

SUSTAINABILITY REPORT

2023



Approval Date: 10/09/2024

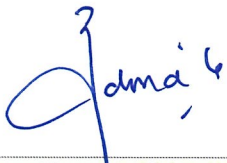

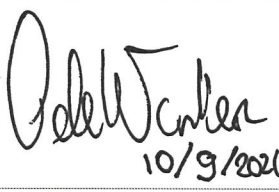

Reported by	Reviewed by		Approved by
		 10/9/2024	 10/9/24
Theresia Christianti Corp. Quality Manager	Benny Handoko SBD Director	Antoine de Winter Operations Director	Arjoto Wisanto President Director

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Purpose

This report will outline the impact of Decorient's operations on the surrounding environmental and social aspects throughout 2023. Its purpose is to internally assess Decorient's contribution to achieving the Sustainable Development Goals promoted by the Indonesian Government.

Reporting period and scope

This report contains data and material information on Decorient's environmental and social performance from January 1st, 2023 to December 31st, 2023.

Stakeholders

Stakeholders with direct impact on the sustainability of Decorient's business processes and activities are:

- Shareholders
the primary stakeholders with control over the Company.
- Employees
the stakeholders with a role to maintain and ensure the Company's business continuity.
- The Government and Regulators
the stakeholders with a role to oversee and evaluate the Company's compliance with the prevailing laws and regulations.

- **Customers**
the stakeholders who serve as the main source of income for the Company.
- **Business Partners (vendors, suppliers, etc.)**
the stakeholders with a role in maintaining the balance of the supply chain.
- **Community**
the stakeholders who become Decorient's partners in distributing and realizing the social values.

Contact

Decorient is committed to continuously enhancing the quality of its Sustainability Report. To that end, Decorient invites readers and all stakeholders to provide feedback, suggestions, criticisms, or questions regarding the Decorient Sustainability Report 2023 at the following address:



PT Decorient Partaya Indonesia

Address

Menara Jamsostek,
North Tower, 20th Floor
Jl. Jend Gatot Subroto No. 38,
Jakarta 12710. Indonesia.

Phone

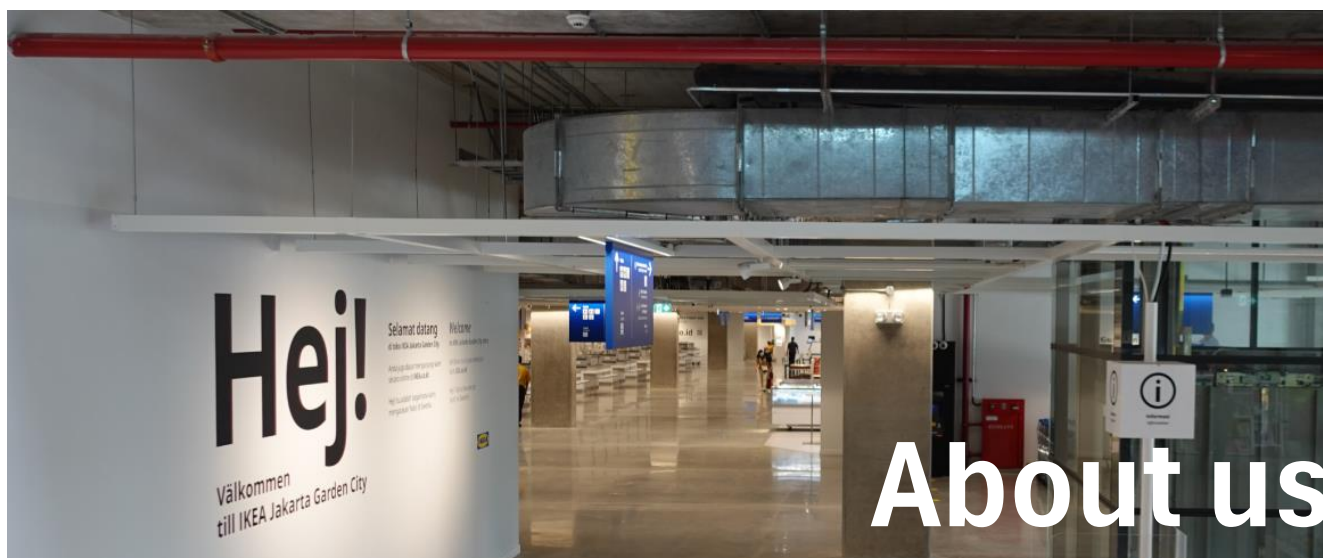
+62 21 25 26 777

Email

info@decorient.com

Website

<https://decorient.com>



Our business

Decorient is a Building and Civil Engineering Contractor. We are renowned and pride ourselves as a leader in our field. For us client satisfaction, safety, quality and sustainable solutions coupled with creativity and budget control are in our DNA.

Our heritage is 50 years of international standard construction services. We have been an Indonesian company since 1970 with a close association with one of Europe's leading construction groups with a footprint in over 30 countries across the globe.

Our chronicle

Decorient was first established in 1970 by large Dutch contractors (*a.o. Hollandsche Beton Groep*) who were entering Indonesian market to compete with other international contractors. The name Decorient stood for Dutch Engineers and Contractors in the Orient.

Interbeton, a subsidiary of Hollandsche Beton Groep (HBG) expanded into the global market and in 1977 acquired the majority shares of Decorient. With this acquisition, Interbeton brought into the company its vast expertise on marine and nearshore marine structures to buildings, airports, bridges and tunnels. The company name remained as PT Decorient Indonesia.

In 2002 the parent company of Interbeton, HBG was merged with BAM and eventually Interbeton (including Decorient) was rebranded as BAM International. The company name changed to PT BAM Decorient Indonesia.

In 2020, due to the change of strategy from BAM to refocus on its European home markets, BAM International decided to divest its operation worldwide. This decision led to a management buy-out of the company which was completed in May 2021. The company name was changed to PT Decorient Partaya Indonesia. The name “Partaya” originated from Kawi (Old Javanese language) which means “trustworthy”.

For more than 50 years, our excellent track record of delivering consistent high-quality product is well-documented. We aim to continue to be the first-choice trusted partner for our stakeholders in construction industry.

Our purpose

Our purpose is to create values for our stakeholders:

- Becoming a Trusted Partner to our clients (by delivering projects on time and meeting their expectations), our employees (by being the place where they can have enriching careers), and vendors (by establishing mutually beneficial relationships).
- Given the history and knowledge of best safety practices, we strive to always improve our high standards as a leading construction company on safety, sustainability, and innovation by embracing digital construction in our processes.

Our values

TRUSTWORTHY: Transparency, Reliable, Understanding, Satisfaction, Truthful

We believe that building high-performance teams and maintaining good relationships with stakeholders need Trust as the foundation.

We value transparency because it is what we expect from our vendors and suppliers – we do not appreciate being kept in the dark. Our commitment to transparency affects how we communicate internally and how we communicate to our clients. We believe it’s incredibly important when companies are putting their faith in us.

It can often be tempting to bend the truth, or sugarcoat it, often when things go wrong in embarrassing or harmful ways. But it’s precisely those situations where open and honest communication needs to be absolute. Our commitment to truth is deeper than stating the facts – it extends to situations such as searching the root causes of issues and highlighting them early, proactively. We value truth over comfort.

To establish a long and fruitful relationship, we must start with understanding each other better. Then by understanding the needs, we know how to achieve our stakeholders' satisfaction. We aim to deliver what we promised, so we could become your reliable partner.

How we work



Being thoughtful in what we do

Work preparation is most important in our project execution. All activities need to follow the procedures in our management system, where we define every minimum step required before executing the job.

Communication

We are guided by our values of trustworthiness and open communication. We encourage our employees to be proactive in communication. Our lean and flat organization emphasizes open communication and consensus building rather than communication within a bureaucratic structure.

Innovation

We have invested in digital construction (BIM) and continue to explore creative solutions to our stakeholders' needs. We continually seek new ways to improve productivity, sustainability, and safety.

Unity in diversity

Our employees are from diverse backgrounds. In the history of our company, we have proven to be able to work efficiently with people from diverse ethnicities and gender balance. We understand and value cultural diversity. We are a company that believes in equal opportunities for all our staff as we believe this leads to improvements in performance and a harmonious working environment.

Board of Directors

Our board of directors and shareholders of the company have been part of the success of the company since the 80's when the know-how and expertise was integrated, adopting and coupling the International standards with Indonesian market and cultural attributes. In recent years we developed a new and dynamic generation of Indonesian management, as we believe the combination of experiences and renewed focus on Indonesian market will allow us to continue growing as leading Indonesian Contractor.



Arjoto Wisanto
President Director

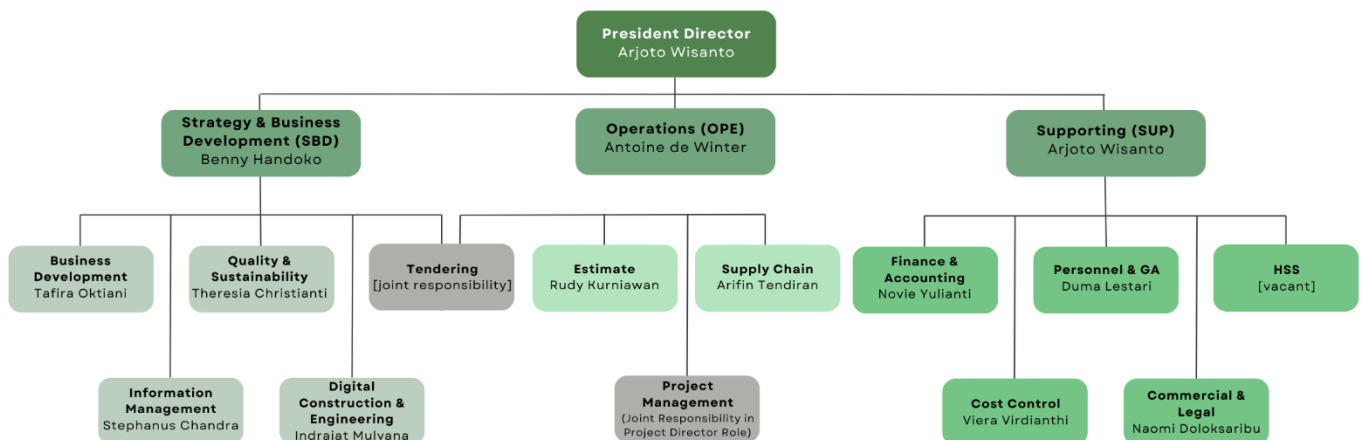


Antoine de Winter
Director of Operations



Benny Handoko
Director of Strategy and Business Development

Our organization chart



Our projects in 2023

Decorient is a Building and Civil Engineering Contractor. We are renowned and pride ourselves as a leader in our field. For us client satisfaction, safety, quality and sustainable solutions coupled with creativity and budget control are in our DNA.

In 2023, Decorient secured 3 new projects and still has 1 ongoing project. The data for these projects can be seen in the table below.

