

# ■ **Tanggung Jawab Sosial Perusahaan**

## *Corporate Social Responsibility*

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Perseroan telah melaksanakan kegiatan Tanggung Jawab Sosial Korporasi (CSR) dengan komitmen yang berkelanjutan, untuk berkontribusi kepada pengembangan ekonomi pada komunitas setempat dan masyarakat luas, bersamaan dengan peningkatan taraf hidup karyawan beserta keluarganya.

Dalam membuat program Tanggung Jawab Sosial Korporasi (CSR), Perseroan memperhatikan empat aspek yaitu; Karyawan Perseroan, Masyarakat yang tinggal di lokasi sekitar Perseroan, Pemerintah Pusat dan Daerah serta Lingkungan di lokasi kegiatan Perseroan.

Perseroan telah melaksanakan kegiatan CSR sebagai berikut:

### **1. Lingkungan Hidup**

Dalam kegiatan operasional, Perseroan memenuhi seluruh ketentuan yang disyaratkan oleh ijin lingkungannya maupun peraturan perundang-undangan yang berlaku, melalui kegiatan dan pengembangan lingkungan seperti :

- Perseroan melakukan peningkatan aktivitas penghematan energi melalui pemasangan air booster pada mesin sehingga terjadi penurunan tekanan pada compressor yang berdampak pada penurunan konsumsi listrik.
- Selain itu, Perseroan juga melakukan aktivitas penghematan energi melalui pemasangan Inverter pada pompa air, yang berdampak pada penurunan konsumsi listrik untuk kebutuhan pompa.
- Perseroan secara berkelanjutan melakukan pemantauan penghematan energy seperti monitoring trafo (konsumsi energi), patrol kebocoran serta penggantian dan pemeliharaan lampu LED di area pabrik dan kantor.
- Melakukan pengelolaan air limbah domestik yang berasal dari operasional Kantin Perseroan dan Toilet menggunakan metode Sewage Treatment Plant (STP) serta melakukan pemantauan kualitas air limbah untuk memastikan bahwa air limbah sudah aman bagi lingkungan.
- Melakukan pengelolaan limbah B3 secara terencana dan baik, memiliki izin untuk melakukan penyimpanan sementara sebelum limbah B3 diserahkan kepada pihak ketiga untuk pengangkutan

The Company has been conducting Corporate Social Responsibility (CSR) with a sustainable commitment to contribute to the economic development of the local community and society at large, along with the improvement of the employees and their family welfare.

In preparing Corporate Social Responsibility (CSR) programs, the Company considers the following four aspects: Employees, Communities living around the location of the Company, the Central Government and the Regions and the Environment at the site of the Company's activities.

The Company has implemented CSR activities as follows:

### **1. Environment**

In carrying out its operational activities, the Company has complied with all conditions required by its environmental licenses as well as applicable laws and regulations, through environmental activities and development such as :

- The Company has increased energy saving activities by installing air booster on the relevant machines enabling a decrease in compressor pressure and then resulting in a decrease of electricity consumption.
- In addition, the Company also carries out energy saving activities by installing Inverter on water pumps which result in a decrease of electricity consumption for water pumps needs.
- The Company continuously monitors the energy savings by monitoring transformers (to check energy consumption), patrolling any leaks, as well as replacing and conducting maintenance of LED lights in factory and office areas.
- Conduct domestic wastewater management from Company Canteen and Toilets operations by using Sewage Treatment Plant (STP) method and monitoring the wastewater quality to ensure it is safe for the environment.
- Conduct B3 waste management in an organized and well treatment, have a license to do temporary storage before B3 waste is delivered to third party for transportation and treatment. The types of B3

dan pengolahannya. Jenis limbah B3 yang dihasilkan perseroan yaitu : Lubrikan dan oli bekas, aki bekas, kain majun terkontaminasi, lampu TL, kemasan bekas B3 serta limbah terkontaminasi lainnya.

Pada tahun 2021, Perseroan juga berhasil mempertahankan Sertifikat ISO 14001:2015 dari PT. SGS Indonesia, untuk periode 2019–2022, serta meraih peringkat BIRU pada Program Penilaian Peringkat Kinerja Perseroan dalam Pengelolaan Lingkungan Hidup (PROPER) untuk periode 2020–2021 yang diselenggarakan oleh Kementerian Lingkungan Hidup.

