



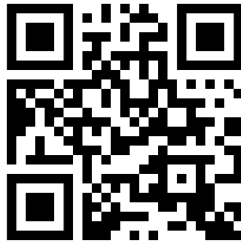
## 2021 ANNUAL SUSTAINABILITY REPORT



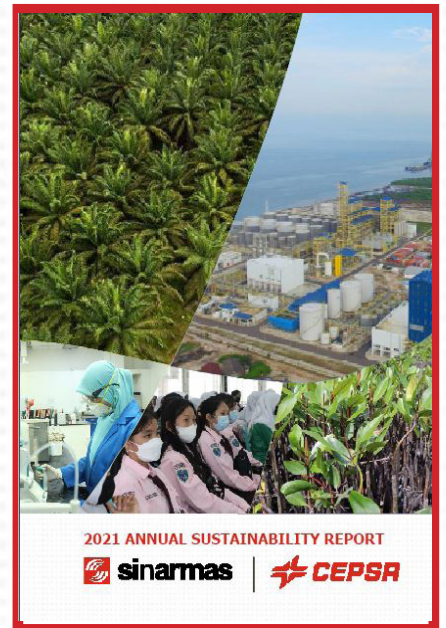
**sinarmas**







Scan this QR Code to  
access the Sinarmas Cepsa  
2021 Sustainability Report  
on your device.



## Notes to the Readers of the Report

As a caveat, however, this report may include the company's future plans, predictions, strategies, and goals. Actual outcomes may be influenced by unforeseen risks and uncertainties. This necessarily means that the Company's actual future circumstances would deviate from the expected and predicted outcomes.



Attain **Global Leadership** in **Green** and **Sustainable Product**





We express gratitude to the God Almighty as we present Sinarmas Cepsa's 2021 Sustainability Report to our valued stakeholders. It is undeniable that 2021 was a year filled with challenges. However, the COVID-19 pandemic did teach us the importance of patience and perseverance. The pandemic has fostered a sense of empathy within all of us and in turn strengthened the need for solidarity in our community. We at Sinarmas Cepsa were able to get through the past year quite well, in no small part due to the patience, perseverance and the concern for others that we foster in our community. This report provides significant information, key results and progress in the overall sustainability of our organization. Sinarmas Cepsa Pte. Ltd. ("SCPL") is an organization which is committed to the continuous improvement in the efficiency and effectiveness of its operations and sustainability.





As we face the “New Normal” in the aftermath of the pandemic, steps had to be taken to ensure the smooth-sailings of our operations as well as our employees’ well-being and safety. Accordingly, this report also underlines this organization’s efforts in ensuring that these needs are met.

SCPL’s sustainability commitments continue to be realized through its laser focused commitment towards operational efficiency (e.g. energy usage efficiency, emissions reduction), employee and community well-being as well as the preservation of the environment.

**CEO  
Statement**

**5**

**Company  
Profile**

**7**

**Vision, Mission  
and Our Value**

**13**

**Organization  
Scale**

**16**

**Location of  
Operation**

**17**

**Supply  
Chain**

**19**

**External  
Initiatives**

**21**

**Our Commitment  
to Sustainability**

**23**

**Our Milestone**

**25**





29

*Governance  
Body*

35

*Social  
Performance*

41

*Occupational  
Health and  
Safety*

45

*Employee  
Management*

50

*Community  
Empowerment*

53

*Continuing to  
Preserve the  
Environmental  
Ecosystem*

63

*Procurement  
Practise*

67

*GRJ Summary*

70

*Glosarry of  
Acronyms*







# CEO's Statement

GRI 102-14



We are pleased to present to you our 2021 Sustainability Report. We have continued to demonstrate incredible operational resiliency, cohesiveness and strength despite the challenging operating conditions imposed by the COVID-19 pandemic since it began almost over 2 years ago. Our focus on continuing to improve upon our Sustainability practises and upholding continued vigorous compliance with the Equator Principles remains steadfast and unwavering.

Over at SCDG, it demonstrated its stringent energy conservation initiatives via its renewed EEG ("Erneuerbare-Energien-Gesetz") Fee Waiver for 2021 which is governed by strict standards under Germany's Renewable Energy Act and its 2021 usage of 100% CO2-neutral electricity from water based power plants. In addition, it held vaccination campaigns (1st and 2nd doses) for its employees.

Whilst we see the COVID-19 pandemic gradually easing into the endemic phase, we have not at any moment taken our foot off the pedal and continue to remain ahead of the curve by ensuring that all necessary precautions are taken to guard the safety of our people and operations. With diligent planning and robust systems in place, 2021 turned out to be a record year in our brief operating history both in terms of production and plant reliability.

We continue to invest significant effort and resources dedicated towards our drive to achieve best in class Sustainability practises. Amongst others, at our ESM site, we engaged Dupont Sustainable Solutions to provide expert guidance to further enhance the site's Organizational Safety Culture and Practices, extensively supported and promoted employees COVID-19 vaccination and had an Energy Audit conducted to identify opportunities for energy conservation initiatives (and to prepare the site to be ISO 50001-Energy Management System certified).

We continue to keep our eyes firmly on the ball in being a responsible and sustainability driven organization in all the communities where we operate as we strive on to becoming a global leading player in the fatty alcohol surfactant market focused on creating value for our customers and stakeholders.

Amidst the COVID-19 pandemic, our operations across all sites remained committed to conducting permitted activities to uplift its local communities via providing meaningful participation, engagement and support or assistance. This is very much in line with our sincere dedication and commitment towards supporting meaningful Corporate Social Responsibility and Sustainability initiatives. We continued to pro-actively participate in government and community efforts aimed at curtailing the spread of COVID-19 and mitigating its impact to lives and livelihoods.

In 2022, we are pleased to see the gradual re-opening of borders and the transitioning into the COVID-19 endemic phase. Nonetheless, we remain firmly committed in ensuring we continue to abide by prevailing best practises to ensure the safety and well-being of our employees.

Your Sincerely,

Kung Chee Wan



Attain **Global Leadership** in **Green** and **Sustainable Product**





## About this Report

GRI 102-46, 102-54, 103-1, 103-2

This annual sustainability report is not only a tradition. It also stands witness to our commitment towards transparency and taking responsibility as a global oleochemical manufacturer

which seeks to develop concurrently with local communities and the environment in a sustainable and equitable manner. In the past five years, we have maintained a practice of developing sustainably to a high standard. We have been in close cooperation with the relevant regulatory authorities, non-governmental organizations, the private sector, as well as local communities to verify and improve the sustainability of our practices. In particular, we tend to focus on the need for future socioeconomic and environmental security. Following the COVID-19 pandemic, we at SCPL have prepared strategies to mitigate the impact of the pandemic on our business continuity. We appreciate that the future holds unanticipated challenges, and these need to be overcome and dealt with appropriately, in close cooperation with our stakeholders.

We, the management and employees of Sinarmas Cepsa, are hereby expressing our highest gratitude for the support of all our stakeholders. We hope that this year's annual report would represent an improvement in our sustainability benchmarks from the previous year. We always aspire to make Sinarmas Cepsa one of the leading companies in sustainability within the global oleochemicals industry.



The 2021 Sustainability Report is the fourth of such reports published by SCPL. This report is a media to convey information to all stakeholders regarding the achievements, performance, commitment, program initiatives, and impact of the Company's operational management for the period of 1 January 2021 up to 31 December 2021, past years' data, as well as ideas and future sustainability strategies as to our role in achieving the Sustainable Development Goals. SCPL is committed to publishing a Sustainability Report annually.





# Company Profile



Attain **Global Leadership** in **Green** and **Sustainable Product**



## “Our Sustainability Report Journey”

2018



2019



2021



2020



# Sinarmas Cepsa Pte. Ltd at a Glance



Sinarmas Cepsa Pte. Ltd



Group name  
GRI 102-1

Sinarmas Cepsa Pte. Ltd.  
Golden Agri Plaza 108 PasirPanjang Road,  
#05-02 Singapore 118535



Head Office  
GRI 102-3

Fatty Alcohols,  
Fatty Alcohols Ethoxylates,  
Anionic Surfactants,  
Fatty Acids & Glycerine



Product  
GRI 102-2



Attain **Global Leadership** in **Green** and **Sustainable Product**





50 % **sinarmas**  
50 % **CEPSA**



Oleochemical Manufacturing Site  
PT Energi Sejahtera Mas



Surfactant Manufacturing Site  
SCDG GmbH





# sinarmas

OU  
SHAREH

## Golden Agri-Resources (GAR)

Established in 1996, Golden Agri-Resources (GAR) now has operations across 13 countries, and our products are delivered to around 100 countries worldwide, including China, India and the USA as well as various destinations in Europe and the Middle East. GAR was listed on the Singapore Exchange in 1999. GAR is a global leader in palm oil production, producing more than 2.35 million tonnes of crude palm oil (CPO) in 2021. We manage about 536,000 hectares of plantations, including smallholder farms, across Indonesia. Our downstream refining and specialty product facilities manufacture high-quality products for the global agronomy, food, oleochemical, and bioenergy markets. We have also launched a sugar storage and distribution business to leverage our shipping and logistics capabilities.

The sheer scale and vertically integrated nature of our operations enable our team of over 100,000 people to ensure efficiency, quality and sustainability across our supply chain. Our operations are innovation-driven and sustainability-led, to ensure that GAR remains a global leader in sustainable palm oil production and your partner of choice. GAR is at forefront of agronomy and technology thanks to our focus and investment in R&D. We have also been expanding our downstream capacity. GAR has cultivated a global, diversified customer base through strong distribution, branding, merchandising, destination processing, shipping and logistics.

With great palm oil production comes great corporate social responsibility. GAR is on track to hit our target to become 100 percent Traceable to Plantation (TTP) by achieving full TTP for 95 percent of palm supply chain at the end of 2021. 100 percent of our plantations have social and community development programs in place. We have also set aside 72,000 hectares for conservation.

GAR, one of Indonesia's largest palm oil companies, believes that economic growth, social progress and environmental protection can and should go hand-in-hand. The keystone in our approach to sustainability is the GAR Social and Environmental Policy, known as GSEP. The GSEP provides GAR with the roadmap to successfully navigate the ever-growing demand for palm oil responsibly. It is a journey we share with our employees, smallholders, suppliers, and customers as we work together to realise GAR's vision of sustainable palm oil and a responsible palm oil industry. For further information, kindly refer to the following website <https://www.goldenagri.com.sg/sustainability/>.



Attain **Global Leadership** in **Green** and **Sustainable Product**





## Cepsa

Cepsa is an integrated energy company owned by Mubadala Investment Company and the Carlyle Group which is active in all stages of the oil and gas value chain: exploration and production, refining, transport and marketing of derivatives, biofuels, cogeneration, and marketing of electricity, with close to 10,000 professionals and a presence on five continents.

Cepsa has developed a global leading chemicals division through a diversified portfolio with production plants in Europe, Americas and Asia which are very closely integrated with the oil refining activities.

- World leaders in LAB and LABSA, raw materials for biodegradable detergents.
- World leaders in the production of cumene
- World's second largest producer of phenol and acetone
- Leaders in solvents sector in Spain, UK and Italy

Cepsa Chemicals produces high value-added products with no end of applications that improve people's lives: plastics, cosmetics, shampoos, bio-degradable detergents, paints, electronic components, pharmaceutical products and much more. In line with its commitment to innovation, product quality and value chain sustainability, Cepsa Chemicals has developed a Multigenerational Plan to also lead the transition for the industry towards more sustainable products and processes.





# Vision, Mission and Our Value

GRI 102-16



## Our Vision

To become a global leading player in the fatty alcohol surfactant market focused on creating value for our customers and stakeholders while being a responsible and sustainable corporate citizen in all the communities where we are present.



Attain **Global Leadership** in **Green** and **Sustainable Product**





## Mission

**1** Establish a global manufacturing and marketing footprint

**2** Develop distinctive competitive advantages in technology and manufacturing capabilities

**3** Achieve excellence in safety, operations and supply chain.

**4** Provide innovative solutions, reliable quality and services for our customers

**5** Attain global leadership in green and sustainable products



### ***Sustainability and Safety***

Our commitment to the safety of people and facilities in daily operations, analysis of risks and the management of change process, the organization and products, as well as the involvement of all personnel in prevention activities. We take ownership with maximum respect to all stakeholders, community and environment for a sustainable future.

### ***Continuous improvement***

We are proud of our work and continue to improve our performance to achieve the desired results and take corrective actions for continuous improvement efforts



### ***Innovation***

We are constantly looking for better approaches and embracing change to adapt our business to the global market and customer demands

### ***Integrity***

We value professional honesty, trustworthiness, and high ethical standards for our stakeholder

### ***Solidarity***

We work in unity amongst individual with common interest, positive attitude and mental support within a group



Attain **Global Leadership** in **Green** and **Sustainable Product**





# Organization Scale

GRI 102-10, 405-1

SCPL's success in achieving excellent performance throughout the years is greatly contributed by its talented, dedicated and resourceful human capital within its organization. Our employees are our key assets. Every individual in our organization has unique skills and talents. We celebrate this diversity and continue to develop a talent pool that will continue to be a fundamental strength to our organization. SCPL is always a strong advocate in developing human capital potential, which will support the company to be more responsive and agile to any changes. SCPL constantly strives to optimize the utilization of Human resources by considering the adequacy of personnel through regular assessment of the Company's organizational needs. This process is critical to support the Company's dynamic business growth in a sustainable manner. As at the end of 2021, SCPL has a total of 466 employees. The number of employees are always in tandem and aligned with its business growth and strategic transformational plans. The following are the profile and demographics of SCPL's human resources, which are categorized based on location, employment status and point of hire.

