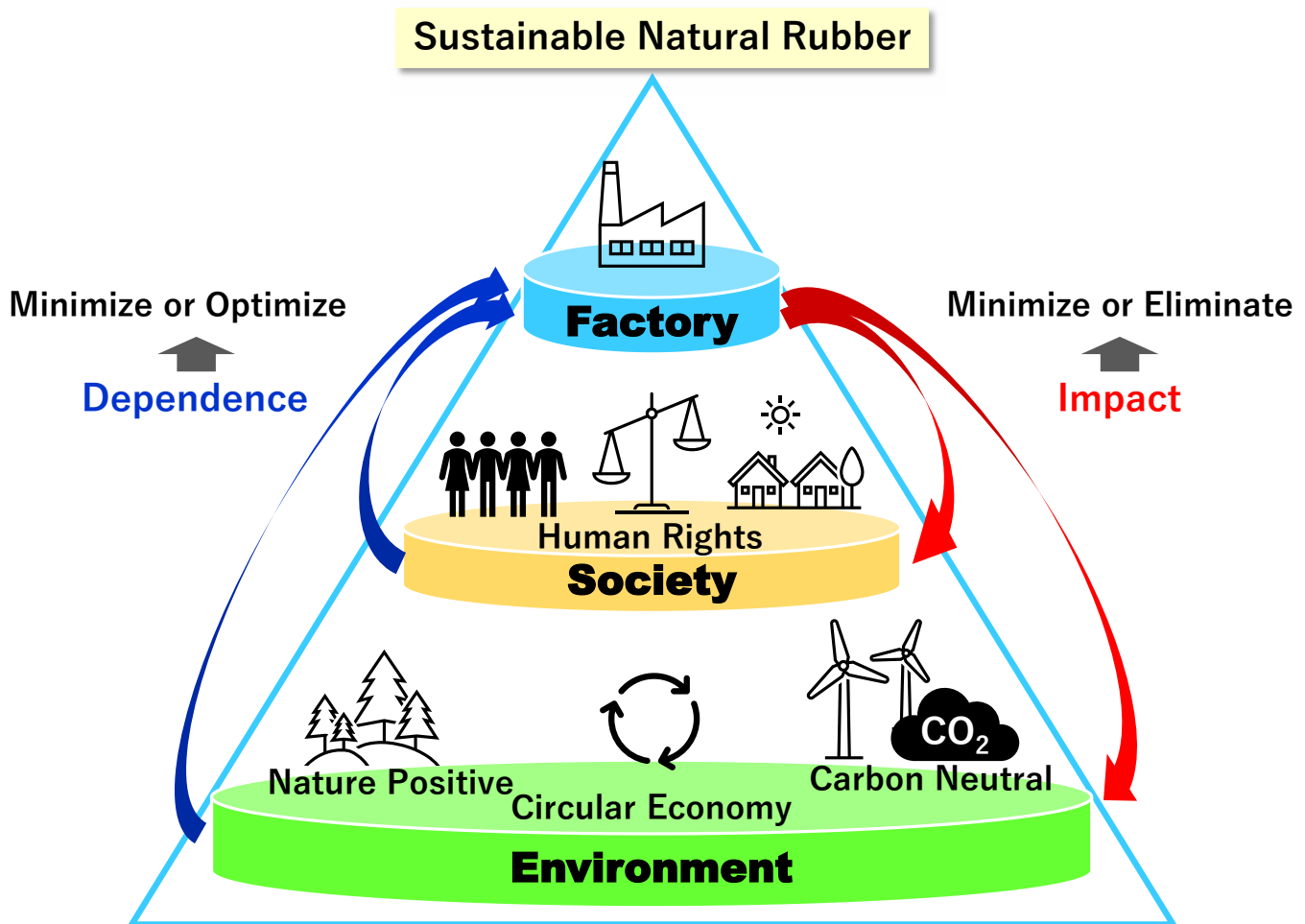


Southland Indonesia Sustainability Report 2022



Southland Rubber Indonesia

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Appendix :

- (1) Our Sustainable KPIs (unpdated: 2022)
 - Southland Global Indonesia Sector
- (2) Our Sustainability Policies:
 - Southland Global Indonesia Sector
 - 1.Code of Conduct
 - 2.Sustainability & Sustainable Procurement Policy
 - 3.Environmental Policy
 - 4.Human Rights and Labor Practices Policy
 - 5.Anti-Corruption Policy
 - 6.Whitsleblowing Policy & Procedure
 - 7. Suppliers Code of Conduct

About the Report

General Reporting Practice:

This Report covers the performance of our 4 factories in Indonesia from January to December 2022.

Our Objective:

As a part of Southland Rubber Group, 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 SGPL management team as well as Indonesia factories management.

Feedback & Contact:

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

Management Statement Sustainability Report 2022

Southland Global Pte Ltd – Indonesia Business unit

Our sustainability programs started more than 5 years ago.

This Sustainability Report 2022 is our third integrated report for the Indonesian sector.

Our Indonesian sector involves 4 natural rubber processing factories (3 in Sumatera and 1 in Kalimantan)

I am pleased to summarize hereunder our efforts in 2022 on environmental and social issues.

<Environmental>

1) To Protect and Preserve Nature

As a founding member of GPSNR (Global Platform of Sustainable Natural Rubber), we have committed to Zero deforestation (=sourcing natural rubber in a way that does not contribute to deforestation or degrade High Conservation Values.) and to achieve the commitment, we have started our work for the traceability of our natural rubber supply source in collaboration with tire manufacturer members of GPSNR.

In addition to the supply source identification work, we have continued our work of biodiversity research around our factories (=10km around in 2020, 50km around in 2021, 200km around in 2022). To research our impact and dependence to the nature.

In 5 elements of natural capital (water, soil, air, animals, and plants), we focus on preserving water by reducing water consumption to increase recycle water after wastewater treatment.

In addition, we have continued to improve the accuracy of measurement.

2) Action for climate change (toward carbon neutral)

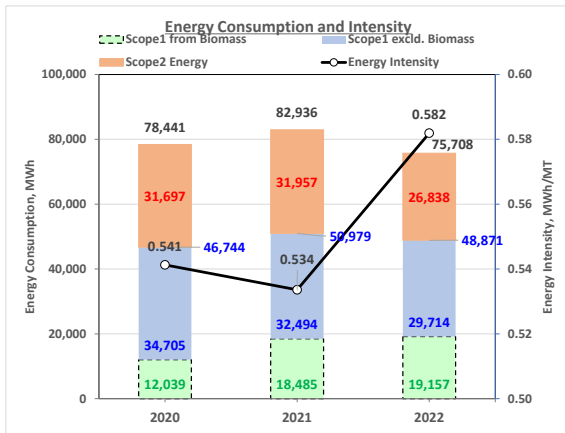
To reduce CO2 emissions, we have continued to shift our energy for dryer (Scope1) from fossil fuel to biomass and continued to improve the energy efficiency in our factories.

To improve the accuracy of our measurement and calculation, we have started to include calculation of CO2 emissions from wastewater treatment facilities.

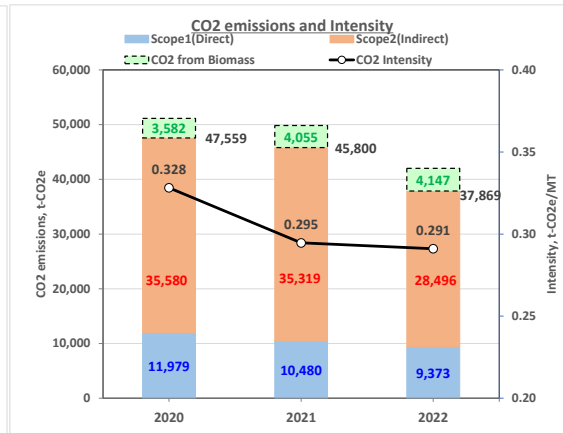
Summary of Energy and CO2 emissions

		2020	2021	2022
Total Fuel, tons		9,469	10,047	9,774
Biomass%		39.5%	57.1%	60.8%
Energy Consumption		78,441	82,936	75,708
(MWh)	Scope1 Energy	46,744	50,979	48,871
	Scope2 Energy	31,697	31,957	26,838
	Direct Energy from Biomass(MWh)	12,039	18,485	19,157
Energy Intensity		0.541	0.534	0.582
(MWh/MT)	Scope1 Intensity	0.323	0.328	0.376
	Scope2 Intensity	0.219	0.208	0.208
total CO2 emissions		47,559	45,800	37,869
(t-CO2e)	Scope1(Direct)	11,979	10,480	9,373
	Scope2(Indirect)	35,580	35,319	28,496
	CO2 from WWTP		1,639	1,156
			3 factories	3 factories
CO2 from Biomass		(3,582)	(4,055)	(4,147)
CO2 Intensity		0.328	0.295	0.291
(t-CO2e/MT)	Scope1(Direct)	0.083	0.067	0.072
	Scope2(Indirect)	0.246	0.227	0.219

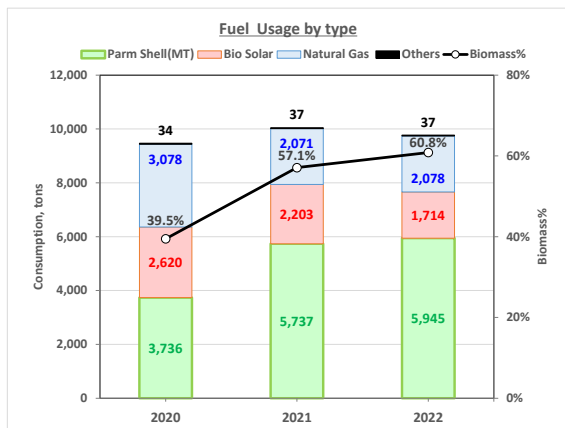
【Energy Consumption and Intensity】



【CO2 emissions and Intensity】



【Fuel Consumption by type】



3) Circular Economy

For the sustainable production, at first step, we have improved our calculation and disclosure. GRI301 Material and GRI306 Waste. Then for second step, we have tried to increase the re-use and recycle to reduce the waste.

Here is the progress of the re-use/recycle increase (GRI306-4):

			(Unit=Ton)		
			2020	2021	2022
GRI306-3	Waste generated	Total	534	484	258
		Hazardous	23	19	17
		Non-Hazardous	511	464	241
GRI306-4	Waste diverted from disposal	Total	225	194	159
		%	42.2%	40.0%	61.8%
GRI306-5	Waste directed to disposal	Total	308	288	97

For the third step, we will identify where in factory as well as production site we generate waste to maximize the usage of materials and minimize the waste.

<Social>

1) Human Rights and Labor Practices Assessment

At the first step, we started the internal assessment on our factories in accordance with our Human Rights and Labor Practices Policy 2021 onward.

Through reviewing the assessment results, we have made corrective actions to improve our procedures and practices.

By the cooperation of our suppliers through our communication and capacity building with them, we will step by step develop such assessment to our supply chain.

2) Workplace Safety and Fair Employment Practice

Those are the most material subject for us since our materiality survey in 2020.

Toward zero accident factory and to maximize employee satisfaction, for Human Rights and Labor Practices inside our factories, we pay the most attention on:

- aa. Health and Safety Risk Assessment
- bb. Joint Labor Management Health and Safety Meeting
- cc. Employee Satisfaction Survey

For (aa), we have been reviewing to make “assessment standard” stricter step-by-step for zero accident and to improve corrective actions to avoid recurrence.

For (bb) and (cc), we try to improve our communication method to be more interactive communication in “meetings” and “survey” to hear straight, frank voices from workers, which are the most important information for us to take corrective actions.



Pherm Tirasarnvong
Chairman & CEO
Southland Global Pte. Ltd.

Southland Indonesia Factories

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

Our Product and Production Capacities



Technically Specified Rubber

Standard Indonesia rubber

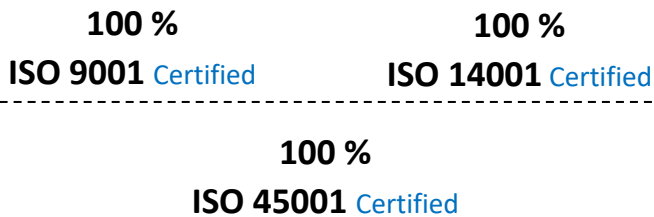
- SIR 10
 - SIR 10 CV
 - SIR 20
 - SIR 20 CV
- COMPOUND
MIXTURE

170,000 Metric Tons

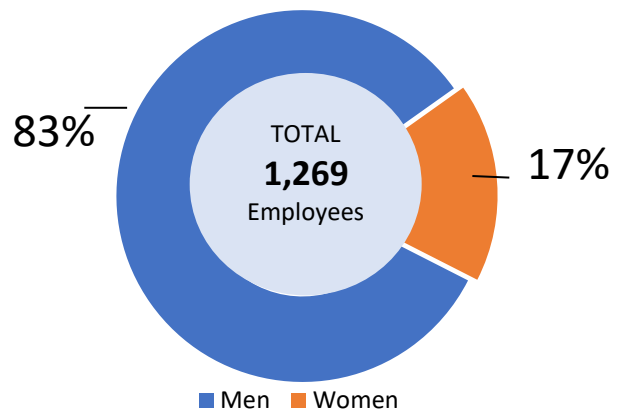
4 Factories

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

Factory with certificate



Our Employee



Location of Operation

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



Southland Rubber Indonesia Sector

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

Materiality Assessment

1) Our Approach

① Stakeholders

Internal

SGPL : Management staff, Staff members

Factories : Managers, Staff Members, Labor Representatives

External

Customers, Banks, Shareholders, Suppliers, Local Community Representatives

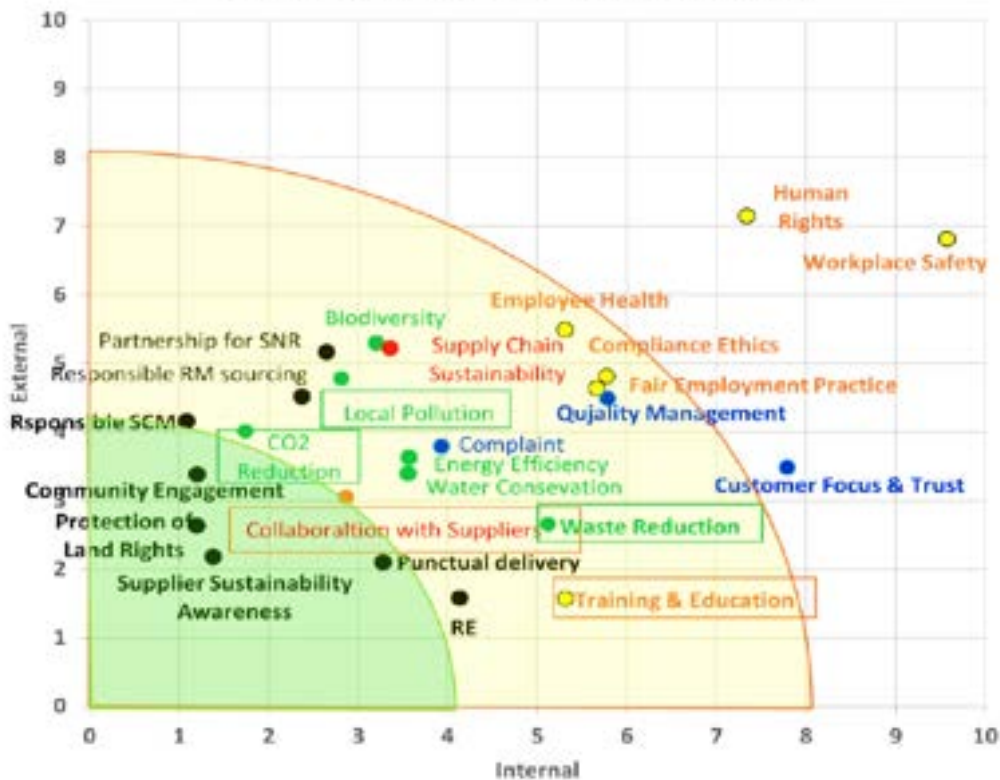
② Questionnaire

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

Conducted Survey in December 2020.

2) Results

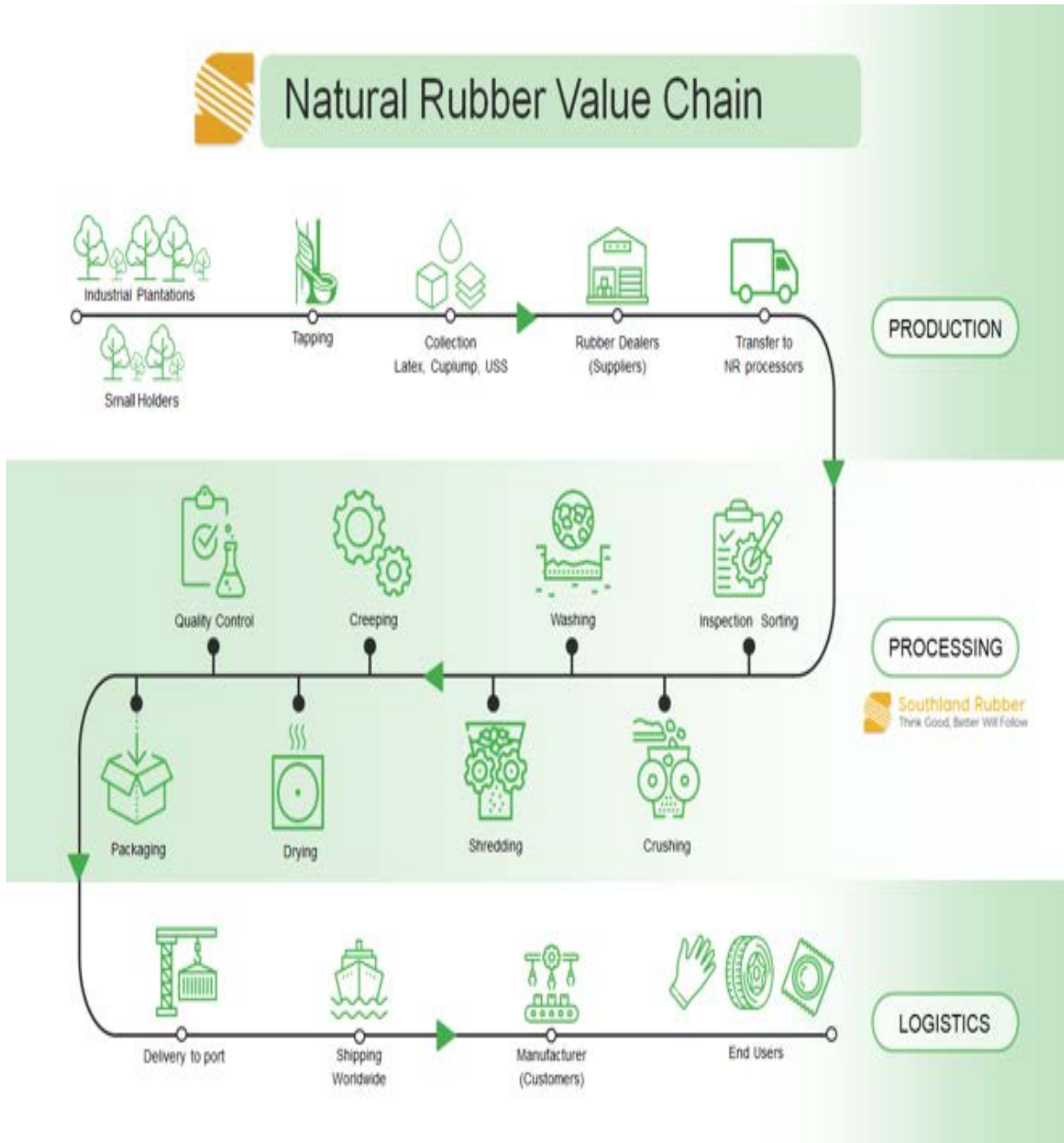
Score Comparison between Internal & External



Key Sustainability Initiatives

Topics	Related SDGs	Relevant GRI	Initiatives
8.Workplace Safety	  	GRI403_2018	Health and Safety Risk Assessment Labor Joint Health and Safety meeting Employee Satisfaction Survey Monthly 5S internal Audit including Health and Safety Morning Safety Briefing before work 100% of Sites certified with ISO45001
12.Human Rights	  	GRI405, GRI406, GRI407, GRI408 GRI409, GRI410, GRI411, GRI412	Human Rights and Labor practices Internal assessment Awareness Training Supplier Training , Assessment Employee satisfaction survey
17.Customer Focus & Trust	 		Performance Review on Quality,Delivery, Documentation Improvement in Quality, Process, productivity Voice of Customers (CO ₂ emissions,Zero-deforestation, Supply Chain Management, Water/Waste Management)
9.Employee Health	 	GRI403_2018	Workplace Hygiene, Local Community Hygiene Improve Employee Health Care Employee satisfaction survey Health and Safety Risk Assessment
13.Compliance Ethics	 	GRI205, GRI206, GRI404, GRI405	No Violation of Compliance Awareness Training, Whistleblowing Procedure, Audit Supplier Training , Assessment
14.Quality Management	 	GRI416	Zero Complain, Zero Defect Process Flow Control. Measurement & Analysis Training Quality Analysis
10.Fair Employment Practice	  	GRI401	Employee Satisfaction Survey, Joint Labor-Management H&S Meeting Human Rights and Labor practices Internal assessment
23.Supply Chain Sustainability	  	GRI308, GRI414	Supplier Training, Supplier Code of Conduct, Supplier Assessment
6.Biodiversity	   	GRI304	Biodiversity Research of Surrounding Area 200 KM Zero Deforestation/No Degradation Traceability Survey, Supply Source Assessment
5.Waste Reduction	 	GRI306_2020	Measurement of Waste generated from Factory Standardize and improve waste report Increase Reuse and Recycle to reduce Waste Identified waste generation
7.Local Pollution	 	GRI305, GRI306	Waste Water Management, Monitoring (air, noise, odor) Biodiversity Research of Surrounding Area 200 KM
11.Training & Education		GRI404	Improve training hours per employee Improve communications with workers (On the Spot training)
4.Water Conservation		GRI303_2018	Improve water Usage Measurement Reduce water Usage/Increase Recycle ratio
3.CO ₂ Reduction	   	GRI302, GRI305	Energy Efficiency(by improving productivity) Shift from Fossil Fuel to Biomass Reduce waste
15.Punctual Delivery			No Complaint on Delay Delivery
25.Community Engagement	 	GRI413-1	Report Local Community engagement
24.Protection of Land Rights	 	GRI413-2	No negative impacts on local communities
22.Supplier Sustainability Awareness		GRI414-1,,2	Training Suppliers in Sustainability Policy

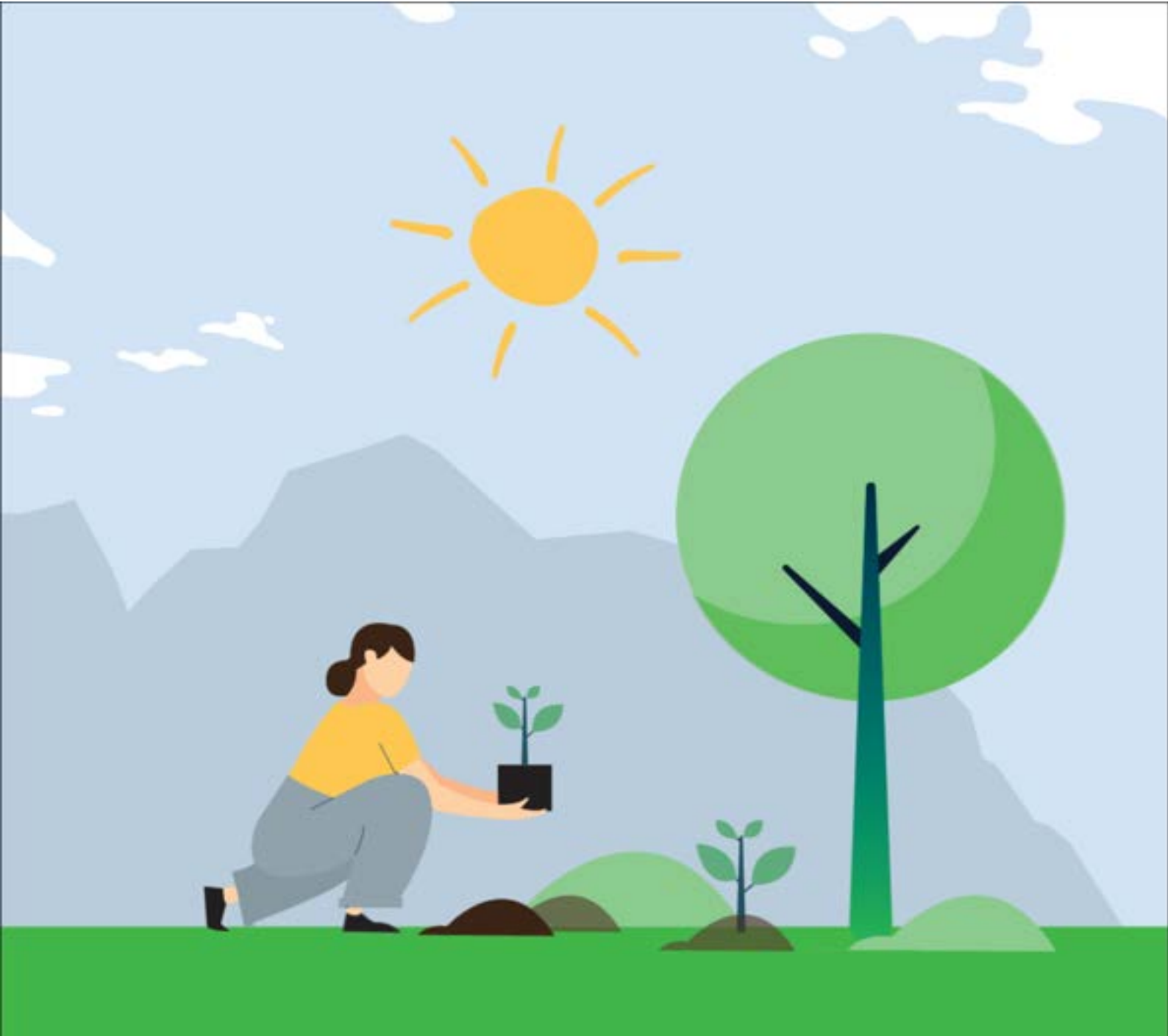
Stakeholder Engagement Southland Rubber Indonesia		
Stakeholder	Exchange Channel	Action 2022
Shareholder	Shareholder meetings Financial Reports Sustainability Report Monthly Meeting Weekly Business Review Production Productivity Report	Shareholder Meeting, Yearly Budget Quarterly Financial Meeting & Yearly Financial Report Sustainability Report in 2021 Meeting called by SGPL Risk Management Team Weekly Business Meeting Daily Report
Employees	Internal communication Training & Education Performance reviews Satisfaction Survey Labor-Management Meeting Joint Labor-Management H&S meeting H&S Committee meeting	Weekly Safety talk, Monthly 5S Meeting Employee Training Employee Performance Review, KPI Meeting Employee Satisfaction Survey Labor-Management Meeting Joint Labor-Management H&S Committee Meeting Quarterly Health & Safety Committee Meeting
Customers	Plant visits & audit Partnership Seminars & conferences Business emails Self-Assessment Questionnaire Sustainability Report	On Line Audit On Line Customer Policy Explanatory Meeting On Line Customer Sustainability Explanatory Meeting Traceability Research (RubberWay) Customer Feedback through business emails
Raw Material Suppliers	Supplier Meeting & Training Supplier Evaluation On Line visit	Suppliers Meeting (Explanation of SGPL Sustainable Procurement Policy and Acknowledgement) SGPL Supplier Code of Conduct Explanation and Agreement Supplier Evaluation and Assessment Rubber way Research
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 Organization 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



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

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

Environmental Aspect



Environmental

Biodiversity Research



Indonesia Group began biodiversity activities in 2020 as “start from small step” to research the nature surrounding 5-10km from our factories to know conservation area such as “Nature Reserve” “Protected Forest” etc., and the factory’s impact and dependence on the nature.

In 2021, the range was expanded to 50 km, identifying the nature of the surrounding “Land”, “Freshwater” (=river, underground), and “Ocean” and study the factory’s dependence and impact on the nature, how to reduce/optimize dependence and to reduce/minimize impact.








In 2022, the area was further expanded to 200km to identify the conservation area such as “Nature Reserves”, “Protected Forests” etc., and we tried to identify the supply source area (= rubber producing districts).

For the identification work of individual rubber plantations of our supply source, we will start the activity in 2023.

Here are “Biodiversity Research Report 2022” reports by our factories.



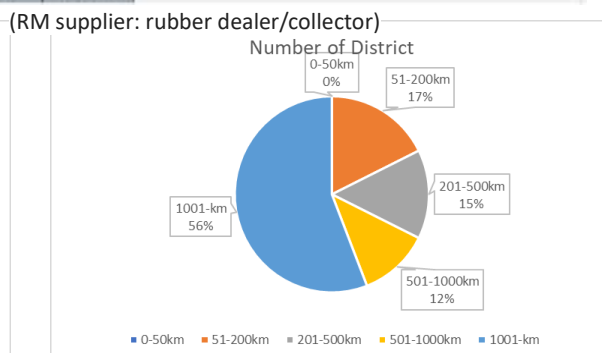
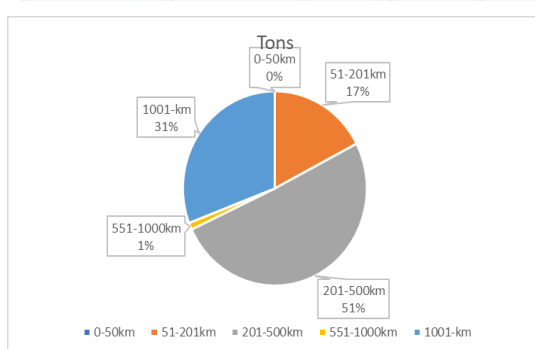
The following is Category Table of Forests and Conservation Area by the West Kalimantan Environment and Forestry Service 200 km radius from KCA

No	Category	Location/District	Distance
1.	Nature Reserve 	Mandor, Landak.	44 KM
2.	Production Forest 	Kuala Mandor, Sungai Ambawang.	16 KM
3	Production Forest 	Batu Ampar, Kubu Raya.	49 KM
4	Protected Forest 	Rasau Jaya, Kubu Raya.	23 KM
5	Protected Forest 	Sungai Kakap. Kubu Raya	24 KM
6	Convertible Production Forest 	Sungai Ambawang, Kubu Raya	13 KM
7	Limited Production Forest 	Kuala Mandor, Kubu Raya	15 KM

(2) To identify if our supply source located in conservation area

In 2022, it purchased from 34 districts, six of which were within 200 km, accounting for 17.4% of the total purchases. The largest purchases were from areas between 201 and 500 km (50.7%), Central Kalimantan, followed by those from areas over 1001 km (30.8%), Java, Sumatera, Sulawesi, Bangka and Afrika.

Distance from KCA (Km)	Number of District	RM Vol		RM Supplier		Name District
		Tons	%	Number	%	
0-50km	0	-	0.0%	0	0.0%	
51-200km	6	3,333	17.4%	45	34.1%	Mempawah, Kubu Raya, Landak, Sanggau, Singkawang and Bengkayang.
201-500km	5	9,702	50.7%	47	35.6%	Sambas, Sekadau, Sintang, Melawi and Ketapang
501-1000km	4	222	1.2%	9	6.8%	Kapuas Hulu, Sukarama, Kotawaringin Timur and Central Borneo
1001-km	19	5,896	30.8%	31	23.5%	Jawa, South Borneo, East Borneo, Sumatera, Celebes and Africa
Total	34	19,154	100.0%	132	100.0%	



(3) To study dependence and impact on nature within 200km

To study dependence of local community as well as the factory and Impact of the factory on such nature with surrounding, ecosystem within 200km and our measures how to minimize the impacts. 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 residents.

Natural resources used by the community around KCA.

No	Natural Resources	How to use
1	Water/River/Sea	<ul style="list-style-type: none"> - Local community use river water to wash, bathe and Fish Farming - Use for water transportation
2	Land	<ul style="list-style-type: none"> - For plantations such as vegetables, rubber trees and palm oil
3	Forest	<ul style="list-style-type: none"> - People use wood, rattan and bamboo as materials to make handicrafts.

Ecosystem Service for KCA

No	Natural Resources	How to use Ecosystem Service	Impact
1	River Water/Rain	<ul style="list-style-type: none"> - Used to wash raw materials in the production line - for hygiene facilities such as bathrooms and toilets 	<ul style="list-style-type: none"> - River Water is rather acid with PH 3-4 which cause corrosive at machines and equipment. - To follow Government regulation on discharge of wastewater with PH6-9, need to add Calcium Oxide to neutralize river water acid - River water gets highly muddy during heavy rain which clogged 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 stop 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	<ul style="list-style-type: none"> - Planting trees for greening around the factory 	-
3	Air(wind)	<ul style="list-style-type: none"> - Wind circulation makes blanket conditions stable, especially for DRC values. 	<ul style="list-style-type: none"> - Strong winds such as tornado, typhoon can damage the infrastructure and buildings.



Impacts of the daily operations of KCA.

No	Item	Impact	Prevention
1	Waste water	<ul style="list-style-type: none">- 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	<ul style="list-style-type: none">- 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 Replacing Biomass Fuel
3	Toxic and Hazardous waste and Garbage	<ul style="list-style-type: none">- 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

The table below summarized the natures within around 200km radius, names, and distances from the factory. There are one Protected Forest, ten Nature Conservation Area, five Wildlife Reserve Area, ten Nature Tourist Park and one Nature Reserve Area.

No	Category	Name	Distance
A	Protected Forest	Protected Forest	50 km
B	Nature Conservation Area	Kerinci Seblat National Park	208 km
C		Teso Nilo National Park	262 km
D		Bukit TigaPuluh National Park	355 km
1		Batang Palupuh	113 km
2		Batang Pangean II	186 km
3		Beringin Sati	106 km
4		Lembah Anai	60 km
5		Lembah Harau	104 km
6		Maninjau Lake	87 km
7		Rimbo Panti	213 km
8	Wildlife Reserve Area	Barisan	167 km
9		Malampah Alahan Panjang	67 km
10		Pagai Selatan	233 km
11		Rimbang Baling	110 km
12		Tarusan Arau Hilir	67 km
13	Nature Tourist Park	Air PutihKelok Sembilan	151 km
14		Batang Pangean I	186 km
15		Gunung Marapi	70 km
16		Gunung Sago Malintang	80 km
17		Lembah Harau	104 km
18		Mega Mendung Lembah Anai	59 km
19		Rimbo Panti	213 km
20		Saibi Sarabua	150 km
21	Nature Preserve Area	Gunung Singgalang Tandikat	94 km

(2) To identify whether our rubber supply source (rubber plantations) within 200km from the factory are in the restricted area

With only 4% of our supply coming from within 200km, the majority of our supply (87%) is dependent on areas ranging from 201 to 350km from our factories.

Supply Source List

Distance from SFB (Km)	Number of District	RM Volume		RM Dealer	
		Tons	%	Number	%
0 - 50	0	0	0.0	0	0.0
51 - 100	2	105	0.6	9	9.1
101 - 150	2	597	3.3	1	1.0
151 - 200	2	21	0.1	9	9.1
201 - 250	4	8,891	49.2	49	49.5
251 - 300	1	13	0.1	3	3.0
301 - 350	2	6,885	38.1	15	15.2
351 - 400	1	15	0.1	1	1.0
401 - 450	3	1,540	8.5	11	11.1
451 - 700	1	5	0.0	1	1.0
Total	18	18,072	100.0	99	100.0

Data based on 2022

Ecosystem Around Abar and The Purpose

No	Natural Resources	How to Use
1	Water from Forest	Office activities (bathroom, kitchen, fishpond)
2	Underground Water	Production activities
3	Land	Garden each department, fishpond
4	Sunshine	For drying bed
5	Wind	For hanging house/ blanket

(3) To study dependence and impact on nature within 200km

We considered not only the factory but also the dependence of the local community, the impact the factory would have on the surrounding nature and ecosystem within 200 km, and measures to minimize that impact.

