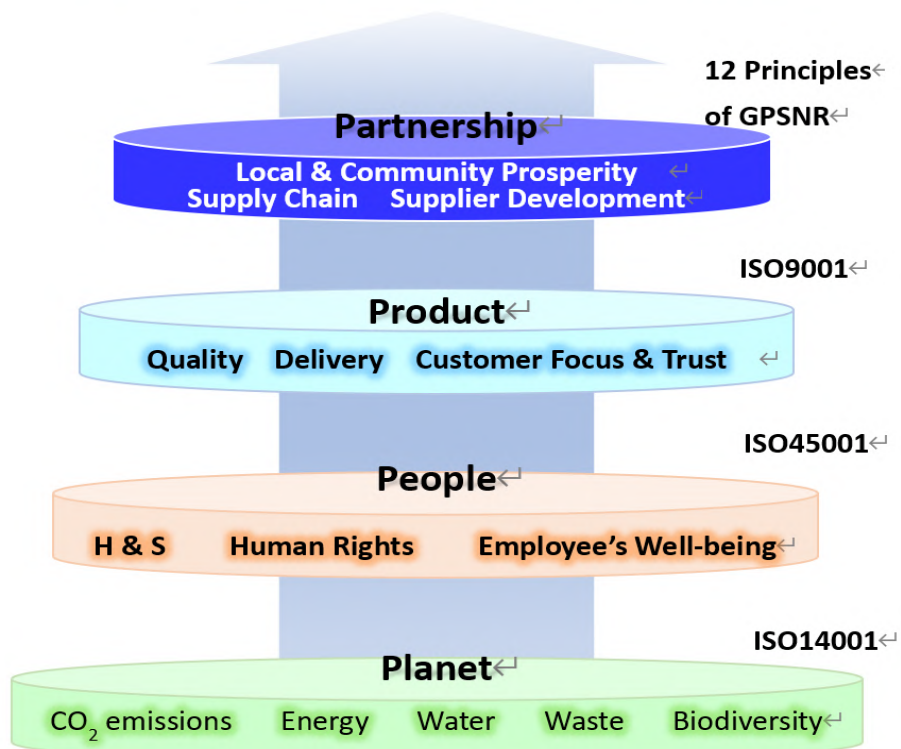


Southland Rubber Sustainability Report – Indonesia 2021



Southland Rubber Indonesia

Southland Rubber Indonesia

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Appendix:

- (1) Additional GRI Content (Update: 2022)
- (2) Our Sustainable KPIs (Update: 2022)
- (3) Our sustainability Policies:
 - 1.Code of Conduct
 - 2.Sustainability & Sustainable Procurement Policy
 - 3.Environmental Policy
 - 4.Human Rights and Labor Practices Policy
 - 5.Anti-Corruption Policy
 - 6.Whistleblowing Policy & Procedure
 7. Suppliers Code of Conduct

About the Report

General Reporting Practice:

This Report covers the performance of our 6 factories in Indonesia from January to December 2021.

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 our Sustainability Working Group at enquiry@southlandglobal.com

Management Statement Sustainability Report 2021

Southland Global Pte Ltd – Indonesia Business Unit

The journey of a thousand miles begins with one step. [Lao Tzu](#)

Dear Stakeholders,

As the world continued to battle the effects of the Covid 19 crisis the impacts were particularly painful for the upstream sector of the natural rubber industry.

Cut supply chains took many months to be mended and the farmers and processors were forced to cope with ongoing shipment delays, swings in demand or slowing cash flow just to name a few challenges.

The further depression of NR prices certainly diminished the livelihood of the smallholder farmers. The full implications are not fully visible yet but there are certainly concerns in particularly in Kalimantan but also in Sumatra islands that rubber farms are being converted to other crops if there is not a perspective for economic sustainability as well. The way markets have been pricing natural rubber for decades may not reflect the true value of this product.

This needs to be addressed by our industry with the utmost urgency.

Despite these country wide challenges Southland worked even harder to progress on our sustainability journey, of which Key word is “Double Materiality” =” Minimize Impact and Reduce Dependence” on nature. In our natural rubber processing industry, the most important in the double materiality to nature is to “Prevent Deforestation”. As a member of Global Platform for Sustainable Natural Rubber (GPSNR), we would like to make our best effort to prevent deforestation for our sustainability activities in climate change as well as biodiversity. Through the effort of zero-deforestation activities, we would also like to contribute to protect Human Rights in our supply chain.

This report will give an overview of our activities in 2021 as well as some notable achievements which include:

- 1) Ecovadis Gold (72 marks) award achieved for the third consecutive year.
- 2) High vaccination rates in all our factories (over 90% vaccinated);
- 3) ISO 45001 certification for Occupational Health and Safety for all but two factories (to be completed in early 2022)
- 4) ISO 14001 certification for Environment Management for all but one factory (to be completed in early 2022)
- 5) 5s competition: factories are actively participating and eager to win, embodying the Kaizen spirit;
- 6) Extension of traceability projects like Rubberway and conservation projects in the protected forests of Kalimantan;
- 7) Contributing to the GPSNR community as Executive Committee Member of GPSNR and active participants in Working Groups; and

- 8) Supporting our local communities through Covid-19 through donations, masks, medical supplies, vaccination exercises during the pandemic

We continue to work toward carbon neutrality, defined as a balance between emitting carbon and absorbing carbon from the atmosphere in **carbon sinks**. **In 2021, we made good progress in 4 key pillars:**

In our report last year, I outlined 4 key approaches to achieve our Group Target:

CO₂ Emissions KPI: Reduce CO₂ Emissions Intensity more than 20% from 2019 by 2030

- (1) Switching from fossil fuel to biomass
- (2) Reducing CO₂ emissions through energy efficiency
- (3) Reducing waste
- (4) Supporting High Carbon Stock/High Conservation Value Approach

This year, we would like to elaborate on our analysis and thoughts on how to proceed with energy efficiency improvement.

- (1) Switching from fossil fuel to biomass

In 2020, we identified that two of our factories use diesel oil (biosolar30), one factory uses natural gas and two factories use biomass fuel.

For usage of biosolar30, we will follow the advice and guidance from the government to study and look into switching to biosolar40 for our dryers. Besides that, plans are in place to switch from fossil fuel to biomass fuel. By the end of 2022, we target that all of our dryers would have completely switched to alternative energy sources.

For the factory that is currently using natural gas, we are in the process of installing the biomass machine. The machine will be operationally ready before the end of the year. This will bring us a step closer to reducing our CO₂ emission in our production.

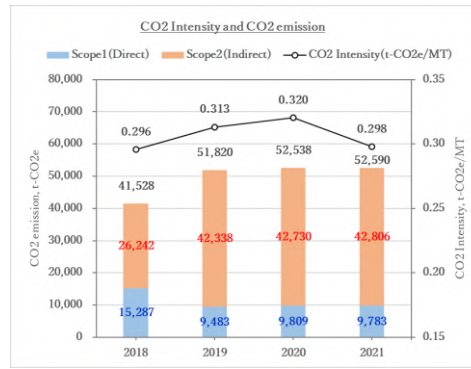
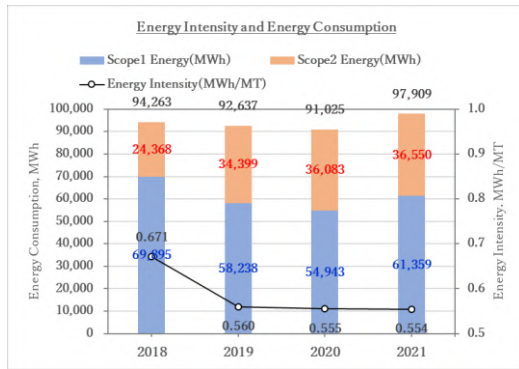
- (2) Reduction of CO₂ Emissions

Here in this year, we would like to explain our analysis and thoughts how to proceed Energy Efficiency improvement.

Our Energy Consumption reduction target:

Energy KPI: Improve Intensity 5% from 2019 by 2030
2.5% by Scope2(Electricity) + 2.5% by Scope1,2

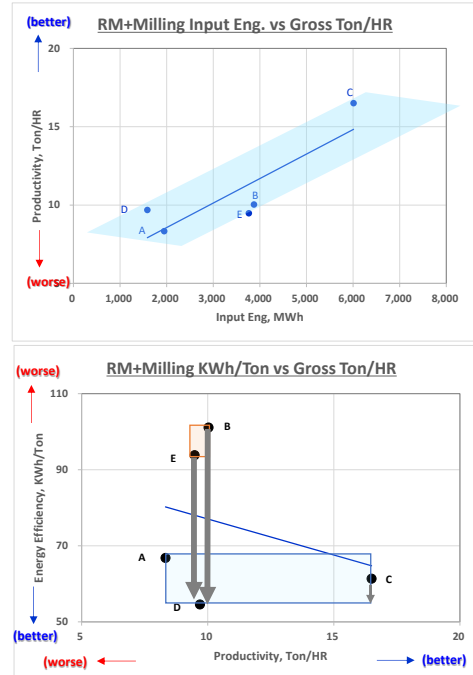
To improve Energy Intensity more than 5%, first of all, we need to tackle with Electricity Consumption.



In Electricity consumption, we have started the analysis on the Milling process of crumb rubber material till blanket production to estimate 5 factories Electricity Intensity and make comparison to narrow the target factories to improve.

After analysis of Input energy and productivity, we found 2 factories are below the other 3 factories trend line of Milling process.

For those 2 factories, we have made the improvement target(➡) and will start our study how to improve Electricity Intensity.



We have narrowed down the first improvement target to the above B & E 2 factories.

We will start to improve Scope2 (Electricity Consumption) in the above 2 factories and step by step improve Scope1, 2 of all group factories.

Our actions of improvements are:

- 1) Optimization of Equipment Capacity
 - Review overcapacity
 - Optimize machine capacity according to raw material supply & production level
- 2) Improve Overall Equipment Efficiency
 - Reduce breakdown maintenance and daily inspections, repair or renewal of aging equipment
 - Eliminate start-up and shut-down losses
 - continuous operation between shifts or lunch breaks
 - pre-setup of preparation work
 - elimination of waiting time
 - Eliminate the occurrence of defective products
 - Eliminate bottlenecks
 - Shift optimization
 - production shift according to production volume

(3) Reduction of Waste

Our 2030 goal is to reduce the tonnage of non-hazardous waste disposed by at least 40% as compared to 2019. In 2021, we have started to make records of the general waste of our factories and track the disposal method to ensure it is environmentally friendly. Where possible, the waste is used as fertilisers for fruit trees and vegetation in our factories' gardens, or donated to the local community for their farming activities. I am heartened to see that we are making good progress in this area. Please enjoy the fruits if you happen to visit our factories.

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

We support the HCS & HCV Approach as a member of GPSNR, through the identification and management of natural rubber sourcing to ensure sustainable procurement in line with the no deforestation principle, and to protect HCS & HCV areas in our conservation efforts.

Besides mapping the area around our factories (more details in the report with an example from PT Bintang Borneo Persada (KCA)), we are also working with our partners to learn how to make spatial maps of our raw materials' point of origin. This is still a work-in-progress so stay tuned for our progress in future report.

For now, our factories are making efforts to trace our raw material purchases to the provincial and district levels and hopefully to the area level in the near future. We do this through data collection, suppliers' assessment, suppliers' visits and outreach efforts.

We believe in sustainable natural rubber and are making efforts in the upstream sector to make our supply chain more robust and sustainable.

Christian Tollkuehn
CEO,



Desmond Wan
COO,



Southland Global Pte Ltd – Indonesia Business Unit

About Southland Rubber Indonesia

Southland Rubber Indonesia manage 6 processing factories, 3 factories in Sumatera Island and 3 factories in Kalimantan Island. We serve our customers who are tire makers and rubber-related product manufacturers worldwide with 3 main types of high-quality products—Technically Specified Rubber (TSR) such as SIR 10, SIR 20, SIR 10 CV, SIR 20 CV, SIR 20 Compound and Mixture

Our Product and Production Capacities



Technically Specified Rubber

216,000 Metric Tons

6 Factories

Standard Indonesia rubber

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

Factory	Capacity (MT)
SFB	24.000
KBO	30.000
KCA	24.000
SFX	72.000
SGY	36.000
KCC	30.000
Total	216.000

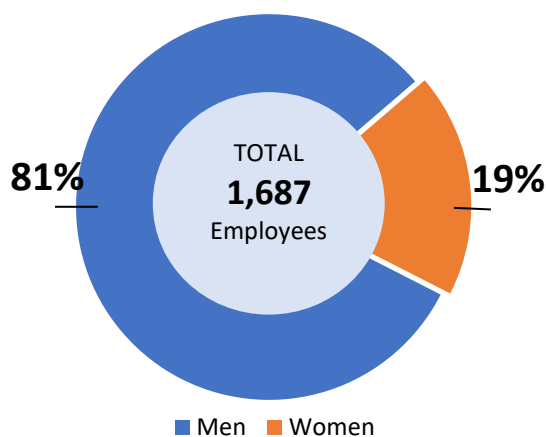
Factory with certificate

100 %
ISO 9001 Certified

83 %
ISO 14001 Certified
Target 100 % in 2022

67 %
ISO 45001 Certified
Target 100% in 2022

Our Employee



Location of Operation

Southland Rubber Indonesia runs a total of 6 factories, and are located at Sumatera Island and Kalimantan Island



Southland Rubber Indonesia

Entity	
Southland Global Pte.Ltd	SGPL(HQ)

Entity	Factory Code
PT. Abaisiat Raya	SFB
PT. Bintang Gasing Persada	SFX
PT. Polykencana Raya	SGY
PT. Kahayan Berseri	KCC
PT. Kotaniaga Raya	KBO
PT. Bintang Borneo Persada	KCA

Materiality Assessment

1. Our Approach

(1) Stakeholders

Internal

SGPL : Management staff, Staff members

Factories : Managers, Staff Members, Labor Representatives

External

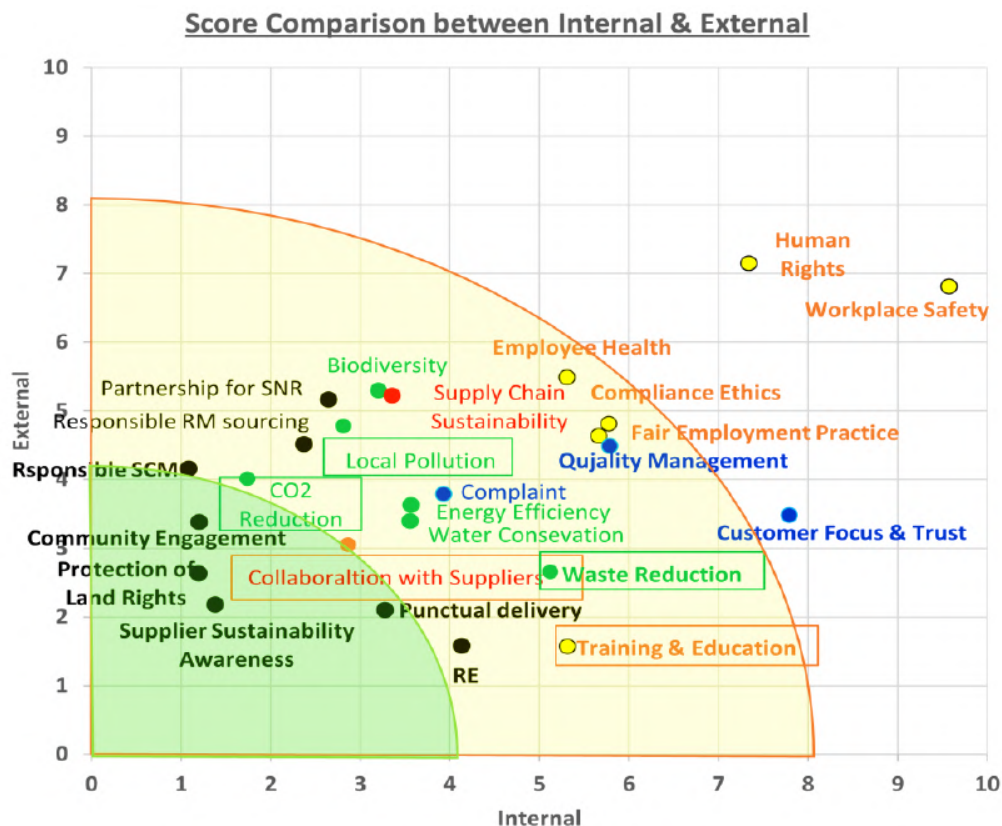
Customers, Banks, Shareholders, Suppliers, Local Community Representatives

(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



Key Sustainability Initiatives

Topics	Related SDGs	Relevant GRI	Initiatives
8.Workplace Safety	  	GRI403_2018	Risk Assessment Joint H&S Meeting Employee Satisfaction Survey Safety Improvement of Equipment 100% of Sites certified with ISO45001
12.Human Rights	  	GRI405, GRI406, GRI407, GRI408 GRI409, GRI410, GRI411, GRI412	Awareness Training Due Diligence Supplier Training , Assessment
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
13.Compliance Ethics	 	GRI205, GRI206, GRI404, GRI405	No Violation of Compliance Awareness Training, Whistleblowing Procedure, Audit Supplier Training , Assessment
14.Quality Management	 	GRI416	Zero Defect Process Flow Control. Measurement & Analysis
10.Fair Employment Practice	  	GRI401	Employee Satisfaction Survey, Joint Labor-Management H&S Meeting Labor Practice Due Diligence
23.Supply Chain Sustainability	  	GRI308, GRI414	Supplier Training, Supplier Code of Conduct, Supplier Assessment
6.Biodiversity	   	GRI304	Biodiversity Research of Surrounding Area Zero Deforestation/No Degradation Traceability Survey, Supply Source Assessment
5.Waste Reduction	 	GRI306_2020	Measurement of Waste generated from Factory Research Disposal (diverted from/directed to)
7.Local Pollution	 	GRI305, GRI306	Waste Water Management, Monitoring (air, noise, odor) Survey of surrounding local community
11.Training & Education		GRI404	Improve training hours per employee Improve communications with workers
16.Fast Response & CA			Review by data analysis & process control Actions of measure, analyze, define
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 Support HCS/HCV Approach Reduce waste Audit (ISO14064)
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 2021
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 calls by SGPL Risk Management Team Weekly Business Meeting
Employees	Internal communication Traning & 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 throu business emails
Raw Material Suppliers	Supplier Meeting & Training Supplier Evaluation On Line visit	Suppliers Meeting (Emplanation of SGPL Sustainable Procurement Policy and Acknowledgement) SGPL Supplier Code of Coduct Explanation and Agreement Supplier Evaluation and Assessment Rubberway Research
Local Community	Community visits Meeting with Community Questionnaire Activities for social good	Meeting with Local Community Leaders Odor Monitoring Improvement Facilicies, Bridges, Roads for surrounding community Support medical equipment, supplies to local community and school Participate Local Activities Support Mosques & local religious activities Support Social Work Organizatio by blood donation
Financial Institutions	Financial report Formal & informal visits Factory visits Sustainability report	Annual Finacial Report Annual Tax Report Finacial/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 Cerification Audit Environmental Audit Supplier & Provider Assessment

Our Supply Chain

1. Elements

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

2. Supply Channels

Our Indonesia factories buy 92 % of rubber raw material from Dealers.

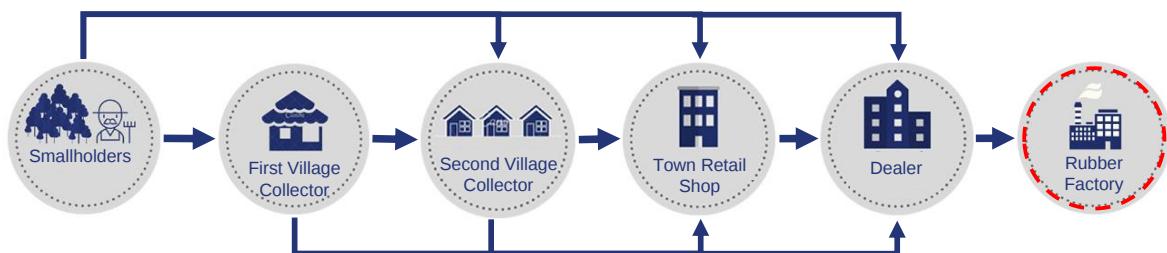
Numbers of Dealers are from 10-20 in the smallest factory to more than 100 in the largest.

Here are our typical supply channels and 92 % of supply are in case ① and case ②.

(1) Long Chain



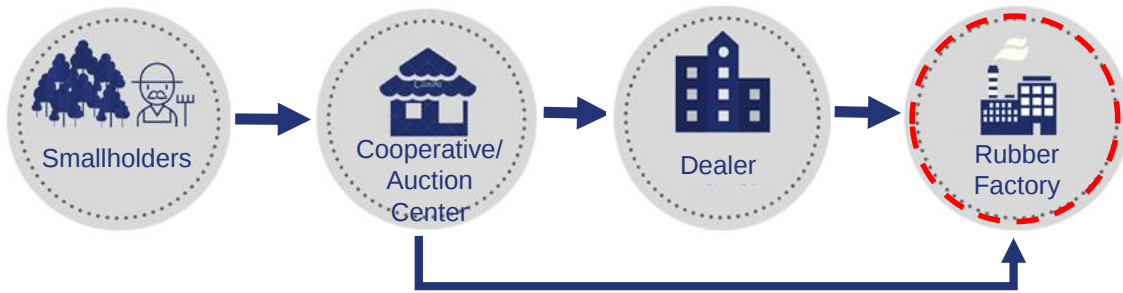
(2) Short Chain



Our Indonesia factories buy 8% rubber raw material from plantation and smallholders.

Here is typical supply chain from plantation and smallholders.

(3) Village Auction



(4) Plantation



Our Effort to the Realization of Carbon Neutrality

- Reduce CO₂ Emissions through improving Energy Efficiency-



KCA Energy Efficiency Project Team

For SGPL Indonesia Group Target to reduce CO₂ emissions 20% from 2019 by 2030, our team (PT. Bintang Borneo Persada, hereafter called KCA) has been tackling to improve Energy Efficiency by reducing Loss Time (=breakdown time) so that we can improve Productivity – Energy Efficiency and reduce CO₂ emissions.

We would like to introduce our analysis and action through Lean Six Sigma approach.

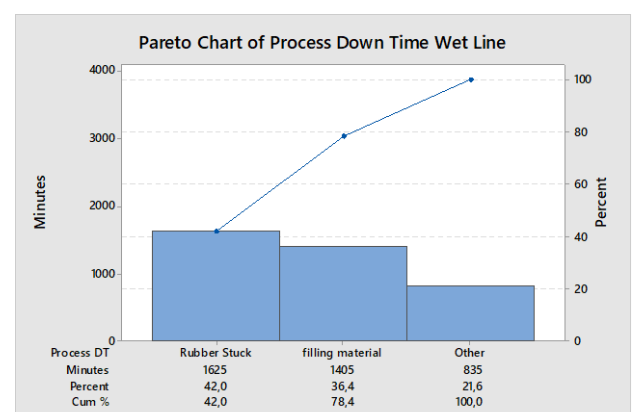
Loss Time in KCA 2021 was 119 hours in Milling Line, which was 3.2% of total Milling working time and 34 hours in Dryer Line, which was 0.6% of Dryer Line total.

Loss Time is caused by 3 main reasons of Machine, Process and External, and in Milling Line 2021, 55% was from Process category.

The first thing we need to improve is to reduce Loss Time in Process category in Milling Line.

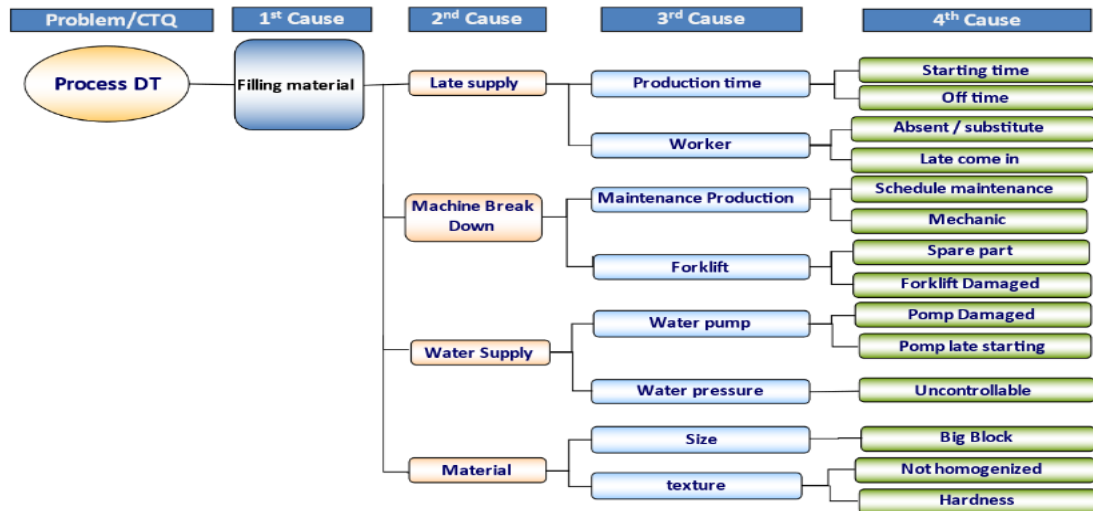
“Filling rubber in tub” means “Waiting time” for rubber material to be filled in washing pool when starting milling production.

Hereafter, we would like to introduce our analysis how to reduce “Waiting Time” of



"Filling Material (Rubber) in tub (washing pool)".

<Our Brain Storming of causes of waiting time by logic tree>



<Summary Analysis>

Problem	Cause1	Cause2	Cause3	Cause4	No	Root causes
DT	Filling Material	Late Supply	Production Time	Starting time	1	Starting time
				Off time	2	
			Worker	Absent/Subtitude	3	Absent/Subtitude
				Late Come in	4	
		Machine Breakdown	Maintenance Production	Schedule miantenance	5	Schedule miantenance
				Mechanic	6	
			Forklift	Spart part	7	
				Forklift Damage	8	
		Water Supply	Water pump	Damage	9	
			Water Pressure	Late starting	10	
				Uncontrollable	11	
		Material	Size	Bigblock	12	Bigblock
			Texture	Not homogenized	13	
				Hardness	14	

<Improvement Action>

No	Vital Few X	Improvement Plant Contents	Remark
1.	Starting Time	1.1 Improve separation of operation group method.	Done
		1.2 Improve working time	Done
2.	Absent/Substitute	2.1 Control Absent	To be continue Next Project
		2.2 Improve Substitute procedure	To be continue Next Project
3.	Schedule maintenance	3.1 Improve readiness of spare part	To be continue Next Project
		3.2 Optimized Maintenance team	To be continue Next Project
4.	Material Big Size	4.1 Minimize variation of material size	To be continue Next Project
		4.2 Improve mixing of material	To be continue Next Project
5.	Screen HM1A not sharp	5.1 Improve schedule PM	To be continue Next Project
6.	Material size output tspb too big	6.1 Control variance size	To be continue Next Project
7.	Speed bucket to fast	7.1 Control bucket speed	Done
		7.2 indicator of speed	Done
8.	Operating Shift	8.1 Training Operator HM	Done
		8.2 Work instruction of operating HM	Done

No1. Starting Time

◆ Improve separation of operation group method

Before: There is only one group in one shift with working hour 07.00-15.00 and 23.00-7.00

After: There are 2 group in one shift

Group A total worker is 30 Persons → 12 person to A1 and 18 person to A2

Sub Group A1 consists of operator forklift and contamination picker their job is to fill the material and ensure it is clean from contamination and foreign material

Sub Group A2 consist of operator machine and blanket shifter their job is to creep the material become blanket and transfer it to Hanging house.



◆ Improve working time

Changed the working schedule of Milling line.

Workers in group A1 started their jobs 30 minutes earlier than group A2. By shifting the start time by 30 minutes, the material waiting loss was eliminated without changing the work time, and as a result, the effect of increasing the production volume was obtained.

No.7 Control Speed Bucket

◆ Make visual control of bucket speed by separate 3 steps:

- Medium speed (Orange color)
- High Speed (Green color)
- Very high speed (Yellow color)

By creating an indicator, the operator was able to control the speed more accurately than before from the empirical settings.



