



SUSTAINABILITY REPORT

2022

PT Decorient Partaya Indonesia

 **decorient**

Reported by	Reviewed by		Approved by
			
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About this report

Purpose

This report shall describe the impact of Decorient's operations on the surrounding environmental and social aspects throughout 2022. The purpose of this report is to evaluate Decorient's contribution to the achievement of Sustainable Development Goals that are currently being encouraged by the Indonesian Government.

Reporting period and scope

This report contains data and material information on Decorient's performance in environmental and social aspects within the period of January 1st, 2022 to December 31st, 2022.

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

About us

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 purpose

Our purpose is creating values for our stakeholders:

- Becoming 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 career), and vendors (by establishing mutually beneficial relationship).
- 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 team 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 sugar coat 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.

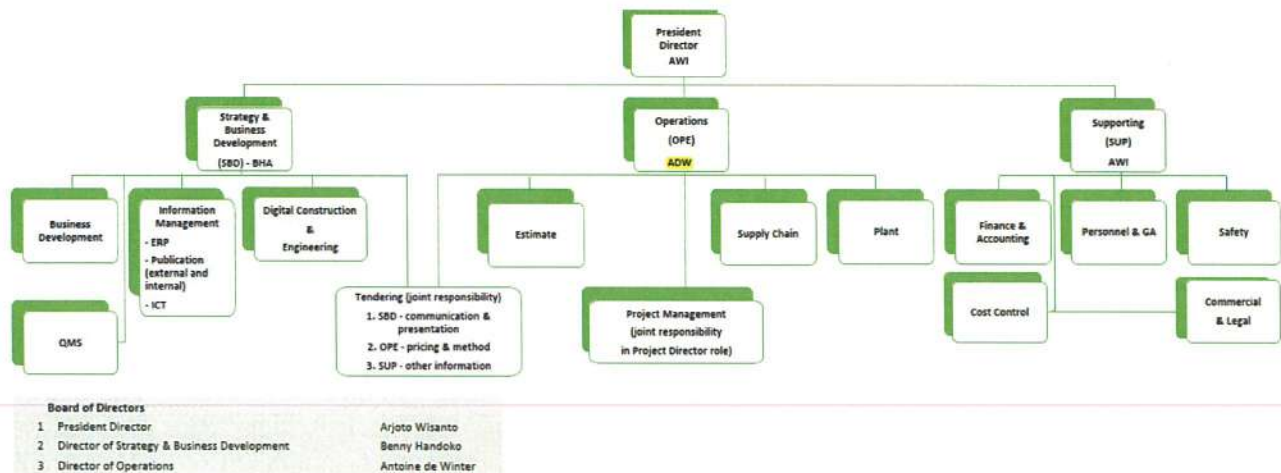
Innovation

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.

Our organization chart



Our projects in 2022

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.

Project Name	Employer	Project Category	Location
Nestle Batik & Sparks	PT Nestle Indonesia	Industrial	Batang, Central Java
Cargill Bromo & Quantum Leap	PT Cargill Indonesia	Industrial	Gresik, East Java
Java LG - Piling Works	PT Linde Indonesia	Industrial	Gresik, East Java
RRP Building Phase 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

No	Certifications	Registration #	Valid From	Expiration	Certified by
4	ISO 19650-2:2018	VC 755571	2022-11-15	2023-11-15	British Standards Institution
5	ISO 37001:2016	IABMS 774596	2022-10-31	2025-10-30	British Standards Institution
6	Izin Usaha Jasa Konstruksi Nasional	8120201991971	2018-09-17	-	Lembaga OSS
7	Sertifikat Badan Usaha Jasa Pelaksana Kontruksi - Bangunan Gedung	0-3171-06-005-2-09-001792	2019-07-22	2022-07-21	Lembaga Pengembangan Jasa Kontruksi
8	Sertifikat Badan Usaha Jasa Pelaksana Kontruksi - Bangunan Sipil	0-3171-07-005-2-09-001792	2019-07-22	2022-07-21	Lembaga Pengembangan Jasa Kontruksi
9	Sertifikat Badan Usaha Jasa Pelaksana Kontruksi - Kontruksi Terintegrasi	5-3171-11-003-2-09-001792	2020-02-11	2023-01-10	Lembaga Pengembangan Jasa Kontruksi
10	Sertifikat GAPENRI	22.24	2021.04.01	2022.01.02	
11	Green Building Council Indonesia	CM 0306-01052019	2019-07-22	2023-07-27	
12	Asosiasi Kontraktor Indonesia	004/AP/X/73	2022-07-27	2023-12-31	
13	Asosiasi Pengusaha Indonesia (APINDO)	XXXIV.02.09.096.13.1.0101	1973.10.02	2023-12-31	

Organization scale

Organization is a vessel to achieve common goals and to contain aspirations, ambitions and hopes. Organization becomes a place for socialization and a medium to accommodate opinions and to realize common vision and mission. Decorient's participation in various associations is a part of its strategies to be involved in many public policies related to the national and global construction industry, business development and improvement of social and environmental responsibility implementation.