Relation of Such Nature with Surrounding (Local Community)

No	Natural Resources	How to Use
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

Impact From Our Factory's Daily Operation to Such Nature/ Ecosystem

No	Item	Impact	Prevention
1	Waste Water	<ul style="list-style-type: none"> - Sea water became polluted causes damage to marine ecosystems (fish, coral reefs, phytoplankton, zooplankton, benthos) - Living creature, can cause disease or irritation of human skin 	<ul style="list-style-type: none"> - 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)
2	Odor	<ul style="list-style-type: none"> - Bad smell 	<ul style="list-style-type: none"> - Odor monitoring - Tree planting
3	CO2 Emission	<ul style="list-style-type: none"> - Exposure to CO2 emission can produce a variety of health effects - CO2 emission can cause climate change by trapping heat - Acid rain can interfere with soil fertility 	<ul style="list-style-type: none"> - Energy Efficiency
4	Toxic and Hazardous waste and garbage	<ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - Reduce underground water stock by excessive use 	<ul style="list-style-type: none"> - Control amount of water consumption maximum 40 m³/MT (government guidance)
6	Environmental impact by dealer	<ul style="list-style-type: none"> - Potential to increase land pollution from coagulant material used 	<ul style="list-style-type: none"> - Make sure coagulant material used from environmentally friendly material

Biodiversity Research Report 200km Around Factory

PT. Bintang Gasing Persada (SFX)

FACTORY SITE INFORMATION

Factory Name : PT. Bintang Gasing Persada
 Factory Code : SFX
 Factory Size : 50ha (based on SFX UKL-UPL / Environmental Permit)
 Original conditions of land before factory: Empty Land (Peatland Category and Swamp)

1. Purpose of Biodiversity Research

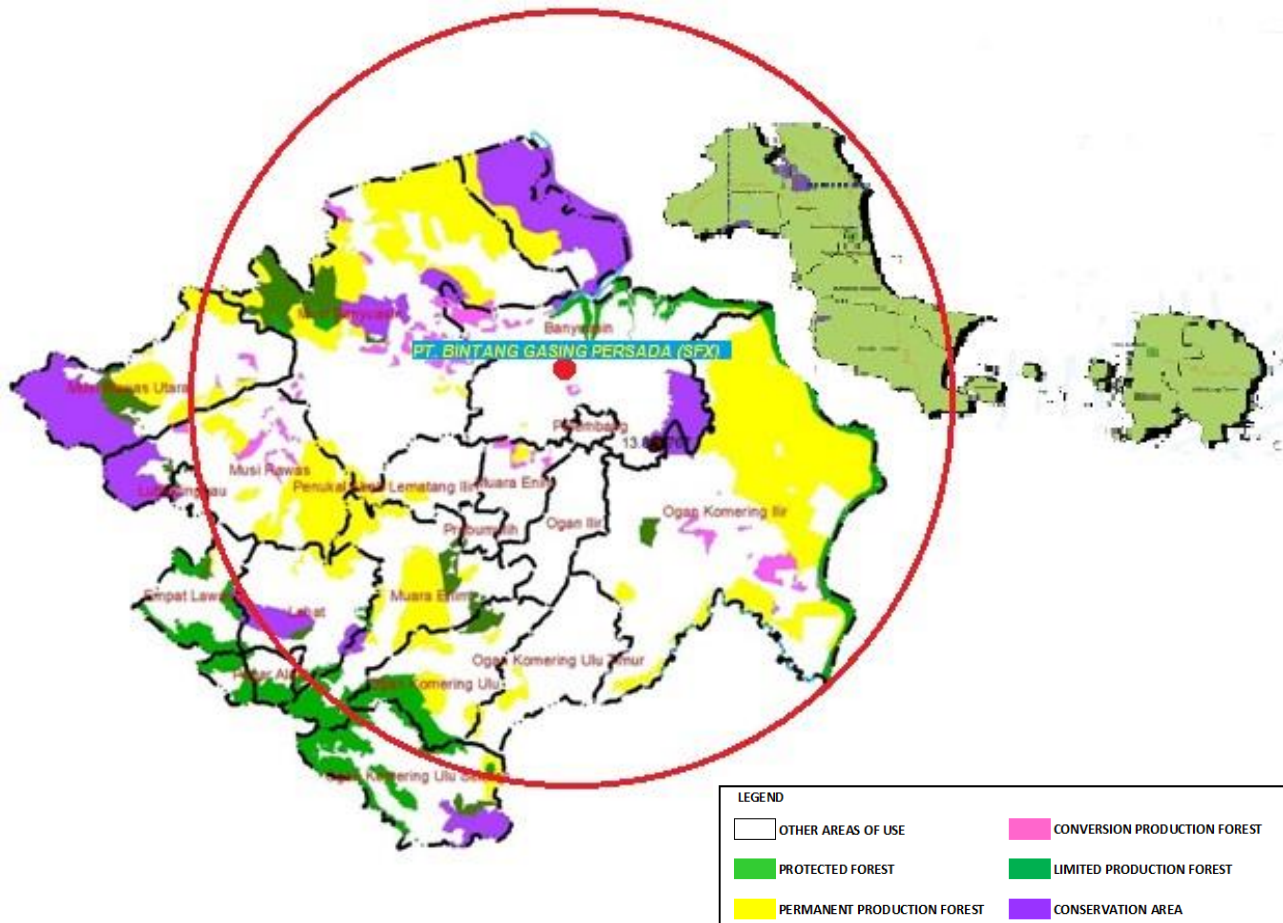
Last year, the company conducted a survey of nature within a 50km radius around the factory, but this time the scope has been further expanded to a 200km radius, and the investigation has been carried out to identify sources of raw rubber supplies and to investigate the following three points.

- (1) To identify conservation area with 200km from the factory
- (2) To identify if our supply source located in conservation area
- (3) To study dependence and impact on nature within 200km

2. Results

(1) To Identify the conservation area with 200km from the factory

The map below shows the surrounding land use situation and a 200km radius around the factory as a red circle. Almost the entire Palembang province is included within a radius of 200km and includes many production forests as well as nature conservation areas and protected forests.



The map below shows the area under the jurisdiction of the South Sumatra Natural Resources Conservation Center, with protected areas shown in purple and protected forests shown in green. The table below shows the distance and name of each from the factory. Additionally, the regions where SFX purchases raw rubber are indicated with stars on the map. There are 11 Conservation areas and 5 Protected Forests, 6 and 2 of each are within 200km from the factory.

Area under the jurisdiction of the South Sumatra Natural Resources Conservation Center



Natures around 200 km from the factory

Note	Category	Name	Distance(Km)
National Park		Sembilang	66
		Gunung Maras	225
Nature Conservation Area		Kerinci Seblat	304
Nature Tourist Park		Punti Kayu	15
		Jering Menduyung	170
		Gunung Permisan	316
Wildlife Reserve Area		Padang Sugihan	112
		Bentayan	132
		Dangku	170
		Isau Isau	277
		Gunung Raya	324
Nature Reserve Forest		KH Isau Isau	277
		Gumai Tebing Tinggi	322
Protected Forest		Sungsang	60
		MUBA	154
		Dempo Bukit Barisan	314
			<200km

(2) To identify if our supply source located in conservation area

We have only identified District where plantations are located, but we have not yet identified individual plantations. We purchase rubber from 164 Districts and about 98% of the rubber consumption was from the Districts within 300km. And 117 Districts (53% of rubber consumption) are located within 200 km, but none of them are within protected areas.

Supply Source List

Distance from SFX (Km)	Number of District	Raw Material Wt.	
		Tons	%
0 - 50	39	20,820	15.1%
51 - 200	78	52,114	37.9%
201 - 300	23	62,296	45.3%
301 - 600	13	797	0.6%
>600	11	1,448	1.1%
TOTAL	164	137,475	

(Data based on 2022)

(3) To study dependence and impact on nature within 200km

To study dependence of local community as well as the factory and Impact of the factory on natures with surrounding, ecosystem within 200km and our measures how to minimize the impacts.

The ecosystem surrounding SFX and dependence on that ecosystem

NO	Natural Resources	How to Use
1	River	Factory Operation (Production, Cleaning, etc.), Rubber cultivation
2	Land	Factory building, Ponds, Rubber cultivation
3	Rain	Factory Operation (Cleaning, etc.), Rubber cultivation
4	Wind	Drying blanket

Our relationship with the nature around us

No	Natural Resources	How to Use
1	River	Local community use for: -Fishing -Transportation - Daily Needs
2	Sea	Local community use for: -Fishing - Sea Transportation - Daily Needs - Ecotourism
3	Forest	Use for: -Local community insert agriculture plant -Utilizing forest product -Ecotourism -Water used for local community needs

Impact of daily factory operations on nature and ecosystems

No	Item	Impact	Prevention
1	Waste Water	<ul style="list-style-type: none"> - River became polluted causes damage to ecosystems (fish, benthos) - Living creature, can cause disease or irritation of human skin 	<ul style="list-style-type: none"> - 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)
2	Odor	<ul style="list-style-type: none"> - Bad smell 	<ul style="list-style-type: none"> - Odor monitoring - Tree planting
3	CO2 Emission	<ul style="list-style-type: none"> - Exposure to CO2 emission can produce a variety of health effects. - CO2 emission can cause climate change by trapping heat. - Acid rain can interfere with soil fertility 	<ul style="list-style-type: none"> - Energy Efficiency
4	Toxic and Hazardous waste and garbage	<ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - 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	Environmental impact by supplier	<ul style="list-style-type: none"> - Potential to increase land pollution from coagulant material used 	<ul style="list-style-type: none"> - Make sure coagulant material used from environmentally friendly material

Biodiversity Research Report 200km Around Factory

PT. Polykencana Raya (SGY)

FACTORY SITE INFORMATION

Factory Name : PT POLYKENCANA RAYA
 Factory Code : SGY
 Production area Size : 156.656 m²
 Original conditions of land before factory: farm(Lingkungan I Kampung Lalang–Kecamatan Besitang)

1. Purpose of Biodiversity Research

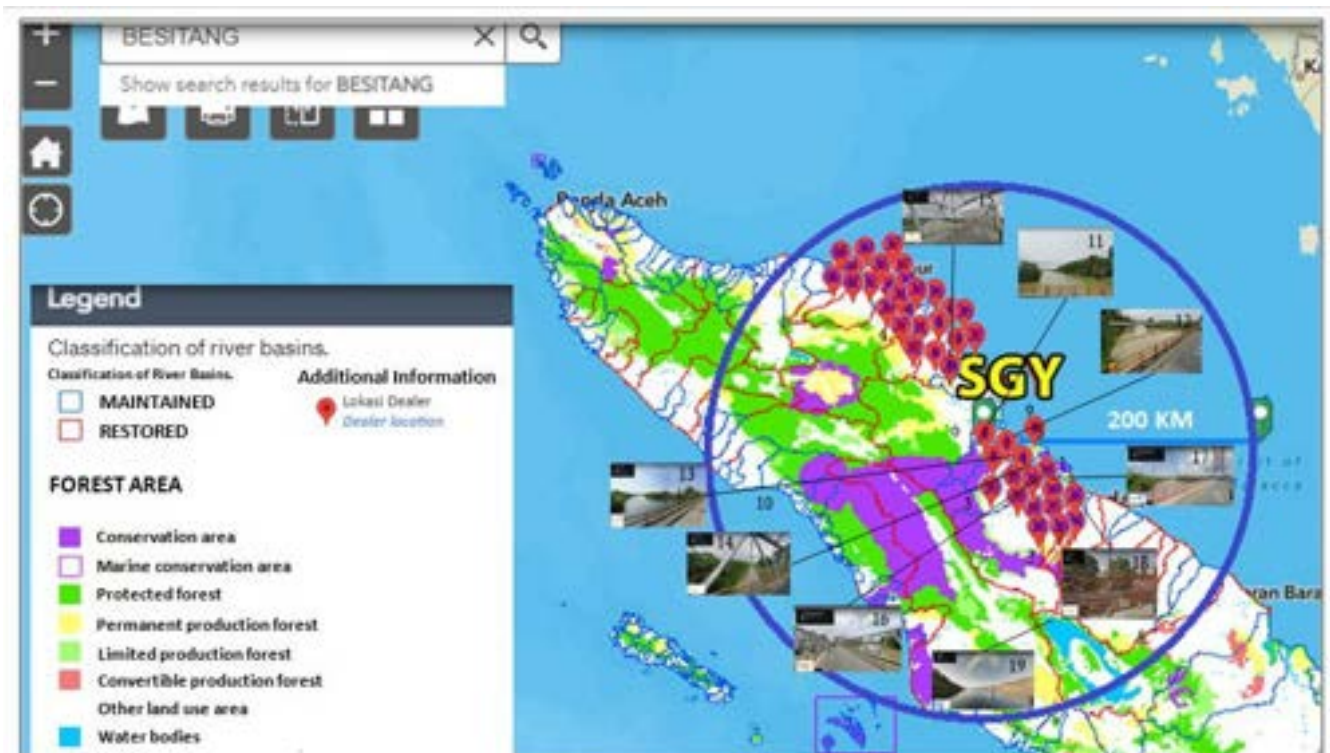
Last year, the company conducted a survey of nature within a 50km radius around the factory, but this time the scope has been further expanded to a 200km radius, and the investigation has been carried out to identify sources of raw rubber supplies and to investigate the following three points.

- (1) To identify conservation area with 200km from the factory
- (2) To identify if our supply source located in conservation area
- (3) To study dependence and impact on nature within 200km

2. Research Results

(1) To Identify the conservation area with 200km from the factory.

As can be seen on the map, within 200 km from our factory there are protected natural areas, protected forests, large lakes, rivers and the sea.



(Source : <https://sigap.menlhk.go.id/sigap/peta-interaktif>)

The table below summarized the natures within a 200km radius, names, and distances from the factory. In terms of terrestrial nature, there are three conservation areas, two protected forests, and three permanent production forests. It was also found that the ocean is adjacent to the factory around 15 km, and there are eight rivers and one lake as freshwater bodies.

Natures categories within a radius of 200 km from SGY:

Nature	NO	Category	Name	Distance
Land	1	Conservation Area	Suaka Margasatwa Karang Gading	97 KM
	2	Conservation Area	CA Sibolangit	123 KM
	3	Conservation Area	konservasi gajah Tangkahan	102 KM
	4	Protected Forest	Hutan lindung Langsa - Aceh	72 KM
	5	Protected Forest	Hutan Mangrove Pangkalan Susu	26 KM
	6	Permanent Production Forest	Kebun Karet Langkat	26 KM
	7	Permanent Production Forest	Hutan Pinus Brastagi	145 KM
	8	Permanent Production Forest	Aek Nauli, Samosir	298 KM
Ocean	9	Sea	Selat Malaka/Pangkalan Susu	15 KM
	10	Sea	Samudera Hindia/Tapak Tuan	443 KM
Freshwater	11	River	Sungai Sei sirah	0.6 KM
	12	River	Sungai Besitang	2 KM
	13	River	Sungai Sei Lapan	13 KM
	14	River	Sungai Babalan	20 KM
	15	River	Sungai Kuala Simpang	35 KM
	16	River	Sungai Batang Serangan/Tg.Pura	40 KM
	17	River	Sungai Wampu/Stabat	57 KM
	18	River	Sungai Kampung Lalang	90 KM
	19	Lake	Danau Toba	195 KM

(2) To identify if our supply source located in conservation area

We have only identified Dealer where plantations are located, but we have not yet identified individual plantations. 81.3% of our supply sources were within 200 km from the factory, the next 12.7% were at 201-700 km from the factory, and 6.0% were at >701 km, namely from the Province Riau, Jambi, Lampung.

LIST OF SUPPLY SOURCES

Distance From SGY (KM)	Number of District	Raw Material Wt	
		Tons	%
0 - 50	13	3,974	17.7%
51 - 200	30	14,297	63.6%
201 - 500	12	1,790	8.0%
501 - 700	7	1,066	4.7%
>701	6	1,345	6.0%
TOTAL	68	22,472	

(Data base 2022)

(3) To study dependence and impact on nature within 200km

Below is a table summarizing our relationship with nature.

Relation of Such Nature with Surrounding (Local Community)

No	Natural Resources	How to Use
1	Forest	Use for : <ul style="list-style-type: none"> • Local community insert agriculture plant (sweet potato, cassava) • Utilizing forest product such as duku, durian, mango, Jengkol, • Ecotourism
2	Sea	Local community use for: <ul style="list-style-type: none"> • Fishing • Ecotourism • Sea transportation

Ecosystem Around SGY and The Purpose

No	Natural Resources	How to Use
1	Pool Water <ul style="list-style-type: none"> • Recycled Water • Rainwater (Fresh Water) 	Production activities
2	Underground Water	Office activities (bathroom, kitchen)
3	Land	Tree planting
4	Sunshine	drying clothes
5	Wind	For hanging house/ blanket

THE OPERATIONAL IMPACT OF SGY ON THE ENVIRONMENT (ECOSYSTEM)

NO	ITEM	DAMPAK	PENCEGAHAN
1	Waste water	Sea water becomes polluted causing damage to the marine ecosystem (fish, coral reefs, phytoplankton, zooplankton, benthos).	Liquid waste is directly processed in the WWTP (Wastewater Treatment Plant) with an aerobic system, allowing the water to be reused for production.
		Living organisms, it can cause diseases or skin irritation in humans.	Daily monitoring of the WWTP to ensure water quality meets specified regulatory standards (DO, pH, SV30, Transparency).
			External monitoring (BOD, COD, pH, TSS, Nitrogen, Ammonia).
2	Odor	Unpleasant Odor (Air Pollution)	Building perimeter walls around the facility and planting trees as sound barriers to reduce the odor impact on the community.
			Conducting Daerob Spraying on raw materials in the warehouse.
			Installing Scrubbers on the Dry machine
			External Odor Monitoring

NO	ITEM	DAMPAK	PENCEGAHAN
3	CO2 Emission	Exposure to CO2 emissions can cause various health impacts. CO2 emissions can contribute to climate change by trapping heat. Acid rain can disrupt soil fertility.	Energy efficiency.
4	Waste and Hazardous Materials	Can be harmful to humans, animals, and plants, causing skin or eye irritation, respiratory issues, headaches, nausea, and other illnesses, and hindering plant growth or causing death.	Control of hazardous and toxic waste involves collecting and storing it in a designated area (Hazardous and Toxic Waste Storage) and handing it over to authorized personnel. Registered third parties act as carriers for Hazardous and Reading and understanding MSDS (Material Safety Data Sheets) for every organic hazardous and toxic material. Conducting awareness campaigns and waste sorting training for all employees.
		Soil structure becomes degraded and contaminated.	
5	Environmental Impact from Suppliers	Has the potential to increase soil pollution from the coagulant substances used.	Ensure that the coagulant substances used are environmentally friendly.
6	Employee Commuting and Movement of Raw Material and Finished Product Trucks	Disruption of Roadway Activities	Installing rotary lights outside the factory entrance gate.
			Vehicles not to be parked on the main road but at designated business parking Putting up traffic signs indicating vehicle entry and exit activities.

Environmental Energy Efficiency



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

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

- (1) Reducing equipment failures by PT. Bintang Borneo Persada
- (2) Optimization of surplus motor output by PT. Polykencana Raya and PT. Bintang Gasing Persada
- (3) Elimination of energy loss by PT. Bintang Gasing Persada

Here are “Energy Efficiency 2022” reports by our factories.

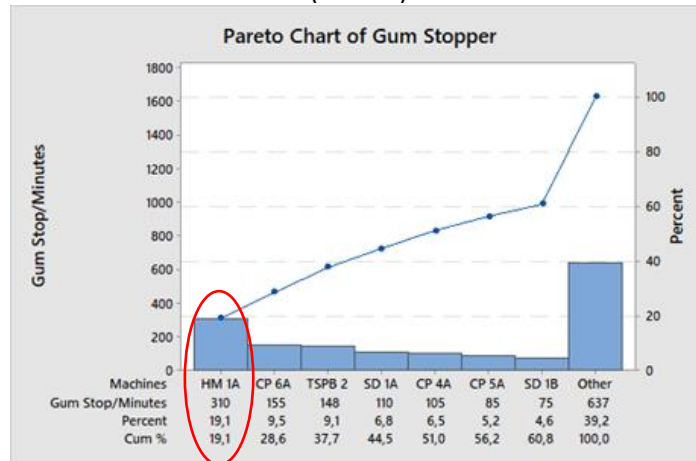


Reduce Process Down Time at Wet Line <Part 2>

PT Bintang Borneo Persada (KCA)

1. Review of previous report <Part1>

What we did in <Part 1>: Reduce Hammer mill (HM 1A) Down Time.



1.1 Reduce waiting time in filling material (Rubber) in tub (washing pool) before Hammer mill.

a. By separation of operation group method



By changing the working schedule of Milling line.
(group A1 starts their jobs 30 minutes earlier than group A2)

b. Result of down time of filling material Wet Line



1.2 Improve process down time at Hammer Mill.

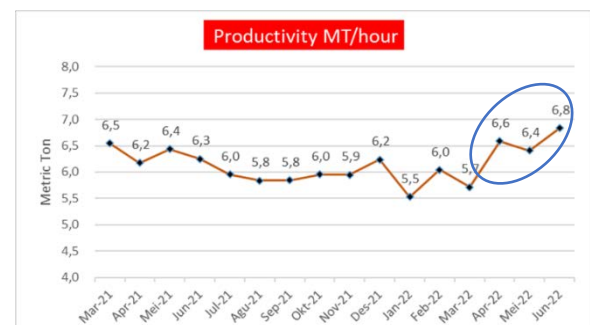
a. Operating Shift

By establishing the work instruction and training the operator

b. Control bucket speed of Hummer Mill

By making visual control of bucket speed by separate 3 steps

c. Result of Productivity at Wet Line



2. Reduce Process Down Time at Milling <Part 2>

2.1 Detail of Process Down time Twin Screw pre-breaker (TSPB)

Rubber stuck case is happened on HM 1A that already take action on Part 1, and we continue to the next machine is TSPB 2 and TSPB 1

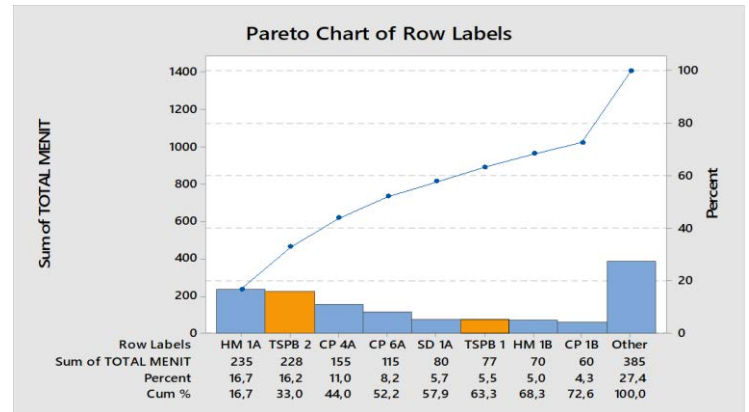
Rubber stuck down time: 1.405 min

by TSPB 2 228 min

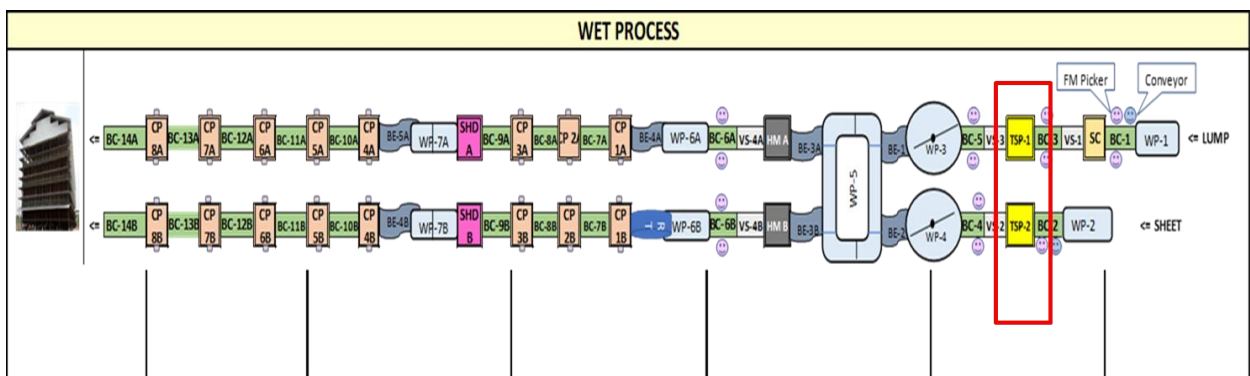
by TSPB 1 77 min

TSPB1+TSPB2 305 min

(21,7% of Rubber stuck down time)



Location of Machine TSPB



2.2 Action

When rubber stuck occurs in the TSPB, the equipment must be stopped and the rubber removed, which tends to result in long shutdowns. KCA realized that if they could reverse the rotation, they would be able to significantly reduce the time needed to treat rubber stuck, so they installed a new reversal switch, and as a result, they were able to significantly reduce the time required to treat rubber clogs.



Before Condition :

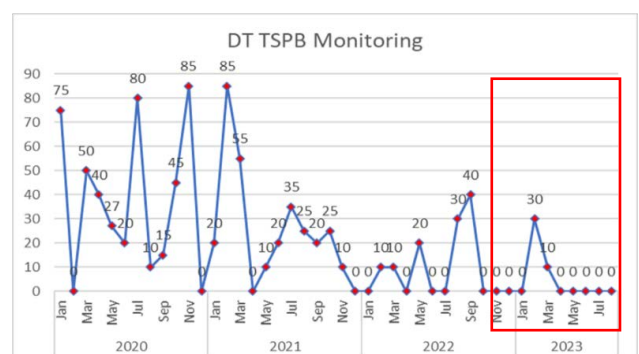
1. No reverse system at machine
2. When rubber stuck worker need to open the machine cover and take out the rubber inside, **long process d own time.**
3. Probability risk when worker go up to machine.

After Condition :

- Installed Reverse Button with emergency lamp warning
- When Rubber stuck inside just push reverse button.
- Safety for worker.

2.4 Result of Reverse system

After installed reverse system on November 2022, rubber stuck at TSPB machine reduce significantly and achieved zero down time in several months. (see below chart)



Improvement of Energy Efficiency by Reduction of Facilities

PT. Bintang Gasing Persada (SFX)

1. Improvement of Energy efficiency by modifying the Dry Line

SFX has a commitment to reduce energy consumption in accordance with the sustainable KPI target, namely to reduce energy consumption by 5% from 2019 to before 2030.

	<u>Before</u>	<u>After</u>
① Filling tank design	parallel 2 tanks separated	combined together "Y" shape to 1 tank
② Cutter Mill Line	<u>Old Line</u>	<u>New Line</u>
	Line A + Line B	
	Creper1, 75kW	Creper1, 90kW
	Belt Conveyor	Belt Conveyor1
	Creper2, 75kW	Creper2, 90kW
	Shredder, 160kW	Belt Conveyor2
	Feeding Roll	Shredder, 200kW
	Vortex pump	Feeding Roll
		Vortex pump
③ Creper roll size	24"	30"
④ Shredder roll size	20"x28"	30"x28"

In 2021, SFX began to improve energy efficiency by modifying the dry line as follows.

For the new dry line that has been modified, the motor output in Cutter Milling Line decreased from 736.4kW to 440.4kW (-296 kW, -40.2%). The result of reducing in the motor output can be seen in table below.

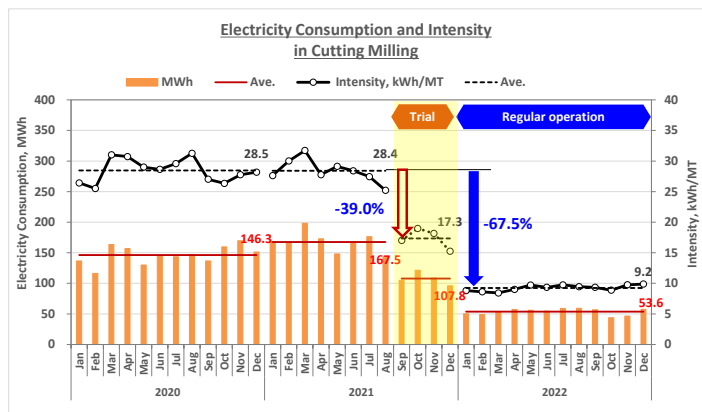
<u>Before</u>			<u>After</u>	
	Motor Output (kW)			Motor Output (kW)
Name Machine	Line A	Line B	Name Machine	New Line
Creper 1	75	75	Creper 1	90
Belt Conveyor 1	2.2	2.2	Belt Conveyor 1	2.2
Creper 2	75	75	Creper 2	90
Shredder	160	160	Belt Conveyor 2	2.2
Feeding Roll 1	11	11	Shredder	200
Vortex Pump	45	45	Feeding Roll 1	11
Total	368.2 KW	440.4 KW	Vortex Pump	45
Summary Total	736.4 kW		Total	440.4 kW

2. Result

The improved dry line was in trial operation from September 2021 to December 2021, and then has been in regular operation from January 2022.

Effect of Modification in Dry Line

	2020	2021		2022
	Jan-Dec	Jan-Aug	Sep-Dec Trial	Jan-Dec Regular
Energy Consumption MWh	146.3	167.5	107.8	53.6
reduction% from Jan-Aug2021			-35.7%	-68.0%
Intensity kWh/MT	28.5	28.4	17.3	9.2
reduction% from Jan-Aug2021			-39.0%	-67.5%



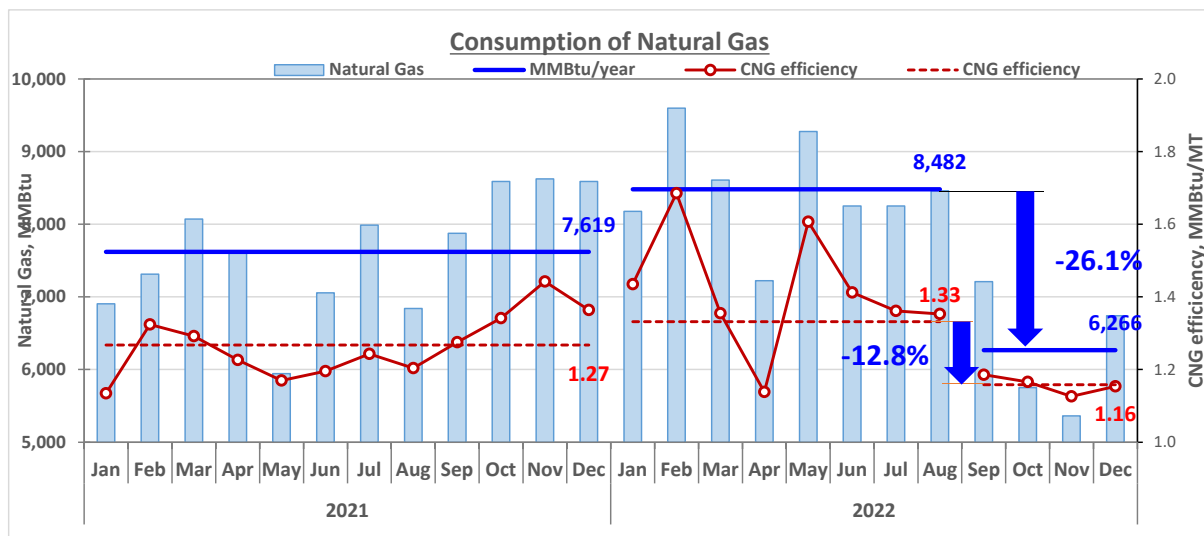
Reduction of Energy Consumption by Leak Detection

PT. Bintang Gasing Persada (SFX)

1. CNG(Compressed Natural Gas) Leakage trouble

SFX uses CNG (Compressed Natural Gas) as the main fuel in crumb rubber process and CNG is the third biggest cost component in production cost. Hence it is very important to monitor and control the intensity of CNG usage. SFX is also committed to reducing energy consumption through various improvements in our process.

As shown in the graph below, MMBtu/MT showed an increasing trend in CNG usage from around October 2021, and reached an abnormal level in February 2022. We would like to introduce the activities we conducted to investigate the cause of this problem.



2. Cause findings:

(1) Check the measuring instruments

First thing that we checked is the measuring instruments condition (EVC and the CNG flow meter), pressure from CNG that shown in pressure gauge and any leakage on dryers, and we found don't have any problem on it.

(2) Check the Leakage on the pipe

Since the CNG pipeline was located under the ground, we closed the valve from "daughter station" and valve supply to burner in order to check CNG pressure in pipe. If no leakage on pipe the pressure should stable. But in fact, we found the pressure moving down slowly and that meant there was a leak in pipeline.

In September 2022 we found the leakage position as shown below pictures.

There was a hole crack, 10mm length.

3. Cause:

The cause is unknown as the pipes are buried underground, but as a new warehouse was being constructed in the area, it is highly likely that they were damaged in some way by construction vehicles.



4. Corrective Action and effect:

Replace with new pipe.

After repairing the leakage, CNG usage and CNG efficiency has been recovering to the previous level.

The CNG usage after September 2022 decreased by -26.1% compared to the period from January to August 2022, and CNG efficiency also decreased by -12.8%. (see the above graph)

5. Countermeasure:

Create a checklist and check the pressure weekly.

Install warning sign: "There is a buried gas pipeline in this area."



PT. BINTANG GASOLINER PRIBADI

CHECKLIST TRAHARAN CNG (WEEKLY)

TAMBAHAN	Tekanan CNG (PSIG)		STATUS	PIC
	awal shift	akhir shift		
10/10/2021	2.5 Bar	2.7 Bar	OK	Handy / Hand
10/10/2021	2.5 Bar	2.6 Bar	OK	Hand / Hand
10/10/2021	2.7 Bar	2.8 Bar	OK	Hand / Hand
10/10/2021	2.7 Bar	2.7 Bar	OK	Hand / Hand
10/10/2021	2.7 Bar	2.8 Bar	OK	Hand / Hand

Note:
- Nomor telepon (08) 12 - 12 12

Improvement of Energy Efficiency by Reduction of Facilities

PT. Polykencana Raya (SGY)

Production volume has been on the decline since 2021, and we have been considering optimizing equipment capacity. As part of this effort, we conducted a survey of the mounted motor output of our equipment and compared it with other factories, and found that the motor output of the creeper rolls at Milling Line was greater than that at other SIR factories.

Therefore, we decided to reduce the motor output to the same output as other factories starting 2 Oct 2022 as below.

1.Reduction of Motor output at the Creper roll

There are 12 rolls and 1 Paddle Slab Cutter, and replace each motor with small output type respectively. (see the table)

The total reduction in motor power is 395 HP, from 1,325HP to 935HP.

