

## SUSTAINABILITY POLICY

### **Commitment Statement**

PT Austindo Nusantara Jaya Tbk (PT ANJ Tbk) is an agribusinesses company involved in palm oil, sago starch, edamame and biogas production. We are committed to responsible development with the aim of producing high-quality products that are environmentally sustainable by using best management practices based on a balanced implementation of our main policy pillars: **Environmental Stewardship, Business Policy and Social Responsibilities.**

### **Scope of policy**

This policy applies to PT ANJ Tbk and all its subsidiaries. We expect all business associates to respect and comply with our commitments.

PT ANJ Tbk is also fully committed to the Principles and Criteria (P&C) of the Roundtable on Sustainable Palm Oil (RSPO), national and other global Sustainability Standards.

The key pillars of the company's sustainability policy are as follows:

### **Sustainability Policy Pillars**

#### **A. Environmental Stewardship**

##### **I. Environmental Management**

Environmental Management is concerned with maintaining the landscape ecology of the area and includes the following elements: -

- Conservation of primary forest and utilization of secondary forest areas to promote rural development in line with the nation's development goals
- Commitment to reducing Greenhouse Gases (GHG) and maintaining areas with High Conservation Values (HCVs) and High Carbon Stock (HCS)
- No development on peat and wetlands
- No burning of land for development
- Precautionary approach when developing on fragile soils, slopes and water ways (including river basins)

##### **II. Sustainable Development**

Sustainable Development should satisfy current environmental, social and economic needs but also ensure that future productivity can be sustained. The following are ANJ's commitments to sustainable development: -

- A balanced development approach which considers social, environmental and economic needs

- Responsible development of new areas incorporating an integrated landscape approach

### **III. Best Practices**

Best Practices are benchmark operating procedures that allow management standards to be set and maintained. These procedures apply to the following;

- Implementation of Integrated Pest Management (IMP)
- Water management in peat areas and wetlands
- Waste management promoting reduction, reuse and recycling
- Responsible use of chemicals and restricted use of paraquat
- Reduction of pollution

## **B. Business Policy**

### **I. Economic Viability**

Economic Viability refers to the ability and capacity of a company to make a reasonable and sustainable profit.

- Commit to good corporate governance
- Guarantee high quality of products

### **II. Responsible Business Practice**

Responsible Business Practice requires the company to take into consideration ethical, environmental and social factors in striving for profitability.

- Compliance with local laws and regulations and international conventions
- Subscribe to a Fair and Ethical Code of Conduct

## **C. Social Responsibilities**

### **I. Gender Equality**

Gender Equality ensures that all employees and related parties should receive equal treatment and not be discriminated against, based on their gender. PT ANJ Tbk will promote gender equality within the company and all its associates.

- Women Empowerment
  - Childcare and reproductive rights
  - Women's healthcare
- Equal Opportunity
  - Fair wages and bonuses and equal opportunities for advancement

### **II. Human Rights**

Human Rights refers to basic rights that should be respected by all and are guided by universal principles and norms.

- Children's Rights
- No Violence, Harassment or Sexual Exploitation
- Zero tolerance for any discrimination based on race, religion, nationality, political views, physical conditions and others
- Labour Rights

- No child trafficking or forced labour
- Employment Conditions and Benefits
- Community land rights and customary rights
- Effective Grievance Mechanisms

### III. **Safety and Security**

Safety and Security aims to provide a safe and secure environment to enable employees to work without risk of injury and illness.

- Occupational Health and Safety (OHS)

### IV. **Social Responsibility**

ANJ regards communities as equal partners and commits to actively manage social risks associated with its operations in cooperation with all stakeholders. The targeted goal is to promote activities that improve community welfare and sustainable livelihoods. This includes community empowerment through provision of education, health and economic opportunities.

ANJ is committed to an adaptive management approach in implementing this policy. This involves a **Commitment to Continuous Improvement** through periodic updates, reviews and the adoption of new technologies to improve all three pillars of this policy. ANJ also subscribes to **Corporate Transparency** and is committed to provide appropriate information to *relevant* stakeholders on environmental, social and legal issues through consultative processes and thus also enabling the traceability of ANJ products and its supply chain.

Jakarta, 28 November 2016

#### **Board of Directors – PT Austindo Nusantara Jaya Tbk**

Istini T. Siddharta, President Director

Sonny Sukada, Director

Geetha Govindan, Director

Lucas Kurniawan, Director

Handi Syarif, Director

Sucipto Maridjan, Director