Project Name	Employer	Project Category	Location
Alba Tridi New Plastic Recycling Factory Project	PT Alba Tridi Recycling Plastic Indonesia	Industrial	Kendal, Central Java
Cargill Bromo & Quantum Leap	PT Cargill Indonesia	Industrial	Gresik, East Java
RRP Building Phase 4 Package 1	PT HM Sampoerna	Building	Karawang, West Java
RRP Building Phase 4 Package 2	PT HM Sampoerna	Building	Karawang, West Java

Certifications

No	Certifications	Registration #	Valid From	Expiration	Certified by
1	ISO 14001:2015	EMS 755395	2021-10-23	2024-10-22	British Standards Institution
2	ISO 9001:2015	FS 755392	2021-10-23	2024-10-22	British Standards Institution
3	ISO 45001:2018	OHS 755398	2021-10-23	2024-10-22	British Standards Institution
4	ISO 19650-2:2018	VC 755571	2023-11-16	2024-11-15	British Standards Institution
4	ISO 37001:2016	IABMS 774596	2022-10-31	2025-10-30	British Standards Institution
5	Izin Usaha Jasa Konstruksi Nasional	8120201991971	2018-09-17	-	Lembaga OSS
6	Sertifikat Badan Usaha Kontruksi – Konstruksi Gedung Perkantoran Indonesia (KBLI)	F.1.01.BG.B.07.2023.0034003	2023-10-03	2026-10-02	Lembaga Pengembangan Jasa Kontruksi

No	Certifications	Registration #	Valid From	Expiration	Certified by
7	Sertifikat Badan Usaha Kontruksi – Konstruksi Gedung Industri Indonesia (KBLI)	F.1.01.BG.B.07.2023.0034003	2023-03-17	2026-03-16	Lembaga Pengembangan Jasa Kontruksi
8	Sertifikat Badan Usaha Kontruksi – Konstruksi Gedung Perbelanjaan Indonesia (KBLI)	F.2.03.GT.B.06.2023.0034003	2023-06-09	2026-06-08	Lembaga Pengembangan Jasa Kontruksi
9	Sertifikat Badan Usaha Kontruksi – Konstruksi Gedung Hunian Indonesia (KBLI)	F.1.01.BG.B.07.2023.0034003	2023-03-31	2026-03-30	Lembaga Pengembangan Jasa Kontruksi
10	Sertifikat GAPENRI	22.24	2024-01-01	2024-12-31	GAPENRI
11	Green Building Council Indonesia	CM 0306-01052019	2023-09-29	2024-09-28	Green Building Council Indonesia
11	Asosiasi Kontraktor Indonesia	004/AP/X/73	2023-12-18	2024-12-31	AKI (Asosiasi Kontraktor Indonesia)
12	Asosiasi Pengusaha Indonesia (APINDO)	XXXIV.02.09.096.13.1.0101	1973-10-02	2023-12-31	Asosiasi Pengusaha Indonesia (APINDO)
13	KADIN Indonesia	20203-23093201601		2024-10-04	
14	Ecovadis Bronze Medal		2023-06-06	2024-06-06	Ecovadis

Organization scale

An organization serves as a vessel for achieving common goals and fulfilling aspirations, ambitions, and hopes. It provides a space for social interaction and acts as a medium for accommodating opinions while realizing a shared vision and mission. Decorient's involvement in various associations is a strategic approach to engage with public policies relevant to the national and global construction industry, business development, and the enhancement of social and environmental responsibility practices.

Decorient actively takes part as a member of the following construction organizations:

- Indonesian Contractors Association (AKI)
- Green Building Council Indonesia (GBCI)
- The Association of Indonesian National Engineering - Construct Companies (GAPENRI)
- Asosiasi Pengusaha Indonesia (APINDO)
- British Chamber of Commerce in Indonesia (BritCham)



Decorient is committed to maintaining this responsibility throughout its operations by incorporating sustainable values and principles into its daily practices, with an emphasis on Economic, Environmental, Social, and Governance (ESG) factors. This dedication is reflected in a sustainability strategy that directs the application of sustainability measures, risk management, and support for the Sustainable Development Goals (SDGs).

Decorient's initiatives to uphold its sustainability commitment include:

- Conducting business that adheres to Environment, Occupational Health, and Safety principles to achieve zero accidents and minimize environmental pollution. This commitment ensures customer satisfaction and strengthens the company's reputation.
- Decorient maintains safe working conditions by managing risks through established procedures, providing personal protective equipment and safety equipment and enhancing supervision of environmental protection and occupational health and safety.
- Decorient consistently recruits personnel by upholding the principles of transparency, fairness, and equality, focusing on the needs and competencies required by the company. Decorient evaluates each other based on performance and demonstrated qualities. Decorient explicitly rejects any form of discrimination based on race, religion or personal beliefs, political preference, age, gender, disability, sexual orientation, or any other grounds.
- Improving the quality of human resources through educational and training programs.
- Conducting sustainable operations and ensuring timely delivery of work outcomes and maintaining high-quality services by collaborating with subcontractors and suppliers.

Anti-bribery

Our policy

Decorient is committed to creating a healthy business climate; avoiding actions, attitude and activities potentially leading to conflict of interest, corruption, collusion, and nepotism (*Korupsi, Kolusi, Nepotisme - KKN*); and prioritizing the Company's interests over personal, family, and group interests.

Decorient is certified to ISO 37001:2016 Anti-bribery Management System by British Standards Institution.

Decorient also implements a whistleblowing system that encourages Decorient employees and external parties to not hesitate to report corruption or actions that have the potential or lead to corruption. The protection of the whistleblower's identity by the Company becomes a part of effective reporting mechanism.

Anti-bribery communication and training

Decorient is committed to creating clean business practices and avoiding all forms of fraud. One strategic step in preventing corruption is to develop and use a whistleblowing system effectively. The existence of a violation reporting system allows internal and external parties to report incidents related to violations of corruption, fraud, or corporate ethics irregularities. Decorient has a policy to protect the identity of whistleblowers who report actions or the potential for corruption and management of the results of a whistleblowing system that is carried out professionally and independently.

In addition, Decorient also routinely disseminates information about the code of conduct. These activities include the internal communication carried out by the Compliance Officer to all Decorient People. Decorient's strong commitment in internalizing the code of conduct to all employees is realized through a policy that requires all employees to participate in the code of conduct training.



Anti-bribery management training at project

Whistleblowing system and reporting

Decorient highly appreciates the acts of transparency. We are committed to implementing anti-bribery business conduct.

Decorient encourages everyone submitting reports of any form of actions that may indicate bribery or corruption by these means:

1. Anti-bribery hotline number 021-2526-777 ext 144; and/or
2. Anti-bribery email anti-bribery.hotline@decorient.com

All forms of reports in regard to bribery and corruption will be handled and followed up by Decorient. We guarantee the confidentiality of the Reporting Person to ensure their safety.

In 2023, the Compliance Officer declared **4 gifts received** and confirmed **zero cases of corruption**.

Information Security

Introduction

Decorient is dedicated to protecting personal data. Decorient has a Privacy Policy, and it outlines the measures and responsibilities for protecting personal data within Decorient. It applies to all employees, contractors, and third parties who handle personal data on behalf of Decorient. Decorient adheres to principles such as lawfulness, fairness, transparency, purpose limitation, data minimization, accuracy, storage limitation, and integrity and confidentiality to ensure the protection of personal data. This policy is reviewed and updated regularly to ensure it remains effective and compliant with relevant laws and regulations.

Data Protection Principles

To ensure the protection of personal data, Decorient follows these key principles: Personal data must be processed lawfully, fairly, and in a transparent manner. Data is collected for specified, explicit, and legitimate purposes and not further processed in a manner that is incompatible with those purposes. Data collected is adequate, relevant, and limited to

what is necessary in relation to the purposes for which it is processed. Personal data must be accurate and, where necessary, kept up to date. Data is kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data is processed. Personal data is processed in a manner that ensures appropriate security, including protection against unauthorized or unlawful processing and against accidental loss, destruction, or damage, using appropriate technical or organizational measures.

Decorient is committed to ensuring that all employees and third parties handling services for us collect and process personal data solely for legal, regulatory, or legitimate organizational purposes. We ensure that everyone working with personal data within Decorient understands the importance of protecting privacy and adheres to this Privacy Policy.

Data Breach Response

A data breach means a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to, data transmitted, stored or otherwise processed by Decorient.

In the event of a data breach, Decorient will identify and classify the nature and severity of the breach. Immediate steps will be taken to contain the breach and recover any compromised data. The potential impact on individuals and the organization will be assessed. Affected individuals and relevant authorities will be notified as required by law. A thorough review of the incident will be conducted to implement measures to prevent future breaches.

Training and Compliance

All employees receive regular training on data protection principles and practices. The IT Officer has followed the M365 Business Premium training in 2023 to enhance the security of our systems. Compliance with this policy is monitored regularly through audits and assessments.

Commitment to Data Security

In 2023, confirmed zero cases of information security incidents, demonstrating our commitment to maintaining high standards of data protection.

Supply Chain

Supply Chain Management

We treat our supply chain partners with honesty and responsibility. We collaborate with subcontractors and suppliers to ensure they operate in a safe and environmentally conscious manner. Alongside our preferred partners, we promote and develop sustainable solutions and best practices for the sector.

Integrity Pact

Our supply chain partners collaborate with Decorient by agreeing to the following:

1. Agree to uphold the Integrity Pact for Goods/Services Providers at Decorient:
 - a. Will not engage in practices of Corruption, Collusion, and Nepotism with any employees or representatives of Decorient or other Goods/Services Providers in the procurement process within Decorient.
 - b. Committed to fulfilling all requirements stated in the procurement documents and adhering to the regulations within Decorient as well as applicable laws and regulations.
 - c. In the procurement process within Decorient, promise to provide accurate and accountable information and to perform duties in a clean, transparent, and professional manner.
 - d. In the procurement process within Decorient, committed not to give, request, or receive any form of Gratification from or to employees or representatives of Decorient.
 - e. Committed to the implementation of Anti-Bribery measures within Decorient.
2. Willing to comply with the implementation of the Occupational Health and Safety Management System, Environmental Management System, Security Management System, and Anti-Bribery Management System in Decorient.
3. We exempt Decorient from legal claims by any parties arising from discrepancies in information or data misuse beyond the interests of Decorient.

General Purchase terms and conditions

Decorient regulates how we will conduct business with suppliers and subcontractors. The provisions regarding confidentiality, anti-bribery, quality, safety, human rights, data and privacy are all detailed in the Decorient General Purchase Terms and Conditions, which are explained and agreed upon by Supply Chain Partners.

Sustainable Procurement

Decorient implements sustainable procurement by evaluating the entire construction process—from planning to execution. This approach aims to provide economic and social benefits while minimizing negative environmental impacts.

Decorient maintains a supply chain that ensures the delivery of goods and services with the required quality, competitive pricing, and within the desired timeframe, while effectively managing risks. This supply chain supports Decorient in remaining competitive and sustainable in the market, allowing for the smooth execution of projects without delays related to supply or quality issues.

To establish sustainable relationships with our vendors and minimize operational and administrative costs, we aim to work with a limited number of suppliers. New vendors are sourced through reliable channels, providing opportunities to explore the market. Decorient conducts assessments for all new vendors, requiring them to submit documentation that proves they meet our standards, such as ISO certifications. Additionally, vendors are asked to sign the Vendor Integrity Pact, which confirms their commitment to comply with our standards.

The main objective of the vendor assessment is to get more in-depth information about non-approved vendors and receive information from them about, but not limited to:

- Finance
- Equipment
- Facilities
- HR
- HSE practices
- Quality assurance
- Workmanship
- Relevant tier one and tier two sub-vendors and subcontractors.

An assessment consists of a questionnaire based on Vendor Assessment (DMS-SUP-F-011) in which relevant questions are answered by the vendor, a credit check and a reference check.