ESM Employment Status	2021		2020		2019	
	Local	Non Local	Local	Non Local	Local	Non Local
Permanent Employees	158	237	154	226	146	220
Contract Employees	6	3	7	2	10	1
	164	240	161	228	156	221
Total	404		389		377	

HQ Employment Status	2021		2020		2019	
	Local	Non Local	Local	Non Local	Local	Non Local
Permanent Employees	12	14	17	7	18	7
Contract Employees	0	0	0	0	0	0
	12	14	17	7	18	7
Total	26		24		25	

**Our Total  
Employees  
for 2021**

**PT ESM  
404 Employees**

**HQ  
26 Employees**

**SCDG  
36 Employees**

SCDG Employment Status	2021		2020		2019	
	Local	Non Local	Local	Non Local	Local	Non Local
Permanent Employees	36	0	34	1	34	0
Contract Employees	0	0	0	0	0	0
	36	0	34	1	34	0
Total	36		35		34	



# Location of Operation

GRI 102-3, 102-4, 102-6



SCDG GmbH  
Fritz-Henkel-  
straße 8  
Genthin, Germany



**MARKETING OFFICE**



**MANUFACTURING**

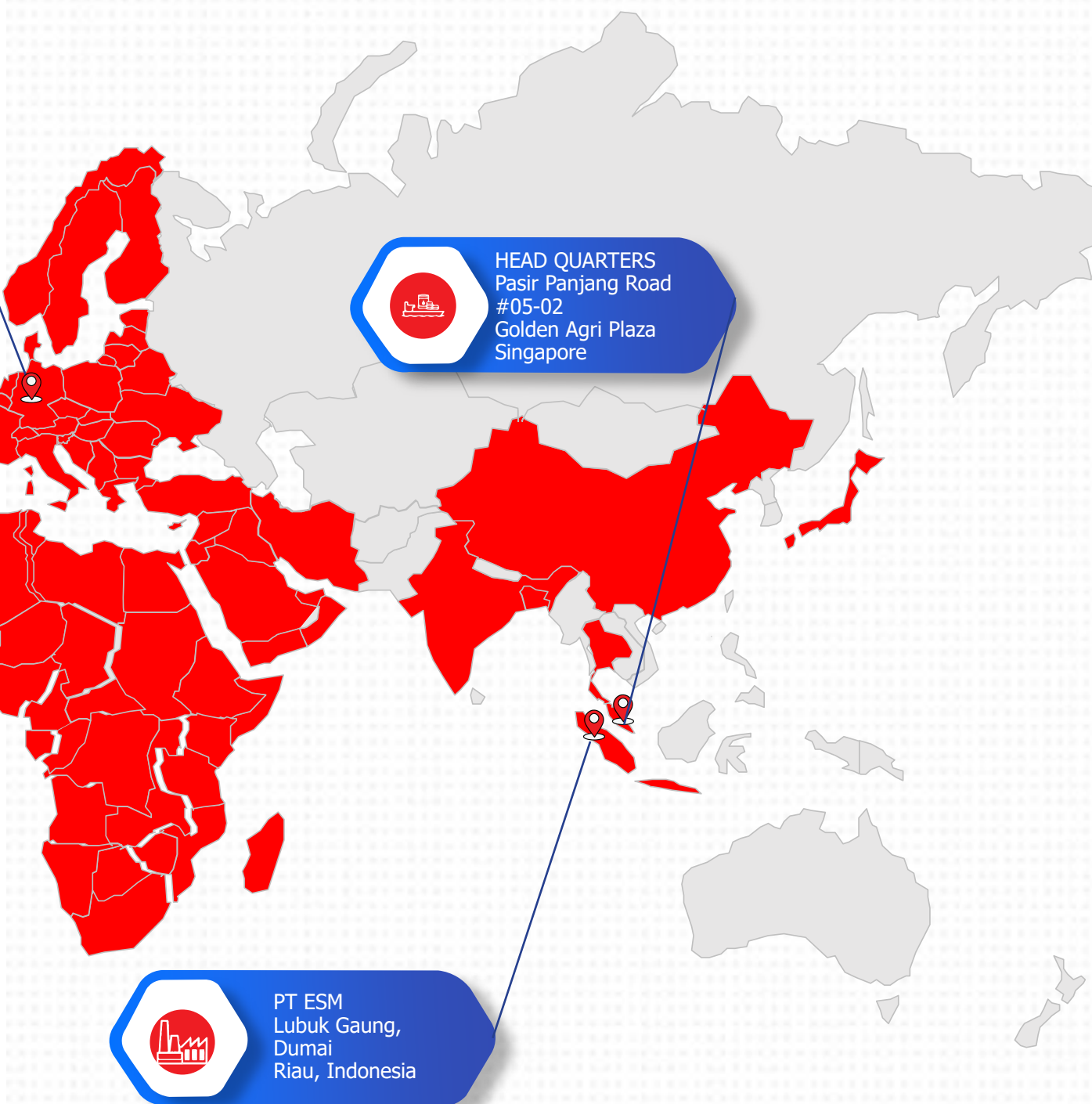


Attain **Global Leadership** in **Green** and **Sustainable Product**



SCPL has two manufacturing sites which are located in Dumai, Indonesia and in Genthin, Germany. Our Headquarters and Commercial Office are based in Singapore. In 2021, there were no significant changes to our operational activities and supply chain operations. We sold 252,105 tons of products from our manufacturing plant in Dumai comprising of fatty alcohol (65%), fatty acids (23%) and glycerin (12%).

A portion of the Alcohols is used as the raw material for Surfactants which are produced at our Sulphation plant in Genthin, Germany. Our products are sold to countries located across the five major continents; namely Asia, Africa, Europe, The Americas and Oceania.





# Supply Chain

GRI 102-9

## ESM RECEIVES MATERIAL

- Receipt of CPKO and other palm based raw materials from Suppliers

## ESM PRODUCT MARKETING

- ESM's products are exported globally including to the SCDG site



## ESM OLEOCHEMICAL MANUFACTURING

Oleochemical products are produced at our world class manufacturing site



Attain **Global Leadership** in **Green** and **Sustainable Product**

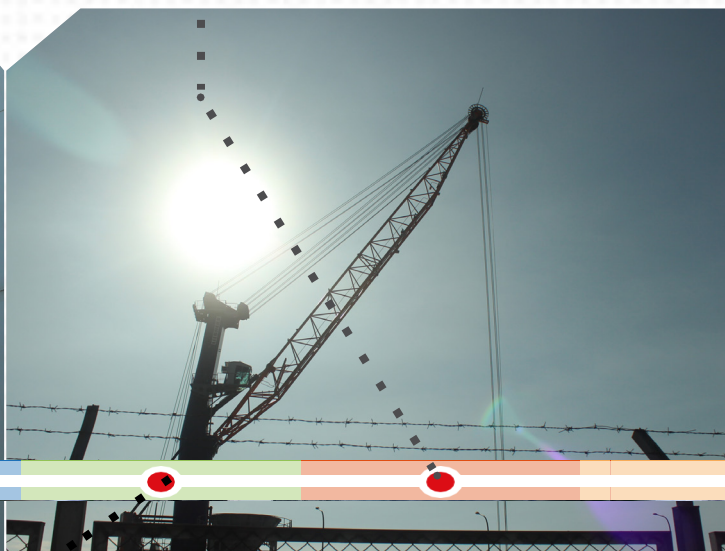


## SCDG RECEIVES MATERIAL

- Receipt of Oleochemical products from ESM and another intermediate supplier

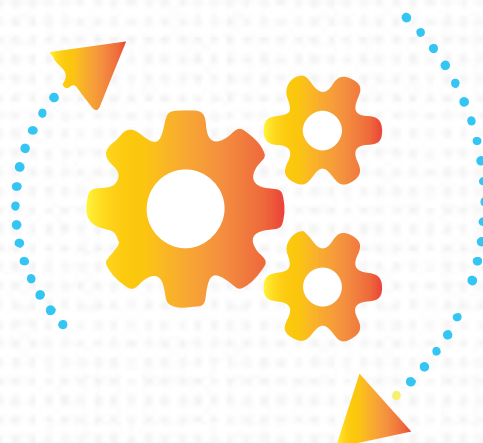
## SCDG PRODUCT MARKETING

- SCDG'S products are mainly for the European market



## SCDG MANUFACTURING PROCESS

A portfolio of surfactants are produced





## External Initiatives

GRI 102-12, 102-13, 416-1



Our organization places high priority on good governance for any strategic decisions to be made with regards to the Company's activities. Any new operational activities are subjected to thorough due diligence, assessment against appropriate market intelligence/benchmarks and objective research. Process changes are objectively reviewed against commercial, safety, sustainability and quality objectives amongst others. Various external certifications, awards and recognitions received have proven our commitment to become a responsible and sustainable global player in fatty alcohol surfactant market.

SCPL's management has always given its absolute dedication and priority towards the health and safety of its people. The manufacturing site in Dumai has an occupational safety and hygiene advisory committee established in 2017 and was registered with the Ministry of Labour under the KEP registration number. 88 /Disnakertrans / SK-P2K3 / VI / 2017. The implementation of its systems are religiously executed, carefully monitored and constantly evaluated for further enhancement and to continually improve the occupational health and safety systems.

We are always committed to fulfilling our customers' requirements and strive to deliver beyond their expectations. Therefore, our organization focuses on stringent standards pertaining to quality systems, food and animal feed safety management systems. To date, our PT ESM site has obtained eleven certifications, ISO 9001: 2015, ISO 22000: 2018, Halal, Kosher, RSPO, GMP + B2, FSSC 22000, BPOM, ISO 14001:2015, ISO 45001:2018 and SEDEX (SMETA), besides that ESM firmly abides by the Equator Principles and Ecovadis Assessment. Our German site has been certified with the energy management system ISO 50001: 2018:, ISO 9001: 2015, Kosher, RSPO and ISO 22716: 2007.



Attain **Global Leadership** in **Green** and **Sustainable Product**



## ESM Quality and Food Safety Certification



## Membership of Association



## SEDG Certification





# Our Commitment to Sustainability

GRI 102-46, 102-50, 102-51, 102-52, 102-54



The 2021 Sustainability Report is for the period from January 1, 2021 to December 31, 2021 and is prepared in accordance with the Basic Optres initiative, 2016, Global Report (GRI standards). The process of identifying the main stakeholders is implemented by group activities mainly by evaluating the impact on the parties related to the two manufacturing sites.



Attain **Global Leadership** in **Green** and **Sustainable Product**





Since 2017, SCPL has continued to prosper and has become one of the preferred oleochemicals and surfactants supplier in the global market. Our business growth is in tandem with our company's sustainable commitment. The cooperation that we have established on the sustainability front, with all the stakeholders such as relevant government agencies, non-governmental organizations, commercial associations, suppliers, customers and the local communities has provided an excellent platform for SCPL to contribute significantly to preserving and improving the environment in the areas in which we operate as well as enhancing the wellbeing and uplifting the lives and economic opportunities of the local and surrounding communities.

## PEOPLE

We consider the implications of all our actions to the environment, employees and local communities, through comprehensive analysis and strategic decision making.



One of our core values is Continuous Improvement, a value which is firmly upheld by our people and has become an integral part of our operational activities whether it is related to the environment, climate change, the health and safety of our people and economic well-being of the local communities in which we operate in. We encourage our people to be more innovative and creative when looking for improvements at increasing energy and water usage efficiency, in conserving valuable resources, reducing waste generation and in preventing air and water pollution. Many efforts have been taken towards executing and implementing our operational sustainability programs as outlined in the "Our Milestones" section.