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)

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 (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.

Supply Chain

Supply Chain Management

We treat our supply chain partners honestly and responsibly. We work with subcontractors and suppliers to ensure that they operate in a safe and environmentally-conscious way. Together with our preferred partners, we promote and develop sustainable solutions and best practice for the sector.

Decorient implements sustainable procurement where the process of procuring goods/services is carried out by assessing the entire construction process starting from planning to construction, thereby providing economic and social benefits and reducing negative impacts on the environment.

Decorient maintains a supply chain that delivers goods and services to Decorient of required quality, against competitive prices, within the desired timeframe and for which risks are controlled. The supply chain enables Decorient to be competitive and sustainable in the market and execute projects without delay due to supply or quality issues.

In order to achieve sustainable relations with our vendors and in order to minimize operational and administrative costs it is our aim to work with a limited number of vendors. New vendors are sourced through reliable channels. Sourcing new vendors provides several options to explore the market. Decorient conducts vendor assessment for all new vendors where the vendors are required to submit some documentation that proves they meet the expected standards, such as ISO certifications and they are asked to sign the Vendor Integrity Pact that declare their willingness 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; the 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 that will be carried out, it can be decided to extend the assessment with a visit by a Procurement Officer, project-team member and/or Quality Inspector. For a site visit an approval by the Project Manager or Corporate Supply Chain Manager is needed.

During this visit, the information supplied by the vendor is checked and a conclusion is drawn on quality, HSE, attitude and workmanship. Auditing and reporting are performed according to the management process System Auditing and Review (DMS-SAR-A-001).

After supplying/performing their job, the performance of the vendors will be evaluated. Vendor evaluation has been carried out to know their performance and can be used as an input for future projects. The criteria of the evaluation are quality, timely delivery, flexibility, price competitiveness, logistic performance, communication, documentation, safety, environment, and CSR. In the CSR section, vendors are expected to take initiative regarding corporate social responsibility 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 and 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).
- Takes at least 1 initiative or more annually to improve the CSR performance.

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 2022:

Supplier/Subcontractor Name	Service	Evaluation Result
CV Tunggal Makmur Abadi	Supply mirror	Accepted
Daiki Axis	Supply and install bio-septic	Accepted
PT Alcona Utama Nusa	Supply and install louvre and aluminium door, window, and glass door	Accepted
PT Aspros Binareka	Steel Fabricator & Steel Galvanization	Accepted
PT Hume Sakti Indonesia	Supply Spun pile	Accepted
PT Jaya Beton Indonesia	Supply Concrete	Accepted
PT Kharisma Dian Mandiri	Fabricator for supplying all stainless	Accepted
PT Nippo Tech Sejahtera	Wooden material fabricator	Accepted
PT Pakubumi Semesta	Piling Subcontractor	Accepted
PT Terminal Utama Teknik	Supply Valve	Accepted
PT Tiga Cahaya Kembar	Supply door and hardware	Accepted
CV Teknik Pompa	supply the Sewage Pump	Embargo
Plattech & Kharisma	Supply and install roofing	Embargo
PT Alka Trijaya Sukses	supply and install aluminium frame	Embargo
PT LakmanaKarya Adiyasa	supply all PVC pipe	Preferred
PT Arah Environmental	Hazardous Waste Transporter and Processor	Preferred

Environment

Environmental management system

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

This is achieved through the implementation of the following framework:

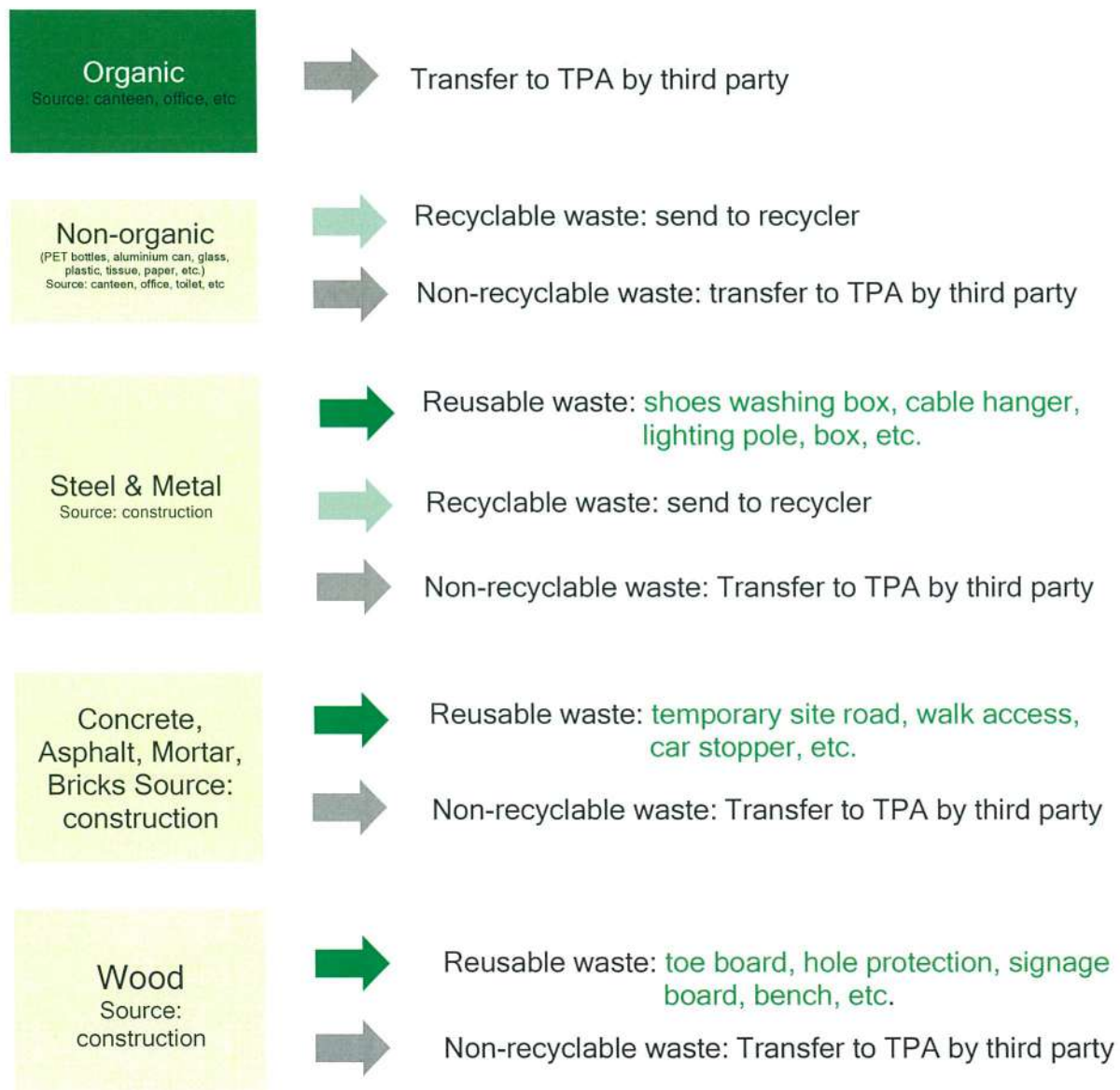
- Identifying the environmental requirements to both design and construction,
- Considering the environmental aspects of the proposed works and assessing the significance of any impacts,
- Setting project specific objectives and targets based on the performance obligations and potential environmental impacts,
- Consulting with the relevant authorities prior to activities impacting the environment,
- Implementing control measures to minimize adverse impacts during construction works,
- Promoting awareness to all site personnel of the environmental aspects of the works,
- Providing specific training where required to implement any control measures,
- Monitoring the effectiveness of environmental management versus the project KPI's,
- Auditing the performance on site 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 realize the effective implementation of Green Building concept, it must be carried out comprehensively, from upstream to downstream, encompassing the planning period to the construction period. To that end, Decorient seeks to implement the concepts of green construction and 3R (Recycle, Reduce, and Reuse) in every construction project undertaken.