The conclusion of a vendor assessment is approved by a Project Manager/Tender Manager/Procurement Manager. Vendor assessment leads to (non-) approval of a vendor and is registered in the vendor database.

Depending on the type of vendor or scope of work, the assessment may be extended to include a site visit by a Procurement Officer, project team member, and/or Quality Inspector. Such visits require approval from the Project Manager or Corporate Supply Chain Manager.

During these visits, the information provided by the vendor is verified, and an evaluation is made regarding quality, HSE (Health, Safety, and Environment), attitude, and workmanship. Auditing and reporting are conducted according to the management process System Auditing and Review (DMS-SAR-A-001).

After the vendor has completed their work, their performance is evaluated. This evaluation is used to assess their performance and inform future projects. Evaluation criteria include quality, timely delivery, flexibility, price competitiveness, logistical performance, communication, documentation, safety, environment, and CSR (Corporate Social Responsibility). In the CSR section, vendors are expected to demonstrate initiative by undertaking one or more of the following activities.

- Comply with local legislation and employment contracts relating to working conditions and remuneration.
- Accepts human rights and that he does not engage in child labor, forced labor, or discrimination.
- Has implemented a code of conduct in respect of the following subjects: (financial/management) integrity, compliance with applicable legislation, social responsibility, data protection (including intellectual property).

The evaluation result is divided into the following categories:

Category	Description	Requirements	Expectations
PREFERRED	Assessed, preferred	Meets requirements	Exceeds expectations
ACCEPTED	Assessed, accepted	Meets requirements	In line with expectations
COMMENTS	Assessed, accepted with comments	Inconsistently meets requirements	Below expectations
EMBARGO	Vendor under embargo	Does not meet requirements	Expectations are not fulfilled

Here are the results of vendor evaluation done in 2023:

Supplier/Subcontractor Name	Service	Evaluation Result
Adhimix RMC Indonesia	Supply Concrete	Accepted
CV Dragon Star	Minor Steel Work	Accepted
UD. Geotata Jasa	Earth Work	Accepted
PT. Omega Padma Indonesia	Raised Floor Work	Accepted
CV. Radian Indah	Aluminium Work	Accepted
PT. Talenta Maju Bersama	PU & Epoxy Flooring	Accepted
PT. Tritunggal Prima	Ceiling Work	Accepted
PT Duasia Padusejati	HSPD Piling	Accepted
PT JBI	Supply Piling	Embargo
PT KOBE	Supply Piling	Accepted
PT Pakubumi Semesta	HSPD Piling*	Embargo
PT WIKA Beton	Supply Piling	Accepted

**Embargo applies only to Pakubumi's HSPD piling service*

The results of the performance evaluation of suppliers and subcontractors are used as data for considering whether to use their services again in the future.

Environment

Environmental management system

Decorient promotes a responsible and proactive approach to environmental management in line with its Environmental Policy (DMS-GEN-Y-001) and is committed to the continuous improvement of its environmental performance.

This is achieved through the implementation of the following framework:

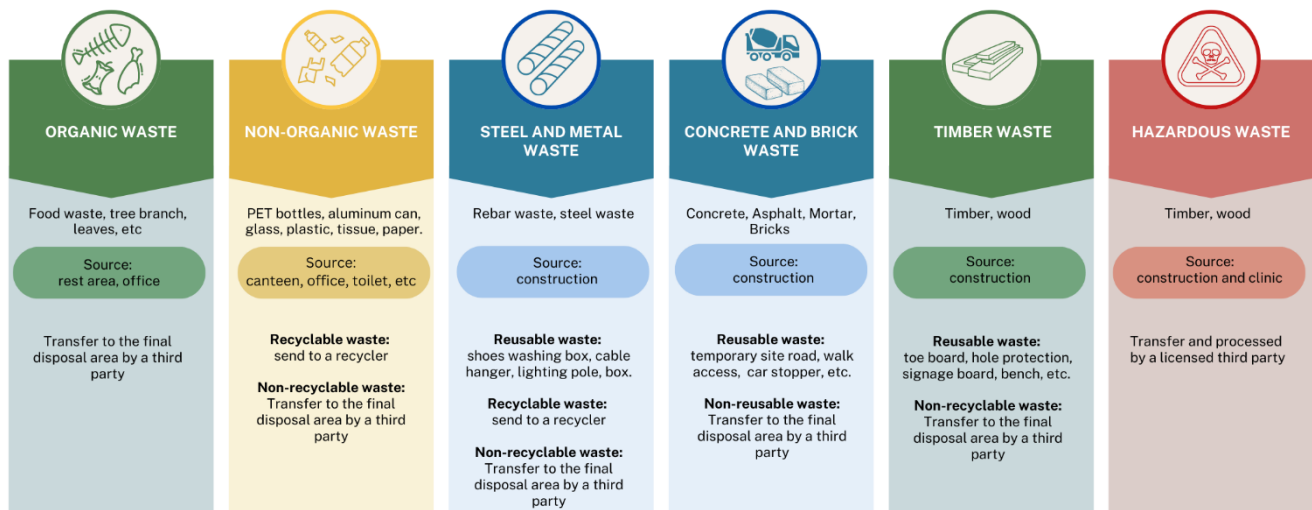
- Identifying the environmental requirements for both design and construction,
- Considering the environmental aspects of the proposed works and assessing the significance of any impacts,
- Setting project specific objectives and targets based on the performance obligations and potential environmental impacts,
- Consulting with the relevant authorities before undertaking activities that impact the environment,
- Implementing control measures to minimize adverse impacts during construction,
- Raising awareness to all site personnel about the environmental aspects of the works,
- Providing specific training where required to implement any control measures,
- Monitoring the effectiveness of environmental management against the project KPI's,
- Auditing on-site performance against environmental requirements, and,
- Reviewing performance at project management level on compliance and continual improvement.

Decorient is certified to ISO 14001:2015 Environmental Management System by British Standards Institution.

Application of green building concept with 3R

To ensure the effective implementation of the Green Building concept, it must be carried out comprehensively, covering all stages from planning to construction. Accordingly, Decorient aims to integrate green construction principles and the 3R (Recycle, Reduce, and Reuse) concepts in every construction project undertaken.

Here are the waste streams implemented in our projects:



Waste data is shown below:

		Project					Total	Unit
		CBQ	RRP2	RRP4	Alba	Yard		
Organic waste	Disposed	86.376	130.003	325.069	5.317	18.600	565.365	kg
	Recycled	0	0	0	0	0	0	kg
	Reused	0	0	0	0	0	0	kg
Non-Organic waste	Disposed	138.958	65.002	292.580	0	0	496.540	kg
	Recycled	0		0	532	5.600	6.132	kg
	Reused	0		0	0	0	0	kg
Concrete waste	Disposed	73	290	0	0	0	363	m3
	Recycled	0	0	0	36	0	36	m3
	Reused	0	0	0	0	0	0	m3
Timber waste	Disposed	59	290	0	0	0	349	m3
	Recycled	0	0	0	27	0	27	m3
	Reused	0	0	0	0	0	0	m3
Metal waste	Disposed	0	0	0	0	0	0	kg
	Recycled	0	11.770	3.581	6.611	0	21.962	kg
	Reused	0	0	0	0	0	0	kg

Hazardous waste generated in 2023 is presented below:

Contaminated container	379.85 kg
Contaminated material	55.95 kg
Used filter	3.85 kg
Used oil	61.60 kg
Total weight	501.25 kg
	0.5 ton



Temporary hazardous
Waste Storage



Waste bins



Waste transfer by a third party



Cement containers sent to be
recycled



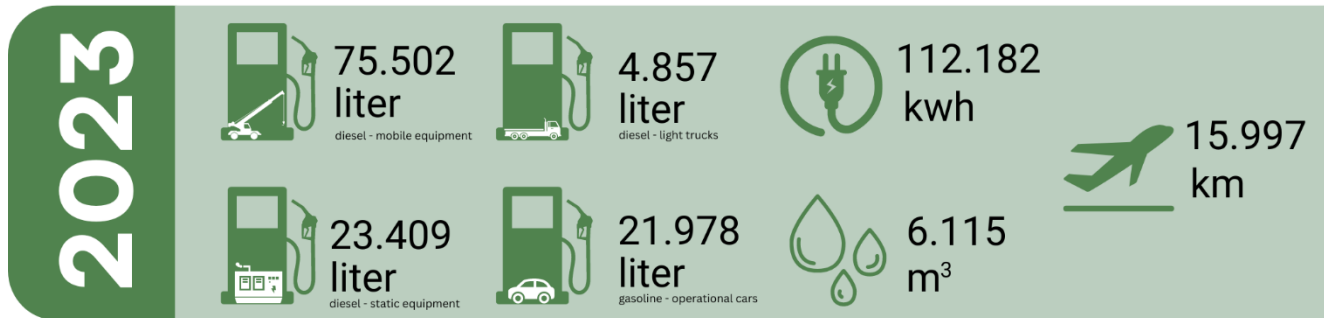
Plastic waste sent to be
recycled



Used paper donated to be
recycled by a third party



Energy consumption and Emissions



2023	Diesel - Mobile Equipment (L)				2023	Diesel - Static Equipment (L)			
	Cargill	RRP2	RRP4	ALBA		Cargill	RRP2	RRP4	ALBA
Jan	419,41	1724,00			Jan	225,00	402,00		
Feb	100,88	805,00			Feb	175,00	340,00		
Mar	25,00	860,00			Mar	420,00	275,00		
Apr	15,00	1080,00			Apr	0,00	90,00		
May	30,00	400,00			May	20,00	80,00		
Jun	55,00		770,00		Jun	80,00		230,00	
Jul	20,00		650,00		Jul	45,00		125,00	
Aug	25,00		3155,00	475,00	Aug	5,00		250,00	150,00
Sep	230,00		7057,00	2443,60	Sep	20,00		3170,00	1790,00
Oct	340,00		12160,00	4137,00	Oct	130,00		3310,00	2430,00
Nov	680,00		11630,00	6494,00	Nov	5,00		1080,00	2870,00
Dec	115,00		12050,00	7556,00	Dec	0,00		1730,00	3962,00
Sub-total	2055,29	4869,00	47472,00	21105,60	Sub-total	1125,00	1187,00	9895,00	11202,00
Total	75501,89				Total	23409			

2023	Gasoline - Operational Car (L)				2023	Diesel - Operational Light Trucks (L)		
	Cargill	RRP2	RRP4	ALBA		Cargill	RRP2	RRP4
Jan	0	939	0	0	Jan	22,06	257,34	
Feb	0	750	0	0	Feb	181,49	245,87	
Mar	0	1037	0	0	Mar	144,41	217,63	
Apr	0	694	0	0	Apr	103,41	40,00	
May	0	710	0	0	May	180,22	162,34	
Jun	0	0	812	0	Jun	151,24		364,34
Jul	0	0	434	0	Jul	106,01		335,29
Aug	0	0	953	807	Aug	147,10		189,70
Sep	0	0	1274	815	Sep	90,36		118,08
Oct	0	0	1904	1462	Oct	87,65		455,22
Nov	0	0	2574	2233	Nov	116,81		536,00
Dec	0	0	2049	2530	Dec	106,31		497,79
Sub-total	0,00	4131,15	10000,27	7846,90	Sub-total	1437,07	923,18	2496,42
Total	21978,32				Total	4856,67		

Intensity - Scope 1

direct greenhouse gas emissions from sources under Decorient's operational: heavy equipment, tools and equipment, vehicles (**diesel only**).