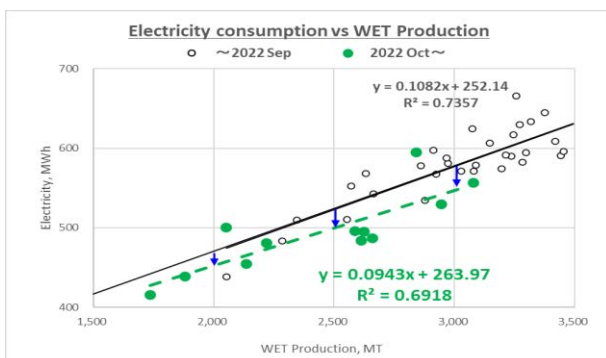
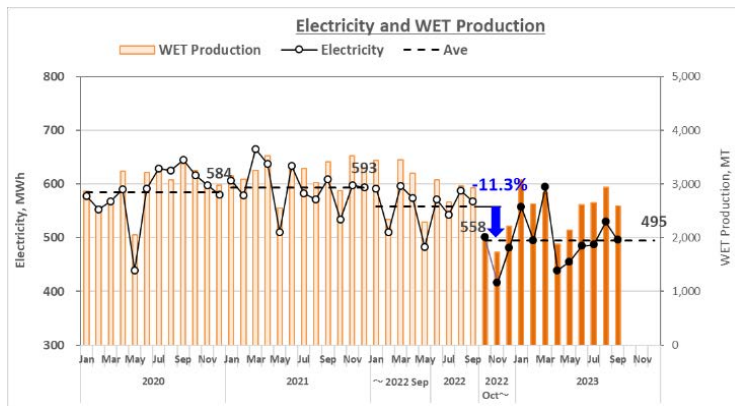
Dinamo Hp have been reduced

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

2.Result

Electricity Usage was reduced by **-11.3%** before and after changing the motor output. However, production volume has also been decreasing since October 2022(-16.5%), and this includes the reduction in electricity usage, so we plotted the relationship between production volume and Electricity Usage and compared before and after reducing motor output.

From the equation of the trend line before and after the reduction obtained from this, we calculated the estimated Electricity Usage for a production volume of 1,500 to 3,500 tons, and compared the difference, it was found that a reduction in Electricity Usage can be expected between **-1.8%** (@1,500MT) and **-5.3%** (@3,500MT).



Estimated electricity Usage based on the correlation equation				
Wet Production (MT)	Before Sep 2022 (MWh) $y = 0.1082x + 252.14$	After Oct 2022 (MWh) $y = 0.0943x + 263.97$	Difference Before-After (MWh)	Reduction %
1500	414.7	407.1	7.6	-1.8%
2000	468.8	454.8	14.0	-3.0%
2500	522.9	502.5	20.4	-3.9%
3000	577.0	550.2	26.8	-4.6%
3500	631.1	597.9	33.2	-5.3%

Environmental

Water Management



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

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



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

We have also continued our effort to improve the accuracy of water measurement.

Water from river and underground contains large amount of mud, sand, dirt, and foreign matter, which makes water flow meters easily clogged and spoils flow meters. For a long time, the estimated values based on pump operating hours were used.

In 2022, we started to introduce new type flow meter which is good at measuring such water with sand, mud, dirt, and foreign matters.

Our water usage:

Here are “Water Management 2022” reports by our factories.

【Our Water Usage】

		2021	2022
Withdrawn Water	m ³	4,882,043	2,784,979
Discharged Water	m ³	319,714	2,293,943
Water Consumption	m ³	4,562,329	491,036
Recycled Water	m ³	2,174,292	1,705,754
Water Usage	m ³	7,056,335	4,320,805
Recycle Ratio	%	30.8%	39.5%
Production amount	MT	162,357	130,119
Intensity	m ³ /MT	43.5	33.2

Water management _ Improve water measurement

PT Bintang Borneo Persada (KCA)

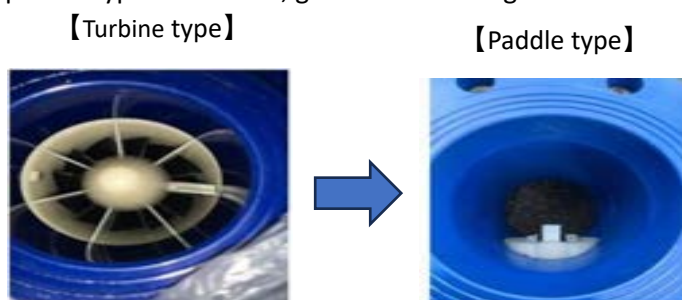
In order to improve the measurement accuracy of water usage and raise the level of water management, we introduced paddle-type flowmeters and installed V-notch in the recycling route from wastewater treatment equipment.

1. New Type Flow Meter to improve water measurement

For long time, we could not have accurately measured intake water from the river because the river water was contaminated with mud, sand and dirt that clogged and damaged flow meters, those we used were turbine type flow meters got easily stuck by slight objects.

(1) Selecting and Installation of the optimal flowmeter

-In January 2022, with the collaboration of flow meter suppliers, we started trials of a new type of flow meter which is a paddle type flow meter, good at measuring water contaminated with sand, mud and dirt.

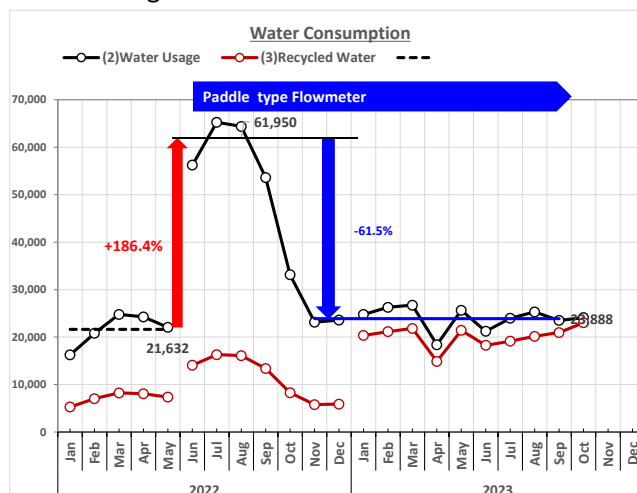


-After a step-by-step trial, we installed new type flowmeters on 7 pipes, 5 pipes for production and 2 pipes for river water.

- From the intake channel to the plant, we installed flowmeters:
Pipe 1-2 since January ⇒ Pipe 3-5 completed in June 2022. (total 5)
From the river to the channel since August 2022, we installed flow meters in 2 pipes.

(2) Result

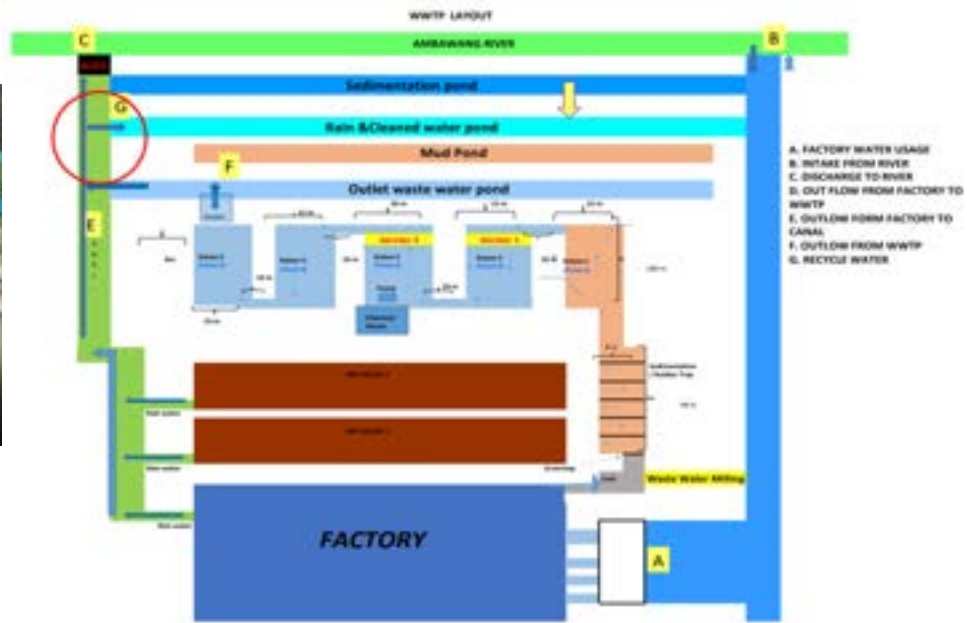
- All flow meters are always controlled and monitored every day.
- Until now there has never been damage to the flow meter and every 6 months a check or maintenance is carried out for all flow meters.
- By understanding the amount of water needed for the process and managing it to the optimum level, we were able to significantly reduce water usage.



2. V-notch in the Recycle Water Path

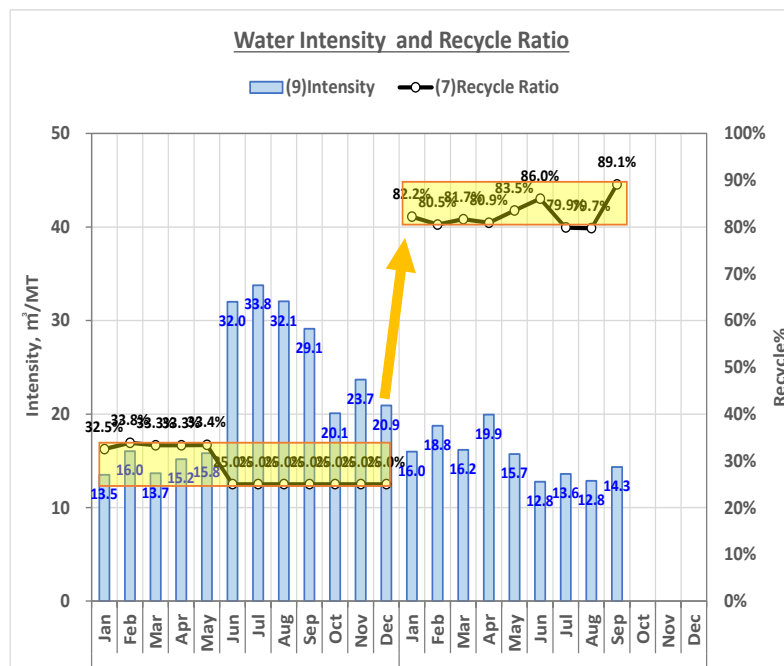
To reduce dependence on water withdrawal from rivers and reduce environmental impact, wastewater is treated and then recycled and reused. Previously, the amount of recycled water could not be directly measured and estimated values were used. In order to directly measure recycled water, a V-notch was installed in the recycle water path.

The recycle water system starts from the WWTP outlet to the canal then to the rainwater pond after which the recycle water mixes with rainwater then goes to the water canal for the factory.



Measurements at the V-notch recycle began in December 2022 and are effective in January 2023, measurements are conducted daily by WWTP personnel.

We were able to significantly reduce water usage in the process, resulting in increased the Intensity below 20 m³/MT. At the same time, by installing the V-notch for the recycle path, we were able to dramatically increase the recycling ratio from the 30% range to the 80% range.



Water Management 2022

PT. Abaisiat Raya (SFB)

Improve the measuring method for Water Usage

At SFB, water flow meter (turbine type) was previously installed to measure water usage, but it was easily damaged by rubber pieces frequently clogged and became unusable. Therefore, alternatively water usage was estimated based on past water meter data and production volume.

Introducing a New paddle type Flowmeter

In November 2022, a new highly durable paddle-type flowmeter was introduced and used to measure the amount of water flowing into the factory line.

Differences in the internal structure of flowmeters

Before (Turbine type)



After (Paddle type)



SFB Paddle Cold Water Meter (Pump 3)



Result

	Former Screw Type											New Paddle Type	
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Water Usage	28,108	25,533	28,341	24,060	18,654	24,449	23,473	22,343	20,048	18,055	27,408	19,374	
Production amount(MT)	1,641	1,535	1,688	1,355	1,288	1,824	1,818	1,608	1,487	1,383	1,443	874	
Intensity (m ³ /MT)	17.1	16.6	16.8	17.8	14.5	13.4	12.9	13.9	13.5	13.1	19.0	22.2	

Data based on 2022

Water Usage and Water Intensity are shown in the right Graph. It shows that +37.3% in Intensity from before respectively.

Conclusion

New paddle type flowmeter proved to be durable after 2 months use. SFB will install another two units for Withdrawn Water from underground and will check to confirm its accuracy in 2023.



Water Management Improve Recycle ratio

PT. Bintang Gasing Persada (SFX)

Previously, BGP discharged all of the wastewater treated by WWTP back into the river from which it took water.

However, considering the environmental impact on the river basin where the water is discharged, we thought it was not a desirable situation, so we decided to return the water to intake and reuse it at the factory.

1. Pump and piping installation for returning treated water

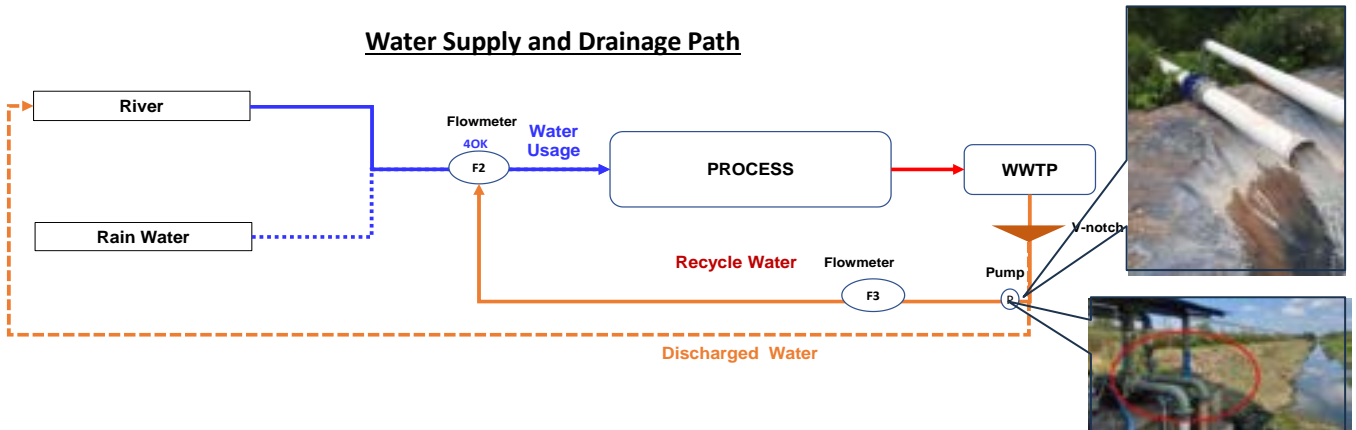
In March 2021, BGP installed a total of two pipes and pumps, as shown in the photo, and began "Water Recycling" from the outlet waterway to the inlet waterway of the WWTP.

2. Result

As for the amount of recycled water, we did not have a measuring device such as a flow meter and estimated the amount of recycled water from the operating time of the pump.

As a result, as shown in the graph below, although the average values for the first year 2021 and 2022 are 26.4% and 25.6%, there was no difference, but the variation of the monthly average until May 2022 was extremely large.

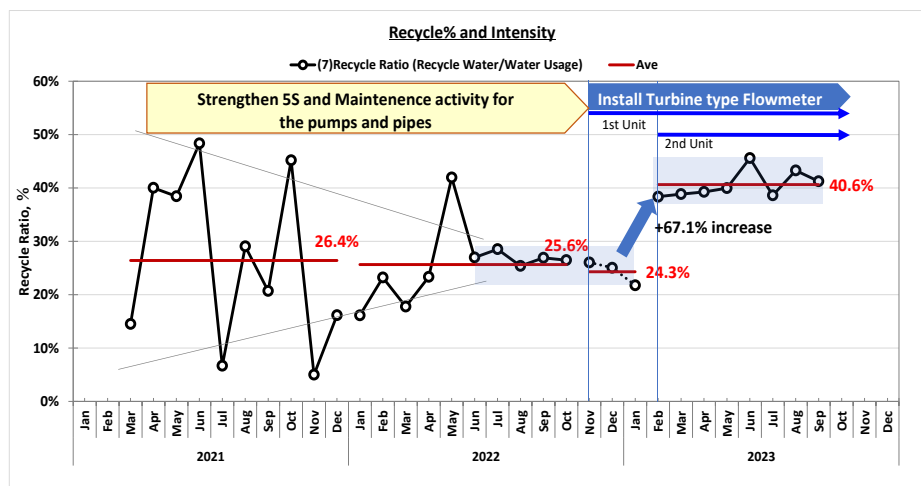
In order to increase the reliability of estimates of pump operating hours, we strengthened cleaning and maintenance around pumps and water pipes, and were able to reduce variations from June 2022 onwards.



However, since this is only an estimate not actual data, we decided to install a paddle-type flowmeter that has a proven durability at other factories to further improve accuracy.

The first unit was installed in November 2022, and the second in February 2023, making it possible to directly measure the total amount of recycled water.

As seen in the graph, the recycling ratio was approximately 40% level with a stable variation, which suggests that the accuracy of measurement has improved.



Reduction of water consumption through technology or equipment

PT Polykencana Raya (SGY)

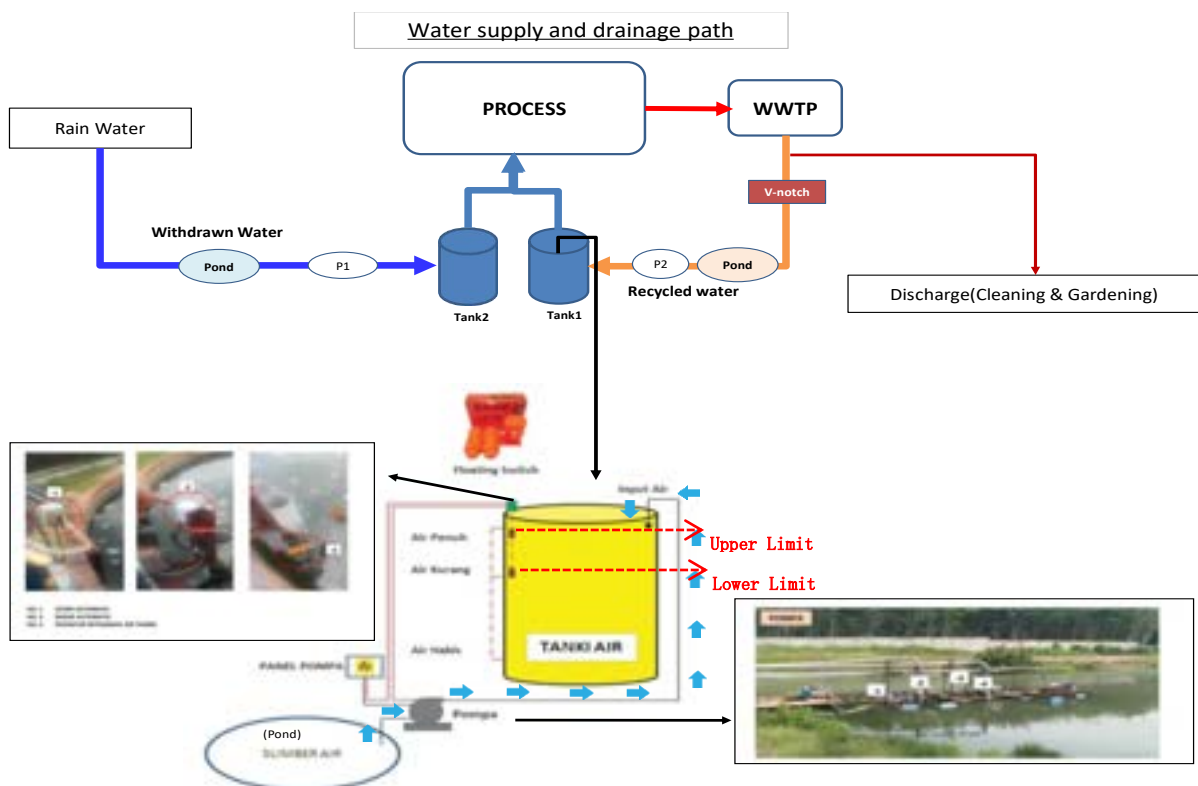
In 2019 PT Polykencana has made improvements in controlling water usage, by installing Switch Control with a Float Switch on the tank, so that the pump will work automatically, controlled by the Floating Switch on the tank.

1. Purpose of the "Control Switch" installation:

We can control the water flow easily, save time, Maintain the contents of water reservoirs, As a controller, automatic buoys are useful for maintaining and ensuring the fill of water reservoirs according to the level Upper and lower limit of occupancy in water reservoirs.

2. Installing level switch at the water reservoir tank

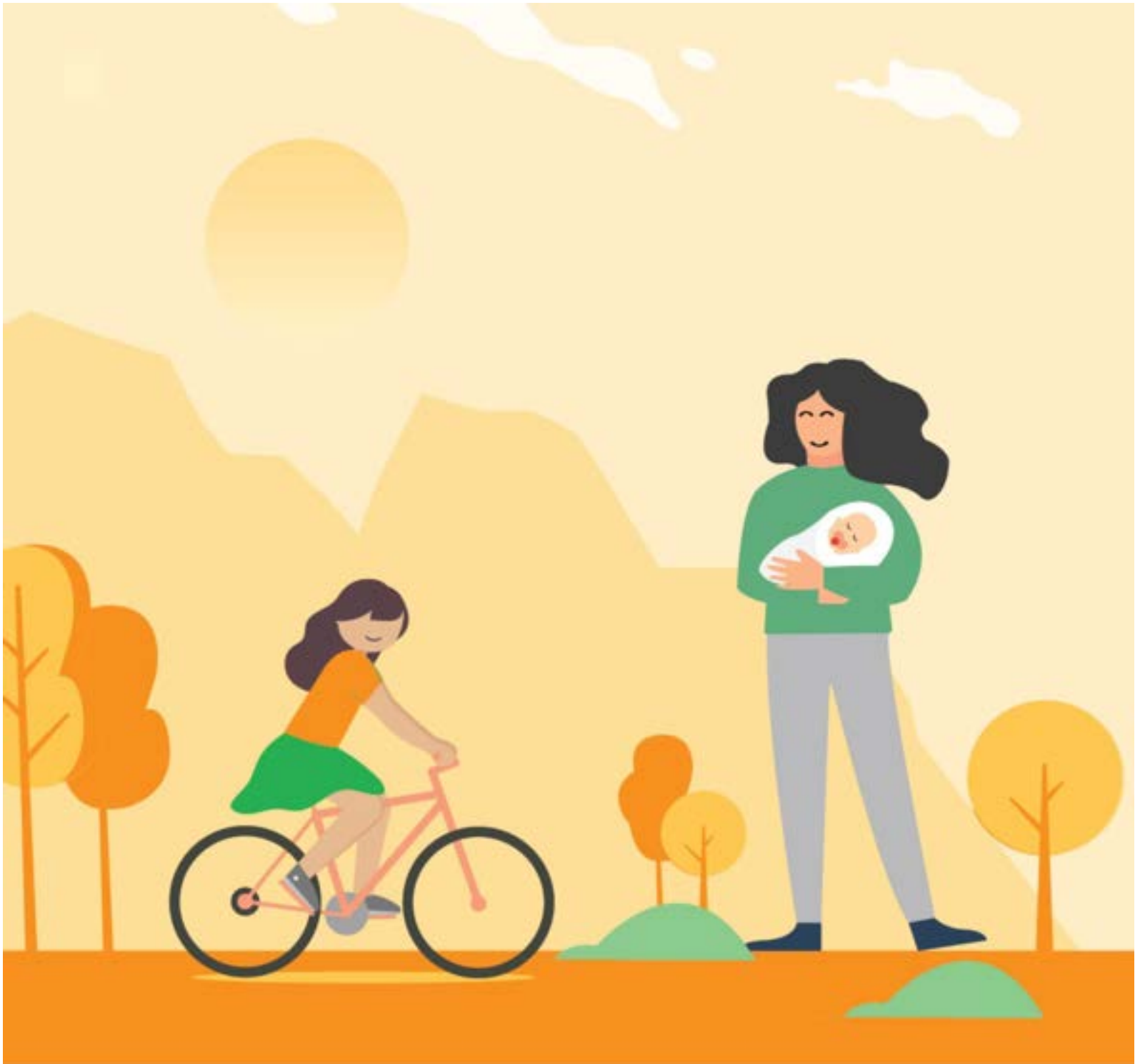
Float Level Switch is a type of contact liquid level sensor that uses a float to operate the switch. A float switch is usually used to control a pump when the liquid level rises or falls to a certain point.



3. Mechanism how the Floating Switch works is:

The float switch consists of a hollow floating object and an internal switch, also called a sensor. the working principle of opening/closing is because gravity and the water level that moves the float switch vertically up or down are the same. Therefore, a mechanical switch creates a turn on or turn off electrical circuit limit, the floating indicator will cut off the pump's electricity so that the pump will stop, and this happens continuously so that it doesn't there is water overflowing out.

Social Aspect



Workplace Safety – Health & Safety Risk Assessment



“Workplace Safety” is most material subject in our sustainable activities.

To continue “Zero Accident Days” in all our factories, our activities are:

- Daily Safety Talk at each site of factory before start operation
- Daily/monthly safety check on equipment
- Monthly 5S Internal Audit, and Yearly Health & Safety Risk Assessment

We would like to introduce our “Health & Safety Risk Assessment” in 2022.

In 2021, we reviewed the concept of “Likelihood” in “Risk Assessment” category to be “Likelihood = Frequency + Probability” by adding “Frequency” (=Frequency and duration of exposure to hazards).

In 2022, we reviewed the rating standards of assessors to be stricter to expect worst case.

(-details are explained by CSR manager in the other part.)

After assessment, our most effort is “Analysis of problems” and “Corrective Actions” from Analysis,



Hereafter, our factories summary reports of “Health & Safety Risk Assessment 2022” report:

Workplace Safety



YUDHI FIRSTRA
CSR Manager, Southland

(1) Health & Safety Risk Assessment

aa. Correction & Re-doing on 2022 H&S Risk Assessment

+ Scoring (Risk = Severity x Likelihood)

- To evaluate the worst score in Severity in a possible accident
- Not to overestimate the hazard prevention by “protective equipment” and “work instructions/SOPs” which may not reduce the risk of “Likelihood”.

+ Purpose

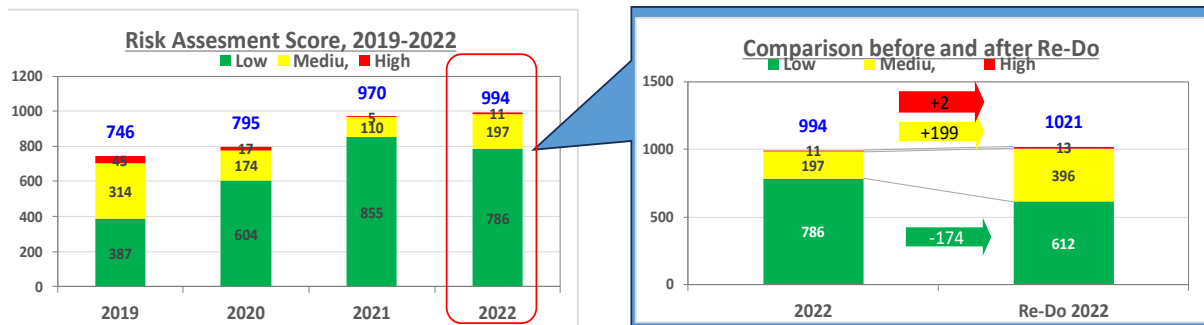
“The purpose of H&S Risk Assessment” is to prevent work accidents, by revealing as many workplace risks as possible to the organization, in strict evaluation of the possible worst case, to get the full awareness of the risk in the organization.

Because the lax evaluation of the risk is to hide it as a result and to undermine the achievement of the workplace safety.

bb. Comparison chart of numbers of hazards after Re-doing:

+ Result after Re-doing



Medium & High risks increased but Low risks decreased, it can be said that strict risk evaluation achieved.



(2) H&S Check in 5S activity 2022

The 5S meeting communication was implemented after the internal audit was carried out to discuss and review the performance of the audit results that had been carried out by the 5S Internal audit team.

Example topics of H&S issues and corrective actions at factories 5S meetings.

Item Based on Checklist Audit	Founding	Action Taken	After
H&S Are Fire Extinguishers provided at designated places with indication ? Apakah alat kebakaran disediakan di tempat degan indikasinya?	The fire extangusher forklift is out of place	CA : Reinstall all safety devices and make sure all function PA : make sure the fire extinguisher is on the forklift, the operator will check and make sure there is one before and after using the forklift	
H&S Any Instruction of wearing PPE for Safety in Standard Procedures ? ---Indication , SOP adakah instuksi untuk penggunaan APD dan prosedue standarnya -- Indikasi, SOP	Found Extangusher fire inspection not updating	CA: Conduct a fire extangusher check every time and fill in the inspection record after checking PA: Safety consistently checks every fire extangusher according to the monthly fire extangusher inspection schedule	

(3) ISO45001 accreditation

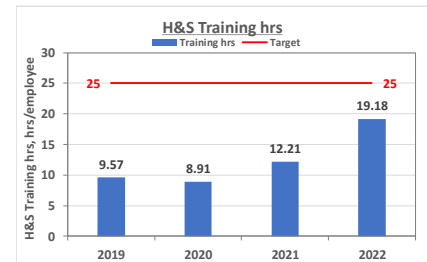
Until End 2022. All our factory certified ISO 45001 100 %

Factory Name	Code	ISO 45001 Accreditation Date
PT. Bintang Gasing Persada	SFX	17 July 2019
PT. Abaisiat Raya	SFB	20 October 2021
PT. Bintang Borneo Persada	KCA	15 November 2021
PT. Kota Niaga Raya	KBO	23 November 2021
PT. Polykencana Raya	SGY	20 June 2022

(4) Training

Our target is to achieve H&S training per employee more than 25 hours per year by or before 2030.

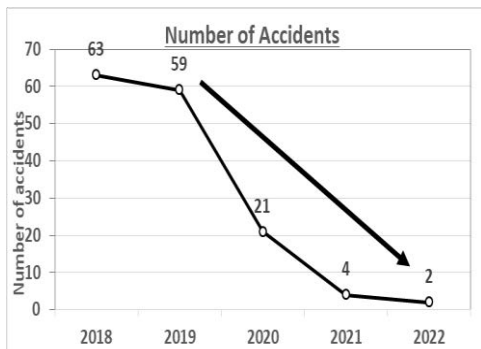
We carried out training on occupational health and safety to workers, including emergency response, use of personal protective equipment and other risks that have an impact on occupational health and safety, training hour per employee.



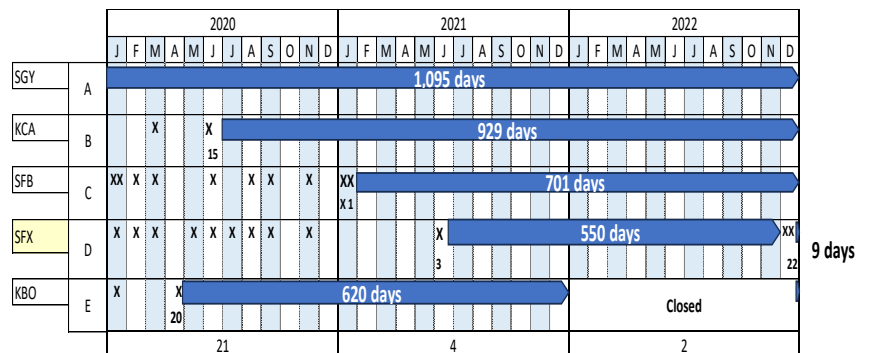
(5) Result of safety Performance

The decrease in the number of accidents is quite significant, but at the end of December 2022 there were 2 accident cases in one of factory, and we start counting zero accident days of that factory from the day of the last case of 2 accidents and we are still trying to consistently achieve zero accidents to achieve the target.

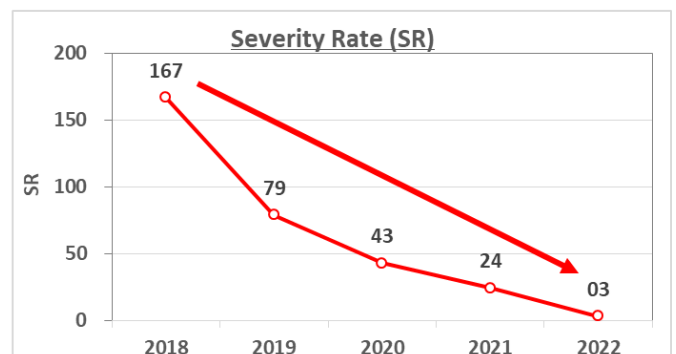
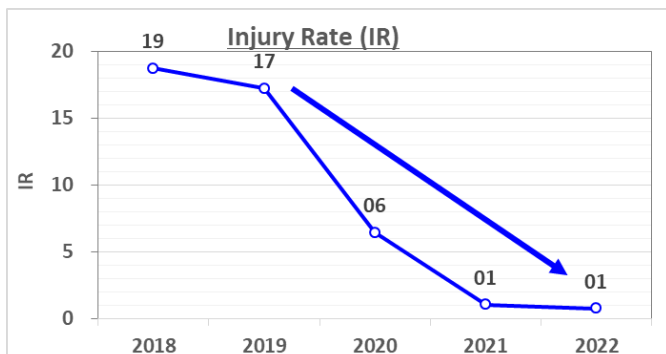
① Number of accidents



② Number of consecutive days with zero accidents



③ Injury Rate and Severity Rate



④ zero-accident promotion by Training, safety talks and also sign board information.



Training Material zero accident and hazard identification



Health & Safety Detailed Risk Assessment Result 2022

PT. Bintang Borneo Persada (KCA)

KCA is a company that has received ISO 45001 certification: 2018 which regulates occupational safety and health management systems. One of the things that must be done is to prevent work accidents or occupational diseases.

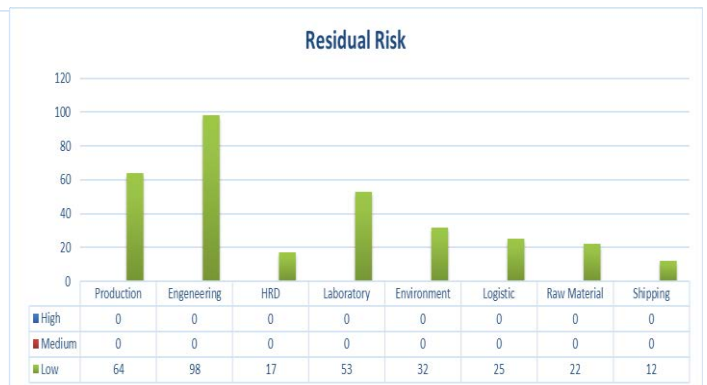
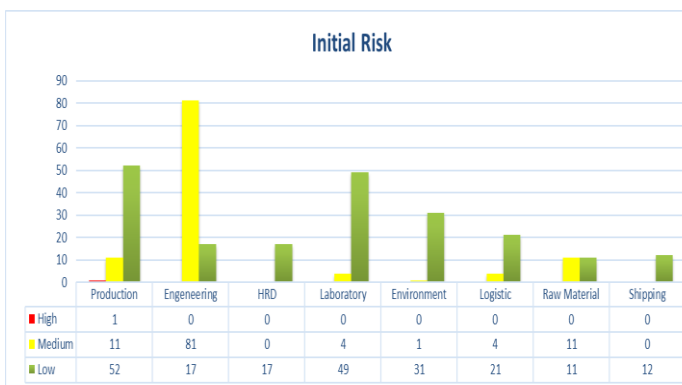
To identify this, KCA uses HIRA (Hazard Identification Risk Assessment) which aims to prevent potential work accidents that may occur in the work environment as well as to identify hazards, risk assessment, and determination of controls.

Here are the results of the health and safety risk assessment in 2022:

Number of Hazards Detected with Risk Level 2022		
Item	Initial Risk	Residual Risk
High	1	0
Medium	112	0
Low	210	323
Total	323	323





The total risk level is then breakdown by all departments where each section is required to make improvements if there are Medium and Hight categories.