In 2022, Decorient disposed 2713 tons of waste to Final Disposal Area (TPA) and recycled 36 tons of recyclable waste, such as plastics, papers, and rebars. Here are the waste stream implemented in our projects:





Waste segregation



Hazardous waste storage



Waste transferred to TPA



Rebar waste sent to recycler



Used paper sent to recycler



Plastic waste sent to recycler



Concrete and brick reused program



Rebars reused as shoe cleaning box

Energy consumption



Source: Nestle Project, Cargill Project, Linde Project, RRP Building Phase 2 Project, Decorient Head Office, Storage Yard

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:

- 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, such as:

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

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 ground water 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 government.

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 done to reduce air pollution and emission:

- Conducting emission test 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

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.

WASTEWATER QUALITY

To reduce pollutant, 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

More or less, 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 in order to avoid contamination to 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 silts carried by the water into the public drainage system.

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

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 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 Arah Environmental service 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 2022, Decorient entered into an MoU agreement with:

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

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 done by a licensed third party.

AIR QUALITY

Air ambient quality monitoring in Nestle Project was carried out at Main Gate Project once every 6 (six) months. It was done by PT Envilab Indonesia on 22 December 2021 and 8 June 2022.

From the result of 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 Implementation of Environmental Protection and Management.



NOISE INTENSITY

Noise intensity measurement is carried out directly by PT Envilab Indonesia using Sound Level Meter at the determined monitoring points: Main Gate and Main Building Area. Noise intensity measurements are carried out in six monthly basis and have been done on 22 December 2021 and 8 June 2022.

From the result of 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.



EMISSIONS FROM A NON-MOVING SOURCE

Emission from a Non-Moving Source monitoring conducted at diesel-powered generators with a capacity 220 kVA. Emission monitoring was carried out by PT Envilab Indonesia once every 6 (six) months using non-isokinetic methods. The monitoring was done on 22 December 2021 and 8 June 2022.

From the result of analysis, it can be concluded that all emission from non-moving source parameters have met the quality standards stipulated in the Regulation of Minister of Environment No. 13 of 2009 concerning Non-Moving Source Emission Quality Standards for Oil and Gas Businesses and/or Activities.



WASTEWATER QUALITY

Wastewater quality monitoring is carried out by taking gray water samples from the biofill outlet before the wastewater is flowed to Estate WWTP (Wastewater Treatment Plant) for treatment, the samples taken will be analyzed in PT Envilab Indonesia laboratory. Wastewater quality monitoring carried out by PT Envilab Indonesia once every 6 (six) months and have been done on 22 December 2021 and 8 June 2022.

From the result of analysis, parameters that exceeds quality standards are total coliform (membrane filter) and chemical oxygen demand (COD), and the other wastewater quality parameters have met the quality standards stipulated in the Regulation of Minister of Environment No. 05 of 2014 concerning Wastewater Quality Standards. There are parameters that exceed this quality standard because wastewater has not been treated in the Communal WWTP. Monitoring of treated wastewater at Communal WWTP is carried out by area management.



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 once every 6 (six) months and have been done on 22 December 2021 and 8 June 2022. The clean water monitoring is carried out by taking samples in the office pantry and then will be analyzed in PT Envilab Indonesia Laboratory.

From the result of analysis, parameters that exceeds quality standards is surfactants (MBAS) and the other clean water quality parameters have met the quality standards stipulated in the Regulation of Minister of Health No. 32 of 2017 concerning Hygiene Sanitary.



VEHICLE EMISSION

Vehicle emissions monitoring is carried out by taking samples on 3 (three) heavy equipment, namely crane, excavator, and dumper. Monitoring carried out by PT Envilab Indonesia once every 6 (six) months and have been done on 22 December 2021 and 8 June 2022.

From the result of analysis, it can be concluded that emission from all tested heavy equipment have met the quality standards stipulated in the Regulation of Minister of Environment No. 5 of 2006 concerning 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 through observation at solid waste distribution areas and temporary waste storage area (TPS), and through checking cooperation with third parties which have a waste management permit. Monitoring is carried out at organic, inorganic, and hazardous TPS on a daily basis during construction stage. Hazardous waste management has conducted properly on construction stage by separating

temporary waste storage area for hazardous waste and nonhazardous 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.



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.

