



IMPROVING WELL BEING THROUGH THE POWER OF DESIGN





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"We are here not only to build the buildings, but also to build the people for the better future".

Wiza Hidayat
CEO



LETTER FROM CEO

Fellow Stakeholders,

Time flies, a year ago, we published our first Arkadia Works Sustainability Report. As our commitment to make a difference, we engaged our stakeholders creating **positive impacts for Environment, Social, and Governance** in our daily works. Now, after all the things we do in the past 12 months, we want to reflect on what we achieved back then and show you our journey according to our 2025 goals, in our 2022 Sustainability Report.

We expanded our impact to the Environment, Social, & Governance by doing our expertise, and that what's bring us up to this 2022 spirit: **"Improving well being through the power of design"**.

We are also so proud to be included in the 2022 shortlisted **Firm of The Year by Architecture Masterprize (Los Angeles, USA)**, and other design awards we received in 2022 such as 5-Stars Winner & "Best Office Interior Indonesia" for "Office Interior", Asia Pacific Property Awards (London, UK), Winner of Interior Design/Workplace Category from Outstanding Property Award London (London, UK), Winner of "Interior Space and Exhibition Design" Category, A'Design Awards (Milan, Italy), etc, as a testament of our **hard work and dedication**.

Now, in the second year, and as we look to the future, we will retain our commitment to achieving the goals we created for 2025 and will continue to **explore many more impactful ways** to participate in creating a better future.

We are here not only to build the buildings, but also to build the people for the better future. Individually or collectively, we always passionate to create a positive impact around us.

Sincerely,

Arkadians





ABOUT US

HELLO. WE ARE MAKING THE GREAT WORKPLACE TO WORK

Arkadia Works is a professional design & construction interior architecture firm founded on the belief that ideas and skilled craftsmanship are essential in enriching people's life.

Arkadia Works provide finest quality, excellent service, punctuality and partnership during the entire project.

Arkadia Works team affiliated as the member of GBCI (Green Building Council Indonesia), IAI (Indonesian Institute of Architects), HDII (Indonesian Society of Interior Designers), PII (The Institution of Engineers Indonesia), IAKKI (Indonesian Institute of Safety Professional Experts), and GAPEKSINDO (Indonesian Construction Company Association).

Ideas. Perfectly Delivered.

ACM
REGISTERED
ISO 9001:2015
Certificate Number:
18ACM4866Q



















ACM
REGISTERED
ISO 45001:2018
Certificate Number:
20ACM4866Q



Member of GBC Indonesia

AWARDS & RECOGNITION

It is always a great moments when people can get benefit from our works for a good cause. Receiving awards & recognition from numbers of design competition and publication is giving us more energy to move forward.

	Shortlisted 2022 Firm Of The Year Award Architecture Masterprize, 2022 <i>Los Angeles, USA</i>		"Honorable Mention, Interior Design" IDA Design Awards, 2021 <i>Los Angeles, USA</i>		"Best Design Indonesia" for Office Design Category by A'Design Award, 2021 <i>Milan, Italy</i>
	Honorable Mention in Interior Design/ Commercial & Industrial Interior Design Architecture Masterprize, 2022 <i>Los Angeles, USA</i>		Winner of "Interior Space and Exhibition Design" A'Design Award, 2021 <i>Milan, Italy</i>		"Gold Winner, Workplace Interior" APR International Design Awards, 2022 <i>New Delhi, India</i>
	5-Stars Winner & "Best Office Interior Indonesia" for "Office Interior" Asia Pacific Property Awards, 2022 <i>London, UK</i>		Winner for "Best Workspace Design" iF Design Award 2022 <i>Hannover, Germany</i>		Nominated for "Best Workspace Design" Atap Design Awards, 2021 <i>Petaling Jaya, Malaysia</i>
	"World's Leading Designers for Interior Space and Exhibition Design", 2022. DA'C Design Classifications <i>Milan, Italy</i>		"PLATINUM GreenShip Interior Space" Green Building Council Indonesia, 2021 <i>Yogyakarta, Indonesia</i>		Winner of "Interior Design Category" Muse Design Awards, 2021 <i>New York, USA</i>
	Winner of "Interior Space and Exhibition Design" A'Design Award, 2022 <i>Milan, Italy</i>		5-Stars Winner & "Best Office Interior Indonesia" for "Office Interior" Asia Pacific Property Awards, 2021 <i>London, UK</i>		"Jakarta's Most Innovative Design & Construction Firm", 2022 BUILD Magazine <i>Staffordshire, UK</i>
	"The 25 Best Interior Designers in Jakarta" Brabbu Design Forces, 2022 <i>Rio Tinto, Portugal</i>		"Membangun Pusat Panggilan Pertama yang Mendapatkan Sertifikat Platinum GreenShip Interior Space", 2021 <i>Yogyakarta, Indonesia</i>		1st Runner Up Best Booth Design in Platinum Category, 2019 The 43rd IPA Convex <i>Jakarta, Indonesia</i>



