

PEDULI

In the Indonesian language 'peduli' means **care**

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

Greetings from the Chairman...

At Busana Apparel group, we focus to find a way of balancing our economic activities with the necessary care for our natural environment as well as for human beings that are involved and affected by these economic activities. In this fourth quarter of 2017, company holds various activities, which are not only beneficial for the employees but also for the surrounding environment.

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

Regards,
M. Maniwanen



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Mr. Hitesh Chopra Visit



One of our customers, Li & Fung, visited Citra in December 2017. Hitesh Copra, the new manager of Li & Fung, shared much valuable information to our employees. Information exchange from our customers is highly appreciated as it helps our employees gain more industry knowledge and understanding of customer expectations.

Mr. Hitesh Copra also took the opportunity to participate in our green program, 'One Person, One Tree' in Cileungsi unit. A Mango tree seed was planted to add to our customers' footprints in our Go Green initiatives.

Awareness Training on HIV / AIDS

To increase the awareness of HIV/AIDS and prevent the disease in the workplace, Citra, in collaboration with Thamrin Hospital, organized a health seminar on HIV/AIDS in December 2017. Twenty-three enthusiastic employees from different departments participated in the program. Easy-to-remember preventive method was introduced by the doctorcum facilitator.

- A = Abstinence
- B = Be faithful
- C = Condom
- D = Don't Inject!
- E = Save Equipment



Mold Prevention Training

Mold- free product is important for our business. To ensure that we deliver the best quality products, Citra held a training on Mold Prevention. Participants were trained on how to check and ensure containers used in our logistics operations do not contain moisture over a 25% level. This is to prevent mold growing on the products inside the containers. Nine employees participated in this training who would in turn share the new learning with their teammates. Such training is part of our efforts to always comply with the buyers' requirements.



The Prophet Muhammad's Birth day Commemoration

Various religious activities were held in the factory. Using the momentum of the birthday of The Prophet Muhammad, Citra organized joint Al-Quran readings in our Bogor unit. Through this event, participants were reminded to always embrace the good character of The Prophet Muhammad in our daily and work life, respect others and to love our families. Over 300 employees solemnly participated in this event.



Employee Welfare & Development

HER Finance Training

In Indonesia, family financial matters are commonly managed by wives. As 90% of our employees are women, we believe that it is important to equip our women workers with knowledge and information on financial planning. In November 2017, Citra conducted HERFinance Training in Cileungsi unit. The training was a collaboration between the factory and our customer Ann INC. Experts from MICRA trained the peer educators on financial planning and future budgeting. Peer Educators then disseminated the new knowledge to their colleagues.



Get Fresh through Fun Exercise

To promote a healthy lifestyle in the workplace, Citra regularly organizes fun exercise with all employees every Saturday morning. Nearly 200 employees joined in this fun exercise day. Such activity helps employees feel refreshed, energized and stay fit.



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.



Employee Welfare & Development

Healthy Productive Women Workers Movement

Citra attended a training organized by The Ministry of Health on Productive Healthy Women Workers Movement (GP2SP) in October 2017. A representative from our HR team in Cileungsi unit participated in the event. To disseminate the knowledge, she shared the information trained on the event to HSE Committee team members the following month.

This movement is also aligned with our effort to promote healthy life which is regularly socialized by our Peer Educators to our women workers in the factory. Various health topics are discussed such as dengue hemorrhagic fever, Chikungunya, Diphtheria, Dysentery, Cataracts, Glaucoma, and HIV.



Environmental

Planting Mango

“One Employee, One Tree” is a program to which Citra is committed in protecting the environment. On December 13, 2017, the representatives of our customer, Mr. Hitesh Copra, the new Hub Manager of Lifung, contributes on this effort through planting a mango tree in Cileungsi unit.



Sustainability Committee

Sustainability committee has been established to ensure sustainability initiatives are implemented effectively in the factory. The committee launched Zero Waste Program where employees are encouraged to reduce, recycle, and reuse waste. A meeting is organized every quarter with the committee members to evaluate the initiatives and to find new ideas and solutions for better waste management.

Zero Waste Program

1. Reuse water gallons as flower pots in factory garden
2. Organic waste for garden fertilizer
3. Recycle waste fabric to other finished goods



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Local Community Care

Blood Donation



Citra, in collaboration with the Bogor Red Cross Indonesia, organized a Blood Donor Event in November 2017. This humanitarian campaign successfully collected fifty-seven blood donations in the event. Employee blood donation is a regular event at our group of companies

Donation from Employees to Employees



Heni Suniarsih, an employee from our Bogor Unit, was diagnosed with carpal tunnel syndrome. She has worked with the company since 2011. She is required not to undertake activities and needs intensive medical treatment.

All employees of Citra Abadi Sejati are covered by BPJS Kesehatan (National medical benefit agency). Fellow employees contributed money to support with medical expenses not covered by the National medical benefit agency.