## 2. Praktek Ketenagakerjaan, Kesehatan dan Keselamatan Kerja

Perseroan berkomitmen untuk menciptakan tempat kerja yang aman dan sehat bagi seluruh karyawan maupun tamu yang berkunjung ke area perseroan. Dengan menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sesuai PP No 50 Tahun 2012 serta standard K3 berdasarkan ISO 45001 : 2018, perseroan selalu berupaya untuk meningkatkan sistem K3 yang menyeluruh disertai partisipasi aktif dari setiap karyawan.

Program-program K3 dibuat oleh perseroan dan dilaksanakan secara rutin seperti upacara 5S dan cleaning, patrol K3 serta pelatihan dan edukasi karyawan untuk meningkatkan kondisi yang aman dan perilaku yang aman di lingkungan Perseroan. Pencapaian kinerja keselamatan dan kesehatan kerja dilihat dari jumlah kecelakaan yang terjadi selama aktivitas perseroan. Tahun 2021, Perseroan kembali mencatat Nol untuk Hari Tanpa Kecelakaan.

Selain itu, Perseroan secara rutin meninjau ketaatan terhadap peraturan K3 dan melaksanakan aktivitas yang disyaratkan berdasarkan peraturan K3 seperti melaksanakan uji riksa alat kerja seperti forklift, hoist, bejana tekan, melakukan pengukuran dan pemantauan lingkungan kerja serta pelatihan kompetensi dan lisensi. Dalam hal Kesehatan, Perseroan secara aktif menyikapi isu terkini terkait Covid-19 melalui kegiatan pencegahan penyebaran Covid-19 di area Perseroan. Aktivitas senam, pelaksanaan protocol kesehatan hingga pengaturan jam kerja dilakukan untuk mendukung upaya pemerintah dalam menekan laju pertumbuhan kasus baru Covid-19.

waste produced by the Company are Used lubricants and oil, used batteries, contaminated cotton cloth, TL lamps, used B3

In 2021, the Company also succeeded in maintaining ISO 14001:2015 Certificate from PT. SGS Indonesia for the 2019–2022 period, as well as obtaining BLUE rating in the Program for Assessing Performance Level of the Company in Managing Living Environment (PROPER) for the 2020–2021 period which is held by the Ministry of Environment.

## 2. Employment Practice, Health and Safety

The Company is committed to create a safe and healthy workplace for all employees and guests visiting the Company's areas. By implementing the Occupational Health and Safety Management System (SMK3) in accordance with PP No. 50 of 2012 and K3 standards based on ISO 45001: 2018, the Company always strives to improve a comprehensive K3 system with active participation from each employee.

K3 programs are created by the Company and carried out routinely such as 5S and cleaning ceremonies, K3 patrols as well as employee training and education to improve safe conditions and safe behavior in the Company environment. The achievement of occupational safety and health performance can be seen from the number of accidents that may occur during the Company's activities. In 2021, the Company recorded a Zero for Days Without Accidents.

In addition, the Company routinely reviews compliance with K3 regulations and carries out activities required by K3 regulations such as carrying out inspections on work equipment such as forklifts, hoists, pressure vessels, measuring and monitoring the work environment as well as competency and license training. In terms of Health, the Company actively addresses the latest issues related to Covid-19 through preventive activities for avoiding the spread of Covid-19 in the Company area. Gymnastics activities, the implementation of health protocols and working hours are carried out to support the government's efforts to suppress the growth rate of new Covid-19 cases.



Keselamatan dan Kesehatan Kerja merupakan target utama yang harus diperhatikan dalam setiap kegiatan operasional Perseroan. Pencapaian kinerja keselamatan dan kesehatan kerja dilihat dari jumlah kecelakaan yang terjadi selama aktivitas perseroan. Tahun 2021 Perseroan kembali mencatat Nol untuk Hari Tanpa Kecelakaan.

Dalam pelaksanaannya, Perseroan menerapkan Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMLK3) yang diadopsi dari sistem Global Standard Jepang dan Sistem K3 Indonesia maupun standard ISO 45001.