	2022				
	Nestle	Cargill	RRP2	Linde	Total
liter	227.330	3.481	439	17.018	248.268
kg GHG	613.518	9.395	1.185	45.928	670.026
kg GHG/1\$ Revenue	0,036	0,011	0,002	0,024	0,033

	2023				
	Cargill	RRP2	RRP4	Alba	Total
liter	4.617	6.979	59.864	32.308	103.768
kg GHG	12.461	18.835	161.560	87.192	280.048
kg GHG/1\$ Revenue	0,004	0,004	0,035	0,041	0,019

Intensity - Scope 2

indirect greenhouse gas emissions from the generation of purchased energy consumed by Decorient for operational.

	2022				
	Nestle	Cargill	RRP2	Linde	Total
kwh	116.454	-	11.598	20.796	148.848
MWH	116	-	12	21	149
kg GHG	90.310	-	8.994	16.127	115.432
kg GHG/1\$ Revenue	0,01	-	0,02	0,01	0,006

	2023				
	Cargill	RRP2	RRP4	Alba	Total
kwh	9.573	40.408	39.796	22.405	112.182
MWH	10	40	40	22	112
kg GHG	7.424	31.336	30.862	17.375	86.997
kg GHG/1\$ Revenue	0,0023	0,0071	0,0067	0,0082	0,006

Note:

CO2 conversion factor of Diesel (DEFRA)

Diesel (kg CO2e/liter)

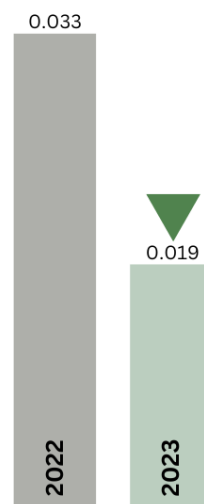
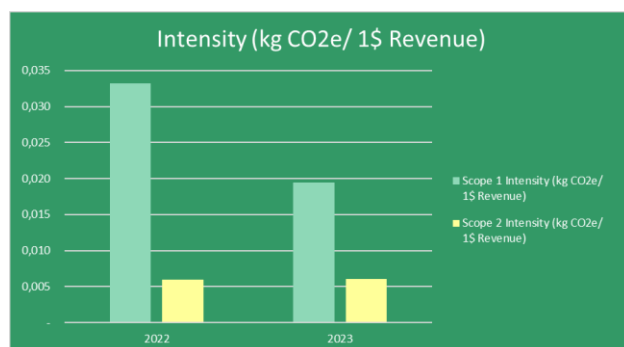
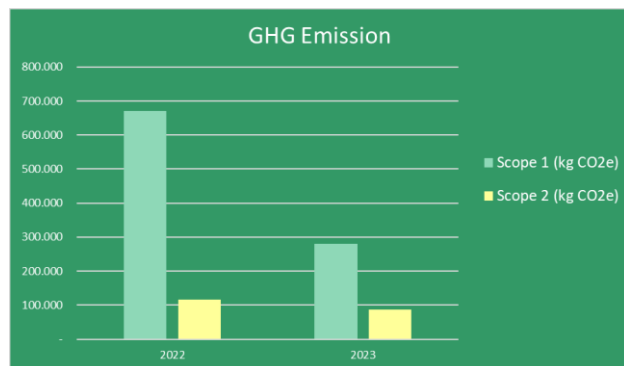
2,699

Fleet GHG conversion factors – Petrol (kg CO2e/liter)

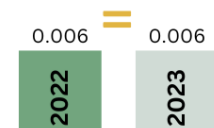
2,162

CO2 conversion factor for electricity (kg GHG/kWh)

0,776



Scope 1 Intensity
(kg CO2e/1\$ Revenue)



Scope 2 Intensity
(kg CO2e/1\$ Revenue)

Scope 1 intensity decreased in 2023 compared to the previous year, whereas Scope 2 intensity remained stable. Intensity is measured per \$1 of revenue.

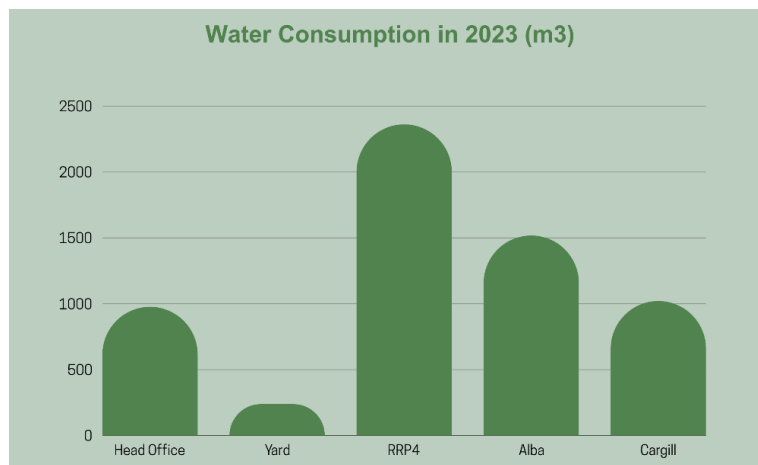
Air flight

In 2023, Decorient staff traveled for business to various destinations, covering both short-haul (<460 km) and medium-haul (460-3700 km) distances. Short-haul trips accumulated a total of **6.891 km**, while medium-haul trips reached **9.106 km**. Air travel during the year generated a total of **2 tons of CO2 emissions**.

Water consumption

Compared to water usage data in 2022 (11.015 m3), water consumption in 2023 decreased. This is because, in mid-2023, Decorient acquired 3 new projects that were in the early stages, resulting in relatively low water usage. Additionally, Decorient utilized water provided by estate management from a man-made reservoir created by the industrial area for dust suppression at the Alba project, leading to water consumption savings.

In 2023, the project that consumed the most water was RRP4. The storage yard, which had the fewest workers and activities, used the least amount of water in 2023. Complete data on water usage is provided in the chart below:



ENERGY CONSERVATION EFFORTS

Based on the consumption table and energy intensity above, it can be concluded that energy use in the Decorient project environment is quite large. However, Decorient has been implementing several energy-saving programs designed to reduce energy use, including:

- Prioritize the use of cleaner fuels (biofuel) when supplies are available
- Monitoring fuel consumption
- Regular maintenance of vehicles and equipment
- Implementing an organized car-sharing and worker shuttle program

- Installation of the meter for each sub-process of usage (electric meter for the use of site office, the meter for project activity)
- Recording the use of electrical energy in each sub meter regularly
- Monitoring the use of working tools (hand drills, grinders, welding machines and others)
- Turning off lights during break hours
- Installation of energy-saving posters

In project activity, site office is very important to support the green construction activities by:

- The use of two-sided paper and recycle the used papers
- Turning off lights during break hours and using LED lightings
- Water-saving in the site office (installing water and energy saving sticker) and
- Maximizing the use of email in the communication process

WATER SAVING EFFORTS

Decorient continues to strive to reduce water use sustainably through several efforts:

- Installation of water meter
- Recording water consumption
- Installation of water-saving posters

Environmental mitigation measures

AIR QUALITY

In order to reduce gas and dust from ambient air pollution, Decorient takes into account air quality standards through the management of gas and dust sources. Some efforts have been made to reduce air pollution and emissions:

- Conducting emission tests of operational vehicles, heavy equipment, and genset
- Providing exhaust fan for air circulation

- Covering waste truck
- Water spraying
- Installing dust net
- The management of air by planting protective trees
- The management of human resources by providing masks
- Providing dedicated smoking shelters
- laboratory air ambient and air emissions tests

Dust Control by Water Spraying



Washing Bay



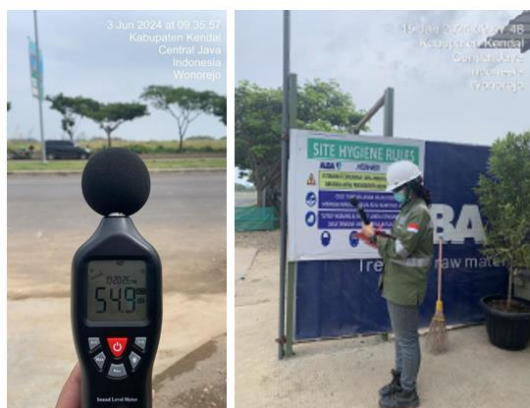
Washing vehicle wheels before leaving the project site to prevent mud from drying, falling off during transit, and turning into dust.

Ambien Air Monitoring by 3rd party

NOISE LEVEL

Environmental management efforts to reduce the negative impact of noise include tree planting activity, installing fence as barrier, provision of a special area for generator, the management of human resources by providing earplugs, as well as laboratory noise tests.

Noise Monitoring



NOISE MONITORING

Date: 05-07-2024
Location: Barisan, Jember
Weather Condition: Sunny, 28°C
Conducted by: [Signature]