Training Program in 2022

Number	Position	Training	Provider
1	BIM Modeler	3D Modelling & Animation	Bina Nusantara
2	Young HSE Program	Ahli K3 Umum	PT Upaya Riksa Patra
1	Senior Procurement	Certified International Procurement Professional (CIPP)	PT Husin Intelligence Group
1	Draftsman	CED 101 - Infrastructure BIM: Site Development with Autocad Civil 3D 2021	PT EDPMEDIA
1	Draftsman	IFR 101 - Infraworks BIM Model Site Development 2021	PT EDPMEDIA
1	Junior Project Accountant	Aspek Perpajakan PSAK 71, PSAK 72 dan PSAK 73	Ikatan Akuntan Indonesia (IAI)
1	Engineering Manager	Effective Leadership Training	PPM
1	Staff	Ahli AK3 Konstruksi	PT Upaya Riksa Patra
3	Staff	Ahli AK3 Umum	PT Upaya Riksa Patra
1	Finance and Accounting Manager	Internal Control to Prevent Fraud	Ikatan Akuntan Indonesia (IAI)
1	Accountant	Effective Technique for Internal Audit	Ikatan Akuntan Indonesia (IAI)
1	Environmental Officer	Document Control and Filling System	Value Consult
1	BD Officer	Document Control and Filling System	Value Consult
4	Staff	Training of Trainer	LSP Pelatinas
539	Staff and Worker	Pelatihan Tenaga Kerja Bangunan Tinggi (TKBT) Level 1	KEM, Maxima
84	Staff and Worker	Pelatihan Tenaga Kerja Bangunan Tinggi (TKBT) Level 2	KEM, Maxima

Number	Position	Training	Provider
2	Staff	Tenaga Kerja Pada Ketinggian (TKPK) Level 1	Maxima
6	Staff	Fire Watcher - Pemadam Kebakaran Kelas D	PT Safe Tra Indonesia
11	Staff	First Aider	Synergy Solusi
6	Staff	Electrician	PT Mitra Dinamis Yang Utama

Certification of Expertise

Number	Title of certificate of expertise	Organizer
3	Ahli Teknik Bangunan Gedung - Level 8	IAKI - Ikatan Ahli Konstruksi Indonesia ITAPI
9	Ahli Teknik Bangunan Gedung - Level 9	IAKI - Ikatan Ahli Konstruksi Indonesia ATAKI

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 eighteen.

In order to obtain superior, reliable and competent human resources so that they can realize Decorient's purpose, values and business targets, Decorient recruits new employees. In carrying out the recruitment process for new employees, Decorient always upholds the principles of transparency, fairness and equality based on the needs and competencies needed by Decorient.

We assess each other on the basis of performance and proven qualities. Decorient explicitly rejects any form of discrimination on grounds of race, religion or philosophy of life, political preference, age, sex, disability, sexual preference or any other grounds.

In the reporting period, Decorient successfully recruited 19 new employees. The selection process is based on the needs and competencies of the candidates. Candidates are recruited through company sites, advertisements, candidates who have practiced field work in companies and references, especially for certain positions.

Meanwhile, Decorient also strives to create a conducive and comfortable work environment for all employees. Not surprisingly, during the reporting period, the turnover rate was 5,8%.

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

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.

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.