OUR CULTURE

We believe that we will achieve our vision by applying our core values in our daily activities. Having our culture in our DNA empowers us to hit our goals and then set even higher ones, all while acting in a way we can be proud of.

Our culture is so important to us as we invest in our people in making greater impact to the society.



A vision statement of
“Making The Great
Workplace To Work”
which published during
Arkadia’s company’s outing.

Vision:

“Making The Great Workplace To Work”

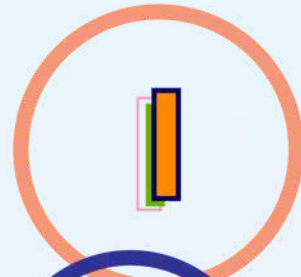
Our IDEAS Core Values

Delivered By Profesional

We attract, develop, and retain the best talent among the industry in our organization. We challenge our people to expand their capabilities and fostering a collaborative supportive work environment.

Assurance on Quality

We select right man, machine, materials, method, and money resources to accurately deliver highest quality products to our stakeholders.



Inspiring Ideas

We help people to turning ideas into a creative design that will satisfy their needs in an extraordinary way



Environmentally Friendly & Safely Operated

We all go home from work without injury or illness. We operate and leave our footprint without any harm to the environment.



Simply Fun

We create passionate and fun atmosphere that makes us and our stakeholders enjoy their experiences being involved with our people.

BUILDING REPUTATION ACROSS INDONESIA

Clients are the reason we practice construction. We listen. And we deliver creative and practical solutions to all of our client's needs.



Our Company

150 K
>150K m2 Space
Designed / Built

200
>200 Delivered
Projects

15
Delivered Works
in 15 Provinces

100
>100 Clients &
Brands

27
Delivered Works
in 27 Cities

15
>15 Awards &
Recognition

Arkadia Works at a Glance

Serving Industry:

- Energy, Oil & Gas
- Health
- Banking & Finance
- Manufacturing
- Technology & Start Up
- Logistic & Transportation
- Global Organization
- Trading & Retail
- Education
- Consulting
- Food
- Fashion

Prominent Clients :



ALIGNING OUR ESG PRIORITIES

Engaging Our Stakeholders:

To have the greatest impact as Arkadians, we collaborate with many different stakeholders. Together with our staff, clients, suppliers, and society, we know we can give a more positive impact in the Environment, Social, and Governance aspects.

We also engage with our people directly and also on social media platforms such as Instagram, Facebook, Twitter, LinkedIn, and YouTube to share business progress updates, and listen to feedback on key challenges and opportunities. These connections strengthen the sustainability of our business and partnerships.

Alignment to UN Sustainable Development Goals (SDGs)

To create a better and sustainable future for all, we have aligned our goals with 14 of the 17 established SDGs set up by the United Nations. The Sustainable Development Goals (SDGs) is a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

We're proud to contribute in making sustainable development for a better life on the earth.