## PROCESS

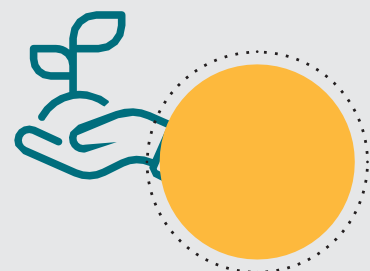
### Continuous improvement

We constantly seek improvements and innovations to all aspects of our operations to ensure we continually operate in a manner that leads to greater energy efficiency, resource conservation and preventive pollution control



## IMPACT

Ensuring that all activities performed at our manufacturing sites impart positive long term and sustainable benefits to the environment, the local economy and well-being of our employees and the local communities



# Our Milestone



## 2020

### Management Certification

- Occupational health and safety (ISO 45001:2018)
- Sedex Members' Ethical Trade (SMETA/SEDEX)
- Equator Principles Assessment

### Pollution Prevention

- Sought relevant authority's approval for the reuse of sludge, filter cakes and activated carbon as fuel for boilers following successful trials (pending approval from authority)
- Installation of high efficiency equipment – 3 VFD units – Total energy saved was 401,798 kWh/year
- Further optimization of energy consumption in Process plants



### Energy Efficiency

- Reduction of specific coal consumption per 56,640 MT steam produced – Total of 1,031 MT Coal equivalent saved
- Increase of condensate recovery by 6.35 % compared to 2019

- To install heat recovery system for condensate return (heat exchanger with Boiler Feed water)
- Scheduled conversion of low efficiency motors (total power saving of 3 VFD = 401,798 kWh/year)

### Resource Conservation

- To further reduce Nitrogen consumption through modification of tank blanketing systems (Nitrogen consumption = 25.80 Nm<sup>3</sup>/MT product, reduction : 10.17% compared to 2019)
- Reuse concentrated BWRO as additional raw water for the Water Treatment Plant at 81,976 m<sup>3</sup>/ year
- Reuse water from drain HE 117 as additional make up water for the cooling tower at 23,331.5 m<sup>3</sup>/ year.
- Recycle waste water from the WWTP effluents via the BDD process
- To improve production yield of main products by reducing yield of by-products from 3% to < 2.5%
- To further optimize catalyst life (extend useful life of catalyst by ~42% vs design)



Attain **Global Leadership** in **Green and Sustainable Product**



### Energy Conservation

- Reduce power consumption at CFPP by Utilising Yonjou pump sea water supply to CFPP and WTP. It has reduced the total emission of 1,718 tCO<sub>2</sub>e.
- Condensate revamping, higher temperature demin water make-up to deaerator boiler (on progress install PHE). It has reduced a total emission of 2,707 tCO<sub>2</sub>e

### Resource Conservation

- Purification of transformer oil. Total transformer oil is 17, with total quantity of 31,012.50 liter. Potential saving of total emission of 2.01 tCO<sub>2</sub>e

### Pollution Prevention

- Utilizing a 20 ton/hr low pressure steam gas boiler, thus reducing 20 ton/hr of steam from the coal boiler. Total emission savings from this is 3,089 tCO<sub>2</sub>e

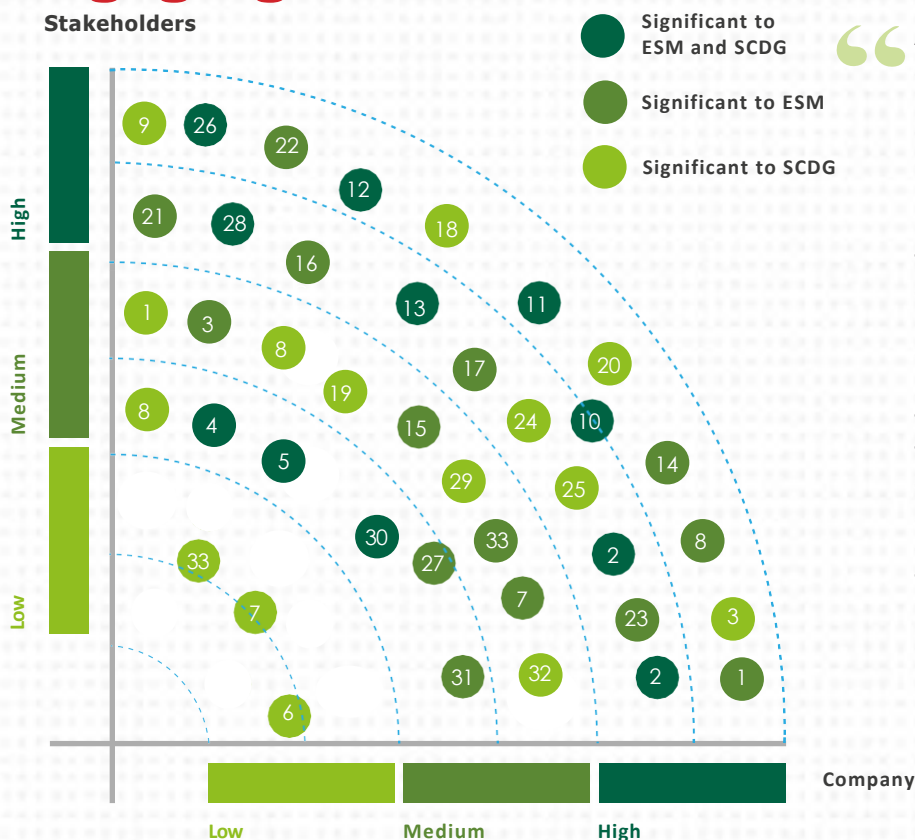
### 2021

#### Management Certification

- EcoVadis Ratings  
ESM obtained Silver Medal



# Engaging Our Stakeholders (GRI 102-40, 102-41, 102-47)



A key aspect to implementing sustainable governance is stakeholders' engagement. SCPL establishes clear, objective and concise forms of communication, co-operation and relationship with each of its stakeholders. The objective is to ensure that the Company understands the current expectations of the stakeholders and aligns them with the Company's initiatives and business strategies. The process of identifying the key stakeholders concerns and their expectations is through focus group discussions mainly by evaluating the impact of the stakeholders' concerns related to the two manufacturing sites, PT Energi Sejahtera Mas (PT ESM) in Dumai, Indonesia, and SCDG GmbH Fritz-Henkel-sträBe 8 Genthin, Germany. The established material matrix is as follows.

Stakeholders		Key Concern
Employee	1	Career Growth
	2	Health & Safety
	3	Wages & Benefit
	4	Ethics and culture
Local Community	5	Economic growth
	6	Basic Village Infrastructure Development
	7	Employment Opportunity
	8	Air and water pollution
Shareholders	9	Demography/secure young generation
	10	Profitability
	11	Business Continuity
	12	Compliance to relevant law
Customer	13	Product Safety
	14	Labor and human right issue
	15	Sustainable product
	16	Management system Certification
	17	Ethic and good governance
	18	Sustainable Supply
	19	Product Certification
	20	Product Quality
Supplier	21	Business opportunity
	22	Local supplier priority
	23	Ethic and good governance
	24	Payment
	25	Social Assessment
Government and regulatory body	26	Compliance with Regulation
	27	Rehabilitation of Coastal Areas
	28	License and authorization
	29	Energy reduction and environmental awareness
Industry Group Association	30	Information Sharing
	31	Strong voice to industrial benefit
Non Government Organization	32	Trainings
	33	Environmental protection



Attain **Global Leadership** in **Green and Sustainable Product**



# Our Sustainability Principles

## Principle 1: Environmental and Energy Management

1. Maximize energy performance, reduce operating expenses and increase shareholder value by actively and responsibly managing energy consumption.
2. Demonstrate commitment to our community and leadership in our industry, by reducing environmental impacts associated with energy use.
3. Report and reduce greenhouse gas emissions.
4. Improve Waste Management.

## Principle 2 : Social and Community Engagement

1. Respecting the right of local communities to be informed and consulted about company's activities.
2. Responsible handling of concerns, complaints and grievances.
3. Responsible resolution of conflicts.
4. Open and constructive engagement with local, national, and international Stakeholders.
5. Positive economic, social and community development.
6. Empowering people through community development programs.
7. Respecting Human Rights.

## Principle 3 : Work Environment and Industrial Relations

1. Recognizing, Respecting and Strengthening the rights of workers
  - a. Practice ethical recruitment.
  - b. Prohibit the use of child labour and take measures to prevent the use of such labour in connection with our activities.
  - c. Prohibit the use of forced or bonded labour and take measures to prevent the use of such labour in connection with our activities.
  - d. Provide employment contracts to all workers in a language they understand.
  - e. Ensure our wage administration including distribution, schedules and language used are direct, timely and clear.
  - f. Ensure all workers are paid a wage equal to or exceeding the legal minimum wage.
  - g. Production target is used to calculate premium on top of the minimum wage.
  - h. Ensure working hours meet legal requirements.
  - i. Ensure all overtime is voluntary and compensated at a premium rate consistent with national law or Collective Labor Agreement (CLA).
  - j. Respect workers' freedom of association and the right to collective bargaining.
  - k. Ensure diversity within our workforce.
  - l. Practice zero tolerance of sexual and all other forms of harassment and abuse.

## Principle 4: Market Place and Supply Chain

1. Traceable and transparent Supply Chains.
2. Support to suppliers.
3. Due diligence approach.
4. Compliance with all relevant national laws and international certification principles and criteria.

## Principle 5 : Innovation Through Technology & Development

1. We embrace technology innovation as part of our business process enhancement to meet customers' needs for on spec environmentally friendly products aligned to Quality Management System that we apply to all areas where SCPL operates. SCPL innovates to enhance its business process and deliver value to its customers.
2. Continuous Improvement and Innovation drives our team to review and find new ways to promote the efficiency and effectiveness of our business processes and products. We value new innovative ideas or initiatives from our internal stakeholders.



# Governance Body

GRI 102-18

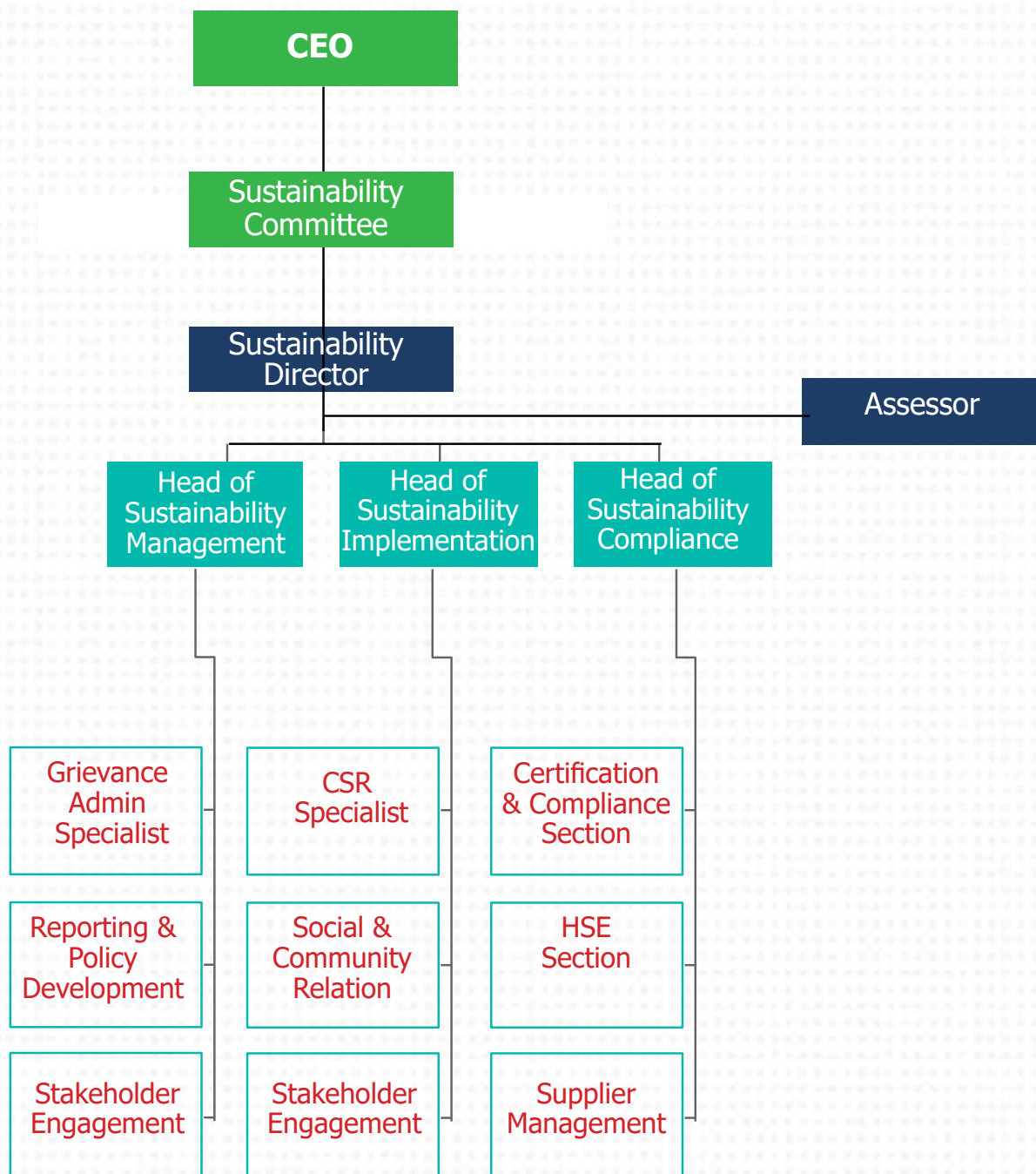


Attain **Global Leadership** in **Green** and **Sustainable Product**



# Governance Structure

The Company's organization structure on Governance and Sustainability aspects is spelled out in its' Social and Sustainability policy No. SSP.01.2018.SUS. The objective of having the structure is to support the implementation of the Company's good governance and sustainability goals. The Sustainability Committee oversees all issues concerning sustainability, as well as the fulfilment and implementation of social and environmental obligations. The organization chart below shows how we manage the sustainability aspects in our group.



# Anti Corruption

GRI 205-1, 205-2, 205-3



Bribery or extortion in any form, whether in cash or in kind, is not tolerated. No one is allowed to abuse their power in this way.



Abuse of position are prohibited by accepting or offering any money, products, discounts, commissions, or in kind.



Personnel shall not misappropriate or steal the Company's assets, intellectual property rights, confidential information, or property. This restriction also applies to providing any stakeholders with inaccurate or misleading information.

As the saying goes, "crime is born not only because of an intention, but opportunity". We are absolutely committed to preventing corruption in our organization. We continue to improve and strengthen the internal controls. All transactions with clients, suppliers, the representatives of the government and third parties are done fairly and transparently.

We have a dedicated and confidential platform for those who wish to report or inform any potential misappropriation activity without fear of reprisals. In 2021 we have not received any such report or information. We continue to enhance our internal controls and governance to prevent and eliminate any opportunity for corruption to happen.