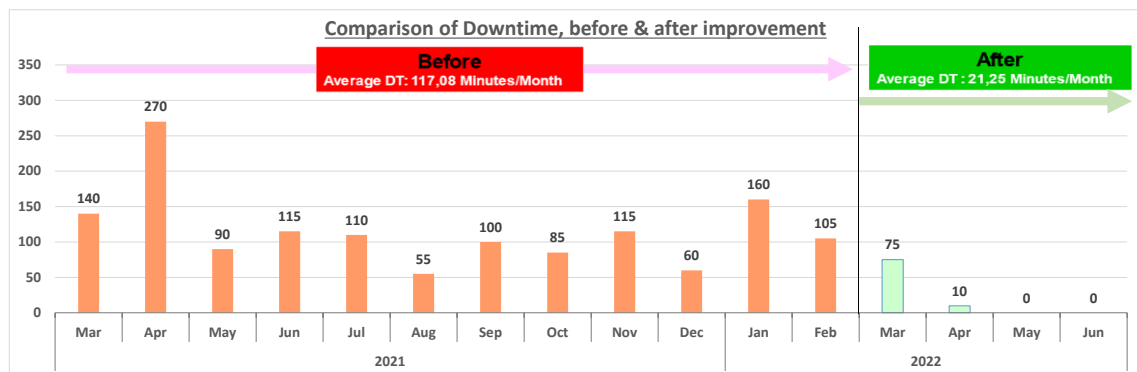
No.8 Operating Shift

◆ Establish the work instruction and training the operator

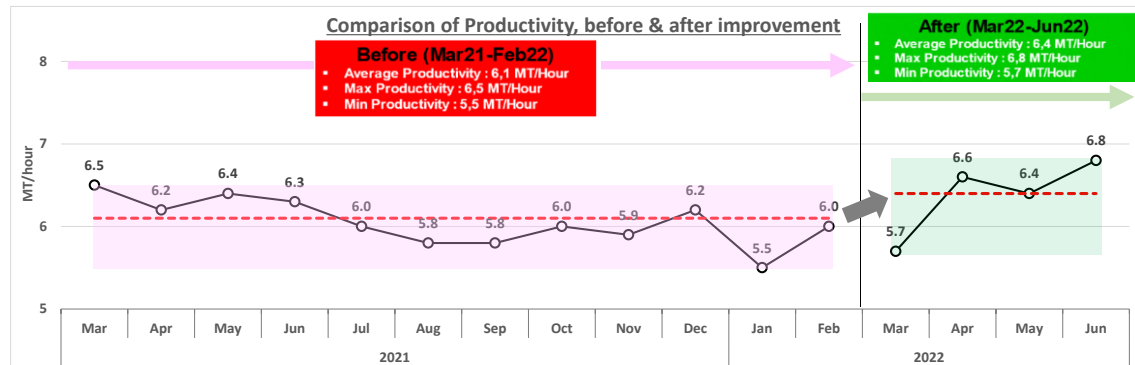
INSTRUKSI KERJA WORKING INSTRUCTION		No Dokumen : IK-PRD-26 No. Revisi : 0 Tgl. Berlaku : 1 Juli 2022 Halaman : 1 dari 1	
PT. Bintang Borneo Persada			
PENGATURAN KECEPATAN BUCKET HAMMER MILL			
NO	Gambar (Picture)	Deskripsi (Description)	Tanggung Jawab (Responsibility)
1		Jika bahan baku yang sedang diolah cukup keras (bahan lump / sheet local 50 % dan bahan luar 50 %), maka aturilah kecepatan bucket dalam keadaan "SEDANG".	Supervisor Milling
2		Jika bahan baku yang sedang diolah kondisinya sedang (bahan lump / sheet local 70 % dan bahan luar 30 %), maka aturilah kecepatan bucket dalam keadaan "CEPAT".	Supervisor Milling
3		Jika bahan baku yang sedang diolah campurannya cukup lembut (bahan lump / sheet local > 90 %), maka aturilah kecepatan bucket dalam keadaan sedikit "SANGAT CEPAT".	Supervisor Milling
Semua pengaturan kecepatan bucket hammer mill di atas sesuai dengan kondisi kapasitas bak HM / pencampuran terisi 70 % - 80 %.			
DISAHKAN OLEH :		DISAHKAN OLEH :	
KEPALA PRODUKSI		WAKIL MANAJEMEN	

PT. Bintang Borneo Persada			
DAFTAR KEHADIRAN ATTENDANCE LIST			
Date/Tanggal : 7-3-2022			
Perihal : ☒ Meeting / Rapat ☐ Sosialisasi / Sosialisasi ☒ Training / Pelatihan			
Judul : Sosialisasi pengoperasian pengisian kapasitas bucket HM H.			
No	Name	Department	Sign
1	Eti Hmaw	HM	
2	Ay. Bka Purwanita A	Op. Kasmeling	
3	Dwi Rafan Sari	HM	
4	Isma	Op. KILL	
5	Mulyadi	Sup. Milling	
6	SWIATI	Ketua HM A	
7	KAMUD	Op. Klamg	
8	Nas	Op. Kasmeling	
9	Kim Khie	Reklam	

RESULT of Improvement activity <Improvement in Loss Time of Filling Material>



<Improvement in Milling Line Productivity>



KCA team will continue the effort to tackle with causes of loss time through the approach of Define-Measure-Analysis- Improve-Control.

Message from Factory General Manager

General Manager Message:



For our factory's Sustainability activities, I would like to explain **5 Key Topics**, continued challenge from 2020

Merly

Product Code: **KCA**

Location: Pontianak, Kalimantan

Production Capacity: 30.000 MT/Year

Number of employees: 278 People



<Our Sustainability Board>



1. Workplace Safety

“Workplace safety” is the most concern of myself as well as all our employees.

We are working on improving employee health & safety, reducing workplace risks, and creating safer working conditions based on ISO45001 management system.

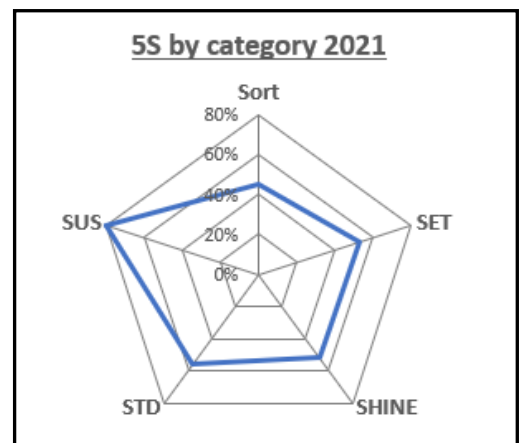
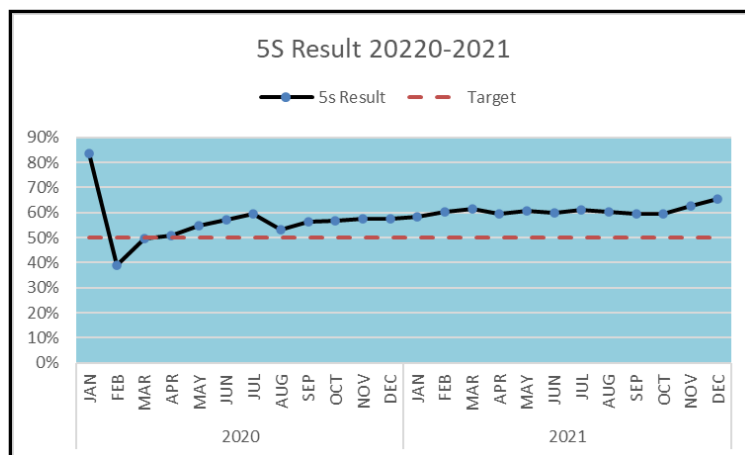
KCA got ISO45001 accreditation in November 2021.

Zero Work Accident factory is our permanent goal and since 15 June 2020 through the end of 2021 we have continued Zero Accident Days for 564 days.

For the Continuity of Zero Accident days, our important keys are:

- 5S for everyday by everyone
- Risk Assessment
- Safety Communication with employees

➤ 5S finding – CA (=only main summary points)



➤ Findings – CA

Key Corrective action in 2021:

- Training and education.
- install a safety sign where it is deemed necessary according to the results of the risk assessment.
- Improve work area and tool

✧ From the record, the most injury was “cut “by knife and the second was “falls” and our actions:

- ① Minimized cuts



- Replace with a better material so that it is sharper for longer and does not require extra power to cut
- The knife handle is stronger and without bolts so it is sturdier and safety

② Minimized Falls Accident

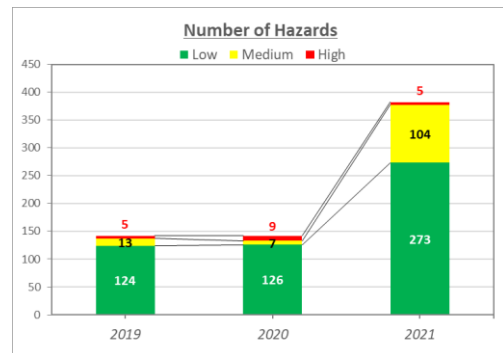


- Root cause of broken wood at hanging is the trolley to bring up the blanket is use 2 tire that effect to the method pouring blankets by lifting the trolley so that it jacks the wood in DH and make it damaged.
- New trolley advantages: minimized work accident, easy to move, only pull without carry the blanket this for protect worker health.

➤ Closer, detailed Risk Assessment from 2021

In 2021 all department to do assessment more detail to identification Hazard the goal is the more Hazard identified will make more determine control to minimize work accidents that lead to zero accidents

Number of Hazards Detected with Riak Level			
Year	2019	2020	2021
High	5	9	5
Medium	13	7	104
Low	124	126	273
Total	142	142	382



➤ Safety Communication with employees.

Morning Talk by supervisors



1. Prioritizing work safety.

2. Mandatory Use of PPE.

3. Stop-Call- Wait: **Stop**, which means to stop working when the machine is damaged, **Call**, which is to inform the supervisor and forward it to the relevant department for repairs and **Wait**, which is to wait for the repair process and continue if the machine is ready for use.

➤ Weekly Health & safety meeting by the management & HSE



at least once a week HOD provides a briefing in the work area with worker in terms of sharing job information and Environment, Health and Safety.

➤ Joint Health & Safety Meeting with Management & Workers



Every quarter GM with head of EHS department did Joint Health and Safety meeting with Labor union to review the progress of findings or improvements from the previous meeting, to follow up and update the progress of work accident prevention, idea or any new finding from labor union about Health and Safety issue at working area.

➤ Work Accident protection for the local community

Got an award for Cooperating with BPJS in providing work accident protection for local communities who are prone to work accidents and do not receive protection from employers such as builders, online motorcycle taxis, independent traders and so on.



For “**Employee’s Health**”, in addition to our actions against COVID-19, we started in 2021:

- (1) Medical Health Check-up for all employees by the Manpower department of the province of West Kalimantan.
- (2) Sterilization & Disinfection Spray against dengue fever in workplace as well as company dormitory

Medical Check Up



Spray against Dengue Fever



- * In 2021, about 30% of total employees got medical check-up and will target to have 100% Employees in 2023.
- * Periodically Sterilization Spray against dengue fever every semester.

2. Human Rights

For “**Human Rights**”,

After implementation of “Whistleblowing Policy and Procedures, Employee Satisfaction Survey as well as **Compliance** Management System and establishment of “Human Rights and Labour Practice Policy” and Code of Conduct,

We made Human Rights & Labour Practice Due Diligence in our workplace to understand actual Gap between Policy and our workplace for next improvement action.

Here is the summary of Due Diligence and our corrective action.

For Human Rights and Labour Practice Due Diligence, we have 3 categories which are “Fair Employment Practice” of 8 assessments items with 2 classes (“system & implementations”, “communication & training”), “Employee Health” of 9 assessments items with 2 classes (“system & implementations”, “communication & training”), and “Human Rights” of 5 Assessment items with 1 class (“system & implementation”). Here are the assessment results.



From Due Diligence, we found the largest gap for 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
- * Hazardous Chemical handling procedures

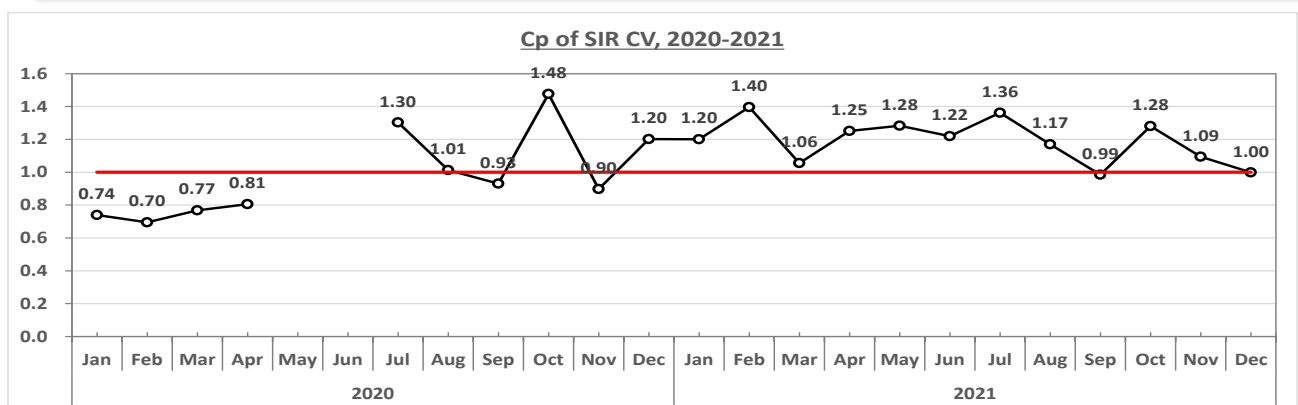
Target for mandatory corrective actions: within 2022.

3. Customer Trust and Focus

“Customer Focus and Trust” is our motto:

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

For our products property, we review our Cp to improve our Process Capability.



4. Employee Training & Education

To achieve our Sustainability Goals, basic key is **“Employee Training and Education”**.

Training and Education BBP 2021				2021												Training Rate		
Department	Man Power	Total Trainee	Total Training Hour	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Menit/orang	Jam/orang	Hour
Production	162	162	324	14	16	28	26	5	12	10	10	10	20	11		120	Menit	2
QC/QA	43	43	86		9	3		3		5	5	6	7	5		120	Menit	2
Raw Material	20	20	40	3		8			3		3		3			120	Menit	2
Shipping	3	3	6									3				120	Menit	2
HRD	8	8	16							3		5				120	Menit	2
EN	20	20	40						10			5			5	120	Menit	2
HSE	5	5	10								5					120	Menit	2
Logistik	3	3	6											3		120	Menit	2
Laboratorium	11	11	22		2		2		2		2		2		1	120	Menit	2
Accounting	3	3	6									3				120	Menit	2
TOTAL	278	278	556	17	27	39	28	8	27	18	25	32	32	19	6	120	Menit	2

The most basic thing to do in daily activities is “**prevention of local pollution**”, to ensure this my team and I carry out regular checks with independent organizations to do odour checks and ensure waste disposal based on **ISO14001 Environmental Management System**.

5. Prevent Local Pollutions

(1) External Laboratory Test Results Chart of WWTP in 2021

All of Parameters PASS the standard.

Item	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
BOD-5												
COD												
TSS												
Ammonium												
N2												
PH												

 Pass the Standard

In addition to government standard tests in the wastewater, we made external laboratory tests to confirm no pollutants.

(2) External Laboratory Test Result of WWTP Pollutants = confirm no pollutants



TESTING LABORATORY
PT. MUTUAGUNG LESTARI
Jl. Raya Bogor KM.33.5 No.19 Cimanggis Depok 16453 - Indonesia
Phone : 082-511 8740000 Fax : 082-511 87740749 - 46
Email : info@mutuinternational.com



LAPORAN HASIL UJI
REPORT OF TESTING

Nomor Seri : 6124 / SL / IV / 22
Serial Number

Tanggal Penerimaan Contoh <i>Date of Received</i>	: 25 April 2022
Tanggal Pelaksanaan Analisis <i>Date of Analysis</i>	: 25 April - 16 Mei 2022
Tempat Pengujian <i>Testing Place</i>	: Mutu International / PT. Mutuagung Lestari Laboratorium Lingkungan
Jenis Contoh <i>Sample Type</i>	: Air Limbah
Untuk Analisis <i>Tested for</i>	: Fisika, Kimia dan Mikrobiologi
Deskripsi / Kondisi Contoh <i>Description / Condition of Sample</i>	: Agak keruh, berpartikel dan dikemas dalam jerigen plastik dengan volume ± 2000 mL
Nama, Alamat, Kontak Pelanggan <i>Name, Address, and Customer Name</i>	: PT. BINTANG BORNEO PERSADA Jl. Trans Kalimantan Km. 19, Desa Korek, Kecamatan Sungai Ambawang, Provinsi Kalimantan Barat Rahmad R / 081348405075
Lokasi Pengambilan Contoh <i>Sampling Location</i>	: After Wastewater Treatment
Posisi Geografi <i>Geographical Position</i>	: S : 0° 3' 01.26" E : 109° 28' 42.94"
Pengambilan Contoh Oleh <i>Sampling By</i>	: PT. Mutuagung Lestari
Metode Pengambilan Contoh <i>Method of Sampling</i>	: SNI 6989.59 : 2008
Tanggal (Waktu) Pengambilan Contoh <i>Date (Time) of Sampling</i>	: 12 April 2022
Kondisi Lingkungan Pada Saat Sampling <i>Environmental Condition During Sampling</i>	: Normal

Halaman 1 dari 2
Page of
Diterbitkan Tanggal, 16 Mei 2022
Date of Issue


FITRIA YUSTIKAWATI
Technical Manager
Environment Laboratory

COPY

This Certificate may not be reproduced Except in full, without written approval of the Company.
The Testing Result describe the condition only at the time of sampling.
UJI-4003b/1.4/19112021

PT MUTUAGUNG LESTARI



TEST RESULT

Nomor Seri : 6124 / SL / IV / 22
Serial Number

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No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metoda Analisis/Alat
1	Temperatur Udara (<i>In situ</i>)	°C	30.0	Deviasi 3	SNI 06-6989.23-2005
	Temperatur Air (<i>In situ</i>)	°C	27.0		
2	Padatan terlarut total (TDS)	mg/L	180	1000	SNI 6989.27-2019
3	Padatan tersuspensi total (TSS)	mg/L	10	100	SNI 6989.3-2019
4	Warna*	Pt-Co Unit	86.0	100	SNI 6989.80-2011
5	Derajat keasaman (pH) (<i>In situ</i>)	-	6.31	6 - 9	SNI 6989.11-2019
6	Kebutuhan oksigen biokimiawi (BOD)	mg/L	5.45	6	SNI 6989.72-2009
7	Kebutuhan oksigen kimiawi (COD)	mg/L	35.8	40	SNI 6989.2-2019
8	Oksigen terlarut (DO) (<i>In situ</i>)	mg/L	4.6	Min. 3	UJI - LL 097 (DO Meter)
9	Sulfat (SO ₄ ²⁻)	mg/L	66.2	300	SNI 6989.20-2009
10	Klorida (Cl ⁻)	mg/L	2.32	300	SNI 6989.19-2009
11	Nitrat (sebagai N)	mg/L	2.97	20	SNI 6989.74-2009
12	Nitrit (sebagai N)	mg/L	0.035	0.06	SNI 06-6989.9-2004
13	Amoniak (sebagai N)	mg/L	0.39	0.5	SNI 06-6989.30-2005
14	Total Nitrogen*	mg/L	1.25	25.0	UJI - LL 178 (Spektrofotometri)
15	Total Fosfat (sebagai P)*	mg/L	<0.14	1.0	SNI 6989.31-2021
16	Fluorida (F ⁻)	mg/L	<0.0032	1.5	SNI 06-6989.29-2005
17	Belerang sebagai H ₂ S*	mg/L	<0.0018	0.002	UJI - LL 048 (Spektrofotometri)
18	Sianida (CN ⁻)	mg/L	<0.0033	0.02	APHA 23 rd Edition 2017 Method 4500 CN:H
19	Klorin Bebas	mg/L	<0.011	0.03	UJI - LL 056 (Spektrofotometri)
20	Barium (Ba) terlarut	mg/L	<0.0011	-	SNI 06-6989.39-2005
21	Boron (B) terlarut	mg/L	0.052	1.0	APHA 23 rd Edition 2017 Method 4500 B : C
22	Air raksa (Hg) terlarut*	mg/L	<0.00085	0.002	SNI 6989.78-2019
23	Arsen (As) terlarut*	mg/L	<0.00099	0.05	SNI 6989.81-2018
24	Selenium (Se) terlarut*	mg/L	<0.0040	0.05	UJI - LL 060 (AAS-VGA)
25	Besi (Fe) terlarut	mg/L	2.33	-	SNI 6989.4-2009
26	Kadmium (Cd) terlarut*	mg/L	<0.00043	0.01	SNI 06-6989.38-2005
27	Kobalt (Co) terlarut	mg/L	<0.013	0.20	UJI - LL 036 (AAS-Flame)
28	Mangan (Mn) terlarut	mg/L	0.011	-	SNI 6989.5-2009
29	Nikel (Ni) terlarut*	mg/L	<0.0055	0.05	SNI 6989.18-2009
30	Seng (Zn) terlarut	mg/L	<0.0064	0.05	UJI - LL 021 (AAS-Flame)
31	Tembaga (Cu) terlarut	mg/L	<0.015	0.02	UJI - LL 040 (AAS-Flame)
32	Timbal (Pb) terlarut*	mg/L	<0.0015	0.03	SNI 6989.46-2009
33	Khrom heksavalen (Cr-VI)*	mg/L	<0.0015	0.05	SNI 6989.71-2009
34	Minyak dan Lemak*	mg/L	0.45	1	SNI 6989.10-2011
35	Deterjen total	mg/L	0.095	0.2	SNI 06-6989.51-2005
36	Fenol*	mg/L	<0.0010	0.01	APHA 23 rd Edition 2017 Method 5530 Fenol : C
37	Fecal Coliform	MPN/100 ml	23	2000	APHA 23 rd Edition 2017 Method 9221:E
38	Total Coliform	MPN/100 ml	80	10000	APHA 23 rd Edition 2017 Method 9221:B

Keterangan :

¹⁾ Belum Terakreditasi

¹⁾ PP RI No. 22 Tahun 2021 Lampiran VI - I Kelas III Tentang Baku Mutu Air Sungai dan Sejenisnya

< Menunjukkan Nilai Terkecil Dari Pengukuran Yang Didapatkan Berdasarkan Metode Yang Digunakan

Di periksa Oleh :

Checked By



Lufi Luthfiani
Supervisor Laboratorium Lingkungan

UJI-4003b/1.4/19112021

(3) External Laboratory Test Results of Sludge in WWTP= confirm no pollutants



PT MUTUAGUNG LESTARI
HASIL UJI <i>Test Result</i>

Nomor Seri
Serial Number

: 0407 / CHEM / V / 22

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*** Test results of chemical soil :**

Test Results of Chemical Soil			
No.	Parameter	Unit	Result
			BBP (Lokasi WWTP)
1	Moisture Content	%	14.8
2	C-Organic		1.40
3	N Total		1.18
4	pH H ₂ O	-	3.76
5	Oil & Fat *	%	<0.05
6	C/N Ratio *	-	1.19
7	P-Bray	ppm	87.7
8	Cation Exchange Capacity (NH ₄ -Acetat 1N, pH7):		
	- Ca	cmol(+)/kg	13.6
	- Mg		0.94
	- K		0.26
	- Na		0.09
	- Total (KTK-dd)		14.9
	- KTK		51.7
	- Base Saturation	%	28.7
9	Heavy Metal :		
	- Lead (Pb) *	ppm	0.41
	- Cadmium (Cd) *		0.13
	- Copper (Cu) *		6.96
	- Zinc (Zn) *		43.1
10	Texture :		
	- Sand	%	85
	- Silt		9
	- Clay		6

Note : *) Not Accredited

Diperiksa Oleh :

Checked By



Penyelia

Laboratorium Analisa Umum dan Pangan

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

Thank you for attention

Merly



Workplace Safety



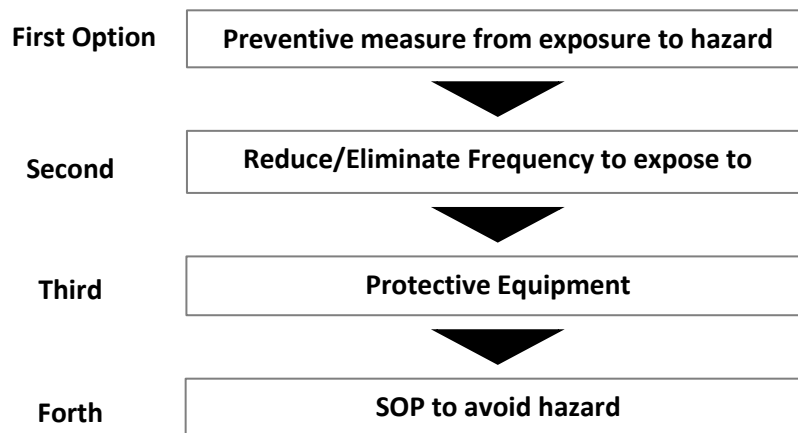
YUDHI FIRSTRA
CSR Manager, Southland

(1) Changes after the revision in 2020

<revision in 2020 report>

(i) approach of corrective action

Previously it was understood that causes of work accident were mostly due to workers' mistake, so the first option of corrective action was "Training SOP to workers" and we revised the idea to "workplace is dangerous" and we need to find out to eliminate risk source/hazard.



(ii) Concept of Risk Assessment Category

Risk = Severity x Likelihood

Likelihood = Frequency(F) + Probability(P)

F: Frequency and duration of exposure to hazards

P: Probability of dangerous events from all Group experience

(iii) Risk score

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

<Changes in 2021 after the revision>

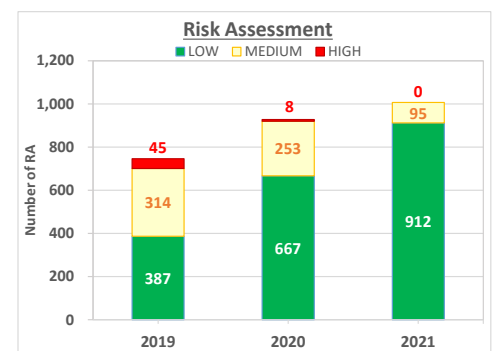
HIRADC* risk assessment calculation changes in more detail with

Likelihood = Frequency(F) + Probability(P)

Not only H&S risk assessment but also includes environmental aspects which previously were separate environmental risk assessments more detailed risk assessment so that all activities including the environment can be identified.

(*HIRADC: **H**azard Identification, **R**isk Assessment, and **D**etermining Control)

Number of hazards detected in Risk Assessment in 2021 was increased.

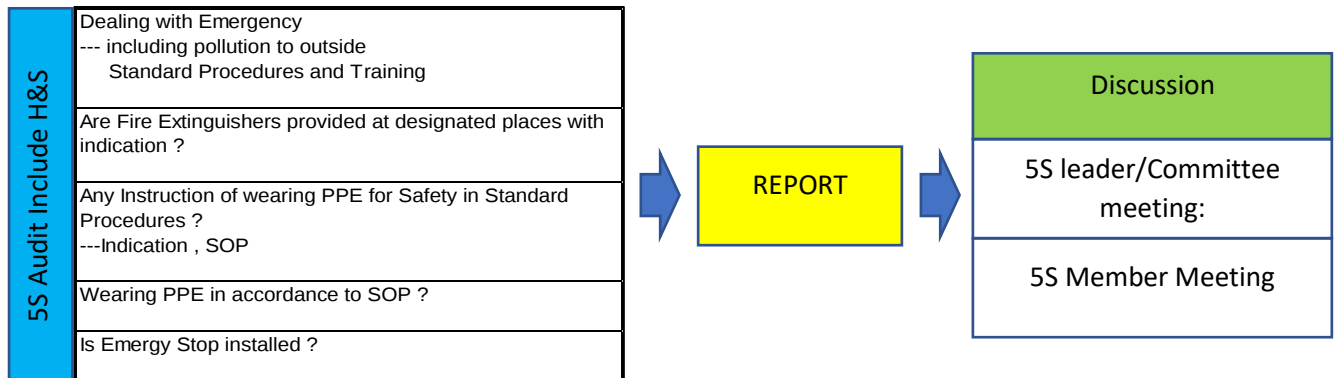


	2019	2020	2021
HIGH	45	8	0
MEDIUM	314	253	95
LOW	387	667	912
Total	746	928	1007

(5 Factories (SFB, SFX, KCA, KBO, KCC))

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

5S internal audit check includes H&S and report/discussion on 5S management meeting
All factories implement H&S items 5S internal audit including the 5S monthly meeting which also discusses safety in 5S checklist categories, complete visual information on occupational safety and health accompanied by emergency response procedures



(3) ISO45001 accreditation

In 2021, 3 factories got ISO45001 accreditation which made 4 factories in total.
2 factories are scheduled to get certified in 2022 to be all factories ISO 45001 certified.

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

(4) Practices for workplace safety

(i) New practice

To develop a habit of starting work with safety first and an awareness of not causing accidents, we have newly started the following.

1.	Morning Talk for safety	consistent implementation of safety induction for all workers before doing work (=5minutes talk by supervisors at each area)
2	Zero Tolerance of Disregard for Safety	Setting zero accident days target by all factories

(ii) Routine practice

Thoroughly did what should be done for safety at the workplace.

1	HIRADC risk evaluation	evaluate all safety and health risks (likelihood and severity) in each work area, likelihood and severity
2	One point lesson	make evaluations and corrective and preventive actions every time a work safety case occurs, and immediately inform workers so that safety cases do not recur
3	Health and Safety training	carry 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
4	Joint Safety Meeting	conduct joint safety meetings periodically every 3 months with representatives of workers, unions, staff and management, as a form of direct communication and get feedback from workers directly for follow-up by management
5	Carry out safety reports in accordance with GRI 403	Report and analyze Fatality, High consequence, recordable accident, IR and SR in accordance with the GRI 403 Occupational Health and Safety standard every month
6	Supply of Personal Protective Equipment	APRIL has conducted a thorough review of the availability and types of PPE for all operations. There has been significant capital investment in new safety equipment, while staff received comprehensive training in when and how to use PPE.
7	inspections and equip personal protective equipment	carry out inspections and complete personal protective equipment according to safety and health risks in the work area and include safety issues into the 5S audit checklist such as the availability and procedures for personal protective equipment and emergency response
8	complete occupational health and safety information in the work area	Every work area that poses a risk to occupational health and safety is installed with information such as banners and signboards so that everyone can know, use personal protective equipment and always be alert
9	Work permit procedures in hazardous areas	establish procedures for work permits in places with a high risk of work accidents, such as heights, welding in dryers and hangers, whether carried out by the factory itself or by the contractor.
10	Work procedures for contractors	establish procedures for work carried out by contractors including permits, safety induction, information related to safety regulations and standards, checking of equipment and PPE used, supervision during work and after completion of work

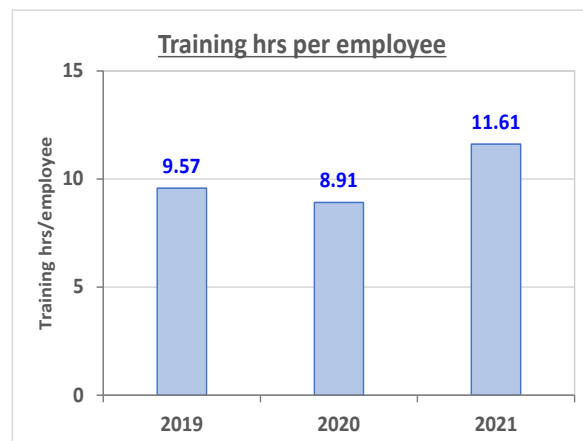
(5) Training

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.

