

BUILDING

for a

BETTER FUTURE



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ABOUT SINARMAS LAND

“ *As Indonesia's leading integrated real-estate developer, we have great responsibility to sustainably manage natural resources, be an equal opportunity employer – and to create living and working spaces that allow the communities we operate in to prosper.* ”

Sinarmas Land Limited (formerly known as AFP Properties Limited), is listed on the Singapore Exchange and headquartered in Singapore. We are engaged in property development and real estate leasing through our operations in Indonesia, Malaysia, China and United Kingdom. Our Indonesian property division covers all sub-sectors of the property business, including township development, residential, commercial, industrial and hospitality-related properties. In addition, Sinarmas Land has long-term investments in major commercial buildings, hotels and resorts.

In Indonesia, SML is the largest property developer in terms of market capitalisation. We operate mainly through three publicly listed Indonesian subsidiaries, namely PT Bumi Serpong Damai Tbk ("BSDE"), PT Duta Pertiwi Tbk ("DUTI") and PT Puradelta Lestari Tbk ("DMAS") – with a combined market capitalisation in excess of S\$5.0 billion as at 31 December 2017. Outside Indonesia, SML has completed development projects and holds long-term investments in commercial and hospitality assets, across markets including Malaysia, China and the United Kingdom.

The Group recorded achieved a record-breaking performance for the financial year ended 31 December 2017. Revenue surpassed the billion-dollar mark to S\$1,296.4 million with an EBITDA of S\$750.9 million. As at 31 December 2017, the Group has total assets of S\$6,562.8 million, with total debt of S\$1,525.0 million and total equity of S\$4,085.2 million. In terms of revenue breakdown, S\$1,094.3 million was derived from sales of development properties, S\$129.4 million from rental and related income, S\$29.3 million from hotel and golf operations and S\$43.4 million from others. Please refer to our Annual Report 2017 for additional details on our corporate structure and our financial results.

	MARKET SEGMENT		
	Low	Middle	High
Types of customers served			
Residential (landed & high-rise)		X	X
Commercial	Modern Market	Shophouses, Offices	Business Loft
Retail	Trade Centres		Malls
Hotels		X	
Industrial		X	X

ABOUT SINARMAS LAND

NETWORK OF OPERATIONS



PORTFOLIO OVERVIEW



BSDE is the largest property development company in Indonesia based on its market capitalisation as at 31 December 2017. It was established in 1984 by a consortium of shareholders and started operations in 1989. BSDE's flagship township development is BSD City, one of Indonesia's largest privately developed satellite cities comprising a development area (including land rights) of approximately 6,000 hectares. BSD City will be the focal point of our inaugural sustainability report.

Other than BSD City, BSDE has property development projects and landbank situated in Central Jakarta, Bekasi, Cibubur, Surabaya, Medan, Balikpapan, Makassar, Samarinda, Manado, Palembang and Semarang. Apart from property development, the Group owns and operates investment properties comprising office buildings, retail spaces and hotels in key cities in Indonesia.

In addition, the Group has jointly developed Kota Deltamas with Sojitz Corporation of Japan. Kota Deltamas is a modern self-sustainable integrated township development that consists of industrial, commercial and residential estates strategically located in Bekasi, Jakarta. Also, the Group had been in a joint venture with ITOCHU Corporation of Japan to jointly develop Karawang

International Industrial City ("KIIC"), an award-winning green industrial estate located in Karawang, West Java.

In the United Kingdom, the Group made its first investment in June 2013 with the acquisition of a freehold office building, New Brook Buildings, in West End, London. In September 2014, the Group made its second acquisition of a freehold office building, Warwick House. In December 2014, the Group disposed of New Brook Buildings. In October 2015, the Group made its third investment with the acquisition of a freehold office building, Alphabeta Building, in Shoreditch, London. In June 2017, the Group made its fourth investment with the acquisition of a freehold office building, 33 Horseferry Road, in Victoria, London. At present, the Group owns close to 500,000 square feet of strategically located freehold commercial space and assets under management of close to S\$1.0 billion in Central London.

In the Southern Malaysian state of Johor, the Group owns and operates the 54-hole Palm Resort Golf & Country Club and 330-room Le Grandeur Palm Resort Hotel, one of the few integrated golf and leisure destinations in the state of Johor. It is a 30-minute drive from Singapore's Tuas Checkpoint, five-minute drive from Johor Senai International Airport and strategically located within the Flagship Development Zone E of Iskandar Malaysia.

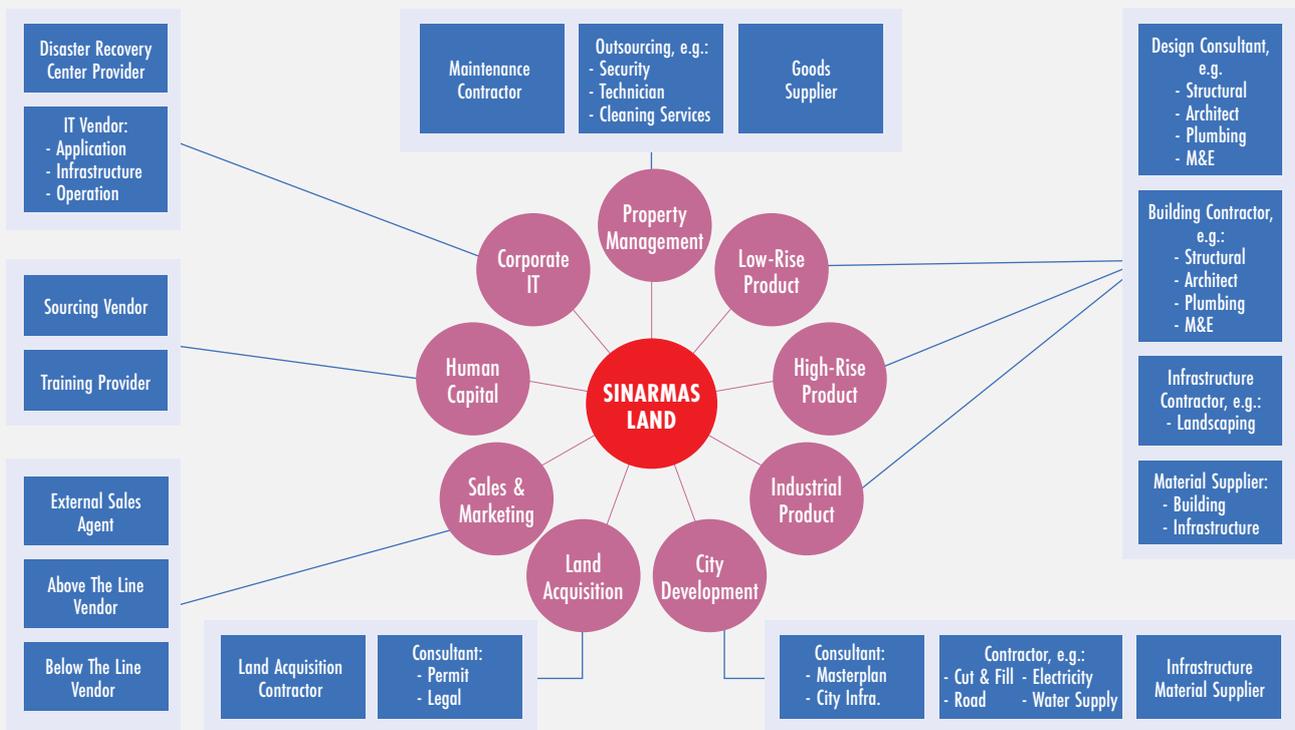
ABOUT SINARMAS LAND

In the Indonesian island of Batam, the Group owns and operates Palm Springs Golf & Beach Resort, one of the best golf courses in Batam that provides excellent club facilities, complete with warm hospitality and first class services. Within Palm Springs Golf & Beach Resort, the Group has introduced the Nuvasa Bay development, the first integrated luxury residential and mixed-use development in Batam. Spanning across 228 hectares, Nuvasa Bay offers views of Singapore from its 1.2 km coastline, 30 minutes away from the bustling city-

state. Located in and amongst a 27-hole international championship golf course and equipped with commercial facilities, hotels and high-end residential property, Nuvasa Bay aims to provide residents and tourists with a balanced and luxurious lifestyle.

At the end of 2017, Sinarmas Land had 3,870 employees across the Group's Indonesian operations. For more details on our workforce, please refer to the "People" section on page 28.

Sinarmas Land's Supply Chain



During the reporting period, there were no significant changes to the organisation or its supply chain.

We believe that the complexity of sustainability issues often requires a collaborative approach to find the best solutions. To this end, we are a member of the following organisations:

- ◆ Founding Corporate Member of the Green Building Council Indonesia
- ◆ United Nations Global Compact (UNGC), via the Indonesia Global Compact Network (IGCN, planned for 2018)
- ◆ Member of Real Estate Indonesia (Indonesia Developers Association)
- ◆ Member of Indonesia Energy Conservation Society (Masyarakat Konservasi Energi Indonesia /MASKEI)
- ◆ Member of Indonesia Industrial Estate Association (Himpunan Kawasan Industri Indonesia)
- ◆ Member of Indonesia Retail Building Management Association (Asosiasi Pengelola Pusat Perbelanjaan Indonesia / APPBI)
- ◆ Member of Indonesia Hotel and Restaurant Association
- ◆ Member of Jakarta Hotel Association

MESSAGE FROM THE CHAIRMAN AND CEO

“*In our 46 years as a property developer, we learned early on that true success lies in planning; planning that incorporates the very best in functional design, inspirational architecture – and sustainability.*”

Dear Stakeholders,

As Sinarmas Land Limited (“SML” or “the Company”) and its subsidiaries (collectively “the Group”) celebrate its 20th anniversary as a listed Company on the Singapore Stock Exchange (SGX), we are pleased to present our inaugural annual Sustainability Report. This report, which has been approved by the Board of Directors, presents SML’s material sustainability or environmental, social, and governance (ESG) issues, our approach in managing these issues, and setting their performance indicators.

ESG issues, especially those relating to climate change, have gained greater awareness globally in recent years. Increasingly, stakeholders, such as investors and financial institutions, are paying more attention to companies’ ESG issues and assessing how these important topics are managed. In 2017, we witnessed the following key ESG developments globally:

- ◆ A significant increase in global investors, including the likes of the world’s largest asset managers such as Blackrock and Vanguard, have urged corporates to assess and disclose the impact of climate change on their business;

- ◆ In Singapore, a carbon tax of S\$5 per tonne of greenhouse gas (GHG) emissions has been passed in Parliament and will be imposed from 2019 onwards;
- ◆ China, despite being relatively new to the global green bond market, has already assumed a dominant role by being the world’s largest issuer of “green” bonds, where proceeds are used towards environment-friendly activities;
- ◆ In response to increasing shareholders’ demand for ESG disclosures and as part of the United Nations’ Sustainable Stock Exchange initiative, several regional stock exchanges including Singapore, Malaysia, and Hong Kong are now requiring listed companies to report on their material ESG issues.

While Sustainability Reporting may be new to SML, sustainability as a business imperative is not new to the Group. As an accomplished and responsible leader in Indonesia’s real estate industry, we understand the importance of sustainability and delivering our commitments to key stakeholders. In 2013, we launched our Sustainable Development Program Plan (SDPP), aligning it on inception with the United Nations Millennium Development Goals (MDGs). In 2015, the United Nations adopted a new sustainable development agenda, known as the Sustainable Development Goals (SDGs). Correspondingly, we have reflected these changes in our SDPP by announcing our new Sinarmas Land Sustainability Vision in this inaugural sustainability report which serves as a guide in managing our material ESG issues. Please refer to page 12 of this report for more detailed information on our Sustainability Vision.

In 2017, we made significant progress in identifying and managing our ESG issues. First, we conducted a full Materiality Assessment internally to identify our material ESG issues, which was subsequently reviewed by an



FRANKY OESMAN WIDJAJA
Executive Chairman



MUKTAR WIDJAJA

Executive Director and
Chief Executive Officer

MESSAGE FROM THE CHAIRMAN AND CEO

external sustainability consultant. Next, we integrated ESG issues into our existing risk management framework so as to ensure that the Board is kept abreast of its happenings and has the ability to actively support our management team in addressing them. In this framework, the Board is supported by the Audit & Risk Management Committee as well as the Executive Risk Management Committee in managing the Group's sustainability initiatives and programs.

Within our operations, a robust governance and risk management framework guides the organisation in conducting our business ethically. We adopt a zero-tolerance approach towards corruption. I am pleased to report that apart from one minor incident that was thoroughly investigated and referred to the Indonesian court by Sinarmas Land's management (please see section Governance & Risk Management for details), no other legal cases regarding corruption were brought against the Group, or its subsidiaries during the year.

SML is a founding corporate member of the non-profit organisation "Green Building Council Indonesia" since its establishment in 2009, as part of our commitment to mitigate significant impacts of climate change and protect the surrounding environment during property developments. Guided by our council's principles, we developed Indonesia's first green office park – the BSD Green Office Park in BSD City. For its innovative eco-friendly practices, the BSD Green Office Park received the Green Mark Gold Award from Singapore's Building and Construction Authority ("BCA"). We are pleased to report that we achieved a reduction of 10% in both our energy intensity and GHG intensity per Gross Floor Area (GFA) in our green buildings in the BSD Green Office Park.



1

BSD Green Office Park.

MESSAGE FROM THE CHAIRMAN AND CEO



2

Encouraging Entrepreneurship through the development of Modern Market BSD

Being the leading property developer in Indonesia, occupational safety, health and well-being are of paramount importance to us. We are pleased to report that there were no fatalities or instances of occupational diseases in our Retail & Hospitality and Asset Management divisions. However, there were ten work-related accidents involving our employees and contractors in 2017. These were minor and moderate injuries which required only first-aid level medical treatment. We will continue to assess and improve our internal controls to reduce the occurrence of accidents, injuries and illnesses to all our employees and contractors.

It is our responsibility as an employer to provide a conducive and inclusive workplace for our employees' development, well-being and satisfaction. Recognising that people are the main driver of our success, we treat all our employees equally, fairly, and with respect, offering them an equal opportunities policy on employment, banning discrimination based on race, national origin, religion, disability, gender, sexual orientation, union membership and political affiliation. Through these actions, we recorded a turnover rate of 18% and a return to work rate after parental leave of 100% in 2017.

We understand that community acceptance and support are a key foundation for sustainable growth in an ever-changing business landscape. Identified as one of the four pillars of our Sustainability Vision, we are committed to contribute back to the economic and social development of

the society. We have since implemented local community engagements, impact assessments, and development programs in all our operations across Indonesia. Some of our key contributions include jobs creation and business opportunities for the local communities through employment and entrepreneurship, as well as infrastructure investments such as highways, schools, and markets.

We aim to be the leading property developer in South-East Asia, trusted by customers, employees, society and our other stakeholders. Going forward, we are planning to engage key external stakeholders specifically on our material ESG issues and will incorporate their constructive feedback in our Sustainability Vision and strategy to deliver financial, environmental and social value. We believe that our Sustainability Vision will enable us to continue delivering value for all our stakeholders and for many generations to come.

**FRANKY OESMAN
WIDJAJA**

Executive Chairman

MUKTAR WIDJAJA

Executive Director and
Chief Executive Officer

ABOUT THIS REPORT

“Being new to sustainability reporting, we are committed to implement the reporting requirements by leveraging on our key strengths: discipline, diligence and a lifelong learning approach to continuous improvements.”