All complainants may submit a report to :

E-mail: [whistleblower@sinarmascepsa.com](mailto:whistleblower@sinarmascepsa.com)

Addressed to:

whistleblower Handling Team Sinar Mas Cepsa Pte. Ltd.  
Golden Agri Plaza 108 Pasir Panjang Road  
Singapore



Attain **Global Leadership** in **Green and Sustainable Product**





# Grievance Handling

GRI 102-53



Sinarmas Cepsa provides an official communication channel for grievances to be addressed by stakeholders; namely the local communities situated near the Company’s operations, non-governmental organizations, human rights and social activists along with a mechanism for the corresponding handling of any social and environmental impact. Grievance issues are assigned to the relevant site unit and the respective Sustainability team leader will manage any grievance received. All Grievances will be addressed promptly, and appropriate action will be taken to resolve any grievances in accordance with the company’s standard procedures. Besides that, the company’s grievance procedure safeguards the confidentiality of the issuer. The process on managing grievances in SCPL is as outlined in the graphics below.

Stakeholders can submit their grievances via the following email and/or address below.

E-mail: [grievance@sinarmascepsa.com](mailto:grievance@sinarmascepsa.com)  
Addressed to: Grievance Handling Team Sinar Mas Cepsa Pte. Ltd.

Golden Agri Plaza  
108 Pasir Panjang Road  
Singapore



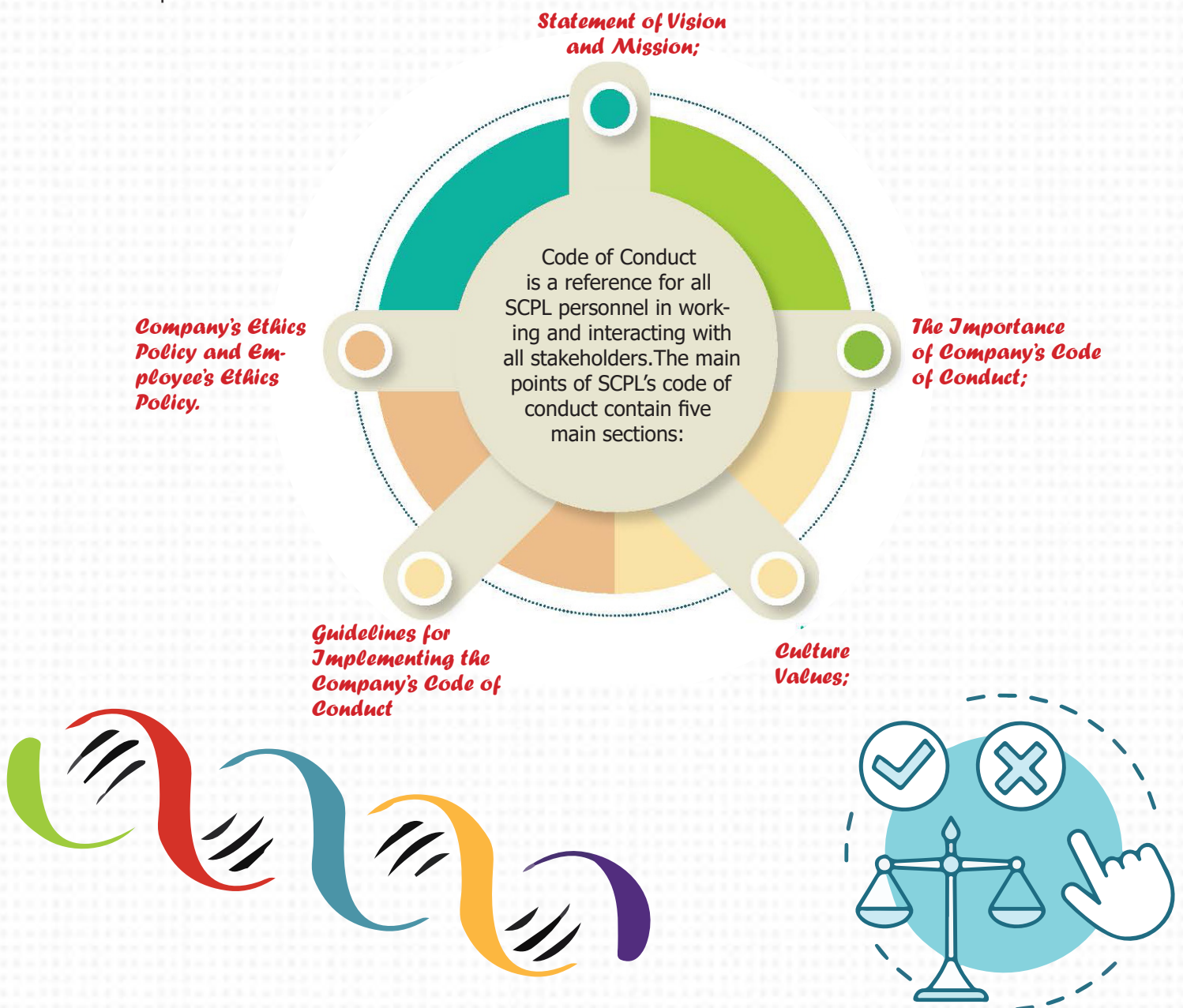
# Ethics and Compliance

GRI 102-41, 205-2, 401-2, 406-1, 407-1, 408-1

Good Corporate Governance (GCG) Principles within SCPL are implemented as the basis of understanding that underlies every activity and business process carried out by the Company. We understand the importance of aligning the conduct and actions of all personnel in our organization in accordance with the Company's goals and objectives to realize the GCG principles. We are compelled to conduct all business and operational activities with integrity and in line with applicable laws and ethical standards. The Company's Code of Conduct, which has been published, must be followed by all personnel in our organization. The Code of Conduct is a clear guideline designed to promote ethical and professional practices. The code of Conduct is a reference for all SCPL personnel in working and interacting with all stakeholders. The SCPL's code of conduct contains five main pillars:

We always uphold the company's Code of Conduct in the form of our actions, our attitudes and commitments which are carried out diligently following what is stipulated in the Statement of Compliance with Code of Conduct, Statement of Absence of Conflict of Interest and Integrity Pact.

The Code of Conduct values is disseminated regularly through channels available in our organization, including various information technology platforms that are easily accessible by all Company's personnel, such as e-mail, company's official website, visual banner and forums.



Attain **Global Leadership** in **Green** and **Sustainable Product**



We've also adhered to the ETI Base Code practice, which consists of nine elements cascaded into a policy that shall be followed by all our stakeholders.

#### **1. Employment is freely chosen**

SCPL has a formal policy with regards to Ethics and Compliance as espoused in its official Code of Conduct (CoC) policy. A copy of the CoC is provided to each and every employee who has the responsibility to read and understand its terms and abide by them. Additionally, relevant training with regards to Ethics and Compliance subjects are provided for our employees.

#### **2. Freedom of association**

SCPL and its business units strictly adhere to the no forced labour and do not tolerate any type of discrimination in the workplace. Employees are hired based on their qualifications, experience, and competence. This policy also applies to our 3rd Party employees, and our Human Resources conducts periodic audits to ensure their compliance.

#### **3. Working conditions are safe and hygienic**

SCPL and its business units follow the law and apply the OHSAS 45001 standards to maintain a safe and healthy working environment for our employees and contractors. Employees and contractors receive training as well as clearly defined in work safety procedures. The company provides facilities to meet the regulatory requirements on safe and hygienic working conditions including facilities for emergency cases, safety tools and equipment and personnel protective equipment to always ensure their safety and well-being.

#### **4. Child labour shall not be used**

When it comes to employing personnel, SCPL strictly follows the principles of the International Labour Organization (ILO) as well as relevant laws and regulations, such as minimum age limits. Our Human Resources department also reports employee-related information (such as age) to the Local Labour Office on a regular basis, as required by law.

#### **5. Living wages are paid**

SCPL and its business entities are in full compliance with minimum wage laws. In addition to a monthly salary, the Company provides other benefits to eligible employees such as meal allowances, shift allowances and subsidized loan for motorcycles and cars. Our plant in Dumai utilizes an integrated software system to integrate its employee attendance records, overtime tracking together with its wage processing system to ensure a smooth, seamless and transparent remuneration system.

#### **6. Working hours are not excessive**

We ensure that working hours across all our business in different geographical areas are in accordance with national laws. Overtime work is on a voluntary basis, is diligently monitored and fairly remunerated in accordance to prevailing laws.

#### **7. No discrimination is practised**

We believe in equal opportunities for all and have zero tolerance towards any form of discrimination be it based on race, caste, religious beliefs, nationality, age, disabilities, gender, marital status, sexual orientation, union membership or political affiliation. This applies across all our human resource processes such as recruitment, access to training, promotions, termination or retirement.

#### **8. Regular employment is provided**

Work performed at all our sites strictly adhere to employment laws applicable to each location. We continuously stay abreast of prevailing employment laws and ensure we comply with them at all times.

#### **9. No harsh or inhumane treatment is allowed**

Any form of physical abuse, verbal abuse, sexual harassment, intimidation and violations of our Code of Conduct in relation to treatment of employees is not tolerated. Proven violators will be dealt appropriately in accordance with our Company policy and applicable laws governing such activities.





# Social Performance



Attain **Global Leadership** in **Green** and **Sustainable Product**





# Continuing to Enhance Safety Culture

“Our organization has always placed the highest priority on the safety and security of our people and assets. Therefore, programs and initiatives to enhance the safety culture of our people is fully supported by the management. Every individual in our organization is fully aware of the Safety goal which is to achieve zero workplace accidents. This commitment is clearly stated in the company’s HSEQ policy.”

## Management Approach

GRI 103-1, 103-2, 103-3

It is a compelling need of the company to have a strong safety culture to ensure all safety regulations and best practices with regards to Occupational Health and Safety are met and complied with. There’s no compromise when it comes to the health and safety of our employees and contractors.

Some of the key regulations which we adhere to are as below :

### Indonesian Regulation:

1. Indonesia Law no. 1 (1970) governing Occupational Safety and Health (e.g. work safety requirements, guidance, supervision, work accidents and Occupational Health and Safety Steering Committee)
2. Indonesia Law no 13 (2003) regarding employment (Job Training, Employment and Employment Relations)
3. Any local rules, legislations and best OSH practices across all our sites and offices

### Germany Regulation:

1. ArbSchG (Occupational Safety and Health Act) is a German Law on the implementation of occupational Health and safety measures to improve the safety and health protection of employees at work (regular controls by security officer and 4 meeting per year by an Occupational Safety and Environment Committee)
2. „ArbZG“ -Working Hours Act: regulates the minimum and maximum working time of employees
3. „JArbSchG“ -Youth Labor Protection Act

# Occupational Health and Safety



## Initiatives

Under our robust HSE management system, which oversees critical operational operations at our sites, we have a comprehensive list of Safety Fundamental Practices. These safety practices are mandatory for all employees and contractors working on our premises. The Safety Fundamental Practices regulate critical work operations:

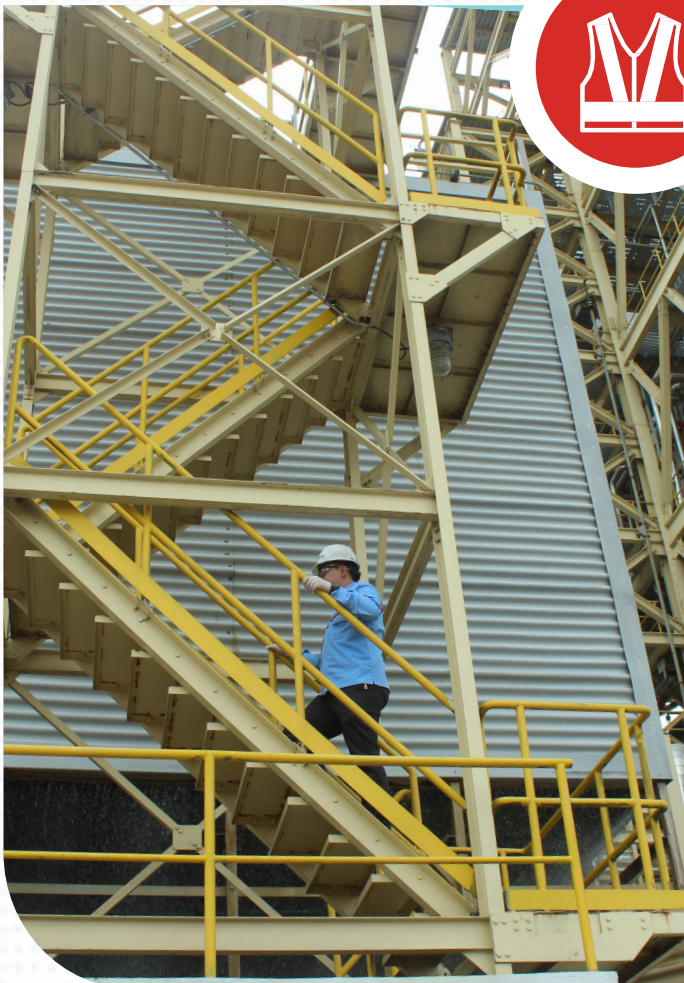
1. Permit to Work
2. Working at Heights
3. Transfer of Products
4. Management of Change
5. Lockout Tagout
6. Confined Space Entry
7. Motorized Vehicle
8. Safety driving

## Our Commitment:

To achieve zero work place accidents, prevention of occupational hazards and a healthy work force

## Realization:

- LTIR : 0.278
- Engaging renowned safety consultants (DSS – DuPont Sustainable Solutions) to evaluate the organization safety culture and to determine sustainable improvement action.
- Continue enhancing the Safety Fundamentals program.
- Implemented the Pre-Startup Safety Review (PSSR) process
- Establishment of Infrastructure, Facilities, & Human Resources in the Prevention and Control of COVID-19



SCPL examines the adequacy and efficacy of its Occupational Health and Safety ("OHS") practises across all its locations on a regular basis. Every six months, evaluations are held in the presence and supervision of the site's top management and key operations personnel. Regular reviews/ evaluations are conducted on our HSE matrix, Permit To Work ("PTW") compliance and Incident Rates/Cases as well as a regular review/ update of the HSE KPI matrix. This periodic assessment is important to provide us with the actual status of the effectiveness of our site HSE systems and enable appropriate actions to be taken to further enhance our HSE practises with a clear focus on prevention rather than correction. To help provide an in-depth evaluation of the safety management systems we have implemented, in 2021, we engaged a Safety Consultant to conduct a thorough independent and objective analysis/assessment. The outcomes of the analysis/assessment will be used to help us develop an even more robust, sustainable and effective preventive and corrective action system to further enhance our HSE management systems.