No	Department	Risk Level							
		Initial Risk			Total	Residual Risk			Total
		High	Medium	Low		High	Medium	Low	
1	Production	1	11	52	64	-	-	64	64
2	Engineering	-	81	17	98	-	-	98	98
3	HRD	-	-	17	17	-	-	17	17
4	Laboratory	-	4	49	53	-	-	53	53
5	Environment	-	1	31	32	-	-	32	32
6	Logistic	-	4	21	25	-	-	25	25
7	Raw Material	-	11	11	22	-	-	22	22
8	Shipping	-	-	12	12	-	-	12	12
Total		1	112	210	323	0	0	323	323



The following is an improvement from the highest score included for the High category.

No. Risk	Activity	Aspect Health and Safety	Impact	Initial Risk					Determination of Risk Control					Residual Risk					PIC	Due date
				Likelihood			Severity	L*S	Prevention	Substitution	Engineering	Administratif/warning/sign/Training	PPE	Likelihood			Severity	L*S		
				Probability	Frequency	L								Probability	Frequency	L				
PR 4	Twin screw PreBreaker Wet Line Process	Pull out sticking rubber from TSPB	Falling into the machine	2	1.5	3.5	5	17.5	-	-	Installed Reverse Button with emergency lamp warning	Create SOP and socialization to worker	-	0.5	0.5	1	2	2	Edy	1/11/2022
PR 27	Elevator Dry House Process	Use of elevator to send blankets to Dry House	crushed by Lift or hoist	1	2	3	5	15	Elevator railing every floor	-	-	Install rotary lamp warning lights and elevator capacity information	-	0.5	1.5	2	2	4	Edy	2/10/2022

No. Risk	Problem	Impact	Corrective Action	Photo		PIC	Due date
PR 4	Worker enters the TSPB machine to remove the stuck rubber	serious work accidents	1.Reverse button installed with an emergency light warning that serves to reverse the engine rotation if blocked. 2. Create SOP and socialization to worker			Eddy	1/11/2022
PR 27	lack of warning on the elevator used to send blankets to the dry house	crushed by elevator	1.Install a rotary lamp as a warning if the elevator is in use. 2.Elevator capacity information and safety sign			Eddy	2/10/2022

These improvements are reviewed every 6 months by each department in accordance with the standard operational procedures that have been determined.

Health & Safety Detailed Risk Assessment 2022

PT. Abaisiat Raya (SFB)

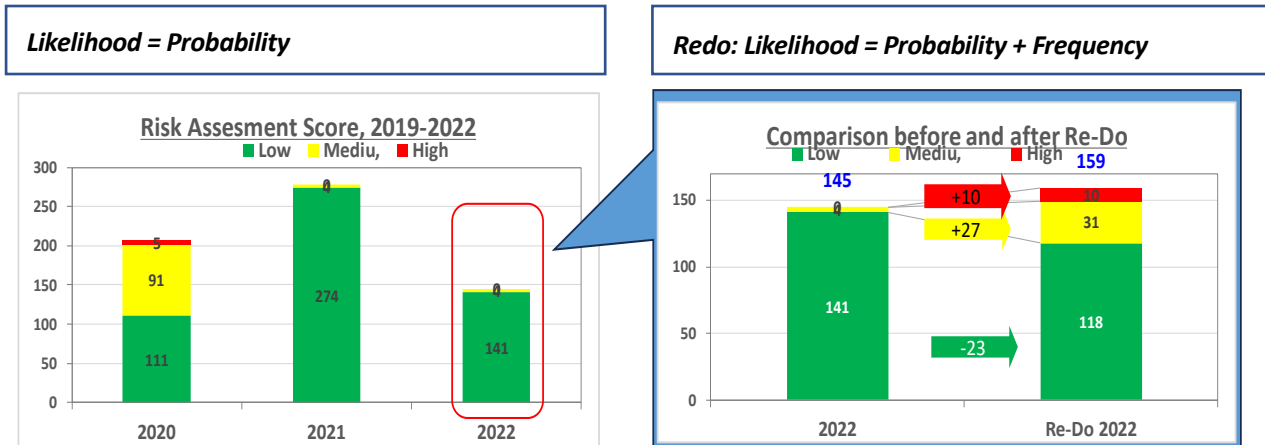
We used this method to conduct the HIRADC H&S risk assessment.

Risk = Likelihood x Severity

And in 2022, we improved its risk assessment methodology by adding frequency to the likelihood category.

Risk = (Probability + Frequency) x Severity

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





In 2022 Change method for measure Likelihood became:

Likelihood = Probability + Frequency

Changes after improvement are:

- The risk category High is from 0 to 10 because access to activities every day is likely to occur

SFB Safety continuous improvement is:

Area	Risk	Corrective Action	Finish Date	Photo
Milling	Hit by Forklift and Loader	Make walkway for pedestrian and separate path for loader and forklift	December 2022	
Hanging	Burning when welding at the drying house	Provide fire extinguisher in hanging house and make work instruction for welding at the drying house	December 2022	

Health & Safety Detailed Risk Assessment Result 2022

PT. Bintang Gasing Persada (SFX)

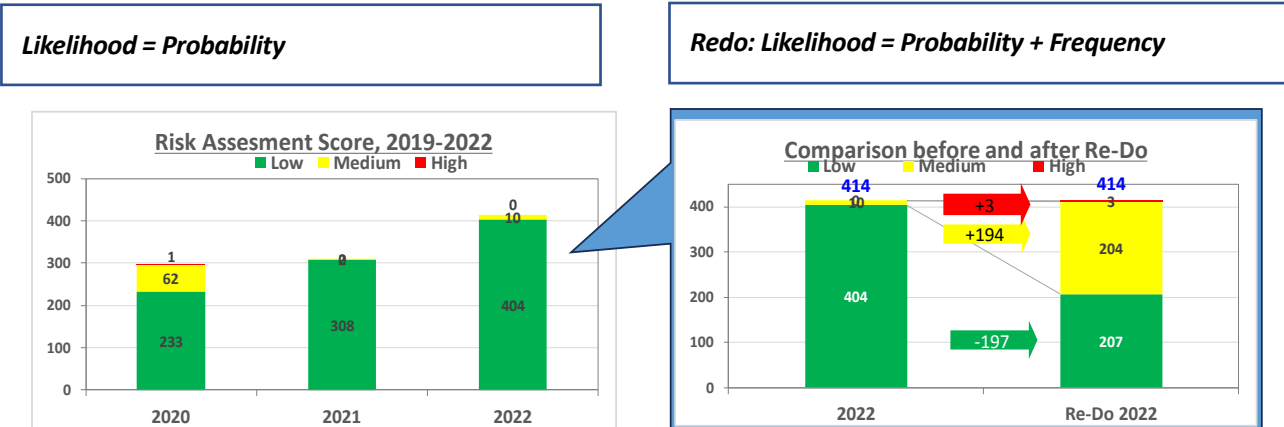
We used this method to conduct the HIRADC H&S risk assessment.

Risk = Likelihood x Severity




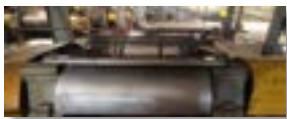

And in 2022, we improved its risk assessment methodology by adding frequency to the likelihood category.

Risk = (Probability + Frequency) x Severity

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



Corrective Actions Table 2022

NO	Problem	Follow-Up	Person Responsible	Photo	Activity
1	The knife in the reweigh section is too long	Modify blade size	MTC	 	Bandela Rebailing (Penimbangan Ulang Bandela)
2	CP Engine Safety Cover from the rear	Modification of the CP Engine Safety Cover from the rear and installation of an emergency stop lane	MTC	 	Creeper Wet Process
3	No handrail yet	Handrail installation	MTC		Area Wet Process

Health & Safety Detailed Risk Assessment Result 2022

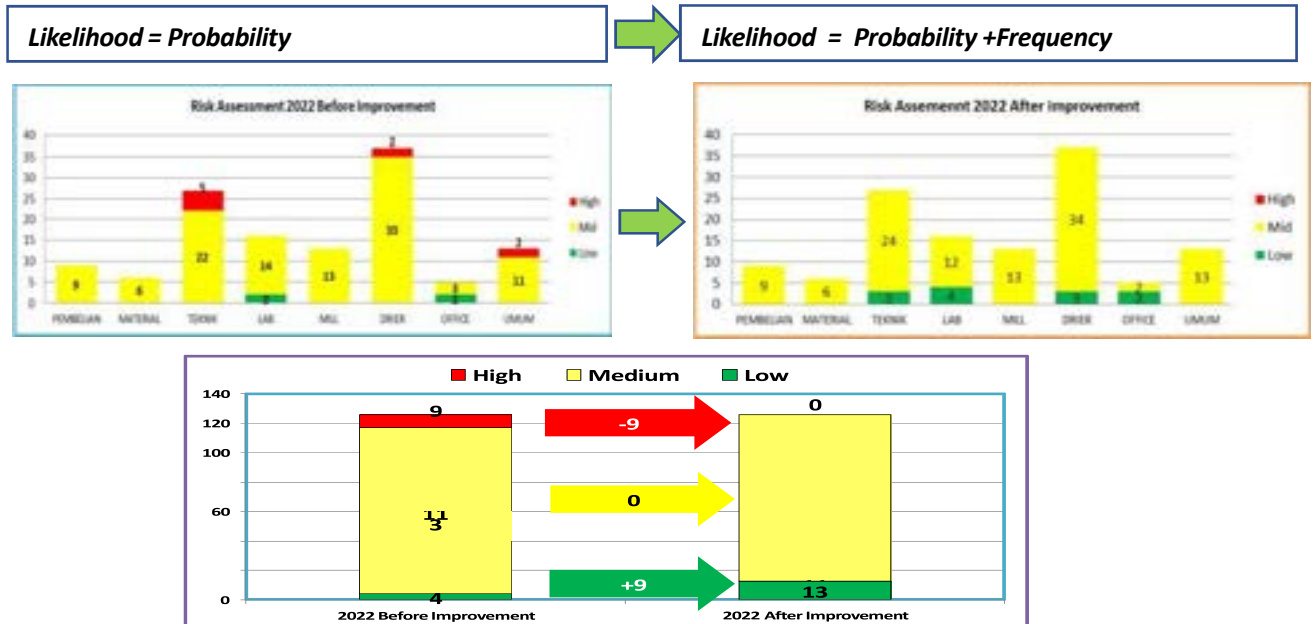
PT. Polykencana Raya (SGY)

We began conducting HIRADC H&S Risk Assessments in 2022 and received ISO 45001 certification. on 19 June 2022, the assessment was carried out using the below equation.

Risk = Likelihood x Severity

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

Risk = (Probability + Frequency) x Severity



Changed after improvement:



High category risk from 9 to 0 because:

- Corrective action has been taken to reduce the risk in several areas in the High category, and a reassessment of the risk value has been carried out.

Low category risk from 4 to 13 because:

- After the reassessment is carried out, the risk in the High category decreases and changed to Low Category resulting low category increases.

Example CA from High Risk

Area	Risk	Corrective Action	Finish Date	Photo
Technic	Short circuit in an electrical system.	1- Creating a Work Instruction for Electrical Installation Repair. 2- Providing PPE for Electrical Technicians.	15 March 2022	
Production	Falling off the ladder.	1. Ensuring adequate lighting along the stairway. 2. Creating signs and markings on the ladder for ascending and descending."	18 April 2022	

Workplace Safety

Joint Labor Management Health & Safety Meeting



For the Workplace Health and Safety, we have “Joint Labor Management Health & Safety Meetings every quarter – meeting among employees’ representatives and management- to directly listen to workers request/proposal/suggestion and discuss on health & Safety issues at workplace. To improve workplace safety, we stress Interactive communication with workers, analysis of issues, and take corrective action.



Hereafter our factories’ summary reports of 2022 Joint Labor Management Health and Safety meetings:

Joint Labor-Management Health and Safety Meeting 2022

PT. Bintang Borneo Persada (KCA)

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

The Joint Labor-Management Health and Safety Meeting Procedure is held every 3 months on March 06, June 26, September 06, and November 17. 2022 which is attended by the General Manager, all Division Heads, HS staff, Trade Unions, and Non-Trade Unions. The average number of participants who attended each meeting was 35 people equipped with a meeting attendance list.

Worker Side				Management Side		
No.	Name	Position	Status in meeting	No.	Name	Position
1	Ari Syaifri	QC Packing line	Worker Union	1	Merly	General Manager
2	Marham	QC Milling	Non Worker Union	2	Sokip Bunsil	HRD
3	Hamdi	Foreman GR	Non Worker Union	3	Eddy Hartono	Production
4	Mulyadi	Spv Milling	Worker Union	4	Aman	Engineering
5	Abdul Hamid	QA	Worker Union	5	Rahmat Riduan	HSE-LAB
6	Helania Rossa	Kont. Milling	Worker Union	6	Claudius Telpatran	QMR
7	Yusfina Suci	Kont. Dryer	Non Worker Union	7	Novi	Engineering
8	Laina R.	Control Document	Non Worker Union	8	Ihsan Adi Prayogo	Shipping
9	Erita Adah	Spv QC	Non Worker Union			
10	Syahral R	Engineering	Non Worker Union			
11	Samet	Engineering	Non Worker Union			
12	Dehtan	Engineering	Non Worker Union			
13	Uhay	Shipping	Non Worker Union			
14	Manji	Engineering	Non Worker Union			
15	Anife	Capkang	Worker Union			
16	Menadi	Capkang	Worker Union			
17	Acio	Capkang	Worker Union			
18	Suhan	Press	Worker Union			
19	Udin	Press	Worker Union			
20	Salamun	Raw Material	Worker Union			
21	Piktorius	Spv Dryer	Non Worker Union			
22	Hian Bun	Foreman DRI	Non Worker Union			
23	Rasuki	Foreman GR	Non Worker Union			
24	Wawan Sandi	QC Packing line	Non Worker Union			
25	Edi yanto	Spv Dryer	Non Worker Union			
26	Fransiskus	Spv Dryer	Non Worker Union			
27	Jungung	Spv Dryer	Non Worker Union			



Participants from labor representatives provided input or findings related to safety in the workplace and received a positive response from management to minimize or eliminate accidents, as for the summary of points for 2022 as follows:

No	Problem	Dept.	Impact	Corrective Action	Responsible	Date of completion	Status	Before	After
1	Broken battens could potentially fall on janitors	Production / Foreman DH	Struck / Accident occurs	Checking DH wood and replacing damaged ones. Providing protective helmets / Safety helmet for DH cleaning workers	Tri Wibowo	15-Jan-23	Done		
2	Blanket folders in the milling area are often splashed with water from the conveyor.	Production / Worker Union	Eye irritation	Engineering tools by adding plates on the left and right sides of the conveyor so that no water splashes occur	Tri Wibowo / Aman	February 2023	Done		
3	High temperature in the sample cutting area and press contamination (Heat)	Production / SPV Dryer	Dehydration	Provide a fan	Eddy / Aman	5 December 2022	Done		
4	Jumbo slab cutter has no board/ladder	Production / SPV Milling	Fall / Work Accident	Creating an access ladder to the jumbo slab cutter	Eddy / Aman	Januari 2023	Done		
5	No mask and special gloves and goggles for checking Oprhaz (PHZ-100)	QC Packing	Inhalation/exposure to Oprhaz liquid (PHZ-100)	Providing PPE such as masks and gloves and special chemical checking glasses	Tri Wibowo	15-Jan-23	Done		
6	There are no special masks and gloves for checking the B3 room.	Env	Inhalation/exposure to liquids or chemicals	Providing PPE such as masks and gloves specifically for checking chemicals	Tri Wibowo	15-Jan-23	Done		
7	Many workers' flame vests in the RM section have been damaged.	Raw Material	employees are not visible and easily hit by forklifts	Need to add scott light vests for daily use	Tri Wibowo / Rati	15-Feb-23	Done		
8	The first aid kit often runs out of contents	Production/ SPV Dryer	Too late to perform first aid	Frequently check the contents of the first aid kit and padlock the first aid kit.	Tri Wibowo	21-Nov-22	Done		
9	Lack of lighting in the Granulator area	Foreman Granulator	Tripping, slipping, bumping	Provide sufficient lighting in the GR area	Aman	12 December 2022	Done		
10	Stock contacts in the GR 2 area are often electrocuted	Foreman Granulator	Electrocuted	Checking the stock contacts of GR 2	Aman	12-Dec-23	Done		
11	Room temperature in GR area is hot	Foreman Granulator	Dehydration	Provide a fan	Eddy / Aman	05 December 2022	Done		

The findings that have been corrected and completed by the person in charge of each section will continue to be followed up, checked by the HSE team, and discussed at the next meeting.

Joint Labor Management Health and Safety Meeting 2022

PT Abaisiat Raya (SFB)

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

In order to provide a safe and healthful workplace condition (to prevent accidents, injury and illness) one of the things that company does is to conduct the effective communication by joint labor management health and safety meeting.

The Joint Labor-Management Health and Safety Meeting Procedure in PT Abaisiat Raya is held every 3 months. In 2022, held on February 26, May 19, August 31, and November 17, 2022.

The meetings are attended by members of Occupational Safety and Health Committee (P2K3), consisting of Management (GM, Assistant GM, HRD, HS, Head of Department), Worker Representatives and Labor Union Representatives. Attendants are normally 10-11 members.

Here are the Summary Joint Labor Management Health and Safety Meetings 2022:

Date	Problem	Authorized	Action Plan	Responsible	Date of Completion
26/02/2022	The 2022 annual provision of Personal Protective Equipment (PPE) to interns employee is still not complete	Worker	Providing 2022 annual Personal Protective Equipment (PPE) to intern employees	HS	01/03/2022
26/02/2022	Employee who work do not use Personal Protective Equipment (PPE)	HRD	Take action with warning the employee who work do not use Personal Protective Equipment (PPE). And if there is repeat case, the	HS	01/03/2022
26/02/2022	Masks for Compound area workers are not effective for health	Worker	Replace with suitable masks for employees working in the Compound area	HS	01/03/2022
26/02/2022	Personal Protective Equipment (PPE) in the form of shoes if they are damaged before the replacement time	Labor Union & Worker	Discuss with management regarding problems. And the result is if still there is spare shoes the shoes will be replace but if there is no spare shoes, the worker should change by themselves	Management	01/03/2022
19/05/2022	Many of the emergency response teams and P2K3 teams have resigned, so a new team is needed.	P2K3	Formation of a new emergency response team and P2K3 Team and retraining the entire team	HS	20/05/2022
9/05/2022	Work areas that are at risk of work accidents such as broken wood and damaged roads must be repaired immediately	Worker	Carrying out repairs by the general section and safety staff always checks conditions by inspection routinely	HS & General	24/05/2022
31/08/2022	Safety talks are not yet held every day	HS	Safety talks are held every day with different divisions, so each division will have a safety talk once a week	HS	03/09/2022
31/08/2022	Compound members uniforms get dirty quickly because of the work location	Worker	Because the compound work location allows work clothes to be worn only once a day, so if an employee's clothes are dirty the next day they are allowed not to wear uniforms.	HS & HRD	03/09/2022
31/08/2022	The PPE given to new employees was damaged	HS	Providing PPE to new employees must be PPE that is suitable for use by employees, so that it does not easily become damaged in a short	HS	03/09/2022
31/08/2022	New HS work program	HS & Labor Union	Inform SP-Abar about the new HS work program so that all employees know the new HS work system and program	HS	03/09/2022
17/11/2022	Annual 2023 provision of Personal Protective Equipment (PPE) to employees	Worker	Provide annual employee Personal Protective Equipment (PPE) in February 2023	HRD & HS	02/02/2023
17/11/2022	Employees who work do not use Personal Protective Equipment (PPE)	HRD	Take action in the form of warnings and sanctions against employees	HS	18/11/2022
17/11/2022	Wearing sandals in the factory area	Worker	Socialization and prohibition against wearing sandals in the factory area	HRD & HS	20/11/2022

Joint Labor Management Health and Safety Meeting 2022

PT. Bintang Gasing Persada (SFX)

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

PT Bintang Gasing Persada (SFX) carry out The Joint Labor-Management Health and Safety Meeting Procedure is held every 3 months on March 31, June 30, September 30, and December 31. 2022. Attended by members of P2K3 (Occupational Safety and Health Advisory Committee) consisting of Management, Worker Representatives and Labor Union Representatives.

PT Bintang Gasing Persada

DAFTAR HADIR / ATTENDANCE LIST

Waktu / Tanggal : 02/07/2022
 Pukul : 09.00 - 10.00
 Tempat : Ruang Meeting
 Acara : Rapat P2K3 Periode (April - Juni 2022)

No	Nama Name	Jabatan Occupation	Tanda Tangan Signature
1.	Carl Pransel	Lab	
2.	Tri Sula Sari	HR	
3.	Andi	HR	
4.	Indah	HR	
5.	Indah	HR	
6.	Indah	HR	
7.	Indah	HR	
8.	Indah	HR	
9.	Indah	HR	
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22.	Indah	HR	
23.	Indah	HR	
24.	Indah	HR	
25.	Indah	HR	
26.	Indah	HR	

PT Bintang Gasing Persada

DAFTAR HADIR / ATTENDANCE LIST

Waktu / Tanggal : 30/06/2022
 Pukul : 09.00 - 10.00
 Tempat : Ruang Meeting 0208
 Acara : Rapat P2K3 Periode (Apr - Jun 2022)

No	Nama Name	Jabatan Occupation	Tanda Tangan Signature
1.	Carl Pransel	Lab	
2.	Tri Sula Sari	HR	
3.	Andi	HR	
4.	Indah	HR	
5.	Indah	HR	
6.	Indah	HR	
7.	Indah	HR	
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26.	Indah	HR	

PT Bintang Gasing Persada

DAFTAR HADIR / ATTENDANCE LIST

Waktu / Tanggal : 30/09/2022
 Pukul : 09.00 - 10.00
 Tempat : Ruang Meeting
 Acara : Rapat P2K3 Periode (Jul - September 2022)

No	Nama Name	Jabatan Occupation	Tanda Tangan Signature
1.	Carl Pransel	Lab	
2.	Tri Sula Sari	HR	
3.	Andi	HR	
4.	Indah	HR	
5.	Indah	HR	
6.	Indah	HR	
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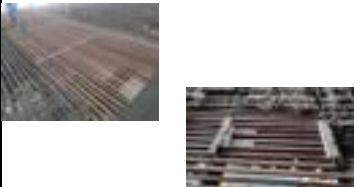



PT Bintang Gasing Persada






DAFTAR HADIR / ATTENDANCE LIST

Waktu / Tanggal : 31/12/2022
 Pukul : 09.00 - 10.00
 Tempat : Ruang Meeting 0208
 Acara : Rapat P2K3 Periode (Oktober - Desember 2022)

No	Nama Name	Jabatan Occupation	Tanda Tangan Signature
1.	Carl Pransel	Lab	
2.	Tri Sula Sari	HR	
3.	Andi	HR	
4.	Indah	HR	
5.	Indah	HR	
6.	Indah	HR	
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26.	Indah	HR	

RESULT JOIN LABOR MANAGEMENT HEALTH AND SAFETY MEETING

NO	Date Of H&S Meeting	Problem	Impact	Corrective Action	Responsible	Complete (M/Y)	Status	Photo
1	Maret 2022	There is no Welding Screen for welding and grinding work areas in the MTC area	Welding sparks can spread widely	Welding Screen was created for the welding and grinding work area in the MTC area	MTC	Apr 2022	OKE	
2	Maret 2022	The export section of the LPG gas cylinder trolley does not yet have a fire extinguisher	Because LPG cylinders are used for the packaging burning process potential fire hazard	Create space for fire extinguishers on LPG gas cylinder trolleys in the export section	MTC	Apr 2022	OKE	
3	Juni 2022	The wood in the drying room is porous	Workers in the area can fall if the wood breaks	Continuous repair of the drying room	MTC, PRD, VENDOR	July 2022	CONTINUE	
4	Juni 2022	There is no Eye Wash in the Laboratory Area yet	Potential danger of exposure to chemicals on the body and eyes	Addition of Eye Wash in the Laboratory Area	HSE, HRGA	July 2022	OKE	
5	Juni 2022	Genset and Dryer Chimney Sampling Holes	Not in accordance with government standards	Addition of Genset and Dryer Chimney Sampling Holes	MTC, HSE	Sep 2022	OKE	
6	Juni 2022	Domestic waste	Not in accordance with government standards	Addition of ROOF in the Domestic Waste section	MTC, HSE	July 2022	OKE	

7	Juni 2022	Earplugs replaced with Earmuffs	There may be a decrease in the quality of the worker's hearing	Earplug replace Earmuff	HSE, PRD	July 2022	OKE	
8	Juni 2022	The gutters in the electrical area are porous	The gutter can fall at any time	Gutter repair	MTC, VENDOR	Sep 2022	OKE	
9	Juni 2022	Raw material control tank	Not in accordance with government standards	Control Body Roof Repair	MTC, VENDOR	Aug 2022	OKE	
10	September 2022	LB3 TPS Capacity	Insufficient warehouse capacity	Expansion of TPS LB3	HRGA	May 2023	OKE	
11	September 2022	The rail and lift cage 3A damaged	Potentially dangerous and cannot be licensed by the government	Repair rail and lift cage 3A	MTC, VENDOR	Sep 2022	OKE	
12	December 2022	Maximum Elevator Load	Not in accordance with government standards	Installation of the identity of the maximum lift load	MTC	Jan 2023	OKE	

Attached are the findings above which have been followed up by the person in charge of each area.

Fair Employment Practices – Employee Satisfaction Survey



To have as many as all employees' voices on Human Rights & Labor Practices issues, we started "Employee Satisfaction Survey" in 2021.

Our point is "analysis and corrective action".

However, the difficulty in this kind of survey is most of employees to tick "good" or "very good" in answer form of questionnaire. Even in minority answer of "not good", there are some cases for us to be difficult to find out the reason of "no good" through hearing.

In 2023, we will try all employees' satisfaction survey through face-to-face interview at some factories whether we can hear direct, frank voice from employee.



Hereafter our factories summary reports of "Employee Satisfaction Survey":

Employee Satisfaction Survey

PT. Bintang Borneo Persada (KCA)

PT Bintang Borneo Persada (KCA) conducted an Employee Satisfaction Survey of Staff and Workers starting in January 2021 for the 2020 survey and then continued with surveys every other year. The 2021 survey was conducted in January 2022 and the 2022 survey was conducted in January 2023. The purpose of the Employee Satisfaction Survey is to ensure that employee satisfaction is monitored and measured for evaluation and feedback for continuous improvement.

The program consists of: Distribution of the Questionnaires, Collect the Questionnaires, Analysis, Report by HR, Evaluation by HR, HOD and GM.

1.Questionnaires & Survey Result 2022 for Staff

There were 100% of the 34 KCA staff who participated in the survey, with the following results:

No	Dimension	Questionnaires	Yes	No
1	Working Position	Are you able to accept the greater responsibility given by your leaders?	100%	0
2		Is your cooperation and communication well established with your team or other departments in your work area?	100%	0
3	Working Environment	Is your current work environment encouraging you to complete work efficiently and on time?	94%	6%
4		Are the existing work equipment in your work environment adequate to support your work?	88%	12%
5		What do you think about safety in your current workplace?	97%	3%
6		What do you think about health in your current workplace?	97%	3%
7	Management	Has the management paid attention to your work, work environment, and your welfare as an employee?	85%	15%
8		Has the management been involved and is also responsible for all decisions taken?	85%	15%
9	Carrier	Do you feel motivated if there is have a clear promotion and career development?	94%	6%
10		Do you feel your career will be develop in this company in the future?	85%	15%

2. Questionnaires & Survey Result 2022 for Worker

There were 100% of the 189 KCA Worker who participated in the survey, with the following results:

No	Dimension	Questionnaires	Yes	No
1	Working Position	1. Do you live your current job with passion and joy?	91%	9%
2		2. Is your job now accordance with your education, abilities and expertise?	91%	9%
3	Working Environment	3. Does your boss give you the opportunity to share your ideas or advice in solving problems?	87%	13%
4		4. Are you feel comfortable with the environment, health and safety of your current work area?	88%	12%
5		5. Is your cooperation and communication well established with your boss or other departments in your work area?	93%	7%
6		6. Are the existing work equipment in your work environment adequate to support your work?	85%	15%
7	Management	7. Are you willing to obey and carry out the orders of your superiors and supervisors?	94%	6%
8		8. Has a Management taken action if Discrimination, harassment, violence or violations are found in your workplace?	92%	8%
9	Carrier	9. Are you satisfied with the good working conditions and the facilities provided by the company?	89%	11%
10		10. Do you feel motivated if there is have a clear promotion and career development?	100%	0%

3. Corrective Action 2022.

No	Category	Questionnaires	%	Issue	Problem	Corective Action	PIC
1	Staff	Is your current work environment encouraging you to complete work efficiently and on time?	6%	Job responsibility	Division of tasks or unbalanced	The head of each department makes a to do list for each subordinate's work.	HOD
2	Staff	Are the existing work equipment in your work environment adequate to support your work?	12%	Work facilities	Work equipment such as PCs and laptops often have problems	Perform routine PC and Laptop checks periodically by calling a competent technician.	HRD
3	Staff	What do you think about safety in your current workplace?	3%	Loss of goods	Loss of goods by one of the staff in the office	Install CCTV and ensure the placement of company and personal items can be controlled	HRD
4	Staff	What do you think about health in your current workplace?	3%	Occupational health	Management pays less attention to occupational health	Conducting MCU to all employees	EHS
5	Staff	Has the management paid attention to your work, work environment, and your welfare as an employee?	15%	Wages and bonuses	Some staff feel that salaries and work allowances are lacking	Conducting performance appraisals based on KPIs	GM

No	Category	Questionnaires	%	Issue	Problem	Corective Action	PIC
6	Staff	Has the management been involved and is also responsible for all decisions taken?	15%	Indiscipline	if there is a violation, it is not processed immediately	Socialize to staff and report immediately if you see a violation.	HRD
7	Staff	Do you feel your career will be develop in this company in the future?	15%	Career	Some staff lack confidence in their careers due to raw material constraints	The management and HRD make a plan to strengthen existing personnel positions. Develop mental and personnel mindset based on existing positions.	HRD
8	Worker	Do you live your current job with passion and joy?	9%	Work schedule	PTTransfer of parts from Dry line to Wetline	Create good communication between teams to be able to increase familiarity and strengthen comfortable work communication	HRD
9	Worker	Is your job now accordance with your education, abilities and expertise?	9%	Work position	Placement of work positions is not based on educational background	Employee career development is carried out by providing and involving employees by providing work-related training.	HRD
10	Worker	Does your boss give you the opportunity to share your ideas or advice in solving problems?	13%	Problem solving	Delayed response from superiors when there are obstacles in the field	Improve communication between section heads and their members by conducting weekly briefings to initiate communication between parties.	HRD
11	Worker	Are you feel comfortable with the environment, health and safety of your current work area?	12%	Work Area	There are still some work areas that endanger safety in the DH area	Checking and repairing broken wood in DH by HRD periodically (continuously).While cooperating with the Section Head or supervisor concerned	HRD
12	Worker	Is your cooperation and communication well established with your boss or other departments in your work area?	7%	Communication	Lack of communication between employees and management which causes the duration of problem solving.	Conduct regular breifing and meetings.	HOD
13	Worker	Are the existing work equipment in your work environment adequate to support your work?	15%	Work facilities	The equipment used for work is still hampered due to the change of operators (tool keys).	Increase employees' awareness of the importance of maintaining the cleanliness of the work area and the surrounding environment by ensuring 5S activities run well and as expected.	HOD
14	Worker	Are you willing to obey and carry out the orders of your superiors and supervisors?	6%	Communication	Subordinates still do not fully understand superior orders.	Supervisors can work together with members and can accept suggestions or opinions from members so that work runs smoothly.	HOD
15	Worker	Has a Management taken action if Discrimination, harassment, violence or violations are found in your workplace?	8%	Work violations	Management has not fully taken decisive action against employees who commit violations.	Management conducts daily audits or breifing and monitoring to prevent unwanted things from happening.	HOD
16	Worker	Are you satisfied with the good working conditions and the facilities provided by the	11%	Work facilities	Some damaged facilities have not been handled properly	Conduct socialization and training to equipment users	HOD

All corrective actions are followed up by the HR department and then the results are presented during a meeting with employee representatives.

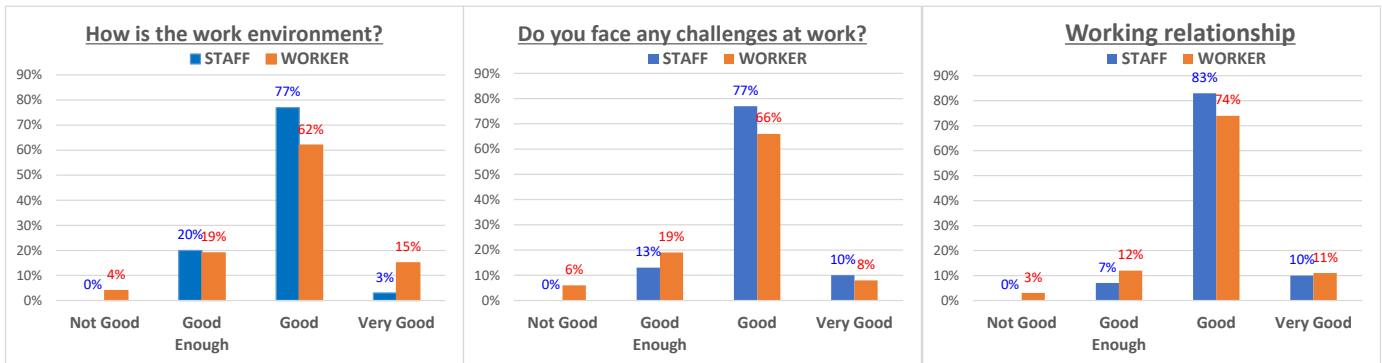
Employee Satisfaction Survey

PT Abaisiat Raya (SFB)

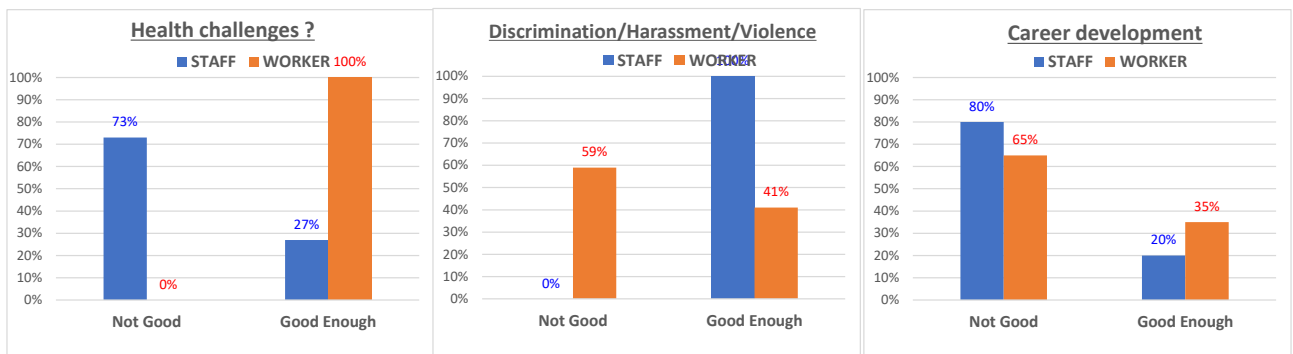
PT Abaisiat Raya (SFB) carry out The Employee Satisfaction Survey of Staff and Worker start from October 2020 then continue survey once a year. Survey 2021 held on October 2021 and survey 2022 held on January 2023. The purpose of Employee Satisfaction Survey is to ensure that employee satisfaction monitored and measure for evaluation and input for continual improvement. The program consists of: Distribution of the Questionnaires, Collect the Questionnaires, Analysis, Report by HR, Evaluation by HR, HOD and GM.

