

SUSTAINABILITY POLICY

PT Chandra Asri Pacific Tbk

PT Chandra Asri Pacific Tbk (Chandra Asri Group) acknowledge the necessity of addressing environmental challenges, promoting social responsibility, and fostering good governance practices, aligned with our pivotal role as Indonesia's Leading Chemical and Infrastructure Solutions Company. Living our promise as the growth partner, we are devoted to establish a sustainable business, aiming to deliver long-term value to all of our stakeholders.

We trust that a comprehensive and integrated Sustainability policy is the foundation to alleviate impacts and drive organizational success. Our commitment to sustainability is mirrored in this policy, emphasizing our steadfast dedication to incorporate ethical, environmental, and social considerations into every aspect of our operations.

A. Environmental

1. Reducing Green House Gases emission and developing strategy to support Indonesian government's ambition as part of our contribution to global climate change mitigation.
2. Emphasizing efficient use of natural resources, adhering to the circularity concept inside our operational boundaries and exploring green alternatives as part of our climate change adaptation.
3. Reducing water consumption, wastewater effluent, hazardous and non-hazardous wastes.
4. Reducing toxic air emissions and ozone-depletion substances from our operational activities.
5. Reinforcing circular economy practice in our product lifecycle to maximize its material value and reduce product end-of-life wastes.
6. Adopting clean technology principles and developing green products to reduce all environmental footprints.
7. Protecting, preserving, sustainably managing, and restoring biodiversity.
8. Promoting environmental awareness and sustainable consumption to all of our stakeholders.
9. Implementing good environmental management system.
10. Monitoring, reporting, and consulting with related stakeholders on environmental performance and issues.

B. Social

1. Acknowledging human rights principles by opposing child labor, forced labor, and human trafficking.
2. Providing adequate resources and nurturing culture to assure firm occupational health and safety.
3. Assuring the freedom of speech and association, emphasizing on equitable social dialogue.
4. Providing safe, inclusive, and supportive working condition that promotes well-being and professional growth including for good working hours and adequate benefits.
5. Promoting diversity, non-discrimination, equal opportunity, and preventing harassment.
6. Providing fine competency learning and career development programs.
7. Strengthening community empowerment to develop socio-economic values and enhancing social wellbeing.

8. Devising comprehensive emergency responses plan which covering all of our facilities and the neighboring communities.
9. Identifying regulated chemicals within our process based on globally acknowledged standard.
10. Developing roadmap for phasing-out of any substances of concern and introduction of the viable alternatives.
11. Providing accessible safety information for all products, aiming to disclose regulatory data for products and registered chemicals.

C. Governance

1. Fostering sustainable sourcing and procurement for products, processes, and services by providing framework for suppliers' Environmental, Social, and Governance (ESG) assessment.
2. Engaging suppliers for environmental performances and social standards including labor and human rights.
3. Assuring suppliers to comply with our Code of Conduct and promoting Supplier's anti-bribery and corruption policy and programs.
4. Prohibiting bribery and corruption, fraud, money laundering, conflict of interest, anti-competitive practice, and facilitation payment within the Company.
5. Prohibiting political involvement practices on behalf of the Company and providing transparent guidance for the acknowledgement of personal rights to engage in political activities.
6. Providing whistleblowing system for all employees and related parties to raise on possible breach of Code of Conduct and violation of human rights with non-retaliation whistleblower protection.
7. Establishing a robust Business Continuity Plan (BCP) which comprehensively covering all material business risks.
8. Preserving personal and third-party's information security through an Information Technology (IT) protection program.

Our commitment to sustainability is beyond a policy; it is the groundwork upon which we build a future marked by resilience, responsibility, and positive impact. As we implement these principles, we forge a path to advance our business growth while also nurturing the well-being of our planet and the communities we live in.

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Erwin Ciputra
President Director