Attain **Global Leadership** in **Green** and **Sustainable Product**





### 1. Mindset

Changing the mindset and increasing employee awareness on the importance of maintaining personal safety and a safe work environment as a shared responsibility.

### 2. Knowledge

The reciprocal relationship between safety, quality, and the environment is an OHS principles that all employees must understand.

### 3. Response Speed

Provision of employee skills related to speed in handling emergency situations (fires, explosions, gas leaks, natural disasters, etc.)

*Three Pillars  
of OHS*



Our OHS management system and policy provides the foundation and fundamental principles in guiding the organization to continuously improve its Occupational Health and Safety performance. These guidelines are intended to ensure that all of SCPL's activities fully comply with local and national government regulations. Occupational health and safety regulations and current standards are planned and strategized to increase the effectiveness of their implementations to prevent workplace accidents, process incidents and occupational related diseases. Our facilities conduct yearly OHS compliance audits in line with the ISO 45001: 2018 OHS standards, annual management review for both external and internal OHS audits findings and improvement actions related to OHS. We engage our employees in the development, implementation and evaluation of OHSMS, through P2K3 (Occupational Health and Safety Steering Committee) meetings, HOD Safety audit conducted by site management team at least once a month, departmental safety briefings, Job Safety Analysis and regular joint reviews related to work procedures and work instructions and conducting dissemination and certification in the field of OHS.

We provide regular training to all our employees on critical key OHS topics, such as: Basic Knowledge of OHS, Management of High-Risk Jobs, First Aid, Emergency Response, Firefighting Systems and Work Accident Investigations, working at height, LOTO, confined space, safety fundamental and hazardous material handling. Our employees' understanding of the topics is then assessed to determine their level of comprehension and to identify whether additional training is required.

**Safety is my LIFE**



Attain **Global Leadership** in **Green** and **Sustainable Product**





SCPL performs emergency response drills on a regular basis at its manufacturing facilities. In 2021, SCDG conducted 4 emergency drills, while PT ESM organized a total of 10 emergency response exercises, which were handled by our employees who are trained and qualified as emergency response personnel.

Fire drills, evacuation drills, and chemical spillage drills were all part of the emergency response exercises. Such drills are essential for maintaining our readiness to respond to actual emergency circumstances. The detailed types of drills that were conducted at PT ESM and SCDG in 2021 are listed in the tables below.

No	ESM's Drill Types	Date	Location
1	Fire	22-Jan-21	Utility
2	Fire	22-Feb-21	Fatty Alcohols Plant
3	Fire	27-Mar-21	Fatty Acids Plant
4	Evacuation	24-Apr-21	Logistic
5	Fire & Evacuation	28-May-21	Packaging Plant
6	Fire & Evacuation	22-Jun-21	Power Plant
7	Fire & Evacuation	30-Jul-21	Maintenance
8	Spill	25-Aug-21	Technical Warehouse
9	Fire & Evacuation	30-Sep-21	Admin Building
10	Fire	30-Okt-21	QA/QC (Laboratory)

No	SCDG's Drill Types	Date	Location
1	Fire	04-Mar-21	Plant
2	Fire	02-Jun-21	Plant
3	Fire	03-Jun-21	Office
4	Fire	01-Nov-21	Plant

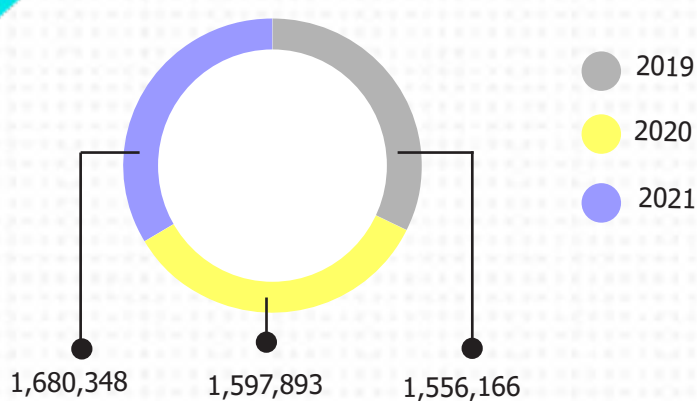


## Occupational Health and Safety Performance

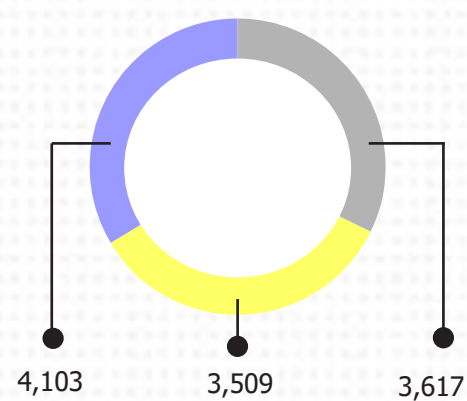
GRI 403-6, 403-7, 403-9, 403-10



ESM Safety Man Hours



SCDG Safety Man Hours



No	SCDG OHS Performance	2019	2020	2021
1	First Aid	0	0	0
2	Industrial Incident	0	0	0
3	Safety Observation	0	0	0
4	Fire Incident	0	1	1
5	LOPC	3	2	2

No	OHS Performance	2019	2020	2021
1	First Aid	13	6	5
2	Industrial Incident	16	2	8
3	Safety Observation	368	362	679
4	Fire Incident	3	0	1
5	LOPC	3	2	2



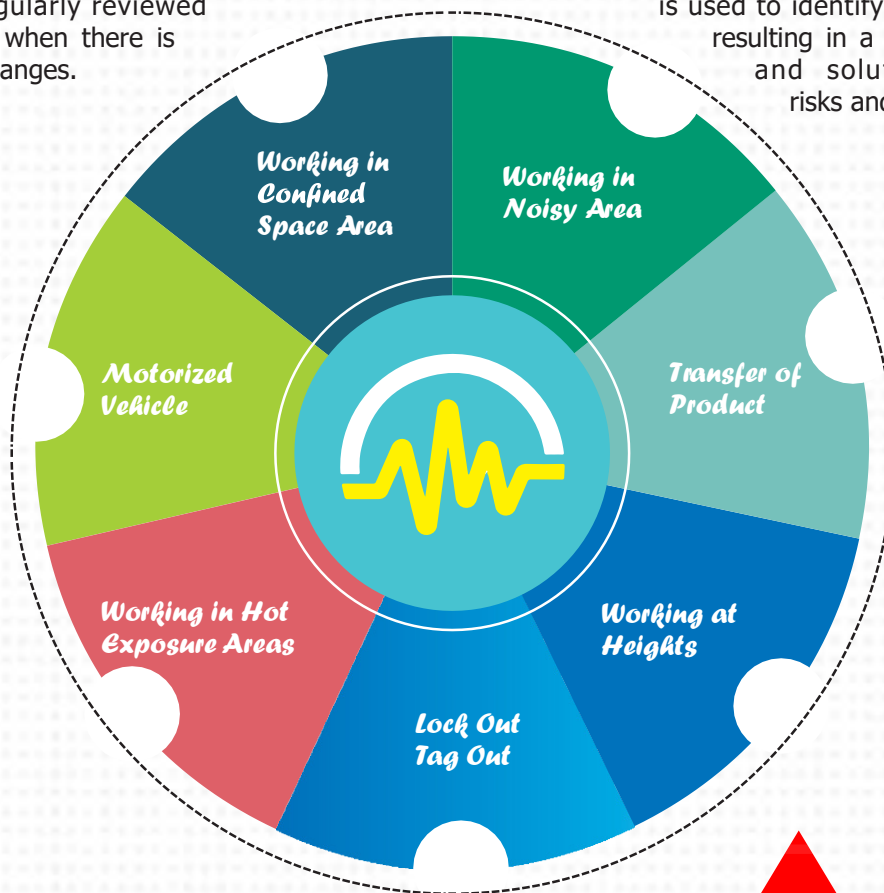
Attain **Global Leadership** in **Green and Sustainable Product**



# Identification of High-Risk Job

The Hazard Identification Risk Assessment and Determining Control (HIRADC) process methodology is used by SCPL to conduct risk mapping at our manufacturing plants. This tool helps our organization to identify the prevention and treatment programs for all the potential risks of work accidents and occupational illness. HIRADC is regularly reviewed every year or when there is any process changes.

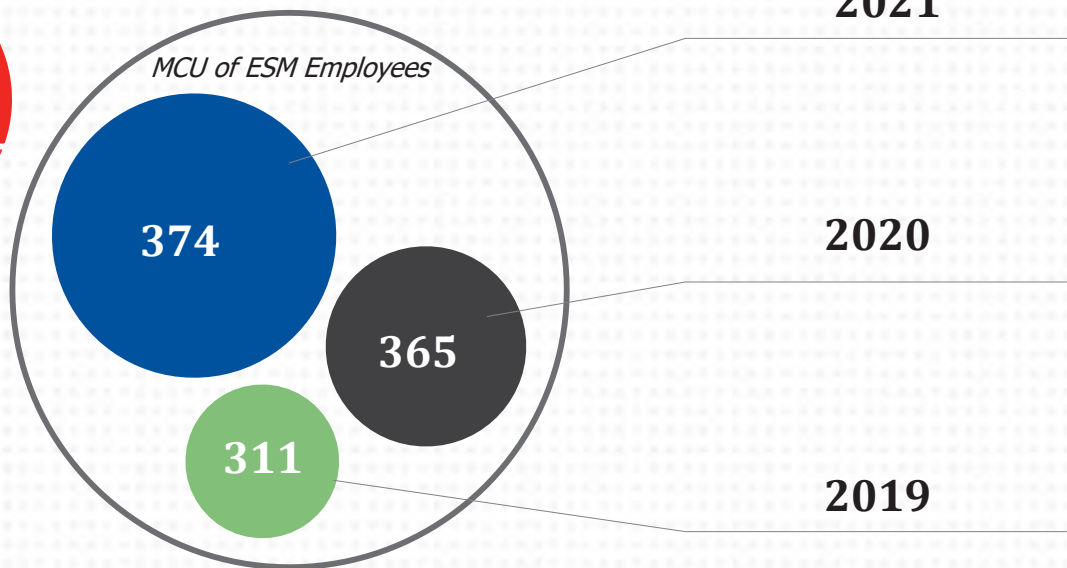
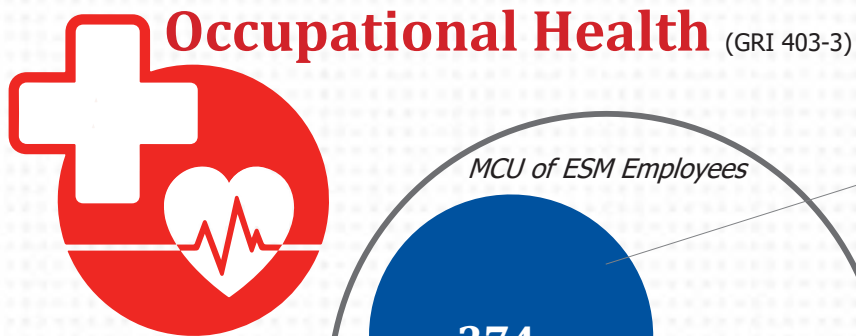
The area owner or process owner for each related department is mandated to complete the HIRADC form to map all the potential risks and potential hazards related to their work. The head of department for each area is responsible to verify and approve the information before submitting it to the OHS unit for validation. The HIRADC form is used to identify potential hazards, resulting in a sustainable action and solution to eliminate risks and hazards.



PT ESM's achievement in obtaining the ISO 45001:2018 certification demonstrates our commitment to maintaining high OHS standards. We maintain a high level of consistency in our OHS procedures, and in incorporating it into our daily work culture. OHS vigilance and a higher level of focus are prioritized for our employees who work in high-risk OHS tasks and areas. They are given adequate training on the procedures and their competencies are continuously assessed. The 7 types of high risk work include:

(i) Working at Heights, (ii) Working in Confined Spaces, (iii) Working in Hot Exposure areas, (iv) Motorized vehicle, (v) Working in Noisy area, (vi) Transfer of Product, (vii) Lock Out Tag Out





## Health Program Participation

We continuously assess the occupational health condition of our workforce. PT ESM conducts its employee Medical Check Up annually. It has a collaboration with a third-party facility which is certified by the authorities in providing such services and consultation. From the results of the medical checkup carried out, the occupational related illness if any are then further analyzed to identify personnel and type of work that are at risk. Based on the examination results in 2021, employees of the Company are 100% fit to work, thus there are no occupational diseases reported and there are no cases of death due to occupational-related illness.