Time	1st Point	2nd Point	3rd Point	4th Point	5th Point	6th Point	7th Point	8th Point	9th Point	10th Point	11th Point	12th Point	13th Point	14th Point	15th Point	16th Point	17th Point	18th Point	19th Point	20th Point
07:00	54.5	55.2	56.1	57.3	58.4	59.5	60.6	61.7	62.8	63.9	65.0	66.1	67.2	68.3	69.4	70.5	71.6	72.7	73.8	74.9
08:00	55.1	55.8	56.7	57.9	59.0	60.1	61.2	62.3	63.4	64.5	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5
09:00	55.6	56.3	57.2	58.4	59.5	60.6	61.7	62.8	63.9	65.0	66.1	67.2	68.3	69.4	70.5	71.6	72.7	73.8	74.9	76.0
10:00	56.2	56.9	57.8	59.0	60.1	61.2	62.3	63.4	64.5	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6
11:00	56.7	57.4	58.3	59.5	60.6	61.7	62.8	63.9	65.0	66.1	67.2	68.3	69.4	70.5	71.6	72.7	73.8	74.9	76.0	77.1
12:00	57.3	58.0	58.9	60.1	61.2	62.3	63.4	64.5	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6	77.7
13:00	57.8	58.5	59.4	60.6	61.7	62.8	63.9	65.0	66.1	67.2	68.3	69.4	70.5	71.6	72.7	73.8	74.9	76.0	77.1	78.2
14:00	58.4	59.1	60.0	61.2	62.3	63.4	64.5	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6	77.7	78.8
15:00	58.9	59.6	60.5	61.7	62.8	63.9	65.0	66.1	67.2	68.3	69.4	70.5	71.6	72.7	73.8	74.9	76.0	77.1	78.2	79.3
16:00	59.5	60.2	61.1	62.3	63.4	64.5	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6	77.7	78.8	79.9
17:00	60.1	60.8	61.7	62.9	64.0	65.1	66.2	67.3	68.4	69.5	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5
18:00	60.6	61.3	62.2	63.4	64.5	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6	77.7	78.8	79.9	81.0
19:00	61.2	61.9	62.8	64.0	65.1	66.2	67.3	68.4	69.5	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6
20:00	61.7	62.4	63.3	64.5	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6	77.7	78.8	79.9	81.0	82.1
21:00	62.3	63.0	63.9	65.1	66.2	67.3	68.4	69.5	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6	82.7
22:00	62.8	63.5	64.4	65.6	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6	77.7	78.8	79.9	81.0	82.1	83.2
23:00	63.4	64.1	65.0	66.2	67.3	68.4	69.5	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6	82.7	83.8
00:00	63.9	64.6	65.5	66.7	67.8	68.9	70.0	71.1	72.2	73.3	74.4	75.5	76.6	77.7	78.8	79.9	81.0	82.1	83.2	84.3
01:00	64.5	65.2	66.1	67.3	68.4	69.5	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6	82.7	83.8	84.9
02:00	65.1	65.8	66.7	67.9	69.0	70.1	71.2	72.3	73.4	74.5	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5
03:00	65.6	66.3	67.2	68.4	69.5	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6	82.7	83.8	84.9	86.0
04:00	66.2	66.9	67.8	69.0	70.1	71.2	72.3	73.4	74.5	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6
05:00	66.7	67.4	68.3	69.5	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6	82.7	83.8	84.9	86.0	87.1
06:00	67.3	68.0	68.9	70.1	71.2	72.3	73.4	74.5	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6	87.7
07:00	67.8	68.5	69.4	70.6	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6	82.7	83.8	84.9	86.0	87.1	88.2
08:00	68.4	69.1	70.0	71.2	72.3	73.4	74.5	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6	87.7	88.8
09:00	68.9	69.6	70.5	71.7	72.8	73.9	75.0	76.1	77.2	78.3	79.4	80.5	81.6	82.7	83.8	84.9	86.0	87.1	88.2	89.3
10:00	69.5	70.2	71.1	72.3	73.4	74.5	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6	87.7	88.8	90.0
11:00	70.1	70.8	71.7	72.9	74.0	75.1	76.2	77.3	78.4	79.5	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5
12:00	70.6	71.3	72.2	73.4	74.5	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6	87.7	88.8	89.9	91.0
13:00	71.2	71.9	72.8	74.0	75.1	76.2	77.3	78.4	79.5	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6
14:00	71.7	72.4	73.3	74.5	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6	87.7	88.8	89.9	91.0	92.1
15:00	72.3	73.0	73.9	75.1	76.2	77.3	78.4	79.5	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6	92.7
16:00	72.8	73.5	74.4	75.6	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6	87.7	88.8	89.9	91.0	92.1	93.2
17:00	73.4	74.1	75.0	76.2	77.3	78.4	79.5	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6	92.7	93.8
18:00	73.9	74.6	75.5	76.7	77.8	78.9	80.0	81.1	82.2	83.3	84.4	85.5	86.6	87.7	88.8	89.9	91.0	92.1	93.2	94.3
19:00	74.5	75.2	76.1	77.3	78.4	79.5	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6	92.7	93.8	94.9
20:00	75.1	75.8	76.7	77.9	79.0	80.1	81.2	82.3	83.4	84.5	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5
21:00	75.6	76.3	77.2	78.4	79.5	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6	92.7	93.8	94.9	96.0
22:00	76.2	76.9	77.8	79.0	80.1	81.2	82.3	83.4	84.5	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6
23:00	76.7	77.4	78.3	79.5	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6	92.7	93.8	94.9	96.0	97.1
00:00	77.3	78.0	78.9	80.1	81.2	82.3	83.4	84.5	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6	97.7
01:00	77.8	78.5	79.4	80.6	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6	92.7	93.8	94.9	96.0	97.1	98.2
02:00	78.4	79.1	80.0	81.2	82.3	83.4	84.5	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6	97.7	98.8
03:00	78.9	79.6	80.5	81.7	82.8	83.9	85.0	86.1	87.2	88.3	89.4	90.5	91.6	92.7	93.8	94.9	96.0	97.1	98.2	99.3
04:00	79.5	80.2	81.1	82.3	83.4	84.5	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6	97.7	98.8	99.9
05:00	80.1	80.8	81.7	82.9	84.0	85.1	86.2	87.3	88.4	89.5	90.6	91.7	92.8	93.9	95.0	96.1	97.2	98.3	99.4	100.5
06:00	80.6	81.3	82.2	83.4	84.5	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6	97.7	98.8	99.9	101.0
07:00	81.2	81.9	82.8	84.0	85.1	86.2	87.3	88.4	89.5	90.6	91.7	92.8	93.9	95.0	96.1	97.2	98.3	99.4	100.5	101.6
08:00	81.7	82.4	83.3	84.5	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6	97.7	98.8	99.9	101.0	102.1
09:00	82.3	83.0	83.9	85.1	86.2	87.3	88.4	89.5	90.6	91.7	92.8	93.9	95.0	96.1	97.2	98.3	99.4	100.5	101.6	102.7
10:00	82.8	83.5	84.4	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6	97.7	98.8	99.9	101.0	102.1	103.2
11:00	83.4	84.1	85.0	86.2	87.3	88.4	89.5	90.6	91.7	92.8	93.9	95.0	96.1	97.2	98.3	99.4	100.5	101.6	102.7	103.8
12:00	83.9	84.6	85.5	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.5	96.6	97.7	98.8	99.9	101.0	102.1	103.2	104.3
13:00	84.5	85.2	86.1	87.3	88.4	89.5	90.6	91.7	92.8	93.9	95.0	96.1	97.2	98.3	99.4	100.5	101.6	102.7	103.8	104.9
14:00	85.1	85.8	86.7	87.9	89.0	90.1	91.2	92.3	93.4	94.5	95.6	96.7	97.8	98.9	100.0	101.1	102.2	103.3	104.4	105.5
15:00	85.6	86.3	87.2	88.4	89.5	90.6	91.7	92.8	93.9	95.0	96.1	97.2	98.3	99.4	100.5	101.6	102.7	103.8	104.9	106.0
16:00	86.2	86.9	87.8	89.0	90.1	91.2	92.3	93.4	94.5	95.6	96.7	97.8	98.9	100.0	101.1	102.2	103.3	104.4	105.5	

WASTEWATER QUALITY

To reduce pollutants, Decorient carried out some efforts as follows:

- Providing washing bay area, complete with sediment pond
- Clean up the sediment pond and drainage regularly
- Wastewater quality check in outlet point by a certified third party
- On-site sanitation by bio-septic tank

Excavation work will be done in project construction activities to make the foundation or basement of a building. Thus, there is a possibility that a pool of water will be created, either from rainwater or surface water. Decorient properly manages this wastewater to avoid contamination of the public drainage to which the water will be removed.

In reducing the impact that occurs from this water removal, Decorient's project is required to take corrective action, namely by creating a sediment pond to control the silt carried by the water into the public drainage system.

Decorient has carried out best management practices to avoid pollution of public drainage channels such as the application of sediment ponds, washing bays, and perimeter gutters. Regular inspections are carried out by our team and client to ensure that pollution prevention plans caused by runoff run well.

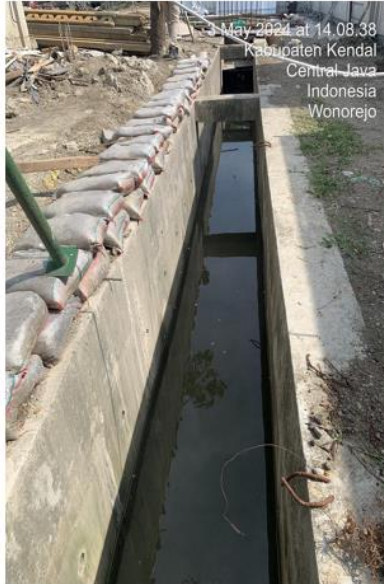
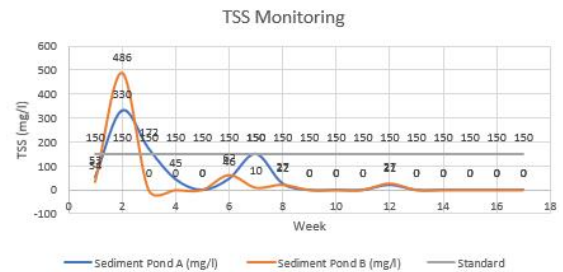
In addition, Decorient also conducts dewatering activities which aim to control water (groundwater/surface) so as not to interfere with or hinder the process of carrying out a construction work, especially for the implementation of parts of structures that are in the soil and below the groundwater level.

Dewatering activity that is conducted directly will not harm groundwater structure. Hence, a project needs to implement a management system so as to reduce negative impact on the environment due to the dewatering process. Handling performed, including creating a good recharge well, either within the project or outside the project, can be reached by pipeline and dewatering water drainage control by measuring the volume based on the permit given by the estate management.

Sediment Pond A & B



Sack of sand as a sediment trap sediment trap

TSS Monitoring by 3rd party*

*for rainy days only

Rainfall Monitoring



Washing Bay



to capture mud from vehicle wheels and direct it to a sediment pond

SOLID WASTE

Waste management is carried out to prevent decline of environmental sanitation quality, health quality, and aesthetic disruption. This is realized through regular monitoring activity by the cleaning crew in the project sites where the waste is managed in 3R (reduce, reuse, recycle) principles.

For hazardous waste, Decorient used a licensed third party to transport and process the waste. Decorient used PT Eben Heizer to handle this waste. All the documentation and manifests are well recorded in our system.

MOU AGREEMENT FOR ENVIRONMENTAL MANAGEMENT

The manifestation of Decorient's commitment to environmental management is realized through a work agreement with third parties. In 2023, Decorient entered into an MoU agreement with:

- Hazardous waste transport and management vendor, namely PT Eben Heizer
- Environmental laboratory and monitoring vendor, namely PT Envilab Indonesia
- Certification body for ISO 14001:2015 certification, namely British Standards Institution (BSI)

CLEANING SCHEDULE REST SHELTER & TOILET ALBA TRIDI PROJECT

HARI	PERUSAHAAN	JAM CLEANING
SENIN	Md. Nurcahyono	Daily cleaning, with a focus on the following specific time:
SELASA	RDJO	
RABU	DUPLN	
KAMIS	Md. Nurrohmam	1. 08.30 WIB,
JUM'AT	RDJO	2. 10.00 WIB,
SABTU	KMP	3. 13.00 WIB,
MINGGU	DPI	4. 15.30 WIB,

Hazardous Waste Storage



Responsible hazardous waste disposal, in collaboration with a licensed third party and establishing an MoU.

Rp.10.000,- masing-masing akan ditanggung sebagai diti dan memiliki kelengkapan hukum yang sama sebagai bukti sah atas limbah yang diserahkan oleh Para Pihak dalam Pelemparan. Masing-masing pihak menandatangani Pelemparan ini dengan kesadaran, dalam keadaan sehat, dan tanpa ada unsur paksaan dari Pihak manapun.



Waste Segregation Implementation



Hazardous Waste Management by a Licensed Third Party



Environmental monitoring

Decorient's accountability in carrying out business processes that are in harmony with the interest in minimizing impact on the environment is realized through the regular monitoring of impact on the environment. Decorient measures the impact on the environment based on instructions from the AMDAL (Analysis of Environmental Impacts) of every construction project carried out. The evaluation indicators used by Decorient cover the ambient air, environmental noise, vibration, domestic wastewater, and air emissions. Environmental measurement was done by a licensed third party.

AIR QUALITY

Air quality monitoring in the Cargill Project on 07 March 2023 and the Sampoerna Project on 17 February 2023 was carried out by PT Envilab Indonesia. Air quality measurements were conducted twice, namely ambient and indoor air quality. The air quality measurements at Cargill were carried out in the Heavy Equipment Gate area and the MCC Building. Air quality measurements at Sampoerna were carried out in the Loading Dock and the external area of Project RRP Phase 2.