Ways We Engage Our Stakeholders

STRATEGY	STAFF	BoD	CLIENTS	SUPPLIERS
HRIS (Talanta)	●			
Internal Comms & Tools	●			
Surveys	●			
Meetings & Conferences	●	●	●	
Social Media & PR	●		●	
Website	●	●	●	
Account Management			●	
Direct Communications	●	●	●	
Partnership Guidelines				●
ESG Partnership Programs				●



OUR ESG STRATEGY

We have a responsibility to improve the lives of our people and the health of our planet. Continuing our commitment in 2021, we emphasize our focus to the Environmental, Social, and Governance (ESG) program.

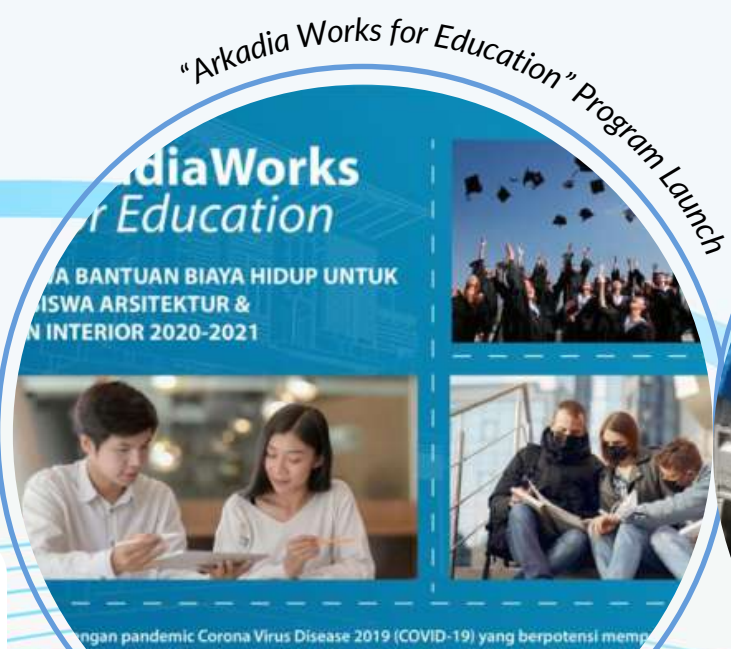
Our vision becomes action across the six pillars of our ESG focus:



Environment
Leave our footprint without any harm to the environment.

Social
Create a better place for people to work and live in the communities where we operate.

Governance
Building trust through an act of integrity.





ENVIRONMENT

Leave our footprint without any harm to the environment.

Our Commitments for 2025

- *Green & Sustainable Design Works, Drive Energy Efficiency & Reduce Carbon Footprint*
- *Reduce Waste to Landfill*
- *Take Part on the Works to Help Restoring Our Ecosystem*

UN SDG Alignment



OUR ENVIRONMENT VISION



Annisa Paramadina
Project Director

"We need to take part in this journey, creating a better future by preserving the environment. We can start from ourselves, from little things to big things one day."

In this Sustainability Report, we set out to make a tangible difference in the world by improving how we care for our environment, focusing on climate, waste, and ecosystems.

To achieve this vision, we have done several programs and activities to reduce the carbon footprint by implementing the Green Building strategies, Energy Efficiency Program, Environmentally Friendly Materials, Green Trainings, Trees Planting, Cleaning up the City, Waste Management, and etc.

In this environment program, we engaged our team, stakeholders, and colleagues to create a better future.



Climate

Green & Sustainable design works, drive energy efficiency & reduce carbon footprints.



Waste

Reduce waste to landfill



Ecosystems

Work to replenish our ecosystems.

1

Green Building
Certified Project

15

Green Activities
initiated in
Monthly Basis

332

Training Hours
for Environment
Topics

2096

Planted
2096 Trees



Earth Hour is a movement that invites people to turn off their lights for 60 minutes in support of our environment. It is an efficient way to spread awareness about environmental issues.

We held a special Earth Hour theme photo contest for our staff to take part in. We are overwhelmed with joy with the results. These images were so inspiring despite the minimum lights that were used to create it.

We are inspired by their spirit and contribution. Proof that it is a collective passion for our environmental goals and passion.