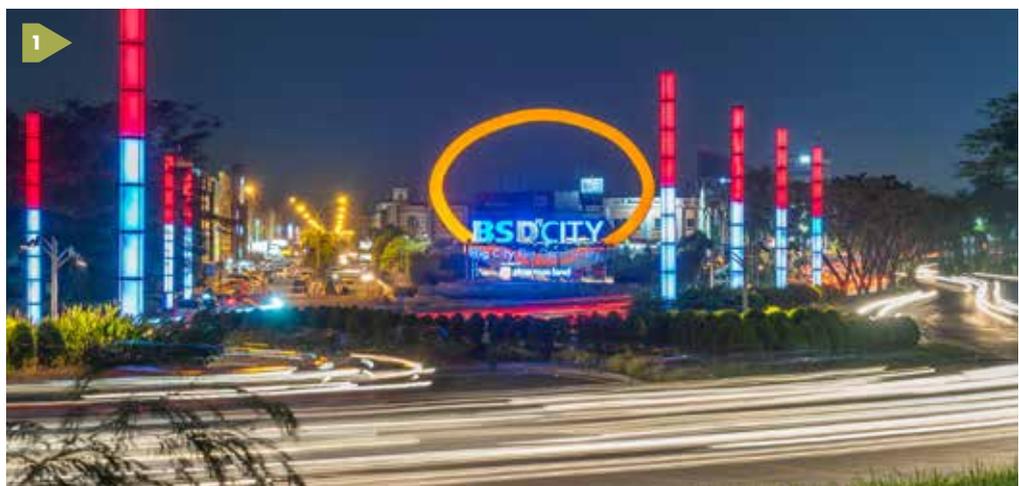
This report covers the period from 1 January to 31 December 2017 (FY 2017). Going forward, we will be publishing this report on an annual basis.

Our sustainability report contains detailed information on our material issues, as well as the impact of our operations on society and the environment. To ensure that we established proper reporting processes before starting to report on the entire Group, this report focuses on our flagship BSD City project located in Tangerang regency, Banten province, about 25 kilometres southwest of Jakarta. BSD City is the major contributor to the Group in terms of asset size, profitability and staff strength.

BSD City is under development pursuant to a master plan that we developed in consultation with Kohn Pedersen Fox Associates (“KPF”), a reputable architecture firm. Pursuant to the master plan, BSD City is intended to comprise up to approximately 80 residential estates, seven commercial sub-town centres and three dedicated central business districts.

We are developing BSD city in 3 phases. Phase 1 was completed in 2008 while Phase 2 is currently in progress and expected to be completed in 2020. For Phase 3, we targeted to commence development in 2020 and complete by 2035. As at 31 December 2017, BSD City had launched a total of 94 residential estates, comprising more than 19,000 residential properties, four commercial sub-town centres which include commercial and industrial facilities, schools, hospitals, parks and utilities, with a total population size exceeding 160,000.

In addition to sales of property, BSDE provides services, such as water treatment and estate management services, and operates several investment properties in BSD City, including ITC BSD, Ocean Park Water Theme Park and Green Office Park, which is a low-density office park that is planned to comprise ten low density office buildings and a shopping mall over an area totaling 25 hectares.



ABOUT THIS REPORT



2

BSD City Township Development

BSD City is well-connected to Jakarta's business districts and major facilities through two toll roads. In addition, there are three train stations in BSD City that provide commuters direct train access to Jakarta through a double track railway service.

As at 31 December 2017, the Group had approximately 2,414 hectares of land bank remaining in BSD City and estimates that the land bank is sufficient for the planned development till the completion of Phase 3 by 2035.

We will gradually add other Group entities over the next few years and aim to report on the entire Sinarmas Land operations by 2021.

We have been working with established sustainability consultants to implement the reporting principles, placing great emphasis on our materiality assessment, stakeholder inclusiveness, completeness (within the boundaries of BSD City), and balanced reporting. For details on our materiality assessment, please refer to the "Materiality" section on page 17.

Giving special consideration to our peers who are acknowledged leaders in sustainability, we chose the GRI

reporting framework to ensure accuracy, reliability, clarity, and comparability of the information presented in this report.

We are not going to seek external assurance for this report, but intend to do so at some point in the future. For now, our main focus is on embedding sustainability into the organisation, and seeking verification of our management systems.

We recommend reading this report together with our Annual Report 2017, which provides key information on our financial performance as well as additional details on our corporate governance and risk management. Both reports are critical communication pieces in the ongoing and transparent engagement of our stakeholders.

This report uses standard units of measurement. Conversion factors, where required and applicable, are explained in their respective sections.

For any questions regarding this report, please contact Muhammad Reza Abdulmajid, Chief Risk Officer, Sinarmas Land at sustainability@sinarmasland.com.

ABOUT THIS REPORT

BOARD STATEMENT

The Board of Sinarmas Land has the ultimate responsibility for the preparation of this Sustainability Report. This inaugural report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. It also meets the requirements of the 2016 SGX Sustainability Reporting Guide in all material aspects, with the exception of Stakeholder Engagement. SML will be conducting a stakeholder engagement exercise in 2018 and report on the results in its next Sustainability Report.

The Board is working with the Audit and Risk Management Committee (ARC) to provide oversight on significant environmental, social and governance issues that might have an impact on SML's long term business objectives. The ARC in turn reviews SML's sustainability programs and ensures the Board is always kept up to date on all relevant developments.

The Board has reviewed the process by which SML's Material Issues were determined and agrees that the issues thus determined and reported on in this report are an adequate representation of SML's material ESG issues.



3
BSD City CBD Night View

OUR APPROACH

“*At Sinarmas Land, we consider both shareholder and stakeholder values to be inextricably linked. As we work to integrate sustainability into all aspects of our operations, we give the highest priority to the interests of all our stakeholders, thereby creating added value for our shareholders, customers and the environment.*”

IN THIS SECTION

On the following pages, we will introduce Sinarmas Land's sustainability vision and explain our sustainability related governance structures and risk management procedures. In addition, we are also going to describe how we identified our material issues and how we are working to engage our stakeholders on them.

Our activities are guided by internationally recognised frameworks (such as the Global Reporting Initiative's reporting standards) and institutions (such as the United Nations Global Compact). We were an early adopter of the UN Sustainable Development Goals (SDGs) and our plan for 2018 is to be the first major Indonesian real estate developer to become a participant of the UNGC through the Indonesia Global Compact Network (IGCN).

SINARMAS LAND'S SUSTAINABILITY VISION

BSDE is the largest property development company in Indonesia based on a market capitalization of IDR 32.7 trillion (S\$3.2 billion) as of 31 December 2017.

Our flagship project BSD City, the chosen focus of this inaugural sustainability report, is the largest privately developed township and the most ambitious urban planning development in Indonesia. Spanning a land area of 5,950 hectares or approximately 57% the size of Paris, the development of BSD City's residential, business and commercial properties, as well as supporting amenities and infrastructure is expected to be carried out in three phases by 2035.

Apart from being a major contributor to our Group's revenue, BSD City is also the perfect embodiment of our Sustainability Vision, which is based on these four pillars:

1. **Best in Class Real Estate**

Our top priority and greatest strength: By providing state-of-the-art facilities and services of the highest quality and standards, we are contributing to the prosperity for our present and future generations.

Some examples include:

- ◆ BSD City in its entirety represents best-in-class city planning
- ◆ Top quality offices, commercial (e.g. Indonesia Convention Exhibition) and retail (e.g. AEON Mall BSD City) spaces, and residential properties, built in accordance with leading engineering and environmental standards
- ◆ Our contribution to the development of quality physical and public transportation infrastructures
- ◆ Schools and hospitals
- ◆ Neighbourhood markets
- ◆ The Breeze Mall BSD City ("Mall without Walls") was built with reference to the importance of environmental conservation and natural aspects such as lakes and green parks combined with the architecture of a lifestyle centre that is equipped with various facilities such as a comfortable pedestrian area, water features, bicycle tracks, and a thematic garden.

OUR APPROACH



1
The Breeze BSD City,
"The mall with no walls"

These activities are aligned with Sustainable Development Goals (SDG) number:



- ◆ continuous development of public transport and logistics facilities within its projects in order to minimise unnecessary emissions from transportation (people and goods)
- ◆ contribute through various means in the decarbonisation of Indonesia's economy (e.g. supporting energy saving efforts within our projects, lobbying, collaboration with industry peers)

2. Climate Action

Sinarmas Land recognises the need to mitigate climate change and is in a position to contribute positively to Indonesia's commitments under the Paris Climate Agreement. We are committed to:

- ◆ steadily grow the percentage of developments built in accordance with internationally recognised 'green' standards (e.g. BCA Green Mark, LEED, Greenship, etc.)

These activities are aligned with SDG number:



2
QBig

OUR APPROACH

3. Sustainable Communities

Looking beyond BSD City, SML continues to contribute to the growing prosperity of Indonesia's society in a number of ways as part of its commitment towards the Indonesian people. Some examples include:

- ◆ Creation of jobs and business opportunities
- ◆ BSD "Knowledge House" aims to increase the knowledge and skills of different communities within BSD City, e.g. Small Medium Enterprise owners, the Movement for Indonesian Deaf Welfare community, or the Bamboo Hat Community
- ◆ Upgrading of schools and homes in Tangerang Regency
- ◆ Healthy and Clean Lifestyle Campaign
- ◆ Capacity building activities for Small and Medium Enterprises (SMEs) at SML's modern markets
- ◆ Collaboration with Indonesian Ministry of Trade (e.g. Modern Market BSD)

These activities are aligned with SDG number:



4. Educational Patronage

Sinarmas Land considers education to be one of the most important prerequisites for the sustainable development of society. We are committed in ensuring that everyone within the communities of our operations, independent of their gender or age, and at their own discretion, has equal access to our education ecosystem. Some examples of our activities in this area are:

- ◆ Construction of a 40-hectare educational facility named EduTown in BSD City, inviting renowned international and domestic educational institutions to establish a presence
- ◆ Provide scholarships for computer programming students to support the development of our Digital Hub project and ensuring that students are well-prepared for the growing demand of modern job markets
- ◆ Non-formal education, economic and cultural knowledge programs for local communities near SML projects

These activities are aligned with SDG number:



OUR APPROACH

GOVERNANCE & RISK MANAGEMENT

Our sustainable development strategy is based on the definition of the Brundtland Commission and built to comply with both SGX Sustainability Reporting guidelines and GRI Standards.

The implementation of this strategy is built around Sinarmas Land's strong corporate culture and our core values:

- ◆ Positive Attitude
- ◆ Integrity
- ◆ Commitment
- ◆ Continuous Improvement
- ◆ Innovation
- ◆ Loyalty

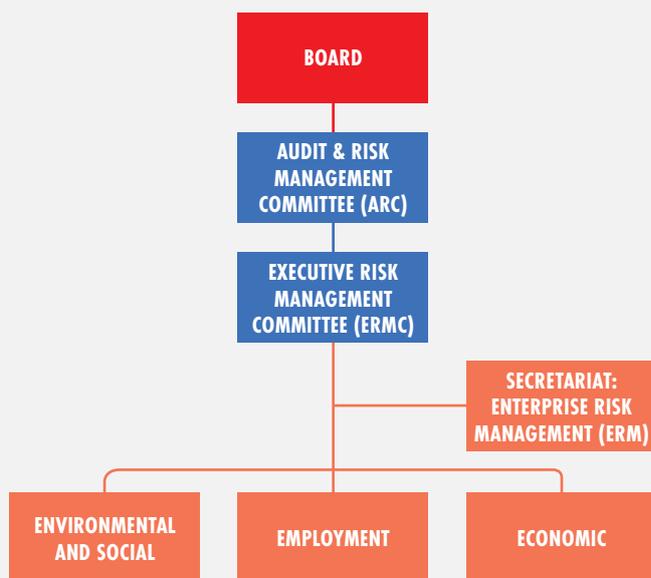
We have always taken a long-term view in creating value for our stakeholders. Driven by our strong company values, we aim to better integrate economic, environmental and social performance through the development

SUSTAINABLE DEVELOPMENT is the kind of development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

of sustainability governance across our operating environments.

With a better understanding on sustainability issues and how they could potentially influence our business gradually over time, we have implemented sustainability initiatives into the Group's overall governance and operations, directed by strong leadership involvement:

Sustainability Governance Structure



Roles & Responsibilities of Board and Committees:

- 1 Provide oversight on significant environmental, social and governance issues that might impact SML's long term business objective
- 2 Review SML sustainability program and reports and ensure full company support towards sustainable development
- 3 Review and recommend the board statement required to be included in the annual sustainability report prior to its issuance

OUR APPROACH

Our sustainability structure consists of senior management, middle management and employees from various functions. Our Executive Risk Management Committee (ERMC) comprises of 15 senior leaders of different strategic business units (SBU) and support functions. Each Person-in-Charge (PIC) is supported by various process owners for the selected sustainability topics and programs.

By integrating sustainability initiatives tightly into our existing risk management, we can ensure that the Board is always kept abreast of our material sustainability issues, and the Group's performance on the follow-up actions taken to address and mitigate them. As part of our preparations for this report, we have mapped most material issues to our Enterprise Risk Management (ERM) framework, with the exception of some environmental topics, such as risks related to waste management or materials used. These omitted topics will be mapped out progressively in the later years as we continue to integrate other sustainability initiatives into our operations.

We place strong emphasis on complying with all national and regional level regulatory frameworks. These include regulations on land acquisition, operational permits, design and construction, finance and accounting, labour laws, customer protection, and environmental frameworks. We adopt a zero tolerance approach towards corruption throughout Sinarmas Land's operations. In FY2017, one incident of corruption involving an employee was brought to the management's attention. Although the amount involved in this case was not material, our management took the initiative to lodge the case with the Indonesian court after our investigation and dismissed the employee. No public legal cases regarding corruption were brought against the Group, or its subsidiaries, and there were no confirmed incidents where contracts with business partners had to be terminated due to violations related to corruption.

We aim to apply the same precautionary principles into all our future developments. When we identify shortcomings in current regulations, such as in waste management, we seek to proactively engage the relevant authorities to collaboratively develop solutions and frameworks that will ensure the well-being of our surrounding communities.

Our employees have received clear guidance on the standards of ethical behaviour required of them through our Code of Conduct policy, supplemented by our whistle-

blowing policy that serves as an effective oversight measure for the prevention of fraud, corruption and other types of misconduct. We also have policies in place that cover procurement activities and fair employment practices. At present, we are working to strengthen our governance framework to explicitly address environment, health and safety issues. In addition, we are planning to build on our policy for procurement activities with the goal to eventually develop it into a mandatory Supplier Code of Conduct.

All newly hired staff is required to attend mandatory orientation training courses. During these training courses, new staffs are taught Sinarmas Land's core values and the policies listed above. We have yet to provide dedicated training on anti-corruption policies and procedures, but are currently evaluating the most effective way to introduce such training as a mandatory and annual exercise for all staff.

Responsible marketing is another important aspect of our work to ensure compliance with all relevant regulations. We have worked hard over the last 46 years to build a reputation as a reliable partner to a multitude of stakeholders, including the government, customers and the communities we operate in. A critical part of preserving our standing with these stakeholders is ensuring that our developments are marketed appropriately and accurately. We are pleased to report that during 2017, there were zero incidents of non-compliance concerning marketing communications and product information. Of equal importance is our compliance with all relevant laws and regulations in the social and economic areas. During the reporting period, no significant fines or nonmonetary sanctions were imposed on Sinarmas Land.

Going forward, we will be working to achieve the following goals and shall report our progress in subsequent sustainability reports:

- ◆ Aim for full integration of sustainability governance, including the Board's involvement
- ◆ Maintain zero incidents of non-compliance with any relevant environmental and social regulatory frameworks
- ◆ Gradual expansion of the scope of our sustainability reporting to include all other Sinarmas Land projects
- ◆ Expanding current procurement activities policy to include Supplier Code of Conduct
- ◆ Full integration of sustainability metrics into our ERM system

OUR APPROACH

MATERIALITY

Sinarmas Land has conducted a full Materiality Assessment internally in 2017 which was subsequently reviewed by external sustainability consultants. This ensures that the process used to identify our material issues follows best practices, and the issues identified through this assessment meet the expectations of our external stakeholders. Thereafter, the list of identified material issues was signed off by our Board, and that forms the core of this sustainability report.

The review of our materiality was informed by peers, the GRI Standards as well as international best practices.