1. Questionnaires & Survey Result 2022

Questionnaires	STAFF				WORKER			
	Not Good	Good Enough	Good	Very Good	Not Good	Good Enough	Good	Very Good
How is the work environment?	0%	20%	77%	3%	4%	19%	62%	15%
Do you face any challenges at work?	0%	13%	77%	10%	6%	19%	66%	8%
Can you describe your working relationship with your colleagues, supervisor, etc ?	0%	7%	83%	10%	3%	12%	74%	11%



Questionnaires	STAFF		WORKER	
	Yes	No	Yes	No
Is there any health challenges at your work place?	73%	27%	0%	100%
Does the discrimination, harassment or violence occur in the workplace?	0%	100%	59%	41%
How would you like your career to develop?	80%	20%	65%	35%



2. Corrective Action 2022

Questionnaires	Category	%	Issue	Problem	Corrective Action
Is there any health challenges at your workplace?	Staff	73	Smell & Office facility	Smell : if the air is damp Office facility : office toilet are squatting, employee are uncomfortable	Smell : HS and environment department ensure periodic odor testing Office facility : The GA section ensure to change with sitting toilet
Is there any risk of injury in the working environment?	Worker	65	Factory facility	a. The roof and gutters are still found to be leaking b. PPE (grinding glasses) easily breaking	a. GA section ensure roof repairs and leaky gutters are in good condition b. HS section ensure the standard quality of grinding glasses PPE
Is there any health challenges at your workplace?	Worker	59	Smell & Noisy	Smell : comes from raw materials and blanket Noisy : comes from the milling production machine	a. HS and environment department ensure periodic odor and noise testing b. HS section ensure the employees wearing PPE c. Management ensure testing working environment

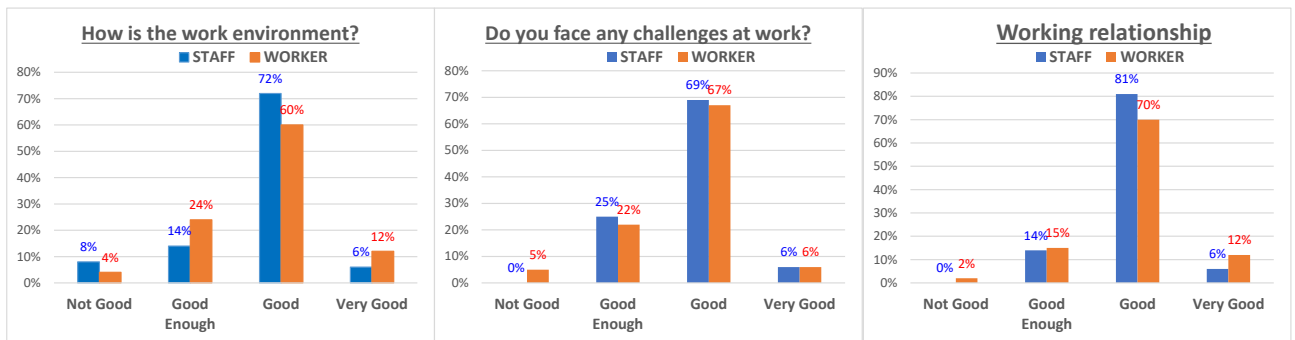
Employee Satisfaction Survey

PT Bintang Gasing Persada (SFX)

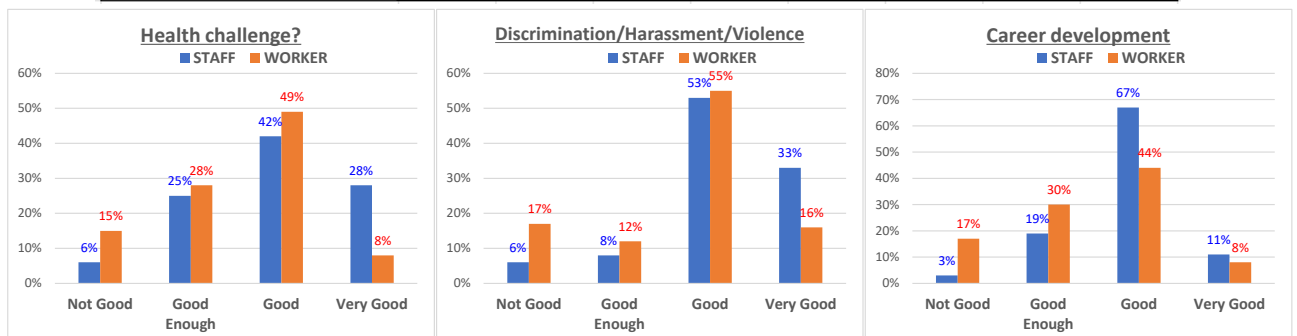
PT Bintang Gasing Persada (SFX) carry out The Employee Satisfaction Survey of Staff and Worker start from December 2022. The purpose of Employee Satisfaction Survey is to ensure that employee satisfaction is always monitored and measured for evaluation and input for continual improvement. The program consists of: Distribution of the Questionnaires, Collect the Questionnaires, Analysis, Report by HR, Evaluation by HR, Manager Department and GM.

1.Questionnaires & Survey Result 2022

Questionnaires	STAFF				WORKER			
	Not Good	Good Enough	Good	Very Good	Not Good	Good Enough	Good	Very Good
How is the work environment?	8%	14%	72%	6%	4%	24%	60%	12%
Do you face any challenges at work?	0%	25%	69%	6%	5%	22%	67%	6%
Can you describe your working relationship with your colleagues, supervisor, etc ?	0%	14%	81%	6%	2%	15%	70%	12%



Questionnaires	STAFF				WORKER			
	Not Good	Good Enough	Good	Very Good	Not Good	Good Enough	Good	Very Good
Is there any health challenges at your work place?	6%	25%	42%	28%	15%	28%	49%	8%
Does the discrimination, harassment or violence occur in the workplace?	6%	8%	53%	33%	17%	12%	55%	16%
How would you like your career to develop?	3%	19%	67%	11%	17%	30%	44%	8%



2. Corrective Action 2022

Questionnaires	Category	%	Issue	Problem	Corrective Action
Are there any health challenges at your workplace?	Worker	17	Dusty	The hanging room area has a lot of dust due to the blanket's descent	<ul style="list-style-type: none"> a. HSE department do dustfall testing once a year b. HSE department also provided mask respirator NP 305 c. HSE department do socialization about using mask in work area with banner and safety talk d. Special medical Check Up (Thorax X-Ray) for hanging room area workers
Is there any risk of injury in the working environment?	Worker	17	Injury & Hanging Room Safety	<p>Injury: There is a potential risk of getting cut while using the cutting knife</p> <p>Hanging Room Safety: The wooden floor has many holes and is fragile</p>	<ul style="list-style-type: none"> a. HSE department give metal glove and ensure the worker use it b. Production Manager & HSE departement Continuously repair wooden floors in hanging rooms by using third party

Human Rights and Labor Practices

Internal Assessment



At the first step of Human Rights & Labor Practices Due Diligence, we started the internal assessment on our factories in accordance with our Human Rights and Labor Practices Policy 2021.

After the assessment, our point is to analyze in which aspect we have large gap from our Human Rights & Labor Practices Policy and to take corrective action.

Further, through internal assessment, we review assessment points to improve.

We will review to add assessment points in Human Rights aspect in 2023 and improve our supplier assessment check sheet in 2024.



Factory clinic at
PT Bintang Gasing Persada (SFX)

Hereafter, our factories' summary report of Human Rights and Labor Practices Internal Assessment 2022:

Human Right & Labor Practices Assessment Report 2022

PT Bintang Borneo Persada (KCA)

1. Review of 2022 assessment results

From 2022 assessment we found two items for the improvement, namely.

- i . Employee Health System and implementation
- ii . Employee Health Communicating and training



Subject	2022
Fair Employment Practice system & implementation	0,90
Fair Employment Practice communication & training	0,83
Employee Health system & Implementation	0,63
Employee Health communication & training	0,38
Human Rights	0,86
Overall Score	0,72

Large Gap for our mandatory actions:

- Training of all relevant employees on health and safety risks and good working practice
- Channels/Mechanism for Employees to report complaint/grievance in work conditions

2. Corrective actions in Large Gap

2.1 Corrective action of Training of all relevant employees on health and safety risks and good working Practice

a. Training of "basic safety action"

- 1) Check tool and equipment Hydrant and on side training operation of Hydrant Monthly by safety staff and engineering department along with the emergency response team.
- 2) Training of operation fire extinguisher for staff and packing worker

b. Establish supervisor rule

- 1) Before start working supervisor must be make sure all item below and share the report every shift at group chart "P2K3" whose members are the Occupational Safety and Health advisory committee.
- 2) Check Items:
 - ① Safety signs are available in each work area
 - ② machine protection equipment is available and work fine

- ③ The machine emergency stop switch has been applied which is in direct contact with workers and work fine
- ④ The available PPE is used by employees

2.2. Channels/Mechanism for Employees to report complaint/grievance in work conditions

a. Labor-Management H&S Meeting

Conduct Labor-Management H&S meeting every 3 months with corrective action below:

3. Corrective Action Plan in 2023

Action List improvement Human Right & Labor:

To be maintained by Management			To be maintained by Auditor						
Subject/Finding	Gap M/R/N	Corrective Action	Responsible	Initial Target Date	Latest Target Date	Progress			
						25%	50%	75%	100%
Labor Practice									
Company Regulations with work conditions	G	Company regulation with sign of worker union and labor departement	HRD	20-Sep-23	20-Dec-23				
Labor Relations (employee representative or trade unions)	G	Meeting with action from employee's voice	HRD	20-Nov-23	20-Dec-23				
Health & Safety									
Training of all relevant employees on health and safety risks and good working	R	Minimal 5 hours training per employee	EHS	20-Nov-23	20-Dec-23				

M = Mandatory action

R = Recommended action

G = Gap

N = no action necessary

Human Right & Labor Practices Assessment Report 2022

PT Abaisiat Raya (SFB)

1. Conduct Human Right & Labor Practices Assessment 2022 in PT Abaisiat Raya

Human Right & Labor Practices Assessment Conduct in PT Abaisiat Raya on September 19th, 2022

(1) Assessment Result

Here is the assessment result of Human Right & Labor Practices Assessment 2022:

Summary result data:

Item	Ave. Score
Fair Employment Practice system & implementation	0.90
Fair Employment Practice communication & training	1.00
Employee Health system & implementation	0.80
Employee Health communication & training	0.80
Human Rights	0.86
Overall	0.87



(2) Finding and Corrective Action

Here are the finding and corrective action of Human Right & Labor Practices Assessment 2022.

No	Subject/Finding	Gap M/R/G/N	Corrective Action	Respon- sible	Initial Target Date	Latest Target Date	Progress				
							25 %	50 %	75 %	100 %	
Health & Safety											
1	Training of all relevant employees on health and safety risks and good working practice	M	More training for employee	HS Staff	Dec-22	Dec-22					v
Human Rights											
2	Gender equity is applied in recruit and employment process.	G	Training Gender equity for HRD	HRD	Dec-22	Dec-22	v				
3	Equal opportunities for female employees to receive career development training and be promotion	G	Training Gender equity for HRD	HRD	Dec-22	Dec-22	v				

M = Mandatory action

R = Recommended action

G = Gap

N = no action necessary

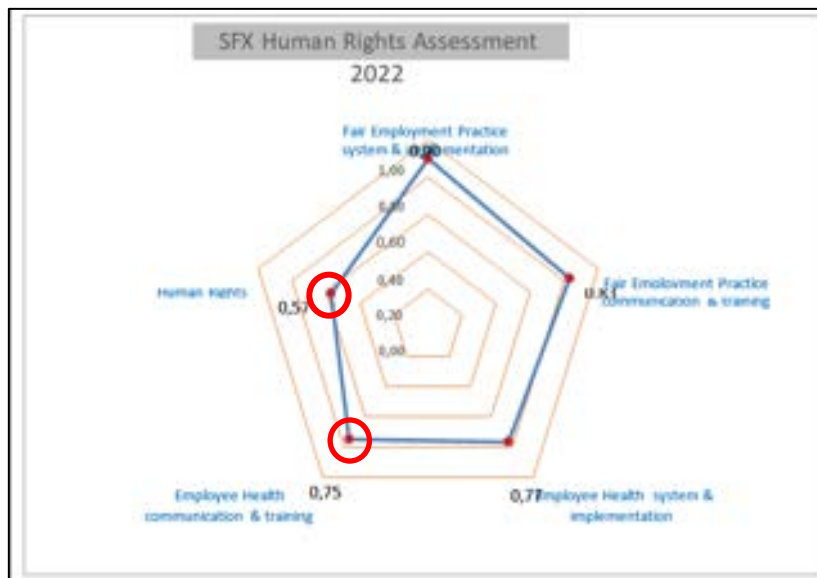
Human Right & Labor Practices Assessment Report 2022

PT Bintang Gasing Persada (SFX)

1. Review of 2022 assessment results

From this year assessment we found two items that we made targets for improvement until the end of 2022.

- (1) monitoring mechanism on “harassment in workplace”
Gap: Company has “whistle blowing procedures” and “HR monitoring mechanism” but has not conducted “Employee satisfaction Survey” yet.
- (2) gender equity is applied in recruit and employment process.
Gap: Company has “rules and regulations” but its training on HRD and managers is insufficient



Subject	2022
Fair Employment Practice system & implementation	0,90
Fair Employment Practice communication & training	0,83
Employee Health system & Implementation	0,77
Employee Health communication & training	0,75
Human Rights	0,57
Overall Score	0,76

2. Corrective actions

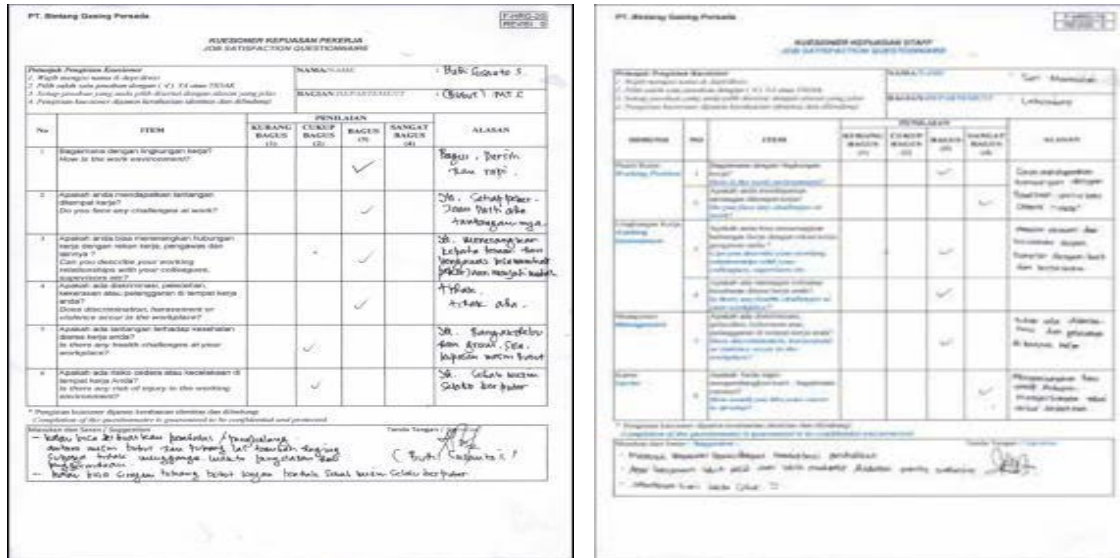
Action list improvement Human Rights & Labor Practices

2.1. No violation, no harassment, no forced labour in workplace

In December 2022, we already do employee satisfaction survey for all worker and staff

2.2 No discrimination, No sexual harassment

In December 2022, we already do employee satisfaction survey for all worker and staff



2.3 Corrective Action of Employees have right to remove themselves from work situations that they believe could cause injury or ill health, There is a point in BGP-PSI-HSE-17 which closest to that statement (at page 4 point 7.1.1) and already communicate to all employee

2.4 Below are the improvements we have made items on Human right, Employee Health communication & training.

No	Checklist Item	Improvement
10	Channels/Mechanism for Employees to report complaint/grievance in work conditions	Held employee's satisfaction surveys for all worker and staff once per year with CA
20	Gender equity is applied in recruit and employment process.	Held a training to all management about SFX Policy

3. Corrective Action Plan in 2023

Action List improvement Human Right & Labor Practice:

M=Mandatory action, R=Recommended action, G=Gap, N= No action necessary

Subject/Finding	Gap M/R/N	Corrective Action	Responsi	Initial Targe	Latest Target	Progress						
						25	50	75	100			
Human Right												
1	The lack of employee satisfaction surveys regarding No violation, no harrassment , no forced labor in work place	G	Do employee satisfaction surveys with CA	HRD	Nov-22	Dec-22					v	
2	The lack of employee satisfaction surveys regarding No discrimination , No sexual harrassment	G	Do employee satisfaction surveys with CA	HRD	Nov-22	Dec-22					v	
Communication & Training												
3	Employees have right to remove themselves from work situations that they believe could cause injury or ill health.	G	There is a point in BGP-PSI-HSE-17 which closest to that statement (at page 4 point 7.1.1)	HSE							v	

Human Right & Labor Practices Assessment Report 2022

PT. POLYKENCANA RAYA (SGY)

1. Conduct Human Right & Labor Practices Assessment 2022 in PT Polykencana Raya_

A Human Rights and Labor Practices Assessment conducted on December 20, 2022, found two areas for improvement.

2. Result

Two items, “Employee Health and Communication & Training” and “Human Rights”, were rated low, and the following may be the reason for each.

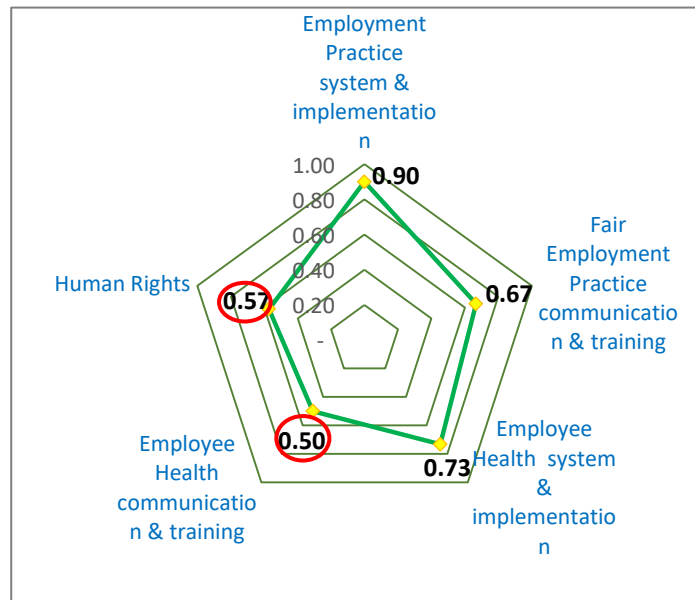
(1) Employee Health and Communication & Training:

- Channels/Mechanism for Employees to report complaint/grievance in work conditions
- Training for all relevant employees on "Health & Safety Risks" and "Good Labor Practices" (excluding 2022) was 7.94 hours/person • year for less than 10 hours.
- Employees have the right to remove themselves from work situations that they believe may cause injury or ill health.

(2) Human Rights:

- Gender equality applies to recruitment and employment processes.
- Equal opportunities for female employees to receive career development training and promotions.

Fair Employment Practice system & implementation	0.9
Fair Employment Practice communication & training	0.67
Employee Health system & implementation	0.73
Employee Health communication & training	0.5
Human Rights	0.57
Overall	0.67



3. Corrective actions for “Employee Health and Communication & Training” and “Human Rights”

(1) Employee Health and Communication & Training:

- a. Channels/Mechanism for Employees to report complaint/grievance regarding work conditions:
Set up programs and conduct joint safety meetings for HS issues, including complaints/grievance reporting, improvements, and ideas and discussions related to working conditions.
- b. Training of all relevant employees on health and safety risks and good working practice:
Add HS training programs based on worker tasks and risks and increase training hours per worker to 10 hours or more by 2023.
- c. Employees have right to remove themselves from work situations that they believe could cause injury or ill health:

At the next joint safety meeting and HS training, we will notify employees of company regulations that provide that workers have the right to leave work deemed hazardous without company protection and safety equipment.

(2) Human Rights

a. Gender equity is applied in recruit and employment process:

Set up training programs for your human resources department and include them in your company's procedures and regulations so that all genders have the opportunity to gain equal rights.

b. Equal opportunities for female employees to receive career development training and be promotion:

Human resources training programs address gender equality in career opportunities, training and advancement.

4. Finding and Corrective Action

To be maintained by Management			To be maintained by Auditor							
No	Subject/Finding	Gap M/R/N	Corrective Action	Responsible	Initial Target Date	Latest Target Date	Progress			
							25%	50%	75%	100%
Employee H&S										
1	Channels/Mechnism for Employees to report complaint/grievance in work conditions SGY Not yet Have procedure handling employee complain	M	Set program and implement joint safety meeting for HS issue ,such as report complaint/grievance, improvement and any idea or discussion related with Work Condition.	HRD	July 2023	Dec 2023				
2	Training of all relevant employees on health and safety risks and good working practice less 2022 is 7.94 less than 10 hour per person/year	R	Add HS training programs according to the work and risks of workers so that by 2023 the training hours per person are targeted to be more than 10 hours	HS	Dec 2023	Dec 2023				
3	CommunitaionEmployees have right to remove themselves from work situations that they believe could cause injury or ill health Not yet communicated with employee	R	In next joint safety meeting and HS trining will inform to employee about Company regulations stipulate that workers have the right to leave work that is considered dangerous without the company's protective and safety equipment	HRD	July 2023	Dec 2023				
Human Rights										
4	Gender equity is applied in recruit and employment process not yet Traine for HR	R	Set training program HR for opportunities for all genders to obtain equal rights, included in company procedures and regulations	HRD	Dec 2023	Dec 2023				
5	Equal opportunities for female employees to receive career development training and be promotion	R	set training proram HR for Regulations were found stating gender equality regarding career opportunities, training and promotions	HRD	Dec 2023	Dec 2023				

M = Mandatory action

R = Recommended action

G = Gap

N = no action necessary

Our Employees

Here is our employees' break-down list by gender and employment status as at the end of 2022.

Female	Male	Others	Not Disclosed	Total
Number Of Employee (Head count)				
214	1055	0	0	1269
Number of Permanent employees (head count)				
209	996	0	0	1205
Number of temporary employees (head count)				
5	59	0	0	64
Number of non-guaranteed hours employees (head count)				
0	0	0	0	0
Number of full-time employees (head count)				
214	1055	0	0	1269
Number of part-time employees (head count)				
0	0	0	0	0

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

There are 2 types of Temporary Employment --- about 70% of which are under Daily Work Agreement and about 30% are under term contract (-normally 1 year and maximum 5 years).

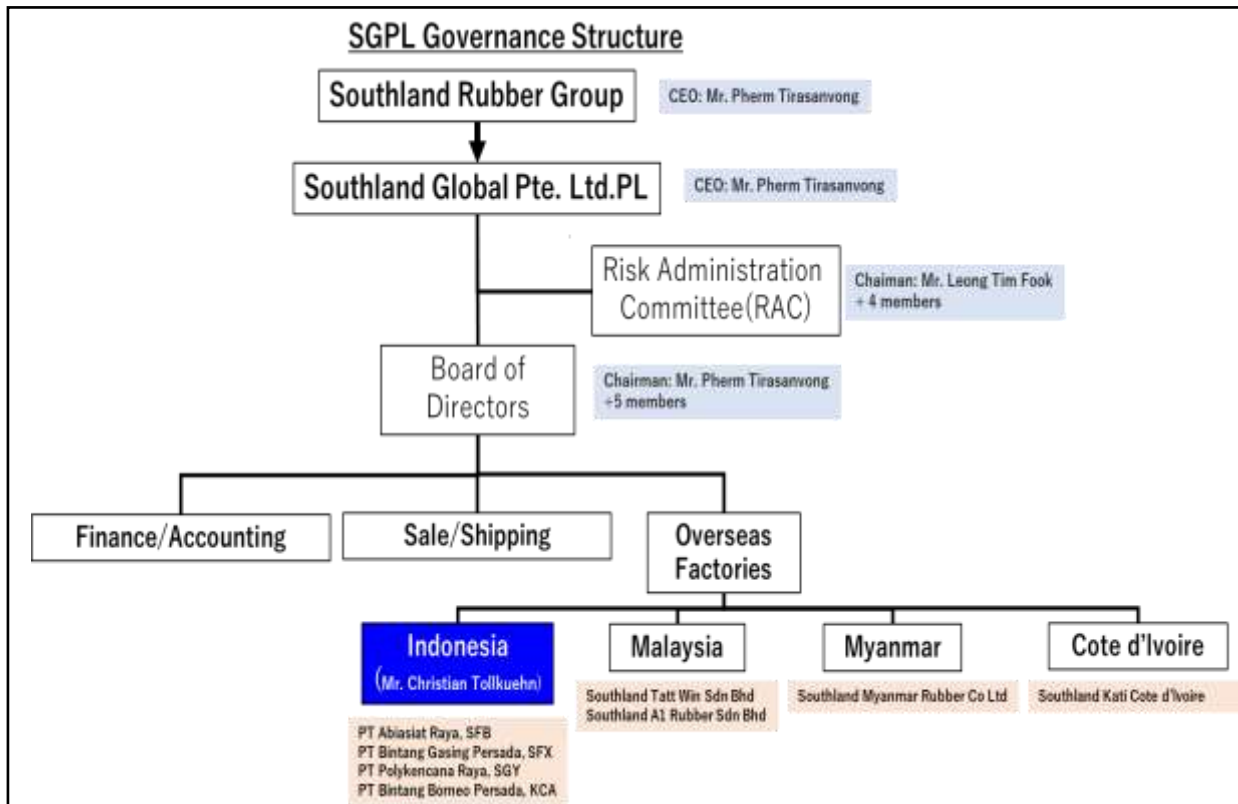
There is no part-time employment.

Here is the list of "Workers who are not Employees" by gender as at the end of 2022.

Female	Male	Others	Not Disclosed	Total
Workers without employment				
0	34	0	0	34

We have 34 person in two factories, who are security guards outsourced.

Governance Structure



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

Chairman of the SGPL Board is Mr. Phern Tirasarnvong.

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

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

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

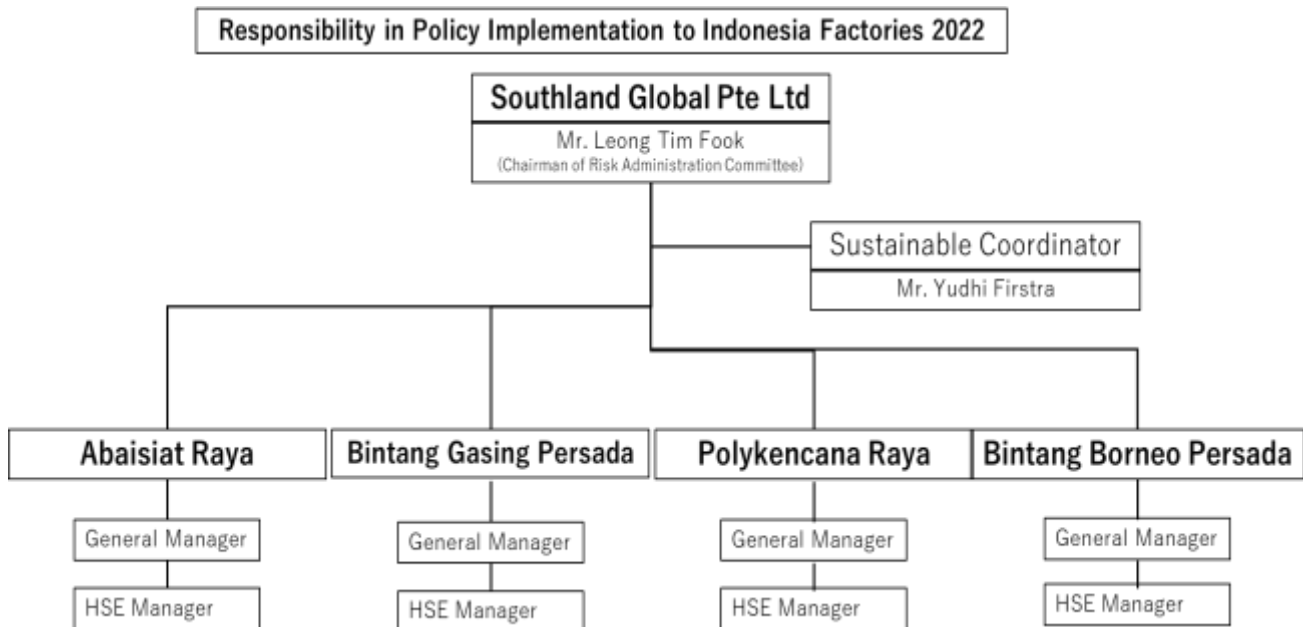
Board appointed 2 independent advisors/experts to support RAC in sustainability reporting

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

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

Responsibility in Implementation of Policy Commitments

SGPL Indonesia Sector



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

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

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

(Sustainability Advice / Services)

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

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

Membership of Associations

Association		Membership
1. Members of External Initiatives		
	SNR-I Sustainable Natural Rubber Initiative	Southland Global Pte. Ltd.
	GPSNR Global Platform for Sustainable Natural Rubber	Southland Global Pte. Ltd.
2. Member of Associations		
	RTAS Rubber Trade Association of Singapore	Southland Global Pte. Ltd.
	SICCRA Singapore International Chamber of Commerce Rubber Association	Southland Global Pte. Ltd.
	IRSG International Rubber Study Group	Southland Global Pte. Ltd.
3.Indonesia Factories Membership of Associations.		
	APINDO Indonesia Employer Association	PT. ABAISIAT RAYA
	KADIN Indonesia Chamber Of Commerce & Industry	PT. KOTANIAGA RAYA PT. BINTANG BORNEO PERSADA
	GAPKINDO Rubber Association Of Indonesia	PT. BINTANG BORNEO PERSADA PT. ABAISIAT RAYA PT. BINTANG GASING PERSADA PT. POLYKENCANA RAYA PT. KOTANIAGA RAYA

GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Page	Comment
GRI 2 General Disclosure				
GRI 2-1		Organizational details		
	a	report its legal name;	*	Southland Global Pte Ltd.
	b	report its nature of ownership and legal form	*	A private limited company
	c	report the location of its headquarters;	*	8 Cross Street #27-01, Manulife Tower Singapore (048424)
	d	report its countries of operation.	*	Singapore
GRI 2-2		Entities included in the organization's sustainability reporting		4 factories of the company's Indonesian sector
GRI 2-3		Reporting period, frequency and contact point	*	January-December 2022
	b	report the publication date of the report or reported information	*	
	c	specify the contact point for questions about the report or reported information	*	enquiry@southlandglobal.com
GRI 2-6		Activities, value chain and other business relationships	11	our value chain
GRI 2-7		Employees	76	1280 employee
GRI 2-8		Workers who are not employees	76	34 Person
GRI 2-9		Governance structure and composition	77	
GRI 2-10		Nomination and selection of the highest governance body	77	
GRI 2-11		Chair of the highest governance body	77	
GRI 2-12		Role of the highest governance body in overseeing the management of impacts	77	
GRI 2-13		Delegation of responsibility for managing impacts	77	
GRI 2-14		Role of the highest governance body in sustainability reporting	77	
GRI 2-15		Conflicts of interest	77	
GRI 2-16		Communication of critical concerns	77	
GRI 2-22		Statement on sustainable development strategy	3 - 5	Refer to management message
GRI 2-23		Policy commitments	3 - 5	Refer to management message
GRI 2-24		Embedding policy commitments	78	
GRI 2-25		Processes to remediate negative impacts	Appendix	6.Whitsleblowing Policy & Procedure
GRI 2-26		Mechanisms for seeking advice and raising concerns	60 - 67	
			Appendix	6.Whitsleblowing Policy & Procedure
GRI 2-28		Membership associations	79	membership of associations
GRI 2-29		Approach to stakeholder engagement	10	stakeholder engagement

		2020	2021	2022	Unit
GRI 2-27	Compliance with laws and regulations	0	0	0	Case
GRI 2-30	Collective bargaining agreements	85%	85%	86%	Percent
		5 factories	5 factories	4 factories	

GRI 3 Material Topics 2021				
GRI 3-1	Process to determine material topics	8	Refer to materiality assessment	
GRI 3-2	List of material topics	9	Refer to key initiative	
GRI 3-3	Management of material topics	9	Refer to key initiative	

GRI Standard	Disclosure Number	Disclosure Title	Performance			Unit
			2020	2021	2022	
GRI 205 Anti-Corruption (2016)						
	GRI205-1	Operations assessed risk related corruption	100%	100%	100%	percent
	GRI205-2	Training about anti-corruption Policies Procedures	5	5	4	Number of Operations
	GRI 205-3	Confirmed incidents of corruption and actions taken	0	0	0	Case
			5 factories	5 factories	4 factories	

GRI 206 Anti-Competitive Behavior						
	GRI206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly policy	0	0	0	Case
			5 factories	5 factories	4 factories	

GRI Standard	Disclosure Number	Disclosure Title	Performance			Unit
			2020	2021	2022	
GRI 301 Materials (2016)						
	GRI301-1	Total materials used	174,860	227,962	175,201	Ton
		Non-renewable materials used	807	835	636	Ton
		Raw material consumption in weight	117	48	0	Ton
		Chemicals in process	220	237	182	Ton
		Packaging material consumption in weight	470	550	454	Ton
		Renewable materials used	174,053	227,126	174,565	Ton
		Renewable materials used	173,134	226,533	174,043	Ton
		Chemicals in process	4	4	3	Ton
		Packaging material consumption in weight	915	589	520	Ton
			5 factories	5 factories	4 factories	

GRI 302 Energy (2016)						
	GRI302-1	Energy consumption within organization	78,441	82,936	75,708	MWh
	GRI302-1.a.	Total fuel consumption from non-renewable sources	34,705	32,494	29,714	MWh
	GRI302-1.b.	Total fuel consumption from renewable sources	12,039	18,485	19,157	MWh
	GRI302-3	Energy intensity	0.541	0.534	0.582	MWh/Ton
	GRI-302-4	Reduction of energy consumption	-339	4,495	-7,227	MWh
			5 factories	5 factories	4 factories	

GRI 303 Water and Effluents (2018)						
	GRI303-1	Interaction with water as a shared resource	river, recycle, ground, rain	river, recycle, ground, rain	river, recycle, ground, rain	source
	GRI303-2	Management of water discharge-related impacts	wastewater treatment system	wastewater treatment system	wastewater treatment system	All Operation Units
	GRI303	amount of COD contained in inflow wastewater to treatment facility	412.8	513.2	335.8	ton
	GRI303-3	Water withdrawal	4,134	4,216	2,785	ML
		Surface water	4,052	4,004	2,683	ML
		Ground water	83	212	102	ML
	GRI303-4	Water discharge	Information unavailable*	Information unavailable*	Information unavailable*	m ³
	GRI303-4.d.	Priority substances of concern incident failed to wastewater quality standards tested by third party	0.9%	2.3%	0.0%	%
			5 factories	5 factories	4 factories	

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	13 - 29	Refer to biodiversity research
GRI304-2	Significant impacts of activities, products and services on		