60+

GOAL PROGRESS

Since last year, our people has made a progress in contribution to the environment. We are working so hard to bring positive impacts on our planets by various actions, such as trees planting, waste management, to enhance the ecosystem. Here we are proud to show you our progress and contribution in the journey for positive change in climate, waste, and ecosystem!



Climate
Green & Sustainable Design Works, drive energy efficiency & reduce carbon footprints.



Waste
Reduce waste to landfill



Ecosystems
Work to replenish our ecosystems.

GOALS FOR 2025	ACTUAL 2022	TARGET 2025	PROGRESS
Offset annual carbon footprint from direct operations by planting the trees	106.2%	100.0%	<div></div>
100% of our works & facilities are using LED lighting	100.0%	100.0%	<div></div>
10% of our power from renewable energy sources	0.0%	100.0%	<div></div>
100% of our Refrigerant products are categorized 0 Ozone Depletion Point	100%	100%	<div></div>

More than 90% waste is reused or recycled in an effort to avoid waste to landfill	89,7%	90.0%	<div></div>
Eliminate or recycle more than 95% of paper waste	100%	95.0%	<div></div>
Ethically donate or recycle 95% of our e-waste	100.0%	95%	<div></div>
Eliminate Toxic (B3) waste to the responsible waste management company	Maintained	Maintained	<div></div>
100% of our paper products coming from sustainable methods	100.0%	100.0%	<div></div>

Maintain our ISO 14001:2015 Environmental Management System Certification	Maintained	Maintained	<div></div>
Target 75% of our material purchasing to be procured through environmentally conscious suppliers	100.0%	75.0%	<div></div>
1000 volunteer hours to enhance the ecosystem	796.0	1000	<div></div>



Environment
Leave our footprint without any harm to the environment.

Environment

Climate

2022 Progress At A Glance:

2096

Trees Planted

We've made great progress across the board to date. We have calculated our Carbon Footprint in 2021 that amounted to 52.404 kg CO₂e by using CarbonLoop Widget by CarbonEthics.org and resulting the needs of planting 897 trees to offset the carbon footprints.

Because of the hard work of all our people who've helped us on our green mission, we are now aiming to do right by our planet and future generations by offsetting the annual carbon footprint by planting 2096 Trees (higher than required).

Trees Planting to Offset Annual Carbon Footprint

To offset annual carbon footprint, we conduct trees planting activities in many areas of our project. In 2022, we focused to contribute in reducing coastal abrasion by planting 2000 mangrove trees in Desa Bedono Demak, Desa Mangunharjo, Semarang, and Desa Tambakrejo Semarang.

1M Trees
will offset
21.7k tons of our
carbon footprint



Trees Planting in Mangunharjo



lindungihutan

Trees are powerful allies in the fight against climate change. They remove carbon dioxide from the air, release oxygen, reduce flooding and erosion, and much more.

Another powerful action we're taking is a collaboration with LindungiHutan, a nonprofit organization that focus on tree planting program.

We also initiated "ONE DESK ONE TREE" program, as for every office desk delivered in Arkadia office fit out works, we will plant 1 tree. This also gives our client a chance to join our sustainability program.



Climate

Drive energy efficiency & reduce carbon footprint

Green Building Strategy

Besides our commitment in making great place to work, we are fully committed to create an environmentally friendly & healthy workplaces through Green Building Strategy.

We applied Green Building design and planning strategies to reduce the harmful impacts of buildings on the environment by applying Greenship rating tools from Green Building Council Indonesia (GBCI) such: Appropriate Site Development (ASD), Energy Efficiency & Conservation (EEC), Water Conservation (WAC), Material Resources & Cycle (MRC), Indoor Health & Comfort (IHC), and Building Environment Management (BEM).

Through this commitment, one of our project, Concentrix Office in Yogyakarta successfully received a Greenship Interior Space Certification with PLATINUM level (the highest green credential) from Green Building Council Indonesia, and became the first BPO's office that received this certification in Indonesia.



Our Concentrix Office project are proudly received Platinum Greenship Interior Space certification (the highest green credential) from Green Building Council Indonesia (GBCI).