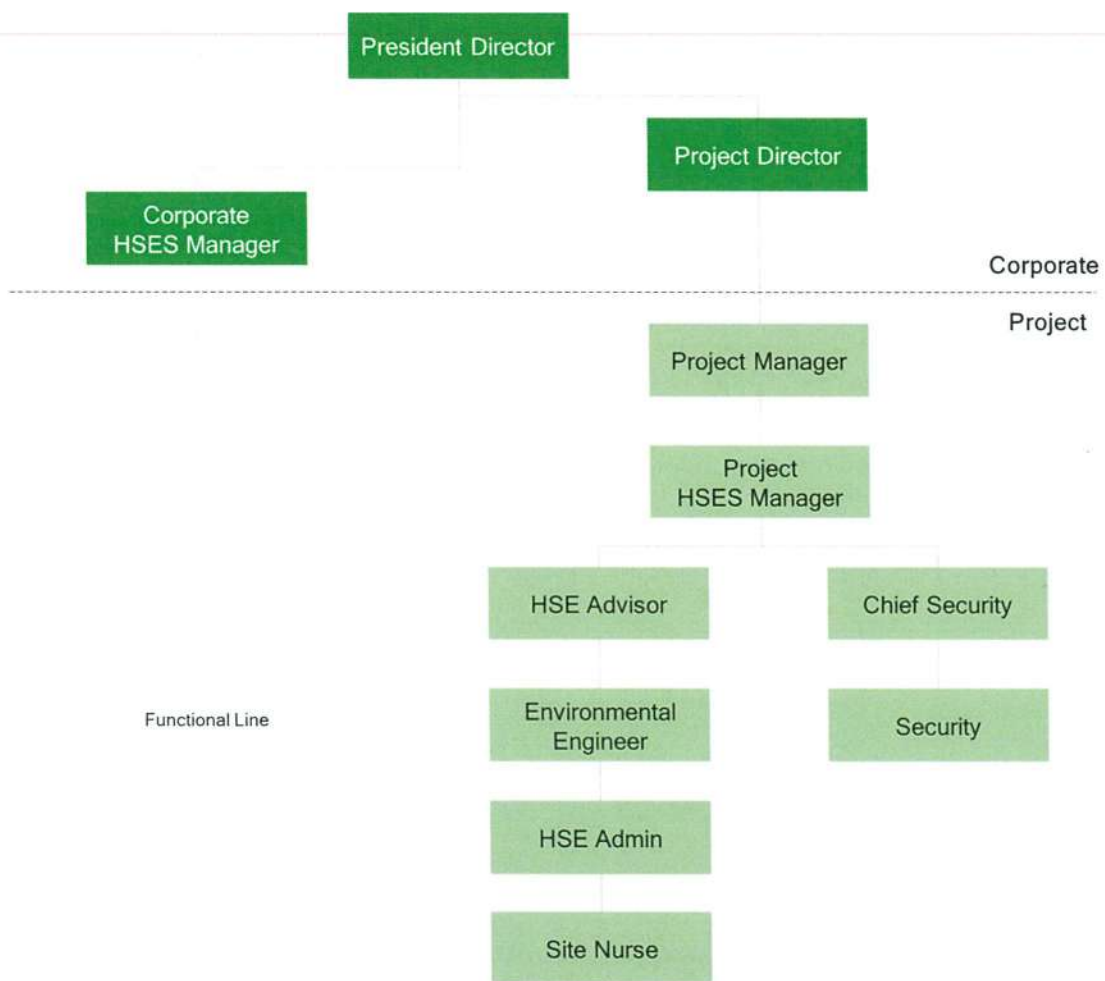
Employee Satisfaction Survey

An employee satisfaction survey has been conducted to all Decorient staff in 2022 and will be continuously developed in the future. This survey is conducted to know the view of Decorient people to various aspects of the Company. The results of the survey will be processed as input for Decorient management to improve the level of satisfaction and productivity of Decorient people in the future. Overall rating for Decorient is rating **4: above expectation**.

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 2022:



**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	Lagging Nestle = 98% Lagging Cargill = 100% Lagging RRP = 100% Lagging Linde = 100%
		b. Leading Indicator Objectives Score	100%	Not Achieved	Leading Nestle = 72% Leading Cargill = 100%
2.2	Client's Safety NCR	NCR closing out average	Max 1 week from issuance	Achieved	
3	Internal Process Perspective				
3.1	HSE Management System	ISO External Audit Surveillance	Passed audit without major finding	Achieved	
3.2	HSE Programme execution	a. Daily observations conducted and recorded	min 5 nos/safety advisor/day	Not Achieved	average < 5nos/safety advisor/day
		b. Management Inspection Plan carried out	min 90% every month	Not Achieved	Cargill: Achieved Nestle, Linde, Sampoerna: not achieved
3.3	HSE Performance	a. IF Rate	< 0.8	Achieved	IF= 0.00
		b. Environmental Incident	≤ 2 nos in 2022	Achieved	in 2022: 1 env incident
4	Learning & Growth Perspective				
4.2	Human Capital	Min training for workforce	min 10% of active workforce/ week	Achieved	Corporate average: 14% Nestle: 6% RRP: 19% Cargill Bromo: 19% Cargill QL: 17% Linde: 11%

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.