GRI 305 Emissions (2016)					
GRI305-1	Direct(Scope1) GHG emissions	11,979	8,842	8,217	Ton CO ₂
GRI305-2	Energy indirect(Scope2) GHG emissions	35,580	35,319	28,496	Ton CO ₂
GRI305-3	Other indirect(Scope3) GHG emissions	159,074	170,543	157,984	Ton CO ₂
	Other indirect (Scope3) Emissions Upstream	22,787	22,325	20,938	Ton CO ₂ e
	Other indirect (Scope3) Emissions Downstream	136,287	148,218	130,744	
GRI305-4	GHG emissions intensity(Scope1, 2)	0.328	0.284	0.282	Ton CO ₂ /Ton production
GRI305-5	Reductions of GHG emissions(Scope1, 2)	8.2%	-7.1%	-16.9%	Percent
GRI305-7	Nitrogen oxides(NOx), sulfur oxides(SOx), and other significant air emissions	Pass	Pass	Pass	Test certificate
		5 factories	5 factories	4 factories	

GRI 306 Waste (2020)						
GRI306-3	Waste generated	Total	534	484	258	Ton
		Hazardous	23	19	17	Ton
		Non-Hazardous	511	464	241	Ton
GRI306-4	Waste diverted from disposal	Total	225	194	159	Ton
		%	42.2%	40.0%	61.8%	%
		on-site	175	146	92	Ton
		Hazardous_Reuse	0	0	0	Ton
		Non-Hazardous_Reuse	39	33	0	Ton
		Non-Hazardous_Recycle	136	114	92	Ton
		off-site	50	47	67	Ton
		Hazardous_Recycle	20	16	14	Ton
		Non-Hazardous_Recycle	30	32	53	Ton
GRI306-5	Waste directed to disposal	Total	308	288	97	Ton
		on-site	0	0	0	Ton
		off-site	308	288	97	Ton
		Hazardous_Incineration	2	1	2	Ton
		Non-Hazardous_Landfill	306	287	96	Ton
			5 factories	5 factories	4 factories	

GRI 307 Environmental Compliance					
GRI307-1	Non-compliance with environmental laws and regulations	0	0	0	Case
		5 factories	5 factories	4 factories	

GRI 308 Supplier Environmental Assessment 2016			
GRI308-2	Negative environmental impacts in the supply chain and actions	attachment1	Supplier Assessment Report 2022

GRI Standard	Disclosure Number	Disclosure Title	Performance			Unit
			2020	2021	2022	
GRI 401 Employment						
GRI401-1		New employee hires	155	237	152	Person
		Employee Turnover	166	316	177	
			5 factories	5 factories	4 factories	
GRI 402 Labor/Management Relations						
GRI402-1		Minimum notice period regarding operational changes, specified in Collective Labor Agreement	2	3	4	Number of Operations
			5 factories	5 factories	4 factories	
GRI 403 Occupational Health & Safety (2018)						
GRI403-1		Occupational health and safety management system				Number of Operations
		(i) Implemented by Legal Requirement	4	1	0	
		(ii)ISO45001	1	4	4	
GRI403-2		Employees covered by services	100%	100%	100%	%
			5 factories	5 factories	4 factories	
GRI403-4		Worker participation, consultation, and communication on occupational health and safety (Joint Health & Safety committee)	3	3	3	Number of Operations
			5 factories	5 factories	4 factories	
GRI403-5		Worker training on occupational health and safety	8.91	12.21	19.18	average hour per employee
GRI403-8		Worker covered by occupational health and safety management system	100%	100%	100%	percent
GRI403-9		Lost time Injury Frequency rate (IR)	6.4	1.0	0.7	1,000,000 hours worked
		Lost time Injury severity rate (SR)	42.8	24.2	3.0	
		Work related injuries fatalities	0.0	0.0	0.0	
		high-consequence work-related injuries	0.3	0.3	0.3	
		recordable work-related injuries	6.4	1.0	0.7	
GRI403-10		Work related ill health fatalities	0	0	0	case
		high-consequence work-related ill health	0	0	0	
		recordable work-related ill health	0	0	0	
			5 factories	5 factories	4 factories	
GRI 403 Occupational Health & Safety (2018)						
GRI403-2		Hazard Identification, risk assessment, and incident investigation	Attachment2	Hazardous Risk Assessment Report 2022		
GRI403-3		Occupational Health Service	Attachment3	List of Health Services		
GRI 404 Training and Education (2016)						
GRI404-1		Average hours of training per year per employee	10.2	13.5	6.3	average hour per employee
			5 factories	5 factories	4 factories	
GRI404-2		Programs for upgrading employee skills and transition assistance programs	5	5	4	Number of Operations
			5 factories	5 factories	4 factories	
GRI404-3		Employee receiving regular performance reviews				Number of Operations
		Staff members only	5	5	4	
		Whole employee including workers	5	5	4	
			5 factories	5 factories	4 factories	

GRI 405 Diversity and Equal Opportunity (2016)						
GRI405-1	Diversity	Female managers	26.0%	27.1%	32.5%	percent
	Diversity	Female employees	21.9%	19.6%	17.3%	
GRI405-1	Diversity Female members of the board		1	2	4	Numbers
			3.8%	8.3%	20.0%	%
GRI405-2	Ratio of basic salary and remuneration of women to men		Information unavailable	97.3%	98.6%	%
			5 factories	5 factories	4 factories	
GRI 406 Non-Discrimination (2016)						
GRI406-1	Incidents of discrimination and corrective actions taken		0	0	0	case
			5 factories	5 factories	4 factories	
GRI 408 Child Labor						
GRI408-1	Operations and suppliers at significant risk for incidents of child labor		0	0	0	Number of Operations
			5 factories	5 factories	4 factories	
GRI 409 Forced or Compulsory Labor						
GRI409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		0	0	0	Number of Operations
			5 factories	5 factories	4 factories	
GRI 410 Security Practices						
GRI410-1	Security personnel trained in human rights policies or procedures		3	3	4	Number of Operations
			5 factories	5 factories	4 factories	
GRI 412 Human Rights Assessment (2016)						
GRI412-1	Operations that have been subject to human rights reviews or impacts assessment		0	0	5	Number of Operations
GRI412-2	Employee training on human rights policies or procedures		7.3%	13.0%	64.6%	percent
			5 factories	5 factories	4 factories	
GRI 413 Local Communities (2016)						
GRI413-1	Operations with local community engagement, impact assessment, and development program		25	25	29	number of activities
			5 factories	5 factories	4 factories	
GRI 414 Supplier Social Assessment (2016)						
GRI414-2	Suppliers assessed for CSR impact		Information unavailable	1.7%	22.8%	%
GRI414-2	Suppliers signed Supplier Code of Conduct		Information unavailable	7.2%	83.9%	%
			5 factories	5 factories	4 factories	
GRI 416 Customer Health and Safety (2016)						
GRI416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		0	0	0	case
GRI416-2	Incidents of rejection (returned) by customer		0	0	0	Numbers
	Incident of customer health and safety		0	0	0	
			5 factories	5 factories	4 factories	
GRI 418 Customer Privacy (2016)						
GRI418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		0	0	0	case
			5 factories	5 factories	4 factories	

Attachment 1 GRI308-2 Supplier Assessment Report 2022
Cheklis :

Checklist : PT. Bintang Borneo Persada (KCA)

description	CV. USAHA MAKMUR ABADI	AHUA	AHSIANG
1. Quality			
A) Are there any method to inspect contamination before deliver to factory?	YES	YES	YES
B) Did factory reject raw materials in the last 6 month ?	NO	NO	NO
2. Environment			
A) Are there any complaints from the community or villagers regarding the smell from your storage/distribution place ?	NO	NO	NO
B) Are there any complaints from the community or villagers regarding the wastewater from your storage/distribution place ?	NO	NO	NO
C) Does the water from rubber in your storage/distribution place go to the public ?	NO	NO	NO
D) Have you identified any rare, threatened or endangered species, referencing an appropriate system of classification?	NO	NO	NO
3.Forest Preservation			
A) Do you have maps of your supply area? If yes, attach.	NO	NO	NO
B) Is there any area designated as a conservation set-aside area under your collection ?	NO	NO	NO
4. Human Rights and Labor Practices			
A) Do you employ people to work for you? If yes, how many ?	Yes 5	Yes 3	Yes 7
B) Does anyone below 18 years old work in your place?	NO	NO	NO
C) Have you signed employment contract/work agreement with your employee?	NO	NO	NO
D) Are your employees paid not less than the regulated minimum wages?	YES	YES	YES
E) Do you or your employees work more than 10 hours per day?	NO	NO	NO
F) Do your employees have right to take at least one rest day per 7days?	Yes	Yes	Yes
G) Do you allow your employees to have paid annual leave? If yes, ahow many days?	NO	NO	NO
H) Do your employees have the right to negotiate about work conditions(regulations, break time, leave days, welfare, etc)?	YES	YES	YES
I) Are there any measures to prevent harassent/descirmination in your place? If yes, describe	YES VERBAL	YES VERBAL	YES VERBAL
5. Occupational Health and Safety			
A) Are there any safety equipment while working?	Yes	Yes	Yes
B) The working area provide a safe working environmen which is hygienic ?	Yes	Yes	Yes
C) Have training in occupational health and safety in the last 1 year ? (In case there are employees)	NO	NO	NO
D) Does the employer provide social security for all employees? (In case there are employees)	Yes	Yes	Yes
E) Had red eyes, itchy skin rash, coughing in the last 6 months due to working ?	NO	NO	NO
F) Had and accident while working within the last 6 months due to working?	NO	NO	NO
G) What are common injuries in your working place? (cut/wound, fall/hit, traffic accident, back-pain,pain in hand/arm etc.)	NO	NO	NO
H) Do you provide workers with resources for their health (e.g., drinking water, sanitation, access to health facilities, nutrition, etc.)?	YES	YES	YES
6. Ethics			
A) Do you get receipt of purchase (quantity, price, amount) from your byers?	YES	YES	YES
B) Is there any preventive measure for bribery ?	YES VERBAL	YES VERBAL	YES VERBAL
7.Energy saving			
A) Do you have measures to save electricity?	YES	YES	YES
B) Do you have measuers to save water usage ?	NO	NO	NO
8. Needs and Expectation			
A) What kind of knowledge would you like to train the most?	Handling of deciduous Rubber tree disease	Price Prediction, leaf fall disease handling	Price Prediction, leaf fall disease handling
B) Other Needs, specify.....	Stable Price	Stable Price	Stable Price, Update price information Farmer coaching request

Cheklis : PT. Abaisiat Raya (SFB)
Cheklis :

List	FITRA	WIDI	YANSEN	AJI SETIAWAN	ALANUARI	PARMAN	ADI. S
1. Quality							
A) Are there any method to inspect contamination before deliver to factory?	YES	YES	YES	YES	YES	YES	YES
B) Did factory reject raw materials in the last 6 month ?	NO	NO	NO	Yes (Quality issue)	NO	NO	NO
2. Environment							
A) Are there any complaints from the community or villagers regarding the smell from your storage/distribution place ?	NO	NO	NO	NO	NO	NO	NO
B) Are there any complaints from the community or villagers regarding the wastewater from your storage/distribution place ?	NO	NO	NO	NO	NO	NO	NO
C) Does the water from rubber in your storage/distribution place go to the public ?	NO	NO	NO	NO	NO	NO	NO
D) Have you identified any rare, threatened or endangered species, referencing an appropriate system of classification?	NO	NO	NO	NO	NO	NO	NO
3. Forest Preservation							
A) Do you have maps of your supply area? If yes, attach.	NO	NO	NO	NO	NO	NO	NO
B) Is there any area designated as a conservation set-aside area under your collection ?	NO	NO	NO	NO	NO	NO	NO
4. Human Rights and Labor Practices							
A) Do you employ people to work for you? If yes, how many ?	5 Person	3 Person	10 Person	8 Person	15 Person	8 Person	10 Person
B) Does anyone below 18 years old work in your place?	NO	NO	NO	NO	NO	NO	NO
C) Have you signed emloyment contract/work agreement with your employee?	NO	NO	NO	NO	NO	NO	NO
D) Are your employees paid not less than the regulated minimum wages?	NO	NO	NO	NO	NO	NO	NO
E) Do you or your employees work more than 10 hours per day?	NO	NO	NO	NO	NO	NO	NO
F) Do your employees have right to take at least one rest day per 7days?	YES	YES	YES	YES	YES	YES	YES
G) Do you allow your employees to have paid annual leave? If yes, ahow many days?	NO	NO	NO	NO	NO	NO	NO
H) Do your employees have the right to negotiate about work conditions(regulations, break time, leave days, welfare, etc)?	YES	YES	YES	YES	YES	YES	YES
I) Are there any measures to prevent harassment/discrimination in your place? If yes, describe	notify verbally	notify verbally	notify verbally	notify verbally	notify verbally	notify verbally	notify verbally
5. Occupational Health and Safety							
A) Are there any safety equipment while working?	YES	YES	YES	YES	YES	YES	YES
B) The working area provide a safe working environmen which is hygienic ?	YES	YES	YES	YES	YES	YES	YES
C) Have training in occupational health and safety in the last 1 year ? (In case there are employees)	NO	NO	NO	NO	NO	NO	NO
D) Does the employer provide social security for all employees? (Incase there are employees)	YES	YES	YES	YES	YES	YES	YES
E) Had red eyes, itchy skin rash, coughing in the last 6 months due to working ?	NO	NO	NO	NO	NO	NO	NO
F) Had and accident while working within the last 6 months due to working?	NO	NO	NO	NO	NO	NO	NO
G) What are common injuries in your working place? (cut/wound,fall/hit, traffic accident, back-pain,pain in hand/arm etc.)	NO	NO	Traffic accident	NO	NO	NO	NO
H) Do you provide workers with resources for their health (e.g., drinking water, sanitation, access to health facilities, nutrition, etc)?	YES	YES	YES	YES	YES	YES	YES
6. Ethics							
A) Do you get receipt of purchase (quantity, price, amount) from your byers?	YES	YES	YES	YES	YES	YES	YES
B) Is there any preventive measure for bribery ?	YES, Notify verbally	YES, Notify verbally	YES, Notify verbally	YES, Notify verbally	YES, Notify verbally	YES, Notify verbally	YES, Notify verbally
7. Energy saving							
A) Do you have measures to save electricity?	NO	NO	NO	NO	NO	NO	NO
B) Do you have meassurs to save water usage ?	NO	NO	NO	NO	NO	NO	NO
8. Needs and Expectation							
A) What kind of knowledge would you like to train the most?	1. price prediction 2. Plantation handling	1. Rubber Quality 2. Pest Handling	1. Rubber Qua;ity 2. Rubber tree pest handling	1, Plantation handling	1, Plantation handling	1. Rubber Quality 2. Pest Handling and plantation problem solution	1. Rubber Quality 2. Plantation Handling
B) Other Needs, specify.....	1. Price increases 2. have 148 Ha empty land for rubber plantation but need support	Seed good Quality	Update the latest methods and technology for rubber plantations	Price increases	1. Price increases 2. Improved communication relations between rubber factories, dealers and farmers	1. Price increases 2. Seed good quality 3. Government more take care rubber plantation	smooth operation

Checklist : PT. Bintang Gasing Persada (SFX)

description	SHUBANUDDIN	NASRULLAH	JUANDA	ISMAIL	HANDOKO
1. Quality					
A) Are there any method to inspect contamination before deliver to factory?	YES	YES	YES	YES	YES
B) Did factory reject raw materials in the last 6 month ?	NO	NO	NO	NO	NO
2. Environment					
A) Are there any complaints from the community or villagers regarding the smell from your storage/distribution place ?	NO	NO	NO	NO	NO
B) Are there any complaints from the community or villagers regarding the wastewater from your storage/distribution place ?	NO	NO	NO	NO	NO
C) Does the water from rubber in your storage/distribution place go to the public ?	NO	NO	NO	NO	NO
D) Have you identified any rare, threatened or endangered species, referencing an appropriate system of classification?	NO	NO	NO	NO	NO
3. Forest Preservation					
A) Do you have maps of your supply area? If yes, attach.	NO	NO	NO	NO	NO
B) Is there any area designated as a conservation set-aside area under your collection ?	NO	NO	NO	NO	NO
4. Human Rights and Labor Practices					
A) Do you employ people to work for you? If yes, how many ?	Yes 4	Yes 6	Yes 2	Yes 6	Yes 8
B) Does anyone below 18 years old work in your place?	NO	NO	NO	NO	NO
C) Have you signed employment contract/work agreement with your employee?	NO	NO	NO	NO	NO
D) Are your employees paid not less than the regulated minimum wages?	Yes	Yes	Yes	Yes	Yes
E) Do you or your employees work more than 10 hours per day?	NO	NO	NO	NO	NO
F) Do your employees have right to take at least one rest day per 7days?	N/A	N/A	N/A	N/A	N/A
G) Do you allow your employees to have paid annual leave? If yes, ahow many days?	N/A	N/A	N/A	N/A	N/A
H) Do your employees have the right to negotiate about work conditions(regulations, break time, leave days, welfare, etc)?	N/A	N/A	N/A	N/A	N/A
I) Are there any measures to prevent harassment/descrimination in your place? If yes, describe	Yes VERBAL	Yes VERBAL	Yes VERBAL	Yes VERBAL	Yes VERBAL
5. Occupational Health and Safety					
A) Are there any safety equipment while working?	Yes	Yes	Yes	Yes	Yes
B) The working area provide a safe working environmen which is hygienic ?	Yes Warehouse beside house	Yes Warehouse beside house	Yes Warehouse beside house	Yes Warehouse beside house	Yes Warehouse beside house
C) Have training in occupational health and safety in the last 1 year ? (In case there are employees)	NO	NO	NO	NO	NO
D) Does the employer provide social security for all employees? (In case there are employees)	YES BPJS Mand	YES BPJS Mand	YES BPJS Mand	YES BPJS Mand	YES BPJS Mand
E) Had red eyes, itchy skin rash, coughing in the last 6 months due to working ?	NO	NO	NO	NO	NO
F) Had and accident while working within the last 6 months due to working?	NO	NO	NO	NO	NO
G) What are common injuries in your working place? (cut/wound, fall/hit, traffic accident, back-pain,pain in hand/arm etc.)	NO No Accident	NO No Accident	NO No Accident	NO No Accident	NO No Accident
H) Do you provide workers with resources for their health (e.g., drinking water, sanitation, access to health facilities, nutrition, etc.)?	Resources NA by employee	Resources NA by employee	Resources N/A by employee	Resources N/A by employee	Resources N/A by employee
6. Ethics					
A) Do you get receipt of purchase (quantity, price, amount) from your byers?	YES	YES	YES	YES	YES
B) Is there any preventive measure for bribery ?	YES VERBAL	YES VERBAL	YES VERBAL	YES VERBAL	YES VERBAL
7. Energy saving					
A) Do you have measures to save electricity?	NO	NO	NO	NO	NO
B) Do you have measuers to save water usage ?	NO	NO	NO	NO	NO
8. Needs and Expectation					
A) What kind of knowledge would you like to train the most?	Management of rubber tree diseases	Management of rubber tree diseases	Management of rubber tree diseases	Management of rubber tree diseases	Management of rubber tree diseases Methode for
B) Other Needs, specify.....	High Price	High Price	price higher, Support for Fertilizer because of lowprices, unable	price higher, Support for Fertilizer because of lowprices, unable	price higher, Good Seed,

Checklist : PT. Polykencana Raya (SGY)

description	ADE TAMIZAR	M INDRA	RANDIMAN TARIGAN	LEGIMIN
1. Quality				
A) Are there any method to inspect contamination before deliver to factory?	YES	YES	YES	YES
B) Did factory reject raw materials in the last 6 month ?	NO	NO	NO	NO
2. Environment				
A) Are there any complaints from the community or villagers regarding the smell from your storage/distribution place ?	NO	NO	NO	NO
B) Are there any complaints from the community or villagers regarding the wastewater from your storage/distribution place ?	NO	NO	NO	NO
C) Does the water from rubber in your storage/distribution place go to the public ?	NO	NO	NO	NO
D) Have you identified any rare, threatened or endangered species, referencing an appropriate system of classification?	NO	NO	NO	NO
3. Forest Preservation				
A) Do you have maps of your supply area? If yes, attach.	NO	NO	NO	NO
B) Is there any area designated as a conservation set-aside area under your collection ?	NO	NO	NO	NO
4. Human Rights and Labor Practices				
A) Do you employ people to work for you? If yes, how many ?	Yes 5	Yes 10	Yes 5	Yes 16
B) Does anyone below 18 years old work in your place?	NO	NO	NO	NO
C) Have you signed employment contract/work agreement with your employee?	N/A	N/A	N/A	N/A
D) Are your employees paid not less than the regulated minimum wages?	Yes	Yes	Yes	Yes
E) Do you or your employees work more than 10 hours per day?	NO	NO	NO	NO
F) Do your employees have right to take at least one rest day per 7days?	N/A	N/A	N/A	N/A
G) Do you allow your employees to have paid annual leave? If yes, ahow many days?	N/A	N/A	N/A	N/A
H) Do your employees have the right to negotiate about work conditions(regulations, break time, leave days, welfare, etc)?	N/A	N/A	N/A	N/A
I) Are there any measures to prevent harassment/descirmination in your place? If yes, describe	Yes VERBAL	Yes VERBAL	Yes VERBAL	Yes VERBAL
5. Occupational Health and Safety				
A) Are there any safety equipment while working?	Yes	Yes	Yes	Yes
B) The working area provide a safe working environmen which is hygienic ?	NO	NO	YES	NO
C) Have training in occupational health and safety in the last 1 year ? (In case there are employees)	N/A	N/A	N/A	N/A
D) Does the employer provide social security for all employees? (In case there are employees)	YES BPJS Mandir	YES BPJS Mandir	YES BPJS Mandiri	YES BPJS Mandiri
E) Had red eyes, itchy skin rash, coughing in the last 6 months due to working ?	NO	NO	NO	NO
F) Had and accident while working within the last 6 months due to working?	NO	NO	NO	NO
G) What are common injuries in your working place? (cut/wound, fall/hit, traffic accident, back-pain,pain in hand/arm etc.)	NO No Accident	NO No Accident	NO No Accident	NO No Accident
H) Do you provide workers with resources for their health (e.g., drinking water, sanitation, access to health facilities, nutrition, etc.)?	N/A	N/A	N/A	N/A
6. Ethics				
A) Do you get receipt of purchase (quantity, price, amount) from your byers?	YES	YES	YES	YES
B) Is there any preventive measure for bribery ?	YES VERBAL	YES VERBAL	YES VERBAL	YES VERBAL
7. Energy saving				
A) Do you have measures to save electricity?	NO	NO	NO	NO
B) Do you have measuers to save water usage ?	NO	NO	NO	NO
8. Needs and Expectation				
A) What kind of knowledge would you like to train the most?	Management of rubber tree diseases	Management of rubber tree diseases	Management of rubber tree diseases	Management of rubber tree diseases
B) Other Needs, specify.....	Stable Price	Stable Price	Stable Price	Stable Price

Attachment 2 GRI 403-2 H&S Risk Assessment Report 2022

PT. POLYKENCANA RAYA

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

DAFTAR RESIKO K3

Dibuat oleh:	Diteliti:	Dibuat:
		
Ka. Bagian	Wakil Managemen	Direktur

TGL PENILAIAN AWAL : 05 Januari 2022

TGL PENILAIAN SISA RESIKO : 06-Jan-23

NO	Proses (Process)	Sumber Bahaya (Hazard)	Risiko (Risk)	Peraturan Terkait Legal	Kondisi N/A/E	Resiko Awal					Kategori		Pengendalian Controlling	Sisa Resiko					Kategori	
						P	F	L ⁿ (P+F)	S	L X S	A/U/Un	L/M/H		P	F	L ⁿ (P+F)	S	L X S	A/U/Un	L/M/H
1	Pengisian bak slab cutter	Bongkahan karet	Tertimpa	UU No. 1 Tahun 1970	E	1,5	2,5	4	3	12	Isue	Medium	Pasang pagar pengaman Pengawasan	1,0	2,0	3	3	9	Isue	Medium
2	Pegambian kontaminasi	Lantai licin	Terpeleset	UU No. 1 Tahun 1970	N	2,0	2,0	4	3	12	Isue	Medium	Rutin membersihkan lantai Pakai sepatu boots	1,0	2,0	3	3	9	Isue	Medium
		Kebersihan	Gangguan pendengaran	Permenaker No. 5 tahun 2018	N	2,0	1,5	3	5	15	Isue	Medium	Pakai APD Pengawasan	1,0	1,5	2,5	5	12,5	Isue	Medium
3	Giling Karet	Roll	Tangan terjepit roll	UU No. 1 Tahun 1970	A	1,0	1,5	2,5	5	12,5	Isue	Medium	Pasang safety cover roll Pasang safety emergency stop Pengawasan	1,0	1,5	2,5	5	12,5	Isue	Medium
		Cipratan air	Sakit (masuk angin)	UU No. 1 Tahun 1970	N	2,5	2,0	4,5	3	13,5	Isue	Medium	Pengawasan	1,5	1,5	3	3	9	Isue	Medium
		Lantai licin	Terpeleset	UU No. 1 Tahun 1970	N	2,5	2,0	4,5	3	13,5	Isue	Medium	Rutin membersihkan lantai Pakai sepatu boots	1,0	1,5	2,5	3	7,5	Isue	Medium
4	Transfer blanket ke KGB	Kereta guling	Tertabrak	UU No. 1 Tahun 1970	N	3,0	2,0	5	3	15	Isue	Medium	Pengawasan	1,0	1,5	2,5	3	7,5	Isue	Medium
		Lift	Tertimpa	UU No. 1 Tahun 1970	E	1,0	1,5	2,5	5	12,5	Isue	Medium	Buat safety untuk penutup lift Pasang Buzzer	1,0	1,5	2,5	5	12,5	Isue	Medium
		Lantai licin	Terpeleset	UU No. 1 Tahun 1970	N	2,5	2,0	4,5	3	13,5	Isue	Medium	Rutin membersihkan lantai Pakai sepatu boots	1,0	1,5	2,5	3	7,5	Isue	Medium
4	Jemur blanket	Kereta guling	Tertabrak	UU No. 1 Tahun 1970	N	3,0	2,0	5	3	15	Isue	Medium	Pengawasan	1,0	2,0	3	3	9	Isue	Medium
		Lantai KGB	Terjatuh	UU No. 1 Tahun 1970	N	1,0	2,0	3	5	15	Isue	Medium	Cek kondisi lantai Penerangan yang cukup Buat Pagar Pembatas	0,5	2,0	2,5	5	12,5	Isue	Medium
		Naik turun tangga	Terpeleset	UU No. 1 Tahun 1970	N	2,5	2,0	4,5	3	13,5	Isue	Medium	Pastikan jalur naik dan turun	1,0	1,5	2,5	3	7,5	Isue	Medium
		Bangunan KGB	Kebakaran	Permenaker RI No. Per-04/Men/1980	E	1,0	1,5	2,5	5	12,5	Isue	Medium	Siapkan APAR Cek APAR secara berkala	1,0	1,5	2,5	5	12,5	Isue	Medium

PT. POLYKENCANA RAYA

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

DAFTAR RESIKO K3

Dibuat oleh:	Diteliti:	Dibuat:
		
Ka. Bagian	Wakil Managemen	Direktur

TGL PENILAIAN AWAL : 05 Januari 2022

TGL PENILAIAN SISA RESIKO : 06-Jan-23

NO	Proses (Process)	Sumber Bahaya (Hazard)	Risiko (Risk)	Peraturan Terkait Legal	Kondisi N/A/E	Resiko Awal					Kategori		Pengendalian Controlling	Sisa Resiko					Kategori	
						P	F	L ⁿ (P+F)	S	L X S	A/U/Un	L/M/H		P	F	L ⁿ (P+F)	S	L X S	A/U/Un	L/M/H
1	Penurunan blanket	Kereta guling	Tertabrak	UU No. 1 Tahun 1970	N	3,0	2,0	5	3	15	Isue	Medium	Cek Penerangan KGB Pengawasan	1,0	2,0	3	3	9	Isue	Medium
		Lantai KGB	Terjatuh	UU No. 1 Tahun 1970	N	1,0	2,0	3	5	15	Isue	Medium	Check kondisi kasu/paling Pengawasan	0,5	2,0	2,5	5	12,5	Isue	Medium
		Naik turun tangga	Terpeleset	UU No. 1 Tahun 1970	N	2,0	2,0	4	3	12	Isue	Medium	Pastikan jalur naik dan turun	1,0	2,0	3	3	9	Isue	Medium
2	Peremahan blanket	Roll	Tangan terjepit	UU No. 1 Tahun 1970	A	1,0	1,5	2,5	5	12,5	Isue	Medium	Pasang safety cover roll Pasang safety emergency stop Pengawasan	1,0	1,5	2,5	5	12,5	Isue	Medium
		Kebersihan	Gangguan pendengaran	Permenaker No. 5 tahun 2018	N	2,0	1,0	3	5	15	Isue	Medium	Pakai APD Pengawasan	1,5	1,0	2,5	5	12,5	Isue	Medium
		Cipratan air	Gangguan kesehatan	Permenaker No. 5 tahun 2018	N	2,5	2,0	4,5	2	9	Isue	Medium	Pakai APD Pengawasan	1,0	1,5	2,5	2	5	Isue	Medium
		Lantai licin	Terpeleset	UU No. 1 Tahun 1970	N	2,0	2,0	4	3	12	Isue	Medium	Rutin membersihkan lantai Pakai sepatu boots	1,0	1,5	2,5	3	7,5	Isue	Medium
3	Pengisian trolley	Cipratan air	Gangguan kesehatan	Permenaker No. 5 tahun 2018	N	2,5	2,0	4,5	2	9	Isue	Medium	Pakai APD Pengawasan	2,0	1,5	3,5	2	7	Isue	Medium
		Lantai licin	Terpeleset	UU No. 1 Tahun 1970	N	2,0	2,0	4	3	12	Isue	Medium	Rutin membersihkan lantai Pakai sepatu boots	1,0	1,5	2,5	3	7,5	Isue	Medium
4	Input Trolley	Transfer trolley	Gangguan kesehatan	Permenaker No. 5 tahun 2018	N	2,5	2,0	4,5	2	9	Isue	Medium	Pakai APD Pengawasan	1,0	1,5	2,5	2	5	Accept	Low
		Lantai licin	Terpeleset	UU No. 1 Tahun 1970	N	2,0	2,0	4	3	12	Isue	Medium	Rutin membersihkan lantai Pakai sepatu boots	1,0	2,0	3	3	9	Isue	Medium
		Roda trolley	Terjepit	UU No. 1 Tahun 1970	A	1,0	2,0	3	4	12	Isue	Medium	Pakai Alat Bantu Pasang safety cover roda Pengawasan	1,0	1,5	2,5	4	10	Isue	Medium
		Drier	Kebakaran	Permenaker RI No. Per-04/Men/1980	E	1,0	1,5	2,5	5	12,5	Isue	Medium	Siapkan APAR Check kondisi APAR	0,5	1,0	1,5	5	7,5	Isue	Medium
5	Bongkar trolley	Panas drier	Kelapahan	UU No. 1 Tahun 1970	N	2,5	2,0	4,5	2	9	Isue	Medium	Pasang Ekip Angin	2,0	1,5	3,5	2	7	Isue	Medium
			Kurang fokus	Permenaker No. 5 tahun 2018	N	2,5	2,0	4,5	2	9	Isue	Medium	Intisiatif bergantian	2,0	1,5	3,5	2	7	Isue	Medium
		Alat bongkar trolley	Terjepit	UU No. 1 Tahun 1970	A	3,0	2,0	5	3	15	Isue	Medium	Pengawasan	1,0	1,5	2,5	3	7,5	Isue	Medium

Attachment 3 GRI 403-3. List of health services

List Of Service

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

APPENDIX:

Southland Global Pte Ltd. Indonesian Sector

(1) Our Sustainable KPIs :

Southland Indonesia Sustainable Target Key Performance Indicators (KPIs)

(2) Our Sustainability Policies :

Southland Global Indonesia Sector

1. Group Code of Conduct
2. Group Sustainability & Sustainable Procurement Policy
3. Group Environmental Policy
4. Human Rights and Labor Practices Policy
5. Anti-Corruption Policy
6. Whistleblowing Policy & Procedure
7. Suppliers Code of Conduct



Southland Global Pte. Ltd.
(A member of Southland Rubber Group)
8 Cross Street #27-01, Manulife Tower, Singapore 048424
Tel: (65) 6438 6939 Fax: (65) 64382165
www.southlandglobal.com
Company Registration No. 200310407C

Southland Indonesia Sustainable Target Key Performance Indicators (KPIs)

Updated: 1 December 2022

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

1. CO2 Emissions Intensity:
To reduce more than 20% from 2019 by or before 2030
2. CO2 Emissions
To reduce CO2 emissions more than 40% from 2019 by or before 2030
3. Energy Consumption
To reduce Energy Consumption 5% from 2019 by or before 2030.
4. Renewable Energy (Scope 1):
To use more than 70% proportion by or before 2030
5. Water Management (Effluent):
To conform with the 6 factors of effluent/waste-water national standards per all six items, every month.
6. Water Management (Usage):
To achieve 80% of recycle ratio in water usage be or before 2030
7. Waste Management:
To reduce tonnage of non-hazardous waste disposed by at least 40% from 2019 by or before 2030
8. Biodiversity:
To use Natural Rubber 100% from non-deforestation sources after 1 April 2019.

9. Consumer Health & Safety:

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

10. Employee Health & Safety:

To Continue "Zero Accident days" in all factories

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

11. Compliance:

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

12. Training on buyers:

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

13. Sustainability Assessment:

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

14. Capacity Building of Suppliers:

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



Christian Tollkuehn

Business Unit Head Southland Indonesia

Director, Southland Global Pte Ltd



Southland Global Pte. Ltd.

8 Cross Street #27-01, Manulife Tower, Singapore 048424

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

Company Registration No. 200310407C

Group Code of Conduct
Pandu Perilaku Grup
Indonesian Sector
Sektor Indonesia

1) Purposes (Tujuan)

- a) Southland Rubber Code of Conduct is our Policy on business ethics and behavior.
Kode Etik Southland Rubber adalah kebijakan kita dalam perilaku dan etika bisnis
- b) This document provides guidelines on:
Dokumen ini menyediakan pedoman tentang :
 - i) Upholding our business conduct and high moral commitments, and
Menjunjung tinggi/menegakkan perilaku bisnis dan tinggi komitmen moral, dan
 - ii) Management of ethically critical risk areas.
Manajemen area risiko kritis secara etis

2) Scope and Application (Ruang Lingkup dan Penerapan)

- a) Our Code of Conduct is applicable to all in Southland Rubber, no matter their position or country they are located in, including Southland Rubber Group Companies (owned affiliates and subsidiaries) and other business entities such as joint ventures in which we own a majority of the shares.
Kode etik kami berlaku untuk semua orang di Southland Rubber, baik posisi atau negara dimanapun mereka berada, termasuk grup Southland Rubber (afiliasi dan anak perusahaan yang dimiliki) dan entitas bisnis lainnya seperti perusahaan patungan yang mayoritas sahamnya adalah milik kami.
- b) All Group Companies' management staff, officers, employees and workers must adhere to this Code of Conduct.
Semua grup perusahaan pengelolaan staf, pegawai kantor, para karyawan dan pekerja harus mematuhi kode etik ini.
- c) Directors of each Group Company are responsible for implementation of this Policy.
Direktur masing-masing grup perusahaan bertanggung jawab atas penerapan kebijakan ini.

3) Consequences of non-compliance (Konsekuensi ketidakpatuhan)

- a) For any violation of the Code of Conduct, we shall take corrective actions, including:
Setiap pelanggaran kode etik, kami akan mengambil tindakan perbaikan, yaitu :
 - i) Investigation into the cause/s;
Investigasi penyebab;

- ii) Corrective education and training;
Perbaiki pendidikan dan pelatihan;
- iii) Disciplinary action for breach of conduct against relevant offenders.
Tindakan disipliner atas pelanggaran perilaku terhadap pelanggar terkait.