The increase in total MCU participants is in line with the growing number of our employees. Our indirect workers' annual medical checkup is the responsibility of their employers. The results of the medical examinations are shared with us for purposes of monitoring action. We provide in-house clinic facility services for our employees and indirect workers, 24 hours a day to enable them to receive prompt medical treatment/consultation, particularly as a first response treatment in emergency situations. We also carry out health program such as joint Zumba dance exercise for all employees and third-party workers. This program is carried out every month as part of our efforts to ensure our employees maintain healthy states of body and mind



Attain **Global Leadership** in **Green** and **Sustainable Product**





## Continuing Commitment to new normal phase

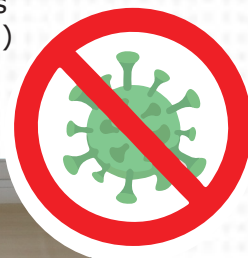


Throughout 2021, SCPL continued to demonstrate its high level of commitment to prevent and break the chain of the Covid-19 transmission. The Covid-19 Management Team is assigned to serve as the Covid-19 Countermeasures Task Force within the company. This team is responsible for ensuring the implementation of health protocols in the company is carried out assertively and consistently at all operational sites. In addition, the task force also monitors and updates on information developments of Covid-19 in each operational area, including latest regulations and directives issued by government authorities.

Our Covid-19 emergency condition handling protocols which were developed in 2020 (especially to manage situations where employees exhibit Covid-19 symptoms or situations of potential transmission) were continued to be carried out in 2021. The health protocol initiatives and activities in SCPL to break the chain of Covid-19 transmission are as follows :

1. Vaccination for all employees in collaboration with the local government Covid-19 task force and Health facilities to accelerate the target of achieving communal immunity.
2. To facilitate tracking and control of employees restrictions, the Company requires employees to use Peduli Lindungi app before entering the workplace.
3. Procedure is in place for employee to report any suspected cases of Covid-19 (symptoms of fever/ cough/cold/sore throat/shortness of breath) for immediate monitoring. Employees are required to report to their supervisor, and Clinic then will report it to the Covid-19 Management Team.
4. Body temperature checks for every employee at every entrance of plant/ offices.

5. For preventive measure, company has provided vitamins and medicines based on recommendations of the Company's doctors. Multivitamins intake can increase employees' immunity.
6. Physical Distancing at work area. Setting the distance between employees at least 1 meter for each work activity (workstation arrangement, chair arrangement in the cafeteria, etc.)
7. Provide more hand washing facilities (soap and running water) along with educational posters on how to wash hands properly
8. Provide hand sanitizer in strategic places (such as entrances area, meeting rooms )
9. Regular socialization and education of Covid-19.





## Employee Management

GRI 102-8, 401-1, 401-3, 402-1, 404-1, 404-2, 405-1



Our people are our greatest assets. We commend and greatly acknowledge the efforts and contributions made by our people particularly during the Covid-19 pandemic period. Our business activities continued to progress uninterrupted and with significant business results improvements seen in 2021. This was made possible largely due to our people who demonstrated strong commitment, perseverance and competency in effectively and efficiently executing our company's operational activities throughout the pandemic.

In our commitment to achieve human capital excellence, we incorporate a fair and transparent human resource management and development system and continuously support the enhancement of our employees competency, skills and expertise.

In addition, we strictly abide by all the established provisions and regulations for fair remuneration and wages for our employees.

### General Provisions:

- Indonesia Law No. 13 (2003) : The Law on Manpower Affairs
- Indonesia Law (Cipta Kerja) No. 11 (2020)

### Realization

- The remuneration does not take into account employee's gender, but performance assessment of each individual; and
- No incidents of discrimination and harassment were reported in 2021



Attain **Global Leadership** in **Green** and **Sustainable Product**





## Employees' Recruitment and Turnover

To attract individuals with the best qualifications and experience, SCPL conducts an open recruitment process. The recruitment process consists of five stages, i.e., (1) administrative selection, (2) academic and general ability selection, (3) psychological selection, (4) health screening and (5) All processes are managed by the Human Resource Department at our respective operational sites

In this process, SCPL also prioritizes the principles of diversity and equality regardless of gender, ethnicity, race, religion, or any other aspects of discrimination. In 2021, the total number of new employees recruited was 22 personnel in PT ESM, a decrease of 6 people compared to 2020. For the recruitment of non-local employees, there was a reduction of 4 people while the recruitment of local employees decreased by 2 people in 2021. The decline in local employee recruitment occurred due to the comprehensive screening process adapted by our local human resource team to ensure the right candidate possessing the required skills and criteria for the positions needed by the company are hired.

In a highly competitive industry such as ours, employee turnover is a common occurrence. We support the principle of Employment is Freely Chosen (as stated in our ETI base code). Every employee are also given the opportunity to express themselves freely without fear or favour. We've managed to keep our employee turnover rate at a manageable level in our industry. At ESM, 14 employees decided to explore opportunities outside the organization and 9 employees at the HQ. No personnel resigned at SCDG.

## Maternity leave entitlements

Maternity and Paternity Leave Entitlements in accordance with Indonesian Laws are adhered and included in the ESM Site employee handbook. Female employees are entitled to get 1.5 months off before and after giving birth, whilst male employees are entitled to as many as 3 days of paternity leave. In SCDG we follow the MuSchEltZV ordinance. Parents can take up to 3 years of Parental Leave under this regulation as long as they abide by certain specific criteria. From the day a female employee gets pregnant, rules such as no night shifts and only working in the laboratory under extremely safe conditions apply, e.g., no handling of dangerous chemicals begin to apply.



## Employees' Remuneration, Health and Social security

SCPL values and acknowledges its employees performance and accomplishments in helping to meet and exceed the Company's goals and targets by providing appropriate remuneration and benefits. We have implemented competitive remuneration standards by consistently conducting salary and compensation benchmarking exercise with other organizations in similar industries and always comply with government regulations. Remuneration also considers the competency, capability and individual performance.

We do not differentiate the remuneration by gender for each employee category in each working area of the Company.



Our employees located at Dumai, Indonesia are covered by the SIMAS SEHAT Insurance which is provided by PT Asuransi Sinar Mas. It's a cashless program for employees seeking treatment that is governed by the policy's terms and conditions. We strictly follow the BPJS Health and BPJS Employment laws, both of which are governed by statutory laws. Similarly, our employees in SCDG have benefits such as child care contribution, payment of a healthy bonus for each month the employee is able to work and increasing the number of people who donate blood by providing fully paid time off to do so and contribution to a private long term care insurance policy in addition to the mandatory long term care insurance.

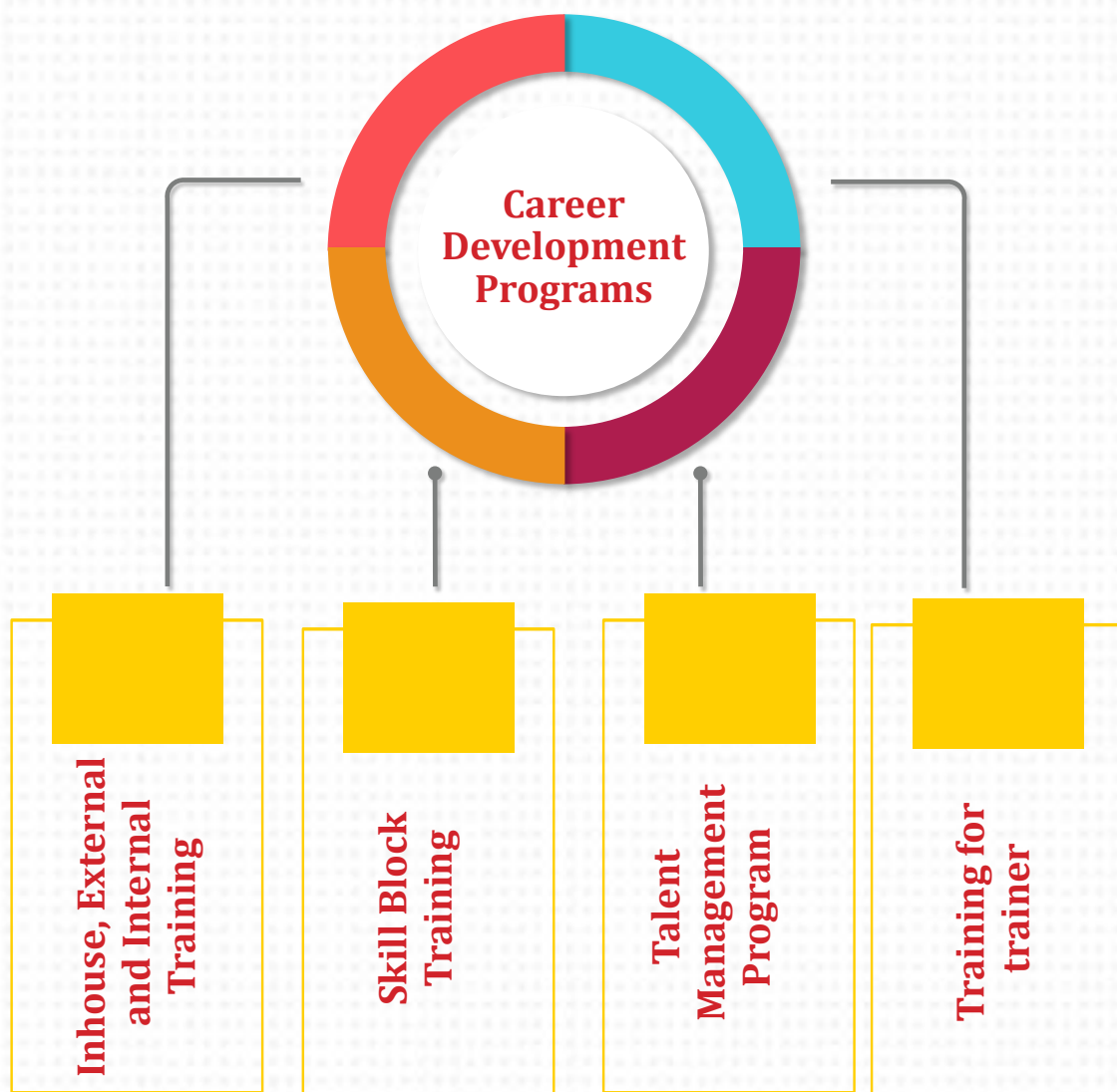


Attain **Global Leadership** in **Green** and **Sustainable Product**



## Performance Assessment and Career Development

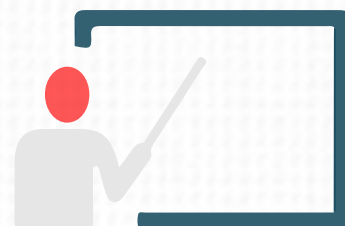
Employee's performance assessment is carried out annually by evaluating the performance accomplishment of an employee. Every employee is entitled to a performance evaluation at the end of each semester in terms of performance evaluation. The assessment is conducted using the set of objectives and KPIs. The performance assessment is based on employee's performance, technical competence, and behavior. The result of this assessment will be used as a reference in career development, remuneration and promotion of employees. In 2021, all SCPL employees at all levels in the organization, have undergone the performance evaluations process. In ESM, based on the 2021 performance assessment, 79 employees have been given a promotion.





SCPL is committed to providing opportunities for all employees to develop their competencies, to support their career development and to improve their individual performance. During this pandemic, we had restructured our competencies and skills development program for our employees including ensuring that the training programs fully complies with applicable health protocols. Training is carried out online and offline. The process of selecting a trainer and a course is carried out diligently to ensure that it is relevant and adequate to fulfill the training needs of the participants. The effectiveness of each training session is determined by providing feedback to the trainer and as well as by assessing employee work performance which are linked to the training topics.

As an effort to accelerate the improvement of employee competencies and skills in the form of hard skills and soft skills, the company held a program, which is Skill Block Training (SKBT) specifically to improve hard skills related to their work and Talent Management Program (TMP) to improve soft skills such as leadership, communication, collaboration, etc. This program is consistently analyzed and monitored periodically, so that the effectiveness of this program can be measured properly and objectively.



No	Total Training Hours based on Site	2019	2020	2021
1	PT Energi Sejahtera Mas	11,909	11,293	15,030
2	Sinarmas Cepca Deutschland GmbH	1,013	651	422
3	Headquarters, SCPL	107	48	603

No	Average Hours of Employee for each Site	2019	2020	2021
1	PT Energi Sejahtera Mas	30.7	29.03	36.8
2	Sinarmas Cepca Deutschland GmbH	29.79	18.6	11.5
3	Headquarters, SCPL	4.28	2	23



Attain **Global Leadership** in **Green** and **Sustainable Product**





## Community Empowerment

GRI 413-1



SCPL is dedicated to improving the lives of its local communities. This is achieved through actively engaging with the neighboring communities to recognize their desires and aspirations and formulating appropriate initiatives and programs to meet those expectations.





### PT ESM Distributing Food Packages to Surrounding Communities



In line with the company's goal of wanting to grow and develop with the local communities, PT ESM is committed to improve the livelihood of the local communities by providing appropriate food aid. One of the activities was the provision of 100 food packages. This activity was carried-out on March 8, 2021 at the ESM Sport hall. This event also aims to strengthen the relationship between management and the neighboring communities. This program was specifically for the poor and orphans as verified by the heads of the RT in their respective areas.

This food package consisted of a bag of rice, eggs and cooking oil, items comprising basic household needs. In 2021 this activity was carried out in 2 sessions. The second session was held on August 2, 2021 and included a prayer session to welcome the holy month of Ramadan. The people who received the assistance were very grateful and hoped that this program would be sustainable.



### PT ESM Distribution of Hand Washing Equipment

During this pandemic, many activities were carried out to break the chain of transmission of Corona Virus Disease -19, one of which is to practice a Clean and Healthy Lifestyle where one of the key measures is ensuring the washing of hands with soap. PT ESM handed out hand washing equipment to two schools, namely SMPN 6 Dumai and SMKN 4 Dumai. The school that received the assistance really appreciated this activity, because it could reduce their burden in providing hygiene tools to deal with the COVID-19 outbreak.