From the result of the analysis, it can be concluded that all ambient air quality parameters have met the quality standards stipulated in the Government Regulation of the Republic of Indonesia No. 22 of 2021 concerning the Implementation of Environmental Protection and Management.



Air ambient monitoring at project

NOISE INTENSITY

Noise intensity measurement was carried out directly by PT Envilab Indonesia using a Sound Level Meter at the determined monitoring points: the Chemical Building area for the Cargill Project and the external area of RRP Phase 2 for the Sampoerna Project. Noise

intensity measurements were carried out on 07 March 2023 for Cargill and Sampoerna on 17 February 2023.

From the result of the analysis, it can be concluded that the noise intensity in the Main Gate Project and Main Building Area has met the quality standards stipulated in the Decree of Minister of Environment No. 48 of 1996 concerning Noise Quality Standards.

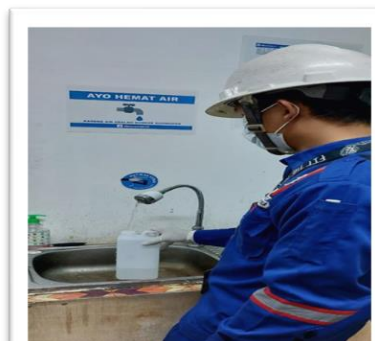


Noise intensity monitoring at project

CLEAN WATER QUALITY

Clean water quality monitoring aims to determine the quality of clean water that will be used for employee sanitation purposes. Monitoring carried out by PT Envilab Indonesia was done on 07 March 2023 for Cargill and Sampoerna on 17 February 2023. The clean water monitoring was carried out by taking samples in the office pantry and then will be analyzed in PT Envilab Indonesia Laboratory.

From the result of the analysis, the water quality parameters have met the quality standards for both projects stipulated in the Regulation of Minister of Health No. 32 of 2017 concerning Hygiene and Sanitary.



Clean water monitoring at project

VEHICLE EMISSION

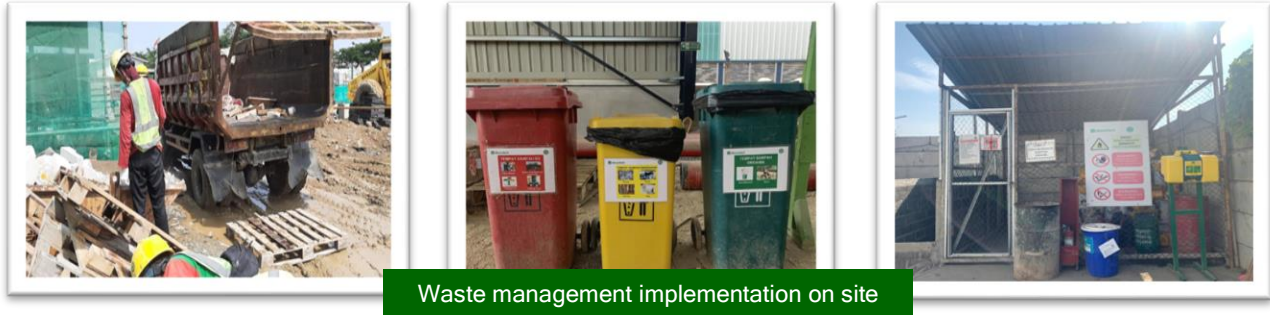
Vehicle emissions monitoring is carried out by measuring the emission of heavy equipment, namely pick-up, and dumper. Monitoring carried out by PT Envilab Indonesia was done on 07 March 2023 for Cargill and Sampoerna on 17 February 2023.

From the result of the analysis, it can be concluded that emissions from all tested heavy equipment have met the quality standards stipulated in the Regulation of Minister of Environment No. 5 of 2006 concerning the Old Motor Vehicle Exhaust Emission Threshold.



SOLID WASTE

Solid waste monitoring is carried out to understand whether the waste disposal system is operating properly and can avoid waste buildup. The method used is observation at solid waste distribution areas and temporary waste storage area (TPS), and through checking cooperation with third parties with a waste management permit. Monitoring is carried out at organic, inorganic, and hazardous TPS daily during the construction stage. Hazardous waste management has been conducted properly by separating temporary waste storage areas for hazardous and non-hazardous waste. The collected hazardous waste will be transported by an external party that has a license for hazardous waste transportation to the final treatment area.



Waste management implementation on site

Environmental Complaints Mechanism

Throughout the reporting period, Decorient has taken responsibility for the environment by making efforts to improve efficiency and monitor the environment. With the efforts that have been carried out, during the reporting period there was no complaint against Decorient for the losses incurred due to environmental pollution carried out by Decorient. There was no sanction imposed on Decorient in the reporting period due to occurrence of activity or behavior violating environmental regulations.

Prioritizes Excellent Human Resources

Human Resource Management

Human Resources is an important asset for the Decorient's business continuity from time to time. Possessing reliable, loyal, and competent Human Resources structure is the Decorient's main capital (human capital) in achieving mission and business success in the present time and in the future. Therefore, Decorient prioritizes the development of the existing Human Resources, both individually and as a team, as a strategy to present and maintain the best performance in the construction service business. As such, Decorient consistently focuses on developing the competency of the existing Human Resources through various integrated and comprehensive training program and certification.

Table of Training Program in 2023

Training Title	Total Participants	Training Hours	Training Provider
Cost Control	9	144	Internal Training
Contractual Training	15	180	Internal Training
Cubicost TRB (Takeoff For Rebar)	1	8	Glodon
Cubicost TAS (Takeoff for Architecture and Structure)	1	8	Glodon
Training Microsoft 365 Business Premium	1	8	Logos Technology
Certified Contract Management Specialist (CCMS)	1	40	Pendidikan dan Pembinaan Manajemen (PPM)
Training of Trainer	2	48	BNSP
Ahli K3 Umum	1	96	Ministry of Manpower
Ahli K3 Konstruksi	2	80	Ministry of Manpower
First Aider	7	168	Ministry of Manpower
TKBT 1	39	624	Ministry of Manpower
TKBT 2	100	2400	Ministry of Manpower
TKPK	1	40	Ministry of Manpower
Electrician	2	96	Ministry of Manpower
Confined Space	4	160	Ministry of Manpower
Rigger	3	168	Ministry of Manpower
Auditor SMK3	1	40	Ministry of Manpower
Juru Las Kelas II	1	48	Ministry of Manpower
Keselamatan dan Kesehatan Kerja (K3) Bidang Perancah	2	48	Ministry of Manpower
Operator K3 Mobile Crane Kelas 1	2	80	Ministry of Manpower
Pembinaan Teknik K3 Bidang Pesawat Angkat dan Pesawat Angkut	2	48	Ministry of Manpower
Total Training Hours = 4532			

Table of Certification of Expertise

Number	Title of certificate of expertise	Organizer
1	Ahli Teknik Bangunan Gedung Level 9	IAKI - Ikatan Ahli Konstruksi Indonesia
1	Ahli Madya Teknik Bangunan Gedung Level 8	Ikatan Ahli Konstruksi Indonesia
2	Ahli Muda K3 Konstruksi	PT Mitra Dinamis Yang Utama (Mediatama)
2	Ahli Muda K3 Konstruksi	PT Upaya Riksa Patra
1	Ahli Teknik Bangunan Gedung Level 7	IAKI - Ikatan Ahli Konstruksi Indonesia
1	Auditor Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)	PT Sinergi Solusi Indonesia
1	Juru Las Kelas II - Second Class Welder	PT SLV Metropolitan Indonesia
2	Keselamatan dan Kesehatan Kerja (K3) Bidang Perancah	PT Upaya Riksa Patra
2	Operator K3 Mobile Crane Kelas 1	PT Global Safety
1	Pembinaan Teknik K3 Bidang Pesawat Angkat dan Pesawat Angkut	PT Upaya Riksa Patra
1	Pembinaan Teknik K3 Ruang Terbatas	PT Kreasi Edukasi Manajemen Indonesia
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Bidang Listrik	PT Upaya Riksa Patra
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Bidang Perancah	PT Upaya Riksa Patra

Recruitment of New Employees and Employees Turnover

Decorient particularly makes a positive contribution towards children's rights. We do this by subscribing to the business principles on children's rights. In concrete terms this means that irrespective of time and place Decorient always adheres to statutory minimum ages and never hires children younger than seventeen. One of the requirements for hiring employees at Decorient is to submit a *KTP – Kartu Tanda Penduduk* (identity card). Thus, it can be ensured that the minimum age of Decorient employees is 18 years.

To obtain superior, reliable, and competent human resources capable of fulfilling Decorient's goals, values, and business objectives, Decorient actively recruits new employees. In conducting the recruitment process, Decorient consistently upholds the principles of transparency, fairness, and equality, focusing on the needs and competencies required by the company.

Decorient evaluates each other based on performance and demonstrated qualities. Decorient explicitly rejects any form of discrimination based on race, religion or personal

beliefs, political preference, age, gender, disability, sexual orientation, or any other grounds.

During the reporting period, Decorient successfully recruited 24 new employees. The selection process is based on the needs and competencies required for the roles. Candidates are sourced through company websites, advertisements, individuals who have completed fieldwork with the company, and referrals, particularly for specific positions.

Meanwhile, Decorient also strives to create a conducive and comfortable work environment for all employees. As a result, the turnover rate during the reporting period was 11%."

Table of Employee rights and benefits

	Permanent	Non-permanent
Service	✓	✓
Information	✓	✓
Safety and health facility	✓	✓
Social Security (BPJS)	✓	✓
Benefit	✓	✓
Bonus/incentive	✓	✓
Reward	✓	✓
Training	✓	✓
Religious Holiday Allowance)	✓	✓
Salary	✓	✓
Uniform	✓	✓
Maternity leave	✓	✓
Menstruation leave	✓	✓
Pilgrimage leave	✓	✓
Severance pay	✓	✓

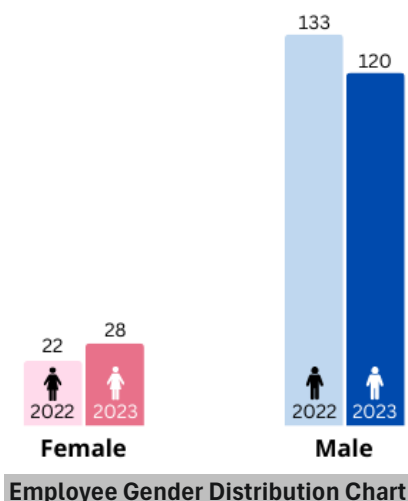
Implementation of Equality Principle for Employees

In order to implement the principles of good corporate governance, Decorient is committed to implementing equality and fairness to all employees. Decorient applies the principle of equality for all employees regardless of age, gender, ethnicity, religion, education, and physical appearance. Equal treatment is also presented in connection with the admission of new employees.

The decision to provide employment opportunities is granted based on the competence and ability of prospective employees and the needs of the Company. Likewise, the provision related remuneration schemes, reward, and punishment, Decorient put the principle of equality for all employees in accordance with established standards. Some forms of other implementations that represent the principle of equality, among others through:

- Provision of an appropriate reward for workers with career path, responsibilities and competence.
- Equal opportunity for employees to develop their career
- The opportunity to receive training in order to develop competency

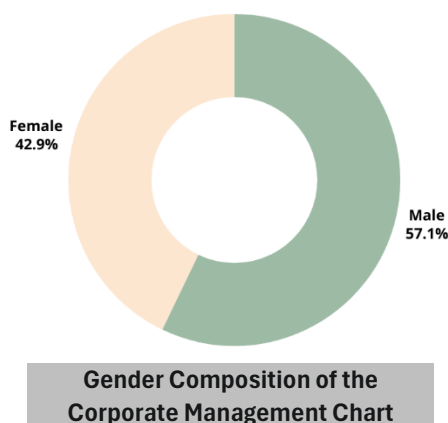
In establishing a remuneration scheme, Decorient also implements the principle of equality based on an assessment of the performance and level of employee organizations, regardless of gender, religion, ethnicity, and race.



