Greetings from the Chairman...

Destructive quakes struck Lombok in the end of July 2018, killed hundreds of people. Yet many have been left homeless. Busana’s management and employees initiated “Let’s Donate For Lombok” program through Red Cross Indonesia with a total donation of 1 Billion rupiah. We hope this helped lift some of the burden experienced by the quake victims.

Happy reading and let’s always be ‘Peduli’!

Regards,
M. Maniwanen

Lombok Disaster Relief Program

Busana Apparel Group, in conjunction with Red Cross Indonesia, has donated 1 Billion rupiah for Lombok’s quake victims. This humanitarian and relief initiative came from the generosity of employees together with management. We were moved deeply by the victims who lost their relatives and homes. Through Red Cross Indonesia, our collective efforts have helped many distressed victims and contributed to the government rehabilitation program. Our Chairman & CEO, Mr. M. Maniwanen, accompanied by representatives from our factories and the union, symbolically handed over the donation to the Indonesian Red Cross Chairman, Mr. Ginandjar Kartasasmita.
The 4th Manimaren Scholarship Program Academic Year of 2018/2019

This year is the 4th year of the Manimaren Scholarship program. Citra started the applicants selection process in June 2018. Each Citra factory location has their own committee who defined the shortlisted applicants with an excellent scholastic achievement from top ten state universities in Indonesia. The scholarship covers not only the college tuition fee, but also school books and life expenses based on their respective college locations.

This year management added one business unit, Eratex Djaja, who joined our group in 2017. There are 4 business units who proposed their applicants. Four applicants from Citra have been chosen for the next round of selection process in head office to compete with other shortlisted applicants from other business units.

Three applicants from Citra have won the Manimaren Scholarship, as follows:
1. Aldi Rahman, the son of Mrs. Sri Mulyati, employee of Citra Cileungsi unit. Aldi has received ‘Manimaren Scholarship 3 times in a row.
2. Nurlita Setia Murni, the daughter of Mrs. Parmiyah, employee of Citra Cileungsi unit 5. Nurlita has received this scholarship 2 times in row since the second year.
3. Kevin Arif Rizkiyansyah Octaviano, the son of Mrs.Sudyastini, employee of Citra Bogor unit. Kevin has received this scholarship two times in a row.

Top & Top Apparel Employees Gathering

Top & Top Apparel, one of Busana’s entities, held an employee gathering on August 18, 2018, with the theme "One Year of Top & Top Apparel To Be Number One with Discipline To Move Forward Together." This is the first employee gathering being held since Busana’s acquirement in 2017. The event was also to commemorate Indonesia Independence Day. The event comprised two sections, as follows:

a. Sports games and traditional Indonesian games played every Independence Day, such as a cracker-eating competition, sack race, make-up competition, marble-on-spoon race, etc.
b. Employee stage entertainment.

This event aimed to encourage a sense of belonging and strengthen solidarity between management and employees.
Employee Welfare & Development

The 73th Indonesia Independence Day

Since the beginning of August, Indonesians are enthusiastically awaiting the celebration of Independence Day. The festive mood of Independence Day can be seen along the main road in most part of Indonesia as Indonesian flags are raised everywhere. In the same spirit, Citra was bustling to prepare the celebration of Independence Day. Management and employees were involved together on this festive day. Independence Day was celebrated with the flag raising ceremony in the morning, followed by physical exercise (senam), a bazar and a "dangdut" entertainment stage. Last but not least, Citra also held fun traditional games such as a make-up competition, a marble-on-spoon race, inserting pencils into a bottle competition, “nasi tumpeng” (the cone shaped rice surrounded by assorted Indonesian dishes) competition, and a sack race. Management offered interesting prizes for the winners of each competition, such as shopping vouchers, home appliances, and a motorbike as the grand prize.
Employee Welfare & Development

Socialization of Collective Labor Agreement

A Collective Labor Agreement (CLA) is one of the most important things to support a dynamic, healthy and trustworthy industrial relationship between employers and laborers. CLA should be defined based on the agreement between the employers and laborers (the Union) as this will determine the business sustainability and employee welfare.

Currently Citra and the Unions have been registered with the CLA for the years of 2018-2020. This was the seventh CLA that has been made between the two parties since 1996. In order to disseminate the information about the CLA, Citra held a CLA socialization in July 2018. At the same time, Citra also distributed one book of CLA to each employee.

The 1st Summit of Indonesia Garment Compliance Community

The Indonesia Garment Compliance Community is a community for garment compliance specialists in Indonesia. The first summit was held and attended by more than 110 participants from garment manufacturing companies in Indonesia. Citra was represented by Rini Widyanningsih, the compliance officer from Cileungsi unit, and Linda Effendy, the compliance officer from Bogor unit. This event was designed not only to gather the compliance specialists specifically from garment manufacturing companies in Indonesia, but also to share their experiences of regulatory demands, as well as staying ahead of trends in consumer litigation that grows each year.

