



Title : Corporate Sustainability Program	PT Citra Nusantara Logistik
	Number of pages: 2
Approved by : Uti Sinaga	Issue No.1
	Date : 13 June 2023

Sustainability is currently one of the most pressing issues in the world. Our planet is facing unprecedented environmental, social and economic challenges, causing behavioural changes in individuals and organizations, and thereby transforming the landscape within businesses around the world.

Asian Tigers Indonesia takes responsible and fundamental action to demonstrate our commitment to environmental, social and governance business practices and make corporate sustainability a priority of our business agenda. We establish programs to ensure we operate sustainably and responsibly, following our long-standing commitment to ethical corporate citizenship and promoting sustainability in all our activities.

1. ENVIRONMENTAL POLICY

Measurement of the company's commitment to an environmental policy which includes the use of recycled materials, the management of waste material and the promotion of environmental awareness both internally and externally.

The existences of an environmental policy

"It is estimated that approximately 95% of all material waste in all ATG facilities worldwide are recycled. The recycling 'industry' is long established and labor intensive. As a Company we have contributed to the conservation of our environment by adopting the following policy measure:

- Provision of timber off-cuts to rural communities (this relieves the pressure on forested areas which in some cases are the only sources of heating materials for cooking stoves).
- Transportation of donated or discharged office equipment to charitable institutions.
- Promote and provide the use non-disposable plastic and paper cups for drinking water and other fluids.
- Maintain our vehicle fleet to ensure that they conform to the manufacturer's recommended fuel efficiency performance levels so that they are not emitting more than the factory permitted levels of carbon monoxide and other gases that affect the atmosphere.
- Switching off all electrical appliances and lights when not in use.
- Use of rear pre-printed paper as internal notes and draft.

Company Mission Statement Includes "Green" Statement

To be a good corporate citizen, to contribute to the welfare of society in general promoting environmental awareness in the workplace and with our work associates, and to adhere to only the highest legal and ethical standards. These aims and objectives provide guidelines by which we conduct our business. Let us move as one to achieve them.

Sign in the office / warehouse to support "Green" statement

In both warehouse and office, conservation awareness signs have been posted for maximum exposure of the company's commitment to the environment.

Program to sort office waste for recycling.

Paper bins have been placed in the document centre to assist with the sorting of used office papers. Only sensitive office documentation is burned after it has been shredded.



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2. THE SOCIAL RESPONSIBILITY

2.1 Health, Safety and Wellbeing

The management plays a key role in preserving and promoting the physical and emotional health, safety, and well-being of our employees, which includes always providing and maintaining a safe work environment, ensuring all employees equal access to health insurance, respecting employees' rights to time off for medical care, and supporting our people during and after injuries.

2.2 Diversity, Equity, and Inclusion initiatives

Every member of staff should make an effort to embrace diversity and welcome people of other nationalities, appreciate or accept the cultural differences. Inclusiveness promotes teamwork when every staff respect and understands the perspective of others, promote opportunities to experience diversity, build trust and understands the benefits of a diverse workforce. Tolerance is essential when there are cultural difference and try to maintain a harmonious workplace.

The company is committed to fostering a work culture that values the unique individuality of each employee while building a sense of acceptance and belonging. We recognize, respect and value differences based on gender, age, race, religion, disability and sexual orientation.

2.3 Employment engagement, fair & respectful treatment

Employee engagement is the strength of the mental and emotional connection that employees have to their work, their teams and their organization. The company is committed to ensuring that employees feel valued and safe within the company. Employees across all levels are treated with fairness, respect and dignity no matter what their job titles.

2.4 Learning and Development opportunities

The company is committed to facilitating the growth and development of the employee's knowledge, skills, and abilities to foster better workplace performance. We offer employees opportunities for continuing professional developments.

A learning culture is critical for any learning and development program. We encourage team members to continuously seek and apply new skills and knowledge to improve professional and company performance. The learning and development opportunities are also stated in our SOP which certified by ISO 90001:2015. Examples of training sessions completed by selected staff in the last one to two years were Packer's training, ISO training, Fire Safety Training, FIDI training and license-related training.

2.5 Community Engagement initiatives

Community commitment is the involvement and participation in the company for the well-being of the community. The company partners with local authorities to provide supports for disaster relief, opening employment opportunities for the community around the company and donation for the local community or foundation. For example, for the last nine years we support ASTI (Animal Sanctuary Trust Indonesia). The organization who saves and rehabilitates the endangered animals before it is release to the wildlife.

3. THE GOVERNANCE PILLAR

Effective corporate governance allows us to succeed in the long term and manage a wide range of sustainability issues. We are committed to a high level of business ethics. The integration of ESG (Environmental, Social and Governance) principles into our business operations and risk management is enabled by policies and processes to develop, implement, train, communicate, and assign accountability for the sustainability program. We conduct our business by the applicable laws and regulations.