We identified the following categories of material issues which are addressed in this sustainability report:

- ◆ Economic Performance
- ◆ Market Presence

- ◆ Materials
- ◆ Energy
- ◆ Water
- ◆ Emissions
- ◆ Effluents and Waste
- ◆ Employment
- ◆ Labour Management Relations
- ◆ Occupational Health & Safety
- ◆ Training and Education
- ◆ Local Communities

A list of our material issues along with an assessment of the significance of their economic, environmental and social impacts and their influence on stakeholders' decisions can be found in the following chart:

Materiality Assessment Matrix



OUR APPROACH

The process for defining and reviewing our material issues is largely based on GRI's Principles for Defining Report Content and follows their four-step approach, which involves identification, prioritisation, validation and review. To conclude the implementation of the last of these four steps, we will be conducting a review of our material issues for the publication of next year's sustainability report.

STAKEHOLDER ENGAGEMENT

Sinarmas Land constantly engages a broad range of stakeholders including customers, national and local governments, local communities, non-governmental organisations (NGOs), interest groups and industry associations, shareholders, investors, and analysts. Our management carefully considers the occasionally diverging interests of these diverse groups and integrates them into our business strategy.

Throughout the reporting period, we have engaged external stakeholders through our regular channels, such as annual surveys, shareholder meetings and quarterly financial analyst calls. In addition, we interact with the communities through customer satisfaction surveys,

engagement with local communities on education and healthcare, and working closely with various government entities on joint public infrastructure projects (e.g. toll roads or public transport).

Examples of current stakeholder engagement exercises relating to sustainability topics are:

- ◆ Annual Tenant Satisfaction Survey for our office buildings
- ◆ Annual employee satisfaction survey
- ◆ Visitor satisfaction survey for Waterparks
- ◆ Marketing surveys for tenants, potential tenants, and customers of ITC and malls
- ◆ Annual corporate brand awareness survey undertaken by AC Nielsen
- ◆ Annual customer satisfaction survey, performed by SQCI, to assess their perception of Sinarmas Land and opinion of our competitors' residential and commercial projects
- ◆ Local community and government sponsored CSR programs

Key topics raised by our internal and external stakeholders during the reporting period include:

Type of Stakeholder

CONCERN	EXTERNAL (VIA CUSTOMER SURVEY)	INTERNAL (VIA EMPLOYEE ENGAGEMENT SURVEY)
Positive	<ul style="list-style-type: none"> ◆ Value as real estate investment ◆ Strategic location and friendly neighbourhood ◆ Excellent customer service 	<ul style="list-style-type: none"> ◆ Trust in company goals ◆ Clarity on Company Values ◆ Pride to work for the company
Neutral	<ul style="list-style-type: none"> ◆ Need for maintaining cleanliness and safety at construction sites ◆ Need for more public facilities such as hospitals and places for worship ◆ New toll road access near the main BSD City district 	<ul style="list-style-type: none"> ◆ Opportunity to apply knowledge and skills on the job ◆ Divisional and departmental supervisors are open to feedback from team ◆ Attractive work opportunities
Negative	<ul style="list-style-type: none"> ◆ Slow response by the Customer Service (CS) division in addressing complaints ◆ Need to add shuttle bus within BSD City ◆ Maintenance of BSD City main roads 	<ul style="list-style-type: none"> ◆ Business process does not fully encourage collaboration ◆ Insufficient internal communications on key activities ◆ Speed of management response to address performance issues

We are planning to conduct a dedicated stakeholder engagement exercise on our material issues in 2018. For this 2017 report, we have mapped out the various GRI disclosures that resulted from the identified material issues which caused an impact towards our main stakeholders (please see table on page 19 for details). This map will form the basis of our stakeholder engagement exercise and the results will be published in our next sustainability report.

In the meantime, we strongly encourage all readers of this report to send us their feedback on the results of our materiality assessment or any other concerns you may have with regard to Sinarmas Land's sustainability efforts.

Please contact Muhammad Reza Abdulmajid, Chief Risk Officer, at sustainability@sinarmasland.com. We look forward to hearing from you.

OUR APPROACH

GRI DISCLOSURE	CUSTOMER	EMPLOYEES	INVESTOR/ SHAREHOLDERS	LOCAL COMMUNITIES	NGOs	REGULATORS	TENANTS
Direct Economic Value			✓				
Defined benefit plan obligations and other retirement plans		✓	✓			✓	
Ratios of standard entry level wage by gender compared to local minimum wage		✓	✓			✓	
Infrastructure investments and services supported	✓		✓	✓		✓	
Significant indirect economic impacts	✓		✓	✓		✓	
Operations assessed for risks related to corruption	✓		✓			✓	
Communication and training about anti-corruption policies and procedures	✓		✓			✓	
Confirmed incidents of corruption and actions taken	✓		✓			✓	
Materials used by weight or volume	✓		✓				
Recycled input material used	✓		✓				
Energy consumption within the organization	✓		✓		✓	✓	✓
Energy intensity	✓		✓		✓	✓	✓
Reduction of energy consumption	✓		✓		✓	✓	✓
Water withdrawal by source	✓			✓		✓	
Water sources significantly affected by withdrawal of water	✓			✓		✓	
Water recycled and reused	✓						✓
Direct GHG emissions			✓	✓	✓	✓	
Indirect GHG emissions			✓	✓	✓	✓	
GHG emissions intensity			✓	✓	✓	✓	
Reduction of GHG emissions			✓	✓	✓	✓	
Emissions of ODS			✓	✓	✓	✓	
Water discharge by quality and destination			✓	✓	✓	✓	
Waste by type and disposal method			✓	✓	✓	✓	
Water bodies affected by water discharges and/or runoff			✓	✓	✓	✓	
Non-compliance with environmental laws and regulations			✓		✓	✓	
New employee hires and turnover		✓	✓			✓	
Benefit provided to full-time employees		✓	✓			✓	
Parental leave		✓	✓			✓	
Minimum notice period		✓	✓			✓	
Types of injury and rates of injury, occupational disease, lost days, absenteeism, and number of work-related fatalities	✓		✓			✓	✓
Average hours of training per year		✓	✓				
Employee development programs		✓	✓				
Percentage of employees receiving regular performance and career development reviews		✓	✓				
Diversity of governance bodies and employees			✓				
Ratio of basic salary and remuneration of women to men		✓	✓				
Operations with local community engagement, impact assessment and development program			✓	✓			
Operations with significant actual and potential negative impacts on local communities			✓	✓		✓	
Assessment of the health and safety impacts of product and service categories	✓		✓				✓
Incidents of non-compliance concerning the health and safety impacts of products and services			✓		✓	✓	
Requirements for product and service information and labeling			✓			✓	
Incidents of non-compliance concerning product and service information and labeling			✓			✓	
Incidents of non-compliance concerning marketing communications			✓			✓	
Non-compliance with laws and regulations in the social and economic area			✓			✓	

ENVIRONMENT

“Using nature as an inspiration, we have created Indonesia's first green business district in BSD City, incorporating ten low-rise interconnected buildings. The core of our design is to encourage social harmony and community engagement, providing the right balance between technology, nature, people, and workplace. As Indonesia's leading integrated and responsible real estate developer, we understand that our stakeholders depend on our environmental initiatives and the ability to be good stewards of the environment they live in.”

IN THIS SECTION

This section of the report looks at the various ways in which our operations impact the environment and lays out our commitment to minimise them. Covered in this section are:

- ◆ Our efforts to improve energy efficiency and reduce the greenhouse gas (GHG) emissions associated with our developments and supporting Indonesian government's commitment to the Paris Agreement;
- ◆ List of main materials used at our construction sites;
- ◆ Our water usage along with data on our effluents and discharges generated;
- ◆ Statistics on hazardous waste created and how we are handling it.

We do not have perfect visibility for some of the metrics required to properly monitor our performance across all the major aspects of environmental impacts. However, we are actively working to improve this and will be reporting our progress in the next annual sustainability report.

At Sinarmas Land, we understand the significant impact of climate change and strive to protect the surrounding environment through policies and existing programs. We are a founding corporate member of the non-profit organisation "Green Building Council Indonesia" since its establishment in 2009. Our key role in the council is to ensure that property development activities are sustainable and environment friendly.



Green-Building Council Indonesia

ENVIRONMENT



2

The Breeze

To realise our commitment in implementing developments with an environmental cause, BSD Green Office Park, Indonesia's first green office park, was developed in BSD City over an area of 25 hectares featuring ten five-storey buildings and a park-like ambience for its tenants. BSD Green Office Park has complied with international green standards for incorporating advanced green architectures to conserve energy, water and natural resources. All its buildings maximise sunlight penetration while reducing solar heat, thus boosting energy efficiencies, and optimising air circulation. For its eco-friendly practices, BSD Green Office Park has received the Green Mark Gold Award from Singapore's BCA.

The Breeze BSD City, a lifestyle retail mall, offers a comprehensive array of stores, generous garden-like walkways and alfresco dining options to complement the surrounding BSD Green Office Park, schools and residences. Named as "The mall with no walls", The Breeze BSD City reduces air-conditioning and lighting energy consumption through the use of natural lighting and outdoor common walkways.

In total, the Group currently has 7 buildings within its development with Green Building Certification, three of

which are located in Green Office Park. Going forward, we are looking to increase the quantity of green buildings in our developments.

We have also embarked on a sustainability program with specific responsibilities assigned to staff across all parts of the organisation. Through this program, we will be able to better calculate and eventually increase the percentage of recycled input materials, reduce the energy required in the construction and operation of our developments; lower our water consumption and carbon emissions, leading to better waste management. We will be disclosing our targets for this program in FY 2018's sustainability report and start tracking our performance against these targets from FY 2019 onwards.

All figures in this section related solely to the three Green Buildings that form part of the Green Office Park within our flagship development BSD City. The three buildings are, Sinar Mas Land Plaza – BSD City, MyRepublic Plaza and GOP 9. We will be adding components from the other developments within the Group into our monitoring and reporting processes over the next few years.

ENVIRONMENT



3

Sinar Mas Land Plaza - BSD City

4

MyRepublic Building

5

GOP 9 - BSD City

MATERIALS

As one of Indonesia's leading real estate developers, we recognised that all of our developments, which include buildings, supporting amenities and infrastructures have significant impact on the environment. In our developments, steel and concrete are two of the most consumed materials we use.

Incidentally, these two materials are also among the largest contributors to our environmental footprint as they are non-renewable. Hence, we have chosen steel and concrete as the starting point of the reporting on our consumption of raw materials.

MATERIALS USED (IN TONNES)	2017
Steel	17,000
Concrete	22,235
Total	39,235

Please note that the above table represents total amounts of materials used. At present, we do not have data on our usage of recycled materials (other than about 3% of fly ash being used in the production of concrete). As we gradually build our internal monitoring capacity, other consumable materials and their respective consumed quantities will be included in our internal watch-list and be subsequently reported, promoting transparency as well as placing greater emphasis on our usage of renewable and recycled materials.

ENVIRONMENT

ENERGY

Our developments consume significant amounts of energy. In the region where BSD City is located, energy is predominately generated from the burning of fossil fuels that contribute significantly to our greenhouse gas emissions. Adhering to internationally recognised green building standards, such as the Singapore BCA Green Mark standard, we are able to direct our effort towards achieving greater energy efficiency and reducing energy usage throughout a project lifecycle.

We are pleased to report that our commitment towards the development of green buildings is starting to show results. While total energy consumption has increased over the years as BSD City is constantly being developed, there was a significant reduction in our energy intensity between 2015 and 2016. With the installation of new energy efficient air conditioning systems in 2016, we recorded an improvement

in our energy intensity per GFA occupied from 149.5 to 110.3 kWh/m². In 2017, GOP 9 commenced its operations resulting in an increase of our total GFA by 51% which led to energy intensity per GFA decreasing by 10%. However, with GOP 9 being a new building having a relatively lower occupancy rate as compared to the other matured buildings, the portfolio’s occupancy rate decreased from 94% in 2016 to 82% in 2017. As such, this resulted in our energy intensity per GFA occupied to increase slightly by 3% between 2016 and 2017.

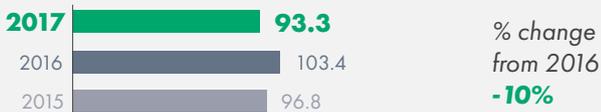
Apart from the development of more internationally recognised green standards buildings, the Group has undertaken other initiatives to reduce consumption of energy across our developments such as implementation of control timing function for our air-conditioning systems and the usage of energy-efficient LED lightbulbs.

Energy Consumption

Total Energy Consumption (kWh)



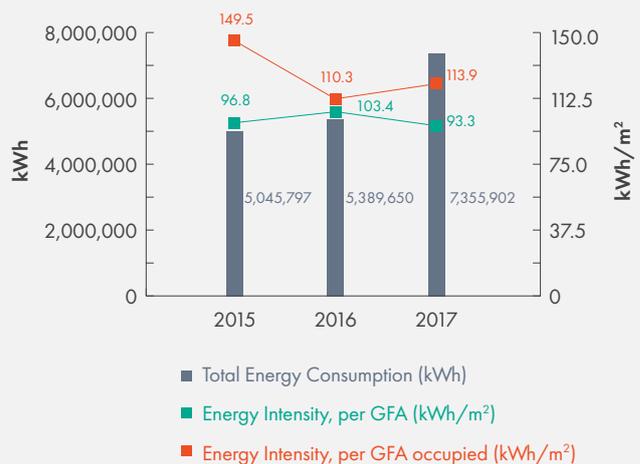
Energy Intensity, per GFA (kWh/m²)



Energy Intensity, per GFA occupied (kWh/m²)



Energy Use



ENVIRONMENT

EMISSIONS

In line with our energy efficiency initiatives, we recorded a reduction of 10% in our GHG emissions intensity per square meter of GFA between 2015 and 2016. Based on the same reason as discussed previously about the lower occupancy rate in our brand new GOP 9 building our GHG emissions intensity per GFA occupied increased marginally by 3% between 2016 and 2017.

Our emissions monitoring has yet to include indirect emissions from the manufacturing of concrete, the production of steel, and the transport of raw materials. We are working to include the abovementioned indirect emission figures in our future reports. The air-conditioning systems installed in all of our new buildings in BSD City use refrigerants that do not produce any Ozone Depleting Substances (ODS). Hence, we are pleased to report that none of our buildings produce any ODS.

Indirect Emission

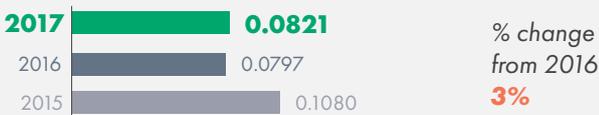
Total GHG Emissions (tonnes of CO₂e)



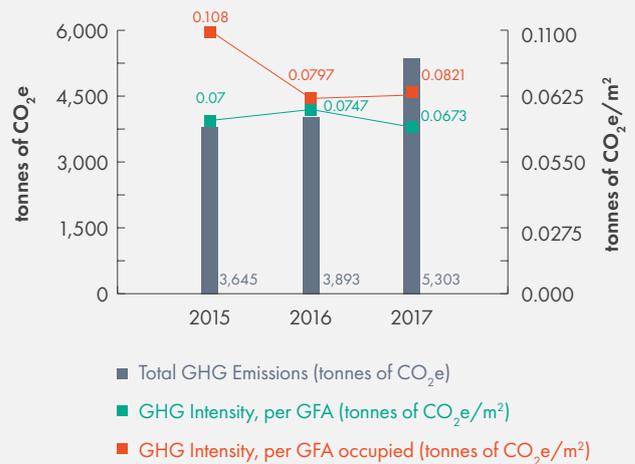
GHG Intensity, per GFA (tonnes of CO₂e/m²)



GHG Intensity, per GFA occupied (tonnes of CO₂e/m²)



GHG Emissions



ENVIRONMENT

WATER

BSD City has a significant water footprint. Thus, there is a need for us to monitor our impact carefully in order to avoid and mitigate harmful effects from excessive water consumption, and the discharge of effluents into natural water systems.

Meanwhile, our consumption of surface water is subjected to strict environmental impact assessments, and it has been found there are no adverse effects on our stakeholders or local and downstream biodiversity.