The summit took place on Friday to Sunday, July 20-22, 2018 at Balemong Resort Hotel, Ungaran, Semarang, Central Java. All attendees were enthusiastically participating in this three-days event. They joyously took part in the fun activities which combined togetherness, tolerance and educational programs.
Socialization of JKN Mobile Application Program by BPJS Kesehatan

The National Medical Benefit Agency (BPJS Kesehatan) launched a National Health Insurance (JKN) mobile application in November 2017. In accordance with their new program, they held a socialization on August 23, 2018 at Top and Top Apparel. This event was attended by the representatives of Top and Top Apparel employees. JKN Mobile Application is a digital transformation of the BPJS Kesehatan Business Model that used to be an administrative activity that is done in Branch Offices or in Health Facilities. It is now transformed into an application that can be used by participants anywhere without a time limit (self-service). The BPJS officer explained the usage of this mobile application in detail so that each attendee comprehended it well.

Seminar of the Industrial Role and Empowerment of Bipartite Cooperation Institution (LKS)

In order to increase the role Bipartite Cooperation Institution (LKS), Better Work Indonesia held a seminar on August 24, 2018 at Satoria Hotel Yogyakarta. The representatives from Top and Top Apparel were Rinto Erwiansa Putra, the HRC Manager, and Wahyu Widianto, the leader of LKS. The highlighted points of the seminar were as follows:
- LKS and the company can implement social dialogue to increase the company initiative to form LKS.
- Provide a guidance of the role and function of LKS based on the national regulation.
- Discuss the alternative approach as the step of LKS empowerment within the company.

First Aid Officer Training

On August 14-16, 2018, first aid officer training was held at Wonogiri. Top and Top Apparel collaborated with PT Liebra Permana, and sent the representative from Compliance and Training staff, Ayu Luvita Sari, to take part in this training.

The seminar was designed for participants to gain the necessary skills and knowledge required for first aid and or life rescue that may occur at the work place.

The method of training included theoretical and practical training completed with performance assessments.
Employee Welfare & Development

Industry Seminar on the Implementation of IP Online Guidelines for Factories

In September 2018, Better Work held an industry seminar as the preparation of the Implementation Plan (IP) and Progress Report (PR) online through Better Work portal. Citra, as one of Better Work partners, participated in this seminar. The seminar aimed for the participants to gain knowledge of new IP and PR online, to be able to use the IP format online to trace company progress, and to understand the role of the company in filling out IP and PR online. Last but not least was to comprehend the criteria required for each progress status defined in the IP.

Photo and Video Competition on OSH at Garment Industry by Better Work Indonesia and ILO

ILO held the video and photo competition through its Better Work Indonesia program as part of the ILO’s 2018 OSH campaign aimed to promote safer and healthier workplaces in Indonesia. The themes of this competition included the following:
1. Personal Protective Equipment
2. Safety signs
3. Innovation of Occupational Health and Safety at workplace
4. Women workers and Occupational Health and Safety
5. Other interesting themes related to Occupational Health and Safety

Citra Bogor unit is thrilled to be announced as the favourite winner of the OSH video competition. The winners of this video and photo competition were announced in Jakarta on September 19, 2018 and attended by the representatives from Citra factory, both buyers as well as suppliers.

Election of the Labor Union Leader Citra Abadi Sejati

As the union leadership period of Citra Bogor and Cileunsgi unit ended in September 2018, thus we held an election to select two leaders for both units. The election process was started by having votes from all union members in Citra Bogor and Cileunsgi. The vote resulted in choosing a union leader from Citra Bogor, namely Mr. Rodembi, and from Citra Cileunsgi the winner was Mr. Kasianus.
Local Community Care

Blood Donation Program

Citra has initiated the blood donation program for several years. This humanitarian program is part of our community care to provide sufficient supply of safe blood to those in need. Citra held the latest blood donation program in August and September 2018 and was attended by 140 employees. This event was divided into three sections:

a. Blood pressure check-up
b. Blood type, rhesus and hemoglobin check-up
c. After all the screened employees met the requirement, the donors donated one unit of blood (about one pint).

We continuously promote our blood donation program by encouraging our employees to take part in this program. It’s proven scientifically that donating blood has benefits for physical health, such as lower the risk of heart disease and heart attack.

One donation can save as many as three lives!

Eid al-Adha Commemoration

In commemoration of Eid al-Adha, management of Citra and Top & Top Apparel donated two goats to the society nearby the factories. Eid al-Adha is known as the feast of sacrifice. This event is a reminder of the importance of sacrifice in Islam. Citra and Top & Top Apparel have been routinely participating in this festive event.