

# PEDULI

In the Indonesian language 'peduli' means care

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

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Greetings from the Chairman...

The Manimaren scholarship program that was first introduced in 2015, continues supporting the talented children of our employees. We want to continually contribute to education as this is one of the most important aspects in life that every parent is pursuing. Congratulation to all recipients and we wish you the very best.

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



Regards,  
M. Maniwanen

## Manimaren Scholarship Program



The children of three long serving employees were selected as the winners of the 2016-2017 scholarship program. Mrs. Sri who has been working for 11 years at CAS Cileungsi Finishing, teary and happy at the same time, seeing his son Aldi accepting his trophy. Parmiyah, who has been working for 10 years at CAS Cileungsi Sewing, witnessing her daughter, Nurlita, taking her trophy. Irline, the daughter of Riyoko who has been supervising for 29 years at CAS Bogor accessories, could not be happier to receive his trophy.

### Pap Smear : A Cervical Cancer Detection Program



Cervical cancer ranks as the most invasive cancer among women in Indonesia. As the majority of our workforce is women, preventing this dangerous disease is high on our agenda. Early detection is crucial. Pap smear test was carried out at both Bogor and Cileungsi units this quarter. Over 300 women workers participated in this program.

### Employee Medical Check-up

Employee healthcare is one of our priorities in the business. To ensure this, medical check-up is conducted regularly at Citra. This period, medical check-up was prioritized for security and packaging officers, spot cleaning operators, and also canteen attendants.



*Dharoza Suhendar from Warehouse Department shares information and knowledge to OSH Team*

### Occupational Safety & Health Meeting

Better Work Indonesia (BWI) conducted a training on Occupational Safety and Health (OSH). The intention of this training was to raise awareness on occupational safety and health at the workplace targeting supervisors and operators.

The session emphasized on the importance of understanding basic OSH principles and its application at the workplace. Fourteen companies participated the training. Citra was represented by one officer from warehouse department.



### Cancer Awareness Training

In Indonesia, many patients were diagnosed with cancer at a very late stage. This is due partly to lack of information or low awareness. Early detection of cancers leads to better treatment, improved survival rate and quality of life. Our company actively promotes early detection on cancer among women. Training on the subject was held at Citra Bogor in partnership with Cancer Foundation Indonesia. Over one-hundred women employees took part in this event.

## Employee Welfare & Development

### Breakfasting Tradition in the Factory



Ramadan is one of the most celebrated months in Indonesia. Breaking the fast brings not only spiritual meaning, but also togetherness of extended families and friends. Breakfasting has become a tradition in our company symbolizing harmony and togetherness.

### HERProject: Health Topic Discussion

HERProject is going strong at Citra. The Peer Educators hold regular meeting to enlighten women employees on health issues and provide information on health services prevention and treatment. Health topics such as Diabetes, Cancer, Kidney Failure are among the subjects that have been delivered at the factory.



### Celebrating Women Emancipation through Kartini Day



Kartini is the Indonesian first female hero who initiated women's emancipation in all fields, especially education. Her enthusiasm is to make education accessible to all women. As the majority in our factory are women, Kartini is a good role model that women are capable to pursue education as high as possible. As part of the tradition, our women workers wear traditional costumes to celebrate Kartini day.

## Employee Welfare & Development

### Workplace Wellness : Stay Healthy with Aerobic and Zumba



Promoting wellness is one of the most beneficial choices to encourage employees to reach their full potential. Exercise has the ability to decrease the amount of stress felt from physical and emotional tensions in life. It has been said that these physical activities actually creates more energy. Citra regularly holds aerobic and zumba to promote healthy lifestyle among employees. Over fifty employees participate in this event at every session.

### Launching the 1<sup>st</sup> HerFinance Training

Citra in collaboration with MICRA launched the first HERfinance training on May 9th. The Peer Educators were introduced to financial planning covering budgeting and savings to improve resilience to economic shocks. Twenty-eight peer educators were trained on the subject who, in turn, would to disseminate the new learning to their colleagues.