Arkadia Works proudly supporting Green Building Seminar, "Net Zero Building: Make It Real" event as Gold Sponsor to support the Net Zero Carbon movement by Green Building Council Indonesia.



Energy Consumption

In 2022, we conducted hybrid working strategy after years of remote work due to Covid-19. We anticipated maintenance and programming of the air conditioning equipment to operate according to temperature demand.

We kept track of energy consumption, which allowed us to register a decrease in energy consumption in 2021.

In 2021, even though more people returned to the office, we managed to consume 1200 kWh less than in 2020. Energy consumption in 2021 compared to 2020 is shown in the following table:

Electrical Consumption	2021	2022
Total	12.895kWh	19.368 kWh

Use of Natural Light

Arkadia's design are focus to utilize the use of natural light, enabling clients to reduce the electrical consumption for lighting. The work areas were positioned in a way that they had access to outside views and a supply of natural light throughout the day.



Energy Conservation Projects

Energy Saving by using LED Lighting

Light Emitting Diodes (LEDs) are the latest and rapid technological advancement in the lighting industry. To contribute in energy-saving, we applied LED lighting in all of our projects and office. Besides the efficiency itself, the longer life span (50,000 hours), enormously lower energy usage (85% more efficient), reduced maintenance costs and higher safety are benefit of LED lighting.

Energy Saving by High Efficiency Air Conditioning

Cooling energy is the highest operational energy consumption throughout the building lifecycle. We promote the use of the high efficient of Air Conditioning to our clients with higher COP (Coefficient of Performance), reducing the energy consumption for our client's operations.

Advancing Green Energy through Solar Photovoltaic

Solar photovoltaic is a good source of renewable energy because it is clean, abundant, becoming more affordable, and can reduce electricity bills while providing energy independence. We are working in numbers of energy saving projects and promoting the application of solar energy for clients to and contributes to sustainable development.



GREENSHIP

One of our project in Concentrix Yogyakarta Office are achieved Platinum score in GreenShip Interior Space from GBCI, by applying LED lighting and energy efficient Air Conditioning which point 0,54 kW/TR (maximum point is 1,004 kW/TR).

We maintain 100% LED lighting application in all of our projects and use of energy efficient Air Conditioning.



One of energy saving achievement that we're taking is we are successfully assisting our clients to achieve the EDGE Advance green credentials by conserving 41% of total energy use. This score is achieved by installing the Solar Photovoltaic in Auto2000 Wahid Hasyim, Jakarta.



Environment

Waste

One of our achievements in waste management in 2022 is that we managed to avoid 90% of the waste generated by our operations into reuse or recycle. In other words, this means we managed to prevent more than 20 tons of our waste from being sent to landfills.

We applied waste separation based on the type of waste such as the organic, inorganic, and toxic waste in all our working environments.