2019: 5 Factories (KCA, KBO, SFB, SFX, SGY)

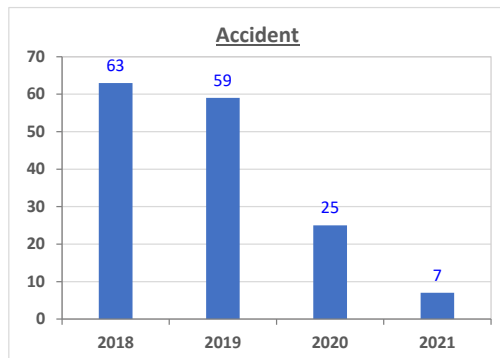
2020: 5 Factories (KCA, KBO, SFB, SFX, SGY)

2021: 6 Factories (KCA, KBO, SFB, SFX, SGY, KCC)

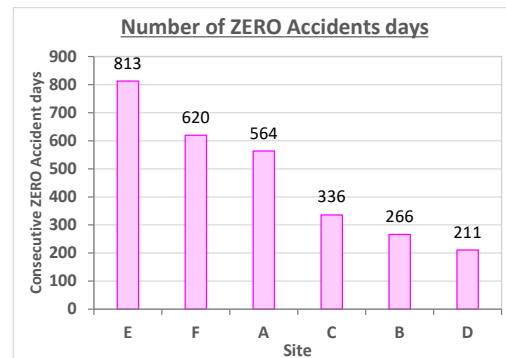


(6) Result of safety Performance

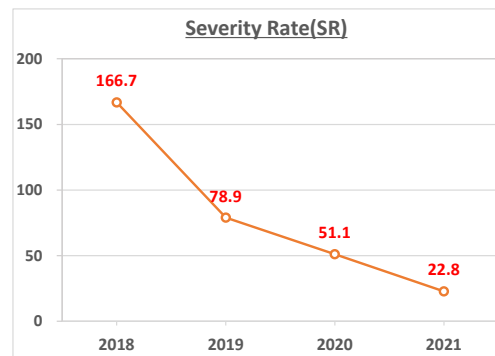
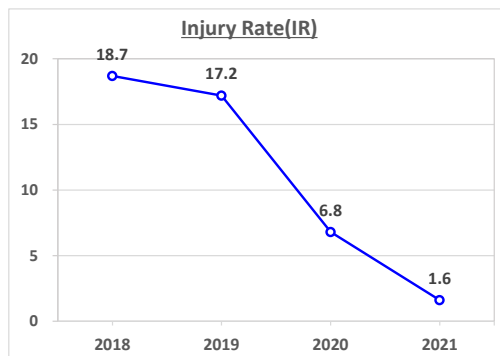
① Number of accidents



② Number of consecutive days with zero accidents



③ Injury Rate and Severity Rate



Workplace Safety_ KCA Safety Practice



Rahmad Riduan

Head of HSE, PT. Bintang Borneo Persada (KCA)



KCA complies with government regulations regarding employee safety and health and has implemented occupational health and safety management system. (Accredited ISO 45001: 2018 on 15 Nov.2021)

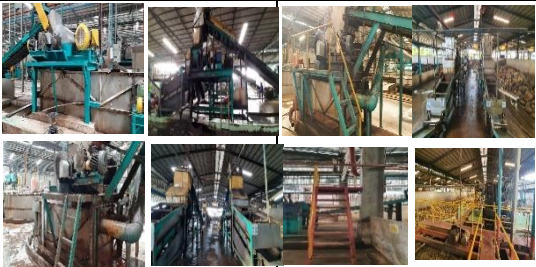
KCA	SR			IR		
	2019	2020	2021	2019	2020	2021
	333.4	19.0	0.0	45.8	3.5	0.0

In 2021 KCA zero Accident

In 2019 to 2020 there were 31 work accidents and there were several work accidents that occurred repeatedly, namely.

1. There are 7 cases of slashed by a knife.
2. Falls while repairing and cleaning the machine on the wet line 5 cases.
3. Feet pinched/stuck on the floor DH 4 cases

Based on this incident, in 2021 KCA made improvements to the source of the problem

No	Problems	Impact	Corrective action	Before	After	Remarks
1	The knife is often blunt, the handle bolt is often loose and slippery causing the knife to hit the limbs.	Cut/wounded hand	The modified steel blade and handle are sturdy and comfortable to hold and don't fall off easily during use			The new knife doesn't dull quickly, and the handle doesn't come off easily
2	There is no safety fence on the wet line machine that has the potential to fall when doing repairs	Danger of falling	A safety fence is made for each machine that is in a high position and must use PPE body harness when			

	and cleaning		working at height			
3	broken wood at hanging is the trolley to bring up the blanket is use 2 tire that effect to the method pouring blankets by lifting the trolley so that it jacks the wood in DH and make it damaged.	feet fell on the floor hole DH	Modify the trolley from using 2 tires to 3 tires so that the trolley does not enter the floor gap which makes the floor damaged		 	
4	DH lift has no fence that has the potential for people to enter	Hit/fall off the elevator	Made a fence and safety sign			
5	There is no emergency stop on the DRC creeper test and Rubber Trapp	The danger of pinched hands	Made an emergency stop	 	 	
6	No cover on the Granulator creeper machine	The danger of pinched hands	Made an safety cover			

7	There is no pedestrian path when entering the factory area	Danger of being hit by a vehicle	Determine walking path		 	
8	Employee vehicles enter the factory	Potential to get hit	A guardrail is made so that motorbikes cannot enter the factory and only reach the parking area			employee car parked in place

-Actions to minimize or eliminate the risk of work accidents.

There are several steps to minimize the risk of work accidents, namely always reminding employees to always prioritize work accidents, namely:

- A. Conduct a safety talk before work for approximately 5 minutes delivered by the supervisor
1. Prioritizing work safety.
 2. Mandatory Use of PPE.
 3. Run Stop Call Wait, Stop, which means to stop working when the machine is damaged, Call, which is to inform the supervisor and forward it to the relevant department for repairs and wait, which is to wait for the repair process and continue if the machine is ready for use.



Safety talk conducted by HSE supervisors and personnel



- B. Review potential work accidents by the HSE department every weekly meeting with management.
1. The HSE section conveys the progress of completing the HIRADC for each section
 2. Reporting near miss work accidents if any.
 3. Communicate the hazard findings by GM when touring the factory.



Weekly Meeting every Friday

C. Conducting Joint Labour - Management Health and Safety Meeting Procedure activities

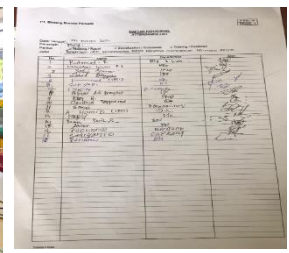
Joint Labour - Management Health and Safety Meeting Procedure activities are held every 3 months which are attended by the General Manager, all division heads, HS staff, Trade Unions, and Non-Trade Unions. The average number of participants who attended each meeting was 20 people. List attendance meeting

Worker Side

No.	Name	Position	Status in meeting
1	M. Suhud	Granulator	Worker Union
2	Siti Murtini	Milling Cont	Worker Union
3	Yuni Asmawati	SPV. QC	Non Worker Union
4	M. Syarif Septian Alq	Op. Forklift	Worker Union
5	Ani Syafitri	SPV. QC	Non Worker Union
6	Purnomo	Capkang	Serikat Buruh
7	Adianto	Capkang	Serikat Buruh
8	Supandi	DH	Worker Union
9	Abdul Kholik	Granulator	Worker Union
10	Jin cung	SPV. Dry	Non Worker Union
11	Suryadi	DH	Worker Union

Management Side

No.	Name	Position
1	Merly	General Manager
2	Sokip Bunai	HRD
3	Eddy Hartono	Production
4	Aman	Engineering
5	Rahmad Riduan	HSE-LAB
6	Claudius Tefpatrae	QMR
7	Maju Pardede	Engineering
8	Ikhsan Adi Prayogo	Shipping
9	Junaiy	Raw Material



Joint Labour - Management Health and Safety Meeting Procedure by Ms. Merly

The meeting which was attended by management and representatives of workers at KCA discussed occupational safety issues. Participants from labour 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 2021 as follows:

No	Problem	Dept.	Impact	Corrective Action	Responsible	Date of completion	Status	Before	After
1	Repair of stairs going up in DH and repair of broken DH battens	Remiling/ Worker union	Slipping or falling from a height	Repair of stairs up in DH and repair of damaged DH battens on a regular basis	Engineering	17-Mar-21	Done	-	
2	The lighting at TSPB is not bright	Remiling	The vision is not clear so the eyes get tired easily and make you sleepy	Addition/installation of lighting in the TSPB area	Engineering	27-Mar-21	Done	-	
3	The stairs in the lump tub is damaged, it has the potential to fall	Remiling	Danger of falling	Addition/installation of lighting in the Bak Lump area and repair of the stairs going up that are already porous and wobbly	Engineering	1-Apr-21	Done		
4	The first aid kit in the Dryer still needs to be re-enabled	Dry	Late help for minor accidents at the company	Checking and maintaining the first aid kit	HSE	8-Jul-21	Done		
5	There are no stairs at DH 2	DH/ Worker union	Danger of slipping when using DH 1 ladder when it rains	Making stairs from ground floor to 1st floor DH 2	Engineering	27-Jul-21	Done		
6	MCU for DH section needs to be added participants	DH/ Worker union	Unable to know the health impact of work	Make a Medical Check Up agenda for employees	HSE	Aug-21	Done	-	
7	Lots of mosquitoes when working at night, especially in the DH and Remiling sections	SPV. DH	Itching on the body	Doing fogging in the DH area and remiling	HSE	13-Sep-21	Done	-	
8	GR line A there are still puddles of water that have the potential to slip and lack of lighting at the Filling station until it enters the dryer	Granulator / Worker union	Can slip due to slippery floors and poor vision	Cleaning puddles regularly, installing/adding lights for lighting.	Production	19-Sep-21	Done	-	
9	There is no eye wash in the laboratory	Analisis	Delay in handling if the eyes are splashed with chemicals	Provide eye wash	HSE	19-Sep-21	Done	-	
10	No Ring Bouy in WWTP	EV	Can cause work accidents	Ring Bouy provided	HSE	25-Sep-21	Done	-	
11	The trolley push area is slippery on the first day of work	Granulator / Worker union	Slipping or falling due to slippery floors in the trolley pusher area	Carry out routine cleaning of the trolley pusher work area	Production	9-Dec-21	Done	-	
12	Forklift brakes and horns are still not working properly	Op. Forklift	Endanger the driver as well as others.	Perform repairs or service on forklifts	Engineering	19-Dec-21	Done	-	
13	The identity of the APAR / Hydrant to make it look more conspicuous and easy to see	Granulator / Worker union	Employees cannot know where the hydrant is	Doing painting or making a clearer emergency symbol	HSE	20-Dec-21	Done	-	
14	The stairs in the loading area are broken	Loading	danger of falling	repair stairs	Engineering	27-Dec-21	Done		
15	The fire extinguisher symbol is too small, hard to find	EN	It's hard to find a fire extinguisher in case of a fire hazard	Enlarge the APAR symbol	HSE	27-Dec-21	Done		
16	Lights in BS storage Warehouse need to be added	Op. Forklift	The view is not clear so the performance is not efficient	Adding lighting to the BS storage warehouse area	Engineering	27-Dec-21	Done	-	
17	The lights on Press 5 and 6 should be brighter	QC Dryer	The vision is not clear so that the eyes get tired easily and make you sleepy and work inefficient	Add lighting to the press area	Engineering	29-Dec-21	Done	-	

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

Biodiversity starts from small step_50km around Factory



Company Name: PT. Bintang Borneo Persada

Company code : KCA

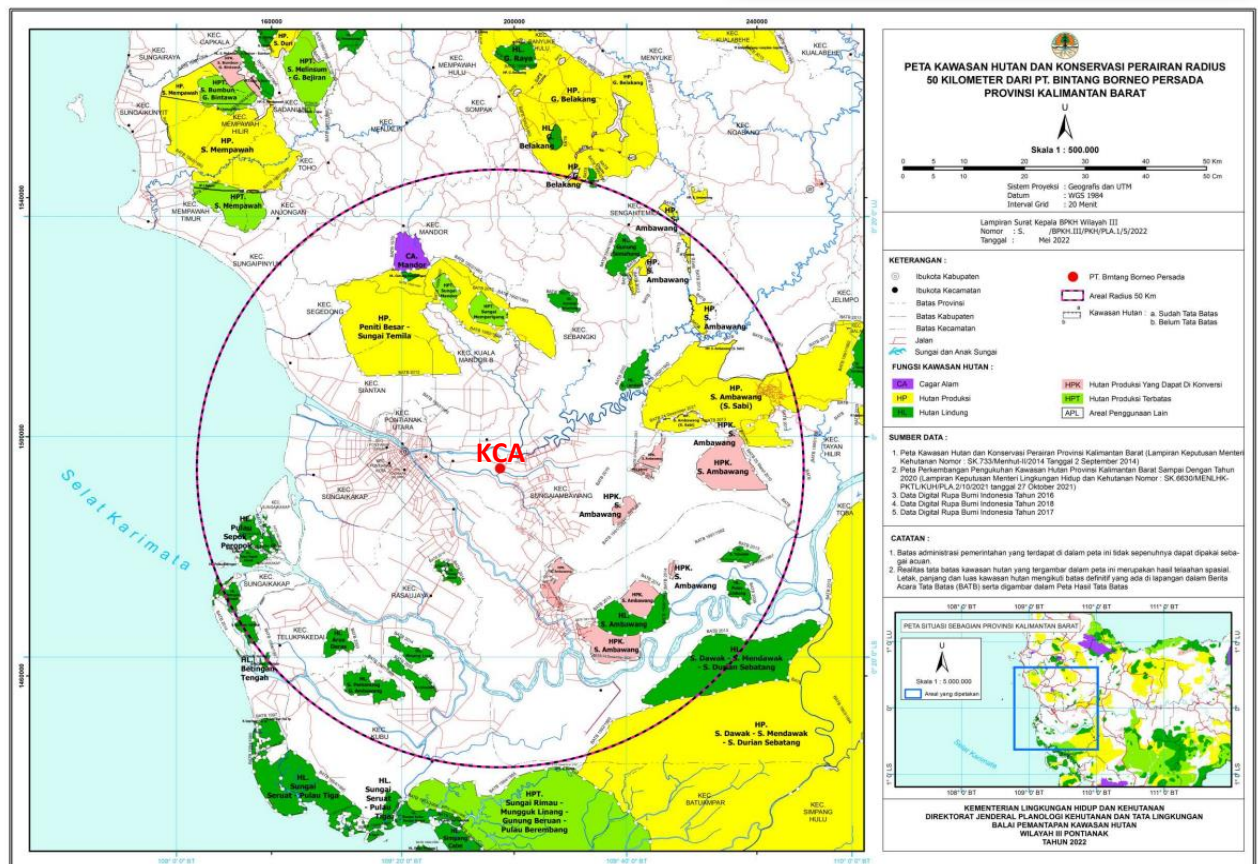
Address : Trans Kalimantan Road km.19. Korek village, Ambawang river sub district. Kubu raya district. west Kalimantan. Postcode 78393

Area : 0.16 km²

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

KCA is a factory that cares about the surrounding environment and complies with government regulations, for this second stage KCA conducts biodiversity research on 50 km around the factory.

Area Map of Forest and Water Conservation, 50km radius from KCA, West Kalimantan Province
(Source: West Kalimantan Environment and Forestry Service)

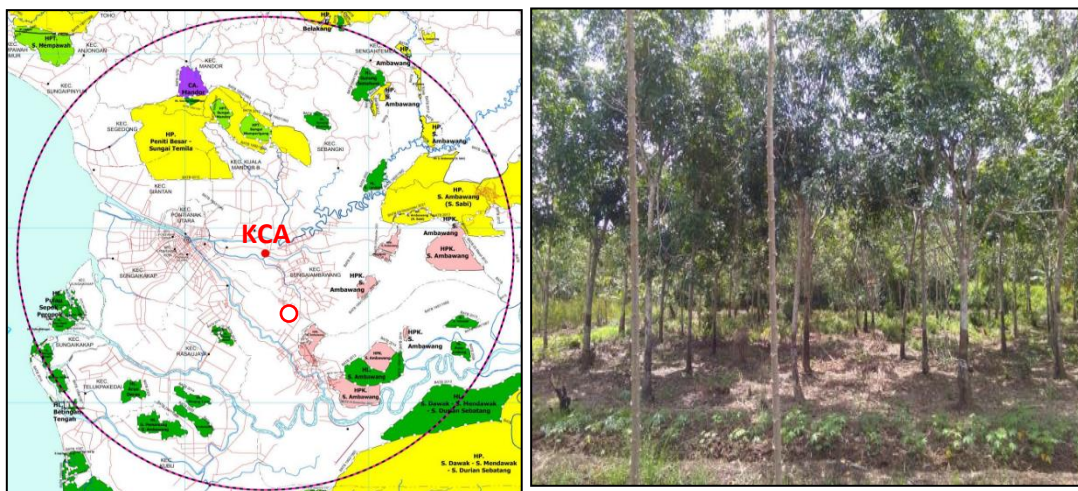


The following is Category Table of Forests and Conservation Area by the West Kalimantan Environment and Forestry Service 50 km radius from KCA:

No	Category		Number of Area Spot	Location/District
1.	Nature Reserve (Cagar Alam)	CA	1	Kuala Mandor
2	Production Forest (Hutan Produksi)	HP	3	Sungai Ambawang, Kuala Mandor, and Batu Ampar
3	Protected Forest (Hutan Lindung)	HL	15	Sungai Ambawang, Rasau Jaya, and Sungai Kakap
4	Convertible Production Forest (Hutan Produksi Konversi)	HPK	7	Sungai Ambawang
5	Limited Production Forest (Hutan Produksi Terbatas)	HPT	2	Kuala Mandor

<Rubber Plantation>

There is no rubber supplier of KCA around 50km. But there is one rubber plantation, who don't supply to KCA, with a total area of 2,048.03 Ha (Source: Participatory Mapping, September 2018) which is managed by the local community, namely Bengkarek village, Ambawang river



sub-district. (Location ①)

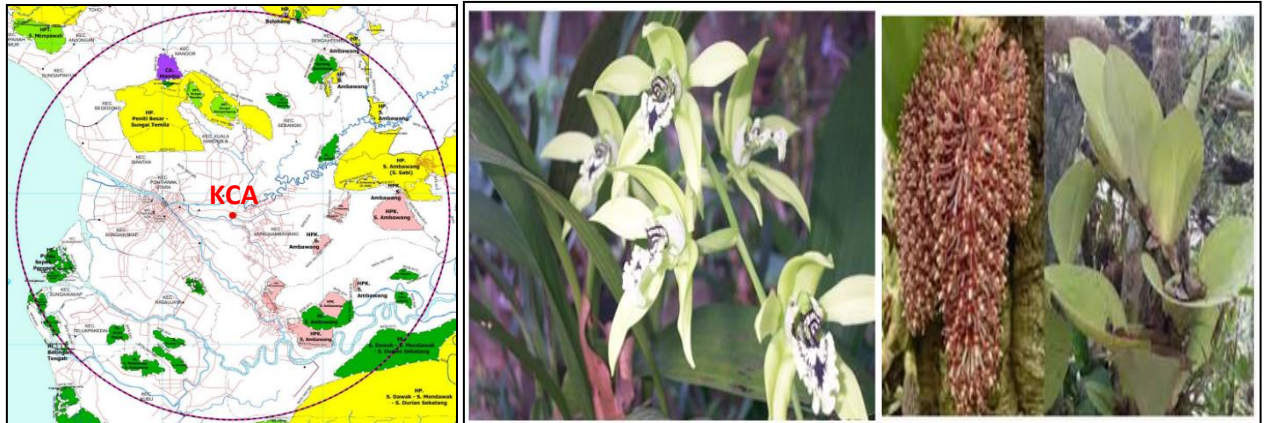
<Nature Reserve (Cagar Alam CA)>

Nature reserve is area that need to be protected for its natural development due to its natural conditions has the peculiarities of plants, animals, and their ecosystems.

The nature reserve within 50 km radius from KCA is the Mandor nature reserve Landak Regency, West Kalimantan Province with area 3,080 hectares.

Rare species to be protected in this nature reserve are:

Natural orchids (such as black orchids and elephant ear orchids), natural Plant (such as Jelutung, Ramin, Meranti, Rengas and Tengawang) and fauna (such as Sun bears, Lempiau, Wild boar, Hornbill, Slow loris). (Location ②)



Black orchids and elephant ear orchids



Meranti trees, Ramin tree (Gaharu) and Jelutung tree

Lempiau, Sun bears, Hornbill, and Slow loris (rare faunas)

<Protected Forest (Hutan Lindung HI) >

Protected forest is a forest area that has the main function of protecting life support systems to regulate water systems, prevent flooding, control erosion, prevent sea water intrusion, and maintain soil fertility.

It has an indispensable function to protect life support system=Prevent from flood, control soil erosion by river or sea, maintain soil fertility. However, deforestation has been continuing by

industries as well as local communities living. Therefore, Protected Forest is regulated by the Ministry of Environment and Forestry of the Republic of Indonesia.

The closest Protected Forest to KCA is the Pinang protected forest area with an area of $\pm 1,177$ hectares located in Rasau Jaya District, Kubu Raya Regency, West Kalimantan Province. (Location ③)

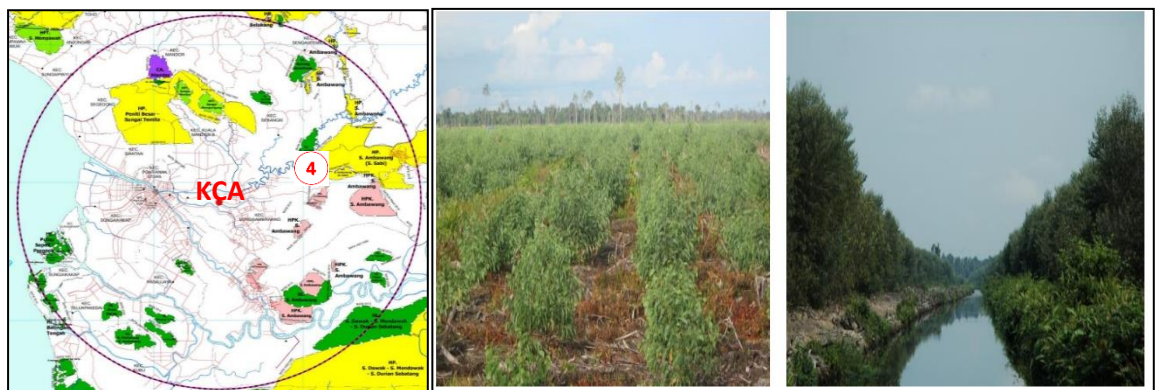


Location and the gate when entering the protected forest in Pinang Village

<Production Forest (Hutan Produksi **HP**)>

Production Forest is forest area to produce forest products to meet the needs of the community in general, especially for development, industry and export.

The Ministry of Environment & Forestry gives permission to private sector of Forestry Industries for the period of 10 years, which can be renewed upon approval. The closest one to KCA is Sungai Ambawang sub-district with an area of 13,270 hectares which is managed by a company that produces pulp. (Location ④)



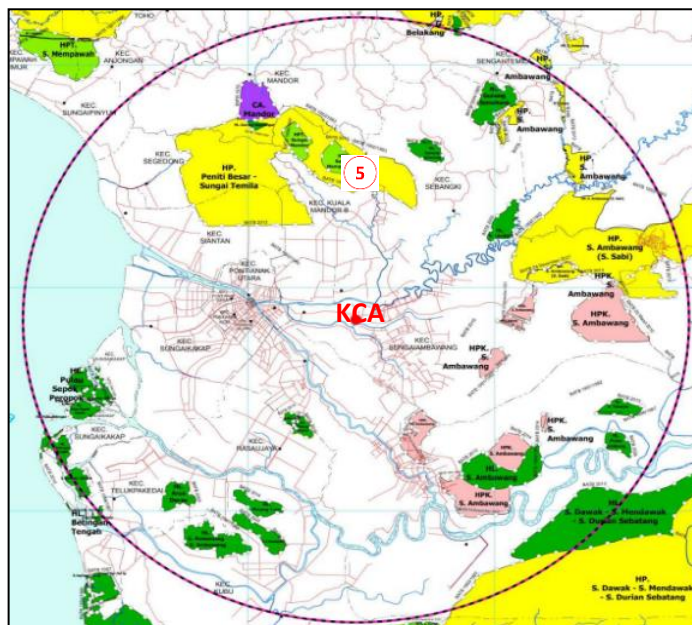
Location and Trees Abasia Plantation

<Limited Production Forest (Hutan Produksi Terbatas **HPT**)>

Limited Production Forest is a forest that is devoted to exploitation of timber and non-timber in low intensity for a certain period. One of the limited production forests in 50 km radius from KCA is the

Mandor river, which is an area with hilly geographical conditions and has steep slopes and dense tropical forests. The area is managed by the production forest management unit VII of which period starting from 2020 to 2029 regulated by the Minister of Environment and Forestry of the Republic Indonesia.

The Ministry of Environment & Forestry gives permission to Forestry Industries for the period of 10 years without renewal and with the obligation to restore to the original conditions. (During permission period, they can produce and develop timber and non-timber products such as medicinal plants, forest fruits, and plants supporting food security in certain areas and tourist attractions on community lands around forest areas with a partnership scheme). (Location ⑤)



Location Limited Production Forest Mandor River

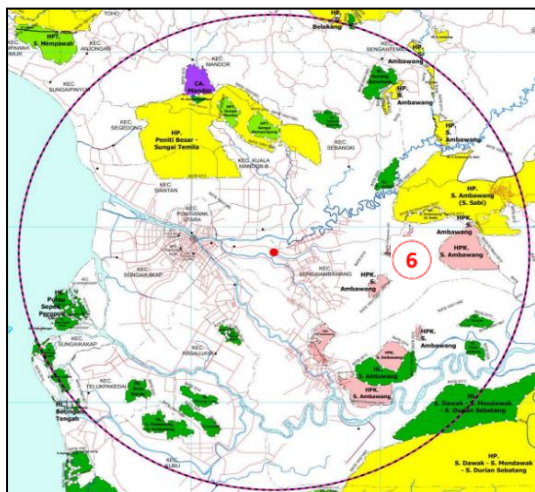


Timber and non-timber products in Limited Forest Production in Mandor District

<Convertible Production Forest (Hutan Produksi Konversi **HPK**)>

Convertible Production Forest is forest designated for various purposes and development interests outside the forestry sector, such as transmigration, mining, plantations, animal husbandry, printing new rice fields, and so on.

One of the nearby Conversion Forests is The Rumah Pelangi (the Rainbow House) which is administratively located in Gunung Benuah Hamlet, Teluk Bakung Village, Sungai Ambawang District, Kubu Raya Regency. The area that was once arid but has now been converted into a green area overgrown with various local plants by the manager (Pastor Samuel Oton Sidin as the owner of the territory and monitored by village officials) This area is also the target of multi-stakeholder visits with various interests such as research, recreation, education, and spirituality. The Rainbow House area pioneered by a resident, namely Pastor Samuel Oton Sidin with the help of a number of local residents with an area of 90 hectares planted with typical West Kalimantan plants such as tengkawang, bamboo, Ulin wood and other plants. In addition, there is also a rare animal breeding,



namely Hedgehog. (Location ⑥)

Location and Hedgehog Breeding at the Rumah Pelangi

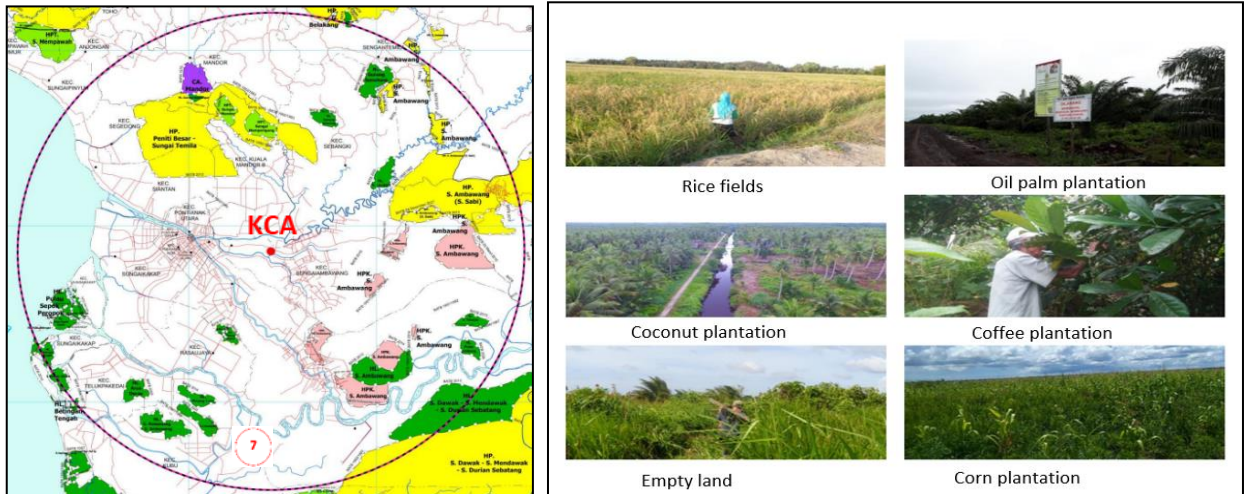


Tengkawang fruit and tree at Rumah Pelangi

<Area of Other Use (Areal Penggunaan Lainnya AP)>

The area of other use (white/no colour in the map) is an area outside the state forest area designated for development activities outside the forestry sector. The area of other use, apart from functioning as a buffer for the living environment of the closest community, can also be an economic source for the local community.

