

PEDULI

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

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

Greetings from the Chairman...

Wishing you a prosperous new year of 2018! Thank you for your support and looking forward to our continued partnership in the coming years. This sixteenth edition covers the first quarter of our company's activities as part of our sustainability initiatives to support employee engagement, environment preservation and community care.

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



Regards,
M. Maniwanen

Contents



Environmental

1



Employee Welfare & Development

2



Employee Welfare & Development

3



Employee Care

5

Sustainability Committee



Citra established a sustainability committee to monitor the implementation of our CSR programs. This team is responsible to deliver environmental policies and procedures, to review the programs quarterly, to conduct the training and development. Currently, our sustainability committee works on zero waste program, by means of "reduce, reuse, and recycle". This zero waste program is one of our environmental initiatives to protect the environment. This program will be evaluated regularly to measure its effectiveness.

Zero Waste Training

Our sustainability committee conducted zero waste training in Cileungsi and Bogor units. This training aimed to disseminate information and increase awareness among our employees and at the same time to encourage them to implement this program on their daily life basis.



Health Promotion

Our peer educators held meeting and training regularly on the woman's health issues. Health topics such as cleanliness, women empowerment, MPASI and family planning program, are among the subjects have been delivered at the factory.



Ergonomics Training

Citra Bogor delivered ergonomic training on January 17th. This training specified the principles, methods and techniques of ergonomic for workplace. This information is useful to improve employees' work comfort, safety and performance.



In addition, Citra also conducted lifting techniques training for warehouse and packaging workers. Some of the lifting techniques such as manual load lifting, personal protection equipment, were among the subjects have been delivered in the training.



Employee Welfare & Development

Safety Training

Citra participated the first-aid training which was held by a professional organization in Bogor. The two-days training was held on March 27th – 29th and certified by the Ministry of Manpower. The total of ten first-aid officers from Citra attended this training. The training specified about the emergency action principles such as CPR and AED techniques.



The trainee learned how to deliver the proper CPR and AED techniques. Citra also conducted firefighting training in Cileungsi and Bogor unit. The training was comprised of lectures, discussion, demonstrations and practical exercise of fire safety at the workplace.



Her Finance

Our peer educators have completed the first batch of HERFinance training. They have participated the training intensively for the last 6 months. The second batch of HERFinance training held per monthly schedule started on January 16.

In addition, Micra Indonesia conducted mid survey as part of HERFinance program, on February 20. The objective of this survey was to collect qualitative feedback from our workers on their financial goals.



Employee Welfare & Development



Christmas celebration

Citra held a Christmas celebration with the management, employees and their extended families. This special occasion is an opportunity to create a good bond between all participants, while also to reinforce the important belief. The event started with a sermon led by a Christian pastor and then followed with a simple Christmas dinner.

Employee Cooperative Annual Members Meeting



The cooperative shop held an annual members meeting in February. The meeting was attended by its members, the local cooperative committee, the representative of Citra's management, and also the Union. The cooperative shop has contributed positively as a financial alternative to our employees. In addition, the scholarship is offered for the children of the cooperative members with the excellent academic accomplishment.

Authorized Economic Operators (AEO)



The custom officers from the local Directorate General of Customs visited Citra in March 2018. Citra, as one of the economic operators that involved in international goods movement in the global supply chain function, was certified as an Authorized Economic Operators (AEO) by the Directorate General of Customs. As part of our corporate governance, it is important for our company to always up to date to the recent government regulatory policy.

PT Citra Abadi Sejati Busana Apparel Group

Corporate Office:

Jakarta

Kuningan City – AXA Tower 41st 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

Wonogiri

Jatinom RW 09 RT 01 Gedong
Ngadirojo Wonogiri 57681
Central Java - Indonesia
Phone: +62273 – 5947888
Fax: +62273 – 5947555

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
Wonogiri, Central Java – Indonesia

Employee Welfare & Development

Medical Examination



Medical check-up is organized regularly at Citra. In collaboration with the third party, Citra held medical check-up on February 20. The medical check-up prioritized to those who were exposed to chemical on their daily job, such as in the washing process, boiler and spot cleaning. The medical check-up was also mandatory for kitchen staffs.

Local Community Care

Blood Donation



Citra, in partnership with Red Cross Bogor, held blood donation in February. This period, we successfully collected 27 blood bags from our employees. This humanitarian event holds regularly at the factory as part of our community care. One donation means a lot for those in need.