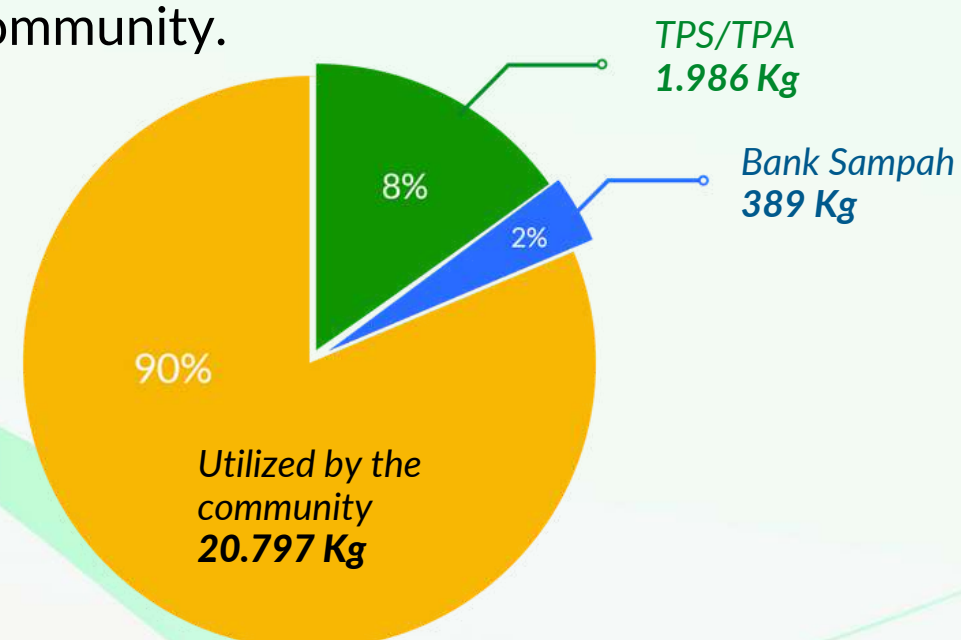
Waste Recycling & Reuse

As we conduct the actions to manage our waste, we collect, separate, recycle and reuse our waste to reduce environmental negative impacts.

For our constructions and office waste, there are 3 garbage disposal routes, including Bantar Gebang landfill, Jagatera, and reused by the community.

>90%

More than 90% Arkadia's waste are reused or recycled

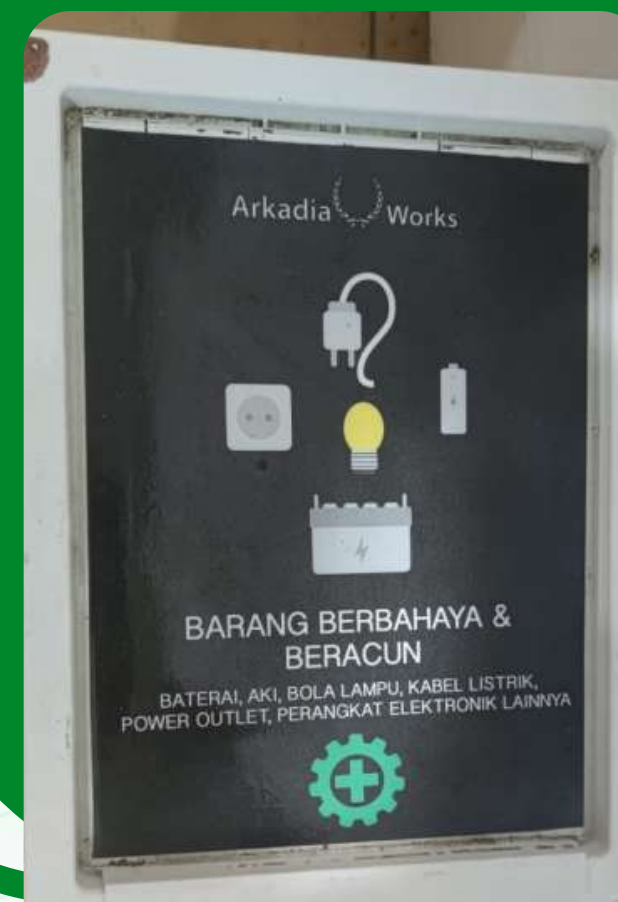


Our Commitments for 2025:

Reduce waste to landfill



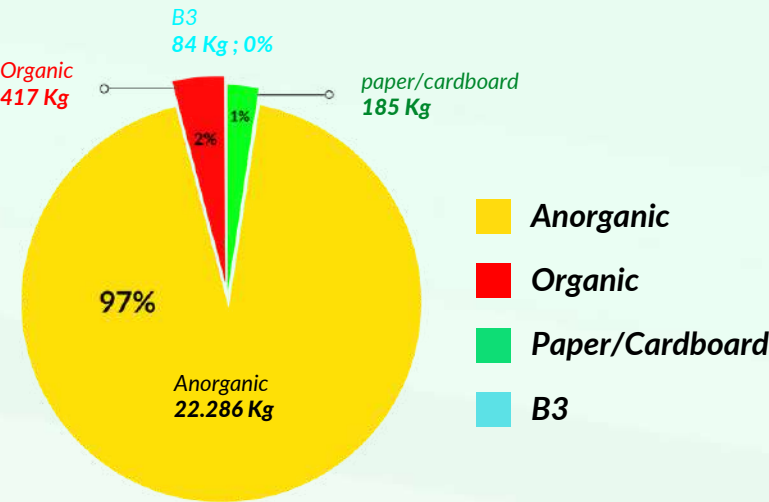
We are continuing to apply the waste separation as we consider that this is important for environmental protection, resource conservation, public health, and economic benefits.