One of the other use areas close to KCA is Mengkalang Jambu Village, Kubu District, Kubu Raya Regency. West Kalimantan. In accordance with the Decree of the Ministry of Forestry No. 733 of 2014, the area has an area of 13,161 hectares, there are oil palm plantations managed by private companies, coconut, community plantations, rice fields, and settlements. (Source: Peat Care Village) (Location ⑦)



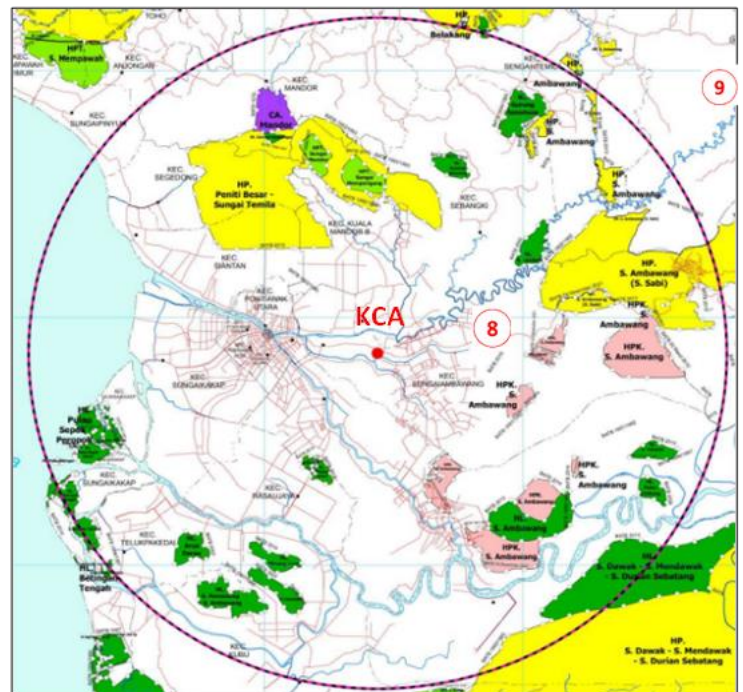
Other Use Area by Mangkalang Jambu Village peoples

<River>

KCA depends factory water use on the Ambawang river, which is a tributary of the Landak River and is part of a branch of the Kapuas River with a depth of 12m and a width of 250m. (Source, Journal of Environmental Engineering). From the research of Google earth, it seems the Ambawang river starts from Teluk bakung Village. (Location ⑧)

However, since it is the tributary of the Landak River, water supply of Ambawang river mainly relies on the Landak River.

The basin of the Landak River is 10,981km² area and the source of the stream starts from Niut Mountains, bordering the Landak Regency and Bengkayang Regency, precisely from the eastern slope of Mount Niut (1,701 MASL (Meters Above Sea Level)) in the village of Tengon Pelaik of the West Kalimantan. (Location ⑨)



Location upstream Landak river and Ambawang river

The Landak river is key important for KCA to get water supply (Main water supply from Landak to Ambawang)



The main Kapuas river from the Landak river and the Ambawang river



Ambawang river is behind KCA

<KCA First Step of Biodiversity>

After our biodiversity research within 50km, at the first step of our Biodiversity approach is River=Water, the base support of our Ecosystem.

Minimize/Eliminate Impact and Optimize Dependence on the river by strict control on wastewater to the river (no pollution) and by increasing recycle water use to reduce usage of river water.

Gender Equity_ a study on equal opportunity in our industry



Yulia Kristiana

Assistant General Manager

PT. Abasiat Raya (SFB)



Here is my study of equal opportunity in my company as well as in our Indonesia group companies of Standard Indonesian Rubber Processing Industry.

<Gender Ratio in SFB>

Gender	Staff	%	Worker	%	Total	%
Male	21	66%	173	94%	194	89%
Female	11	34%	12	6%	23	11%
Total	32		185		217	

<Age structure in SFB>

Age	Men	%	Female	%
18-25	53	27%	6	26%
26-30	37	19%	3	13%
> 30	104	54%	14	61%
Total	194		23	

Female ratio is especially low in workers category, while there is not so different in age structure between male and female. Partly it is due to the physical nature of crumb rubber factory work (=heavy, manual labor) and there is some difficulty for female workers (=in particular, mothers and wives in family) in night shift operations.

<Gender Ratio in our Group>

	2021									
	Total Employee		Worker + Staff				Manager			
Factory	Total	Female Ratio (%)	Total Worker +staff	Man	Woman	Female Ratio (%)	Total	Man	Woman	Female Ratio (%)
Sumatra-A	217	10.6%	209	189	20	9.6%	8	5	3	37.5%
Sumatra-B	610	20.7%	597	477	120	20.1%	13	7	6	46.2%
Sumatra-C	246	3.3%	237	230	7	3.0%	9	8	1	11.1%
Kalimantan-A	278	30.9%	267	183	84	31.5%	11	9	2	18.2%
Kalimantan-B	146	10.3%	141	127	14	9.9%	5	4	1	20.0%
Kalimantan-C	190	31.1%	183	125	58	31.7%	7	6	1	14.3%
Total	1,687	18.8%	1,634	1,331	303	18.5%	53	39	14	26.4%

In some factories in Kalimantan ratio of female workers is relatively high. It may be because factories are located near to village and local community so that it may be easier for female workers to come to factory together with their husband, son, brother, relatives for night shift. On the other hand, in some Sumatera factory, female worker ratio is higher than other Sumatra factories, it is because they have housing for workers families.

<Managerial Post in SFB>

	Manger		Chief		Total	
Male	4	80%	6	46%	10	56%
Female	1	20%	7	54%	8	44%
Total	5		13		18	

<Mangerial Post Ratio in Female Staff>

Gender	Total Staff	Manager/Chief	%
Male	21	10	48%
Female	11	8	73%
Total	32	18	56%

If we see total managerial posts including Chief, there is not considerable difference in our company. Thus in staff category(=manager, chief, staff), female avarage salary is up to 96% of male avarage salary, which I can say almost equal.

Further, when I view “managerial post in female staff” , it is quite higher than that of male staff. On employment of office staff, whose job there is a lot of opportunity to start from chief position, we are equal to gender. While for promotion to manager, one of qualification is knowledge and experience in factory job. Thus male ratio gets higher.

When female have more job opportunity at our workplace, it will create a balanced view and we can have more perspective.

For more job opportunity to female employees, first I would propose we should create “safety and comfortable work environment for female”, such as,

- clean & hygienic female toilet, female locker room, private lactation room for breastfeeding mothers
- transportation at night time for female employees commuting
- figuring out a way to labor-saving operations

Further, we should promote a culture where employees are appreciated based on their talent and performance, regardless of their gender or background although will be a challenge, but I believe if our company provide training in specialized skills for female workers and provide equal opportunity from entry level onwards, it will create workplace with gender equity.

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. ABAISIAT RAYA PT. BINTANG GASING PERSADA PT. POLYKENCANA RAYA PT. KOTANIAGA RAYA PT. BINTANG BORNEO PERSADA PT. KAHAYAN BERSERI

GRI Content Index

GRI Standard	Disclosure Number	Disclosure Title	Page	Comment
GRI102 General Disclosure				
Organizational Profile				
	GRI102-1	Name of the organization	*	Southland Global Pte Ltd. Indonesian Sector
	GRI102-2	Activities, products & services	5	Processors and Exporters of Natural Rubber
	GRI102-3	Location of headquarters	*	8 Cross Street #27-01, Manulife Tower Singapore (048424)
	GRI102-4	Location of operations	6	Southland Global Pte. Ltd., Indonesian Sector List
	GRI102-5	Ownership and legal form	*	A private limited company
	GRI102-6	Markets served	5	Primary markets: China, Japan, Korea, Indonesia, Americas, and European countries
	GRI102-7	Scale of the organization	5-6	Production capacity, number of employees at each operation
	GRI102-9	Supply chain	11-12	Our Supply Chain
	GRI102-12	External initiatives	40	SNR-I, GPSNR
	GRI102-13	Membership of associations	40	Rubber Trade Association of Singapore, Singapore International Chamber of Commerce Rubber Association, International Rubber Study Group Rubber Association of Indonesia, Indonesia Employer Association, Indonesia Chamber of Commerce and Industry
* refer to "About The Group" of Southland Global URL: http://www.southlandglobal.com/				
Strategy				
	GRI102-14	Statement from CEO	3-4	
Code of Conduct, Policy & Procedures				
	GRI102-16	Values, principles, standards and norms of behavior	appendix	Group Code of Conduct, Policy & Procedures
Stakeholder Engagement				
	GRI102-40	List of stakeholder group	7, 9-10	Stakeholders Engagement, Materiality Assessment
	GRI102-42	Identifying & selecting stakeholders	7, 9-10	Materiality Assessment, Stakeholder Engagement
	GRI102-43	Approach to stakeholder engagement	9-10	Stakeholders Engagement
	GRI102-44	Key topics & concerns raised	7-8	Materiality Assessment
Reporting Practice				
	GRI102-46	Defining topic boundaries	2	This report covers 6 factories of our Indonesian Sector
	GRI102-47	List of material topics	8	19 Material Topics in total & 3 Topics of High Priority
	GRI102-50	Reporting period	2	January - December, 2021
	GRI102-53	Contact point & questions regarding the report	2	enquiry@southlandglobal.com
	GRI102-54	Claims of reporting in accordance to GRI Standards	2	This Report references the reporting disclosure of the Global Reporting Initiatives (GRI) Standards.

GRI Standard	Disclosure Number	Disclosure Title	Performance in Each Year				Unit
			2018	2019	2020	2021	
GRI 205 Anti-Corruption (2016)							
	GRI205-1	Operations assessed risk related corruption	NA	100%	100%	100%	percent
	GRI205-2	Training about anti-corruption Policies Procedures	NA	5	5	5	Number of Operations
			5 factories	5 factories	5 factories		
GRI 206 Anti-Competitive Behavior							
	GRI206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly policy	No Legal Actions	No Legal Actions	No Legal Actions	No Legal Actions	case
			5 factories	5 factories	5 factories	6 factories	
GRI Standard	Disclosure Number	Disclosure Title	Performance in Each Year				Unit
			2018	2019	2020	2021	
GRI 302 Energy (2016)							
	GRI302-1	Energy consumption within organization	94.263	92.637	91.025	99.241	MWh
	GRI302-3	Energy intensity	0,671	0,560	0,555	0,554	MWh/Ton
	GRI-302-4	Reduction of energy consumption		-1.626	-1.612	8.216	MWh
			5 factories	6 factories	6 factories	6 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	river,recycle, ground, rain	source
	GRI303-2	Management of water discharge-related impacts	wastewater treatment system	wastewater treatment system	wastewater treatment system	wastewater treatment system	All Operation Units
	GRI303-3	Water withdrawal	3.768.368	3.432.613	4.134.190	4.215.829	m³
	GRI303-4	Water discharge	Information unavailable*	Information unavailable*	Information unavailable*	Information unavailable*	m³
	GRI303-5	Water consumption	-	-	-	-	m³
			5 factories	5 factories	5factories	6 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	Information unavailable	Information unavailable	nature 10km from operation sites	nature 50km from operation sites	aerial photo
GRI 305 Emmisions (2016)							
	GRI305-1	Direct(Scope1) GHG emissions	15.223	9.362	9.741	9.754	Ton CO ₂
	GRI305-2	Energy indirect(Scope2) GHG emissions	26.242	42.338	42.730	43.481	Ton CO ₂
	GRI305-3	Other indirect(Scope3) GHG emissions	Information unavailable	Information unavailable	180.007	195.950	Ton CO ₂
	GRI305-4	GHG emissions intensity(Scope1, 2)	0,296	0,313	0,320	0,298	Ton CO ₂ /Ton production
	GRI305-5	Reductions of GHG emissions(Scope1, 2)		24,7%	1,5%	1,5%	Percent
	GRI305-7	Nitrogen oxides(Nox), sulfur oxides(Sox), and other significant air emissions	Pass	Pass	Pass	Pass	Test certificate
			5 factories	6 factories	6 factories	6 factories	
GRI 306 Waste (2020)							
	GRI306-3	Waste generated	Information unavailable	341,7	374,6	197,2	Ton
	GRI306-4	Waste diverted from disposal	Information unavailable	130,7	41,9	60,5	Ton
	GRI306-5	Waste directed to disposal	Information unavailable	211,0	332,7	136,7	Ton
			5 factories	5 factories	5 factories		
GRI 307 Environmental Compliance							
	GRI307-1	Non-compliance with environmental laws and regulations	0	0	0	0	Case

GRI Standard	Disclosure Number	Disclosure Title	Performance in Each Year				Unit
			2018	2019	2020	2021	
GRI 401 Employment							
	GRI401-1	New employee hires	277	497	179	240	Person
		Employee Turnover	267	365	179	351	
			5 factories	5 factories	6 factories	6 factories	
GRI 402 Labor/Management Relations							
	GRI402-1	Minimum notice period regarding operational changes, specified in Collective Labor Agreement	2	2	2	3	Number of Operations
			5 factories	5 factories	6 factories	6 factories	
GRI 403 Occupational Health & Safety (2018)							
	GRI403-1	Occupational health and safety management system					Number of Operations
		(i) Implemented by Legal Requirement	4	4	5	2	
		(ii)ISO45001	1	1	1	4	
	GRI403-2	Hazard Identification, risk assessment, and incident investigation	NA	-	-	-	Risk Assessment Report
			5 factories	5 factories	6 factories	6 factories	
	GRI403-4	Worker participation, consultation, and communication on occupational health and safety (Joint Health &Safety committee)	0	0	3	3	Number of Operations
			5 factories	5 factories	5 factories	5 factories	
	GRI403-5	Worker training on occupational health and safety	1,82	9,57	8,91	11,61	average hour per employee
	GRI403-8	Worker covered by occupational health and safety management system	100%	100%	100%	100%	percent
	GRI403-9	Lost time Injury Frequency rate (IR)	18,7	17,2	6,8	1,6	1,000,000 hours worked
		Lost time Injury severity rate (SR)	166,7	78,9	51,1	22,8	
		Work related injuries fatalities	-	-	0,0	0,0	
		high-consequence work-related injuries	-	-	0,5	0,0	
		recordable work-related injuries	-	-	6,8	1,6	
	GRI403-10	Work related ill health fatalities	0	0	0	0	case
		high-consequence work-related ill health	0	0	0	0	
		recordable work-related ill health	0	0	0	0	

GRI 404 Training and Education (2016)						
GRI404-1	Average hours of training per year per employee	2,1	10,4	10,6	13,0	average hour per employee
		5 factories	5 factories	5 factories	6 factories	
GRI404-2	Programs for upgrading employee skills and transition assistance programs	3	4	6	6	Number of Operations
		5 factories	5 factories	6 factories	6 factories	
GRI404-3	Employee receiving regular performance reviews					Number of Operations
	Staff members only	1	3	5	5	
	Whole employee including workers	2	2	5	5	
		5 factories	5 factories	6 factories	5 factories	
GRI 405 Diversity and Equal Opportunity (2016)						
GRI405-1	Diversity Female managers	28,0%	29,4%	25,5%	26,4%	percent
	Diversity Female employees	22,5%	23,6%	20,5%	18,8%	
		5 factories	5 factories	6 factories	6 factories	
GRI 406 Non-Disclimination (2016)						
GRI406-1	Incidents of discrimination and corrective actions taken	0	0	0	0	case
		5 factories	5 factories	6 factories	6 factories	
GRI 408 Child Labor						
GRI408-1	Operations and suppliers at significant risk for incidents of child labor	0	0	0	0	Number of Operations
		5 factories	5 factories	6 factories	6 factories	
GRI 409 Forced or Compulsary Labor						
GRI409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	0	0	0	0	Number of Operations
		5 factories	5 factories	6 factories	6 factories	
GRI 410 Security Practices						
GRI410-1	Security personnel trained in human rights policies or procedures	0	2	3	4	Number of Operations
		5 factories	5 factories	5 factories	6 factories	
GRI 412 HumanRights Assessment (2016)						
GRI412-1	Operations that have been subject to human rights reviews or impacts assessment	0	0	0	0	Number of Operations
GRI412-2	Employee training on human rights policies or procedures	0	0	7,3%	13,0%	percent
		5 factories	5 factories	5 factories	4 factories	
GRI 413 Local Communities (2016)						
GRI413-1	Operations with local community engagment, impact assessment, and development program	17	21	26	28	number of activities
		5 factories	5 factories	6 factories	6 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	0	case
		5 factories	5 factories	6 factories	6 factories	
GRI 418 Customer Privacy (2016)						
GRI418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0	0	case
		5 factories	5 factories	6 factories	6 factories	

APPENDIX:

Southland Global Pte Ltd. Indonesian Sector

- (1) Additional GRI Content (Update: 2022)
- (2) Our Sustainable KPIs (Update: 2022)
- (3) Our Sustainability Policies :
 - 1. Code of Conduct
 - 2. Sustainability & Sustainable Procurement Policy
 - 3. Environmental Policy
 - 4. Human Rights and Labor Practices Policy
 - 5. Anti-Corruption Policy
 - 6. Whistleblowing Policy & Procedure
 - 7. Suppliers Code of Conduct

(1) Additional GRI Content

Additional GRI Content

updated: December 2022

Updated: December 2022

GRI Standard	Disclosure Number	Disclosure Title	Performance		Remark/Unit
			2020	2021	
GRI 301 Materials (2016)					
	GRI301-1	Total materials used	174,860	268,501	Ton
		Non-renewable materials used	807	1,056	Ton
		Raw material consumption in weight	117	146	Ton
		Chemicals in process	220	246	Ton
		Packaging material consumption in weight	470	625	Ton
		Renewable materials used	174,053	267,445	Ton
		Renewable materials used	173,134	266,746	Ton
		Chemicals in process	4	5	Ton
		Packaging material consumption in weight	915	694	Ton

5 factories 6 factories

GRI 302 Energy (2016)					
	GRI302-1.a.	Total fuel consumption from non-renewable sources	42,848	43,795	MWh
	GRI302-1.b.	Total fuel consumption from renewable sources	12,039	18,485	MWh

6 factories 6 factories

GRI 303 Water and Effluents (2018)					
	GRI303-3	Water withdrawal	4,134	4,216	ML
		Surface water	4,052	4,004	ML
		Ground water	83	212	ML
	GRI303-4.d.	Priority substances of concern incident failed to wastewater quality standards tested by third party	0.9%	2.3%	%
	GRI303	amount of COD contained in inflow wastewater to treatment facility	412.8	533.6	ton

6 factories 6 factories

* attachment1 wastewater test certificate

* attachment2 wastewater test results table

GRI 305 Emissions (2016)					
	GRI305-1	Direct(Scope1) GHG emissions	9,741	9,754	Ton CO2e
	GRI305-2	Energy indirect(Scope2) GHG emissions	42,730	43,481	
	GRI305-3	Other indirect(Scope3) GHG emissions	180,007	195,950	Ton CO2e
		Upstream	25,633	25,131	
		Downstream	154,374	170,819	
	GRI305-4	GHG emissions intensity(Scope1 + Scope 2)	0.320	0.298	t CO2e/Ton
		% from Base Line year(2019)	+2.3%	-4.9%	%
	GRI305-5	GHG emissions (Scope 1 + Scope 2)	52,470	53,235	Ton CO2e
		% change year on year	+1.5%	+1.5%	%
		% change from Base Line year(2019)	+1.5%	+3.0%	%
	GRI305-7	Significant air emissions other than GHGs (Sox, Nox, VOC, OM, dust) teste by third party	Pass	Pass	Test certificates

6 factories 6 factories

*attachment3 Test Certificates

GRI 306 Waste(2020)					
GRI306-3	Waste generated	Total	434	386	Ton
		Hazardous	23	30	
		Non-Hazardous	411	356	
GRI306-4	Waste diverted from disposal	Total	196	174	Ton
		on-site	178	150	
		Hazardous_Reuse	0.04	0.03	
		Non-Hazardous_Reuse	39	33	
		Non-Hazardous_Recycle	139	117	
		off-site	18	24	
		Hazardous_Recycle	18	24	
GRI306-5	Waste directed to disposal	Total	208	120	Ton
		on-site	0	0	
		off-site	208	120	
		Hazardous_Incineration	2	1	
		Non-Hazardous_Landfill	206	119	
			5 factories	6 factories	

GRI Standard	Disclosure Number	Disclosure Title	Performance		Remark/Unit
			2020	2021	

GRI 403 Occupational Health & Safety (2018)					
GRI403-3	Occupational Health service		List of service	List of service	List of services
	Employees covered by services		100%	100%	%

6 factories 6 factories *attachment4 List of healthcare services

GRI 405 Diversity and Equal Opportunity (2016)					
GRI405-1	Diversity Female mebers of the board		2	2	Numbers
			6.9%	7.1%	%

6 factories 6 factories

GRI405-2	Ratio of basic salary and remuneration of women to men		Information unavailable	100.4%	%
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5 factories *attachment5.Diversity and Equal Opportunity

GRI 414 Supplier Social Assessment (2016)					
GRI414-2	Suppliers assessed for CSR impact		Information unavailable	0.7%	%
GRI414-2	Suppliers signed Supplier Code of Conduct		Information unavailable	3.2%	%

5 factories * started CSR activities in supply chain from 2021

*attachment6 Performance results in 2022

GRI 416 Customer Health and safety					
GRI416-2	Incident of rejection (returned) by customer	0	0	Numbers	
	Incident of customer health and safety	0	0		
		6 factories	6 factories		

GRI303-4.d. External Laboratory Wastewater Test

Certificates as of December 2021

PT. Bintang Gasing Persada (KCA)  PT MUTUAING LESTARI TEST RESULT Nomor Ser : 13622 / BL / XI / 21 Serial Number : Halaman 2 dari 2 Page of <table border="1"> <thead> <tr> <th>No</th> <th>Parameter</th> <th>Satuan</th> <th>Hasil</th> <th>Baku Mutu¹</th> <th>Metode Analisa / Alat</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>BOD₅</td> <td>mg/liter</td> <td>59.0</td> <td>60</td> <td>SNI 6989-72-2009</td> </tr> <tr> <td>2</td> <td>COD</td> <td>mg/liter</td> <td>172</td> <td>200</td> <td>SNI 6989-2-2019</td> </tr> <tr> <td>3</td> <td>TSS</td> <td>mg/liter</td> <td>25.0</td> <td>100</td> <td>SNI 6989-3-2019</td> </tr> <tr> <td>4</td> <td>Amonia Total</td> <td>mg/liter</td> <td>4.5</td> <td>5</td> <td>SNI 6699-30-2005</td> </tr> <tr> <td>5</td> <td>Nitrogen Total (bagian N)²</td> <td>mg/liter</td> <td>7.79</td> <td>10</td> <td>UJI - LL 178 (Spektrofotometer)</td> </tr> <tr> <td>6</td> <td>pH³</td> <td>-</td> <td>6.59</td> <td>-</td> <td>SNI 6989-11-2019</td> </tr> </tbody> </table> Keterangan : * Baku Terpaduan * Parameter pH tidak dilakukan secara rutin, sehingga tidak dapat dibandingkan dengan baku mutu yang berlaku yaitu 6 - 9 * Peraturan Menteri Lingkungan Hidup Republik Indonesia Nomor 5 Tahun 2014 Lampiran IV Tentang Baku Mutu Limbah Cair Industri dan atau Kegiatan Industri Hasil Bahan Kimia Beracun Kelas II Diperiksa Oleh Checked By  Luft Lubiani Supervisor Laboratorium Lingkungan	No	Parameter	Satuan	Hasil	Baku Mutu ¹	Metode Analisa / Alat	1	BOD ₅	mg/liter	59.0	60	SNI 6989-72-2009	2	COD	mg/liter	172	200	SNI 6989-2-2019	3	TSS	mg/liter	25.0	100	SNI 6989-3-2019	4	Amonia Total	mg/liter	4.5	5	SNI 6699-30-2005	5	Nitrogen Total (bagian N) ²	mg/liter	7.79	10	UJI - LL 178 (Spektrofotometer)	6	pH ³	-	6.59	-	SNI 6989-11-2019	Pemerintah Kota Padang DINAS LINGKUNGAN HIDUP UPTD LABORATORIUM LINGKUNGAN  Maksud Pengujian : Limbah Cair Perihal : Hasil Pengujian Limbah Cair Jenis sampel : Limbah Cair Tipe sampling : Outlet Tgl. Sampling : 1 Desember 2021 Tgl. Terima di lab : 1 Desember 2021 Metode sampling : Pengalihan Kontak Sampel : 1600 ml Tanggal Pengiriman : 1 s.d 1 Desember 2021 Kepala UPTD : Prinsipal PT. Abasiat Raya Jln. Sungai Barisan Padang. HASIL PENGUJIAN <table border="1"> <thead> <tr> <th>No.</th> <th>Parameter</th> <th>Satuan</th> <th>Hasil</th> <th>Baku Mutu³</th> <th>Metode</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>pH</td> <td>-</td> <td>7,56</td> <td>-</td> <td>SNI 6989-11-2019</td> </tr> <tr> <td>2</td> <td>TSS</td> <td>mg/L</td> <td>14,4</td> <td>100</td> <td>SNI 6989-3-2019</td> </tr> <tr> <td>3</td> <td>BOD₅</td> <td>mg/L</td> <td>6,75</td> <td>60</td> <td>SNI 6989-72-2009</td> </tr> <tr> <td>4</td> <td>COD</td> <td>mg/L</td> <td>8,13</td> <td>200</td> <td>SNI 6989-2-2019</td> </tr> <tr> <td>5</td> <td>N Total</td> <td>mg/L</td> <td>0,230</td> <td>10</td> <td>Standard Method 4500-N</td> </tr> <tr> <td>6</td> <td>Amoak</td> <td>mg/L</td> <td>0,120</td> <td>5</td> <td>SNI 6699-30-2005</td> </tr> </tbody> </table> Ket : 1) Alapnya adalah Prosedur Kerja Lingkungan Hidup Nomor 3 Tahun 2014 Lampiran IV Yang sudah dibuat per bidang bagi usaha dan / atau kegiatan industri tertentu. Catatan : 1. Hasil uji ini hanya berlaku untuk sampel yang diuji. 2. Laboratorium menjamin produksi maksimal 3 tes/kuota minggu terhitung dari tanggal penerimaan sampel. 3. Laboratorium Hasil Uji tidak boleh dipotong/dibuat secara lengkap dan seketik bentuk dari UPTD Laboratorium Lingkungan Dinas Lingkungan Hidup Kota Padang. 4. Sampel yang diambil pengujian oleh tanggung jawab Laboratorium penguj. 5. Parameter yang belum terakreditasi. 6. Laporan ini terdiri atas 3 halaman. Padang, 1^a Desember 2021 Kepala UPTD Laboratorium Lingkungan Dinas Lingkungan Hidup Kota Padang  Rizka R. S., M.Si NIP. 19710213 200303 2 002	No.	Parameter	Satuan	Hasil	Baku Mutu ³	Metode	1	pH	-	7,56	-	SNI 6989-11-2019	2	TSS	mg/L	14,4	100	SNI 6989-3-2019	3	BOD ₅	mg/L	6,75	60	SNI 6989-72-2009	4	COD	mg/L	8,13	200	SNI 6989-2-2019	5	N Total	mg/L	0,230	10	Standard Method 4500-N	6	Amoak	mg/L	0,120	5	SNI 6699-30-2005
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PT. Polykencana Raya (SGY)  Laporan No. 00694/CACAO Tanggal: 31 Desember 2021 LAPORAN ANALISIS Conten uji ini diserahkan dan diterangkan oleh pelanggan sebagai : PELANGGAN : PT. POLYKENCANA RAYA Lingkungan 1 Kb. Lasing Pesisir Seating-Langkah Sumatera Utara, Indonesia AIR LIMBAH JENIS CONTOH : 20 Desember 2021 TANGGAL PENERIMAAN : 20 Desember 2021 sampai 26 Desember 2021 TANGGAL ANALISA : 20 Desember 2021 ANALISA / UJI : pH di Laboratorium, Amoniak, Total Nitrogen, Total Padatan Terasuspensi, COD dgn K₂Cr₂O₇, BOD 5 hari 20 °C KETERANGAN CONTOH : Baku : Cairan Isi : 2 liter Kemasan : dengan plastik tidak beresgel IDENTIFIKASI CONTOH REFERENSI : 1 contoh : OUTLET 002PKR-BST/XB/2021 Hasil: <table border="1"> <thead> <tr> <th>PARAMETER</th> <th>SATUAN</th> <th>HASIL</th> <th>BAKU MUTU¹</th> <th>METODA²</th> </tr> </thead> <tbody> <tr> <td>pH di Laboraturum</td> <td>mg/l</td> <td>7,50</td> <td>-</td> <td>4500-H-B</td> </tr> <tr> <td>Amoniak (NH₄-N)</td> <td>mg/l</td> <td>2,17</td> <td>5</td> <td>4500-Rtu-F</td> </tr> <tr> <td>Total Nitrogen (N-Total)</td> <td>mg/l</td> <td>5,17</td> <td>10</td> <td>4500 N org-B</td> </tr> <tr> <td>Total Padatan Terasuspensi</td> <td>mg/l</td> <td>48</td> <td>100</td> <td>2540 D</td> </tr> <tr> <td>COD dgn K₂Cr₂O₇</td> <td>mg/l</td> <td>60,53</td> <td>200</td> <td>5210 C</td> </tr> <tr> <td>BOD 5 hari 20 °C</td> <td>mg/l</td> <td>35,7</td> <td>60</td> <td>5210 B</td> </tr> </tbody> </table> KEPUNDUKAN NO 5 TAHUN 2014 LAMPURAN IV -- Standard methods 23rd edition 2011, APHA-AWWA-WEF Hasil uji ini hanya berlaku dengan konten uji yang diserahkan ke kami dan laporan / sertifikat hasil uji tidak dapat dipergunakan dengan cara lain. Hasil ini akan tersedia secara online dan dapat dicetak/print-out melalui sistem informasi Laboratorium Berbasis Perantara. Spesifikasi server ini berlaku untuk Server dari Kementerian Kehutanan Jawa PT. SUCOFINDO (POSCRO), yang akan terus diperbarui jika diperlukan oleh departemen pada Departemen kehutanan Jawa PT. SUCOFINDO (POSCRO). Ingatkan ke : No. 4 surat I lab ring I lab ring 1701.03.21.00487_02	PARAMETER	SATUAN	HASIL	BAKU MUTU ¹	METODA ²	pH di Laboraturum	mg/l	7,50	-	4500-H-B	Amoniak (NH ₄ -N)	mg/l	2,17	5	4500-Rtu-F	Total Nitrogen (N-Total)	mg/l	5,17	10	4500 N org-B	Total Padatan Terasuspensi	mg/l	48	100	2540 D	COD dgn K ₂ Cr ₂ O ₇	mg/l	60,53	200	5210 C	BOD 5 hari 20 °C	mg/l	35,7	60	5210 B	PT. Kahayan Berseri (KCC)  Certificate No. 00357/DOEDAP Date: January 14, 2022 Jl. And A Yati Km 18.2 No 238 Balikpapan 75715, Kalimantan Timur Phone/Fax : +62 821 3271580/+62 821 328111 Email : info@kahayaberseri.co.id REPORT OF ANALYSIS PRINCIPAL : PT. KAHAYAN BERSERI Jl. Trana Kalimantan Km. 71, Desa Gunung Kat. Jabon Raya, Kab. Pulang Pisau Kalimantan Tengah SUBJECT : WASTE WATER DESCRIPTION OF SAMPLE : Plating 1 (one) sample with untreated plastic bottle @ 2 Liter DATE ANALYSED : The sample was supplied by the Principal and received on January 7, 2022 SAMPLE NAME : January 7, 2022 YOUR REFERENCES : LIMBAH OUTLET PERIOD DESEMBER LAB REFERENCES : B.BKQCBCHX/2021 BKH-004/2022 ANALYSIS RESULTS: <table border="1"> <thead> <tr> <th>Parameters (Physical & Chemical)</th> <th>Unit</th> <th>Results</th> <th>Methods</th> </tr> </thead> <tbody> <tr> <td>Temperature (°C)</td> <td>°C</td> <td>28.8</td> <td>SNI 6989-23-2008</td> </tr> <tr> <td>pH (in lab)</td> <td>-</td> <td>6.88</td> <td>SNI 6989-11-2019</td> </tr> <tr> <td>BOD₅ (mg/L)</td> <td>mg/L</td> <td>15.9</td> <td>APHA 5210 D</td> </tr> <tr> <td>COD (mg/L)</td> <td>mg/L</td> <td>64</td> <td>APHA 5220 G</td> </tr> <tr> <td>COD (mg/L)</td> <td>mg/L</td> <td>15.9</td> <td>APHA 5210 D</td> </tr> <tr> <td>Amoniak (mg/L)</td> <td>mg/L</td> <td>23.41</td> <td>APHA 4500-H₂O₂</td> </tr> <tr> <td>Total Suspended Solid (TSS) (mg/L)</td> <td>mg/L</td> <td>15.25</td> <td>APHA 5210 D</td> </tr> </tbody> </table> Note: All parameters of analysis results are reported by the Principal. -- Standard methods for the Examination of Water and Wastewater 23rd edition 2011, APHA-AWWA-WEF, Washington, DC -- Analytical by GC/MS This test result (all) related to the sample (s) submitted only and the report / certificate cannot be reproduced in any way, except in full context and with the prior approval in writing from Laboratory. The Confidentiality is issued under our General Terms and Conditions, copy of which is available upon request or may be accessed at www.kahayaberseri.co.id Dept. of Environmental Mineral & Coal Testing  F. Perk. Jemberati 57010	Parameters (Physical & Chemical)	Unit	Results	Methods	Temperature (°C)	°C	28.8	SNI 6989-23-2008	pH (in lab)	-	6.88	SNI 6989-11-2019	BOD ₅ (mg/L)	mg/L	15.9	APHA 5210 D	COD (mg/L)	mg/L	64	APHA 5220 G	COD (mg/L)	mg/L	15.9	APHA 5210 D	Amoniak (mg/L)	mg/L	23.41	APHA 4500-H ₂ O ₂	Total Suspended Solid (TSS) (mg/L)	mg/L	15.25	APHA 5210 D																	
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Attachment 2