### PT ESM Donating a Cow to the Local Community



The Eid al-Adha in 2021 was celebrated under the COVID-19 pandemic situation. Nevertheless, PT Energi Sejahtera Mas (ESM) continued to show its commitment in aiding by donating one cow to the Al Iman Mosque, Lubuk Gaung, Dumai. The animal was offered as a sacrificial animal and the meat was distributed to the local community.

In addition, this activity aimed to foster a sense of togetherness/goodwill between PT ESM's employees and its surrounding community. The recipient appreciated the donation and expressed hope that it would continue in the years to come.

### Blood Donation

From a medical perspective, the activity of donating blood on a regular basis is good for the body to produce new blood cells; the function of red blood cells is to oxygenate and transport nutrients. Thus, donating blood is also of great health benefit to the donor as they regenerate new blood cells. During the increasing demand for blood in Dumai City, PT ESM employees and third-party workers participated in this event. This blood donation event was held on April 9, 2021 at the Seminar Room of PT ESM. 60 donors participated in this activity. The activity was continuous and held periodically for 3 months.



### ESM Vocational Partnership Program



ESM Vocational Partnership Program (EVPP) is one of the company's platforms to participate in education dedicated to Senior high school level students in the surrounding areas. This program provided the curriculum synchronization between the schools and actual knowledge required in the Industrial world. Each Department sent the minimum of one employee to become a representative instructor gathered into one group; namely the ESM Community Lecture. The provision of teaching materials was carried out periodically to nine schools who signed an MoU or cooperation letter. evaluation of the program was carried out by the students who participated in them whom expressed their appreciation as the program helped provide insight related to the working world, increased their hard/soft skills and improved their motivation to achieve their dreams and aspirations.



# Continuing to Preserve the Environmental Ecosystem

GRI 103-1, 103-2, 103-3, 304-1, 307-1



## Our Commitment:

Full compliance with applicable legislation as stated as well as zero impact and no complaints from the local communities and key stakeholders in the areas in which we operate.

## Management Approach

Compliance with environmental management laws and regulations is an important aspect of the sustainable operations carried out by SCPL in relation to Indonesia Government Regulation

1. Constitution Law No. 32, 2009
2. Government Regulation No. 22, 2021

SCPL also ensures strict compliance to the following policies related to German Government Regulations, namely :

1. GefStoffV – Hazardous Substance Ordination
2. BImSchG – Federal Emission Control Act
3. KrWG/ AbfG – Recycling and Waste Management Act
4. WHG – Water Resources Act
5. ChemG – Chemicals Act (Act related to Protection Against Hazardous Substances)

## Initiative

We are committed to implementing and obtaining FULL and PROPER Certifications across all our Operating sites

## Realization:

- Conducting the Energy Audit
- Following/complying with the EcoVadis Assessment
- Maintain the Certification and Implementation of the Environmental Management System (EMS); ISO 14001:2015
- Continue to adhere to the Equator Principles
- Implementing the Energy Management System (EMS) ISO 50001:2018 certification at the SCDG site

## Evaluation:

As a tool for evaluating our environmental management programs/activities, PT ESM provides its Environmental Monitoring Plan and Environmental Management Plan reports to the regulatory authorities on a regular basis. Internally, the Environment Department is in charge of environmental management oversight. As at end 2021, PT ESM has not received any sanctions; either administrative or others related to violations or non-compliance with environmental laws



Attain **Global Leadership** in **Green and Sustainable Product**





SCPL strives to continuously improve its environmental performance management by applying environmental management policies and systems. These mechanisms are designed to ensure that all SCPL's activities fulfill and comply with all prevailing laws and regulations.

In addition to the guidelines for measuring and managing the Company's programs related to environmental improvement. SCPL has implemented an Environmental Management System with reference to ISO 14001:2015, Eco Vadis, Equator Principles and ISO 50001:2018 which are within SCPL's Integrated Management System



1. Complying with laws and regulations regarding the environment and stakeholder requirements, as well as prevailing national and international standards relating to the Company's business processes;



2. Implementing and carrying out consistently the Environmental Management System certification in accordance with ISO 14001:2015, ISO 50001:2018 standards, Eco Vadis and Equator Principles



3. Conducting regular monitoring, evaluation, and internal audit on the Environmental Management System;



4. Providing understanding/care and training related to environmental control aspects to all employees



5. Communicating environmental policies to all contractors or suppliers or work partners to ensure they are able to follow the policies, including communicating our policies to the local community



## Waste Water Monitoring

GRI 306-1



PT Energi Sejahtera Mas is committed to continue maintaining the quality and quantity of wastewater treated before it is discharged into the sea. The Waste Water Treatment Plant facility that we have serves to treat the wastewater originating from operational activities and domestic activities. This wastewater treatment is principally carried out by physical and chemical processes such as neutralization, coagulation, flocculation, sedimentation and filtration.

The government has given PT Energi Sejahtera Mas a permit to dispose of liquid waste into the sea since 2016 through the Decree of the Minister of Environment and Forestry of the Republic of Indonesia Number SK.442/Menlhk/Setjen/PKL.1/5/2016. The company continues to ensure that the liquid waste released into the sea meets the quality standards stated in the related regulations and routinely monitors the quality and quantity of liquid waste at all compliance points. Since the beginning of its operations, PT ESM has never received any fines or other legal sanctions from the authorities, on suspicion of pollution due to the release of processed liquid waste into water bodies.

ESM Monitoring Parameters	2019	2020	2021	Government Standard	Units
BOD	33.83	20.17	14.8	70	mg/L
COD	142.08	58.88	37.1	160	mg/L
TSS	6.92	23.41	34.3	100	mg/L
Oil and Fat	1.8	2.85	1.85	10	mg/L
Phosphate	0.4	0.44	0.45	5	mg/L
Ammonia	0.55	0.36	0.65	10	mg/L

PT Energi Sejahtera Mas periodically monitors the quality of liquid waste at compliance points with a sampling method in accordance with SNI 6989.59:2008 and analyzed using an external accredited laboratory. Based on the results of the measurement on the quality of the liquid waste, it is proven that the liquid waste released into the sea meets the quality standards. In addition, at several points, flow meters were also installed to monitor the discharge or quantity of liquid waste released into the sea so as to not exceed the permitted provisions. The results of environmental monitoring and management that have been carried out are then reported periodically to local and central governments.

Overall, the quality of liquid waste released into the sea in 2021 has improved as compared to the previous year. Significant quality improvement was seen in COD, BOD and oil & fat parameters. Although there was a slight increase in the parameters of TSS, phosphate and ammonia, they were well below required Government Standards. In 2021, there was an increase in the COD inlet WWTP parameter and to reduce the COD to achieve the required quality standard, it was necessary to increase the performance of decomposing bacteria of which was improved by increasing the nutrient bacteria by adding  $A_3(PO)_4$  and urea.



Attain **Global Leadership** in **Green and Sustainable Product**





The residue from the addition of these nutrients contributed to the increase of phosphate and ammonia parameters in the wastewater effluent. Improving the performance of bacteria also has an impact on increasing bacterial regeneration. The bacterial regeneration causes an increase in TSS in the final effluent. Although there was an increase in the parameters of phosphate, ammonia, and TSS compared to the previous year, the three parameters still met the quality standards.

The commitment to managing effluent or wastewater properly is very critical. This is because if the disposal of effluent is not managed properly, it may have negative impacts on the environment and the health of the surrounding communities. The quality of the available water supply will be adversely impacted. In addition, it may also create a bad relationship between the company and the community. Based on the results of measurements related to plankton population at several monitoring points in the sea, the diversity index value for 2021 has gained an average of 3.3. When compared with the initial environmental baseline (1.49), the diversity index from year to year improved and is a clear indicator of the successful environmental management carried out by PT ESM.



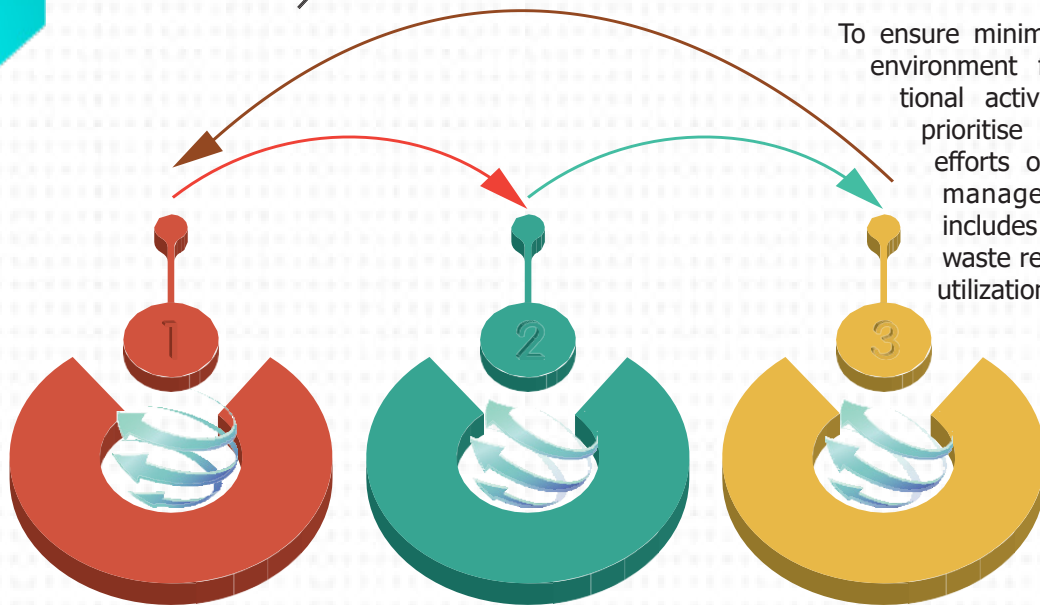
Slight increase in metal content due to corrosion of aboveground sewer lines - corrective maintenance is always carried out.

SDG Monitoring Parameters	2019	2020	2021	Government Standard	Units
AOX	0.06	0.15	0.21	0.30	mg/L
Ni	-	0.09	0.12	0.50	mg/L
Cr	-	0.04	0.16	0.50	mg/L



## Solid Waste Monitoring

GRI 306-2, 306-4



To ensure minimal impact to the environment from our operational activities, we always prioritise and focus our efforts on efficient waste management which includes waste reduction, waste recovery and waste utilization/recycling.

### Hazardous Material (B3) Waste Storage

The process and time for storing B3 waste is carried out in accordance with the provisions of regulations and permits owned by each site. PT ESM has 2 buildings for the temporary storage of B3 waste and 2 Silos for fly ash and bottom ash.

### Hazardous Material (B3) Transportation

B3 Waste Transportation is carried out by the appointed B3 waste third party transporter, which has the license issued by the government regulatory body to transport Hazardous Material.

### Hazardous Material (B3) Utilization

B3 waste utilization is carried out by the external party that has a B3 waste Utilization Permit



Attain **Global Leadership** in **Green** and **Sustainable Product**



Additionally, PT ESM performs regular audits on its 3rd party companies that are responsible for managing B3 waste to ensure they comply with applicable laws and regulations. PT ESM also utilizes an online reporting platform provided by the Ministry of Environment and Forestry, namely the Environmental Electronic Reporting Information System ("SIMPEL") under the SIRAJA Reporting of Hazardous Waste Management.

There was a 46% increase in fly ash and bottom ash generation compared to the previous year. The increase in fly ash and bottom ash generation was caused by a decrease in the quality of the coal used for the combustion process. The resulting fly ash and bottom ash is reused and utilized as a substitute for raw materials for the cement industry.

No	ESM Hazardous Material by Disposal Method	2019	2020	2021	Units
1	Reuse	12,365	11,651	17,003	Tonnes
2	Recovery	76	245	222	Tonnes
3	Incineration	577	871	969	Tonnes
4	Landfill	275	0	0	Tonnes

In addition, there is an increase in incineration of hazardous waste by 11% compared to the previous year. Filter cake is a type of hazardous waste that has increased significantly. This increase in filter cake generation was due to an increase in production capacity in 2021 compared to the previous year.



No	ESM Non Hazardous Material	2019	2020	2021	Units
1	Disposed to garbage dump/laystall	92	123	159	Tonnes

In addition to generating B3 waste, ESM's operations also produces domestic waste. Domestic waste that can still be used such as wooden pallets will be refurbished by the Company's partners into useful materials such as chairs, tables, etc.

Domestic waste that cannot be processed or utilized are then managed in collaboration with the local Sanitation Service to be disposed of in a Landfill (TPA). The increase in the amount of domestic waste generated were due to the increasing number of packaging materials used in line with an increase in production and shipment of products.



The hazardous waste at SCDG is accumulated over 2-3 months until it is picked up by the disposal company. The deviation from 24 T corresponds to 1 disposal and is therefore an insignificant difference, since the annual amount depends on the collection date and not on the direct accumulation of the waste.

The total non hazardous waste in 2021 increased slightly due to higher production and laboratory needs.

No	SCDG Waste by Source's Type	2019	2020	2021	Units
1	Total Hazardous Material	121.68	97.8	121.63	Tonnes
2	Total Non Hazardous Material	23.26	11.2	16.5	Tonnes



## Energy Management

GRI 302-1, 302-3,  
302-4, 305-5



Energy Management is an important topic because we consider energy to be the source of all operations carried out in our factories. SCPL has carried out various initiatives to improve its Energy Performance involving all employees to reduce production costs, reduce emissions and meet our customer expectations. We have included all of our Energy Performance initiatives and activities into our Operational Sustainability program.