In 2022, 14.2% of Decorient's employees were women, and this increased to 23.3% in 2023.

Most female employees at Decorient work in office roles, but in 2023, Decorient recruited 7 female engineers to work on project sites. This demonstrates Decorient's commitment to providing equal opportunities and trust regardless of gender.

The corporate management team at Decorient includes 3 women among a total of 7 department heads. This reflects the company's commitment to gender equality, demonstrating that positions are assigned based on individual competencies rather than gender."



Decorient has 1 staff member with a disability, ensuring that the employee is not subjected to discriminatory treatment and can work safely and comfortably despite their limitations. The employee has been with Decorient since 2022 and has proven to be competent in their field.

Anti-Discrimination Policy

In the context of implementing the principles of good corporate governance, Decorient is committed to implementing equality and justice for each employee. This application refers to the provisions of Law No. 21 of 1999 regarding ratification of the ILO Convention on Discrimination in Work and Position and Law No. 13 of 2003 regarding Manpower.

Decorient also ensures that all work activities within the Company are free from forced or compulsory labor practices that violate the applicable manpower provisions and regulations.

Employee Satisfaction Survey

An employee satisfaction survey was conducted for all Decorient staff in 2023 and will be continuously developed in the future. This survey aims to understand the perspectives of Decorient employees on various aspects of the company. The survey results will be used by Decorient management as feedback to enhance employee satisfaction and productivity moving forward. Overall, Decorient received a rating of 4, which is considered 'above expectation'.



Fostering Open Dialogue

Decorient consistently strives for constructive dialogue to advance the company and bridge mutual interests. When developing Company Regulations, Decorient seeks input from employee representatives before finalizing and submitting them to the Jakarta Department of Manpower and Transmigration.

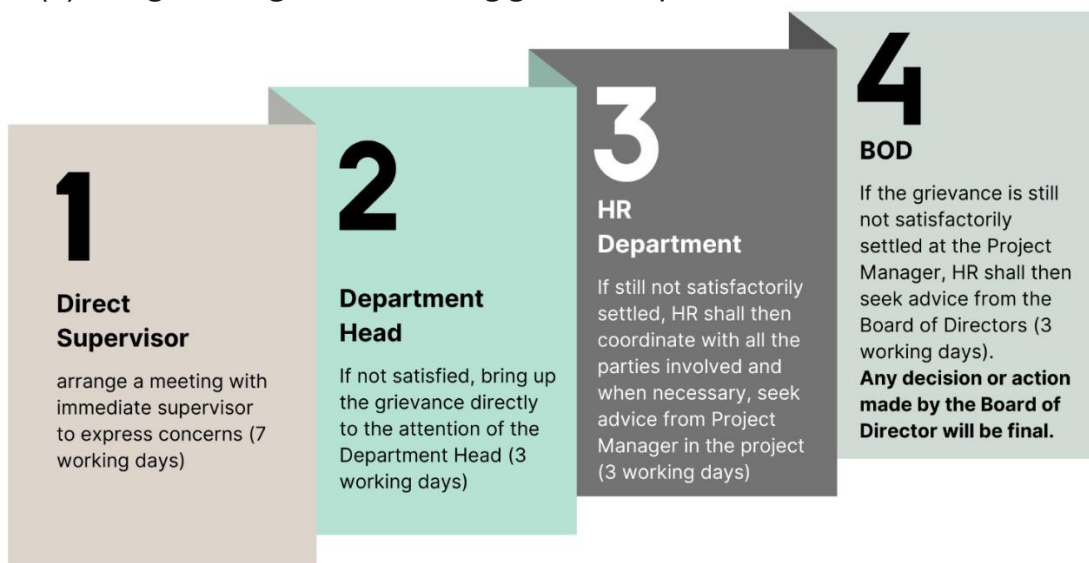
Decorient also regularly holds town hall meetings, attended by Top Management and all Decorient employees. This meeting is used to:

- **Communicate Updates and Encourage Participation**
Share information about recent developments, policies, or changes and also engage employees in decision-making processes.
- **Address Concerns**
Provide a platform for employees to voice their opinions, concerns, or suggestions.
- **Foster Transparency**
Enhance transparency and build trust by openly discussing topics and decisions.

Grievance Mechanism

It is the commitment of Decorient that a grievance or complaint of an employee be settled fairly and as quickly as possible.

In the event an employee or several employees consider that they are not treated fairly or in contradiction to the contents and spirit of the Company Regulations, then the employee(s) can go through the following grievance procedures:

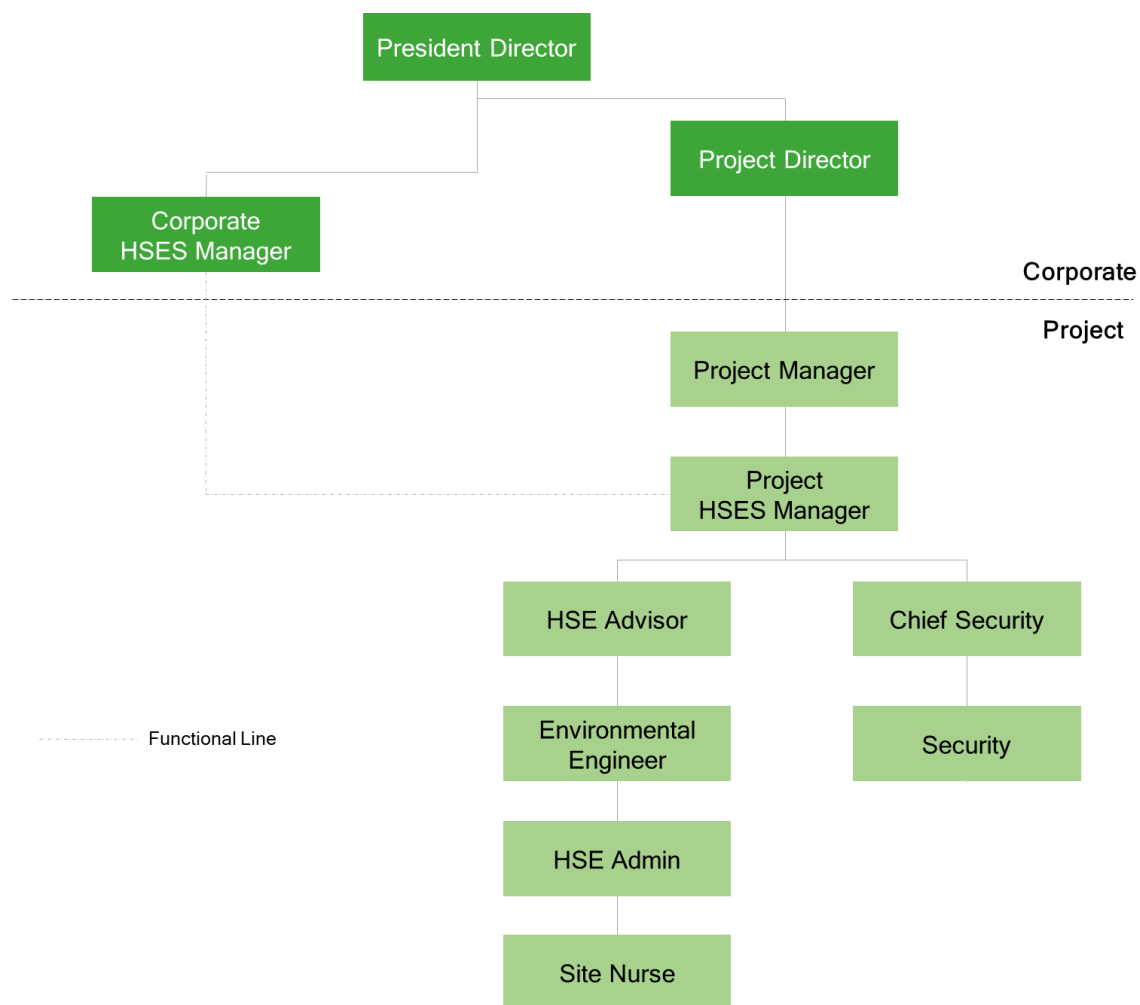


During the year 2023, no grievances were addressed by employees.

Occupational Health and Safety

Occupational Health and Safety in Decorient's Organization Structure

All program management related to Occupational Safety and Health aspects (OHS) is under HSES Department. The following is the structure of the Decorient HSES Department for 2023:



**not all projects implemented this organization structure*

Key Performance Indicators

No	Objective	Indicator	Target	Achieved/ Not Achieved	Remarks
1	Financial Perspective				
2	Customer Perspective				
2.1	Project Safety Objectives	a. Lagging Indicator Objectives Score	min 80 %	Achieved	Cargill in 2023: Lagging 100% RRP4 in 2023: Lagging 93% Alba in 2023: Lagging 100%
		b. Leading Indicator Objectives Score	100%	Not achieved	Cargill in 2023: Leading 100% RRP4 in 2023: Leading 80% Alba in 2023: Leading 89%
2.2	Client's Safety NCR	NCR closing out average	Max 2 weeks from issuance	Achieved	
3	Internal Process Perspective				
3.1	HSE Management System	ISO External Audit Surveillance	Passed audit without major finding	Achieved	Passed without major finding (1 minor NC)
		SMK3 Certification	Certification achieved by end of Q3	Not achieved	Postponed
3.2	HSE Performance	Management Inspection Plan carried out	> 90% every month	Achieved	RRP4: 90,3% Alba: 71% Cargill: 100%
4	Learning & Growth Perspective				
4.2	Human Capital	Min training for workforce	min 10% of active workforce / week	Achieved	> 10% per week
		Corporate HSE meeting attended by Project HSES Managers	1 meeting/month	Achieved	1 meeting/month carried out
		Monitor HSE Personnel certificates expiration at Corporate, Yard and Projects	All HSE Personnel's certificates are valid	Achieved	Collected and updated regularly

Implementation of Occupational Health and Safety

Employees' safety is the priority within Decorient's work environment. Hence, Decorient always strives to provide the best for all Decorient people by creating a favorable and positive work environment in order to protect all of its personnel. Decorient system is certified to ISO 45001:2018 standard.

HSE activities and emergency response readiness are prepared in the HSE plan and Emergency Response Plan (ERP) documents before the start of project construction activities. The HSE plan and ERP are disseminated to all project personnel through the HSE Induction.

To create a safe environment at work, Decorient continues to stress the importance of the following activities:

- Comply with all regulations and standards of occupational safety.
- Provide all safety equipment and ensure that the equipment is used according to Decorient's OHS standards in the construction field.
- Develop an emergency response plan to help identify and conduct preventive measures for potential emergency scenarios.
- Overcome incidents according to the prevailing standards and procedures.
- Investigate any incidents occurred, including the near miss incident, to identify the cause and anticipate it in the future.
- Conduct investigation and prepare report on any incidents and socialize it to prevent recurrence.
- Hold periodical training on emergency management.
- Review and evaluate the implementation of OHS management system by periodically conducting inspection and audit to monitor our performance and improve skills needed by the employees and partners.