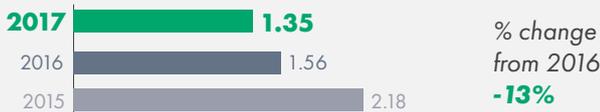
The following charts provide details on the water consumption by three key office buildings in BSD City. We will be gradually expanding coverage for this disclosure in our future sustainability reports.

Water Consumption

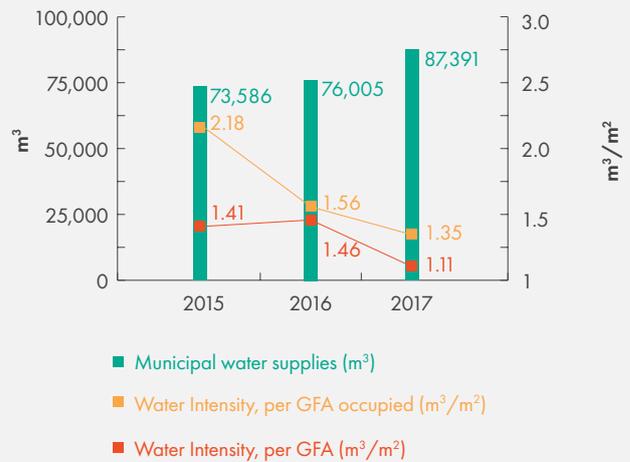
Water Intensity, per GFA (m³/m²)



Water Intensity, per GFA occupied (m³/m²)



Water Consumption



As the number of green buildings in BSD City grows, it is inevitable that we recorded an increase in our year-on-year water consumption from 2015 to 2017. We are addressing this trend by engaging in a number of on-site water efficiency initiatives, including the capture and storage of rainwater and water recycling. We are looking forward to presenting in future reports how these measures are helping to reduce our environmental impact.

ENVIRONMENT

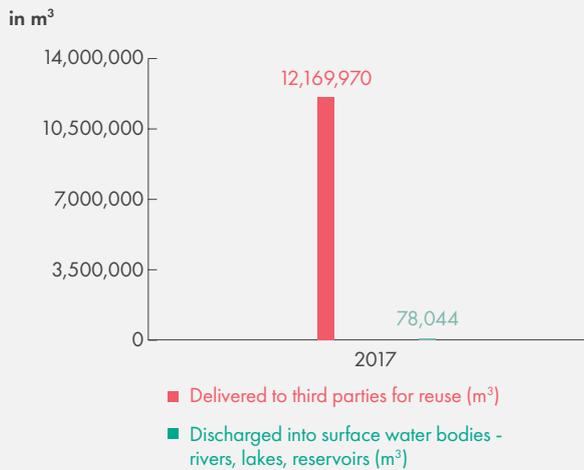
EFFLUENTS AND WASTE

Most of BSD City's water discharge is channelled into our Water Treatment Plant (WTP) where it is being treated and redistributed back to our customers. A very small portion of our effluents are discharged into the surrounding Cisadene River, which was found to not be significantly affected by the discharge. As all these three buildings are located within the same area, we are not required to maintain individual records for each building's water discharge.

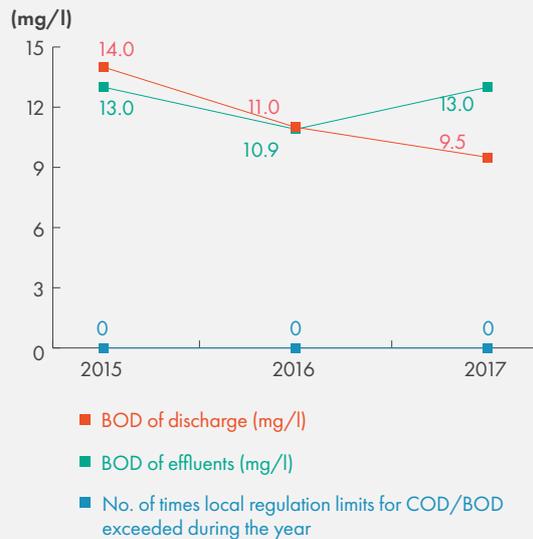
WATER DISCHARGE BY DESTINATION		2017
Delivered to third parties for reuse (m ³)		12,169,970
Discharged into surface water bodies - rivers, lakes, reservoirs (m ³)		78,044
Total water discharged (m³)		12,248,014

Water Discharge

Water Discharge by Destination



Water Discharge by Quality



We are pleased to report that from 2015 to 2017, the biochemical oxygen demand (BOD) of BSD City's discharge and effluents were below the limit stipulated by the Indonesian government. Therefore, there were no incidences of exceeded BOD thresholds from 2015 to 2017.

ENVIRONMENT



6
 BSD Green Office Park

We practiced waste segregation in our developments and pay special attention in ensuring that no hazardous waste was sent to the landfill. Despite our practice, we have yet to find a perfect solution for the disposal of hazardous wastes, such as used oil for construction machinery.

Apart from increasing the types and amounts of material that can be reused and recycled across our operations, we are using our ongoing communications with local government authorities to suggest improvements to the available infrastructure for the processing of non-hazardous waste, which is currently collected, managed, and sent to landfill.

Currently, we are storing 9 tonnes of hazardous waste materials in a safe on-site facility, while we finalise an engagement with a certified third-party to collect and treat these hazardous materials.

GREEN BUILDING	NON-HAZARDOUS WASTE (TONNES)
Sinar Mas Land Plaza – BSD City	344.9
MyRepublic Plaza	271.9
GOP 9	264.3

ENVIRONMENTAL COMPLIANCE

Given the scale of Sinarmas Land's BSD City development, we are subjected to one of the most stringent environmental regulatory frameworks in Indonesia.

As part of our environmental compliance, based on Government Regulation No. 27 in 2012 on Environment Control Permits, we are required to submit an extensive Environment Management and Monitoring Effort (UKL/UPL) report every six months. Within the report, it clearly spells out the specific limits for every aspect of environmental impacts (e.g. water, waste, etc.) and we are required to ensure that our operations do not breach them. The report is submitted directly to the regional government and subject to government approval.

For its ongoing operational permit, SML is also required to comply with several health, safety and environment (HSE) regulations such as liquid waste management, fire safety certification, and equipment licenses. The relevant authorities will perform audits on our operational feasibility and issue permit certificates only upon compliance with these requirements.

We are pleased to report that there were no incidents of environmental non-compliance during the reporting period.

PEOPLE

“ *The success of our business is determined by our employees. They are the driving force that delivers value to our customers and tenants. We strongly believe in hiring the best, invest in them; committed to continuously engage and retain them.* **”**

Our commitment is demonstrated through our human resource ("HR") policies and initiatives which are driven by our Human Capital team. The team explores and drives initiatives which are geared towards building a conducive and inclusive workplace for our employees' development, well-being and satisfaction.

IN THIS SECTION

We will be looking at our overall employment statistics for the Group's Indonesian operations (excluding any Joint Ventures), our outstanding performance as an equal opportunity employer, benefits and welfare programs; our investment in training and development as well as employee engagement.

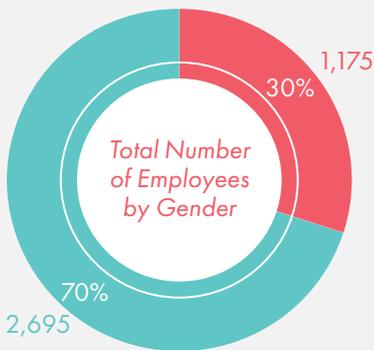
EMPLOYMENT

Our Employees

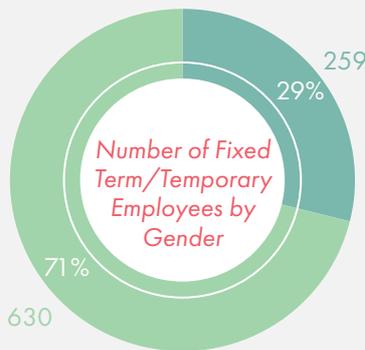
As at 31 December 2017, SML employed a total of 3,870 employees, of which 2,695 are male (70%) and 1,175 are female (30%). The relatively high ratio of male to female employees is mainly due to the nature of our business (development and construction of real estate) and the supply of manpower available to us. Being an equal opportunity employer, we are witnessing a better balanced gender composition of our workforce in middle management and above.

Our Workforce

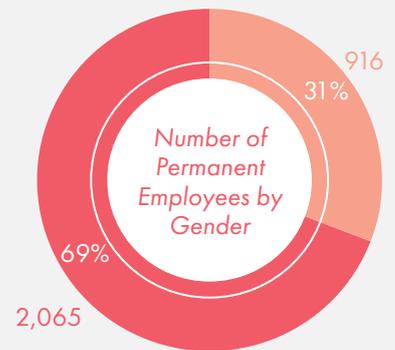
100% of our employees work full-time. Of these, 23% of our employees are hired on a fixed term/temporary basis, with the gender breakdown between permanent and fixed term/temporary employees illustrated in the charts below. Fixed term contracts typically have a term of one year.



● Male
● Female



● Male
● Female



● Male
● Female

PEOPLE

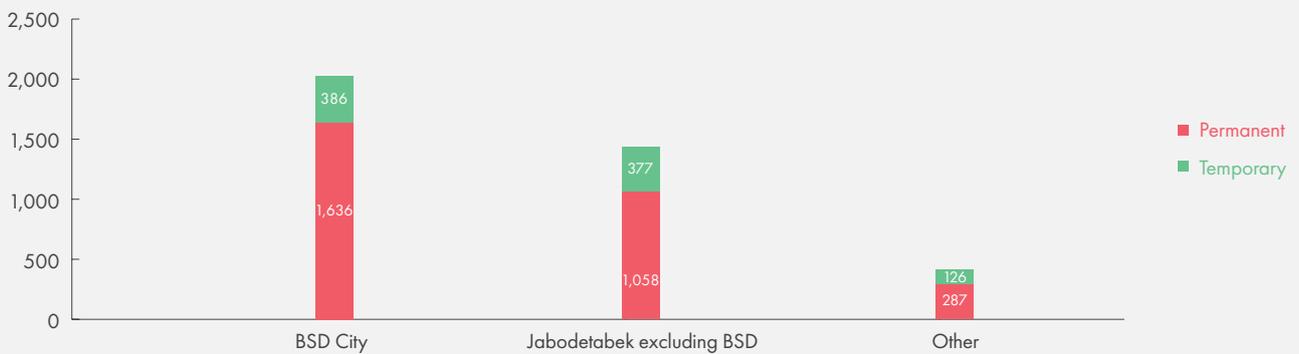
Benefits that are exclusively provided to full-time employees of Sinarmas Land include:

- ◆ Participation in our House Ownership Program
- ◆ Severance Payments
- ◆ Vehicle Cash Substitution Facility

A total number of 2,022 employees are based in BSD City, 1,435 in Greater Jakarta or Jabodetabek, and 413 employees are based in our other operations across Indonesia. The breakdown of employees by employment contract for the three regional groups is shown in the chart below.

Breakdown of Employees

Total Number of Employees by Employment Contract by Region



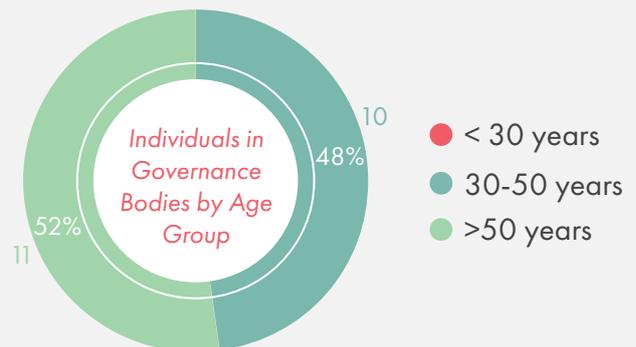
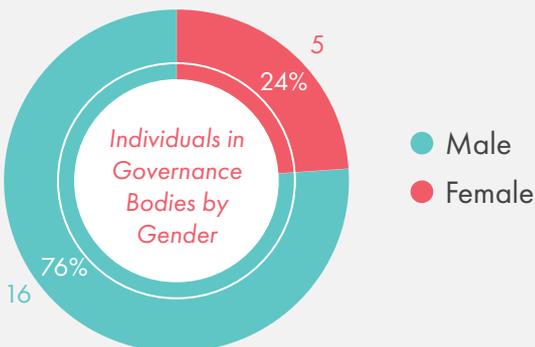
Diversity and Equal Opportunity

Our commitment to fair labour practices is emphasised in our employee handbook and employment practices. We have an equal opportunities policy on employment, banning any form of discrimination based on race, national

origin, religion, disability, gender, sexual orientation, union membership and political affiliation. We believe that our employees should be treated equally, fairly and with respect.

Governance Bodies

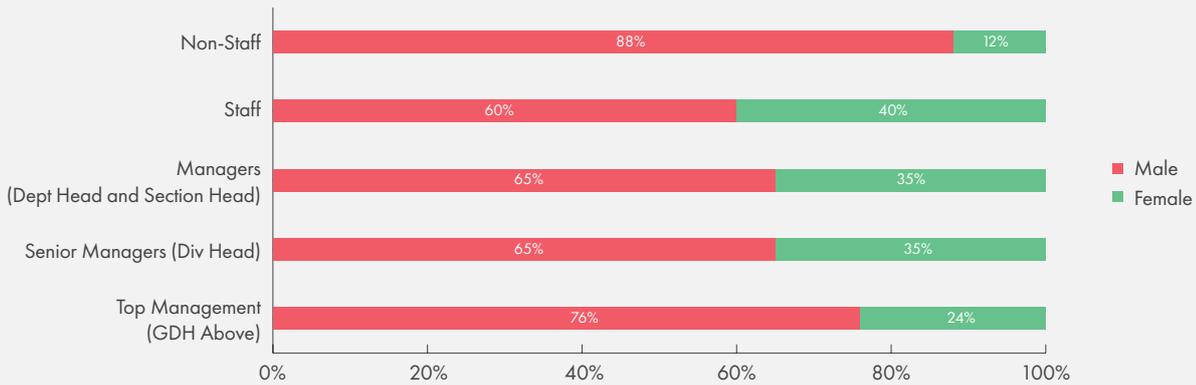
In 2017, our governance bodies consisted of 24% female and 76% male employees. None of the members of our governance bodies are below the age of 30 years. 48% of them are between the ages of 30-50, while the remaining 52% are above 50 years of age.



PEOPLE

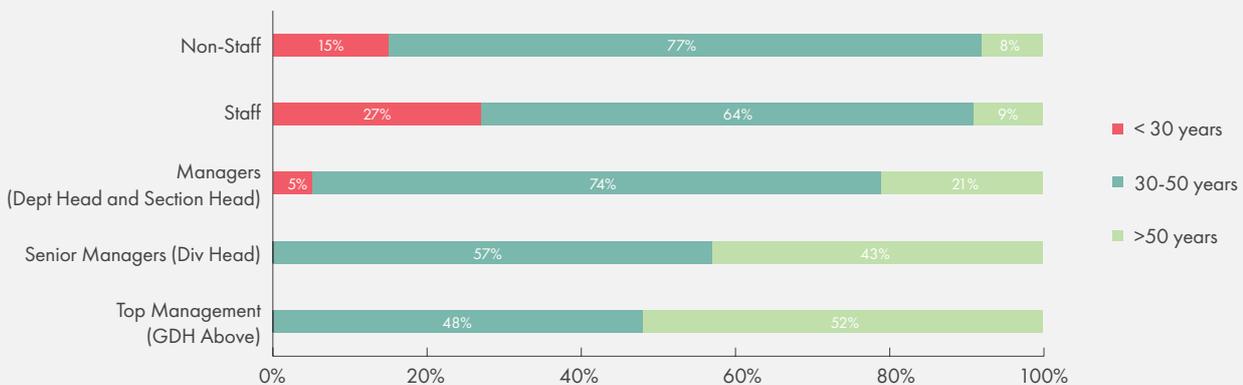
We have 24% female employees in Top Management, 35% females in each of the Senior Managers (Divisional Heads) and Managers (Department and Section Heads) level, with 40% and 12% female employees in the staff and non-staff categories respectively.