Perseroan secara aktif memfasilitasi karyawan melalui penyediaan tempat kerja yang aman, perbaikan sarana dan prasarana serta edukasi melalui pelatihan karyawan untuk meningkatkan pengetahuan dan kompetensi dalam hal K3.

Selain itu, kegiatan K3 Perseroan, baik rutin maupun non rutin, dibuat untuk menciptakan budaya K3 di area kerja. Perseroan secara rutin melaksanakan kegiatan Upacara Safety & 5S yang diikuti oleh seluruh karyawan dalam rangka mengingatkan komitmen K3 pada seluruh pekerja. Selain itu, kegiatan rutin lainnya seperti Inspeksi K3/ Patrol, pemeriksaan alat kerja dan lingkungan kerja berdasarkan peraturan K3 juga terlaksana secara terjadwal. Perseroan secara aktif melakukan perbaikan berkelanjutan (continuous improvement) dalam bidang K3 melalui Pemisahan Lanjutan Jalur Pejalan Kaki dan Forklift serta Pengembangan Aktivitas Switch Power Off di area mesin.

Di bidang Kesehatan, perseroan secara rutin setiap tahun melakukan pemeriksaan kesehatan seluruh karyawan sesuai dengan karakteristik area kerja maupun riwayat kesehatan setiap karyawan dengan bekerjasama dengan Rumah Sakit Swasta yang ditunjuk.

Perseroan menyediakan makan untuk karyawan yang diolah di kantin Perseroan yang diperiksa secara berkala oleh Dinas Kesehatan Kota Tangerang dan telah memperoleh Sertifikat Laik Sehat sejak tahun 2011.

Pada bulan Oktober 2020, Perseroan mengupgrade standar OHSAS 18001 : 2008 menjadi ISO 45001 : 2018 yang berlaku sampai September 2023 dari PT. SGS Indonesia.

Occupational Health and Safety is the main target that must be considered in every operational activity of the Company. Achievement of occupational safety and health performance is seen from the number of accidents that occur during the company's activities. In 2021 the Company again recorded a Zero for Days Without Accidents.

In its implementation, the Company applies the Occupational Health and Safety Management System (SMLK3) which was adopted from the Japanese Global Standard system and the Indonesian K3 System as well as the ISO 45001 standard.

The Company actively facilitates employees through the provision of a safe workplace, improvement of facilities and infrastructure as well as education through employee training to increase knowledge and competence in terms of K3.

In addition, the Company's K3 activities, both routine and non-routine, are designed to create an OHS culture in the work area. The Company routinely carries out Safety & 5S Ceremony activities which are attended by all employees in order to remind K3 commitment to all workers. In addition, other routine activities such as K3/Patrol Inspections, inspection of work equipment and work environment based on K3 regulations are also carried out on a scheduled basis. The Company is actively making continuous improvement in the field of K3 through the Advanced Separation of Pedestrian Paths and Forklifts as well as the Development of Switch Power Off Activities in the engine area.

In health area, the Company regularly in every year arranges Medical Check Up for all employee based on the working area characteristics and employee's medical record in cooperation with appointed Private Hospital.

The Company provides meals for employee which are processed in the Company's canteen and periodically inspected by the Tangerang City Health Office and have obtained Hygiene and Sanitation Certificate since 2011.

In October 2020, the Company upgraded the OHSAS 18001 : 2008 standard to ISO 45001 : 2018 which is valid until September 2023 from PT. SGS Indonesia.

### 3. Pengembangan Sosial dan Kemasyarakatan

Perseroan memandang pentingnya memantau perkembangan tumbuh kembang anak sedari dini. Seperti himbauan Pemerintah terkait Kesehatan masyarakat khususnya dalam menanggulangi stunting dengan upaya pemenuhan kebutuhan gizi sejak hamil hingga balita. Perseroan berinisiatif untuk mendukung Posyandu yang ada di sekitar lokasi Perseroan.

Posyandu itu sendiri memiliki peran strategis, jika peran ini bisa dikelola dengan baik. Posyandu dapat membantu dalam pembangunan kesehatan masyarakat terutama untuk anak-anak dan Ibu hamil.