No	Energy Used by ESM	2019	2020	2021	Units
1	Natural Gas	774,761	883,464	949,785	GJ
2	Electricity	311,159	326,857	344,997	GJ
3	Coal	2,157,915	2,221,869	2,359,321	GJ
4	Diesel	213,183	1,255	65,942	GJ

### 1. Natural Gas consumption

We have commissioned a new gas boiler in November/ December 2021. The advantages that we obtained after this gas boiler went operational are:

- We can mitigate downtime in production if there is a problem with the existing coal boiler so that production is not interrupted / stopped (potential loss to the company).
- We can retain the usufructuary rights for subsidized gas prices to PT. Pertamina Gas (contract volume 189,000 mmbtu/month). Prior to the usage of this new gas boiler, PT ESM could only use  $\pm$  162,000 mmbtu/ month, but upon the natural gas boiler being operational, we managed to increase its contractual usage.

### 2. Electricity

- Electricity usage increased along with higher plant load.

### 3. Coal consumption

Coal consumption increased due to coal quality change (temporary substitute with low calory coal)

Due to the rainy season, the mining source (high calory, 4500 kcal/kg) for the coal which was previously delivered by our usual supplier was constrained as the access into and out of the mine was disrupted. The alternative was to receive coal from other suppliers via barge which had lower calorific values (low calory, 3,800 kcal/kg). With the blending process, the use of coal increased due to a decrease in the calorific content of the blended coals to 4150 kcal/kg. In addition to that, other suppliers could not commit to delivering coal to us due to a significant spike in coal prices per the ICI (International Coal Index).

### 4. Diesel Oil

Due to a temporary boiler issue (rectified during the year), the diesel generator was used to mitigate the reduced load of the Steam Turbine Generator.



Attain **Global Leadership** in **Green** and **Sustainable Product**



No	Energy Used by SCDG	2019	2020	2021	Units
1	Natural Gas	14,337	23,965	33,861	GJ
2	Electricity	29,215	36,160	33,770	GJ

### 1. Natural Gas consumption

Natural gas is used for steam generation, which is primarily used to strip 1,4-dioxane from SLES. Steam demand at SCDG increased from 23,965 GJ in 2020 to 33,861 GJ in 2021 due to changes in the product mix. The difference in values reported in the previous Sustainability Reports was due to the fact that the Natural Gas values were included the amount used to produce steam that was sold to other companies in the previous reports.

### 2. Electricity

Electricity consumption decreased from 36,160 GJ in 2020 to 33,770 GJ due to several energy saving projects in 2020/2021.

## Energy Intensity

No	Energy Intensity by ESM	2019	2020	2021	Units
1	Total Production	191,902	209,552	252,105	Ton
2	Total Energy Used	3,457,018	3,433,445	3,720,045	GJ
3	Energy Intensity	18.02	16.38	14.76	GJ/Ton

No	Energy Intensity by SCDG	2019	2020	2021	Units
1	Total Production	20,512	29,598	30,204	Ton
2	Total Energy Used	43,552	60,125	67,631	GJ
3	Energy Intensity	2.12	2.03	2.23	GJ/Ton

The energy intensity ratio is a parameter used to determine the total energy used per unit of product produced to facilitate the understanding of the energy efficiency of production. The calculation of the energy intensity ratio is by way of dividing the total amount of energy used over the total amount of products produced

The energy intensity ratio at PT ESM in 2021 was 14.76 GJ/Ton which is a reduction compared to 2020 at 16.38 GJ/Ton. Whilst at our site in Germany, the 2021 energy intensity ratio was at 2.23 GJ/Ton, a slight increase compared to 2020 at 2.03 GJ/Ton.





## Emission Control

GRI 305-5, 305-7



Emissions Management and Reduction is an important topic for SCPL as a form of fulfillment and compliance with increasingly stringent regulations on air emission quality standards. Thus, it presents challenges to the Company's Group commitments in fulfilling emission management and control.



No	Emission Control by ESM	2019	2020	2021	Units
1	SO <sub>x</sub>	107	158	85.4	Tonnes
2	NO <sub>x</sub>	445	86	7.4	Tonnes
3	Particles	58	27	20.1	Tonnes
4	CO <sub>2</sub>	434,921	420,095	454,144	Tonnes

### 1. SO<sub>x</sub> Content

Natural gas has lower sulphur content vs coal. With the decrease in coal-fired steam production from coal boilers replaced by some steam production from natural gas fired boilers, the generation of SO<sub>x</sub> and NO<sub>x</sub> exhaust gases were reduced in 2021. This is due to the lower sulphur content in natural gas H<sub>2</sub>S with a max of only 5 ppm (very small) as compared to the higher content of sulphur in coal of around 0.89%-0.9% ADB of the quantity of coal used.

### 2. NO<sub>x</sub> Content

Perfect combustion on boiler, thermal oil heater, and Diesel Generator Set.

### 3. Particles Content

Efficiency on the Electro Static Precipitator (ESP) at flue gas from boiler.

### 4. CO<sub>2</sub> Content

The difference in the number of CO<sub>2</sub> emission in prior year reports were due to the changes in the calculation method used; from Tier 1 to ISCC Tier 3.

No	Energy Intensity by SCDG	2019	2020	2021	Units
1	SO <sub>x</sub>	9	0.254	0.254	Tonnes
2	VOC	0.5	0.36	0	Tonnes

Data of 2020 and 2021 based on latest effluent measurement. (VOC 2021 0.36)

2019 calculated with the maximum permitted values  
Next measurement planned for 2022



Attain **Global Leadership** in **Green** and **Sustainable Product**





## Water Management

GRI 303-3, 303-4, 303-5



Water Resource Management is an important metric for SCPL as operationally, it uses a significant amount of water. Water resource management is conducted diligently to ensure the sustainability and availability of water consumption that is critical to support our operations.



No	Water Management by ESM	2019	2020	2021	Units
1	Water Withdrawal	25,141,791	27,944,308	32,546,515	m <sup>3</sup>
2	Water Discharge	23,868,251	26,873,663	31,408,208	m <sup>3</sup>
3	Water Consumption	1,273,539	986,015	1,029,405	m <sup>3</sup>

### 1. Water Withdrawal

Production load increases in 2021.

### 2. Water Discharge

Production load increases in 2021.

### 3. Water Consumption

Production load increases in 2021.

No	Water Management by SCDG	2019	2020	2021	Units
1	Water Withdrawal	76,207	89,661	101,172	m <sup>3</sup>
2	Water Discharge	6,470	11,339	9,277	m <sup>3</sup>
3	Water Consumption	46,899	59,722	66,557	m <sup>3</sup>

### 1. Water Withdrawal

Water withdrawal increased due to a higher demand for sulfuric acid, which is a by-product of SLES and LABSA production (sulfonation).

### 3. Water Consumption

Water consumption increased due to a higher demand for sulfuric acid, which is a by-product of SLES and LABSA production (sulfonation).

### 2. Water Discharge

Water discharge decreased due to the improved degassing of SLES non-LD (low dioxane). A degasser had been installed for which the production of SLES non-LD does not need to anymore degas via DRS (dioxane reduction system) which runs with steam. Further, SCDG installed a tank for condense water storage to recover condensates from its steam network.



# Procurement Practise

GRI 204-1



Attain **Global Leadership** in **Green** and **Sustainable Product**



## Continuing Commitment to Economic Performance



“

We acknowledge that a sustainability-driven procurement process is a crucial activity to ensure that our business units have access to essential products and services. Our procurement procedure includes a multi-stage approval mechanism that extends from user level up to top management. The mechanism put in place is intended to make it easier to carry out a thorough monitoring procedure with transparency at its core. We pick vendors based on strict standards, including legal, quality, environmental and social considerations

”



In line with the rapid growth of our business organization and our supplier diversification strategy, the number of our suppliers continues to increase from when we first started our operations. This shows a positive trend for both goods and service suppliers. We always ensure that the goods and services received from our suppliers are of the best quality and in accordance to our required specification. We always carry out annual evaluations to assess the performance of each supplier.

Specifically for critical suppliers, we also conduct a supplier audits every year to evaluate the the production process directly. Procurement has added significant number of new Supplier/vendor in the approved supplier list due to the increased variation of goods & services requirement in 2021. The detailed data can be refer in the following table

No	ESM Supplier Category	2019	2020	2021
1	Good Supplier	275	231	287
2	Service Supplier	160	167	179

No	Breakdown of ESM's Goods Supplier	2019	2020	2021
1	Local	69	71	83
2	Non Local	206	160	204

No	Breakdown of ESM's Services Supplier	2019	2020	2021
1	Local	53	56	66
2	Non Local	107	111	113



Attain **Global Leadership** in **Green** and **Sustainable Product**



No	SCDG Supplier Category	2019	2020	2021
1	Good Supplier	12	11	9
2	Service Supplier	190	251	240

No	Breakdown of SCDG's Goods Supplier	2019	2020	2021
1	Local	2	6	5
2	Non Local	10	5	4

No	Breakdown of SCDG's Services Supplier	2019	2020	2021
1	Local	76	205	195
2	Non Local	114	45	45





# GRI Summary

GRI Standard References	Description		Page Numbers
GENERAL DISCLOSURES			
GRI 102 General Disclosures 2016	102-1	Name of The Organization	9
	102-2	Activities, brands, products, & services	9
	102-3	Location of Headquarter	9,17
	102-4	Location of operations	17
	102-5	Ownership and Legal Form	11
	102-6	Markets Served	17
	102-7	Scale of the organization	16
	102-8	Information on employees and other workers	45
	102-13	Membership of associations	22
	102-14	Statement from senior decision-maker	5
	102-16	Values, principles, standards, and norms of behavior	13
	102-18	Governance structure	30
	102-40	List of stakeholder groups	27
	102-42	Identifying and selecting stakeholders	27
GRI Standard	Description		Page numbers
GRI 102: General Disclosures 2016	102-9	Supply chain	20
	102-12	External initiatives	21
	102-41	Collective bargaining agreements	34
	102-45	Entities included in the consolidated financial statements	11





GRI Standard	Description		Page numbers
GRI 102: General Disclosures 2016	102-46	Defining report content and topic Boundaries	6, 23
	102-47	List of material topics	27
	102-50	Reporting period	23
	102-51	Date of most recent report	23
	102-52	Reporting cycle	23
	102-53	Contact point for questions regarding the report	32
	102-54	Claims of reporting in accordance with the GRI Standards	6, 23
	102-55	GRI content index	67
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics	6, 36, 53
	103-2	The management approach and its components	6, 36, 53
	103-3	Evaluation of the management approach	6, 36, 53
GRI 205: Anti Corruption 2016	205-1	Operations assessed for risks related to corruption	31
	205-2	Communication and training about anti-corruption policies and procedures	31
	205-3	Confirmed incidents of corruption and actions taken	31
Environmental Management Compliance			
GRI 302: Energy 2016	302-1	Energy consumed within organization	59
	302-3	Energy Intensity	59
	302-4	Energy consumption reduction	59
	305-5	Reductions in energy requirements of products and services	59
GRI 303: Water 2016	303-3	Water Withdrawal	62
	303-4	Water Discharge	62
	303-5	Water Consumption	62
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	53

Environmental Management Compliance			
GRI 305: Emission 2016	305-5	Reduction of GHG emissions	61
	305-7	Nitrogen oxides (NOx), sulfur oxides (Sox) and other significant gas emissions	61
GRI 306: Effluent and Waste 2016	306-1	Water discharge by quality and destination	55
	306-2	Waste by type and disposal method	57
	306-4	Transport of hazardous waste	57
GRI 307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	53
Employee Management			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	46
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	34, 47
	401-3	Parental leave	46
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	50
	404-2	Programs for upgrading employee skills and transition assistance programs	48
	404-3	Percentage of employees receiving regular performance and career development reviews	48
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	16
GRI Standard	Description		Page Numbers
GRI 403: Occupational Health & Safety 2016	403-1	Occupational health and safety management system	39
	403-2	Hazard identification and OHS Management	39
	403-3	Occupational health services	39
	403-4	Worker participation, consultation, and communication on occupational health and safety	39
	403-6	Promotion of worker health	42
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	42





GRI Standard	Description		Page Numbers
GRI 403: Occupational Health & Safety 2016	403-8	Workers covered by an occupational health and safety management system	39
	403-9	Work-related injuries	42
	403-10	Work-related ill health	42
GRI 406: Non Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	34
GRI 407: Freedom Association 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	34
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	34
GRI 416: Customer Health & Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	21
Sustainable Community Empowerment			
GRI 413: Local Community	413-1	Operations with local community engagement, impact assessments, and development programs	50-52

### Glossary of Acronyms

#### List of acronyms

- GRI – Global Reporting Initiative
- NGO – Non-governmental organization
- LNG – Liquefied Natural Gas
- BWRO - Brackish Water Reverse Osmosis
- SWRO - Sea Water Reverse Osmosis
- PLN - Perusahaan Listrik Negara (State Electricity Company)
- MeOH - Methanol
- NG – Natural Gas
- LOPC – Lost of Primary containment
- CFPP - Coal Fire Power Plant
- GJ - Giga joules
- NOX – Oxides of Nitrogen
- SOX – Oxides of Sulfur
- WWTP – Wastewater treatment plant
- WTP – Water treatment plant
- TSS - Total Suspended Solids
- COD – Chemical Oxygen Demand
- BOD – Biological Oxygen demand
- AOX - Adsorbable Organically bound halogens
- PT ESM - PT Energi Sejahtera Mas
- SCDG - Sinarmas Cepsa Deutschland Genthin