

# PEDULI

In the Indonesian language 'peduli' means care

A commitment to care for our **e**mployees & the **e**nvironment

## Greetings from the Chairman...

Happy New Year 2017! We welcome the new year by launching one of our environmental programs "Zero-waste: Reuse and Recycle" in our factory. In this edition, Peduli covers various training and development programs for our employees. We believe that investing in our people will give a significant impact not only on our business but also on our stakeholders in general.

Happy reading and let's always be 'peduli'!

Regards,  
M. Maniwanen



## Contents



HER Finance Program

1



Employee Welfare & Development

2



Environmental Initiatives

4



Local Community Care

4

## HERFinance Program Empowering Female Workers through Financial Education

As a continuation of the HERProject, Citra in collaboration with MICRA Indonesia launched a new program called HERFinance. HERFinance is a financial education program to help low-income employees, particularly women, enhance their knowledge, skills, and attitudes towards basic financial management. The program is also aimed to empower the women workers to be able to participate in the formal financial sector.



A kick-off meeting was held at the factory in January 2017 to prepare for the program. This meeting was attended by department managers and also the representatives of our customers, Ann Taylor and LF VCS. HERFinance partners with MICRA Indonesia who served as the facilitator of the program.

Through this meeting, managers are expected to appreciate the importance of the program so that they may encourage their subordinates to welcome the peer educator's effort to disseminate the new knowledge. Their role is important to ensure that HERFinance Program is effectively implemented in our factory.



To follow up on the meeting of March 2017, Citra conducted a baseline survey among the employees to select peer educators for HERFinance Program. Ninety-five respondents took part in the survey. MICRA trained various financial topics to the selected peer educators. Peer educators, in turn, are responsible to disseminate the knowledge to their colleagues.

### Industrial Seminar by Better Work Indonesia

In March 2017, two officers represented Citra in a seminar held by Better Work Indonesia (BWI) in Jakarta. Better Work Indonesia (BWI) is part of the Better Work global program, a unique partnership between the UN's International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group. This training is designed to meet different needs of supervisors, managers and workers in the Indonesian garment industry.

The seminar was also attended by all Better Work Indonesia (BWI) partners. The main thrust of the seminar was to review and discuss the Regulations on Health & Safety, Hazard Identification and Risk Assessment, as well as the function of the Safety Committee. Such participation is part of our efforts to invest in our people by updating and upgrading their knowledge and skill for better application and implementation in the workplace.



Dharoza Suhendar represented Citra

### Occupational Health & Safety Fire Training

As a continuation of Better Work Indonesia (BWI)'s training, in April 2017, the representatives of Citra attended "Occupational Health, Safety and Fire training. This training was aimed to educate the participants on the Occupational Health and safety at the work place. Fourteen companies participated the training.

### Training on Safety Standards and The Environment

In our production process, various types of chemicals are utilized. Some of these chemicals are hazardous and require a special handling and strict control.

To prevent and minimize chemical emergency situation, Citra held a Safety Standards training on 31st March 2017.

The training focused on chemical usage as well emergency procedures.



### Mold Prevention Training by PVH

Mold-free products is essential for our business. PVH helped us to achieve this objective through a training session held in March 2017. Our employees learned on how to prevent mold and how to measure mold level in the production room as well as in the shipping container.

We are grateful to our customer who initiated this program to help us produce better quality products, enrich our knowledge and expand partnership beyond quality services to our valued customers.

## Employee Welfare & Development

### Employee Cooperative Annual Members Meeting



Cooperative shop has proved to be a positive financial alternative to our employees. Not only does it offer members access to capital with low-interest rates, but it also provides flexible payment schedule. The Cooperative also conducted various training on such topic as cooperative management, small-enterprise introduction, financial literacy and etc.

In March 2017 Citra Bogor Cooperative unit held an Annual Members Meeting which was attended by over 250 members. Heads of the Cooperatives, Small & Medium Micro Enterprises also joined the meeting. To enliven the meeting, the members were treated to many door prizes.

### Medical Check-up Program Ensuring Employees Health and Wellbeing

As part of our commitment to employee health care, Citra conducted medical check-up for employees in February 2017. The medical check-up gave priority to those who were exposed to chemical on their daily job, such as in the washing process, spot cleaning and boiler. Also, the training is mandatory for security and packaging personnel.



### Bipartite Meeting on Collective Labor Agreement (CLA) renewal



CLA renewal or revision is a serious business in our company! It took us two months to agree on and finalize the Collective Bargaining Agreement at Citra. The intensive bi-partite meetings also helped to forge and improve better communication and relation between the Union and the factory management.

### Keeping A Healthy Lifestyle In The Factory

To create a healthy work environment, Citra sponsors a regular aerobic exercise every month for all employees. Cileungsi unit enjoys this program every Tuesday afternoon and Bogor unit, every Saturday morning. "Mens sana in corpore sano". We believe that good health has a direct correlation with good productivity. In addition, the program helps forge sense of solidarity among employees and better relation between employees and the company.





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## Environmental Initiatives

### Zero-Waste Program: Reuse And Recycle Waste



As part of our waste management effort, Citra initiates Zero-Waste Program by means of “reuse and recycle”.

To support this initiative, Citra conducted zero-waste training on March 2017. This program will be evaluated every year to measure its effectiveness.

## Local Community Care

### Citra Mosque Serving Surrounding Communities



On April 2017, Citra mosque committee held a mosque event at the Cileungsi unit. We invited one of the top clerics in Indonesia as the keynote speaker. Over fifty people participated in the event including employees and believers from the surrounding communities.