GRI303-4.d. test results table 2020 2021

Water Quality

SFB																									
Item	2020												2021												Spec.
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
BOD	15.3	3.0	12.2	2.0	2.0	2.0	2.0	4.2	28.7	26.1	10.0	2.0	2.0	8.7	14.1	15.4	10.7	2.0	11.1	10.4	2.7	3.1	8.3	6.8	60
COD	19.7	6.0	14.5	11.4	0.5	0.3	0.3	9.1	55.5	86.0	21.0	1.4	0.3	22.2	46.5	27.1	13.1	0.3	16.5	21.3	7.1	14.0	10.9	9.4	200
TSS	3.4	9.4	10.3	23.9	10.7	10.3	19.5	14.1	46.0	94.0	11.0	16.2	2.5	27.0	34.5	21.7	40.0	5.8	9.2	15.0	2.0	11.2	13.4	14.4	100
NH3	2.6	3.6	0.1	2.5	1.9	1.8	1.2	2.8	2.1	9.5	8.3	1.3	2.2	1.9	1.6	1.2	1.1	0.1	1.7	1.6	0.2	0.3	0.3	0.1	5
Nitrogen Total	8.5	6.7	1.4	3.4	2.9	8.1	2.1	3.5	7.5	11.4	12.7	2.8	2.2	5.1	2.9	3.8	4.0	0.1	4.4	2.0	2.9	1.3	3.2	0.2	10
pH	6.8	7.0	7.6	7.2	6.9	7.3	7.2	7.6	7.7	7.0	7.5	6.9	6.2	6.6	6.8	7.3	7.3	6.8	8.0	8.2	7.4	6.3	6.1	8.0	6 - 9

SGY																									
Item	2020												2021												Spec.
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
BOD	52.6	56.4	31.6	42.6	39.8	42.8	37.4	31.4	39.6	41.8	38.5	42.6	42.9	42.6	38.6	40.6	56.2	46.9	50.6	42.6	43.8	45.8	50.7	32.7	60
COD	94.9	52.1	58.4	84.2	72.1	82.2	71.3	65.4	76.2	84.9	79.6	78.5	84.2	75.1	72.2	74.3	97.0	82.5	92.6	91.1	87.3	85.7	96.8	60.5	200
TSS	67.0	50.0	41.0	67.0	64.0	69.0	58.0	40.0	64.0	72.0	54.0	64.0	59.0	62.0	64.0	66.0	86.0	67.0	79.0	53.0	68.0	76.0	79.0	48.0	100
NH3	4.0	1.1	1.2	4.1	2.4	4.0	3.0	1.9	4.9	3.0	3.8	3.2	4.0	2.9	2.5	3.1	3.2	2.0	2.7	3.4	2.1	3.1	3.7	2.2	5
Nitrogen Total	6.9	4.3	3.2	7.3	4.1	6.0	6.9	4.2	7.2	4.9	6.8	6.3	6.2	4.9	5.8	6.2	7.9	5.7	8.0	6.1	5.9	8.0	8.3	5.2	10
pH	6.6	6.6	6.5	6.7	6.7	7.3	6.8	6.8	6.9	6.8	7.3	7.0	6.5	7.0	7.5	6.9	7.3	7.6	8.0	6.9	8.1	7.3	7.2	7.5	6 - 9

SFX																									
Item	2020												2021												Spec.
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
BOD	28.2	28.7	28.4	23.8	29.6	22.6	27.2	29.6	28.5	27.6	29.3	25.1	29.4	26.9	27.9	28.4	26.7	27.5	27.6	27.5	28.6	26.7	29.4	24.0	60
COD	92.7	67.0	95.6	62.3	93.2	98.6	77.6	86.9	83.5	92.3	96.3	89.6	83.9	81.2	103.0	92.1	85.7	92.7	89.9	89.2	90.2	85.4	87.5	81.1	200
TSS	9.2	16.1	14.9	8.6	11.8	18.5	10.7	4.1	6.5	9.4	45.5	29.3	11.7	11.2	4.3	3.1	8.7	8.6	11.8	7.9	22.5	12.9	38.3	43.5	100
NH3	1.4	1.3	3.9	1.4	3.3	3.2	4.6	0.5	1.4	1.8	2.1	2.2	2.2	<0.041	1.6	<0.041	<0.041	0.5	1.5	0.2	1.7	1.1	1.7	1.9	5
Nitrogen Total	3.0	1.7	4.8	4.4	4.7	4.8	7.0	1.4	3.0	2.9	4.2	3.4	3.7	0.7	2.7	0.6	4.5	2.1	3.9	3.1	3.6	3.4	4.8	3.8	10
pH	6.0	6.0	6.8	6.3	6.7	6.2	6.7	7.2	6.8	6.7	6.6	7.5	6.4	6.9	6.5	6.8	6.8	6.8	7.1	7.3	7.0	6.5	6.2	6.9	6 - 9

KCA																									
Item	2020												2021												Spec.
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
BOD	5.2	5.8	5.3	5.6	7.5	6.7	3.4	25.1	52.8	33.2	30.4	33.6	41.1	52.1	14.3	21	22.3	18.2	18.2	20.1	22.7	17	29	59	60
COD	35.0	39.0	34.0	37.0	45.0	47.0	42.5	62.5	140.0	77.7	75.1	78.2	102.0	130.0	30.4	73.4	54.6	49.1	57.7	60.3	56.5	35.7	72.5	172	200
TSS	42.0	47.0	39.0	41.0	48.0	53.0	75.5	24.0	12.0	9	15	16	21.0	35.0	18.0	42.0	18.0	9.0	9.0	12.0	30.0	21.0	9.0	25.0	100
NH3	4.7	4.0	3.9	4.1	3.9	4.3	2.1	4.9	3.7	4.3	2.8	1.8	4.3	4.2	1.2	1.3	1.3	4.0	2.9	1.2	3.2	3.7	0.8	4.5	5
Nitrogen Total	9.3	9.0	8.1	8.3	8.2	9.5	4.9	7.5	7.1	7.6	6.0	6.5	7.5	6.5	0.5	4.5	3.8	6.3	4.2	5.3	5.75	6.1	8.3	7.79	10
pH	6.2	6.5	6.2	6.7	6.5	7.4	6.4	7.1	7.3	7.0	7.3	7.0	7.5	7.0	7.5	6.7	7.1	7.2	7.3	7.7	7.23	7.14	7.15	6.69	6 - 9

KBO																									
Item	2020												2021												Spec.
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
BOD	31.0	4.30	18.3		10.78	13.22	20.0	23.0	8.07	1.32	15.7	4.5	8.96	5.49	24.5	3.3	2.38	11.6	14.9	5.6	6.86	13.9	13.1	8.14	60
COD	90.5	57.6	95.7		45.7	56	90	121	84.9	32.6	73.9	29.5	63.3	68.8	89.5	30.7	22.3	35.5	48.8	64.2	88.4	73.0	75.6	83.2	200
TSS	44.5	42.8	86		22.00	78	82.5	16.0	80.0	18.0	89.5	60.0	19.7	13.0	52.3	56.5	30.50	39.5	59.0	14.7	17.5	6.67	67.5	86.0	100
NH3	5.00	0.027	1.73		1.95	4.1945	3.28	1.12	2.26	0.022	0.102	0.5	0.02	0.246	4.127	1.96	0.112	1.89	3.90	0.178	0.198	0.874	0.296	0.505	5
Nitrogen Total	6.99	8.3	4.52		5.63	8.00	5.48	3.27			1.12	1.78	4.53	3.93	7.78	7.22	5.34	7.63	8.95	3.87	3.06	5.45	4.75	4.84	10
pH	6.70	6.35	6.32		8.11	6.38	6.87	6.57	6.91	6.50	6.81	6.64	6.57	6.57	6.34	6.12	6.57	6.21	6.88	6.50	7.08	6.83	6.45	6.52	6 - 9

KCC																									
Item	2020												2021												Spec.
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
BOD	25.5	10.8	10.0	8.5	8.2	8.5	15.3	8.1	8.5	9.0	9.7	8.5	10.5							21.0	21.0	17.0	49.0	15.0	60
COD	34.9	35.2	49.1	40.3	22.0	27.7	37.1	35.3	30.2	28.5	23.0	25.0	24.9							52.1	50.4	68.0	25.0	64.0	200
TSS	19.0	4.0	21.0	20.0	4.0	32.0	17.0	10.0	10.0	16.0	25.0	21.0	20.0							22.0	12.0	62.0	4.0	4.0	100
NH3	1.2	1.6	3.6	4.1	5.0	4.8	4.3	4.9	3.9	3.9	4.0	4.9	45.5							74.5	46.8	1.3	49.5	15.9	5
Nitrogen Total	6.5	6.3	7.2	5.2	6.0	6.9	8.7	8.6	9.0	8.8	9.1	9.6	56.3							1.5	48.1	5.2	51.3	23.4	10
pH	7.6	7.1	7.2	7.4	7.2	7.4	7.7	7.9	7.1	7.5	7.2	7.7	7.1							7.2	7.5	6.7	7.1	7.0	6 - 9

Attachment 3.

GRI305-7 Air Test Certificates

		2020	2021	Remark
GRI305-7	Significant air emissions other than GHGs (Sox, Nox, VOC, PM, dust, other) tested by third party	Pass	Pass	Test certificates

* air emissions other than GHGs (e.g. SOx, NOx, VOC, PM, dust) and other emissions polluting the local environment such as odor, noise

* attached 5 factories test certificates of 2nd semester 2021 by external laboratories

1. PT. BINTANG GASING (SFX)



PEMERINTAH PROVINSI SUMATERA SELATAN
DINAS LINGKUNGAN HIDUP DAN PERTANAHAN
UPTD. LABORATORIUM LINGKUNGAN

Registrasi Kompetensi Laboratorium Lingkungan Nomor : 0031/LP/LABLING-1/LR/KKLH
Jalan Aerobik No. 4 kampus POM IX Telp. (0711) 359924 WA +62 811-7885-494 Palembang 30137
Email : lab_line_sumsel@yahoo.com Website : www.lablingsumselprov.go.id




SERTIFIKAT HASIL UJI
No. 660/612/SHU-LAB/XII/2021

Formulir No.24.3/Form/LL/2021.Rev#5

Nomor Contoh : 660/612/SPPC-Udara/XI/2021
Jenis Contoh : Udara Emisi.
Kode Contoh : 875 s/d 876-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 26 November 2021
Tanggal Analisa : 30 November 2021
Pengambilan Contoh : Dilakukan Oleh Staf UPTD Laboratorium Lingkungan DLHP Provinsi Sumatera Selatan.

Nomor Contoh : 660/612/SPPC-Udara/XI/2021
Jenis Contoh : Udara Emisi.
Kode Contoh : 873 s/d 874-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 26 November 2021
Tanggal Analisa : 30 November 2021
Pengambilan Contoh : Dilakukan Oleh Staf UPTD Laboratorium Lingkungan DLHP Provinsi Sumatera Selatan.

HASIL PENGUKURAN

NO	PARAMETER YANG DIUKUR	SATUAN	HASIL PENGUKURAN PADA LOKASI		Pergub No. 8 Tahun 2012	METHODE
			875	876		
01.	Carbon Monoksida (CO)*	mg/Nm ³	135	166	600	15.6/IK.ESTB/LL/2018
02.	(NO _x) Sebagai (NO ₂)*	mg/Nm ³	99	436	1.000	15.6/IK.ESTB/LL/2018
03.	Sulfur Dioksida (SO ₂)*	mg/Nm ³	9	<1	800	15.6/IK.ESTB/LL/2018
04.	Oksigen (O ₂)*	mg/Nm ³	20,2	18,5	-	15.6/IK.ESTB/LL/2018
05.	Kecepatan Alir	m/s	11,6	11,0	-	Manual Alat
06.	Partikulat	mg/Nm ³	29,1	25,4	150	SNI 7117.17-2009
07.	Partikulat Isokinetik	%	98,7	98,5	-	SNI 7117.17-2009

Keterangan :
875-30-11-21 : Genset 1 (1500 KVA)
876-30-11-21 : Genset 2 (2000 KVA)

Palembang, 23 Desember 2021

UPTD Laboratorium Lingkungan
DLHP Prov. Sumsel
Kasi Pengujian,



RIRA ROHAYA ST. M. SI.
Penata Tk.I
NIP. 19710923 199503 2 002.



PEMERINTAH PROVINSI SUMATERA SELATAN
DINAS LINGKUNGAN HIDUP DAN PERTANAHAN
UPTD. LABORATORIUM LINGKUNGAN

Registrasi Kompetensi Laboratorium Lingkungan Nomor : 0031/LP/LABLING-1/LR/KKLH
Jalan Aerobik No. 4 kampus POM IX Telp. (0711) 359924 WA +62 811-7885-494 Palembang 30137
Email : lab_line_sumsel@yahoo.com Website : www.lablingsumselprov.go.id




SERTIFIKAT HASIL UJI
No. 660/612/SHU-LAB/XII/2021

Formulir No.24.3/Form/LL/2021.Rev#5

Nomor Contoh : 660/612/SPPC-Udara/XI/2021
Jenis Contoh : Udara Emisi.
Kode Contoh : 873 s/d 874-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 26 November 2021
Tanggal Analisa : 30 November 2021
Pengambilan Contoh : Dilakukan Oleh Staf UPTD Laboratorium Lingkungan DLHP Provinsi Sumatera Selatan.

Nomor Contoh : 660/612/SPPC-Udara/XI/2021
Jenis Contoh : Udara Emisi.
Kode Contoh : 873 s/d 874-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 26 November 2021
Tanggal Analisa : 30 November 2021
Pengambilan Contoh : Dilakukan Oleh Staf UPTD Laboratorium Lingkungan DLHP Provinsi Sumatera Selatan.

HASIL PENGUJIAN

NO.	PARAMETER YANG DIUKUR	SATUAN	HASIL ANALISA		Kepmen LH No. 13 tahun 1995	METHODE
			873	874		
1.	(NO _x) Sebagai (NO ₂)*	mg/Nm ³	29	31	1000	15.6/IK.ESTB/LL/2018
2.	Sulfur Dioksida (SO ₂)*	mg/Nm ³	3	6	800	15.6/IK.ESTB/LL/2018
3.	Carbon Monoksida (CO)*	mg/Nm ³	73	72	-	15.6/IK.ESTB/LL/2018
4.	Carbon Dioksida (CO ₂)*	mg/Nm ³	0,46	1,85	-	15.6/IK.ESTB/LL/2018
5.	Opasitas*	%	<20	<20	35	IK.18.24/IK.PA/LL/2018
6.	Oksigen (O ₂)*	%	20,2	20,1	-	15.6/IK.ESTB/LL/2018

Keterangan :
873-30-11-21 : Dryer Cerobong 1
874-30-11-21 : Dryer Cerobong 2

- Parameter Partikulat dikoreksi dengan O₂ sebesar 6%
- # : SNI 7117.17-2009; Diukur secara isokinetik

Palembang, 23 Desember 2021

UPTD Laboratorium Lingkungan
DLHP Prov. Sumsel
Kasi Pengujian,



RIRA ROHAYA ST. M. SI.
Penata Tk. I
NIP. 19710923 199503 2 002.



PEMERINTAH PROVINSI SUMATERA SELATAN
DINAS LINGKUNGAN HIDUP DAN PERTANAHAN
UPTD. LABORATORIUM LINGKUNGAN

Registrasi Kompetensi Laboratorium Lingkungan Nomor : 0031/LPJ/LABLING-1/LRK/KLH
Jalan Aerobik No. 4 Kampus POM IX Telp. (0711) 359974 WA +62 811-7885-494 Palembang 30173
Email : lab_ling_sumsel@yahoo.com Website : www.lablingsumselprov.go.id



Formulir No.24.5/Form/LL/2018.Rev#4

SERTIFIKAT HASIL UJI
No. 660/612/SHU-LAB/XII/2021

Nomor Contoh : 660/612/SPPC-Udara/XI/2021.
Jenis Contoh : Udara Ambient.
Kode Contoh : 865 s/d 867-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 26 s/d 29 November 2021
Waktu Sampling : 24 Jam
Tanggal Analisa Sampel : 26 - 29 November & 01, 02, 18 Desember 2021
Pengambilan Contoh : Dilakukan oleh Staf UPTD Laboratorium Lingkungan DLHP Prov. Sumsel.

HASIL PENGUJIAN

NO.	PARAMETER YANG DIUKUR	SATUAN	HASIL ANALISA			PP RI No. 22 Tahun 2021	METHODE
			865	866	867		
01.	Karbon Monoksida (CO*)	µg/m ³	<1.145	<1.145	<1.145	10.000	SNI-7119.10-2011
02.	Sulfur Dioksida (SO ₂)	µg/m ³	102	102	68,2	150	SNI 7119.7-2010
03.	Nitrogen Dioksida (NO ₂)	µg/m ³	84,8	84,9	42,6	200	SNI 7119.2-2010
04.	Hidrokarbon *)**	µg/m ³	108	99	85	160	SNI 7119.13-2009
05.	Oksidan (O ₃ *)	µg/m ³	67,8	79,2	56,8	150	SNI 7119.8-2010
06.	TSP *)	µg/m ³	136	121	106	230	SNI 7119.3-2017
07.	Timbal (Pb) *)	µg/m ³	<0,035	<0,035	<0,035	2	SNI 7119.04-2017
08.	PM 10 *)	µg/m ³	52,7	43,0	31,2	75	SNI 7119.15-2016
09.	PM 2,5 *)	µg/m ³	32,4	21,3	17,1	55	SNI 7119.14-2016

Keterangan :
865-30-11-21 : Area Pos Security
866-30-11-21 : Tapak Proyek
867-30-11-21 : Mess Karyawan

Palembang, 23 Desember 2021
UPTD Laboratorium Lingkungan
DLHP Prov. Sumsel
Kasi Pengujian,



PEMERINTAH PROVINSI SUMATERA SELATAN
DINAS LINGKUNGAN HIDUP DAN PERTANAHAN
UPTD. LABORATORIUM LINGKUNGAN

Registrasi kompetensi Laboratorium Lingkungan
No. : 0031 / LPJ / LABLING-1 / LRK / KLH
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email : lab_ling_sumsel@yahoo.com
Website : labling.sumselprov.go.id

Formulir No.24.5/Form/LL/2018.Rev#4

SERTIFIKAT HASIL UJI
No. 660/612/SHU-LAB/XII/2021

Nomor Contoh : 660/612/SPPC-UDARA/XI/2021
Jenis Contoh : Kebauan
Kode Contoh : 870 s/d 872-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 26 s/d 28 November 2021
Tanggal Analisa Sampel : 30 November 2021
Pengambilan Contoh : Dilakukan Oleh Staf UPTD Laboratorium Lingkungan DLHP Provinsi Sumatera Selatan.

HASIL PENGUJIAN

NO.	PARAMETER YANG DIUKUR	SATUAN	HASIL ANALISA			Kepmen LH No. 50 Tahun 1996 Tentang Kebauan	METHODE
			870	871	872		
01.	Metil Merkaptan	ppm	<0,001	<0,001	<0,01	0,002	Absorsi Gas
02.	Metil Sulfida	ppm	0,01	0,01	<0,01	0,01	Absorsi Gas
03.	Metil Stirena	ppm	<0,1	<0,1	<0,1	0,1	Absorsi Gas
04.	Amoniak (NH ₃)	ppm	0,621	0,617	0,483	2 (24 jam)	SNI-19-7119.1-2005
05.	Sulfida (H ₂ S)	ppm	<0,01	<0,01	<0,01	0,02	Manual Alat

Keterangan :
870-30-11-21 : Area Pos Security
871-30-11-21 : Tapak Proyek
872-30-11-21 : Mess Karyawan

Palembang, 23 Desember 2021
UPTD Laboratorium Lingkungan
DLHP Prov. Sumsel
Kasi Pengujian,



PEMERINTAH PROVINSI SUMATERA SELATAN
DINAS LINGKUNGAN HIDUP DAN PERTANAHAN
UPTD. LABORATORIUM LINGKUNGAN

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email : lab_ling_sumsel@yahoo.com
Website : labling.sumselprov.go.id

Formulir No.24.3/Form/LL/2021.Rev#5

SERTIFIKAT HASIL UJI
No. 660/612/SHU-LAB/XII/2021

Nomor Contoh : 660/612/SPPC-Udara/XI/2021
Jenis Contoh : Udara Emisi.
Kode Contoh : 873 s/d 874-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 26 November 2021
Tanggal Analisa : 30 November 2021
Pengambilan Contoh : Dilakukan Oleh Staf UPTD Laboratorium Lingkungan DLHP Provinsi Sumatera Selatan.

HASIL PENGUJIAN

NO.	PARAMETER YANG DIUKUR	SATUAN	HASIL ANALISA		Kepmen LH No. 13 tahun 1995	METHODE
			873	874		
1.	Amoniak (NH ₃)	mg/Nm ³	0,241	0,211	0,5	SNI-19-7117.6-2005
2.	Kecepatan Alir	m/detik	8,61	8,78	-	Manual Alat
3.	Partikulat Isokinetik (I)	%	101	101	-	SNI 7117.17-2009
4.	Partikulat	mg/Nm ³	19,3	20,1	350	SNI 7117.17-2009
5.	Antimon	mg/Nm ³	<0,0001	<0,0001	8	SNI 7117.20-2009
6.	Arsen	mg/Nm ³	0,0068	0,0065	8	SNI 7117.20-2009
7.	Gas Klorin	mg/Nm ³	1,22	1,22	10	Standar Metode
8.	Hydrogen Fluorida (HF)	mg/Nm ³	3,25	3,78	10	SNI 19.7117.09-2005
9.	Hydrogen Klorida (HCl)	mg/Nm ³	4,80	4,24	5	SNI 19.7117.08-2005
10.	Air Raksa	mg/Nm ³	0,0471	0,0045	5	SNI 7117.20-2009
11.	Cadmium	mg/Nm ³	<2 x 10 ⁻⁴	0,0009	8	SNI 7117.20-2009
12.	Timbal	mg/Nm ³	0,0136	0,0131	12	SNI 7117.20-2009
13.	Seng	mg/Nm ³	0,0126	0,0155	50	SNI 7117.20-2009
14.	Sulfur Tereduksi (H ₂ S)	mg/Nm ³	4	4	35	SNI 19.7117.10-2005

Keterangan :
873-30-11-21 : Dryer Cerobong 1
874-30-11-21 : Dryer Cerobong 2

- Parameter Partikulat dikoreksi dengan Q, sebesar 6%
- # : SNI 7117.17-2009; Diukur secara isokinetik

Palembang, 23 Desember 2021
UPTD Laboratorium Lingkungan
DLHP Prov. Sumsel
Kasi Pengujian,



PEMERINTAH PROVINSI SUMATERA SELATAN
DINAS LINGKUNGAN HIDUP DAN PERTANAHAN
UPTD. LABORATORIUM LINGKUNGAN

Registrasi kompetensi Laboratorium Lingkungan Nomor : 0031/LPJ/LABLING-1/LRK/KLH
Jalan Aerobik No. 4 Kampus POM IX Telp. (0711) 359974 WA +62 811-7885-494 Palembang 30173
email : lab_ling_sumsel@yahoo.com Website : www.lablingsumselprov.go.id



Formulir No.24.4/Form/LL/2018.Rev#3

SERTIFIKAT HASIL UJI
No. 660/612/SHU-LAB/XII/2021

Nomor Contoh : 660/612/SPPC-Udara/XI/2021
Jenis Contoh : Kebisingan.
Kode Contoh : 877 s/d 881-30-11-21
Lokasi Sampling : PT. Bintang Gasing Persada.
Alamat : Jalan Tanjung Api-api Kec. Talang Kelapa
Jenis Industri/Kegiatan : Industri Karet
Tanggal Sampling : 27 November 2021
Tanggal Analisa Sampel : 27 November 2021
Pengambilan Contoh : Dilakukan oleh Staf UPTD Laboratorium Lingkungan DLHP Provinsi Sumatera Selatan.