4) Core Values of Conduct (Nilai Inti Perilaku)

- a) Respect: To treat all stakeholders in the same manner regardless of background, such as culture, ability, or beliefs.
Rasa Hormat : Memperlakukan semua pemangku kepentingan dengan cara yang sama tanpa memandang latar belakang, seperti budaya, kemampuan atau keyakinan.
- b) Integrity: To take pride in being consistently honest and sincere; aligning to our ethics standards and values.
Integritas : Bangga untuk menjadi jujur dan tulus secara konsisten ; menyelaraskan nilai dan standar etika kita
- c) Passion: To achieve our goals with active enthusiasm, strong will, and momentum to excel.
Gairah Semangat : Mencapai tujuan kita dengan semangat aktif, kemauan kuat, dan momentum untuk unggul.
- d) Visionary: To be far-sighted, have wisdom and insight enabling each Group Company to reach higher achievements.
Visioner : Berpandangan ke depan, memiliki kebijaksanaan dan wawasan yang memungkinkan masing masing grup perusahaan memperoleh prestasi yang lebih tinggi

5) Implementation Guidelines (Pedoman Pelaksanaan)

- a) **Compliance with Laws and Regulations**
Kepatuhan terhadap Peraturan dan Hukum
 - i) We are to ensure compliance with the prevailing laws, regulations and appropriate social customs.
Kami harus memastikan terhadap hukum yang berlaku, peraturan dan kebiasaan sosial yang sesuai
 - ii) We must avoid bribery of any kind.
Kami harus menghindari suap dalam bentuk apapun
- b) **Human Rights (Hak Asasi Manusia)**
 - i) We are committed to the principles of the Universal Declaration of Human Rights and associated conventions.
Kami berkomitmen dengan prinsip-prinsip deklarasi universal hak asasi manusia dan konvensi (adat atau tradisi) terkait.
 - ii) We strictly prohibit human rights violations, such as harassment, discrimination, child-labour, and forced-labour.
Kami melarang keras pelanggaran hak asasi manusia, seperti pelecehan, diskriminasi, pekerja anak dan kerja paksa.

- iii) We will develop and implement measures to ensure that such violations do not occur.
Kami akan mengembangkan dan menerapkan langkah-langkah untuk memastikan bahwa pelanggaran tersebut tidak terjadi
- c) **Environment (Lingkungan)**
 - i) We shall give considerations to the environment in our daily business activities to ensure that we clearly identify the impacts and find solutions to improve.
Kami memberikan pertimbangan terhadap lingkungan dalam kegiatan bisnis sehari-hari untuk memastikan bahwa kami secara jelas mengidentifikasi dampak lingkungan dan mencari solusi untuk perbaikan tersebut.
 - ii) We shall communicate with our business partners and suppliers so that they will share our commitment to the conservation of the environment.
Kami mengkomunikasikan dengan mitra bisnis dan pemasok sehingga mereka dapat membagikan komitmen ini untuk pelestarian lingkungan.
- d) **Anti-Monopoly Practices (Praktik Anti Monopoli)**
 - i) We shall comply with anti-monopoly laws and ensure that our employees are aware of their requirements and not obstruct competitions by improper means.
Kami mematuhi perundang-undangan anti-monopoli dan memastikan bahwa karyawan kami mengetahui persyaratan tersebut dan tidak menghalangi persaingan dengan cara yang tidak pantas
- e) **Legitimate Monetary Transactions (Transaksi Moneter yang Sah)**
 - i) We shall transparently perform and accurately record all legitimate business and commercial dealings.
Kami harus mencatat semua transaksi bisnis dan komersial yang sah secara transparan dan akurat.
- f) **Information Security (Keamanan Informasi)**
 - i) We shall apply internal management rules of documentary and IT security in order to prevent the leakage of personal and confidential information so as to respect the privacy of others.
Kami menerapkan aturan pengelolaan dokumenter internal dan keamanan IT agar mencegah kebocoran informasi pribadi dan yang bersifat rahasia sehingga dapat menghormati privasi sesama.
- g) **Conflict of Interest and Insider Information Trading (Konflik Kepentingan dan Perdagangan Informasi Orang Dalam)**
 - i) Management and employees shall not use Southland Rubber's property and resources for the benefit of others at the expense of the Group.
Manajemen dan karyawan seharusnya tidak menggunakan properti Southland Rubber dan sumber daya lainnya untuk kepentingan lain dengan mengorbankan perusahaan.
 - ii) Hence, we exclude any management staff and employee who has real or potential conflict of interest from any decision-making process in relevant business and we restrict employee from trading internal information (that is, applying company's information for personal transactions and gains).

Oleh karena itu, kami mengecualikan staf manajemen dan karyawan yang memiliki konflik kepentingan nyata atau potensial dari setiap proses pengambilan keputusan dalam menjalankan bisnis yang relevan dan kami membatasi karyawan untuk memperdagangkan informasi internal perusahaan (seperti menerapkan informasi perusahaan untuk transaksi dan keuntungan pribadi)

h) **Intellectual Property (Kekayaan Intelektual)**

- i) We shall protect our intellectual property rights and respect the intellectual property held by other parties by proper policies and rules in the management of property rights.

Kami melindungi hak kekayaan intelektual kami dan menghormati kekayaan intelektual yang dimiliki oleh pihak lain dengan kebijakan dan aturan yang tepat dalam manajemen hak milik

i) **Basic Policy on Health and Safety
(Kebijakan Dasar tentang Kesehatan dan Keselamatan)**

- i) We shall maintain appropriate Health and Safety programs to assure that our employees enjoy healthy and safe workplaces and also our customers are provided safe and secure products by observing relevant safety regulations in countries we operate in.

Kami menegakkan program Kesehatan dan Keselamatan Kerja yang tepat untuk memastikan bahwa karyawan kami menikmati tempat kerja yang sehat dan aman dan juga pelanggan kami diberikan produk yang aman dan terlindungi dengan mematuhi peraturan keselamatan yang relevan di negara tempat kami beroperasi.

Date: 1 January 2022



**Leong Tim Fook
Director
Southland Global Pte. Ltd**



Southland Global Pte. Ltd.

8 Cross Street #27-01, Manulife Tower, Singapore 048424

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

Company Registration No. 200310407C

Group Sustainability and Sustainable Procurement Policy
Keberlanjutan Grup dan Kebijakan Pengadaan yang Berkelanjutan
Indonesian Sector
Sektor Indonesia

1) Purposes (Tujuan)

- a) This Policy document affirms sustainability as a business core strategy for Southland Rubber.
Dokumen kebijakan ini menegaskan keberlanjutan sebagai sebuah strategi bisnis inti untuk Southland Rubber.
- b) As a natural rubber processor, we aim to contribute to global economic prosperity by focusing on efficient use of natural and human resources.
Sebagai pengolah karet alam, kami bermaksud untuk berkontribusi pada kemakmuran ekonomi global dengan berfokus pada penggunaan sumber daya alam dan manusia secara efisien.
- c) Our sustainability commitment is to provide quality products and services while maintaining long-term social and environmental balance along our supply chain.
Komitmen keberlanjutan kami adalah untuk menyediakan produk dan layanan berkualitas juga mempertahankan keseimbangan sosial dan lingkungan jangka panjang di sepanjang rantai pasokan .
- d) We have Southland Rubber Code of Conduct which is guided by :
Kami memiliki kode etik Southland Rubber yang berpedoman dengan :
 - i) The ten principles in United Nations Global Compact (UNGC),
Sepuluh prinsip dalam United Nations Global Compact (UNGC),
 - ii) ISO 26000 guidelines, and
Pedoman ISO 26000, dan
 - iii) UN Sustainable Development Goals (SDGs).
Tujuan Pembangunan Berkelanjutan (SDGs) PBB.
- e) We seek to improve continuously on our sustainability performances by incorporating the diversified views of our stakeholders in our business planning and decision-making processes.
Kami berusaha untuk terus meningkatkan kinerja keberlanjutan kami dengan

menyatukan beragam pandangan pemangku kepentingan dalam perencanaan bisnis dan proses pengambilan keputusan kami.

- f) A designated Director of each Group Company and/or the Head of a branch unit/factory shall be responsible for the collective implementation of and compliance with this Policy. Direktur yang ditunjuk dari setiap Grup Perusahaan dan/atau Kepala unit cabang/pabrik bertanggung jawab atas pelaksanaan dan kepatuhan bersama terhadap Kebijakan ini

2) Sustainability Commitments (Keberlanjutan Komitmen)

- a) The sustainability commitments identified in this Policy are applicable to all entities under Southland Rubber.

Komitmen keberlanjutan yang telah diidentifikasi dalam Kebijakan ini dapat diterapkan pada semua entitas yang berada di bawah naungan Southland Rubber

- b) 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 Southland Rubber's brand reputation and business performance.

Ini adalah tujuan kami untuk mengenal peluang, mencegah dan mengurangi risiko terkait dengan kegiatan ekonomi, lingkungan, dan sosial kami untuk membuat dampak positif dalam jangka panjang pada reputasi merek dan kinerja bisnis Southland Rubber.

c) Environment (Lingkungan)

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

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

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

Kami akan mengelola semua dampak ini dengan cara yang etis dan praktis menggunakan Kebijakan Lingkungan Southland Rubber kami dan Sistem Manajemen Lingkungan (ISO 14001)

d) Social (Sosial)

- i) We recognize the social benefits of working towards any acceptable protocol of traceability of rubber.

Kami mengenali manfaat sosial dari bekerja untuk beberapa protokol ketertelusuran karet yang dapat diterima.

- ii) We support transparent reporting along the entire natural rubber supply chain.
Kami mendukung pelaporan secara transparan di seluruh rantai pasokan karet alam.
- iii) We support sustainability awareness programs and capacity building by facilitating training and education for smallholders.
Kami mendukung program kesiagaan keberlanjutan dan pengembangan kapasitas dengan memfasilitasi pelatihan dan edukasi untuk petani karet
- iv) We support sustainable supply, including improvement of production practices by focusing on vertical expansion (improved yield and quality) rather than horizontal expansion (increased planted areas).
Kami mendukung keberlanjutan pasokan, termasuk peningkatan pelaksanaan produksi dengan berfokus pada ekspansi vertikal (peningkatan hasil dan kualitas) daripada ekspansi horizontal (peningkatan luas tanam).
- v) 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 yang diakui secara internasional (termasuk menjunjung tinggi Prinsip-Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia: UNGP) dengan menghindari, berkontribusi terhadap dampak buruk hak asasi manusia dan mencegah atau mengurangi kerugian apa pun yang terkait dengan operasional kami.
- vi) We maintain a company grievance mechanism, including a whistle-blower system, consistent with UNGP effectiveness criteria, to receive complaints and to remedy adverse impact that may be caused by production or sourcing.
Kami memelihara mekanisme pengaduan keluhan perusahaan, termasuk sistem pelaporan pelanggaran, konsisten dengan kriteria efektivitas UNGP, untuk menerima keluhan dan memperbaiki dampak buruk yang mungkin disebabkan oleh produksi atau pengadaan.
- vii) We recognize and protect the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including:
Kami mengakui dan melindungi hak penguasaan tanah adat, tradisional dan komunal masyarakat adat dan masyarakat lokal (IP/LC) yaitu :
 - (1) Carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);
Melaksanakan operasional sesuai dengan Deklarasi PBB tentang Hak-Hak Masyarakat

(2) Ensuring ongoing land tenure and access rights;
Memastikan kepemilikan lahan dan hak akses yang berkelanjutan;

(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.

Menjunjung tinggi hak akses tradisional untuk berburu dan mengumpulkan hewan dan tumbuhan untuk keberlangsungan hidup masyarakat adat dan tradisi budaya dan agama asli, adat istiadat dan upacara adat.

viii) 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 through accepted methodologies associated with GPSNR guidance, when planning, establishing, restoring, or transforming our plantations and/or factory sites, as well as associated infrastructure.

Kami memastikan bahwa, sebelum aktivitas apa pun, yang mungkin memengaruhi hak IP/LC atas tanah masyarakat adat setempat, wilayah, dan sumber daya mereka, kebebasan mereka, sebelumnya, dan surat izin persetujuan informasi awal tanpa paksaan (FPIC) mereka dijamin melalui metodologi yang dapat diterima terkait dengan panduan GPSNR, saat perencanaan, pembangunan, pemulihan, atau perubahan perkebunan dan/atau lokasi pabrik kami, serta infrastruktur terkait.

ix) Where our operations impinge on IP/LC rights, we consider compensating or accommodating IP/LC through appropriate, mutually agreed measures reflecting and described in the negotiated outcomes of the FPIC process.

Jika operasional kami melanggar hak IP/LC, kami mempertimbangkan untuk memberikan kompensasi atau mengakomodasi IP/LC melalui tindakan yang sesuai dan disepakati bersama yang mencerminkan dan dijelaskan dalam hasil negosiasi dari proses FPIC.

x) We shall establish an open communication channel with IP/LC. Through it, we can provide remedy through mutually agreed procedures in cases where the company previously had caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC. The accepted methodologies for the FPIC process are:

UN-REDD (2012) Guidelines on Free, Prior and Informed Consent

RSPO (2015) Free, Prior and Informed Consent for RSPO Members

FAO (2015) Free, Prior and Informed Consent Manual.

Kami akan membangun saluran komunikasi terbuka dengan IP/LC. Sehingga kami dapat memberikan pemulihan melalui prosedur yang disepakati bersama dalam kasus-kasus di mana perusahaan sebelumnya telah menyebabkan atau

berkontribusi pada perampasan atau kerusakan tanah, wilayah, atau sumber daya IP/LC tanpa mengamankan FPIC. Metodologi yang diterima untuk proses FPIC adalah:

Pedoman UN-REDD (2012) tentang Persetujuan Bebas, Didahulukan dan Diinformasikan

SPO (2015) Persetujuan Bebas, Didahulukan dan Diinformasikan untuk Anggota RSPO

FAO (2015) Manual Persetujuan Atas Dasar Informasi Awal Tanpa Paksaan.

- xi) We actively engage in the development of 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 masyarakat, tempat kami beroperasi dengan menciptakan peluang kerja area lokal, filantropi/kedermawanan, dan kesukarelaan untuk meningkatkan kapasitas masyarakat dan berkontribusi pada pengayaan masyarakat.

- xii) 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 kondisi kehidupan yang layak bagi masyarakat lokal, hak atas pangan dan ketahanan pangan individu, rumah tangga dan masyarakat lokal dan hak ekonomi, sosial dan budaya masyarakat lokal, termasuk dan melalui akses ke pendidikan dan pekerjaan.

- e) **Economic (Ekonomi)**
 - i) We aspire to have a positive economic impact on our stakeholders and deliver sustainable profitable growth with high quality and reliable products.
Kami menginginkan perusahaan kami berdampak ekonomi yang positif bagi para pemangku kepentingan kami dan memberikan keuntungan yang terus berkembang secara berkelanjutan dengan produk-produk berkualitas tinggi dan dapat dipercaya oleh pelanggan .

 - ii) 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; mematuhi perilaku bisnis yang etis, menerapkan persaingan yang bebas dan adil serta pemasaran yang bertanggung jawab.

 - iii) We shall deliver economic growth:
Kami akan memberikan pertumbuhan ekonomi:

- (1) In compliance with national laws and regulations, and avoid any illegal practices such as bribery and/or corruption;
Dengan patuh terhadap hukum dan peraturan nasional, dan menghindari praktik ilegal seperti penyuapan dan/atau korupsi;
 - (2) Through implementation of free and fair competition, and pay competitive prices;
Melalui pelaksanaan persaingan bisnis yang bebas dan adil, dan membayar harga yang kompetitif;
 - (3) By emphasizing on developing local economy by creating local job opportunities;
Dengan menekankan pengembangan ekonomi lokal dengan menciptakan lapangan kerja lokal;
 - (4) By providing minimum wages to all employed according to local regulations.
Dengan memberikan upah minimum kepada semua pekerja sesuai dengan peraturan setempat.
- iv) 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 core conventions. These include:
- Kami akan menjunjung tinggi hak-hak tenaga kerja dan undang-undang tenaga kerja sesuai hukum yang berlaku di tempat kami beroperasi, dengan menerapkan Prinsip-Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia, dan mempengaruhi maksud dari konvensi inti Organisasi Perburuhan Internasional, yaitu :
- (1) Freedom of association and collective bargaining (ILO Convention No. 87 and No. 98)
Kebebasan berserikat dan perundingan bersama (Konvensi ILO No. 87 dan No. 98)
 - (2) No forced labour (ILO Convention No. 29 and its 2014 Protocol)
Tidak ada kerja paksa (Konvensi ILO No. 29 dan Protokol 2014)
 - (3) No child labour (ILO Convention No. 138 and No. 182)
Tidak ada pekerja anak (Konvensi ILO No. 138 dan No. 182)
 - (4) Decent living wages
Gaji/upah yang layak
 - (5) No discrimination (ILO Convention No. 111 and No. 100)
Tidak ada diskriminasi (Konvensi ILO No. 111 dan No. 100)

- (6) Legal working hours
Jam kerja legal
 - (7) Safe and healthy workplaces
Tempat kerja yang aman dan sehat
 - (8) No abusive practices (ILO Convention No. 105)
Tidak ada tindakan kekerasan (Konvensi ILO No. 105)
 - (9) Gender equity
Kesetaraan gender
- v) We shall apply safeguards to all workers, including contract, temporary and migrant workers. Kami akan menerapkan perlindungan kepada semua pekerja, termasuk pekerja kontrak, sementara dan pekerja migran.

3) Sustainable Procurement Commitments (Komitmen Pengadaan Berkelanjutan)

- a) Our Sustainable Procurement extends our sustainability commitment and principles in achieving a sustainable supply chain.
Pengadaan Berkelanjutan kami adalah memperluas komitmen dan prinsip keberlanjutan kami dalam mencapai rantai pasokan yang berkelanjutan.
- b) Our supply chain goals are to create mutual prosperity and establish long-term relationships with our suppliers.
Tujuan rantai pasokan kami adalah untuk menciptakan kemakmuran bersama dan menjalin hubungan jangka panjang dengan pemasok.
- c) This is an ongoing and collaborative process with our suppliers as important partners in our journey.
Ini adalah proses yang berkelanjutan dan kerja sama dengan pemasok kami sebagai mitra penting dalam perjalanan kami.
- d) 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 pengembangan yang berkelanjutan, kami telah menyelaraskan Pengadaan Berkelanjutan kami dengan 12 prinsip Global Platform for Sustainable Natural Rubber (GPSNR).
- e) 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 selain faktor ekonomi dalam keputusan pengadaan kami.
- f) We embed the commitments of this policy within our systems and decision-making

processes.

Kami menanamkan komitmen kebijakan ini dalam sistem dan proses pengambilan keputusan kami.

- g) 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 harapan kami kepada pemasok.

- h) We invest in supplier engagement through training and educational efforts to raise awareness and build capacity to promote continuous improvement within our ability and resources, including improving the yield and quality of natural rubber supplied by producers and smallholders.

Kami berinvestasi dalam keterlibatan pemasok melalui upaya pelatihan dan edukasi untuk meningkatkan kesadaran dan membangun kapasitas yang mendorong peningkatan berkelanjutan dalam kemampuan dan sumber daya kami, termasuk seperti meningkatkan hasil dan kualitas karet alam yang dipasok oleh produsen dan petani kecil.

- i) 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 yang transparan untuk melindungi merek kami dan memenuhi persyaratan pemangku kepentingan.

- j) We shall participate in and support multi-stakeholder planning and policy efforts that uphold the GPSNR principles at landscape, jurisdictional or other spatial levels.

Kami akan berpartisipasi dan mendukung upaya perencanaan dan kebijakan multi-pemangku kepentingan yang menjunjung tinggi prinsip-prinsip GPSNR di tingkat lanskap, hukum, atau tata ruang lainnya.

4) **Supplier Performance**

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

- b) Consequently, we shall conduct programs for our suppliers to support our approach by working together with us to improve practices in sustainable procurement. Oleh karena itu, kami akan melakukan program bagi pemasok kami untuk mendukung pendekatan kami dengan bekerja sama dengan kami untuk meningkatkan praktik pengadaan yang berkelanjutan.

- c) To accelerate efforts and ensure effectiveness on this journey, we shall hold regular dialogues, 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 perusahaan ini, kami akan mengadakan pertemuan rutin, berkolaborasi dengan, dan mendukung pemasok kami dalam bekerja sama untuk mengadopsi dan menjalankan prinsip-prinsip kami dalam kegiatan bisnis sehari-hari mereka.
- d) 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 agar dapat memprioritaskan tindakan mitigasi/mengurangi risiko tersebut.
- e) We shall conduct supply chain mapping within our ability and resources to assess our suppliers. Kami akan melakukan pemetaan rantai pasokan berdasarkan kemampuan dan sumber daya kami untuk menilai pemasok kami.
- f) Recognizing the current complexity in the supply chain, we shall progressively map out social and environmental risks to prioritize risk mitigation actions. Menyadari kompleksitasnya rantai pasokan saat ini, kami akan secara progresif memetakan risiko sosial dan lingkungan untuk memprioritaskan tindakan mitigasi/mengurangi risiko.
- g) 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, pada angka minimal sesuai pada tingkat yang hukum berlaku. Hal ini untuk mengetahui atau mengontrol kesesuaian bahan yang dibeli dengan standar yang ditetapkan.
- h) In addition, we expect that any implementation that is required will be outlined in the GPSNR Implementation Guidance document accepted by the GPSNR's General Assembly. Selain itu, kami berharap bahwa implementasi apa pun yang diperlukan akan diuraikan dalam dokumen Panduan Implementasi GPSNR yang diterima oleh Majelis Umum GPSNR.
- i) We shall communicate to all suppliers of natural rubber that material produced and processed in accordance to and conformance with our standards will be preferred. Kami akan mengkomunikasikan kepada semua pemasok karet alam bahwa bahan yang diproduksi dan diproses sesuai dan sesuai dengan standar kami akan lebih diutamakan.
- j) We shall provide time-bound performance indicators for meeting our standards progressively, recognizing the complexity of our supplier base. Kami akan memberikan indikator kinerja terikat waktu untuk memenuhi standar kami secara progresif, dengan mengakui kompleksitas berdasarkan pemasok kami.

- k) We will also within commercial practicability ensure that supplier codes and contracts, engagement activities, and other mechanisms reflect our expectations. Kami juga akan memastikan bahwa kode dan kontrak pemasok, aktivitas keterlibatan, dan mekanisme lainnya mencerminkan harapan kami dalam kepraktisan komersial.
- l) 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 (pemasok langsung dan tidak langsung untuk mendukung kesesuaian mereka dengan komitmen perusahaan melalui insentif yang efektif, mekanisme dukungan, dan sistem pemantauan pembelian.
- m) 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 terikat waktu untuk menggerakkan pemasok menuju kesesuaian dan/atau perbaikan kerugian masa lalu atau yang sedang berlangsung.
- n) We shall regularly monitor the progress towards company commitments in order to ascertain performance. This will be reported annually and publicly. Kami akan secara teratur memantau kemajuan terhadap komitmen perusahaan untuk memastikan kinerja. Ini akan dilaporkan setiap tahun dan dipublikasikan.

5) Target Key Performance Indicators (KPIs): Indonesian Sector
Target Key Performance Indicators (KPIs): Sektor Indonesia

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:

5.1 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

5.2 CO2 Emissions :

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

Emisi CO2:

Mengurangi Emisi CO2 lebih dari 40% dari 2019 pada atau sebelum 2030

- 5.3 Energy Consumption :
To reduce Energy Consumption 5% from 2019 by or before 2030
Konsumsi Energi:
Mengurangi Konsumsi Energi 5% dari 2019 pada atau sebelum 2030
- 5.4 Renewable Energy (Scope 1) :
To use more than 70% proportion by or before 2030
Energi Terbarukan:
Menggunakan proporsi lebih dari 70% pada atau sebelum tahun 2030
- 5.5 Water Management (Effluent) :
To conform with the 6 factors of effluent/waste-water national standards per all six items, every month.
Pengelolaan Air (Efluen):
Untuk menyesuaikan dengan 6 faktor standar nasional air limbah / air limbah untuk semua 6 item, setiap bulan.
- 5.6 Water Management (Usage) :
To achieve 80% of recycle ratio in water usage be or before 2030.
Pengelolaan Air (Penggunaan):
Untuk mencapai 80% rasio daur ulang dalam penggunaan air sebelum tahun 2030.
- 5.7 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
- 5.8 Biodiversity:
To use Natural Rubber 100 % from non-deforestation sources after 1 April 2019
Keanekaragaman Hayati:
Menggunakan Karet Alam 100 % dari sumber non-deforestasi setelah 1 April 2019
- 5.9 Consumer Health & Safety:
To achieve Zero rejection, Zero claim on product quality relating to health or safety
Kesehatan & Keselamatan Konsumen:
Untuk mencapai tidak ada penolakan, tidak ada klaim atas kualitas produk yang berkaitan dengan kesehatan atau keselamatan
- 5.10 Employee Health & Safety:
To Continue “Zero Accident Days”

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

Kesehatan & Keselamatan Karyawan:

Melanjutkan “Hari Tanpa Kecelakaan Kerja”

Mencapai Pelatihan H&S per Karyawan lebih dari 25 jam per tahun pada atau sebelum 2030

5.11 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

5.12 Training on buyers:

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

Pelatihan pembeli:

Untuk memastikan 100% staf pembelian menerima pelatihan mengenai Komitmen Pembelian Berkelanjutan

5.13 Sustainability Assesment

To have Sustainability Assesment 100% on our direct supplier by or before 2025

Penilaian Keberlanjutan :

Untuk mendapatkan Penilaian Keberlanjutan 100% pada pemasok langsung kami pada atau sebelum tahun 2025

5.14 Capacity Building of Supplier

To have 100 % Sustainability Awareness training on our direct supplier by or before 2025

Peningkatan Kapasitas Pemasok :

Untuk mendapatkan pelatihan Kesadaran Keberlanjutan 100% pada pemasok langsung kami pada atau sebelum tahun 2025

Date: 10 October 2022



Leong Tim Fook

Director

Southland Global Pte. Ltd



Southland Global Pte. Ltd.

8 Cross Street #27-01, Manulife Tower, Singapore 048424

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

Company Registration No. 200310407C

Group Environmental Policy
Kebijakan Lingkungan Grup
Indonesian Sector
Sektor Indonesia

1) Purposes (Tujuan)

- a) The Environmental Policy of Southland Global Group 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 tujuan kami dalam praktik lingkungan yang berkelanjutan dengan mengelola dampak lingkungan yang terkait dengan aktivitas bisnis, produk, dan layanan kami.

- b) 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 undang-undang dan peraturan lingkungan yang berlaku, kami terus meningkatkan Sistem Manajemen Lingkungan kami (ISO 14001) untuk melindungi lingkungan dan mencegah polusi.

- c) We communicate this Policy to all levels within our Group, alongside capacity building activities and training through our supply chain.

Kami mengomunikasikan Kebijakan ini ke semua bagian dalam grup perusahaan kami, selain kegiatan pengembangan kapasitas dan pelatihan melalui rantai pasokan kami.

- d) Directors of each Group company are responsible for implementation of this Policy

Direktur setiap perusahaan Grup bertanggung jawab atas penerapan Kebijakan ini

2) Commitments (Komitmen)

- a) We are committed to create a group culture where we engage and empower all in the to improve on our environmental performance.

Kami berkomitmen untuk membuat sebuah budaya dalam perusahaan kami agar kami dapat terlibat dan memberdayakan semua kelompok untuk meningkatkan kinerja lingkungan kami.

- b) 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.

- c) We shall periodically review these objectives and targets of our environmental aspects:
Kami akan meninjau tujuan dan sasaran aspek lingkungan kami secara berkala:

d) Energy and Emissions (Energi dan Emisi)

- i) 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, to maximize natural resource efficiency and minimizing and mitigating carbon emissions.

Kami harus memastikan penggunaan energi yang bertanggung jawab bersamaan dengan mendukung rencana perluasan bisnis perusahaan untuk mengelola operasi bisnis kami yang dapat meminimalisir penggunaan jumlah energi, memaksimalkan efisiensi sumber daya alam dan meminimalisir pengurangan emisi karbon.

e) Materials and Waste Management (Pengelolaan limbah dan bahan) :

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

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

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

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

f) Water Usage (Penggunaan Air) :

- i) We shall ensure preserving the quality and quantity of water used; prevent water contamination from agricultural and industrial chemicals ; prevent 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 untuk menjaga kualitas dan kuantitas air yang digunakan; mencegah kontaminasi air dari pertanian dan industri kimia; mencegah erosi dan sedimentasi; dan semua air limbah dari produksi kami untuk diolah secara efisien dan sistematis yang selanjutnya digunakan kembali dalam proses produksi kami.

g) Bio-diversity (Keanekaragaman Hayati) :

- i) 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 forestlands with approaches based on observations of 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 bertujuan untuk tidak terjadi deforestasi dan degradasi lahan hutan dengan pendekatan berdasarkan pengamatan nilai konservasi tinggi (HCV) dan stok karbon tinggi (HCS).
- ii) We will support long-term protection of natural forests and the restoration of deforested and degraded rubber landscapes that were caused by our opening of land for operations.
Kami akan mendukung perlindungan jangka panjang terhadap hutan alam dan restorasi lanskap karet yang terdeforestasi dan terdegradasi yang disebabkan oleh pembukaan lahan kami untuk operasional bisnis kami.
- iii) We will source rubber in a way that does not contribute to deforestation or degrade High Conservation Values within our ability to identify such sources recognizing the current complex supply chain involving multiple dealers and vast numbers of small farmers.
Kami akan mencari karet dengan cara tidak berkontribusi terhadap deforestasi atau yang menurunkan Nilai Konservasi Tinggi dalam kemampuan kami untuk mengidentifikasi sumber tersebut dengan mengenali rantai pasokan secara kompleks saat ini yang melibatkan banyak pedagang dan sejumlah besar petani kecil.
- iv) We support the development of GPSNR identification and confirmation of such sources.
Kami mendukung pengembangan identifikasi dan konfirmasi GPSNR dari sumber-sumber tersebut.
- v) We support the education of our suppliers/dealers and will require them, within their ability, to identify and manage areas for development and conservation following the methodology and guidance consistent with the HCV Approach and with the High Carbon Stock Approach.
Kami mendukung edukasi pemasok kami dan mengharuskan mereka, dalam kemampuan mereka, untuk mengidentifikasi dan mengelola kawasan untuk pengembangan dan konservasi untuk mengikuti metodologi dan panduan yang konsisten dengan pendekatan HCV dan pendekatan stok karbon tinggi.
- vi) We will not source from plantations or smallholders that have been identified and confirmed by GPSNR to have contributed to deforestation or HCV degradation after

GPSNR's cutoff date of 1 April 2019.

Kami tidak akan mengambil perkebunan atau petani kecil yang telah diidentifikasi dan dikonfirmasi oleh GPSNR sebagai penyumbang deforestasi atau degradasi HCV setelah batas tanggal akhir GPSNR pada 1 April 2019.

- vii) 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 firebreak establishment, waste management for sanitary reasons where public garbage collection is not available, phytosanitary and other emergencies.

Kami tidak akan menggunakan pembakaran lahan terbuka dalam operasional baru atau yang sedang berlangsung untuk persiapan lahan, pengelolaan lahan, pengelolaan limbah, atau alasan selain dalam kasus pembuatan sekat bakar yang dibenarkan dan didokumentasikan, pengelolaan limbah untuk alasan sanitasi dimana pengumpulan sampah publik tidak tersedia, fitosanitasi dan keadaan darurat lainnya.

- viii) 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, perburuan berlebihan, dan hilangnya habitat di area di bawah manajemen perusahaan kami dan mendukung kegiatan perlindungan satwa liar di area yang terpengaruh.

- ix) We shall protect soil quality, preventing erosion, nutrient degradation, subsidence and contamination.

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

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

Kami harus harus mencegah pengembangan atau pengadaan dari perkebunan karet alam di lahan gambut, terlepas dari kedalaman, luas, atau status (basah, dikeringkan atau kering).

h) Local Pollution (Polusi Lokal)

- i) 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, menerapkan langkah-langkah untuk memantau dan meningkatkan kualitas udara internal, mengurangi tingkat kebisingan dan dengan menerapkan prosedur kerja dalam menangani bahan kimia berbahaya.

i) **Consumer Focus (Fokus Konsumen) :**

i) 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, kesehatan dan keselamatan pelanggan/konsumen melalui penyediaan kualitas karet alam yang konsisten tanpa cacat terkait kesehatan dan keselamatan.

3) **Target Key Performance Indicators (KPIs): Indonesian Sector**
Target Key Performance Indicators (KPIs): Sektor Indonesia

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:

3.1 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

3.2 CO2 Emissions :

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

Emisi CO2:

Mengurangi Emisi CO2 lebih dari 40% dari 2019 pada atau sebelum 2030

3.3 Energy Consumption :

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

Konsumsi Energi:

Mengurangi Konsumsi Energi 5% dari 2019 pada atau sebelum 2030

3.4 Renewable Energy (Scope 1) :

To use more than 70% proportion by or before 2030

Energi Terbarukan:

Menggunakan proporsi lebih dari 70% pada atau sebelum tahun 2030

3.5 Water Management (Effluent) :

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

Pengelolaan Air (Efluen) :

Untuk menyesuaikan dengan 6 faktor standar nasional air limbah / air limbah untuk semua 6 item, setiap bulan.

3.6 Water Management (Usage) :

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

Pengelolaan Air (Penggunaan):

Untuk mencapai 80% rasio daur ulang dalam penggunaan air sebelum tahun 2030.

3.7 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 yangdibuang setidaknya 40% dari 2019 pada atau sebelum 2030

3.8 Biodiversity:

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

Keanekaragaman Hayati:

Menggunakan Karet Alam 100 % dari sumber non-deforestasi setelah 1 April 2019

Date: 10 October 2022



Leong Tim Fook

Director

Southland Global Pte. Ltd



Southland Global Pte. Ltd.

8 Cross Street #27-01, Manulife Tower, Singapore 048424

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

Company Registration No. 200310407C

Human Rights and Labor Practices Policy
Kebijakan Hak Asasi Manusia dan Praktik Ketenagakerjaan
Indonesian Sector
Sektor Indonesia

1) Purposes (Tujuan)

a) This document explains Southland Rubber Human Rights and Labour Practices Policy.

Dokumen ini menjelaskan Kebijakan Hak Asasi Manusia Southland Rubber dan Praktik Perburuhan.

b) We are committed to the continuous improvement of our operations through raising awareness, reviewing, auditing and holistically managing potential risks associated with human rights violation and non-compliance with good labour practices.

Kami berkomitmen untuk terus meningkatkan kinerja kami melalui peningkatan kesadaran dan kepedulian, peninjauan, audit, dan pengelolaan secara terpadu menyeluruh untuk potensi risiko yang terkait dengan pelanggaran hak asasi manusia dan ketidakpatuhan terhadap praktik pelaksanaan ketenagakerjaan yang baik.

c) We shall uphold the dissemination of the knowledge regarding human rights and labour practices among our Employees and suppliers, including identifying, investigating, and mitigating any actual and potential risks associated with violation of human rights and noncompliance with good labour practices.

Kami akan menjunjung tinggi penyebaran pengetahuan tentang hak asasi manusia dan praktik ketenagakerjaan di antara karyawan dan pemasok kami, termasuk mengidentifikasi, menyelidiki, dan mengurangi risiko aktual dan potensial yang terkait dengan pelanggaran hak asasi manusia dan ketidakpatuhan terhadap praktik ketenagakerjaan yang baik.

d) This Policy is applicable to all Southland Rubber group companies.

Kebijakan ini berlaku untuk semua perusahaan grup Southland Rubber.

e) A designated Director of each Group Company and/or the Head of a branch unit/factory shall be responsible for the collective implementation of and compliance with this Policy.