Percentage of Employees per Employment Category, by Gender



As SML values the diversity of its workforce, we continue to practice the employment of mature workers. During the reporting period, 52% of our employees in Top Management are above the age of 50, while 43% and 21% of our Senior Managers and Managers respectively are older than 50.

Percentage of Employees per Employment Category, by Age Group



1
Kartini's Day Celebration

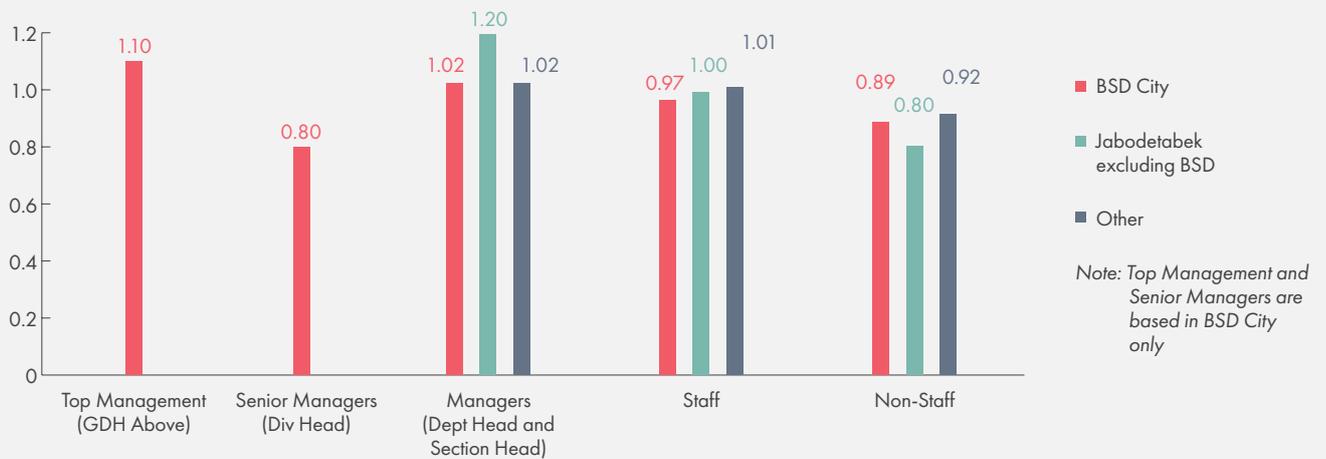
PEOPLE

As an equal opportunity employer, we compensate and remunerate our employees based on merit. The ratio of basic salary and remuneration of women to men can be found in the charts below.

Ratio of the Basic Salary of Women to Men, by Employee Category and Location of Operation



Ratio of the Remuneration of Women to Men, by Employee Category and Location of Operation



2

Employee of the Month Recognition

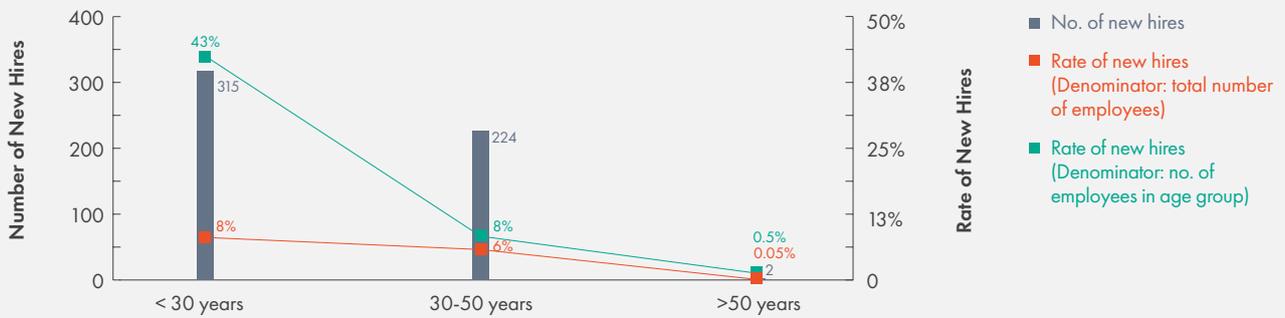
PEOPLE

New Hires and Employee Retention

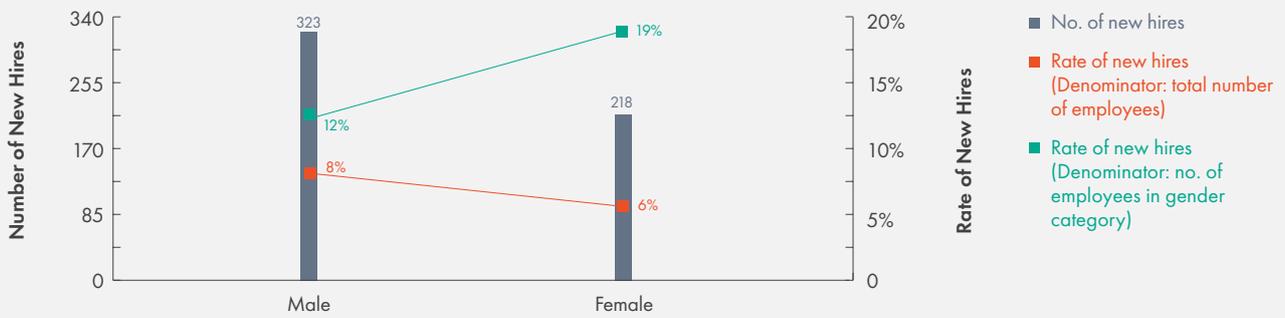
We recognise that welfare and career development contribute significantly to the satisfaction and reputation of a workplace. Through our proactive engagement with employees, we are seeing no significant levels of dissatisfaction. These are backed by our new hire and turnover data illustrate below. During the year, we hired

541 new employees, contributing to a new hire rate of 17%. Believing that a diversified team with different age groups, backgrounds, and skillsets will bring enriching perspectives to the workplace; we hire people from different age groups, including the re-employment of employees above age 50.

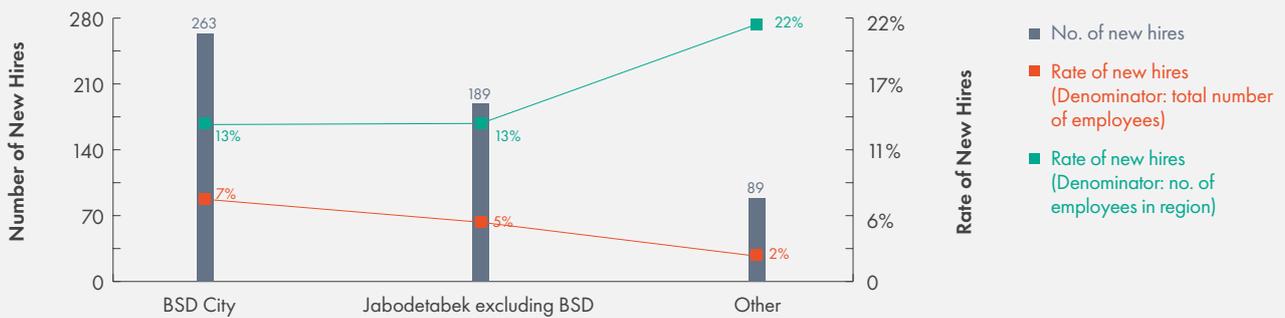
New Hires by Age Group



New Hires by Gender



New Hires by Region



PEOPLE

SML recorded a total turnover of 713 with an overall turnover rate of 18% in 2017. The number of turnover and turnover rate by age group, gender and region are portrayed in the charts below.

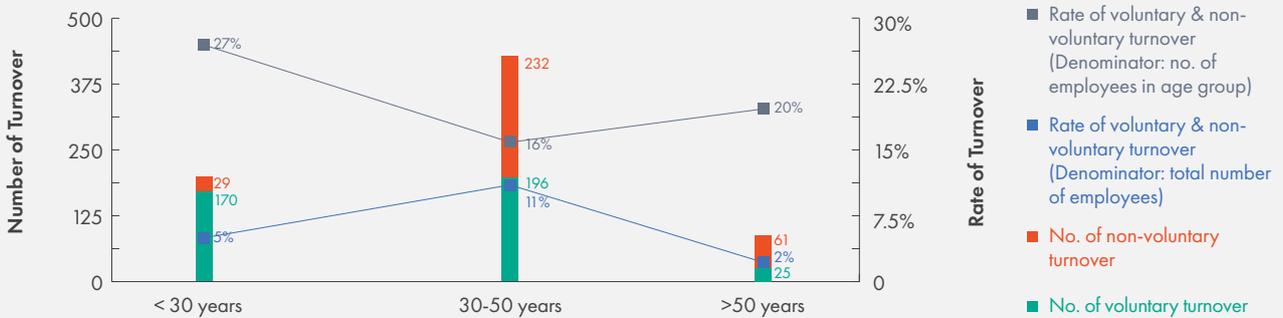
Through these charts, our low turnover figures serve as a testament to our initiatives in improving employees' well-being and satisfaction.

Turnover Rate

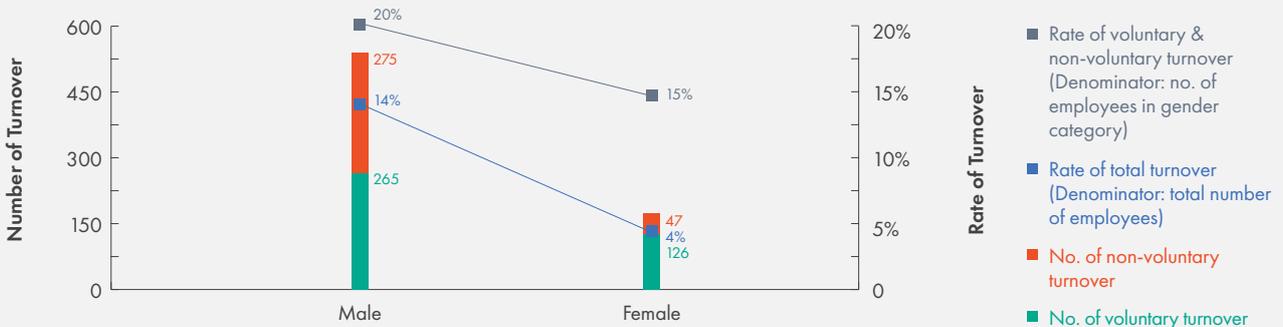
Employee Turnover



Turnover by Age Group

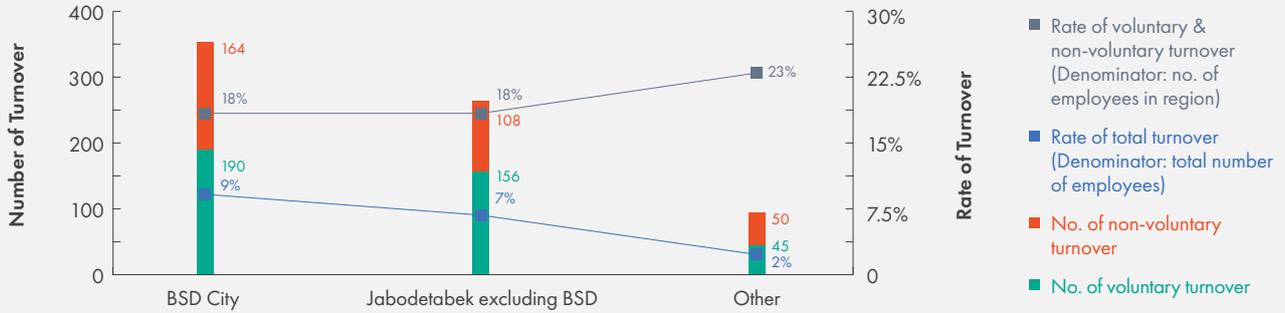


Turnover by Gender



PEOPLE

Turnover by Region



BENEFITS AND WELFARE

Other than competitive remuneration, we care for our employees through welfare and benefit schemes; including but not limited to insurance coverage, healthcare benefits, parental leave, and retirement provision to all our employees. Full-time employees also enjoy a house ownership program, vehicle cash substitution facility, and severance payments.

Family-friendly Employer

SML prioritises employees' welfare. We support our employees by providing benefits and welfare for employees with family, including parental leave, medical benefits, subsidy for marriage and grievance, etc.

In 2017, 75 eligible female employees and 117 eligible male employees took their maternity and paternity benefits respectively. As at 31 December 2017, 63 of the 75 female employees have returned to work at the end of their maternity leave, while the remaining 12 employees are still away from their maternity leave. For our male employees, all 117 of them have returned to work after their entitled paternity leave. Therefore, we recorded a return to work rate of 100% for both our female and male employees.

Respecting Freedom of Association and Collective Bargaining Rights

SML respects all employees' rights to the freedom of association and members of trade unions. We are guided by the Indonesian government regulation (as ratified by the ILO) which allows trade unions to represent our employees for collective bargaining, providing our employees with an avenue to seek redress for disputes. A total number of 320 employees (8%) from the Le Grandeur (LG) Hotel subsidiaries (PT Sinar Wisata Lestari & PT Sinar Wisata Permai) are covered by collective bargaining agreements.

Above the minimum wage

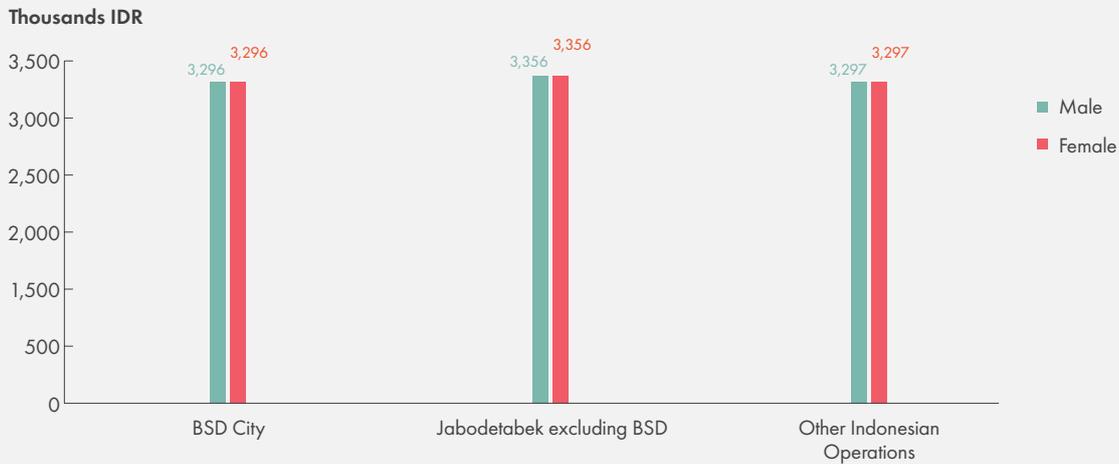
We believe in providing decent work remuneration. As such, our employees are remunerated based on their experience, position, and competency. We strictly comply with the minimum wage set by the Government and ensure that all our employees are rightly compensated for their work; independent of their gender. The chart below shows the minimum wage used by SML for each gender and by our different location of operations.



3 Wall of Appreciation

PEOPLE

Minimum Wage by Gender and Location



Retirement Plans and other Defined Benefits

Sinarmas Land complies with all relevant government regulations in the following ways:

1. Severance pay for retired employees in accordance with UU Tenaga Kerja No.13/2003

In accordance with this Act, an employee is entitled to severance payment from the employer upon reaching her or his retirement age, based on their length of service to the company.

Although this is not explicitly mentioned as an employer's retirement plan, this severance payment can still be considered as a 'defined contribution plan'. If the employer has their own defined contribution program, the severance amount payable is equal to the difference between these regulations and the employer's defined contribution program. Only permanent employees are eligible for these severance payments.

For every fiscal period, an independent actuary will assess the provision of severance payments, whose findings are disclosed in our annual financial report.