HSES & CSR Program and Activity	Cost Spent (IDR)
Vitamin distribution	20.849.132
Antigen test/PCR Test	130.313.843
Covid management	3.539.082
Mask distribution	115.382.150
PPE	1.648.670.704
Certification	
TKBT 1	344.800.000
TKBT 2	223.900.000
TKPK 1	78.000.000
other trainings	91.166.668
Medical Check up	238.699.862

HSES & CSR Program and Activity	Cost Spent (IDR)
Fogging	500.000
CSR - Animal sacrificial and Sound system donation	10.300.000
Disinfectant	19.640.900
Waste bin	16.815.840
Environmental monitoring	24.172.200
Spill kit	3.100.000
Hazardous waste disposal	67.090.000
Health device (thermometer, blood pressure, etc)	2.675.000
Safety Reward	93.395.000
Emergency Equipment	18.715.447
Healthy drink as supplement	8.758.301
Hospital Reimbursement	3.094.668
Sports	36.000.000
TOTAL	3.199.578.797

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, among others by assessing the impact of any activity/project on human 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 are required to bring health certificates before they begin their work and in Linde and Cargill Projects, all staff and workers are mandatory to have medical checkup 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.

In response to the occurrence of Covid-19 Pandemic, Decorient established Covid-19 task forces at head office, project, and yard. Decorient also improved the facilities to support the prevention of Covid-19 spread, such as by installing hand washing facilities and providing hand sanitizers, disinfecting work area, measuring body temperature, arranging work location by implementing physical distancing, providing vitamins, face masks, temporary isolation rooms, rapid tests (antigen/PCR), and Covid-19 vaccines for employees and workers.

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 OHS training and certification held by Decorient in 2022 can be seen in the following table:

Type	Title	Total Participants	Training Provider
Certification	Training of Trainer	4	BNSP
Certification	Ahli K3 Umum	5	Ministry of Manpower
Certification	Ahli K3 Konstruksi	1	Ministry of Manpower
Certification	First Aider	11	Ministry of Manpower
Certification	Damkar Kelas D	6	Ministry of Manpower
Certification	TKBT 1	539	Ministry of Manpower
Certification	TKBT 2	84	Ministry of Manpower
Certification	TKPK	2	Ministry of Manpower
Certification	Electrician	6	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.
8. Covid-19 protocols implementation to continue construction activities during the pandemic.
9. Dissemination of Covid-19 protocols through posters, sharing sessions, and coordination meetings of Covid-19 task forces of projects and head office.

Safe Work Hours

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

During 2022, total man-hour realized amounted to 2.509.406 man-hour compared with total man-hour of 2021 at 1.204.945 man-hour, with 0 (zero) LTI case. Meanwhile, medical treatment in 2022 was recorded at 2 cases, which increased from 1 case in 2021. Total recordable cases in 2022 was 2 cases, higher than the figure in 2021 at 1 case. Total Recordable Incident Rate (TRIR) in 2022 was 0.80, meanwhile, in 2021, Total Recordable Incident Rate (TRIR) was 0.83.

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)		
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
2020	2.601.556	0	3	0	1	4	1,15	1,54
Total	6.315.907	0	3	0	4	7	0,47	1,11

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.

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 2021 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 to all employees
- Rapid Antigen Test
- Fogging
- Disinfectant
- Sound system donation for mosque
- Donation of sacrificial animals
- Vaccine program
- Plastic waste donation

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

Vaccines Program

Nestle batik and spark project team carried out CSR by collaborating with the Clinic Kodim Batang in a mass vaccine program. This program is very appropriate because it was carried out during the Covid-19 pandemic.

All workers and staff, both Nestle Indonesia, Meinhardt, and all contractor workers who have not received any vaccine at all, will be served to get the first vaccine. Likewise for all workers who have just received the first vaccine will be served to get the second vaccine. This vaccine program continues to be updated in accordance with government regulations regarding the Covid-19 pandemic. During the period from December 2021 to May 2022, we have carried out 5 mass

vaccine programs, for the first, second and booster vaccines which were carried out inside and outside project area.

Donation to Local Communities

Other activities conducted by Decorient in social and community development in the donation for Hari Raya Qurban. The activities are regularly carried out as the Company's direct contribution and as a medium to maintain good relationship with the community. Through these activities, Decorient believes that the existing relationship can be maintained and will be more harmonious in the future.

In 2022, Decorient delivered qurban cattle to numerous areas near the projects. For this activity, Decorient allocated funds amounting to IDR 7.3 million.

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. At the execution process, 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 need of its customers by conducting a customer satisfaction monitoring as well as to maintain any complaints. Monitoring 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.

The score of Customer Feedback Survey -Tender Stage for Cargill Bromo and Quantum Leap Project is 83% score.

The score of Customer Feedback Survey - Mid Project for Nestle Batik and Sparks Project is 79%.

2022

SUSTAINABILITY REPORT



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