We also separate the B3 (toxic) waste from the other waste, make it easier to prevent environmental hazards.

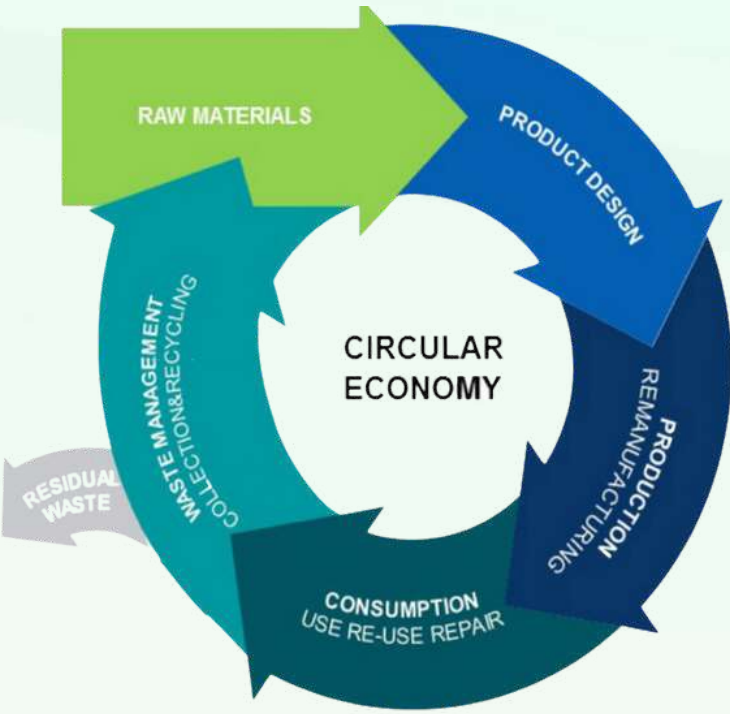
Construction Waste

In our process of waste management, we conduct several actions based on the guidelines such as, waste separation based on the waste type (organic, inorganic, and toxic waste), pack the waste with closed bags, weigh the waste, carry out the disposal or utilization of waste, record the amount of waste manifest to our waste management data record.



Construction waste refers to the materials and debris generated during the construction, renovation, or demolition of buildings & structures. This can include materials such as concrete, wood, bricks, metals, & plastics, as well as hazardous waste such as asbestos & lead.

Construction waste can pose environmental and health hazards if not properly managed and disposed of. However, much of this waste are recycled or reused, reducing the amount that ends up in landfills & conserving natural resources, as well as enabling circular economy.



Construction Waste Separation

Arkadia produced more than 22 Ton waste from construction operations in 2022. In our construction site, we are separating the dry waste based on it's type, making the waste management easier.



Artwork From Waste

Our talented interior designers are turning waste into a beautiful works of art in our projects! The dry waste are collected from our customers and construction workers, inviting our stakeholders to work together in reusing the waste and promoting the sustainability mission.