2. Mandatory Defined Contribution Plan (Jaminan Hari Tua)

A mandatory Defined Contribution Plan (Jaminan Hari Tua) by BPJS Ketenagakerjaan is provided for both permanent and non-permanent employees below the retirement age. Normally, 3.7% of an employee's base salary is paid by the employer and 2% is deducted from the employee's salary. At Sinarmas Land, we cover both the employer's and employee's contribution to the plan. As of 31 December 2017, all employees have been registered as BPJS Jaminan Hari Tua participants.

Mandatory Defined Benefit Plan (Jaminan Pensiun) by BPJS Ketenagakerjaan is also provided for both permanent and non-permanent employees below the retirement age. In this plan, 2% are paid by the employer and 1% is deducted from the employee's maximum salary limit which is determined by the government on a regular basis. As of 31 December 2017, all employees have been registered as BPJS Jaminan Pensiun participants.

PEOPLE

PEOPLE DEVELOPMENT

Training and Development

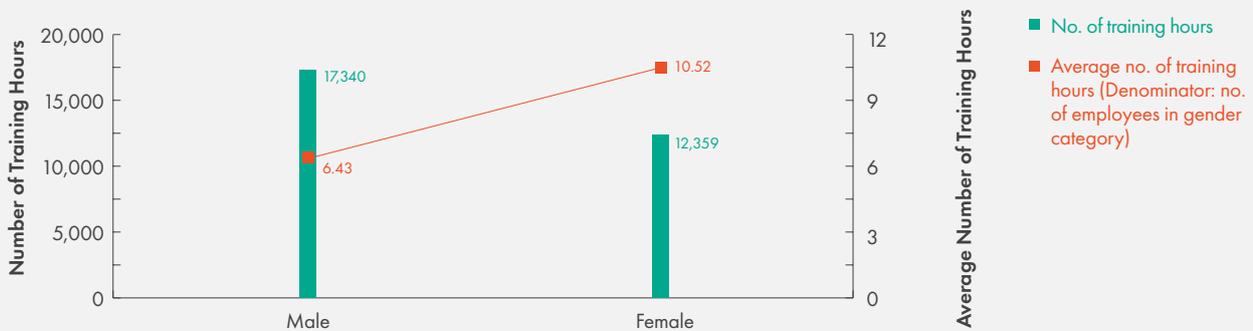
People are our most important asset. It is therefore imperative for us to explore ways to better manage our people and maintain our talent pool. We have allocated an annual training budget and developed in-house programs to support the career growth and aspirations of our employees.

Programs such as our Supervisory Development, Managerial Development, and Advanced Management are available to employees who are interested in furthering their career. All employees are given ample opportunities to continuously advance their skills. For participants of the leadership and managerial programs mentioned above, topics offered in 2017 range from technical skills (such as Microsoft Office, Sales and Marketing or Building Maintenance) to non-technical (like Emotional Intelligence or Effective Problem Solving).

We believe in equipping our employees with the skills they require in ensuring the future growth of our Group. Furthermore, developing skills and talents allows employees to grow, leading to better opportunities, thereby helping the communities where they live and work to flourish. We provide on-the-job training opportunities and will support qualified staff by paying for their membership fees in professional bodies, such as chartered engineers association.

All SML employees are required to undergo at least four hours of training as part of their annual skills enhancement that is related to their job function. As of 31 December 2017, each employee has benefitted from an average of 7.67 hours of training, with a breakdown of 6.43 hours for our male employees, and 10.52 hours for our female employees.

Total Number and Average Number of Training Hours per Employee, by Gender



Average Hours of Training per Employee, by Employee Category



PEOPLE

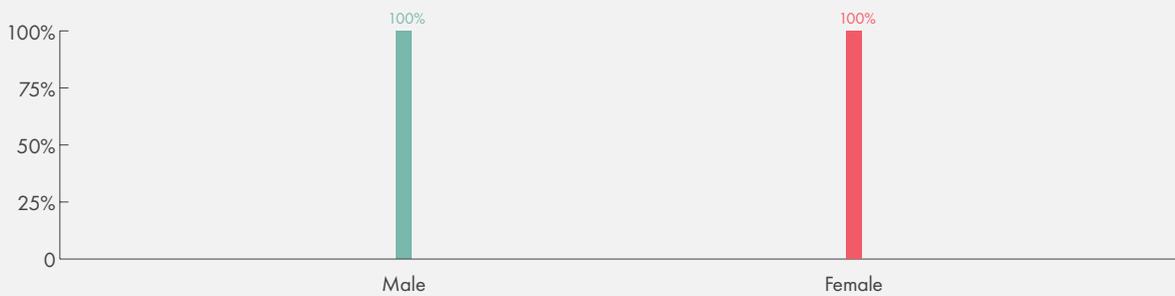
Employee Engagement

Other than the daily interactions, our primary engagement with our employees is via Employee Events held several times throughout the year. Also, we invite all employees to rate their level of satisfaction in our annual Employee Satisfaction Survey.

The other main pillar of our employee engagement is the semi-annual performance and career development review. This KPI-based formal review is an important milestone in our employees' career as their performances, strengths and areas of improvement are evaluated transparently and objectively, which will then form the basis for our employees' promotion.

Performance and Career Development Review

Percentage of Employees who Received Regular Performance and Career Development Review



Percentage of Employees who Received Regular Performance and Career Development Review



4 Training and Development



5 Executive Program Training

OCCUPATIONAL HEALTH & SAFETY

“As a property developer, occupational health and safety (OHS) is of paramount importance to our employees, contractors, and customers. We are committed to improve our health and safety practices; constantly working towards initiatives and engagement programs to minimise risk of accidents, injuries and illnesses to our employees and contractors.”

IN THIS SECTION

Our OHS initiatives include regular assessments in the form of annual property hazard risk assessments by our ERM team; internal audits and safety checks by our corporate Technical Advisor team to ensure compliance by our employees and contractors; and the annual OHS equipment certification for compliance with the fire safety standards of the Indonesian Fire Department.

OUR DISCIPLINED APPROACH TO ENSURING OCCUPATIONAL HEALTH & SAFETY

Several layers have been implemented for important OHS related safety checks:

1. Increased frequency by the project safety team (i.e. daily, weekly)
2. Regular technical audits performed by our corporate Technical Advisor
3. Annual assessment on risk and control related to OHS activities by ERM team
4. Internal Audit include a specific OHS-related audit as part of its annual audit

We have also developed and implemented OHS guidelines, as well as a policy for Crisis Management. We carry out fire drills and simulation periodically to ensure that these procedures are understood and implemented, ensuring a safety culture being instilled in our operations. We also conduct regular trainings and awareness programs on health and safety for our workforce and tenants.

We take OHS incidents very seriously. All incidents are reported to the Safety Department, which will be included in the Monthly Operation Report that is submitted to Division Heads and the Group Division Head (CEO). For some categories of incidences, such as breakdown of equipment, and near misses due to negligence, an investigation report with follow-up actions will also be submitted to the Division Heads.

Resulting from our continuous initiatives, we are pleased to report that there were no fatalities and occupational diseases in our Retail & Hospitality and Asset Management divisions.

YEAR	FATALITIES	OCCUPATIONAL DISEASES
2017	Zero	Zero

OCCUPATIONAL HEALTH & SAFETY

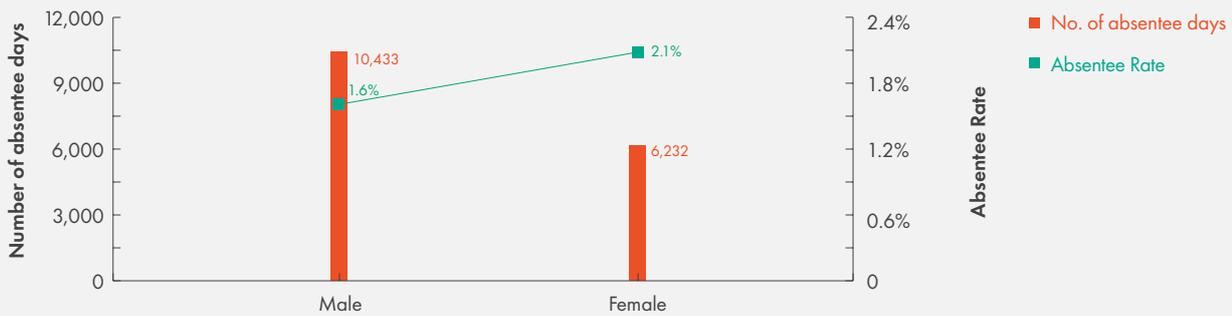
There were ten work-related accidents in FY2017. Three were sustained by our employees and seven by our contractors. These were minor and moderate injuries which required only first-aid level medical treatment. The three injuries that involved our employees led to 13 lost days. Currently, we only track lost days and total man hours worked for our own employees and aim to include data on our contractors in the future.

2017	
Accident Frequency Rate (AFR) No. of workplace accidents per million manhours worked	0.42
Accident Severity Rate (ASR) No. of man days lost per million manhours worked	1.84
Occupational Disease Rate (ODR) No. of occupational disease per million manhours worked	Zero

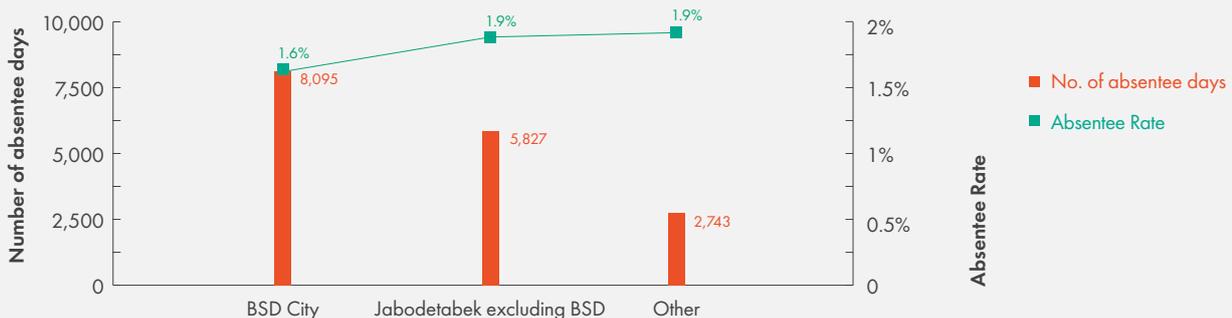
Also, we currently do not track our employees' health and safety data by gender, and aim to include the above information by gender in our next report.

We are pleased to report that the an average absentee rate of all our employees is 1.8%, with the breakdown by gender and region in the charts below.

Absentee Rate, by Gender



Absentee Rate, by Region



OCCUPATIONAL HEALTH & SAFETY

We have implemented various initiatives to promote a healthy lifestyle for the well-being of our employees

- ◆ Discounted gym memberships for permanent employees
- ◆ Employees' Running Club
- ◆ After work sports activities (basketball, futsal, badminton, volleyball, etc.)
- ◆ Blood donation events

For health and safety, the following SML initiatives are noteworthy:

- ◆ Health and safety awareness through SML intranet and socialisation events
- ◆ Regular fire drills involving all employees and tenants
- ◆ Health and safety training for emergency response team
- ◆ Installing safety signage in all parts of SML property

Please note that this section does not include data on our construction activities. We will be including these in future reports.



1 Occupational Health and Safety

2 Blood Donation Drive



2

PRODUCT QUALITY AND CUSTOMER WELL-BEING

“*Sinarmas Land is a pioneer of green buildings in Indonesia. As a leading provider of living and working spaces, the well-being of building occupants is crucial to the business of SML. We endeavor to deliver quality buildings to ensure the satisfaction of our customers. This in return will shape SML's reputation as the trusted property developer in South East Asia.*”

IN THIS SECTION

SML is committed to leverage on our green building expertise and innovation to improve the quality of life and well-being of its building occupants. We played an instrumental role as one of the founding corporate members of the Green Building Council Indonesia.

BSD GREEN OFFICE PARK

Complying with international green standards, BSD Green Office Park was developed on an area of 25 hectares in BSD City.

Green features of BSD Green Office Park include:

- ◆ **Each building in BSD Green Office Park optimises passive design to reduce thermal heat** such as overall thermal transfer value (OTTV) design below 45 Watt/m², and using Computational Fluid Dynamics (CFD) to analyze climate change in this district;
- ◆ **80% of the buildings have a north-south orientation** within 22.5 degrees of the east/west axis and are aerodynamically shaped to catch the prevailing west and south-west winds;
- ◆ **Integrated connectivity, supporting facilities and transportation systems** (shuttle, bicycle tracks, etc.), and **the availability of pedestrian tracks**;
- ◆ Every building was developed with **high energy and water efficiency, uses LED lamps and photovoltaic panels for street lighting**;
- ◆ **Maintenance of large green-open landscape spaces between buildings and green roofs** on most buildings to **reduce the heat island effect**;
- ◆ **Zero run off technology**, with rainwater harvesting tanks on each building, natural and modern infiltration wells, and a large lake used for rainwater retention and irrigation. We anticipate that this technology will significantly improve our water withdrawal statistics in the next reporting period.

PRODUCT QUALITY AND CUSTOMER WELL-BEING



1

Sinarmas Land Plaza - Energy efficient design to maximise the use of sunlight and do away with the need for air-conditioning in the office lobby.

In May 2013, BSD Green Office Park was awarded with the Gold Award in the World FIABCI Prix d'Excellence Award in Taiwan under the Category Sustainable Development. In 2012, our BSD Green Office Park received the International Property Award Asia Pacific 2012 for Office Development.

More recently, the following awards were achieved in the reporting period:

- ◆ **Asean Energy Awards 2017** – 1st runner up (MyRepublic Plaza) for Energy Efficient Buildings New and Existing Building Category
- ◆ **Asean Energy Awards 2017** – 1st runner up (MyRepublic Plaza) for Green Building Large Category
- ◆ **National Energy Award 2017** (Energy Efficiency Award) winner for energy efficiency and new building category
- ◆ **The Best Environmental Endeavor**, The 3rd Outstanding Corporate Innovator Indonesia Award
- ◆ **Green Property Awards 2017**, Intermoda District BSD City for Green Transportation - TOD Concept – Township category

Past awards include:

- ◆ **National Energy Awards 2012, 2013, 2014 (Energy Efficiency Award) winner (Sinarmasland Plaza Building)** for energy-efficient, new and existing building category
- ◆ **National Energy Awards 2014, 2015 (Energy Efficiency Award) winner (The Breeze Mall)** for energy-efficient building, tropical building category
- ◆ **Asean Energy Awards 2015 (Energy Efficiency Award) winner (The Breeze Mall)** for energy efficient, tropical building category
- ◆ **Asean Energy Awards 2016 2nd runner up (ICE Convention and Exhibition)** for energy efficient, new and existing building category
- ◆ **National Energy Awards 2015 (Energy Efficiency Award) winner (ICE Convention and Exhibition)** for the category of energy-efficient, new and existing building category
- ◆ **National Energy Awards 2016 (Energy Efficiency Award) winner (MyRepublic Plaza)** for energy-efficient buildings, new buildings category
- ◆ **National Energy Awards 2016 winner (MyRepublic Plaza)** for energy-efficient buildings, green building category

PRODUCT QUALITY AND CUSTOMER WELL-BEING



2
Green Property Awards 2017

3
ASEAN Energy Awards 2017

4
Subroto Awards 2017

The implementation of green building standards for our developments in BSD Green Office Park has allowed us to achieve significant improvements in our environmental impact. Encouraged by these results, we have selected several new office buildings to be certified with the same green standards and look forward to report on their progress in the future reports. For our existing buildings within BSD City, we are considering implementing parts of these guidelines, wherever feasible.

ENSURING CUSTOMERS' AND THE PUBLIC'S WELL-BEING

We take all incidents relating to our customers' or the public's well-being very seriously. All health and safety incidents involving members of the public such as guests, visitors, occupants, tenants, and customers are reported, and included in our Monthly Operations Report which is submitted to Division Heads and the Group Division Head (CEO).

