



# **CSR REPORT PT PANCA TIRTA HARMONI**

**2021-2022**

## INTRODUCTION

Since 2020, PT Panca Tirta Harmoni has been continuously improving our way of doing business to align with global sustainability concept. We are pleased to report that we have come a long way and will continue to improve to make sure that our practices and products will have positive impacts on the economy, social, and environment.

## IMPLEMENTATIONS (2020-2022)

- Undergo factory wide improvements to ensure safe and good working conditions for the employees:
  - o Installed emergency exits and signs as per Fire Department standard
  - o Fire Alarm, Extinguishers, Emergency Lights, Evacuation Route/Maps are implemented
  - o Added cafeteria, prayer, lactation, and first aid rooms for our employees
  - o First Aid Kits according to government standard in every active working rooms
- Reevaluate every detail to make sure that all human resource rules and regulations of the Indonesian Government are followed in every aspect and formalize in Employee Handbook, which was distributed and explained to every employee
- Yearly training for PPE, Dangerous Substance Handling, First Aid and Fire Handling
- Yearly internal evaluation on employee's performance
- Monthly checklist for Building Maintenance, Machine Maintenance, Fire Equipment, and First Aid kits
- Yearly health checkups for all employees
- Formalize Environmental Policy in Employee Handbook and production SOP
- Prioritize green/recycled materials such as:
  - o Required PEFC or FEC certifications on all paper products
  - o Discontinued all PVC based materials, such as flexy banner, komatex, vinyl stickers, or PVC sheets
  - o Only use PET or PP materials for plastic based products
- Proper chemical storage and categorized waste bin

- Yearly Waste Management contract to ensure proper handling of dangerous waste such as: ink wastage, metal, lightbulbs, batteries, and so on
- Yearly 3<sup>rd</sup> party audit/assessment in sustainability practices to ensure proper implementation, consistency, and improvement progress
  - o INTERTEK 88 point in 2020 and 98 point in 2021
  - o ECOVADIS 45 the percentile in 2020 and 38<sup>th</sup> percentile in 2021

## **FUTURE GOALS ON SUSTAINABILITY**

- To improve on ECOVADIS assessment by reaching minimum 50<sup>th</sup> percentile for a Bronze Medals in 2022-2023
- To incorporate more KPIs on all aspects of sustainability in our business practices to be able to quantify our performance more effectively
- To be able to produce 100 percent recyclable POSM by producing printed materials with UV INK flatbed by 2025, which is not currently possible with in availability of compatible substrates in Indonesia
- To be FEC certified company by 2027