### Environmental Initiatives



#### Waste Management: From Waste to Organic Fertilizer

We are driven to continuously develop our waste management program as part of our company's sustainability initiatives. The main objective of the project is to process organic waste into compost. Organic waste are collected from the factory and surrounding area including food, vegetables and agricultural wastes. Every month, Citra collects around 1,000 kg of organic waste. From this quantity, we can produce 100 kg fertilizer per month. One hundred kg fertilizer can be used for 50 m<sup>2</sup> plant area.

Waste Item	: Organic waste	Fertilizer Plant Area	: 50 m <sup>2</sup>
Production Capacity	: 100 kg/month	Waste Quantity	: 1,000 kg / month
Process	: Organic Fertilizer		



## PT Citra Abadi Sejati Busana Apparel Group

### Corporate Office:

Jakarta  
Kuningan City – AXA Tower 41<sup>st</sup> Floor  
Jalan Prof. Dr. Satrio Kav.18  
Kuningan, Setiabudi  
Jakarta 12940, Indonesia  
Phone: +6221 – 5229344  
Fax: +6221 – 30056052

### Manufacturing Facilities:

Cileungsi  
Jalan Raya Jonggol Km. 2.5  
Kampung Sawah, Cileungsi  
Bogor 16820  
West Java – Indonesia  
Phone: +6221 – 8231010  
Fax: +6221 – 82491489

### Bogor

Jalan Raya Kedung Halang No. 263  
Bogor 16710  
West Java – Indonesia  
Phone: +6251 – 8653757  
Fax: +6251 – 8656183

### Cikarang

Jalan Pinang F20/12, Delta Silikon III  
Industrial Park, Lippo Cikarang  
Bekasi 17550  
West Java – Indonesia  
Phone: +6221 – 29288394  
Fax: +6221 – 29288395

## Editorial:

Rini Widyaningsih  
(rini.widyaningsih@busanagroup.com)  
Cileungsi, Central Java – Indonesia

(Linda.Effendy@busanagroup.com)  
Bogor, West Java – Indonesia

Junita Girsang  
(junita.girsang@busanagroup.com)  
Cikarang, West Java – Indonesia

## Blood Donation



According to the Red Cross Indonesia, Indonesia needs around 48,000 blood donations every week. At the current donation rate, Indonesia can only fulfill half of the blood demand. The lack of blood donations in Indonesia inspires our company to conduct blood donation every year.

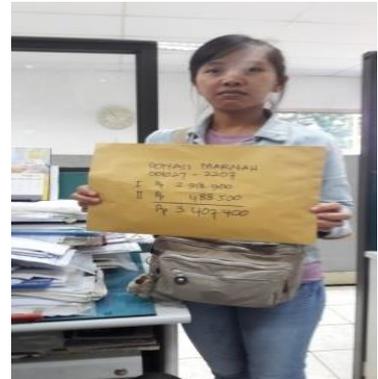
This year, we have held nineteen programs and we partnered with the Indonesia Red Cross successfully collected over forty-eight blood donations.

## Local Community Care

### Donation for Fellow Workers



Dewi Maryani



Marnah

Citra employees held a fund raising event to help their colleagues in need.

Dewi Maryani has been working with the company since 2005. She was diagnosed with brainstem tumor condition which required her not to undertake activities that may affect the nerve problem in her face and need an intensive medical treatment.

Since 1998, Marnah has been working with the company. She was diagnosed with MDR / Drug-Resistant Tuberculosis (DR-TB) is a form of TB where the bacteria and thus the patient does not respond to the first line of medication. DR-TB is one of the leading preventable causes of untold misery, great suffering, and back-breaking poverty & economic loss to those who are already living below poverty line. It is a human-made disease resulting from incomplete treatment or missed doses, which required her not to undertake activities that may affect her lungs problem and need an intensive medical treatment.