To raise HSE awareness among our tenants, we have constantly engaged them on a regular basis through activities conducted to promote safety in our buildings. These engagements include HSE socialisation, the

placement of safety signage in public spaces, corridors and food courts, and fire drills with tenants and visitors.

In 2017, there were 25 injuries and 97 dangerous occurrences involving members of the public. Most of the reported incidents were due to human error caused by tenants or visitors. After each incident, a detailed investigation will be carried out. Results of the investigation will clearly spell out the cause and repercussions, as well as the follow up action undertaken to reduce the reoccurrence of such similar incident. The final report will be presented and discussed during the respective SBU's Monthly Operations Meeting.



5
Customer Service Office

Members of Public, Safety Statistics (FY2017)



COMMUNITY

“As a leader and key developer of cities and communities of an ambitious developing nation, we recognise our role and responsibilities to enhance the well-being and livelihood of local communities; contributing to Indonesia's economic prosperity. For us at SML, good relationships and partnerships with our community and stakeholders at-large are a key foundation for the sustained growth of our business.”

IN THIS SECTION

On the following pages, we provide an overview of the broad range of initiatives undertaken by SML that focus on positive community impact. Our activities that support local communities range from infrastructure investments to poverty alleviation and quality education.

INFRASTRUCTURE INVESTMENT

At SML, we have implemented local community engagements, impact assessments, and development programs in all our operations across Indonesia. Some of our engagements and programs are detailed in the table below. Through our outreach in key development areas, we intend to deliver a positive impact to the growing prosperity of Indonesia's society.

INFRASTRUCTURE INVESTMENT FOR THE COMMUNITY	IMPACT ON COMMUNITY AND LOCAL ECONOMY
Construction of highway connecting Serpong to Jakarta	<ul style="list-style-type: none"> Decreases travel time between Serpong and Jakarta Reduces time wasted in traffic, and increases productivity of users Lowers air pollution and unnecessary CO² emissions by easing congestion
Construction of the Rawabuntu railway connecting Serpong to Jakarta (joint initiative with the Government)	<ul style="list-style-type: none"> Provide an alternative mode of transportation between Serpong and Jakarta Reduces road traffic, improve air quality, and reduces carbon footprint from road transportation
Construction of regional road connecting Tangerang and Serpong (joint initiative with the Government)	<ul style="list-style-type: none"> Improve traffic from Tangerang to Serpong area Potential growth for the local economy and communities along the Tangerang-Serpong regional road
Construction of 2nd regional road connecting BSD City to Gading Serpong	<ul style="list-style-type: none"> Improve traffic from BSD City to Gading Serpong Potential growth for the local economy and communities along the Gading Serpong area
Modern Market at BSD City	<ul style="list-style-type: none"> Provide opportunities for the growth of Small and Medium Enterprises Provide economic opportunities for small-scale traders and members of the local community Selected as a “model market” by the Government, positively affecting the lives and livelihoods of 5,000 people
Education, Healthcare and International Conference Facilities in BSD City	<ul style="list-style-type: none"> Provide communities in BSD City with education and healthcare facilities Improve regional economic investments Provide work opportunities for local communities

COMMUNITY

Sinarmas Land is committed to integrate our responsibilities towards the surrounding communities as part of our Group's business strategy. By improving the socio-cultural environment within our operations' communities through various initiatives, we aim to create significant benefits for local communities on the basis of common shared value and coherent understanding.

Apart from large-scale infrastructure projects such as the those outlined above, we also conduct community development programs such as collecting donations, making contributions to the victims of natural disasters, promoting healthy living, and supporting the development of worship facilities.

In addition, we aid in the renovation of school buildings, extend financial assistance towards the purchase of learning equipment and organise a blood donation drive once every three months.

Sinarmas Land, through BSDE and its flagship development BSD City, has developed an entire township equipped with complete facilities and amenities such as residential units, business districts, commercial office buildings, shopping

centres, and public facilities – all of which alleviate the living standards of the surrounding communities. Through the development of BSD City, SML has created jobs and work opportunities for surrounding communities in Tangerang, increasing the liveability and income per capita for the region.

As the largest privately developed satellite city located at the fringe of Central Jakarta, BSD City has become one of the most desirable locations to reside. Positioned as an urban oasis surrounded by lush greenery with complete amenities, our city-dwellers are conveniently connected to Jakarta via key pieces of public transport infrastructure.

We are constantly engaging our communities and conduct social impact assessments as well as Environmental Impact Assessments (AMDAL) for all our projects and development programs in BSD City prior to the development commencement of these projects.

Of the numerous initiatives extended by the Group, we believe the following engagements have garnered the most traction and delivered the most significant positive impact for the local communities around BSD City:

Pasar Modern BSD (Modern Market BSD)

COMMUNITY	IMPACT
Micro, Small and Medium Enterprises (MSME)	Since 2004, Sinarmas Land has assisted around 800 MSME in its Modern Market BSD City. Through our Public Market School (Pasar Rakyat School), the MSME have acquired new knowledge and skills, such as basic cash flow management, financial management, marketing, maintaining a healthy environment and learning about food containing hazardous substances.



1
Modern Market BSD

COMMUNITY

Rumah Pintar BSD (BSD "Knowledge House")

COMMUNITY	IMPACT
Movement for the Welfare of the Deaf Indonesia (Gerkatin)	<i>Gerkatin</i> are training classes for people with disabilities (mute and deaf) in BSD's "Knowledge House" with the aim to improving their basic sign language skills and helping them to be more productive, as well as contributing back to their local community.
Foundation for Communication and Experiential Learning (Eksisna)	<i>Eksisna</i> is an independent foundation which provides public speaking training sessions for children, teenagers, and housewives around BSD City to help them improve on their communication skills.
Bamboo Hat Community (Komunitas Topi Bambu)	In addition to conserving traditional tools, Bamboo Hat Community teaches people the skills required for creating traditional tools using bamboo materials and supports the BSD Art Centre (<i>Sentra Kriya</i>). BSD Art Centre produces paintings, knit arts, recycle arts, green products and canteens. The training also empowers people surrounding BSD to increase their productivity.
South Tangerang Business Community (Komunitas PeBisnis Tangsel / Kopi Tangsel)	BSD "Knowledge House" has become a place for sharing knowledge among MSME entrepreneurs in South Tangerang.
Cultural Variety Studio (Sanggar Ragam Budaya)	To preserve Indonesia's rich culture and heritage, traditional dance and music training lessons are conducted by Cultural Variety Studio in BSD City's Rumah Pintar to help local Indonesians pursue their passion and build social cohesion.



2

2

Rumah Pintar BSD

3

Sign Language Classes



3

COMMUNITY

Outside of BSD City, the Group has also constantly engaged local communities through various initiatives such as the following projects located within the Greater Jakarta region:

Revitalization of Kalijodo

COMMUNITY	IMPACT
Local community surrounding Kalijodo (Jakarta)	Revitalization of Kalijodo funded by Sinarmas Land. Built on 4 hectares of land in Jakarta that is owned and managed by DKI Jakarta Government, this project consists of green open space and public space with many facilities such as an amphitheater, Islamic prayer room, bike line, gym, futsal court, function area and other child-friendly facilities.



4
Revitalization of Kalijodo

Development of Telaga Desa in KIIC

COMMUNITY	IMPACT
Local community surrounding KIIC (Greater Jakarta)	Designated as a Biological Variety Park spanning over 3 hectares of land near KIIC, Village Lake ("Telaga Desa") Agro-Enviro Education Park is a centre for research and education in agriculture, environment and eco-tourism.



5
Telaga Desa

COMMUNITY

Revitalization of Jagir River in Surabaya

COMMUNITY

Residence in Surabaya

IMPACT

Sinarmas Land is revitalizing the northern and southern parts of Jagir River in Surabaya for public facilities. A stretch of 1 km along Jagir River will be transformed into a green open space with various facilities that can be enjoyed by the local community, such as a green pedestrian park, cycling area, skate park, and children's playground. This place will be a new destination of choice in Surabaya.



6
President Joko Widodo
visiting the modernised
traditional markets Sinarmas
Land has built.

SMILE PROGRAM

Poverty Alleviation

Enhancing the quality of the Market Place

We are committed to provide entrepreneurship opportunities and business spaces for MSMEs as part of our township economics. We focus on three key areas to further enhance the quality of our market place:

- ◆ **Hardware Enhancement of the Market Place** — the traditional market place is the breeding ground for local entrepreneurs, particularly those belonging to the MSME group. Currently, Sinarmas Land has built and managed four of these markets namely, Pasar Modern BSD, Fresh Market Kota Wisata, Pasar Modern Grand Wisata, and Pasar Modern Intermoda Cisauk, benefitting up to 3,000 MSMEs. These modernised yet traditional markets are designed to allow for better air circulation, improved organisation with clear zoning segregation, and equipped with convenient supporting facilities such as ATM Centre, public toilets and poultry slaughterhouses. Also, co-operating together with the National Agency for Drug and Food Control, there is a mini-laboratory situated within each market to enhance the health and food safety standards.
- ◆ **Software Enhancement of the Market Place** — improving the building structures and the installation of supporting facilities is only part of the solution in elevating the livelihood of the MSMEs. At Sinarmas Land, we try to complete the offering by providing the necessary knowledge, skills and facilities to enable our MSME partners to run successful and sustainable businesses through the Pasar Rakyat School platform. In 2017, we have conducted the following programs together with our partners:

COMMUNITY

- Simple cash flow calculation – Prasetiya Mulya University
 - Bank facilities that can be utilized by SMEs – Bank Rakyat Indonesia
 - Simple financial planning – Bank Sinarmas
 - Control of the bird flu virus – Banten Provincial Agriculture Office
 - Clean and healthy living pattern – Unilever Indonesia
 - Market as part of a Smart City – South Tangerang Mayor
- ◆ **Sharing Best Practices at the Market Place** — With the success of Pasar Rakyat, Sinarmas Land is currently working together with the Indonesian government to effectively spread this development and initiative to a greater number of MSMEs through the following activities:
- Assist the Ministry of Trade by preparing Standard Operating Procedures (SOPs) and manufacturing prototypes based on the modern markets built by Sinarmas Land. This, together with the curriculum to train the next batch of Pasar Rakyat managers, will be implemented in 5,000 markets across Indonesia;
 - Sinarmas Land facilitated the visit of 50 market managers from 30 different provinces all over Indonesia to share and study best practices found in our modern markets.



7

Hygiene Training for MSME Pasar in Modern Market BSD

8

Financial Training for MSME Pasar in Modern Market BSD



8

COMMUNITY

Improvement of Basic Infrastructure

Community welfare is one of the important elements in property development. Several programs designed to improve basic infrastructure were conducted in various locations around Sinarmas Land projects.

- ◆ **School Renovations** — Renovation works were undertaken to strengthen the schools' buildings and their supporting infrastructures with the aim to provide a better learning environment for the students. In 2017, seven schools in South Tangerang City and Tangerang District with a capacity of approximately 1,500 students each benefitted from this initiative.
- ◆ **House Renovations** — 15 homes in Lengkong Kiai Village were renovated to provide better living conditions and a healthy environment for the local community.
- ◆ **Mosque/Mushala Renovations** — Mosque/Mushala renovations were undertaken to provide a safe and nurturing space conducive to worship and religion education in South Tangerang and the Tangerang district. In 2017, seven Mosques/Mushalas with a capacity of approximately 700 worshipers received assistance.
- ◆ **Other improvements of basic infrastructure** — Several programs related to basic infrastructure improvement have been undertaken by Sinarmas Land such as road improvements, public road lighting procurement, paving block installations, clean water supply, and adding U-ditch elements for environmental drainage in the Bekasi District



9

Mosque Renovations

10

School Renovation



10

COMMUNITY

Quality Education

Our support for quality informal education contributes to the improvement of living conditions for local communities:

- ◆ **BSD "Knowledge House" (please see above for details)** is a community learning centre located in BSD City that provides out-of-school learning and skill training to children, teens and housewives. Conceived from the concept of harnessing a holistic all-round education, BSD "Knowledge House" hopes to create a knowledge community that educates and supports its participants by working with various communities and partners to achieve that objective.

To ensure a conducive learning environment, each "Knowledge House" is equipped with a library, a playroom and arts and culture corner, computers and multimedia stations. In 2017, 560 participants have benefited from numerous activities organised in "Knowledge House".

- ◆ **Scholarships for programmers and training for web & mobile developers** were extended to provide higher education for outstanding high school graduate and vocational students in BSD City that require financial assistance to excel further. This is part of the plan to support the demand for IT professionals in Sinarmas Land's Digital Hub.
- ◆ **Sign language trainings** were conducted to improve the sign language skills of members of the Deaf and Listen Communities in South Tangerang and Tangerang District.



11

Programmer and Web Developer Scholarship

12

Students of The Bandung Institute of Technology and Science (ITSB) with exceptional academic performances were awarded with scholarships



12

COMMUNITY

Climate Action

At Sinarmas Land, we recognise the importance of preserving a sustainable environment and exemplify this through our green developments as well as other environmentally relevant programs such as our Green Initiative.

The Green Initiative program consists of activities focused on the theme of improving the greeneries surrounding our developments such as tree planting, and the construction of Village Lake Agro-Enviro Education Park. For the 14th year, Sinarmas Land organised the annual Green Festival at BSD City to raise public awareness on the importance of conserving our environment. Activities during the festival comprise waste management and recycling workshops, emission testing for vehicles and other fun and entertaining attractions and exhibitions.



13

14th BSD City Green Festival

COMMUNITY



14

Sinarmas Land Tree Planting at the area of Kalijagir in Surabaya.

MANAGING OUR IMPACT ON COMMUNITIES

As we continue to develop and enhance the vibrancy of BSD City, there are development activities that might inevitably pose some inconvenience to communities in the immediate or surrounding vicinity. Nonetheless, the Group shall respect the rights of local communities and ensure that both our contractors and internal staff adhere to the legal requirements stipulated by the Indonesian government.

Every contractor appointed or engaged by Sinarmas Land must be rated by the regional regulator and possess a Construction Service Permit Letter issued by the government. This is part of our internal control procedures to ensure that there is no compromise on the quality of our developments.

In addition, we have included the following initiatives to avoid negative impacts during construction activities:

- ◆ Regular communication with the communities surrounding the development project about our construction plans;
- ◆ Respect the needs and well-being of surrounding communities (e.g. noise reduction, reasonable construction hours, keeping the environment clean during construction);

Apart from the examples of our works undertaken for the benefit of local communities cited above, we are pleased to share that during the reporting period, none of our operations were found to have any significant or potentially negative impacts on local communities. Based on Government Regulation No. 27 (2012) on Environment Control Permits, prior to commencement of any property development project in Indonesia, every developer must perform an environmental impact assessment (AMDAL) and provide plans to avoid/mitigate the possibility of negative impacts, if any. The content of this assessment is extensive and includes physical, chemical (land, soil, space, etc.), as well as biological aspects (habitats and biodiversity), social factors (economics, safety, culture, etc.) and community health. These regulatory assessments ensure that developers give due consideration to the potential environmental impacts before embarking on their development. Developer is only allowed to commence the development once they have obtained the approved environmental impact assessment, amongst many other mandatory required approvals, from the local government.