HASIL PENGUKURAN

NO	Lokasi Sampling	Kode Contoh	Satuan	Kebisingan *)	Waktu Paparan per Hari	NAB	Metode
01.	Breaker	877-30-11-21	dB	71,2	1 Jam	94	SNI 8827:2017
02.	Hammer Mill	878-30-11-21	dB	77,4	1 Jam	94	
03.	Crepper	879-30-11-21	dB	84,6	1 Jam	94	
04.	Cutter / Shredder	880-30-11-21	dB	74,4	1 Jam	94	
05.	Dryer A dan B	881-30-11-21	dB	77,3	1 Jam	94	

Permenaker No. 5 Tahun 2018

Palembang, 23 Desember 2021
UPTD Laboratorium Lingkungan
DLHP Prov. Sumsel
Kasi Pengujian,



2. PT. BINTANG BORNEO PERSADA (KCA)

PT MUTUAGUNG LESTARI					
TEST RESULT					
Nomor Seri : 9884 / SL / XI / 21			Halaman 2 dari 4		
Serial Number			Page of		
No	Parameter	Satuan	Hasil Terukur	Hasil Terkoreksi	Baku Mutu ¹⁾ / Metode Analisis / Alat
NON LOGAM					
1	Amoniak (NH ₃)	mg/m ³	0.33	-	0.5 SNI 19-7117.5-2005
2	Gas Klorin (Cl ₂)	mg/m ³	0.18	-	10 UJI - LL 063 (Spectrofotometer)
3	Hydrogen Klorida (HCl)	mg/m ³	0.70	-	5 SNI 19-7117.8-2005
4	Hydrogen Fluorida (HF)	mg/m ³	0.95	-	10 SNI 19-7117.9-2005
5	Nitrogen Oksida (NO _x)	mg/m ³	73.0	-	1000 UJI - LL 111 (Gas Analyzer)
6	Opasitas	%	7.0	-	35 SNI 19-7117.11-2005
7	Partikulat	mg/m ³	24.6	-	350 SNI 19-7117.13-2005
8	Sulfur Dioksida (SO ₂)	mg/m ³	0.99	-	800 UJI - LL 111 (Gas Analyzer)
9	Total Sulfur Tereduksi (H ₂ S)	mg/m ³	0.45	-	35 SNI 19-7117.7-2005
LOGAM					
10	Air Raksa (Hg ²⁺)	mg/m ³	<0.0019	-	5 UJI - LL 118 (AAS)
11	Arsen (As ³⁺)	mg/m ³	<0.0018	-	8 UJI - LL 118 (AAS)
12	Antimon (Sb ³⁺)	mg/m ³	<0.0024	-	8 UJI - LL 118 (AAS)
13	Kadmium (Cd ²⁺)	mg/m ³	<0.00054	-	8 UJI - LL 118 (AAS)
14	Seng (Zn ²⁺)	mg/m ³	<0.000229	-	50 UJI - LL 118 (AAS)
15	Timah Hitam (Pb ²⁺)	mg/m ³	<0.0029	-	12 UJI - LL 118 (AAS)
Parameter Pendukung Partikulat Isokinetik					
16	Opasitas	%	8.0	-	35 SNI 19-7117.11-2005
17	Kecepatan Alir (v)	m/dtk	5.82	-	35 SNI 19-7117.1-2005
18	Oksigen (O ₂)	%	17.2	-	UJI - LL 111 (Gas Analyzer)
19	Karbon Dioksida (CO ₂)	%	0.60	-	UJI - LL 111 (Gas Analyzer)
20	Karbon Monoksida (CO)	mg/Nm ³	0.75	-	UJI - LL 111 (Gas Analyzer)
21	Kadar Air (% Volume)	%	9.12	-	35 SNI 19-7117.4-2005
Kendali Mutu Partikulat Isokinetik					
22	Penyerap Isokinetik	%	101	-	90 - 110 SNI 19-7117.12-2005

Keterangan:

¹⁾ Belum Terkoreksi

²⁾ Keputusan Menteri Negara Lingkungan Hidup No. 13 Tahun 1996 Lampiran V/B (Tentang Baku Mutu Emisi Sumber Tetap Bergerak Kelas PLTD)

a. Volume Gas dalam keadaan standar (25°C dan tekanan 1 atm)

* Menyajikan Nilai Terukur Dari Pengukuran Yang Didapatkan Berdasarkan Metode Yang Digunakan

Di periksa Oleh:
Checked By:

Zainul Aidi Prasetya
Supervisor Laboratorium Lingkungan

UJ-4303b1-A/19102021

PT MUTUAGUNG LESTARI					
TEST RESULT					
Nomor Seri : 9882 / SL / XI / 21			Halaman 2 dari 4		
Serial Number			Page of		
No	Parameter	Satuan	Hasil Terukur	Hasil Terkoreksi	Baku Mutu ¹⁾ / Metode Analisis / Alat
1	Total Partikulat	mg/Nm ³	38.0	60.4	150 SNI 19-7117.12-2005
2	Karbon Monoksida (CO)	mg/Nm ³	98.4	154	600 UJI - LL 111 (Gas Analyzer)
3	Nitrogen Oksida (NO _x)	mg/Nm ³	123	191	1000 UJI - LL 111 (Gas Analyzer)
4	Sulfur Dioksida (SO ₂)	mg/Nm ³	6.0	11.8	800 UJI - LL 111 (Gas Analyzer)
5	Opasitas	%	<20 (5.0)	-	20 SNI 19-7117.11-2005
Parameter Pendukung Partikulat Isokinetik					
6	Kecepatan Alir (v)	m/dtk	7.81	-	35 SNI 19-7117.1-2005
7	Oksigen (O ₂)	%	13.0	-	UJI - LL 111 (Gas Analyzer)
8	Karbon Dioksida (CO ₂)	%	3.70	-	UJI - LL 111 (Gas Analyzer)
9	Kadar Air (% Volume)	%	14.6	-	35 SNI 19-7117.4-2005
Kendali Mutu Partikulat Isokinetik					
10	Penyerap Isokinetik	%	95	-	90 - 110 SNI 19-7117.12-2005

Keterangan:

¹⁾ Peraturan Menteri Negara Lingkungan Hidup Nomor 21 Tahun 2008 Lampiran I/A Tentang Baku Mutu Emisi Sumber Tetap Bergerak Bag PLTD

a. Volume gas dikur dalam keadaan standar (25°C dan tekanan 1 atmosfer)

b. Opasitas digunakan sebagai indikator praktik pemantauan

c. Semua parameter dikoreksi dengan O₂ sebesar 13% dalam keadaan kering kecuali Opasitas

d. Pemberian baku mutu emisi untuk 95% waktu operasi normal selama 3 (tiga) bulan

* Menyajikan nilai terukur dari pengukuran yang didapatkan berdasarkan metode yang digunakan

Di periksa Oleh:
Checked By:

Lufi Luthiani
Supervisor Laboratorium Lingkungan

PT MUTUAGUNG LESTARI					
TEST RESULT					
Nomor Seri : 9878 / SL / XI / 21			Halaman 2 dari 2		
Serial Number			Page of		
No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metode Analisis/Alat
1	Sulfur Dioksida (SO ₂)	µg/Nm ³	31.2	150	SNI 19-7119.7-2017
2	Karbon Monoksida (CO)	µg/Nm ³	<1140	10000	UJI - LL 025 (CO Meter)
3	Nitrogen Dioksida (NO ₂)	µg/Nm ³	20.6	200	SNI 19-7119.2-2005
4	Oksida (O ₃)	µg/Nm ³	22.0	150	SNI 19-7119.8-2005
5	Partikulat Debu < 100 µm (TSP) ²⁾	µg/Nm ³	27.2	-	UJI - LL 026 (Gravimetri)
6	Timbal (Pb) ²⁾	µg/Nm ³	<0.010	-	SNI 19-7119.4-2017
7	Amoniak (NH ₃)	ppm	0.071	2 ³⁾	SNI 19-7119.1-2005
8	Hydrogen Sulfida (H ₂ S)	ppm	0.0010	0.02 ³⁾	Method of Air Sampling and Analysis, Methode - 701
9	Kebisingan	dB (A)	59.3	70 ³⁾	UJI - LL 045 (Sound Level Meter)

Keterangan:

Pengambilan contoh dilakukan selama 1 jam

¹⁾ Belum Terkoreksi

²⁾ PP RI No. 22 Tahun 2021 Lampiran VII Tentang Baku Mutu Udara Ambian

³⁾ Parameter amoniak (NH₃) dan hydrogen Sulfida (H₂S) mengacu pada keppan LH No. 50 Tahun 1996 tentang baku mutu ingkai kebauran

⁴⁾ Kep Men LH No 48/MEN/LH/1996 lampiran I tentang baku ingkai kebauran perurukan Kawasan Industri

* Menyajikan nilai terukur dari pengukuran yang didapatkan berdasarkan metode yang digunakan

Kondisi Lingkungan Pada Saat Pengambilan Contoh				
No	Data Meteorologi	Satuan	Hasil	Metode Alat
1	Temperatur	°C	29.2	Thermometer
2	Ketambaban Relatif	%	53	Hygrometer
3	Arah Angin Dominan	-	Selatan - Utara	Kompas
4	Kecepatan Angin	m/dtk	0.1 - 0.2	Anemometer

Di periksa Oleh:
Checked By:

Zainul Aidi Prasetya
Supervisor Laboratorium Lingkungan

PT MUTUAGUNG LESTARI					
TEST RESULT					
Nomor Seri : 9879 / SL / XI / 21			Halaman 2 dari 2		
Serial Number			Page of		
No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metode Analisis/Alat
1	Sulfur Dioksida (SO ₂)	µg/Nm ³	25.5	150	SNI 19-7119.7-2017
2	Karbon Monoksida (CO)	µg/Nm ³	<1140	10000	UJI - LL 025 (CO Meter)
3	Nitrogen Dioksida (NO ₂)	µg/Nm ³	14.1	200	SNI 19-7119.2-2005
4	Oksida (O ₃)	µg/Nm ³	22.1	150	SNI 19-7119.8-2005
5	Partikulat Debu < 100 µm (TSP) ²⁾	µg/Nm ³	29.8	-	UJI - LL 026 (Gravimetri)
6	Timbal (Pb) ²⁾	µg/Nm ³	<0.010	-	SNI 19-7119.4-2017
7	Amoniak (NH ₃)	ppm	0.043	2 ³⁾	SNI 19-7119.1-2005
8	Hydrogen Sulfida (H ₂ S)	ppm	0.0011	0.02 ³⁾	Method of Air Sampling and Analysis, Methode - 701
9	Kebisingan	dB (A)	58.9	70 ³⁾	UJI - LL 045 (Sound Level Meter)

Keterangan:

Pengambilan contoh dilakukan selama 1 jam

¹⁾ Belum Terkoreksi

²⁾ PP RI No. 22 Tahun 2021 Lampiran VII Tentang Baku Mutu Udara Ambian

³⁾ Parameter amoniak (NH₃) dan hydrogen Sulfida (H₂S) mengacu pada keppan LH No. 50 Tahun 1996 tentang baku mutu ingkai kebauran

⁴⁾ Kep Men LH No 48/MEN/LH/1996 lampiran I tentang baku ingkai kebauran perurukan Kawasan Industri

* Menyajikan nilai terukur dari pengukuran yang didapatkan berdasarkan metode yang digunakan

Kondisi Lingkungan Pada Saat Pengambilan Contoh				
No	Data Meteorologi	Satuan	Hasil	Metode Alat
1	Temperatur	°C	29.7	Thermometer
2	Ketambaban Relatif	%	52	Hygrometer
3	Arah Angin Dominan	-	Timur - Barat	Kompas
4	Kecepatan Angin	m/dtk	0.1 - 0.3	Anemometer

Di periksa Oleh:
Checked By:

Zainul Aidi Prasetya
Supervisor Laboratorium Lingkungan

**PT MUTUAGUNG LESTARI****TEST RESULT**Nomor Seri : 9880 / SL / XI / 21
Serial NumberHalaman 2 dari 2
Page of

No	Parameter	Sumber Bising	Waktu	Hasil	Satuan	Nilai Ambang Batas (NAB) ¹⁾	Metoda Analisis/Alat
1	Kebisingan	Mesin Dryer	10:40 - 10:50	68.7	dB(A)	85	UJI - LL 045 (Sound Level Meter)

Keterangan :

¹⁾ Peraturan Menteri Tenaga Kerja dan Transmigrasi Nomor 5 Tahun 2018 Tentang Keselamatan dan Kesehatan Lingkungan KerjaDi periksa Oleh :
Checked ByZainuri Aldi Praseta
Supervisor Laboratorium Lingkungan

UJI-4091/1.1/15012020

**PT MUTUAGUNG LESTARI****TEST RESULT**Nomor Seri : 8383 / SL / VII / 21
Serial NumberHalaman 2 dari 2
Page of

No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metoda Analisis/Alat
1	Amoniak (NH ₃)	ppm	0.21	2.0	SNI 19-7119.1-2005
2	Hidrogen Sulfida (H ₂ S)	ppm	0.0019	0.02	UJI - LL 046 (Methylene Blue)

Keterangan :

Pengambilan contoh dilakukan selama 1 Jam

¹⁾ Keputusan Menteri Negara Lingkungan Hidup No. 50 Tahun 1996 tentang baku mutu tingkat kebauan (Bau dari odoran tunggal)

Kondisi Lingkungan Pada Saat Pengambilan Contoh				
No	Data Meteorologi	Satuan	Hasil	Metode/ Alat
1	Temperatur	°C	29.1	Thermometer
2	Kelambaban Relatif	%	58	Hygrometer
3	Arah Angin Dominan	-	Barat - Timur	Kompas
4	Kecepatan Angin	m/dtk	0.1 - 0.3	Anemometer

Di periksa Oleh :
Checked ByZainuri Aldi Praseta
Supervisor Laboratorium Lingkungan**PT MUTUAGUNG LESTARI****TEST RESULT**Nomor Seri : 8389 / SL / VIII / 21
Serial NumberHalaman 2 dari 2
Page of

No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metoda Analisis/Alat
1	Amoniak (NH ₃)	ppm	0.091	2.0	SNI 19-7119.1-2005
2	Hidrogen Sulfida (H ₂ S)	ppm	0.0016	0.02	UJI - LL 046 (Methylene Blue)

Keterangan :

Pengambilan contoh dilakukan selama 1 Jam

¹⁾ Keputusan Menteri Negara Lingkungan Hidup No. 50 Tahun 1996 tentang baku mutu tingkat kebauan (Bau dari odoran tunggal)

Kondisi Lingkungan Pada Saat Pengambilan Contoh				
No	Data Meteorologi	Satuan	Hasil	Metode/ Alat
1	Temperatur	°C	31.3	Thermometer
2	Kelambaban Relatif	%	57	Hygrometer
3	Arah Angin Dominan	-	Utara - Selatan	Kompas
4	Kecepatan Angin	m/dtk	0.1 - 0.2	Anemometer

Di periksa Oleh :

Checked By

Zainuri Aldi Praseta
Supervisor Laboratorium Lingkungan

3. PT. KAHAYAN BERSERI (KCC)

Report No. 23424/DOEDAO
Date: December 24, 2021

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REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL : PT. KAHAYAN BERSERI
Jl. Trans Kalimantan KM. 71, Desa Garung
Kec. Jabiren Raya, Kab. Pulang Pisau
Kalimantan Tengah

TYPE OF SAMPLE : EMISSION OF GENSET
DESCRIPTION OF SAMPLE : Sampling were carried out by PT. Sucofindo at jobsite PT. Kahayan Berseri, Central Kalimantan on November 25th 2021 according to an agreed method and Decree of Environmental minister No. 21/PERMENLH/2008 Appendix IVA about Limit Emission of Air Pollution Control. The as determined quality is indicative only.

DATE OF SAMPLING : November 25th 2021 at 17:15 Local Time
SAMPLE IDENTIFICATION : Unit : GS-01 (TP 50)
Type Of Stack : Cylinder (Generator Set)
Fuel : Diesel
Engine Capacity : 50 Kva
Inside Diameter : 0.10 m
Height : 1.5 m
Coordinate : S.02 38' 24.8" E.115 13' 10.14"

YOUR REFERENCES : -

Parameter	Unit	Test Result		Maximum Concentration	Methods
		Measurement	Corrected Concentration		
Total Particulate	mg/Nm ³	22.6	33.4	150	SNI 19-7117.12-2005
Carbon Monoxide (CO)	mg/Nm ³	200.7	297.5	600	US-EPA Method 10
Nitrogen Dioxide (NO ₂)	mg/Nm ³	183.9	272.6	1000	US-EPA Method 7E
Sulphur Dioxide (SO ₂)	mg/Nm ³	<13.1	<13.1	800	US-EPA Method 6C
Opacity	%	<20	-	20	SNI 19-7117.11-2005

Note: The result of parameter concentration were corrected 13 % oxygen rate on condition normally air (25°C and 760 mmHg) and dry base

Supporting Data

Parameter	Unit	Test Result
Oxygen (O ₂)	%	15.6
Carbon Dioxide (CO ₂)	%	1.8
Linear Velocity	m/s	13.3
Flow Rate	m ³ /s	0.1
Gas Temperatur	°C	111.5

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Dept. of Commercial 3 Mineral & Coal Testing

57010421001090

Ana Emliyati

Report No. 23425/DOEDAO
Date: December 24, 2021

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REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL : PT. KAHAYAN BERSERI
Jl. Trans Kalimantan KM. 71, Desa Garung
Kec. Jabiren Raya, Kab. Pulang Pisau
Kalimantan Tengah

TYPE OF SAMPLE : EMISSION OF GENSET
DESCRIPTION OF SAMPLE : Sampling were carried out by PT. Sucofindo at jobsite PT. Kahayan Berseri, Central Kalimantan on November 25th 2021 according to an agreed method and Decree of Environmental minister No. 21/PERMENLH/2008 Appendix IVA about Limit Emission of Air Pollution Control. The as determined quality is indicative only.

DATE OF SAMPLING : November 25th 2021 at 16:00 Local Time
SAMPLE IDENTIFICATION : Unit : GS-02 (TM 1400)
Type Of Stack : Cylinder (Generator Set)
Fuel : Diesel
Engine Capacity : 1400 Kva
Inside Diameter : 0.25 m
Height : 3.5 m
Coordinate : S.02 38' 24.8" E.115 13' 10.15"

YOUR REFERENCES : -

Parameter	Unit	Test Result		Maximum Concentration	Methods
		Measurement	Corrected Concentration		
Total Particulate	mg/Nm ³	32.7	37.5	150	SNI 19-7117.12-2005
Carbon Monoxide (CO)	mg/Nm ³	318.1	363.0	600	US-EPA Method 10
Nitrogen Dioxide (NO ₂)	mg/Nm ³	390.9	448.9	1000	US-EPA Method 7E
Sulphur Dioxide (SO ₂)	mg/Nm ³	<13.1	<13.1	800	US-EPA Method 6C
Opacity	%	<20	-	20	SNI 19-7117.11-2005

Note: The result of parameter concentration were corrected 13 % oxygen rate on condition normally air (25°C and 760 mmHg) and dry base

Supporting Data

Parameter	Unit	Test Result
Oxygen (O ₂)	%	14.9
Carbon Dioxide (CO ₂)	%	2.6
Linear Velocity	m/s	18.1
Flow Rate	m ³ /s	0.9
Gas Temperatur	°C	176.3

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Ana Emliyati

Report No. 23426/DOEDAO
Date: December 24, 2021

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REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL : PT. KAHAYAN BERSERI
Jl. Trans Kalimantan KM. 71, Desa Garung
Kec. Jabiren Raya, Kab. Pulang Pisau
Kalimantan Tengah

TYPE OF SAMPLE : EMISSION OF GENSET
DESCRIPTION OF SAMPLE : Sampling were carried out by PT. Sucofindo at jobsite PT. Kahayan Berseri, Central Kalimantan on November 25th 2021 according to an agreed method and Decree of Environmental minister No. 21/PERMENLH/2008 Appendix IVA about Limit Emission of Air Pollution Control. The as determined quality is indicative only.

DATE OF SAMPLING : November 25th 2021 at 16:15 Local Time
SAMPLE IDENTIFICATION : Unit : GS-03 (TM 2500)
Type Of Stack : Cylinder (Generator Set)
Fuel : Diesel
Engine Capacity : 2500 Kva
Inside Diameter : 0.25 m
Height : 3.5 m
Coordinate : S.02 38' 24.8" E.115 13' 10.44"

YOUR REFERENCES : -

Parameter	Unit	Test Result		Maximum Concentration	Methods
		Measurement	Corrected Concentration		
Total Particulate	mg/Nm ³	29.3	32.9	150	SNI 19-7117.12-2005
Carbon Monoxide (CO)	mg/Nm ³	279.1	313.9	600	US-EPA Method 10
Nitrogen Dioxide (NO ₂)	mg/Nm ³	286.3	287.8	1000	US-EPA Method 7E
Sulphur Dioxide (SO ₂)	mg/Nm ³	<13.1	<13.1	800	US-EPA Method 6C
Opacity	%	<20	-	20	SNI 19-7117.11-2005

Note: The result of parameter concentration were corrected 13 % oxygen rate on condition normally air (25°C and 760 mmHg) and dry base

Supporting Data

Parameter	Unit	Test Result
Oxygen (O ₂)	%	13.6
Carbon Dioxide (CO ₂)	%	2.8
Linear Velocity	m/s	16.3
Flow Rate	m ³ /s	0.8
Gas Temperatur	°C	137.0

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Dept. of Commercial 3 Mineral & Coal Testing

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Ana Emliyati

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REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL : PT. KAHAYAN BERSERI
Jl. Trans Kalimantan KM. 71, Desa Garung
Kec. Jabiren Raya, Kab. Pulang Pisau
Kalimantan Tengah

SUBJECT : AMBIENT AIR
DESCRIPTION OF SAMPLE : Sampling were carried out by PT. Sucofindo at Jobsite area PT. Kahayan Berseri, Central Kalimantan on November 25th, 2021 according to an agreed method and Government Regulation No. 41 Year 1999 about Limit Air Pollution Control. The as determined quality is indicative only.

WEATHER : Temperature: 30.4 °C by infrared Temp measurements instrument.
Humidity: Relative Humidity 81.6 % by Relative Humidity measurement instrument.
Wind Speed: 0.8 m/sec
Wind Direction: North West 318°
Date & Time: November 25th, 2021 at 14:30 – 15:30 Local Time.
Coordinate: S. 02° 38' 37.6" E. 114° 12' 43.0"
Area Pemukiman

SAMPLE MARK : -
YOUR REFERENCES : -

No	Chemical Parameter	Unit	Result	Limit*	Methods
1	Sulfur dioxide (SO ₂)	µg/Nm ³	26.1	900	SNI 7119.7-2017
2	Carbon Monoxide (CO)	µg/Nm ³	22.9	30000	SNI 7119.10-2011
3	Nitrogen dioxide (NO ₂)	µg/Nm ³	<4.9	400	SNI 7119.2-2017
4	Oksidan (O ₃)	µg/Nm ³	18.5	235	SNI 7119.8-2017
5	TSP (Total particulate)	µg/Nm ³	48	-	SNI 7119.3-2017

Note: All Sampling Point Requested by Customer

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Dept. of Commercial 3 Mineral & Coal Testing

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Ana Emliyati

Report No. 23430/DOEDAO
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REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL : PT. KAHAYAN BERSERI
J. Trans Kalimantan KM. 71, Desa Garung
Kec. Jabiren Raya, Kab. Pulang Pisau
Kalimantan Tengah

SUBJECT : AMBIENT AIR

DESCRIPTION OF SAMPLE : Sampling were carried out by PT. Sucofindo at Jobsite area PT. Kahayan Berseri, Central Kalimantan on November 25th, 2021 according to an agreed method and Government Regulation No. 41 Year 1999 about Limit Air Pollution Control. The as determined quality is indicative only.

WEATHER : Temperature:
32.5 °C by infrared Temp measurements instrument.
Humidity:
Relative Humidity 62.5 % by Relative Humidity measurement instrument.
Wind Speed:
8.5 m/sec
Wind Direction:
North West 292°
Date & Time:
November 25th, 2021 at 13.15 = 14.15 Local Time
Coordinate S: 02° 38' 27.0" ; E: 114° 13' 10.6"

SAMPLE MARK : Area Milling

YOUR REFERENCES : -

No	Chemical Parameter	Unit	Result	Limit*	Methods
1	Sulfur dioxide(SO ₂)	µg/m ³	22.7	800 SNI 7118.7-2017	
2	Carbon Monoxide(CO)	µg/m ³	88.7	30000 SNI 7118.10-2011	
3	Nitrogen dioxide(NO ₂)	µg/m ³	4.9	400 SNI 7118.2-2017	
4	Oksidan (O ₃)	µg/m ³	35.9	235 SNI 7118.8-2017	
5	TSP (Total particle)	µg/m ³	113	- SNI 7118.3-2017	

Note: All Sampling Point Requested by Customer.

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Dept. of Commercial 3 Mineral & Coal Testing

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Report No. 23427/DOEDAO
Date: December 24, 2021

SUCOFINDO
Issuing Office:
J. Jend. A. Yani Km 18.2 No 238 Banjarbaru 70722, Indonesia
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Email: banjarbaru@sucofindo.co.id

REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL : PT. KAHAYAN BERSERI
J. Trans Kalimantan KM. 71, Desa Garung
Kec. Jabiren Raya, Kab. Pulang Pisau
Kalimantan Tengah

SUBJECT : ODOR

DESCRIPTION OF SAMPLE : Sampling were carried out by PT. Sucofindo at Jobsite Area PT. Kahayan Berseri, Central Kalimantan on November 25th, 2021 according to an agreed method. The as determined quality is indicative only.

DATE ANALYSED : November 25th, 2021

SAMPLE MARK : Area Milling (S.02° 38' 27.0" E.114° 13' 10.6")
Area Pemukiman (S.02° 38' 37.8" E.114° 12' 43.0")

YOUR REFERENCES : -

No	Parameter	Unit	Result		Limit*	Methods
			Area Milling	Area Pemukiman		
1	Ammoniak (NH ₃)	Ppm	0.142	0.037	2.0	MASA Methode 401
2	Hydrogen Sulfide (H ₂ S)	Ppm	0.002	0.001	0.02	MASA Methode 701

Note: All Sampling Point request by Customer.

* Decree of the State Minister of Environmental No. 50 Year 1996 About Standards quality of the soil

This test result (b) related to the sample (b) submitted only and the report / certificate cannot be reproduced in any way, except in full context and with the prior approval in writing from Sucofindo Laboratory.

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Dept. of Commercial 3 Mineral & Coal Testing

57010421001090

Report No. 23428/DOEDAO
Date: December 24, 2021

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REPORT OF SAMPLING AND ANALYSIS

PRINCIPAL : PT. KAHAYAN BERSERI
J. Trans Kalimantan KM. 71, Desa Garung
Kec. Jabiren Raya, Kab. Pulang Pisau
Kalimantan Tengah

SUBJECT : NOISE LEVEL

DESCRIPTION OF SAMPLE : Sampling were carried out by PT. Sucofindo at Jobsite Area PT. Kahayan Berseri, Central Kalimantan on November 25th, 2021 according to an agreed method. The as determined quality is indicative only.

DATE ANALYSED : November 25th, 2021

SAMPLE MARK : Area Milling (S.02° 38' 27.0" E.114° 13' 10.6")
Area Pemukiman (S.02° 38' 37.8" E.114° 12' 43.0")

YOUR REFERENCES : -

LAB REFERENCES : BMN-1951/XI/2021

ORDER NUMBER : 57010421001090

Chemical Parameter	Unit	Result		Limit (*)		Method
		Area Milling	Area Pemukiman	Waktu pemaparan per hari intensitas kebisingan dalam dBA	Intensitas kebisingan dalam dBA	
Noise Level	dBA	87.2	49.0	8	85	SNI 7231.2009
				4	88	
				2	91	
				1	94	
				30	97	
				15	100	
				7.5	103	
				3.75	106	
				1.88	109	
				0.94	112	
				28.12	115	
				14.06	118	
				7.03	121	
				3.52	124	
				1.76	127	
				0.88	130	
				0.44	133	
				0.22	136	
				0.11	139	

Note: All Sampling Point Requested by Customer.

* PERMENKES/No. 3 Tahun 2018 Tentang K3 Lingkar Keselamatan dan Kesehatan Lingkungan kerja

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Dept. of Commercial 3 Mineral & Coal Testing

57010421001090

4. PT. POLYKENCANA RAYA (SGY)

PT. ITEC SOLUTION INDONESIA
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Email: itec@itecsolusi.com
www.itecsolusi.com

File No. : D.01.001.7/LHRJ/2022
No. Analisa : -
Sampel Deskripsi : Kualitas Emisi Sumber Tidak Bergerak
Lokasi : Cerobong Heater 1
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal pengujian : 26 Desember 2021 - 10 Januari 2022
Koordinat : N 04°03'07.5" - E 098°08'55.0"

No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metode
1	Total Partikulat/Total Particulate*	mg/Nm ³	82.61	300	SNI 19-7117.12-2005
2	Sulfur Dioxide (SO ₂)	mg/Nm ³	23.54	600	ITEC IKM-18 (Gas Analyser)
3	Nitrogen Dioxide (NO ₂) *	mg/Nm ³	41.29	800	ITEC IKM-18 (Gas Analyser)
4	Opaenat*	%	<20	30	SNI 19-7117.11-2005
5	Hidrogen Klorida (HCl)	mg/Nm ³	<0.001	5	SNI 7117.8-2005
6	Klorin (Cl ₂)	mg/Nm ³	<0.5	5	KEP 205 (RAPEDAL/07/1996)
7	Amoniak (NH ₃)	mg/Nm ³	<0.11	1	SNI 19-7117.6-2005
8	Hidrogen Fluorida (HF)	mg/Nm ³	1.72	8	SNI 19-7117.9-2005
9	Karbon Monoksida (CO) *	mg/Nm ³	88.41	-	ITEC IKM-18 (Gas Analyser)
10	Laju Alir*	m/s	17.2	-	SNI 7117.14-2009

1) Peraturan Menteri Negara Lingkungan Hidup Nomor 07 Tahun 2007 tentang Baku Mutu Emisi Sumber Tidak Bergerak Bagi Katal Up Lempeng G.
 * Nitrogen Dioxide ditransformasi sebagai NO₂
 * Volume gas dalam kondisi standar (25 °C dan tekanan 1 atmosfer)
 * Konsentrasi partikulat diberikan sebagai % Opaenat
 * Opaenat Opaenat digunakan sebagai indikator praktik pemantauan dan dibandingkan untuk memperoleh hubungan korelatif dengan pengamatan total partikulat.
 * Laju lair dari detektor lair
 * Parameter Terkorelasi (ISO/IEC 17025)

Bogor, 11 Januari 2022

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Dr. Ahmad Syukri
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File No. : D.01.001.7/LHRJ/2022
No. Analisa : -
Sampel Deskripsi : Kualitas Emisi Sumber Tidak Bergerak
Lokasi : Cerobong Heater 2
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal pengujian : 26 Desember 2021 - 10 Januari 2022
Koordinat : N 04°03'07.4" - E 098°08'55.0"

No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metode
1	Total Partikulat/Total Particulate*	mg/Nm ³	72.94	300	SNI 19-7117.12-2005
2	Sulfur Dioxide (SO ₂)	mg/Nm ³	17.91	600	ITEC IKM-18 (Gas Analyser)
3	Nitrogen Dioxide (NO ₂) *	mg/Nm ³	42.82	800	ITEC IKM-18 (Gas Analyser)
4	Opaenat*	%	<20	30	SNI 19-7117.11-2005
5	Hidrogen Klorida (HCl)	mg/Nm ³	<0.001	5	SNI 7117.8-2005
6	Klorin (Cl ₂)	mg/Nm ³	<0.5	5	MASA 202
7	Amoniak (NH ₃)	mg/Nm ³	<0.11	1	SNI 19-7117.6-2005
8	Hidrogen Fluorida (HF)	mg/Nm ³	1.52	8	SNI 19-7117.9-2005
9	Karbon Monoksida (CO) *	mg/Nm ³	96.24	-	ITEC IKM-18 (Gas Analyser)
10	Laju Alir*	m/s	14.9	-	SNI 7117.14-2009

1) Peraturan Menteri Negara Lingkungan Hidup Nomor 07 Tahun 2007 tentang Baku Mutu Emisi Sumber Tidak Bergerak Bagi Katal Up Lempeng G.
 * Nitrogen Dioxide ditransformasi sebagai NO₂
 * Volume gas dalam kondisi standar (25 °C dan tekanan 1 atmosfer)
 * Konsentrasi partikulat diberikan sebagai % Opaenat
 * Opaenat Opaenat digunakan sebagai indikator praktik pemantauan dan dibandingkan untuk memperoleh hubungan korelatif dengan pengamatan total partikulat.
 * Laju lair dari detektor lair
 * Parameter Terkorelasi (ISO/IEC 17025)

Bogor, 11 Januari 2022

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File No. : D.01.001.7/LHRJ/2022
No. Analisa : -
Sampel Deskripsi : Kualitas Emisi Sumber Tidak Bergerak
Lokasi : Cerobong Dryer 1
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal pengujian : 26 Desember 2021 - 10 Januari 2022
Koordinat : N 04°03'09.4" - E 098°08'55.0"