Setelah dilakukan kunjungan ke Posyandu terdekat, ternyata alat-alat yang digunakan untuk pengecekan berat badan, pengukuran suhu belum memadai atau kondisinya kurang baik. Perseroan berinisiatif untuk memberikan bantuan kepada Posyandu berupa meja, tenda, kursi untuk menunggu, thermometer gun, timbangan badan bayi, timbangan tripod balita, timbangan badan dewasa dan makanan untuk balita.

Sumbangan ini diberikan ke 2 (dua) lokasi Posyandu di daerah Kelurahan Bunder, Kecamatan Cikupa, Kabupaten Tangerang. Masing-masing Posyandu memiliki daftar jumlah balita kurang lebih 100 anak yang terdiri dari 2 (dua) Rukun Tetangga.

Foto A

Sebelumnya tidak tersedia kursi tunggu. Para Ibu dan anak menunggu dengan kondisi berdiri.

Photo A

Previously, there were no waiting seats available. Mothers and children waited in a standing condition.



### 3. Social and Society Development

The Company views the importance of monitoring the development of children's growth and development from an early age. Such as the Government's appeal related to public health, especially in overcoming stunting by efforts to meet nutritional needs from pregnancy to toddlers. The Company has the initiative to support posyandu around the Company's location.

The posyandu itself has a strategic role, if this role can be managed properly. Posyandu can help in the development of public health, especially for children and pregnant women.

After visit to the nearest Posyandu, it turned out that the equipment used for checking weight, measuring temperature was not suffice or in poor condition. The Company took the initiative to provide to the Posyandu such as tables, tents, chairs for waiting, thermometer guns, baby scales, tripod scales for toddlers, adult scales and food for toddlers.

This donation was given to 2 (two) Posyandu locations in the Bunder Village area, Cikupa District, Tangerang Regency. Each Posyandu has a list of approximately 100 children under five, consisting of 2 (two) neighborhood association.

Foto B

Sesudah Perseroan menyediakan kursi tunggu.

Photo B

After the Company provides a waiting chair.





Foto C

Masih menggunakan timbangan lama yang digantung di langit-langit plafon kayu.

Photo C

It still uses the old scales hung on the ceiling of the wooden ceiling.



Photo D

It has been replaced using Tripod scales.

Foto D

Sudah diganti menggunakan timbangan Tripod.



Foto E

Perseroan memberikan timbangan khusus untuk Bayi berikut mejanya.

Photo E

The Company provides special scales for babies and their tables.



Foto F

Perseroan memberikan timbangan khusus untuk Bayi berikut mejanya.

Photo F

The Company provides special scales for babies and their tables.



Foto G

Perseroan juga memotivasi kader-kader Posyandu supaya selalu semangat untuk melayani masyarakat

Photo G

The Company also motivates Posyandu cadres to always be enthusiastic about serving the community.



Foto H

Perseroan memberikan kepada setiap anak goodie bag yang berisi makanan ringan, makanan bayi, susu dan biskuit.

Photo H

The Company gives each child a goodie bag containing snacks, baby food, milk and biscuits.



#### 4. Tanggung Jawab Produk

Perseroan menjamin bahwa produk dalam keadaan berkualitas baik pada saat pembelian, bahan baku yang datang, barang yang sedang proses serta barang yang sudah jadi dengan mengikuti standard national dan internasional selain itu juga mengikuti Spesifikasi pelanggan.

Perseroan menjamin semua peralatan pengukur di kalibrasi, di verifikasi, di monitor dan hasil kalibrasi diperiksa sesuai standar.

Perseroan selalu menjunjung tinggi kualitas produknya dan apabila ada keluhan dari konsumen, maka Perseroan dengan segera akan mencari tahu dimana letak kesalahan dan segera menyelesaikannya.

Perseroan mengembangkan dan mengawasi program peningkatan berkesinambungan untuk meningkatkan mutu produk

#### 4. Product Responsibility

The Company guarantees that products are in good quality at the time of purchase, incoming raw materials, processed products and finished product by following the National and International standards while also meet the customer specifications.

The Company guarantees that all measuring equipment are calibrated, verified, monitored and the calibration results checked according to standards.

The Company always prioritize its product quality, if there is any Customer Complains, the Company will take immediate actions to find out any problems and resolve any findings as soon as possible.

The Company develops and supervises continuous improvement programs to improve product quality.