APPENDIX

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
GENERAL DISCLOSURES				
ORGANISATIONAL PROFILE				
GRI 102 : General Disclosures 2016	102-1	Name of the organization	a. Name of the organization.	About Sinarmas Land page 1
GRI 102: General Disclosures 2016	102-2	Activities, brands, products, and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	About Sinarmas Land page 1
GRI 102: General Disclosures 2016	102-3	Location of headquarters	a. Location of the organization's headquarters.	About Sinarmas Land page 1
GRI 102 : General Disclosures 2016	102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	About Sinarmas Land page 2
GRI 102: General Disclosures 2016	102-5	Ownership and legal form	a. Nature of ownership and legal form.	About Sinarmas Land page 1
GRI 102: General Disclosures 2016	102-6	Markets served	a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	About Sinarmas Land page 1
GRI 102 : General Disclosures 2016	102-7	Scale of the organization	a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	About Sinarmas Land page 1 and 3; Sinarmas Land Annual Report 2017, page 62-63
GRI 102: General Disclosures 2016	102-8	Information on employees and other workers	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	People > Employment > Our Employees page 28

APPENDIX

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
GENERAL DISCLOSURES				
ORGANISATIONAL PROFILE				
GRI 102: General Disclosures 2016	102-9	Supply chain	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	About Sinarmas Land page 3
GRI 102 : General Disclosures 2016	102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: <ol style="list-style-type: none"> i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination. 	About Sinarmas Land page 3
GRI 102 : General Disclosures 2016	102-11	Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach.	Our Approach > Governance and Risk Management page 16
GRI 102: General Disclosures 2016	102-12	External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Our Approach > Sinarmas Land's Sustainability Vision page 12-14
GRI 102: General Disclosures 2016	102-13	Membership of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	About Sinarmas Land page 3
STRATEGY				
GRI 102: General Disclosures 2016	102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Message from the Chairmand and CEO page 4-8
ETHICS AND INTEGRITY				
GRI 102: General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	a. A description of the organization's values, principles, standards, and norms of behavior	Our Approach > Governance and Risk Management page 15-16
GOVERNANCE				
GRI 102: General Disclosures 2016	102-18	Governance structure	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	Our Approach > Governance and Risk Management page 15-16
STAKEHOLDER ENGAGEMENT				
GRI 102: General Disclosures 2016	102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization	Our Approach > Stakeholder Engagement page 18-19
GRI 102: General Disclosures 2016	102-41	Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements.	People > Benefits and Welfare > Respecting Freedom of Association and Collective Bargaining Rights page 34

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
GENERAL DISCLOSURES				
STAKEHOLDER ENGAGEMENT				
GRI 102: General Disclosures 2016	102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	Our Approach > Stakeholder Engagement page 18-19
GRI 102: General Disclosures 2016	102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Our Approach > Stakeholder Engagement page 18-19
GRI 102: General Disclosures 2016	102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: <ul style="list-style-type: none"> i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns. 	Our Approach > Stakeholder Engagement page 18-19
REPORTING PRACTICE				
GRI 102: General Disclosures 2016	102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	a. Sinarmas Land Annual Report 2017 page 155-166 b. About This Report page 8-9
GRI 102: General Disclosures 2016	102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	Our Approach > Materiality page 17-18
GRI 102: General Disclosures 2016	102-47	List of material topics	a. A list of the material topics identified in the process for defining report content.	Our Approach > Materiality page 17-18
GRI 102: General Disclosures 2016	102-48	Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	Not applicable as this is our inaugural Sustainability Report
GRI 102: General Disclosures 2016	102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	Not applicable as this is our inaugural Sustainability Report
GRI 102: General Disclosures 2016	102-50	Reporting period	a. Reporting period for the information provided.	About This Report page 9
GRI 102: General Disclosures 2016	102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	Not applicable as this is our inaugural Sustainability Report
GRI 102: General Disclosures 2016	102-52	Reporting cycle	a. Reporting cycle.	About This Report page 9
GRI 102: General Disclosures 2016	102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	About This Report page 10

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
GENERAL DISCLOSURES				
REPORTING PRACTICE				
GRI 102: General Disclosures 2016	102-54	Claims of reporting in accordance with the GRI Standards	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: <ul style="list-style-type: none"> i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'. 	About This Report page 11
GRI 102: General Disclosures 2016	102-55	GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: <ul style="list-style-type: none"> i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made. 	GRI Content Index page 54
GRI 102: General Disclosures 2016	102-56	External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: <ul style="list-style-type: none"> i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report. 	About This Report page 10
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ECONOMIC				
ECONOMIC PERFORMANCE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary. 	Sinarmas Land Annual Report 2017 page 44-47

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ECONOMIC				
ECONOMIC PERFORMANCE				
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Sinarmas Land Annual Report 2017 page 44-47
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Sinarmas Land Annual Report 2017 page 44-47
GRI 201 : Economic Performance 2016	201-1	Direct economic value generated and distributed	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	Sinarmas Land Annual Report 2017 page 93-100

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ECONOMIC				
ECONOMIC PERFORMANCE				
GRI 201 : Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	a. If the plan’s liabilities are met by the organization’s general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan’s pension liabilities: i. the extent to which the scheme’s liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan’s pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	People > Benefits and Welfare > Retirement Plans and other Defined Benefits page 35
MARKET PRESENCE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization’s involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	People > Benefits and Welfare > Above the minimum wage, page 34, Sinarmas Land Annual Report 2017 page 48-49
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	People page 28-29, People > Benefits and Welfare > Above the minimum wage, page 34, Sinarmas Land Annual Report 2017 page 48-49

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ECONOMIC				
MARKET PRESENCE				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	People > Benefits and Welfare > Above the minimum wage, page 34, Sinarmas Land Annual Report 2017 page 48-49
GRI 202 : Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	People > Benefits and Welfare > Above the minimum wage, page 34-35
INDIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Community page 44-53
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Community page 44-53

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ECONOMIC				
INDIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Community page 44-53
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	Community > Infrastructure Investment pages 44-50
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	Community > Infrastructure Investment pages 44-53
ANTI-CORRUPTION				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization’s involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Our Approach > Governance and Risk Management page 15-16
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Our Approach > Governance and Risk Management page 15-16

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ECONOMIC				
ANTI-CORRUPTION				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Our Approach > Governance and Risk Management page 15-16
GRI 205 : Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	Our Approach > Governance and Risk Management page 15-16
GRI 205 : Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Our Approach > Governance and Risk Management page 15-16
GRI 205 : Anti-Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Our Approach > Governance and Risk Management page 15-16

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
MATERIALS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization’s involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Environment > In this section page 20 Environment > Materials page 22
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Environment > Materials page 22
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Environment > Materials page 22
GRI 301: Materials 2016	301-1	Materials used by weight or volume	a. Total weight or volume of materials that are used to produce and package the organization’s primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	Environment > Materials page 22
GRI 301: Materials 2016	301-2	Recycled input materials used	Percentage of recycled input materials used to manufacture the organization’s primary products and services.	Environment > Materials page 22

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
ENERGY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Environment > In this section page 20 Environment > Energy page 23
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Environment > Energy page 23
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Environment > Energy page 23

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
ENERGY				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	<ul style="list-style-type: none"> a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used. 	<ul style="list-style-type: none"> a. We used 6,406 litres of diesel which is approximately 231 GJ for emergency purposes in our back-up generator b. Nil c. We consumed 7,291,627 kWh of electricity from the grid. Our processes do not use heating, cooling, and steam consumption d. Nil e. Environment > Energy page 23 f. & g. Carbon Disclosure Project. Technical Note. Conversion of fuel data to MWh, 2016.
GRI 302: Energy 2016	302-3	Energy intensity	<ul style="list-style-type: none"> a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both. 	<ul style="list-style-type: none"> a. & b. Environment > Energy page 23 c. Diesel fuel and electricity. Our processes do not use heating, cooling and steam consumption d. Energy consumption within the organisation

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
WATER				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Environment > In this section page 20 Environment > Water page 25
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Environment > Water page 25
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Environment > Water page 25
GRI 303: Water 2016	303-1	Water withdrawal by source	a. Total volume of water withdrawn, with a breakdown by the following sources: i. Surface water, including water from wetlands, rivers, lakes, and oceans; ii. Ground water; iii. Rainwater collected directly and stored by the organization; iv. Waste water from another organization; v. Municipal water supplies or other public or private water utilities. b. Standards, methodologies, and assumptions used.	Environment > Water page 25

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
WATER				
GRI 303: Water 2016	303-2	Water sources significantly affected by withdrawal of water	a. Total number of water sources significantly affected by withdrawal by type: <ul style="list-style-type: none"> i. Size of the water source; ii. Whether the source is designated as a nationally or internationally protected area; iii. Biodiversity value (such as species diversity and endemism, and total number of protected species); iv. Value or importance of the water source to local communities and indigenous peoples. b. Standards, methodologies, and assumptions used.	a. Environment > Water page 25 b. Indonesian National Standard and Indonesian regulation for water supply
GRI 303: Water 2016	303-3	Water recycled and reused	a. Total volume of water recycled and reused by the organization. b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1. c. Standards, methodologies, and assumptions used.	Environment > Water page 25
EMISSIONS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization’s involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary. 	Environment > In this section page 20 Environment > Emissions page 24
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Environment > Emissions page 24

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
EMISSIONS				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Environment > Emissions page 24
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent. b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all. c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	Environment > Emissions page 24 Greenhouse gas conversion is based on the Greenhouse Gas (GHG) Protocol. Emission factors for electricity generation are sourced from the Standard Pedoman Teknis Perhitungan Baseline Gas Rumah Kaca Sektor for Jamali (Jawa-Madura Bali) Area. Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 were used for diesel conversions. The gases included in the conversion of diesel are CO ₂ , CH ₄ and N ₂ O
GRI 305: Emissions 2016	305-4	GHG emissions intensity	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	Environment > Emissions page 24 GHG emissions included in the intensity ratio is direct (Scope 1) Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 were used for diesel conversions. The gases included in the conversion of diesel are CO ₂ , CH ₄ and N ₂ O

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
EMISSIONS				
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	Environment > Emissions page 24
EFFLUENTS AND WASTE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization’s involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Environment > In this section page 20 Environment > Effluents and Waste page 26-27
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Environment > Effluents and Waste page 26-27

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
EFFLUENTS AND WASTE				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Environment > Effluents and Waste page 26-27
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	a. Total volume of planned and unplanned water discharges by: i. destination; ii. quality of the water, including treatment method; iii. whether the water was reused by another organization. b. Standards, methodologies, and assumptions used.	Environment > Effluents and Waste page 26-27
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse ii. Recycling iii. Composting iv. Recovery, including energy recovery v. Incineration (mass burn) vi. Deep well injection vii. Landfill viii. On-site storage ix. Other (to be specified by the organization) c. How the waste disposal method has been determined: i. Disposed of directly by the organization, or otherwise directly confirmed ii. Information provided by the waste disposal contractor iii. Organizational defaults of the waste disposal contractor	Environment > Effluents and Waste page 26-27
GRI 306: Effluents and Waste 2016	306-5	Water bodies affected by water discharges and/or runoff	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: i. the size of the water body and related habitat; ii. whether the water body and related habitat is designated as a nationally or internationally protected area; iii. the biodiversity value, such as total number of protected species.	No water bodies are significantly affected by our water discharges and/or runoff

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: ENVIRONMENT				
ENVIRONMENTAL COMPLIANCE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Environment > In this section page 20 Environment > Environmental Compliance page 27
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Environment > Environmental Compliance page 27
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Environment > Environmental Compliance page 27
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	Environment > Environmental Compliance page 27

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
EMPLOYMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	People page 28
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	People > Employment > New Hires and Employee Retention page 32-33 People > Benefits and Welfare page 34-35
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	People > Employment > New Hires and Employee Retention page 32-33 People > Benefits and Welfare page 34-35
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	People > Employment > New Hires and Employee Retention page 32-33

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
EMPLOYMENT				
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. <p>b. The definition used for 'significant locations of operation'.</p>	People > Benefits and Welfare page 34-35
GRI 401: Employment 2016	401-3	Parental leave	<p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender.</p>	People > Benefits and Welfare > Family-friendly Employer page 34
LABOUR-MANAGEMENT RELATIONS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of why the topic is material.</p> <p>b. The Boundary for the material topic, which includes a description of:</p> <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. <p>c. Any specific limitation regarding the topic Boundary.</p>	People page 28-29
GRI 103: Management Approach 2016	103-2	The management approach and its components	<p>For each material topic, the reporting organization shall report the following information:</p> <p>a. An explanation of how the organization manages the topic.</p> <p>b. A statement of the purpose of the management approach.</p> <p>c. A description of the following, if the management approach includes that component:</p> <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	People page 28-29

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
LABOUR-MANAGEMENT RELATIONS				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	People page 28-29
GRI 402: Labour-Management Relations 2016	402-1	Minimum notice periods regarding operational changes	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	The minimum notice period is currently defined by our business needs. We do not have a formal policy on this matter yet, but are considering to establish one going forward.
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Occupational Health and Safety page 38-40
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Occupational Health and Safety > Our disciplined approach to ensuring Occupational Health & Safety page 38

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Occupational Health and Safety > Our disciplined approach to ensuring Occupational Health & Safety page 38
GRI 403: Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	a. Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees, with a breakdown by: i. region; ii. gender. b. Types of injury, injury rate (IR), and work-related fatalities, for all workers (excluding employees) whose work, or workplace, is controlled by the organization, with a breakdown by: i. region; ii. gender. c. The system of rules applied in recording and reporting accident statistics	Occupational Health and Safety > Our disciplined approach to ensuring Occupational Health & Safety page 38
TRAINING AND EDUCATION				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	People > People Development > Training and Development page 36
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	People > People Development > Training and Development page 36

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
TRAINING AND EDUCATION				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	People > People Development > Training and Development page 36
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	People > People Development > Training and Development page 36
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	People > People Development > Training and Development page 36
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	People > People Development > Employee Engagement page 37
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	People > Employment > Diversity and Equal Opportunity page 29-31

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	People > Employment > Diversity and Equal Opportunity page 29-31
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	People > Employment > Diversity and Equal Opportunity page 29-31
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	People > Employment > Diversity and Equal Opportunity page 29-31
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	People > Employment > Diversity and Equal Opportunity page 31

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
LOCAL COMMUNITIES				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Community page 44
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Community > Infrastructure Investment page 44-48 Community > Managing Our Impact on Communities page 53
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Community > Infrastructure Investment page 44-48 Community > Managing Our Impact on Communities page 53

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
LOCAL COMMUNITIES				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes. 	Community > Infrastructure Investment page 44-48
GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	a. Operations with significant actual and potential negative impacts on local communities, including: <ul style="list-style-type: none"> i. the location of the operations; ii. the significant actual and potential negative impacts of operations. 	Community > Managing Our Impact on Communities page 53
CUSTOMER HEALTH AND SAFETY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: <ul style="list-style-type: none"> a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary. 	Product Quality and Customer Well-Being page 41 Product Quality and Customer Well-Being > Ensuring Customers' and the Public's Well-Being page 43

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
CUSTOMER HEALTH AND SAFETY				
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Product Quality and Customer Well-Being > BSD Green Office Park page 41-42 Product Quality and Customer Well-Being > Ensuring Customers' and the Public's Well-Being page 43
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Product Quality and Customer Well-Being > BSD Green Office Park page 41-42 Product Quality and Customer Well-Being > Ensuring Customers' and the Public's Well-Being page 43
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	There were zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
MARKETING AND LABELLING				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	For each material topic, the reporting organization shall report the following information: a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization’s involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	Our Approach > Governance and Risk Management page 15-16
GRI 103: Management Approach 2016	103-2	The management approach and its components	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	Our Approach > Governance and Risk Management page 15-16
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Our Approach > Governance and Risk Management page 15-16

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GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
MARKETING AND LABELLING				
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	Our Approach > Governance and Risk Management page 15-16
GRI 417: Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	<p>a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. <p>b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	Our Approach > Governance and Risk Management page 15-16
SOCIOECONOMIC COMPLIANCE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: <ul style="list-style-type: none"> i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary. 	Our Approach > Governance and Risk Management page 15-16
GRI 103: Management Approach 2016	103-2	The management approach and its components	<p>For each material topic, the reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: <ul style="list-style-type: none"> i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives 	Our Approach > Governance and Risk Management page 15-16

APPENDIX

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	REPORTING REQUIREMENTS	PAGE NUMBER AND REASONS FOR OMISSIONS, IF APPLICABLE
TOPIC SPECIFIC DISCLOSURES				
CATEGORY: SOCIAL				
SOCIOECONOMIC COMPLIANCE				
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	For each material topic, the reporting organization shall report the following information: a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	Our Approach > Governance and Risk Management page 15-16
GRI 419 : Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	Our Approach > Governance and Risk Management page 15-16



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