No	Parameter	Satuan	Hasil	Baku Mutu ¹⁾	Metode
1	Total Partikulat/Total Particulate*	mg/Nm ³	89.21	300	SNI 19-7117.12-2005
2	Sulfur Dioxide (SO ₂)	mg/Nm ³	21.74	600	ITEC IKM-18 (Gas Analyser)
3	Nitrogen Dioxide (NO ₂) *	mg/Nm ³	42.21	800	ITEC IKM-18 (Gas Analyser)
4	Opaenat*	%	<20	30	SNI 19-7117.11-2005
5	Hidrogen Klorida (HCl)	mg/Nm ³	<0.001	5	SNI 7117.8-2005
6	Klorin (Cl ₂)	mg/Nm ³	<0.5	5	MASA 202
7	Amoniak (NH ₃)	mg/Nm ³	<0.11	1	SNI 19-7117.6-2005
8	Hidrogen Fluorida (HF)	mg/Nm ³	1.54	8	SNI 19-7117.9-2005
9	Karbon Monoksida (CO) *	mg/Nm ³	131.27	-	ITEC IKM-18 (Gas Analyser)
10	Laju Alir*	m/s	14.7	-	SNI 7117.14-2009

1) Peraturan Menteri Negara Lingkungan Hidup Nomor 07 Tahun 2007 tentang Baku Mutu Emisi Sumber Tidak Bergerak Bagi Katal Up Lempeng G.
 * Nitrogen Dioxide ditransformasi sebagai NO₂
 * Volume gas dalam kondisi standar (25 °C dan tekanan 1 atmosfer)
 * Konsentrasi partikulat diberikan sebagai % Opaenat
 * Opaenat Opaenat digunakan sebagai indikator praktik pemantauan dan dibandingkan untuk memperoleh hubungan korelatif dengan pengamatan total partikulat.
 * Laju lair dari detektor lair
 * Parameter Terkorelasi (ISO/IEC 17025)

Bogor, 11 Januari 2022

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File No. : D.01.001.7/LHRJ/2022
No. Analisa : -
Sampel Deskripsi : Kualitas Emisi Sumber Tidak Bergerak
Lokasi : Cerobong Genset No. 1
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal pengujian : 26 Desember 2021 - 10 Januari 2022
Koordinat : N 04°03'08.3" - E 098°08'56.2"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Nitrogen Oksida (sebagai NO ₂) ^a	mg/Nm ³	129.6	1400	ITEC IKM-18
2	Partikulat ^a	mg / Nm ³	34.15	150	SNI 7117.17-2009
3	Sulfur Dioxide (SO ₂) ^a	mg / Nm ³	117.8	800	IK-7.3-1.08 (Gas Analyser)
4	Karbon Monoksida (CO) ^a	mg/Nm ³	223.5	600	ITEC IKM-18

* Parameter terakreditasi KAN (ISO/IEC 17025)
 * Peraturan Menteri Lingkungan Hidup No.15 Tahun 2019 Lampiran I.a s.570 Earth
 * Volume gas dikukur dalam kondisi standar (25° C dan tekanan 1 atmosfer)
 * Parameter diberikan dengan O₂ sebesar 15%
 * ^a : hasil dari detektor lair

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File No. : D.01.001.7/LHRJ/2022
No. Analisa : -
Sampel Deskripsi : Kualitas Emisi Sumber Tidak Bergerak
Lokasi : Cerobong Genset No. 2
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal pengujian : 26 Desember 2021 - 10 Januari 2022
Koordinat : N 04°03'05.4" - E 098°08'56.5"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Nitrogen Oksida (sebagai NO ₂) ^a	mg/Nm ³	199.2	1400	ITEC IKM-18
2	Partikulat ^a	mg / Nm ³	34.15	150	SNI 7117.17-2009
3	Sulfur Dioxide (SO ₂) ^a	mg / Nm ³	227.8	800	IK-7.3-1.08 (Gas Analyser)
4	Karbon Monoksida (CO) ^a	mg/Nm ³	269.7	600	ITEC IKM-18

* Parameter terakreditasi KAN (ISO/IEC 17025)
 * Peraturan Menteri Lingkungan Hidup No.15 Tahun 2019 Lampiran I.a s.570 Earth
 * Volume gas dikukur dalam kondisi standar (25° C dan tekanan 1 atmosfer)
 * Parameter diberikan dengan O₂ sebesar 15%
 * ^a : hasil dari detektor lair

Bogor, 11 Januari 2022

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File No. : D.01.001.7/LHRJ/2022
No. Analisa : -
Sampel Deskripsi : Kualitas Emisi Sumber Tidak Bergerak
Lokasi : Cerobong Genset No. 3
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal pengujian : 26 Desember 2021 - 10 Januari 2022
Koordinat : N 04°03'07.4" - E 098°08'56.7"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Nitrogen Oksida (sebagai NO ₂) ^a	mg/Nm ³	149.6	1400	ITEC IKM-18
2	Partikulat ^a	mg / Nm ³	34.15	150	SNI 7117.17-2009
3	Sulfur Dioxide (SO ₂) ^a	mg / Nm ³	207.3	800	IK-7.3-1.08 (Gas Analyser)
4	Karbon Monoksida (CO) ^a	mg/Nm ³	231.5	600	ITEC IKM-18

* Parameter terakreditasi KAN (ISO/IEC 17025)
 * Peraturan Menteri Lingkungan Hidup No.15 Tahun 2019 Lampiran I.a s.570 Earth
 * Volume gas dikukur dalam kondisi standar (25° C dan tekanan 1 atmosfer)
 * Parameter diberikan dengan O₂ sebesar 15%
 * ^a : hasil dari detektor lair

Bogor, 11 Januari 2022

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File : D.01.001.7/LHU/2022
No. Analisa : -
Deskripsi Contoh : Kualitas Udara Ambien
Lokasi : Halaman Depan Kantor
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal Pengujian : 26 Desember 2021 - 10 Januari 2022
Titik Koordinat : N 04°03'04.4" - E 098°08'55.2"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Nitrogen Dioksida (NO ₂) ^a	µg/Nm ³	22.42	200	SNI 7119.2-2017
2	Sulfur Dioksida (SO ₂) ^a	µg/Nm ³	37.86	150	SNI 7119.2-2017
3	Karbon Monoksida (CO) ^a	µg/Nm ³	<1143	10000	IK-7.2-1.06 (Direct Reading)
4	Timbal (Pb) ^a	µg/Nm ³	<0.005	2	SNI 7119.4-2017
5	Oksidan (O ₃) ^a	µg/Nm ³	21.56	150	SNI 19-7119.8-2005
6	Partikulat Debu (TSP) ^a	µg/Nm ³	52.71	-	SNI 7119.3-2017
7	Hidrokarbon Non Metana (NMHC)	µg/Nm ³	23.52	160	SNI 7119.13-2009
8	Kebisingan ^a	dBA	63	70	SNI 8427-2017

1) Peraturan Pemerintah Republik Indonesia Nomor 22 Tahun 2021 (Lampiran VII)
2) Keputusan No. 48 Tahun 1996
* Metode sampling pengambilan sampel dilakukan selama 1 jam
* Parameter terakreditasi KAN (ISO/IEC 17025)
* Lebih kecil dari deteksi limit

Parameter Pendukung

No.	Parameter	Hasil Analisa	Satuan
1	Temperatur	30.0	°C
2	Kelambaban	62	%
3	Tekanan	756	MmHg
4	Kecepatan Angin	1.39	Km/Jam
5	Arah Angin	Besar	-
6	Cuaca	Cerah	-

Bogor, 11 Januari 2022

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File : D.01.001.7/LHU/2022
No. Analisa : -
Deskripsi Contoh : Kualitas Udara Ambien
Lokasi : Pemukiman Penduduk
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal Pengujian : 26 Desember 2021 - 10 Januari 2022
Titik Koordinat : N 04°02'54.0" - E 098°08'56.0"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Nitrogen Dioksida (NO ₂) ^a	µg/Nm ³	24.69	200	SNI 7119.2-2017
2	Sulfur Dioksida (SO ₂) ^a	µg/Nm ³	32.45	150	SNI 7119.2-2017
3	Karbon Monoksida (CO) ^a	µg/Nm ³	1143	10000	IK-7.2-1.06 (Direct Reading)
4	Timbal (Pb) ^a	µg/Nm ³	<0.005	2	SNI 7119.4-2017
5	Oksidan (O ₃) ^a	µg/Nm ³	29.78	150	SNI 19-7119.8-2005
6	Partikulat Debu (TSP) ^a	µg/Nm ³	39.12	-	SNI 7119.3-2017
7	Hidrokarbon Non Metana (NMHC)	µg/Nm ³	19.51	160	SNI 7119.13-2009
8	Kebisingan ^a	dBA	51	55	SNI 8427-2017

1) Peraturan Pemerintah Republik Indonesia Nomor 22 Tahun 2021 (Lampiran VII)
2) Keputusan No. 48 Tahun 1996
* Metode sampling pengambilan sampel dilakukan selama 1 jam
* Parameter terakreditasi KAN (ISO/IEC 17025)
* Lebih kecil dari deteksi limit

Parameter Pendukung

No.	Parameter	Hasil Analisa	Satuan
1	Temperatur	31.0	°C
2	Kelambaban	62	%
3	Tekanan	756	MmHg
4	Kecepatan Angin	1.15	Km/Jam
5	Arah Angin	Besar	-
6	Cuaca	Cerah	-

Bogor, 11 Januari 2022

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File : D.01.001.7/LHU/2022
No. Analisa : -
Deskripsi Contoh : Kualitas Udara Ambien
Lokasi : Ruang Proses
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal Pengujian : 26 Desember 2021 - 10 Januari 2022
Titik Koordinat : N 04°03'05.1" - E 098°08'52.0"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Nitrogen Dioksida (NO ₂) ^a	µg/Nm ³	28.91	200	SNI 7119.2-2017
2	Sulfur Dioksida (SO ₂) ^a	µg/Nm ³	38.99	150	SNI 7119.2-2017
3	Karbon Monoksida (CO) ^a	µg/Nm ³	1143	10000	IK-7.2-1.06 (Direct Reading)
4	Timbal (Pb) ^a	µg/Nm ³	<0.005	2	SNI 7119.4-2017
5	Oksidan (O ₃) ^a	µg/Nm ³	17.91	150	SNI 19-7119.8-2005
6	Partikulat Debu (TSP) ^a	µg/Nm ³	69.21	-	SNI 7119.3-2017
7	Hidrokarbon Non Metana (NMHC)	µg/Nm ³	16.21	160	SNI 7119.13-2009
8	Kebisingan ^a	dBA	65	70	SNI 8427-2017

1) Peraturan Pemerintah Republik Indonesia Nomor 22 Tahun 2021 (Lampiran VII)
2) Keputusan No. 48 Tahun 1996
* Metode sampling pengambilan sampel dilakukan selama 1 jam
* Parameter terakreditasi KAN (ISO/IEC 17025)
* Lebih kecil dari deteksi limit

Parameter Pendukung

No.	Parameter	Hasil Analisa	Satuan
1	Temperatur	31.0	°C
2	Kelambaban	60	%
3	Tekanan	756	MmHg
4	Kecepatan Angin	-	Km/Jam
5	Arah Angin	Besar	-
6	Cuaca	Cerah	-

Bogor, 11 Januari 2022

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File : D.01.001.7/LHU/2022
No. Analisa : -
Deskripsi Contoh : Kualitas Kebusauan (Odor)
Lokasi : Halaman Depan Kantor
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal Pengujian : 26 Desember 2021 - 10 Januari 2022
Titik Koordinat : N 04°03'04.4" - E 098°08'55.2"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Amoniak (NH ₃) ^a	ppm	0.042	2	SNI 19-7119.1-2005
2	Hidrogen Sulfida (H ₂ S) ^a	ppm	0.0041	0.02	IK-7.2.1.29 (Spektrofotometri)

1) KEPRESKRI No. KEP-50/MENKUM/11/1996 - Tentang Baku Tingkat Kebusauan
* Parameter terakreditasi KAN (ISO/IEC 17025)
* Lebih kecil dari deteksi limit

Parameter Pendukung

No.	Parameter	Hasil Analisa	Satuan
1	Temperatur	31.0	°C
2	Kelambaban	62	%
3	Tekanan	756	MmHg
4	Kecepatan Angin	1.39	Km/Jam
5	Arah Angin	Besar	-
6	Cuaca	Cerah	-

Bogor, 11 Januari 2022

PT. ITEC
Solution Indonesia

Dr. Ahmad Syukri
Kepala Laboratorium

PT. ITEC SOLUTION INDONESIA
Bogor Nirwana Residence
Jl. Padma Nirwana Raya No. 8 Bogor
P.0251-7500193, F.021-4715685
Email: itec@itecsolusi.com
www.itecsolusi.com

File : D.01.001.7/LHU/2022
No. Analisa : -
Deskripsi Contoh : Kualitas Kebusauan (Odor)
Lokasi : Pemukiman Penduduk
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal Pengujian : 26 Desember 2021 - 10 Januari 2022
Titik Koordinat : N 04°02'54.0" - E 098°08'56.0"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Amoniak (NH ₃) ^a	ppm	0.09	2	SNI 19-7119.1-2005
2	Hidrogen Sulfida (H ₂ S) ^a	ppm	0.0028	0.02	IK-7.2.1.29 (Spektrofotometri)

1) KEPRESKRI No. KEP-50/MENKUM/11/1996 - Tentang Baku Tingkat Kebusauan
* Parameter terakreditasi KAN (ISO/IEC 17025)
* Lebih kecil dari deteksi limit

Parameter Pendukung

No.	Parameter	Hasil Analisa	Satuan
1	Temperatur	31.0	°C
2	Kelambaban	62	%
3	Tekanan	756	MmHg
4	Kecepatan Angin	1.15	Km/Jam
5	Arah Angin	Besar	-
6	Cuaca	Cerah	-

Bogor, 11 Januari 2022

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P.0251-7500193, F.021-4715685
Email: itec@itecsolusi.com
www.itecsolusi.com

File : D.01.001.7/LHU/2022
No. Analisa : -
Deskripsi Contoh : Kualitas Kebusauan (Odor)
Lokasi : Ruang Proses
Tanggal Pengambilan Contoh : 23 Desember 2021
Tanggal Pengujian : 26 Desember 2021 - 10 Januari 2022
Titik Koordinat : N 04°03'05.1" - E 098°08'52.0"

No	Parameter	Satuan	Hasil Analisa	Baku Mutu ¹⁾	Metode
1	Amoniak (NH ₃) ^a	ppm	0.037	2	SNI 19-7119.1-2005
2	Hidrogen Sulfida (H ₂ S) ^a	ppm	0.008	0.02	IK-7.2.1.29 (Spektrofotometri)

1) KEPRESKRI No. KEP-50/MENKUM/11/1996 - Tentang Baku Tingkat Kebusauan
* Parameter terakreditasi KAN (ISO/IEC 17025)
* Lebih kecil dari deteksi limit

Parameter Pendukung

No.	Parameter	Hasil Analisa	Satuan
1	Temperatur	32.0	°C
2	Kelambaban	60	%
3	Tekanan	756	MmHg
4	Kecepatan Angin	-	Km/Jam
5	Arah Angin	Besar	-
6	Cuaca	Cerah	-

Bogor, 11 Januari 2022

PT. ITEC
Solution Indonesia

Dr. Ahmad Syukri
Kepala Laboratorium

5. PT, ABAISIAT RAYA (SFB)

Kementerian Perindustrian
REPUBLIK INDONESIA

BALAI RISET DAN STANDARDISASI INDUSTRI PADANG
Jl. Raya LK No. 23 Ulu Gadut, Padang, Telp. (0751) 72201 Fax. (0751) 71320
E-mail : bsrstandipadang@kementerian.go.id Website : http://bsrstandipadang.kemendip.go.id

LAPORAN HASIL UJI
TEST REPORT

No. : 2370/BSKJ/BSRIP/LAB/XI/2021 Kepada Yth, Pimpinan
No. Pengujian : 3230/U/XI/2021 To : PT. Abaisiat Raya
No. of testing : JI. Raya Padang-Painan KM. 9 Sei Beremas
Surat Sdr/BPCU No : 2138/BPCU/XI/2021 Padang
No. of your reference : Sumatera Barat

Yang bertanda tangan dibawah ini, menerangkan bahwa hasil pengujian
The undersigned certifies that the test result

Dari contoh of the sample : Udara Emisi Sumber Tidak Bergerak

Cap marked : Genset No. 4 diambil segel oleh : Baristand Industri Padang
Yang kami terima dari saudara tgl. received on : 10 November 2021
adalah sebagai berikut as follows

No.	Parameter	Satuan	Baku Mutu Permen.LH No. 13 Tth 2009 Lampiran 1.1a.2 (Minyak)	Hasil		Metode Uji
				Analisa	Koreksi	
1	Total Partikulat	mg/Nm ³	Maks. 150	61,6	85,6	SNI 7117.17-2009
2	Sulfur Dioksida (SO ₂)	mg/Nm ³	Maks. 800	204	283	MU SS-UJI.124.1 (Sensor Elektrokimia)
3	Nitrogen Oksida (NO _x) dinyatakan sebagai NO ₂	mg/Nm ³	Maks. 1000	270,3	375,7	MU SS-UJI.124.2 (Sensor Elektrokimia)
4	Karbon Monoksida (CO)	mg/Nm ³	Maks. 600	154	214	MU SS-UJI.124.3 (Sensor Elektrokimia)
5	Laju Alir	Nm ³ /menit	-	35	-	SNI 7117.14-2009

Ket : * Volume Gas Diukur Dalam Kondisi Standar (25°C dan Tekanan 1 Atmosfer)
* Satuan Parameter Tekanan Dengan O₂ Sebesar 13%
* Oksigen Terukur Sebesar 13,2 %

Padang, 30 November 2021
Baristand Industri Padang Jawab Teknis
RINDA BIRRE ANOVA

Kementerian Perindustrian
REPUBLIK INDONESIA

BALAI RISET DAN STANDARDISASI INDUSTRI PADANG
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E-mail : bsrstandipadang@kementerian.go.id Website : http://bsrstandipadang.kemendip.go.id

LAPORAN HASIL UJI
TEST REPORT

No. : 2371/BSKJ/BSRIP/LAB/XI/2021 Kepada Yth, Pimpinan
No. Pengujian : 3231/U/XI/2021 To : PT. Abaisiat Raya
No. of testing : JI. Raya Padang-Painan KM. 9 Sei Beremas
Surat Sdr/FPA No : 2139/BPCU/XI/2021 Padang
No. of your reference : Sumatera Barat

Yang bertanda tangan dibawah ini, menerangkan bahwa hasil pengujian
The undersigned certifies that the test result

Dari contoh of the sample : Udara Emisi Sumber Tidak Bergerak

Cap marked : Dryer diambil segel oleh : Baristand Industri Padang
Yang kami terima dari saudara tgl. received on : 10 November 2021
adalah sebagai berikut as follows

No.	Parameter	Satuan	Baku Mutu Kepmen.LH. No. 13 Tth 1995 Lamp. V B	Hasil Analisa	Metode Uji
2	Sulfur Dioksida (SO ₂)	mg/m ³	Maks. 800	103	MU SS-UJI.124.1 (Sensor Elektrokimia)
3	Nitrogen Oksida (NO _x)	mg/m ³	Maks. 1000	137,8	MU SS-UJI.124.2 (Sensor Elektrokimia)
4	Hydrogen Sulfida (H ₂ S)	mg/m ³	Maks. 35	2,8	SNI 19-7117.7-2005
5	Opaetan	%	Maks. 35	< 20 *	SNI 19-7117.11-2005
6	Laju Alir	m ³ /menit	-	252	SNI 7117.14-2009

Ket : * Volume Gas Diukur Dalam Kondisi Standar (25°C dan Tekanan 1 Atmosfer)
* * Metode Deteksi Limit (MDL)

Padang, 30 November 2021
Baristand Industri Padang Jawab Teknis
RINDA BIRRE ANOVA

Kementerian Perindustrian
REPUBLIK INDONESIA

BALAI RISET DAN STANDARDISASI INDUSTRI PADANG
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LAPORAN HASIL UJI
TEST REPORT

No. : 2455/BSKJ/BSRIP/LAB/XI/2021 Kepada Yth, Pimpinan
No. Pengujian : 3229/U/XI/2021 To : PT. Abaisiat Raya
No. of testing : JI. Raya Padang-Painan KM. 9 Sei Beremas
Surat Sdr/BPCU No : 2137/BPCU/XI/2021 Padang
No. of your reference : Sumatera Barat

Yang bertanda tangan dibawah ini, menerangkan bahwa hasil pengujian
The undersigned certifies that the test result

Dari contoh of the sample : Udara Ambien Industri Karet

Cap marked : Depan Kantor diambil segel oleh : Baristand Industri Padang
Yang kami terima dari saudara tgl. received on : 10 November 2021
adalah sebagai berikut as follows

No.	Parameter Uji	Satuan	Kadar Maksimum PP. No. 41/1999	Hasil Analisa	Metode
1	Sulfur Dioksida (SO ₂)	µg /Nm ³	Maks. 900	< 27,4 *	SNI 7119-7-2017
2	Nitrogen Dioksida (NO ₂)	µg /Nm ³	Maks. 400	< 24,5 *	SNI 7119-2-2017
3	Karbon Monoksida (CO) ^b	µg /Nm ³	Maks. 30000	1206,0	SNI 7119.10-2011
4	Amoniak (NH ₃)	ppm	Maks. 2 *	0,800	SNI 19-7119.1-2005
5	TSP (Debu) ^c	µg /Nm ³	-	47,80	MU SS-UJI.163
6	Kebersihan Lingkungan	dB (A)	Maks. 70 **)	68,5	SNI 8427-2017

Ket : a. Kudi Standar Acoust
b. Kap-58/MEN/11/1996 (Buku Tangkai Kebisingan)
c. Kap-68/MEN/11/1996 (Buku Tangkai Kebisingan)
d. Di Luar Ruang Lingkap Akustik KAN No. LP-607-2015
e. * - Metode Deteksi Limit (MDL)
f. TSP (Debu) Sampling Dilakukan Selama 1 Jam

Padang, 20 Desember 2021
Baristand Industri Padang Jawab Teknis
RINDA BIRRE ANOVA

Attachment 4

GRI 403-3 List of healthcare services

GRI 403 Occupational Health & Safety (2018)		2020	2021	
GRI403-3	Occupational Health service	List of services	List of services	List of services
	Employees covered by services	100	100	%

List Of Service

No	Service Items	Remark
1	Mineral Water	Provision of Drinking water for employee
2	Medicine	First aid at factory
3	Clinic/Health Treatment	BPJS Clinic
4	Work Accident handling	Sending serious injure to Hospital
5	Fire Fighting equipment	Fire fighting supply and maintenance
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, maskto 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 alertat work and how to deal with emergencies
15	Training safety	training safety by internal and extrenal to train workers to be safe and avoid accidents while working and emergencies

Attachment 5. GRI 405 Diversity and Equal Opportunity (2016)
GRI405-1 Diversity female members on the board

Board of Directors

	2020		2020	
	M	F	M	F
SFB	5	0	4	1
SFX	6	1	4	1
SGY	4	0	4	0
KBO	5	0	5	0
KCA	5	0	5	0
KCC	2	1	4	0
Total	27	2	26	2

Year	Total Number			%
	M	F	Total	
2020	27	2	29	6.9%
2021	26	2	28	7.1%

GRI 405-2 Ratio of basic salary and remuneration of woman to man

Average Unadjusted Gender Pay Gap (Total of 5 Factories) 2021

Male			Female			Average Salary / person / hour (Rp)		Basic salary Female to
Number	Total Salary (Rp)	Total Hours	Number	Total Salary (Rp)	Total Hours	Male	Female	
1,297	60,138,773,321	2,648,556	282	13,191,678,669	578,657	22,706	22,797	100.4%

Attachment 6. Performance results in 2022

		Performance		Remark/Unit
		2021	2022	
GRI414-2	Suppliers assessed for CSR impact	0.70%	13.1%	%
GRI414-2	Suppliers signed Supplier Code of Conduct	3.20%	76.7%	%

(2) Our Sustainable KPIs (Update: 2022)



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:

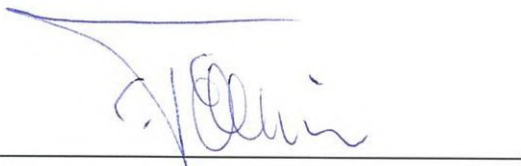
To ensure 100% of procurement staff receive training in Sustainable Procurement Commitment

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

(3) Our Sustainability Policies :



Southland Global Pte. Ltd.

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

Company Registration No. 200310407C

Group Code of Conduct

Pandu Perilaku Grup

Indonesian Sector

Sektor Indonesia

1. Purpose / Tujuan

- 1.1. Southland Rubber Group Code of Conduct is the Group's policy on business ethics and standards of behaviour for our workplace activities.

Kode Etik Southland Rubber Group adalah kebijakan Grup tentang etika bisnis dan standar perilaku untuk aktivitas tempat kerja kita

- 1.2. This document provides essential guidelines of the company's expectations on our business conduct and moral commitments. It also acts as a useful guidance for management of ethically critical risk areas.

Dokumen ini memberikan pedoman penting tentang ekspektasi perusahaan terhadap perilaku bisnis dan komitmen moral kita. Ini juga bertindak sebagai panduan yang berguna untuk pengelolaan area risiko kritis secara etika.

2. Scope and Application / Ruang Lingkup dan Aplikasi

- 2.1. The Code of Conduct is applicable to all in Southland Rubber Group, no matter their position or country they are located in, including Southland Rubber Group's wholly owned affiliates and subsidiaries and other business entities such as joint ventures which we own a majority of the shares.

Pedoman Perilaku berlaku untuk semua orang di Southland Rubber Group, terlepas dari posisi atau negara tempat mereka berada, termasuk afiliasi dan anak perusahaan yang dimiliki sepenuhnya oleh Southland Rubber Group dan entitas bisnis lain seperti usaha kerjasama bersama yang mayoritas sahamnya kita miliki.

- 2.2. Everyone must be personally responsible to adhere to this Code of Conduct.

Setiap orang harus bertanggung jawab secara pribadi untuk mematuhi Kode Etik ini.

- 2.3. We must hold on to our business conduct with principles of morality and highly ethical considerations.

Kita harus berpegang pada perilaku bisnis kita dengan prinsip moralitas dan pertimbangan yang sangat etis.

3. Consequences of non-compliance / Konsekuensi ketidakpatuhan

- 3.1. If any act in violation of the guidelines in this Code of Conduct should be confirmed, we take corrective action.

Jika ada tindakan yang melanggar pedoman dalam Kode Perilaku ini harus dikonfirmasi, kita mengambil tindakan korektif.

- 3.2. This includes an investigation into the cause and education and training of those involved in the act, as well as related individuals.

Ini termasuk penyelidikan penyebab dan Pendidikan dan pelatihan bagi mereka yang terlibat dalam tindakan tersebut, serta individu terkait.

- 3.3. At Southland Rubber Group, we may consider disciplinary action for breach of conduct against officers and employees.
[Di Southland Rubber Group, kami dapat mempertimbangkan tindakan disipliner atas pelanggaran perilaku terhadap pejabat dan karyawan.](#)

4. **Core Values / Nilai Nilai Utama**

- 4.1. Respect / Menghormati
To treat all stakeholders in the same manner no matter background, culture, ability, or beliefs.
[Memperlakukan semua pemangku kepentingan dengan cara yang sama tidak peduli latar belakang, budaya, kemampuan, atau kepercayaan.](#)
- 4.2. Integrity / Integritas
To take pride in being consistently honest and sincere; aligning to our ethics, standards and values.
[Bangga karena jujur dan tulus secara konsisten; sejalan dengan etika, standar, dan nilai kami](#)
- 4.3. Passion / Keinginan untuk maju
To achieve our goals with active enthusiasm, strong will, and momentum to excel.
[Untuk mencapai tujuan kami dengan semangat aktif, kemauan kuat, dan momentum untuk berprestasi.](#)
- 4.4. Visionary / Wawasan masa depan
To be far-sighted, have wisdom and insight in leading the Group to reach higher achievements.
[Berpandangan jauh ke depan, memiliki kebijaksanaan dan wawasan dalam memimpin Grup untuk mencapai prestasi yang lebih tinggi.](#)

5. **Implementation Guidelines / Pedoman pelaksanaan**

- 5.1. Compliance with Laws and Regulations / Kepatuhan terhadap hukum dan Peraturan
- 5.1.1. We are to ensure compliance with the prevailing laws, regulations and appropriate social customs of in the countries and/or regions they operate from including anti-trust laws, commercial codes, subcontractor regulations, foreign exchange laws, personal privacy laws, copyright laws, etc.
[Kita harus memastikan kepatuhan terhadap hukum yang berlaku, peraturan dan kebiasaan sosial yang sesuai di negara dan / atau wilayah tempat mereka beroperasi termasuk undang-undang anti-trust, kode komersial, peraturan subkontraktor, undang-undang valuta asing, undang-undang privasi pribadi, undang-undang hak cipta, dll.](#)
- 5.1.2. We must avoid bribery of any kind (any gift, payment. consideration, financial or non- financial advantage or benefit of any kind that constitutes a corrupt and illegal practice).
[Kita harus menghindari penyuapan dalam bentuk apa pun \(hadiah, pembayaran, pertimbangan, keuntungan finansial atau non-keuangan, atau manfaat apa pun yang merupakan praktik korupsi dan ilegal\).](#)
- 5.2. Human Rights / Hak asasi manusia
- 5.2.1. We are committed to the principles of the Universal Declaration of Human Rights and associated conventions.
[Kami berkomitmen pada prinsip-prinsip Deklarasi Universal Hak Asasi Manusia dan konvensi terkait.](#)

- 5.2.2. We strictly prohibit human rights violations, such as any form of harassment and discrimination, child labour, and forced labour.
Kami dengan tegas melarang pelanggaran hak asasi manusia, seperti segala bentuk pelecehan dan diskriminasi, pekerja anak, dan kerja paksa.
- 5.2.3. We develop and implement measures to ensure that such violations do not occur.
Kami mengembangkan dan menerapkan langkah-langkah untuk memastikan bahwa pelanggaran tersebut tidak terjadi
- 5.3. Environment / Lingkungan
- 5.3.1. We strive to consider about the environment in our daily business activities to ensure that we clearly identify the impacts and find solutions to improve.
Kami berusaha keras untuk mempertimbangkan lingkungan dalam aktivitas bisnis sehari-hari kami untuk memastikan bahwa kami mengidentifikasi dengan jelas dampaknya dan menemukan solusi untuk diperbaiki.
- 5.3.2. We communicate with our business partners and suppliers so that they will share our commitment to the conservation of the environment.
Kami berkomunikasi dengan mitra bisnis dan pemasok kami sehingga mereka akan berbagi komitmen kami terhadap pelestarian lingkungan.
- 5.4. Anti-monopoly practices / Praktek anti monopoli
We shall comply with anti-monopoly law and ensure that our employees are aware of its requirements not to obstruct competitions through improper means.
Kita harus mematuhi undang-undang anti-monopoli dan memastikan bahwa karyawan kita mengetahui persyaratannya untuk tidak menghalangi kompetisi melalui cara yang tidak tepat.
- 5.5. Money Laundering
We transparently perform and accurately record all business and commercial dealings.
Kami secara transparan melakukan dan mencatat semua urusan bisnis dan komersial secara akurat
- 5.6. Information Security
We apply internal management rules of documentary and IT security in order to prevent the leakage of personal information and confidential information to respect privacy.
Kami menerapkan aturan manajemen internal dokumenter dan keamanan IT untuk mencegah kebocoran informasi pribadi dan informasi rahasia untuk menghormati privasi.
- 5.7. Conflict of Interest and Insider Trading/ Konflik Kepentingan dan Perdagangan Orang Dalam
- 5.7.1. We shall only use the Group's property and resources for the Group's benefit and none others.
Kami hanya akan menggunakan properti dan sumber daya Grup untuk keuntungan Grup dan tidak untuk yang lain.
- 5.7.2. Hence, we exclude any employee who has real or potential conflict of interest from any decision-making process of relevant business and we restrict employee from insider-trading (applying company's information for personal transactions and gains).
Karenanya, kami mengecualikan karyawan yang memiliki atau berpotensi menimbulkan konflik kepentingan dari proses pengambilan keputusan bisnis yang relevan dan kami membatasi karyawan dari perdagangan orang dalam

(menggunakan informasi perusahaan untuk transaksi dan keuntungan pribadi).

