlandglobal.com

Rincian kontak Petugas Penerima adalah :
Alamat: 8 Cross Street #27-01 Manulife Tower S (048424)
Hotline: +65-92278865
Email: whistleblow@southlandglobal.com

6. Confidentiality and Non-Retaliation Kerahasiaan dan Tidak Balas Dendam

6.1 The Identity of the Whistleblower shall be kept confidential within Southland Rubber Compliance
Committee and its Investigation Team. Southland Rubber Compliance directors will seek the Whistleblower’s consent in case of need to disclose to anyone other than Southland Rubber Compliance Committee and its Investigation Team.


6.2 Southland Rubber prohibits discrimination, retaliation or harassment of any kind against Whistleblower who reports a concern in good faith. Such conduct is a breach of Southland Rubber Code of Conduct and anyone who engages in retaliation against a Whistleblower may be subject to disciplinary action. If Whistleblower believes being subjected to discrimination, retaliation or harassment for having made a report, he or she can immediately report the facts to the Southland Rubber Compliance Committee for its prompt investigation and appropriate action.

6.3 All information disclosed during the investigation will remain confidential, except as necessary to conduct the investigation and to take any corrective action in accordance with applicable laws and regulations.

6.4 Southland Rubber reserves the right to refer any concerns or complaints to appropriate external regulatory authorities. Depending on the nature of the complaint, the subject of the complaint may be informed of the report against him or her and be provided with an opportunity to reply to such report.

7. Handling Procedures Prosedur Penanganan

7.1 If, at the conclusion of an investigation, Southland Rubber determines that a violation has occurred or the allegations are substantiated, appropriate disciplinary action in accordance with applicable Company Regulations and the Employment Agreement will be taken. Any disciplinary action will be recommended by Southland Rubber Compliance Committee to the
Chairman of the Southland Rubber Board of Directors.
The respective business units are expected to undertake any recovery and remediation actions identified by the Investigation Team subsequent to an investigation. Non-anonymous whistle blowers will be informed that action has been taken at the conclusion of the investigation, without divulging confidential information.


7.2 If an Employee has made an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against him or her. Likewise, if investigations reveal that the External Party making the complaint had done so maliciously or for personal gain, appropriate action, including reporting the matter to the police, may be taken.

7.2 Jika seorang karyawan telah membuat dugaan secara tidak tepat, berbahaya atau untuk keuntungan pribadi, tindakan disipliner dapat diambil terhadap dirinya. Demikian juga, jika penyelidikan mengungkapkan bahwa pihak eksternal yang membuat keluhan dengan maksud jahat atau untuk keuntungan pribadi, tindakan yang tepat, termasuk melaporkan masalah kepada polisi, dapat diambil.

8. Communication, Clarification and Review of the Policy
Komunikasi, Klarifikasi dan Tinjauan Kebijakan

8.1 The Whistleblower Policy shall be communicated to all Southland Rubber employees:
8.1.1. To all new Employees during the orientation and compliance training;
8.1.2. To all Employees as part of compulsory refresher training; and
8.1.3. When requested by Southland Rubber Compliance Committee or Southland Rubber Compliance Directors.

8.1 Kebijakan Pelaporan Pelanggaran akan dikomunikasikan kepada seluruh karyawan Southland Rubber:
8.1.1. Kepada semua Karyawan baru selama pelatihan orientasi dan kepatuhan;
8.1.2. Untuk semua Karyawan sebagai bagian dari pelatihan penyegaran wajib; dan

8.2 Principles of the Whistleblower Policy shall be communicated to all relevant stakeholders.

8.2 Prinsip-prinsip Kebijakan Pelaporan Pelanggaran akan disampaikan kepada semua pemangku kepentingan terkait.
8.3 The Whistleblower Policy shall be reviewed regularly, where Southland Rubber may modify this Policy to maintain compliance with applicable laws and regulations or organizational changes. The review should be carried out by Head of Compliance Directors.

8.3 Kebijakan Whistleblower akan ditinjau secara berkala, di mana Southland Rubber dapat memodifikasi Kebijakan ini untuk menjaga kepatuhan terhadap hukum dan peraturan yang berlaku atau perubahan organisasi. Peninjauan harus dilakukan oleh Kepala Direktur Kepatuhan.

31 December 2021
Southland Rubber