Table of Cost Spent on HSES Activity and CSR Program

HSES & CSR Program and Activity	Cost Spent (IDR)	HSES & CSR Program and Activity	Cost Spent (IDR)
Vitamin distribution	Rp 23.919.500	Spill kit	Rp 2.295.198
Antigen test/PCR Test	Rp 10.383.000	Hazardous waste disposal	Rp 6.110.095
Mask distribution	Rp 8.692.891	Health device (thermometer, blood pressure, etc)	Rp 3.259.000
PPE	Rp 758.988.946	Safety Reward	Rp 29.358.000

HSES & CSR Program and Activity	Cost Spent (IDR)	HSES & CSR Program and Activity	Cost Spent (IDR)
Training		Healthy drink as supplement	Rp 29.623.607
TKBT 1 Training	Rp 116.580.000	Hospital Reimbursement	Rp 35.619.260
TKBT 2 Training	Rp 352.500.000	APAR refill/purchase	Rp 34.533.656
other trainings	Rp 166.950.000	P3K/refill	Rp 2.304.612
Equipment Certification	Rp 55.755.000	Waste disposal	Rp 39.181.227
Medical Check up	Rp 127.377.608	Sports	Rp 18.812.000
Fogging	Rp 5.000.000	Environmental measure device	Rp 587.000
CSR	Rp 17.200.000	Safety tools	Rp 16.019.520
Disinfectant	Rp 1.566.321	Waste bin	Rp 25.862.981
Environmental monitoring	Rp 33.193.415	Others	Rp 78.000
TOTAL	Rp 1.921.750.837		

OCCUPATIONAL HEALTH

Occupational health has become a crucial issue that needs to be addressed accordingly within Decorient's work environment. As the employer, Decorient is bound to protect every employee's health aspect in the workplace from the threat of health issues and adverse conditions caused by the occupational activities, especially related to the construction projects. To that end, Decorient creates a healthy work environment by assessing the impact of any activity/project on humans and the nearby surroundings.

Enforcement of the need for occupational health priority is shown by taking preventative measures to minimize employees' health damage through the provision of routine medical check-ups for staff every year. Meanwhile, workers at the project sites must bring health certificates before they begin their work for example, in Sampoerna Project the workers must be able to show National Health Care Security (BPJS Kesehatan). In Cargill Projects, all staff and workers must have medical checkups before starting work. Such measures are also taken by providing first aid points in each project area. Decorient also conducted mosquito fogging in the project areas to create and ensure a healthy work environment for all employees.

Decorient is committed to always supporting the improvement of employees' health. Decorient also held badminton training sessions for employees to improve their health and fitness. This is expected to become a supporting instrument for Decorient people to combat fatigue and stress through a series of healthy activities and self-actualization through positive hobbies.

Occupational Health and Safety Training

In order to improve the competence and knowledge of employees related to occupational safety and health, Decorient has included its employees in various training and certification in the OHS field. This training aims to increase employee awareness, care and competence on the importance of occupational safety and health in the process of implementing operational activities.

The total number of hours dedicated to OHS training in 2023 is 4.144, with the details provided below:

Type	Title	Total Participants	Training Hours	Training Provider
Certification	Training of Trainer	2	48	BNSP
Certification	Ahli K3 Umum	1	96	Ministry of Manpower
Certification	Ahli K3 Konstruksi	2	80	Ministry of Manpower
Certification	First Aider	7	168	Ministry of Manpower
Certification	TKBT 1	39	624	Ministry of Manpower
Certification	TKBT 2	100	2400	Ministry of Manpower
Certification	TKPK	1	40	Ministry of Manpower
Certification	Electrician	2	96	Ministry of Manpower
Certification	Confined Space	4	160	Ministry of Manpower
Certification	Rigger	3	168	Ministry of Manpower
Certification	Auditor SMK3	1	40	Ministry of Manpower
Certification	Juru Las Kelas II	1	48	Ministry of Manpower
Certification	Keselamatan dan Kesehatan Kerja (K3) Bidang Perancah	2	48	Ministry of Manpower
Certification	Operator K3 Mobile Crane Kelas 1	2	80	Ministry of Manpower
Certification	Pembinaan Teknik K3 Bidang Pesawat Angkat dan Pesawat Angkut	2	48	Ministry of Manpower

Dissemination and Supervision of OHS

Dissemination and supervision of occupational safety and health have been carried out regularly through several means, among others:

1. Dissemination through “General Safety Talk” program and “Toolbox Meeting”, namely daily orientation in groups based on work area or work discipline.

2. Assignment of HSE Advisor to conduct dissemination, supervision, and provide regular reports on the consistency of occupational safety and health standards implementation to reduce potential risks.
3. Dissemination through induction program for workers, new employees, and visitors prior to entering construction project area.
4. OHS and Environment inspection for occupational safety and health implementation in each project.
5. Regular training for technical skills and certifications in tools, electricity, scaffolding, etc.
6. Dissemination of work permit awareness.
7. Occupational safety and health campaign through posters, and bulletins.

Safe Work Hours

Dissemination and supervision of occupational safety and health have been carried out regularly through several means, among others:

1. Dissemination through “General Safety Talk” program and “Toolbox Meeting”, namely daily orientation in groups based on work area or work discipline.
2. Assignment of HSE Advisor to conduct dissemination, supervision, and provide regular reports on the consistency of occupational safety and health standards implementation to reduce potential risks.
3. Dissemination through induction program for workers, new employees, and visitors prior to entering construction project area.
4. OHS and Environment inspection for occupational safety and health implementation in each project.
5. Regular training for technical skills and certifications in tools, electricity, scaffolding, etc.
6. Dissemination of work permit awareness.
7. Occupational safety and health campaign through posters, and bulletins.

During 2023, total man-hour realized amounted to 1.556.331 man-hour compared with total man-hour of 2022 at 2.509.406 man-hour, with 0 (zero) Lost Time Injury (LTI) case. Medical treatment case (MTC) in 2023 was recorded at 2 cases, the same as in 2022. Total Recordable Injury cases (TRI) in 2023 were 2 cases, also same as in 2022. Total Recordable Incident Rate (TRIR) in 2023 was 1.29, meanwhile, in 2022, Total Recordable Incident Rate (TRIR) was 0.80.

Year	Exposure (Total man hours worked)	Number of Incidents					LTIR *6	TRIR *7
		FAT *1	LTI *2	RWC *3	MTC *4	TRI*5 (*1+2+3+4)		
2023	1.556.331	0	0	0	2	2	0,00	1,29
2022	2.509.406	0	0	0	2	2	0,00	0,80
2021	1.204.945	0	0	0	1	1	0,00	0,83
Total	5.270.682	0	0	0	5	5	0,00	0,95

Follow-Up on Work Accident

To anticipate the incident at work, Decorient has conducted various follow-up efforts for its employees to obtain only the best in the occupational health and safety sector. One of the efforts is to create a supportive and conducive work environment that supports the safety measures for all personnel. Decorient ensures that all employees carry out their duties and responsibilities in line with the safety standards and procedures as well as the rules and regulations applicable in Decorient.

Safety Alert is prepared for every work accident occurring in the project to be disseminated to all Decorient's projects. The contents cover accident chronology and cause of incident and becomes a lesson for Decorient to prevent the same incident to take place in other projects.

Occupational Safety and Health Committee

To comply with Law Number 1 of 1970 on Occupational Safety, Decorient has established an Occupational Safety and Health Committee (*Panitia Pembina Keselamatan dan Kesehatan Kerja - P2K3*) to promote participation and cooperation between employers and all employees in efforts to ensure workplace safety and health. Decorient P2K3 was officially approved on April 18, 2023, by the Head of the Jakarta Department of Manpower, Transmigration, and Energy.

Meetings are held monthly, and the P2K3 report is submitted quarterly to Jakarta Department of Manpower and Transmigration and Energy.

Corporate Social Responsibility

Decorient Cares

Decorient carries out social responsibility programs and activities in social and community development in a sustainable manner with an aim to provide contributions for the development and empowerment of society, particularly the one living nearby the project area. In addition, CSR programs in the social and community are also carried out as a form of Decorient investment to the community (community investment) in order to improve their standard of living and welfare.

The development of Decorient Sustainable social performance in 2023 is implemented through several programs that have a direct impact on the community. Details of Decorient's sustainable social activities* is as follows:

- Vitamin and supplement distribution to all employees
- Mask distribution
- Fogging
- Disinfectant
- Donation for mosque renovation
- Donation of sacrificial animals
- Plastic waste donation
- Internship program
- Meal box donation for orphanage
- Donation for Independence Day celebration
- Participation in blood donation event of Palang Merah Indonesia (PMI)
- Donation for Maulid Nabi Muhammad SAW event
- Donated 280 boxes of used papers to be recycled by a legal third party (Paper Destroyer Company: PT Indoarsip)

**detail of cost spent can be seen in the HSE Program Cost Spent Table.*



Donation to community and orphanage on April 17, 2023



Used paper donation
to be recycled



Vitamin distribution



Blood donation on May 15, 2023



Fogging in the village surrounding the workers' mess

Customer's Needs

Quality Control of Decorient's Product Construction

Decorient's commitment to quality is manifested in the completion and hand-over of project and provides a comprehensive after sales service, even after the lapse of guarantee period. Decorient believes that customer's needs are the priority. Therefore, Decorient always prioritizes the interest of clients in any situation.

The quality of Decorient's performance is seen in all stages of project implementation, which is monitored by Quality Department. This department continuously maintains the performance quality to maintain success in every project being executed. For example, at the first stage of the project, the Company and the project team conducts risks identification of quality failure that might happen and prepare for the prevention measure. During the execution process, the examination is conducted by using assessment system (inspection, audit, and test) in all projects. Furthermore, at the hand-over stage, another examination is performed to ensure that the building is ready and proper enough to be used.

Our system is certified to ISO 9001:2015.

Customer Feedback Survey

As a parameter to succeed, Decorient tried to accommodate the needs of its customers by conducting customer satisfaction monitoring as well as to maintain any complaints. Monitoring the satisfaction level of the customer conducted through Customer Feedback Survey. Every complaint and input become a significant point for the Company to improve the quality of service and to maintain the Company's market share among the market competition.

Customer feedback surveys are conducted in 2 phases: the tender phase and the project phase. In the tender phase, regardless of whether we win or lose, Decorient will send out a customer feedback survey and use it as input for future improvements. In the project phase, the customer feedback survey is sent out at mid-project and at the end of the project.

The score of Tender Customer Feedback Survey:

- IKEA Mall Ciputra is 75%

- JIS PEL Redevelopment, 100%, recommendation: adjust pricing to be more competitive
- Alba Tridi New Factory is 100%, recommendation: adjust pricing to be more competitive
- Cella Warehouse 2 is 89%
- Urban Forest is 72.2%
- Hon Chuan New Factory is 100%, recommendation: adjust pricing to be more competitive

The score of Project Customer Feedback Survey:

- Final Project for Linde Piling Work is 75%.
- Final Project for RRP Building Phase 2 is 77%.

In 2023, the KPI target for the customer feedback survey was solely the response rate, measured by having >75% of sent surveys returned. The challenge in obtaining feedback is the difficulty clients have in responding. Therefore, alternative methods for the survey need to be explored to ensure that feedback can still be received and used as input for improvements.

2023

SUSTAINABILITY REPORT



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