Direktur yang ditunjuk dari setiap Grup Perusahaan dan/atau Kepala unit cabang/pabrik bertanggung jawab atas pelaksanaan dan kepatuhan bersama terhadap Kebijakan ini.

2) Guidelines (Pedoman)

a) We commit to human rights and good labour practices by :

Kami berkomitmen pada hak asasi manusia dan praktik ketenagakerjaan yang baik dengan:

i) Respecting and protecting 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 company operations.

Menghormati dan melindungi hak asasi manusia yang diakui secara internasional (termasuk menegakkan Prinsip-Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia [UNGP]) dengan menghindari menyebabkan atau berkontribusi terhadap dampak hak asasi manusia yang merugikan dan mencegah atau mengurangi kerugian yang terkait dengan operasi perusahaan.

ii) Establishing and maintaining a company grievance mechanism (consistent with UNGP effectiveness criteria) to receive complaints and remedy adverse impacts they have caused due to production and sourcing.

Membangun dan memelihara mekanisme pengaduan perusahaan (konsisten dengan kriteria efektivitas UNGP) untuk menerima keluhan dan memperbaiki dampak buruk yang mereka timbulkan karena produksi dan pengadaan.

iii) Respecting the rights of indigenous people and local communities (IP/LC):

Menghormati hak-hak masyarakat adat dan masyarakat lokal (IP/LC):

(1) Recognizing and protecting the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including: Mengakui dan melindungi hak penguasaan tanah adat, tradisional dan komunal masyarakat adat dan masyarakat lokal (IP/LC) termasuk :

(a) Carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);

Melaksanakan operasi sesuai dengan Deklarasi PBB tentang Hak-Hak Masyarakat Adat (UNDRIP);

(b) Ensuring ongoing land tenure and access rights;

Memastikan kepemilikan lahan dan hak akses yang berkelanjutan;

- (c) 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;

Menjunjung tinggi hak akses tradisional untuk berburu dan mengumpulkan hewan dan tumbuhan untuk tujuan subsisten dan tradisi budaya dan agama asli, adat istiadat dan upacara;

- (d) Ensuring 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:

Memastikan bahwa, sebelum aktivitas apa pun yang dapat memengaruhi hak IP/LC atas tanah, wilayah, dan sumber daya mereka, persetujuan bebas, didahulukan, dan diinformasikan (FPIC) mereka dijamin:

- (i) This includes when planning, establishing, restoring, or transforming corporate plantations and/or industrial sites, as well as associated infrastructure.

Ini termasuk ketika merencanakan, membangun, memulihkan, atau mengubah perkebunan perusahaan dan/atau lokasi industri, serta infrastruktur terkait.

- (ii) The FPIC process is done in a culturally appropriate manner and follows credible accepted methodologies² and associated GPSNR guidance.

Proses FPIC dilakukan dengan cara yang sesuai dengan budaya dan mengikuti metodologi² yang dapat diterima dan kredibel serta panduan GPSNR terkait.

- (iii) IP/LC have the right to give or withhold their consent to any activity that is subject to the FPIC process.

IP/LC berhak untuk memberikan atau menahan persetujuan mereka untuk setiap aktivitas yang tunduk pada proses FPIC.

- (e) Where operations impinge on IP/LC rights, compensating or accommodating IP/LC through appropriate, mutually agreed measures reflecting and described in the negotiated outcomes of the FPIC process.

Jika operasi melanggar hak IP/LC, memberikan kompensasi atau mengakomodasi IP/LC melalui tindakan yang sesuai dan disepakati bersama yang mencerminkan dan dijelaskan dalam hasil negosiasi dari proses FPIC.

- (f) Adopting measures to provide remedy through mutually agreed procedures in cases where the Group Company previously has caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC.

Mengadopsi langkah-langkah untuk memberikan pemulihan melalui prosedur yang disepakati bersama dalam kasus di mana Perusahaan Grup sebelumnya telah menyebabkan atau berkontribusi pada perampasan atau kerusakan tanah, wilayah, atau sumber daya IP/LC tanpa mengamankan FPIC.

- (g) Implementation is jointly monitored by the community and the GPSNR member and/or by mutually agreed third party(ies).

Pelaksanaan dipantau bersama oleh masyarakat dan anggota GPSNR dan/atau oleh pihak ketiga yang disepakati bersama.

- (h) Establishing ongoing, effective, culturally appropriate channels of dialogue with indigenous people and local communities.

Membangun saluran komunikasi yang berkelanjutan, efektif, dan sesuai secara budaya dengan masyarakat adat dan komunitas lokal.

- iv) Upholding applicable labour rights and labour laws in the jurisdictions where operating, the UN Guiding Principles on Business and Human Rights, and the intent of the International Labour Organization's eight core conventions. This includes:

Menjunjung tinggi hak-hak buruh dan undang-undang perburuhan yang berlaku di yurisdiksi tempat beroperasi, Prinsip-Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia, dan maksud dari delapan konvensi inti menurut ILO, yaitu :

- (1) Freedom of association and collective bargaining

We respect the rights of its Employees in the freedom of association and the rights to select representatives for collective bargaining

Kebebasan Berserikat dan Perundingan Bersama

Kami menghormati hak-hak Karyawan dalam kebebasan berserikat dan hak untuk memilih perwakilan untuk perundingan bersama.

- (2) No forced labour

We prohibit all forms of forced-labour whether they are slave laborers, bonded laborers, or debt bondage, including all forms of human trafficking.

Tidak Ada Kerja Paksa

Kami melarang segala bentuk kerja paksa baik itu pekerja budak, pekerja ikat, atau ijon, termasuk segala bentuk perdagangan manusia

(3) No child labour

We prohibit the employment of child-laborers who are below the minimum age for employment. Similarly, child-laborers are prohibited from working in unsafe environment, working overtime, and working on holidays imposed by laws.

Tidak Ada Pekerja Anak

Kami melarang mempekerjakan pekerja anak yang berada di bawah usia minimum untuk bekerja. Demikian pula, pekerja anak dilarang bekerja di lingkungan yang tidak aman, bekerja lembur, dan bekerja pada hari libur yang ditetapkan oleh undang undang.

(4) Minimum wages, working hours, and basic welfares

We set wages, working hours, working overtime, and welfare of Employees in full compliance with relevant laws. Compensation to Employees is made in a fair manner and is subject to local labour market conditions.

Upah Minimum, Jam Kerja, dan Kesejahteraan Dasar

Kami 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.

(5) Diversity, no discrimination, and no harassment

We attach importance to diversity in workplace, and workplace with no discrimination and harassment whether they are in relation to race, gender, skin color, ethnic and social origins, religion, disabilities, sexual orientation, political opinions, and other issues imposed by law.

Keberagaman, Tidak Ada Diskriminasi, dan Tidak Ada Pelecehan

Kami mementingkan keragaman di tempat kerja, dan tempat kerja tanpa diskriminasi dan pelecehan baik itu terkait dengan ras, jenis kelamin, warna kulit, asal etnis dan sosial, agama, disabilitas, orientasi seksual, opini politik, dan masalah lain yang diberlakukan oleh hukum.

(6) Fair practices

We respect the rights of our Employees and stakeholders and strives to incorporate fair practices in our business operation.

Praktik Yang Adil

Kami menghormati hak-hak karyawan dan pemangku kepentingan kami dan berusaha untuk memasukkan praktik yang adil dalam operasional bisnis perusahaan kami.

(7) Labour standards, and occupational health and safety (H&S) for work

We provide safe working environments and appropriately promote good health of our Employees. The operation regarding occupational H&S is in compliance with relevant laws and regulations, focusing on good working conditions and the reduction and prevention of accidents, injuries, and health risks.

Standar Tenaga Kerja, dan Kesehatan dan Keselamatan Kerja (K3) Untuk Bekerja

Kami menyediakan lingkungan kerja yang aman dan mempromosikan kesehatan yang baik dari Karyawan kami dengan tepat. Pelaksanaan K3 harus sesuai dengan undang-undang dan peraturan yang relevan, dengan fokus pada kondisi kerja yang baik dan pengurangan dan pencegahan kecelakaan, cedera, dan risiko kesehatan.

(8) Equitable treatment

We treat every one of our Employees with respect and in an equitable manner. The recruitment process, determination of compensation, and job promotion shall all be proceeded in a transparent, honest, and fair manner.

Perlakuan Yang Adil

Kami memperlakukan setiap karyawan kami dengan hormat dan dengan cara yang adil. Mulai dari proses rekrutmen, penetapan kompensasi, dan promosi jabatan harus dilakukan secara transparan, jujur, dan adil. \

(9) All the rights and protection apply to all levels of Employees

Semua hak dan perlindungan berlaku untuk semua level karyawan

- v) Promoting the quality of work-life for all Employees as well as communicating to suppliers and contractors on human rights and labour practice and work-life quality.

Mempromosikan kualitas kehidupan kerja bagi semua karyawan serta mengkomunikasikan kepada pemasok dan kontraktor tentang hak asasi manusia dan praktik perburuhan dan kualitas kehidupan kerja.

- vi) Monitoring and conducting assessment on human rights and labour practices risks on a regular basis to mitigate impacts and prevent risks in all of our operational activities across the value chain. Also, we define approaches or

measures that allow all departments to take part in supervision and risk management properly.

Memantau dan melakukan penilaian atas risiko hak asasi manusia dan praktik ketenagakerjaan secara berkala untuk mengurangi dampak dan mencegah risiko di semua kegiatan operasional kami di seluruh rantai nilai. Selain itu, kami mendefinisikan pendekatan atau tindakan yang memungkinkan semua departemen untuk mengambil bagian dalam pengawasan dan manajemen risiko dengan benar.

vii) Promoting the communication of knowledge and mutual understanding relating to human rights and good labour practices via multiple communication channels and programs. Mempromosikan komunikasi pengetahuan dan pemahaman yang berkaitan dengan hak asasi manusia dan praktik ketenagakerjaan yang baik melalui berbagai saluran/media dan program komunikasi

viii) Implementing a whistle-blower Policy and mechanism for Employees and stakeholders to communicate concerns, and make complaints if they encounter or witness any misconducts or human rights violation:

Menerapkan kebijakan dan mekanisme pelaporan pelanggaran bagi karyawan dan pemangku kepentingan untuk menyampaikan keluhan/khawatir, dan membuat pengaduan jika mereka menemukan atau menyaksikan kesalahan atau pelanggaran hak asasi manusia:

(1) We formulate investigation and handling processes for complaints regarding human rights and labour practices in order to appropriately improve, mitigate, or resolve human rights adverse impacts;

Kami membuat proses penyelidikan dan penanganan pengaduan tentang hak asasi manusia dan praktik ketenagakerjaan untuk meningkatkan, mengurangi, atau menyelesaikan dampak buruk hak asasi manusia secara tepat;

(2) We institute protection of whistle-blowers and keeping their information confidential unless to be disclosed as required by law.

Kami melembagakan perlindungan pelapor dan menjaga kerahasiaan informasi mereka kecuali untuk diungkapkan sebagaimana diwajibkan oleh hukum.

b) Our commitment towards respect for human rights respect and good labour practices are clearly reflected in our management Policies updated from time to time, namely:

Komitmen kami terhadap penghormatan terhadap penghormatan hak asasi manusia dan praktik ketenagakerjaan yang baik tercermin dengan jelas dalam Kebijakan manajemen kami yang diperbarui dari waktu ke waktu, yaitu:

- i) Southland Rubber Code of Conduct
[Kode Etik Karet Southland](#)
- ii) Southland Rubber Supplier Code of Conduct
[Kode Etik Pemasok Southland Rubber](#)
- iii) Southland Rubber Sustainability & Sustainable Procurement Policy
[Kebijakan Keberlanjutan & Pengadaan Berkelanjutan Southland Rubber](#)
- iv) Southland Rubber Environmental Policy
[Kebijakan Lingkungan Southland Rubber](#)
- v) Southland Rubber Whistleblower Policy
[Kebijakan Pelapor Southland Rubber](#)
- vi) Southland Rubber Information Security Policy
[Kebijakan Keamanan Informasi Southland Rubber](#)
- vii) Southland Rubber Human Rights and Labour Practices Policy
[Kebijakan Hak Asasi Manusia dan Praktik Perburuhan Karet Southland](#)
- viii) Southland Rubber Occupational Health & Safety Policy
[Kebijakan Kesehatan & Keselamatan Kerja \(K3\) Southland Rubber](#)
- ix) Southland Rubber Quality and Kaizen-5S Policy
[Kebijakan Kualitas dan Kaizen-5S Southland Rubber](#)
- x) Southland Rubber Anti-Bribery Policy
[Kebijakan Anti-Suap Southland Rubber](#)

c) This Policy

[Kebijakan ini wajib :](#)

- i) is to be communicated among our Employees and stakeholders; and
[Dikomunikasikan di antara karyawan dan pemangku kepentingan kita; dan](#)
- ii) is to be reviewed on a regular basis.
[Ditinjau secara berkala.](#)

Date: 1 January 2022



Leong Tim Fook
Director
Southland Global Pte. Ltd



Southland Global Pte. Ltd.
(A member of Southland Rubber Group)
8 Cross Street #27-01, Manulife Tower, Singapore 048424
Tel: (65) 6438 6939 Fax: (65) 64382165
www.southlandglobal.com
Company Registration No. 200310407C

Anti-Corruption Policy

Kebijakan Anti Korupsi

Southland Global Pte. Ltd. Indonesian Sector

1. Introduction (Pengantar)

Southland Global Pte. Ltd., Indonesian Sector (hereafter called **The Group**) is strongly committed to conducting an ethical business adhering to Good Governance and the Group's Code of Conduct to ensure transparent and fair business practices.

The Group has therefore formulated the Anti-Corruption Policy with clear guidelines for its employees to adhere to.

Southland Global Pte. Ltd., Sektor Indonesia (selanjutnya disebut **Grup**) berkomitmen kuat untuk menjalankan bisnis yang etis dengan mematuhi Tata Kelola yang Baik dan Kode Etik Grup untuk memastikan praktik bisnis yang transparan dan adil.

Oleh karena itu, Grup telah merumuskan Kebijakan Anti-Korupsi dengan pedoman yang jelas untuk dipatuhi oleh karyawannya.

This policy is applicable to The Group:

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 Grup:

PT Abaisiat Raya
PT Bintang Gasing Persada
PT Polykencana Raya
PT Kota Niaga Raya
PT Bintang Borneo Persada
PT Kahayan Berseri

(Each Company of The Group: hereafter called "**The Company**")

(Setiap Perusahaan dari Grup: selanjutnya disebut "**Perusahaan**")

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 keramah-tamahan, 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 Pelicin 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.

Mengomunikasikan Kebijakan Anti-Korupsi termasuk langkah-langkah anti-korupsi yang relevan kepada dewan direksi, anggota komite eksekutif, semua karyawan perusahaan dan anak perusahaannya, dan perwakilan bisnis untuk implementasi. Saluran komunikasi tersebut meliputi program pelatihan dan inisiatif yang bertujuan untuk menciptakan saling pengertian di antara orang-orang terkait dan memberikan peluang pelaporan pelanggaran. Semua karyawan harus menjalankan tugasnya berdasarkan kepentingan bersama perusahaan dan praktik yang transparan dan adil. Karyawan tidak boleh melakukan tindakan apa pun yang dapat mempengaruhi kredibilitas dan kepercayaan tentang

bagaimana mereka melakukan tugasnya. Dengan cara yang sama, karyawan tidak boleh terlibat dalam konflik kepentingan apa pun baik di tingkat pribadi maupun organisasi.

- 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 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, 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 korupsi.

- 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 Whistleblowing 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.



Christian Tollkuehn
CEO
Southland Global Pte. Ltd. Indonesian Sector
31 August 2020



Southland Global Pte. Ltd.
8 Cross Street #27-01, Manulife Tower, Singapore 048424
Tel: (65) 6438 6939 Fax: (65) 6438 2165
Company Registration No. 200310407C

Whistleblowing Policy and Procedure

Kebijakan dan Prosedur Whistleblowing

Southland Global Pte. Ltd. Indonesian Sector

1.0 Purpose Tujuan

This Policy provides a reliable system for a person to report any wrongdoings, including suspected violation of Southland Global Pte. Ltd. (SGPL)'s Code of Conduct or any applicable Laws and regulations in the countries and/or regions where SGPL and/or each of SGPL Group factories operate without fear of reprisal when whistleblowing in good faith.

The effective implementation of this Whistleblowing Policy shall be overseen by SGPL Compliance Committee and supervised by the head of SGPL Compliance Directors.

Kebijakan ini menyediakan sistem yang dapat diandalkan bagi seseorang untuk melaporkan kesalahan apapun, termasuk dugaan pelanggaran terhadap Kode Etik atau hukum dan peraturan yang berlaku di negara dan/ atau wilayah dimana SGPL dan/atau setiap pabrik Grup SGPL beroperasi tanpa takut akan adanya pembalasan ketika pelapor beritikad baik.

Pelaksanaan Kebijakan Whistleblowing yang efektif ini akan diawasi oleh Komite Kepatuhan SGPL dan Kepala Direktur Kepatuhan SGPL.

2.0 Scope Ruang Lingkup

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

Kebijakan ini berlaku untuk semua orang termasuk karyawan (Dewan Direksi, pejabat, karyawan penuh waktu/ paruh waktu /tetap /kontrak) dan pemangku kepentingan di SGPL dan SGPL Grup Pabrik Indonesia.

3.0 Application Penerapan

3.1 This Whistleblowing Policy allows for reporting by Employees or stakeholders of SGPL Group to SGPL Compliance Committee without fear of reprisal, discrimination or adverse consequences and also permits SGPL 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 Whistleblowing ini memungkinkan untuk dilaporkan oleh karyawan atau pemangku kepentingan Grup SGPL kepada Komite Kepatuhan SGPL tanpa takut dengan adanya pembalasan, diskriminasi, atau konsekuensi yang merugikan dan juga mengizinkan Komite Kepatuhan SGPL 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 Whistleblowing include:

- 3.2.1 Breach of SGPL Group Policies and/or Code of Conduct
- 3.2.2 Violation of each Company Regulations in SGPL Group 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 Grup SGPL dan/ atau Kode Etik
- 3.2.2 Pelanggaran terhadap setiap Peraturan Perusahaan yang terdapat pada Grup SGPL
- 3.2.3 Ketidakpatuhan hukum dan peraturan yang berlaku
- 3.2.4 Segala bentuk malpraktek keuangan atau bukan keuangan atau ketidakwajaran
Seperti penipuan, korupsi, penyuapan 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 SGPL Group 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 Grup SGPL, 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 SGPL Compliance Directors.

4.2 Petugas penerima

Petugas penerima mengacu kepada Kepala Direktur Kepatuhan SGPL.

4.3 Investigation Team

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

4.3 Tim Investigasi

Ketika menangani masalah yang dilaporkan, Kepala Direktur Kepatuhan SGPL dapat menunjuk Tim Investigasi untuk melakukan investigasi terhadap dugaan malpraktek.

5.0 Reporting Mechanism Mekanisme Pelaporan

5.1 SGPL encourages Whistleblowers who report their concerns provide their names, contact details, position in SGPL Group or relationship with SGPL Group 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

5.1 SGPL mendorong pelapor untuk melaporkan kekhawatiran mereka dengan menyebutkan nama, rincian kontak, posisi mereka di Grup SGPL atau hubungan dengan Grup SGPL jika memungkinkan. Masalah yang dilaporkan secara anonim akan diambil tergantung pada hal berikut :

- 5.1.1. Keseriusan masalah
- 5.1.2. Signifikansi dan Kredibilitas Kekhawatiran
- 5.1.3. Kemungkinan laporan dapat dievaluasi

5.2 Concerns may be raised verbally or in writing and for SGPL 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 SGPL 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 SGPL Compliance Committee and its Investigation Team. SGPL Compliance directors will seek the Whistleblower's consent in case of need to disclose to anyone other than SGPL Compliance Committee and its Investigation Team.

6.1 Identitas Pelapor akan dirahasiakan oleh Komite Kepatuhan SGPL dan Tim Investigasinya. Direktur Kepatuhan akan meminta persetujuan pelapor terlebih dahulu jika diperlukan untuk mengungkapkan kepada siapapun selain Komite Kepatuhan SGPL dan Tim Investigasinya.

6.2 SGPL prohibits discrimination, retaliation or harassment of any kind against Whistleblower who reports a concern in good faith. Such conduct is a breach of SGPL Group 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 SGPL Compliance Committee for its prompt investigation and appropriate action.

6.2 SGPL melarang diskriminasi, pembalasan, atau pelecehan terhadap Pelapor yang melaporkan kekhawatirannya dengan itikad baik. Perilaku semacam itu merupakan pelanggaran terhadap Kode Etik Grup SGPL dan siapapun yang melakukan pembalasan terhadap Pelapor dapat dikenakan tindakan disiplin. Jika Pelapor yakin sedang mengalami diskriminasi, pembalasan atau pelecehan karena telah membuat laporan, ia dapat segera melaporkan kejadian tersebut kepada Komite Kepatuhan SGPL untuk penyelidikan segera dan diambil tindakan yang sesuai.

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.

6.3 Semua informasi yang diungkapkan selama investigasi akan tetap dirahasiakan, kecuali jika diperlukan untuk melakukan penyelidikan dan untuk mengambil tindakan korektif sesuai dengan hukum dan peraturan yang berlaku.

6.4 SGPL 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.

6.4 SGPL berhak untuk merujuk masalah atau keluhan apapun ke pihak eksternal yang berwenang.

Berdasarkan pada sifat pengaduan, subjek pengaduan mungkin diberitahu tentang laporan terhadap dirinya dan diberikan dengan kesempatan untuk membalas laporan tersebut.

7. Handling Procedures Prosedur Penanganan

7.1 If, at the conclusion of an investigation, SGPL 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 SGPL Compliance Committee to the Chairman of the SGPL 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.

7.1 Jika, pada akhir penyelidikan, SGPL menetapkan bahwa pelanggaran telah terjadi atau tuduhan terbukti, tindakan disipliner yang sesuai dengan Peraturan Perusahaan yang berlaku dan Perjanjian Kerja akan diambil.

Setiap tindakan disipliner akan direkomendasikan oleh Komite Kepatuhan SGPL kepada Kepala Dewan Direktur SGPL.

Masing-masing unit bisnis diharapkan melakukan tindakan pemulihan dan remediasi yang diidentifikasi oleh tim investigasi setelah penyelidikan.

Kepada pelapor akan diinformasikan bahwa tindakan telah diambil pada akhir penyelidikan, tanpa membocorkan informasi yang dirahasiakan.

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 Whistleblowing Policy shall be communicated to all SGPL Group 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 SGPL Compliance Committee or SGPL Compliance Directors.

8.1 Kebijakan Pelaporan Pelanggaran akan dikomunikasikan kepada seluruh karyawan Grup SGPL :

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

8.1.3. Ketika diminta oleh Komite Kepatuhan SGPL atau Direktur Kepatuhan SGPL.

8.2 Principles of the Whistleblowing 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 Whistleblowing Policy shall be reviewed regularly, where SPGL 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 Whistleblowing akan ditinjau secara berkala, di mana SPGL dapat memodifikasi Kebijakan ini untuk menjaga kepatuhan terhadap hukum dan peraturan yang berlaku atau perubahan organisasi. Peninjauan harus dilakukan oleh Kepala Direktur Kepatuhan.



Christian Tollkuehn
CEO, Southland Global Pte. Ltd., Indonesia Sector
2 November 2020



Southland Global Pte. Ltd.

8 Cross Street #27-01, Manulife Tower, Singapore 048424

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

Company Registration No. 200310407C

Supplier Code of Conduct Policy

Kebijakan Kode Etik Pemasok

Indonesian Sector

Sektor Indonesia

1) Purposes (Tujuan)

- a)** Southland Rubber factories are processors of high-quality natural rubber.
Pabrik Southland Rubber adalah pengolah karet alam berkualitas tinggi.
- b)** We are committed to work with our suppliers together to be successful in the natural rubber market.
Kami berkomitmen untuk bekerja sama dengan pemasok kami agar berhasil di pasar karet alam.
- c)** This Supplier Code of Conduct is established as guidelines for risk management with respect to ethical business conduct of our suppliers across the supply chain.
Kode Etik Pemasok ini ditetapkan sebagai pedoman untuk manajemen risiko sehubungan dengan perilaku bisnis yang etis dari pemasok kami di seluruh rantai pasokan.
- d)** We expect our suppliers who are our up-stream partners in the supply chain to adhere to the Southland Rubber Supplier Code of Conduct when operating their businesses as well as encouraging their suppliers across the supply chain to comply.
Kami mengharapkan pemasok kami yang merupakan mitra hulu kami dalam rantai pasokan untuk mematuhi Kode Etik Pemasok Karet Southland saat menjalankan bisnis mereka serta mendorong pemasok di seluruh rantai pasokan untuk mematuhihinya.
- e)** All suppliers are required to acknowledge their understanding and demonstrate genuine commitment to the implementation of this Supplier Code of Conduct.
Semua pemasok diwajibkan untuk mengakui pemahaman mereka dan menunjukkan komitmen yang tulus terhadap penerapan Kode Etik Pemasok ini.
- f)** This Supplier Code of Conduct applies to all suppliers of the Group
Kode Etik Pemasok ini berlaku untuk semua pemasok Grup

- g) Directors of each Group Company and/or Head of the /unit factory are responsible for the implementation of and compliance with this Policy.
Direktur masing-masing Grup Perusahaan dan/atau Kepala/unit pabrik bertanggung jawab atas pelaksanaan dan kepatuhan terhadap Kebijakan ini.

2) Principles and Guidelines for Suppliers (**Prinsip dan Pedoman untuk Pemasok**)

a) Economic Aspect (**Aspek Ekonomi**)

i) **Anti-competitive and monopoly practices:**

Praktik anti persaingan dan monopoli:

Ensure full compliance with prevailing anti-trust laws, understand and conform to all requirement, and prohibit all inappropriate anti-competitive behaviour.

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

ii) **Transparent legitimate transactions**

Transaksi sah yang transparan

Ensure transparency in business conduct and that all trade agreements and transactions are accurately recorded.

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

iii) **Information security**

Keamanan Informasi

Ensure the security of information by formulating internal rules and regulations for information security, that is, to prevent breach of personal information and protect confidential information.

Memastikan keamanan informasi dengan merumuskan aturan dan peraturan internal untuk keamanan informasi, yaitu untuk mencegah pelanggaran informasi pribadi dan melindungi informasi yang bersifat rahasia.

iv) **Conflicts of Interest**

Konflik Kepentingan

Prohibit conflict of interest and trading of confidential information.

Melarang konflik kepentingan dan perdagangan informasi rahasia.

v) **Intellectual Property**

Kekayaan Intelektual

Prohibit intellectual property infringement and promote intellectual property protection.

Mencegah pelanggaran kekayaan intelektual dan mempromosikan perlindungan kekayaan intelektual.

vi) Ethics

Etika

(1) Conform to rules, regulations, and laws, including social norms of the country or region where the business operates.

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

(2) Refuse all forms of bribery (gifts, monetary support, and any other forms of benefits considered as bribes violating the laws).

Menolak segala bentuk suap (hadiah, dukungan uang, dan segala bentuk keuntungan lainnya yang dianggap sebagai suap yang melanggar hukum).

vii) Traceability

Ketertelusuran

(1) We support raw materials suppliers and cooperate with them in tracing natural rubber to the point of origin as much as possible.

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

b) Social Aspect (Aspek Sosial)

i) Human Rights and Labour Practices

Hak Asasi Manusia dan Praktik Ketenagakerjaan

Respect and stringently comply with relevant national and international laws, regulations and rules.

Menghormati dan secara ketat mematuhi undang-undang, peraturan, dan aturan nasional dan internasional yang relevan.

ii) Minimum wages, working hours, and welfare

Upah minimum, jam kerja, dan kesejahteraan

Pay minimum wages; fully comply with applicable laws on working hours, overtime and welfare.

Bayar upah minimum; sepenuhnya mematuhi undang-undang yang berlaku tentang jam kerja, lembur, dan kesejahteraan.

iii) Diversity, non- discrimination and, no harassment

Keberagaman, non-diskriminasi dan, tidak ada pelecehan

Respect the rights of employees and stakeholders, ensure equitable treatment to all, and do not discriminate against anyone based on their race, skin colour, ethnic and social origin, religion, disability, sexual orientation, political opinion, and any other qualities imposed by laws.

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

iv) Fair treatment

Perlakuan adil

Treat all employees in a respectful and equitable manner; ensure transparency, honesty, and fairness in recruitment, compensation, and promotion.

Memperlakukan semua karyawan dengan cara yang hormat dan adil; memastikan transparansi, kejujuran, dan keadilan dalam perekrutan, kompensasi, dan promosi karyawan.

v) Freedom of association and collective bargaining

Kebebasan berserikat dan perundingan bersama

Respect employees' rights to freedom of association and collective bargaining.

Menghormati hak-hak karyawan atas kebebasan berserikat dan berunding bersama.

vi) Prevention of forced labours and human trafficking

Pencegahan kerja paksa dan perdagangan manusia

The Group prohibits all forms of forced labours such as prisoned labour, bonded labour, debt bondage, slave labour; and all forms of human trafficking.

Grup melarang segala bentuk kerja paksa seperti kerja paksa, kerja paksa, kerja paksa, kerja paksa; dan segala bentuk perdagangan manusia.

vii) Prevention of child labour

Pencegahan pekerja anak

Prohibit the employment of young labours whose ages are below the minimum requirement of the employment law.

Mencegah mempekerjakan tenaga kerja muda yang usianya di bawah persyaratan minimum berdasarkan undang-undang ketenagakerjaan.

- viii) Promote good quality work-life of employees and communicate this practice to relevant value chain partners.

Mempromosikan kehidupan kerja karyawan yang berkualitas baik dan mengkomunikasikan praktik ini kepada mitra rantai nilai yang relevan.

- ix) Constantly monitor and assess the risks in relation to human rights and labour practices and provide whistle-blower opportunities to employees and stakeholders.

Terus memantau dan menilai risiko terkait dengan hak asasi manusia dan praktik ketenagakerjaan dan memberikan kesempatan untuk melaporkan pelanggaran kepada karyawan dan pemangku kepentingan.

- x) Encourage employees to report actions or behaviours which violate human rights and good labour practices.

Mendorong karyawan untuk melaporkan tindakan atau perilaku yang melanggar hak asasi manusia dan praktik ketenagakerjaan yang baik.

- xi) Ensure that all reported cases are resolved fairly.

Pastikan bahwa semua kasus yang dilaporkan diselesaikan secara adil.

c) Occupational Health & Safety Aspect (Aspek Kesehatan & Keselamatan Kerja)

- i) Build and maintain good working environment that supports the prevention of work-related injuries and illnesses.

Membangun dan memelihara lingkungan kerja yang baik yang mendukung pencegahan cedera dan penyakit akibat kerja.

- ii) Comply with laws, rules, and regulations concerning occupational health and safety.

Mematuhi undang-undang, peraturan, dan peraturan tentang kesehatan dan keselamatan kerja.

- iii) Demonstrate commitment to reducing risks that may pose dangers to employees, outsourced contractors, visitors, and all related persons.

Menunjukkan komitmen untuk mengurangi risiko yang dapat menimbulkan bahaya bagi karyawan, kontraktor outsourcing, pengunjung, dan semua orang terkait.

- iv) Communicate, educate, and give advice regarding occupational health and safety to employees and stakeholders to create awareness and enhance development.

Mengkomunikasikan, mengedukasi, dan memberikan nasihat mengenai kesehatan dan keselamatan kerja kepada karyawan dan pemangku kepentingan untuk menciptakan kesadaran dan meningkatkan pengembangan.

d) Environmental Aspect (Aspek Lingkungan)

i) Conservation of Ecosystem and Biodiversity

Konservasi Ekosistem dan Keanekaragaman Hayati

- (1) Conserve biodiversity and reduce impacts on climate change.

Melestarikan keanekaragaman hayati dan mengurangi dampak perubahan iklim.

- (2) Uphold the proper and legal use of land; the use of land must not violate any laws, land tenure rights, and ethics, or have adverse impacts on the local community.

Menjunjung tinggi penggunaan tanah yang benar dan legal; penggunaan tanah tidak boleh melanggar hukum, hak penguasaan tanah, dan etika apapun, atau berdampak buruk pada masyarakat setempat.

- (3) Cultivate other plants and have livestock in rubber plantation to maintain the balance of nature and expand their own food supplies.

Budidaya tanaman lain dan ternak di perkebunan karet untuk menjaga keseimbangan alam dan memperluas persediaan makanan mereka sendiri.

ii) No deforestation

Tidak ada deforestasi

- (1) Conserve watershed forests and areas of high conservation value to sustain fertile ecosystem.

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

- (2) Do not support cultivation of rubber plantations in deforested or invaded conservation areas.

Jangan mendukung budidaya perkebunan karet di kawasan konservasi yang gundul atau diserbu.

- (3) Do not support cultivation of rubber plantations on peatlands.
Tidak mendukung penanaman karet di lahan gambut.
- (4) Do not support slash-and-burn method to prepare land for rubber cultivation.
Tidak mendukung metode tebang-bakar untuk menyiapkan lahan untuk budidaya karet.

iii) Sustainable material and Waste management

Pengelolaan bahan dan limbah yang berkelanjutan

- (1) Support the responsible utilization of resources for rubber cultivation and minimize impacts on natural environment and surrounding communities in the process of raw material acquisition.
Mendukung pemanfaatan sumber daya yang bertanggung jawab untuk budidaya karet dan meminimalkan dampak terhadap lingkungan alam dan masyarakat sekitar dalam proses perolehan bahan baku.
- (2) Promote efficient use of water.
Mempromosikan penggunaan air yang efisien.
- (3) Promote reduction of chemical use and proper management of chemicals.
Mempromosikan pengurangan penggunaan bahan kimia dan pengelolaan bahan kimia yang tepat.
- (4) Promote sanitary disposal of waste generated
Mempromosikan pembuangan limbah yang dihasilkan secara sanitasi

3) Corrective Actions (Tindakan Perbaikan)

- a) Our Group shall take stern actions to correct any breach of this Supplier Code of Conduct, including investigation of causes, instituting preventative measures, and holding education and training sessions for offenders.
Kami akan mengambil tindakan tegas untuk memperbaiki setiap pelanggaran terhadap Kode Etik Pemasok ini, termasuk penyelidikan penyebab, melakukan tindakan pencegahan, dan mengadakan sesi pendidikan dan pelatihan untuk pelanggar.

4) Review (Tinjauan)

- a) This Supplier Code of Conduct is updated by the Management of Southland Rubber

on 1 January 2022 and shall be reviewed regularly in order to collectively improve and develop sustainability practices across the supply chain.

Kode Etik Pemasok ini diperbarui oleh Manajemen Southland Rubber pada 1 Januari 2022 dan akan ditinjau secara berkala untuk meningkatkan dan mengembangkan praktik keberlanjutan di seluruh rantai pasokan secara kolektif.

5) Signing (Penandatanganan)

- a) This Supplier Code of Conduct is issued in duplicate and each to be signed and kept by a representative of Southland Rubber and Supplier

Kode Etik Pemasok ini diterbitkan dalam rangkap dua dan masing-masing untuk ditandatangani dan disimpan oleh perwakilan Southland Rubber dan Pemasok

Signed By:

Supplier Representative / Dated

Contact Details:

Tertanda oleh:

Perwakilan Pemasok / Tanggal

Detail Kontak:

Signed By

Southland Rubber Representative / Dated

Contact Details:

Tertanda oleh :

Perwakilan Southland Rubber / Tanggal

Detail Kontak:

Date: 1 January 2022



Leong Tim Fook

Director

Southland Global Pte. Ltd