5.8. Intellectual Property/ Hak milik intelektual

We protect our intellectual property rights and respect intellectual property held by other parties by proper management of property rights.

Kami melindungi hak kekayaan intelektual kami dan menghormati kekayaan intelektual yang dipegang oleh pihak lain dengan pengelolaan hak milik yang tepat

5.9. Basic Policy on Safety / Kebijakan Dasar tentang Keselamatan

We maintain Health and Safety programs to assure that our employees have a healthy and safe workplace as well as to provide safe and secure products to our customers by observing safety regulations in related countries.

Kami memelihara program Kesehatan dan Keselamatan untuk memastikan bahwa karyawan kami memiliki tempat kerja yang sehat dan aman serta untuk menyediakan produk yang aman dan terlindungi kepada pelanggan kami dengan mematuhi peraturan keselamatan di negara terkait.

Date: 2 November 2020



Leong Tim Fook
Director
Southland Global Pte. Ltd.
Indonesian Sector



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. Introduction /Pendahuluan

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

2. Commitments/Komitmen

- 2.1 The sustainability commitments identified in this Policy are applicable for all entities under Southland Global group.
Komitmen keberlanjutan yang diidentifikasi dalam Kebijakan ini berlaku untuk semua entitas di bawah grup Southland Global.
- 2.2 It is our aim to identify opportunities, prevent and mitigate risks associated with our economic, environmental, and social activities to create a lasting positive impact on the Group's brand reputation and business performance.
Tujuan kami untuk mengidentifikasi peluang, mencegah, dan mengurangi risiko

yang terkait dengan aktivitas ekonomi, lingkungan, dan sosial kami untuk menciptakan dampak positif yang bertahan lama pada reputasi merek dan kinerja bisnis Grup.

2.3 **Environment/Lingkungan**

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

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

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

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

2.4 **Social/Sosial**

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

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

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

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

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

Kami akan mendukung penerapan prinsip-prinsip di seluruh rantai organisasi termasuk peningkatan kegiatan produksi dengan berfokus pada perluasan vertikal (peningkatan kualitas dan hasil) daripada perluasan horisontal (penambahan area tanam).

2.4.4 We respect and protect internationally recognized human rights (including upholding the UN Guiding Principles on Business and Human Rights (UNGPR) by avoiding, causing or contributing to adverse human rights impacts and preventing or mitigating any harm linked to our operations.

Kami menghormati dan melindungi hak asasi manusia (termasuk menjunjung tinggi Prinsip-prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia (UNGPR) dengan tidak menyebabkan atau ikut campur untuk melanggar hak asasi manusia dan mencegah serta mengurangi bahaya apapun terkait dengan operasional kami.

2.4.5 We shall establish and maintain a company grievance mechanism to receive complaints and to remedy adverse impacts which may be caused by production or sourcing.

Kami akan membentuk dan memelihara mekanisme

- pengaduan perusahaan untuk menampung pengaduan dan untuk memperbaiki dampak buruk yang disebabkan produksi atau pengadaan.
- 2.4.6 We recognize and protect the customary, traditional and communal land tenure rights of indigenous peoples and local communities (IP/LC) including:
Kami mengakui dan melindungi hak kepemilikan tanah adat, tradisional, dan kepemilikan umum dari masyarakat adat dan komunitas lokal (IP/LC) termasuk:
- 2.4.6.1 Carrying out operations in accordance with the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);
Melaksanakan kegiatan operasi sesuai dengan Deklarasi PBB tentang Hak-hak masyarakat adat (UNDRIP);
- 2.4.6.2 Ensuring ongoing land tenure and access rights;
Memastikan kepemilikan lahan dan hak akses berkelanjutan;
- 2.4.6.3 Upholding traditional rights of access for hunting and gathering of animals and plants for the purpose of subsistence and indigenous cultural and religious traditions, customs and ceremonies.
Menjunjung tinggi hak akses tradisional untuk berburu dan mengumpulkan hewan dan tumbuhan yang bertujuan untuk penghidupan dan tradisi budaya dan agama, adat dan upacara adat.
- 2.4.7 We shall ensure that, prior to any activity that might affect IP/LC rights to their lands, territories, and resources, their free, prior, and informed consent (FPIC) is secured, when planning, establishing, restoring, or transforming our plantations and/or industrial sites, as well as associated infrastructure.
Kami akan memastikan untuk mendahulukan aktivitas apa pun yang dapat memengaruhi hak masyarakat adat/komunitas lokal atas tanah, wilayah, dan sumber daya mereka, persetujuan bebas tanpa paksaan (FPIC) saat merencanakan, membangun, memulihkan, atau Mengubah perkebunan dan lokasi industri dan infrastruktur terkait.
- 2.4.8 Where our operations impinge on IP/LC rights, we shall consider compensating or accommodating IP/LC through appropriate, mutually agreed measures reflecting and described in the negotiated outcomes of the FPIC process.
Jika kegiatan operasi melanggar hak masyarakat adat/komunitas lokal, kami akan mempertimbangkan untuk memberikan kompensasi atau mengakomodasi masyarakat adat/komunitas lokal melalui tindakan yang sesuai dan disepakati bersama yang mencerminkan proses FPIC.
- 2.4.9 We shall adopt measures to provide remedy through mutually agreed procedures including establishing appropriate channels of dialogues in cases where the company previously has caused or contributed to the appropriation of or harm to the lands, territories, or resources of IP/LC without securing FPIC.
Kami mengambil langkah-langkah untuk memberikan penyelesaian yang disepakati bersama termasuk membentuk wadah dialog yang sesuai jika perusahaan telah mengakibatkan atau berkontribusi menyebabkan kerusakan atas tanah, wilayah, dan sumber daya masyarakat adat/komunitas lokal dengan melanggar FPIC.

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

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

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

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

2.5 Economic / Ekonomi

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

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

- 2.5.2 We shall work against any form of corruption, bribery, and extortion; shall adhere to ethical business conduct, implement free and fair competition as well as responsible marketing.

Kami akan bekerja melawan segala bentuk korupsi, penyuapan, dan pemerasan; harus mematuhi perilaku bisnis yang etis, menerapkan persaingan yang bebas dan adil serta pemasaran yang bertanggung jawab.

- 2.5.3 We shall deliver economic growth:

Kami akan mewujudkan pertumbuhan ekonomi:

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

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

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

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

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

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

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

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

We shall uphold applicable labour rights and labour laws in the

jurisdictions where we are operating, by applying the UN Guiding Principles on Business and Human Rights, and effecting the intent of the International Labor Organization's eight core conventions. These include: Kami akan menjunjung tinggi hak-hak ketenagakerjaan dan undang-undang ketenagakerjaan di yurisdiksi tempat kami beroperasi, dengan menerapkan Prinsip-Prinsip Panduan PBB tentang Bisnis dan Hak Asasi Manusia, dan mempengaruhi maksud dari delapan konvensi inti Organisasi Perburuhan Internasional. Ini termasuk:

- Freedom of association and collective bargaining (ILO Convention No. 87 and No. 98)
- No forced labour (ILO Convention No. 29 and its 2014 Protocol)
- No child labour (ILO Convention No. 138 and No. 182)
- Decent living wages
- No discrimination (ILO Convention No. 111 and No. 100)
- Legal working hours
- Safe and healthy workplaces
- No abusive practices (ILO Convention No. 105)
- Gender equity
- Kebebasan berserikat dan perundingan bersama (Konvensi ILO No. 87 dan No. 98)
- Tidak ada kerja paksa (Konvensi ILO No. 29 dan Protokol 2014)
- Tidak ada pekerja anak (Konvensi ILO No. 138 dan No. 182)
- Gaji hidup yang layak
- Tidak ada diskriminasi (Konvensi ILO No. 111 dan No. 100)
- Jam kerja resmi
- Tempat kerja yang aman dan sehat
- Tidak ada praktik penyalahgunaan (Konvensi ILO No.105)
- Kesetaraan gender.

2.5.4 We shall apply safeguards to all workers, including contract, temporary and migrant workers.

Kami akan menerapkan pengamanan untuk semua pekerja, termasuk pekerja kontrak, sementara dan migran.

3. Sustainable Procurement Commitment

Komitmen Pengadaan Berkelanjutan

3.1 Our Sustainable Procurement extends our sustainability commitment and principles in achieving a sustainable supply chain.

Pengadaan Berkelanjutan kami memperluas komitmen dan prinsip keberlanjutan kami dalam mencapai rantai pasokan yang berkelanjutan.

3.2 Our supply chain goals are to create mutual prosperity and establish long-term relationships with our stakeholders.

Tujuan rantai pasokan kami adalah untuk menciptakan kemakmuran bersama dan membangun hubungan jangka panjang dengan para pemangku kepentingan kami.

3.3 This is an ongoing and collaborative process with our suppliers as important partners in our journey.

Merupakan proses yang berkelanjutan dan kolaboratif dengan pemasok kami sebagai mitra penting dalam perjalanan kami.

3.4 In a cycle of continual improvement, we have aligned our Sustainable

Procurement with the 12 principles of Global Platform for Sustainable Natural Rubber (GPSNR).

Dalam siklus peningkatan berkelanjutan, kami telah menyelaraskan Pengadaan Berkelanjutan dengan 12 prinsip Platform Global untuk Karet Alam Berkelanjutan (GPSNR).

- 3.5 We shall focus on sourcing goods and services by taking into consideration environmental and social factors alongside economic factors in our procurement decisions.

Kami akan fokus pada pengadaan barang dan jasa dengan mempertimbangkan faktor lingkungan dan sosial di samping faktor ekonomi dalam keputusan pengadaan kami.

- 3.6 We share the commitment of our customers in building a sustainable supply chain by establishing and communicating expectations to our suppliers.

Kami berbagi komitmen pelanggan kami dalam membangun rantai pasokan yang berkelanjutan dengan menetapkan dan mengkomunikasikan ekspektasi kepada pemasok kami.

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

- 3.8 We strive to map our supply chain and support transparent reporting to protect our brand and meet stakeholders' requirements.

Kami berusaha keras untuk memetakan rantai pasokan kami dan mendukung pelaporan transparan untuk melindungi merek kami dan memenuhi persyaratan pemangku kepentingan.

4 **Supplier Performance/Kinerja Pemasok**

- 4.1 We shall facilitate our suppliers to understand the standards in this policy.

Kami akan memfasilitasi pemasok kami untuk memahami standar dalam kebijakan ini.

- 4.2 Consequently, we shall conduct programs for our suppliers to support our approach by working together with us to improve practices in sustainable procurement.

Karenanya, kami harus melakukan program bagi pemasok kami untuk mendukung pendekatan kami dengan bekerja sama dengan kami untuk meningkatkan praktik pengadaan yang berkelanjutan.

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

- 4.4 We shall support programs for supply chain mapping and assessing suppliers for social and environmental risk to prioritize risk mitigation actions.

Kami akan mendukung program untuk pemetaan rantai pasokan dan menilai pemasok untuk risiko sosial dan lingkungan untuk memprioritaskan tindakan mitigasi risiko.

- 4.5 We shall support programs for traceability of natural rubber, at a minimum to an

appropriate jurisdictional level, to know or control the conformance of purchased materials with established standards.

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

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

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

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

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

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

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

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

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

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

Target Key Performance Indicators (KPIs): Sektor Indonesia

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

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

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

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

- 5.3 Renewable Energy: To use more than 70% proportion by or before 2030 Energi Terbarukan: Menggunakan proporsi lebih dari 70% pada atau sebelum tahun 2030

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

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

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

- Pengelolaan Limbah: Untuk mengurangi tonase limbah tidak berbahaya yang dibuang setidaknya 40% dari 2019 pada atau sebelum 2030
- 5.6 Biodiversity: To process Natural Rubber 100% from non-deforestation sources
Keanekaragaman Hayati: Mengolah Karet Alam 100% dari sumber non-deforestasi
- 5.7 Consumer Health & Safety: To achieve Zero rejection, Zero claim on product quality relating to health or safety
Kesehatan & Keselamatan Konsumen: Untuk mencapai Nol penolakan, Nol klaim atas kualitas produk yang berkaitan dengan kesehatan atau keselamatan
- 5.8 Employee Health & Safety:
To achieve Loss Time Injury Frequency Rate of less than 5 per year by or before 2030
To achieve Loss Time Injury Severity Rate of less than 20 per year by or before 2030
To achieve H&S Training per Employee more than 25 hours per year by or before 2030
Kesehatan & Keselamatan Karyawan:
Mencapai Tingkat Frekuensi Kehilangan Waktu Cedera kurang dari 5 per tahun pada atau sebelum 2030
Untuk mencapai Loss Time Injury Severity Rate kurang dari 20 per tahun pada atau sebelum 2030
Mencapai Pelatihan H&S per Karyawan lebih dari 25 jam per tahun pada atau sebelum 2030
- 5.9 Compliance: To maintain Zero Violation Incident of Human Rights and Code of Conduct
Kepatuhan: Untuk mempertahankan Insiden Tanpa Pelanggaran Hak Asasi Manusia dan Kode Etik
- 5.10 Ethics: To achieve 100% Sustainability Awareness Training of Employees from 2022 Sustainable Procurement:
Etika: Untuk mencapai 100% Pelatihan Kesadaran Keberlanjutan bagi Karyawan dari Pengadaan Berkelanjutan 2022
- 5.11 To ensure 100% of procurement staff receive training in Sustainable Procurement Commitment from 2020
Untuk memastikan 100% staf pengadaan menerima pelatihan tentang Komitmen Pengadaan Berkelanjutan mulai tahun 2020
- 5.12 To have 100% of our suppliers sign Sustainability Awareness Acknowledgement by 2022
Agar 100% pemasok kami menandatangani Pengakuan Kesadaran Keberlanjutan pada tahun 2022

Dated: 2 November 2020



Mr. Leong Tim Fook
Director
Southland Global Pte. Ltd.
Indonesian Sector



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Group Environmental Policy

Kebijakan Lingkungan Grup

Indonesian Sector

Sektor Indonesia

1. Introduction

- 1.1. The Environmental Policy of Southland Global Group outlines our direction in sustainable environmental practices by managing environmental impacts associated with our business activities, products, and services.
Kebijakan Lingkungan Southland Global Group menguraikan arahan kami dalam praktek lingkungan berkelanjutan dengan mengelola dampak lingkungan yang terkait dengan aktivitas bisnis, produk, dan layanan/jasa
- 1.2. In addition to compliance with applicable environmental laws and regulations, we continuously improve our Environmental Management System (ISO 14001) to protect the environment and prevent pollution.
Selain mematuhi hukum dan peraturan lingkungan yang berlaku, kami terus meningkatkan Sistem Manajemen Lingkungan (ISO 14001) untuk melindungi lingkungan dan mencegah polusi.
- 1.3. This Policy will be communicated to all levels within our Group, alongside capacity building activities and training through our supply chain.
Kebijakan ini akan dikomunikasikan ke semua tingkatan dalam Grup kami, bersamaan dengan kegiatan peningkatan kapasitas dan pelatihan melalui rantai organisasi kami.

2. Commitment

- 2.1. We are committed to create a Group culture where all are engaged and empowered in improving our environmental performance.
Kami berkomitmen untuk menciptakan budaya Grup dimana semua terlibat dandiberdayakan dalam meningkatkan kinerja lingkungan kami.
- 2.2. We shall comply with applicable local, national and international laws on land use and the environment.
Kami akan mematuhi hukum lokal, nasional dan internasional yang berlaku tentang penggunaan lahan dan lingkungan.
- 2.3. We shall periodically review the objectives and targets of our environmental aspects:
Kami akan secara berkala meninjau tujuan dan target aspek lingkungan kami:
- 2.4. Energy and Emissions/ Energi dan Emisi:
 - 2.4.1. We shall ensure responsible use of energy while supporting the Group's plans for business expansion by managing operations to minimize rate of

energy usage, managing operations to maximize natural resource efficiency and minimizing and mitigating carbon emissions.

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

2.5. Materials and Waste Management/ [Pengelolaan Material dan Limbah](#):

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

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

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

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

2.6 Water Usage/ [Penggunaan Air](#):

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

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

2.7 Biodiversity/[Keanekaragaman Hayati](#):

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

Kami akan mendukung program pelestarian ekosistem jangka panjang untuk mengidentifikasi dan mengelola hutan dan ekosistem alam lainnya yang ditujukan untuk nihil deforestasi dan nihil degradasi lahan hutan dengan pendekatan yang didasarkan pada nilai konservasi tinggi (NKT) dan stok karbon tinggi (SKT).

2.7.1 We shall not use open burning or open fire in new or ongoing operations for land preparation, land management, waste management, or any other reason other than in justified and documented cases of fire-break establishment, waste management for sanitary reasons where public garbage collection is not available, phytosanitary and other emergencies.

Kami tidak akan melakukan pembakaran terbuka atau api terbuka

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

- 2.7.2 We shall protect wildlife, including rare, threatened, endangered and critically endangered species from poaching, over-hunting and habitat loss in areas under our company's management and supporting wildlife protection activities in areas of influence.
Kami akan melindungi satwa liar, termasuk spesies langka, terancam, hampir punah dan sangat terancam punah dari perburuan liar, perburuan berlebihan, dan hilangnya habitat di wilayah di bawah manajemen perusahaan kami dan mendukung aktivitas perlindungan satwa liar di wilayah yang terpengaruh.
- 2.7.3 We shall protect soil quality, preventing erosion, nutrient degradation, subsidence and contamination.
Kami akan melindungi kualitas tanah, mencegah erosi, degradasi unsur hara, penurunan permukaan tanah dan kontaminasi.
- 2.7.4 We shall prevent the development of or sourcing from natural rubber plantations on peat, regardless of depth, extent, or status (wet, drained or dry).
Kami akan mencegah pengembangan atau pengambilan dari perkebunan karet alam di atas gambut, terlepas dari kedalaman, luas, atau status (basah, dikeringkan atau kering).

2.8 Local Pollution/ Polusi Lokal:

- 2.8.1 We shall provide a healthy and safe working environment by eliminating or controlling hazards, by implementing measures to monitor and improve internal air quality, reduce noise levels and by applying work procedures on handling hazardous chemicals.
Kami akan menyediakan lingkungan kerja yang sehat dan aman dengan menghilangkan atau mengendalikan bahaya, dengan menerapkan langkah-langkah untuk memantau dan meningkatkan kualitas udara, mengurangi tingkat kebisingan dan dengan menerapkan prosedur kerja dalam menangani bahan kimia berbahaya.

2.9 Consumer Focus/ Fokus Konsumen::

- 2.9.1 We shall enhance customer/consumer satisfaction, health and safety through supplying consistent quality of natural rubber without health and safety related defects.
Kami akan meningkatkan kepuasan pelanggan / konsumen, kesehatan dan keselamatan melalui penyediaan karet alam dengan kualitas yang konsisten tanpa permasalahan terkait kesehatan dan keselamatan.

3 Target Key Performance Indicators (KPIs): Indonesian Sector

- 3.1 We are committed to effect programs, systems and performance metrics by

setting public, time-bound and geographic-specific targets and milestones through our Indonesian Sector with these indicators:

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

- 3.2 CO2 Emissions Intensity:
To reduce more than 20% from 2019 by or before 2030
Intensitas Emisi CO2:
Mengurangi lebih dari 20% dari 2019 sampai atau sebelum 2030
- 3.3 Renewable Energy:
To use more than 70% proportion by or before 2030
Energi Terbarukan:
Menggunakan proporsi lebih dari 70% sampai atau sebelum 2030
- 3.4 Water:
To conform with the 6 parameters (BOD, COD, TSS, NH3, Nitrogen & PH) of effluent/waste-water national standards every month
Air:
Sesuai dengan 6 parameter (BOD, COD, TSS, NH3, Nitrogen & PH) standar nasional limbah / air limbah setiap bulan
- 3.5 Waste Management:
To reduce the tonnage of non-hazardous waste disposed by at least 40% from 2019 by or before 2030
Pengelolaan Limbah:
Untuk mengurangi tonase limbah tidak berbahaya yang dibuang setidaknya 40% mulai tahun 2019 sampai atau sebelum tahun 2030
- 3.6 Biodiversity:
To process Natural Rubber 100% from non-deforestation sources
Keanekaragaman Hayati:
Untuk mengolah Karet Alam 100% dari sumber non-deforestasi
- 3.7 Consumer Health & Safety:
To achieve Zero rejection, Zero claim on product quality relating to health or safety
Kesehatan & Keselamatan Konsumen:
Untuk mencapai nihil penolakan, tidak ada klaim terkait kualitas produk yang berkaitan dengan kesehatan atau keselamatan

Signed on: 2 November 2020



Mr. Leong Tim Fook
Director
Southland Global Pte. Ltd.
Indonesian Sector



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Human Rights and Labor Practices Policy

Kebijakan Hak Asasi Manusia dan Praktik Ketenagakerjaan

Southland Global Pte. Ltd. Indonesian Sector

1. Principle (**Prinsip**)

Southland Global Pte. Ltd. Indonesian Sector (=hereafter called **The Group**) conduct the business by adhering to human rights, respect and good labor practices.

We are committed to the continuous improvement of our operation through raising awareness, reviewing, auditing, including holistically managing potential risks of human rights violation and non-compliance of labor practices.

The Group is fully aware of its responsibility to uphold and comply with Universal Declaration of Human Rights; UDHR. Therefore, the Group has formulated this policy and operational processes in line with UN Guiding Principles on Business and Human Rights; UNGP. Additionally, we commit to ensure compliance with UN Global Compact with respect to human rights and labor practices and The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Southland Global Pte. Ltd. Sektor Indonesia (=selanjutnya disebut Grup) menjalankan bisnis dengan berpegang pada hak asasi manusia, rasa hormat dan praktik ketenagakerjaan yang baik.

Kami berkomitmen untuk terus meningkatkan operasi kami melalui peningkatan kesadaran, peninjauan, audit, termasuk mengelola secara holistik potensi risiko pelanggaran hak asasi manusia dan ketidakpatuhan terhadap praktik ketenagakerjaan.

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

The Group aspires to uphold the dissemination of the knowledge regarding human rights and

labor practices among its employees and suppliers including identifying, investigating, and mitigating any actual and potential risks with human rights violation and non-compliance of labor practices.

Grup bercita-cita untuk menegakkan penyebaran pengetahuan tentang hak asasi manusia dan praktik ketenagakerjaan di antara karyawan dan pemasoknya termasuk mengidentifikasi, menyelidiki, dan mengurangi risiko aktual dan potensial dengan pelanggaran hak asasi manusia dan ketidakpatuhan praktik ketenagakerjaan.

2. Scope (Ruang Lingkup)

This policy is applicable to The Group with the aim of expressing our commitment to conduct the business in an ethical manner, adhering to human rights, labor practices, and the Group's Code of Conduct.

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

Southland Global Pte. Ltd. Indonesian Sector:

PT Abaisiat Raya

PT Bintang Gasin Persada

PT Polykencana Raya

PT Kota Niaga Raya

PT Bintang Borneo Persada

PT Kahayan Berseri

Southland Global Pte. Ltd. Sektor Indonesia:

PT Abaisiat Raya

PT Bintang Gasin 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”)

3. Guidelines (Pedoman)

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

The Group has therefore outlined the following guidelines for human rights and labor practices.

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

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

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

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

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

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

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

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

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

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

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

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

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

- Equitable treatment
Perlakuan yang adil

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

Perusahaan memperlakukan setiap karyawannya dengan hormat dan dengan cara yang adil. Proses rekrutmen, penetapan kompensasi, dan promosi jabatan harus dilakukan secara transparan, jujur, dan adil.

- Freedom of association and collective bargaining

Kebebasan berserikat dan perundingan bersama

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

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

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

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

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

- Prevention of child labours
Pencegahan pekerja anak

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

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

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

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

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

Menindaklanjuti, mengaudit, dan membuat penilaian risiko terkait hak asasi manusia dan praktik ketenagakerjaan secara konsisten untuk mengidentifikasi, memitigasi, dan mencegah risiko dalam operasi bisnis kami di seluruh rantai nilai, dan merumuskan pedoman atau langkah-langkah kepatuhan untuk memastikan tata kelola dan manajemen risiko yang baik di setiap sektor.

4. Promote the communication of knowledge and mutual understanding vis-à-vis human rights and good labour practices via multiple communication channels and programs to ensure the acquisition of the knowledge among related persons, including providing whistleblowing mechanism for employees and stakeholders to share opinion, communicate concerns, and make complaints if they encounter or witness any misconducts or human rights violation.

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

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

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

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

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

Code of Conduct
Sustainability and Sustainable Procurement
Policy
Occupational Health & Safety Policy
Environmental Policy
Information Security Policy
Anti-corruption Policy
Whistleblowing Policy
Kode etik
Kebijakan Keberlanjutan dan Pengadaan
Berkelanjutan
Kebijakan Kesehatan & Keselamatan Kerja
Kebijakan lingkungan
Kebijakan Keamanan Informasi
Kebijakan Antikorupsi
Kebijakan Pelaporan Pelanggaran

This policy is to be communicated throughout the company and also to its stakeholders.

The company shall review the policy on a regular basis and raise awareness among its employees in order to continuously improve and enhance practices concerning human rights and labors in an effective way.

Kebijakan ini harus dikomunikasikan ke seluruh perusahaan dan juga kepada para pemangku kepentingannya.

Perusahaan harus meninjau kebijakan secara teratur dan meningkatkan kesadaran di antara karyawannya untuk terus memperbaiki dan meningkatkan praktik-praktik tentang hak asasi manusia dan tenaga kerja secara efektif.



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



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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 keramahmatan, 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



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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



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Company Registration No. 200310407C

Group Supplier Code of Conduct

Indonesian Sector

1) Purposes

- a) Southland Rubber Group factories are processors of high-quality natural rubber.
- b) We are committed to work with our suppliers together to be successful in the natural rubber market.
- 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.
- d) We expect our suppliers who are our up-stream partners in the supply chain to adhere to the Southland Rubber Group Supplier Code of Conduct when operating their businesses as well as encouraging their suppliers across the supply chain to comply.
- e) All suppliers are required to acknowledge their understanding and demonstrate genuine commitment to the implementation of this Supplier Code of Conduct.
- f) This Supplier Code of Conduct applies to all suppliers of the Group.
- g) Directors of each Group Company and/or Head of the /unit factory are responsible for the implementation of and compliance with this Policy.

2) Principles and Guidelines for Suppliers

a) Economic Aspect

i) Anti-competitive and monopoly practices:

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

ii) Transparent legitimate transactions

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

iii) Information security

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.

iv) Conflicts of Interest

Prohibit conflict of interest and trading of confidential information.

v) Intellectual Property

Prohibit intellectual property infringement and promote intellectual property protection.

vi) Ethics

- (1) Conform to rules, regulations, and laws, including social norms of the country or region where the business operates.
- (2) Refuse all forms of bribery (gifts, monetary support, and any other forms of benefits considered as bribes violating the laws).

vii) Traceability

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

b) Social Aspect

i) Human Rights and Labour Practices

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

ii) Minimum wages, working hours, and welfare

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

iii) Diversity, non- discrimination and, no harassment

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.

iv) Fair treatment

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

v) Freedom of association and collective bargaining

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

vi) Prevention of forced labours and human trafficking

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

vii) Prevention of child labour

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

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

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

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

xi) Ensure that all reported cases are resolved fairly.

c) Occupational Health & Safety Aspect

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

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

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

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

d) Environmental Aspect

i) Conservation of Ecosystem and Biodiversity

- (1) Conserve biodiversity and reduce impacts on climate change.
- (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.
- (3) Cultivate other plants and have livestock in rubber plantation to maintain the balance of nature and expand their own food supplies.

ii) No deforestation

- (1) Conserve watershed forests and areas of high conservation value to sustain fertile ecosystem.
- (2) Do not support cultivation of rubber plantations in deforested or invaded conservation areas.
- (3) Do not support cultivation of rubber plantations on peatlands.
- (4) Do not support slash-and-burn method to prepare land for rubber cultivation.

iii) Sustainable Material and Waste management

- (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.
- (2) Promote efficient use of water
- (3) Promote reduction of chemical use and proper management of chemicals.
- (4) Promote sanitary disposal of waste generated

3) Corrective Actions

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.

4) Review

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.

5) Signing

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

Date: 1 January 2022



Christian Tollkuehn
Director
Southland Global Pte. Ltd.
Indonesian Sector