General Dry Waste



Used Bottle



Ceramic Shards

Artwork from Waste

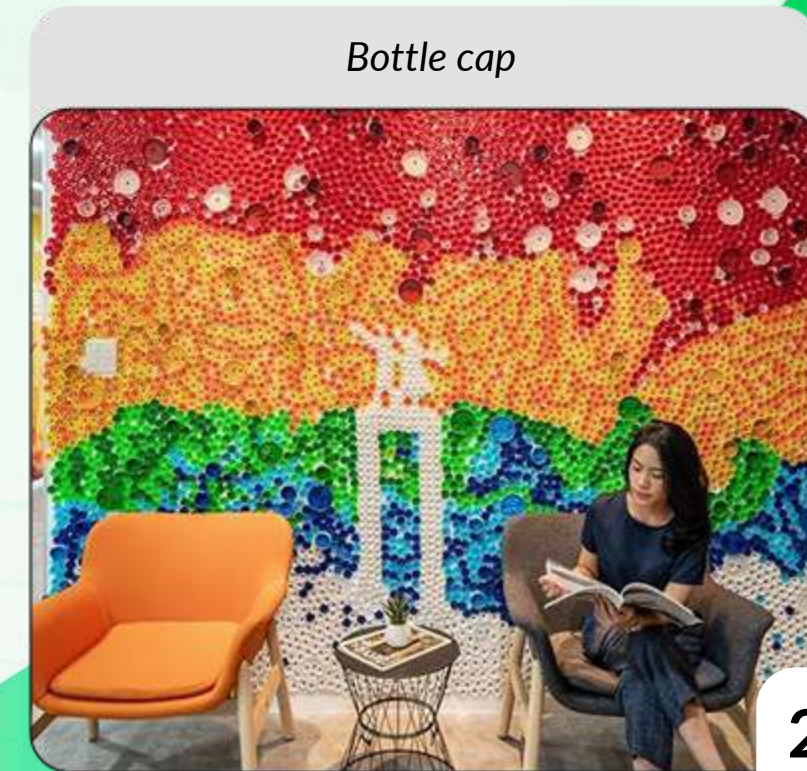
In some of our projects, our talented interior designers are turning waste into a beautiful works of art. The dry waste are collected from our customers and construction workers, inviting our stakeholders to work together in reusing the waste and promoting the sustainability mission.



Used Window



Used Wood Pallets



Bottle cap

Partnering with Waste Management Company



Arkadia engaged Jagatera as our official waste management company. Jagatera is Social Enterprise which is engaged in picking up the inorganic waste and unused goods. Through our collaboration in waste management, we separate, recycle and reuse our waste for the community.



Environment

Ecosystems

Protecting the environment and its ecosystems is important because it supports biodiversity, climate stability, natural resources, human health, and economic benefits. Align to our commitment, we are working hard to bring positive impacts on our planets by various actions, such as conducting green procurement, maintaining our ISO 14000:2015, and taking parts in environmental volunteering to enhance the ecosystem.



ISO 14001:2015

We maintain our ISO 14001:2015 Environmental Management System certification since it helps us to comply to industry standards to protect the environment, save costs, improve our reputation, and promote continuous improvement.



Legal Certified Wood

As part of our effort to preserve the ecosystem, we conduct preliminary review for our wood products and make sure that we purchase them from the responsible wood suppliers. The wood that we used are FSC (Forest Stewardship Council) or LEI (Lembaga Ekolabel Indonesia) certified products.



Our Commitments for 2025:

Work to help replenish our ecosystems

Green Procurement

Green Procurement is one of sustainable strategies where a company purchase products and service with the minimal adverse environmental impacts.

Arkadia are committed to select materials & products from environmentally friendly perspective, enabling our client to have a good and healthy space. The green certificate administered ongoing with the material purchase. We also enhance our material list based on issue on Green Products Council Indonesia (GPCI). Here are some samples of the green certification of the products used in our daily projects:



Material Selection Meeting

As part of our green design spirit, we promote the use of green materials during our material selection meeting with our clients. Selecting green materials is important because it reduces the negative impact of building and construction on the environment, improves human health and well-being, and supports sustainable development.



Greening our Workspace

As part of our green procurement strategies, our paper, cleaning chemical, and pest control are procured with environmentally friendly features.

Our Commitments for 2025:
Work to help replenish our ecosystems

Environmental Volunteers

We conduct several activities to support a sustainable ecosystem such as waste separation, clean up activities, events, training, and trees planting. Overall, we have done 796 hours of volunteering for environment in 2022. Here's some of the highlights of our environmental volunteering works:

2022 PROGRESS AT A GLANCE:

796 796 hours of
Environmental
Volunteering



Clean Up The City

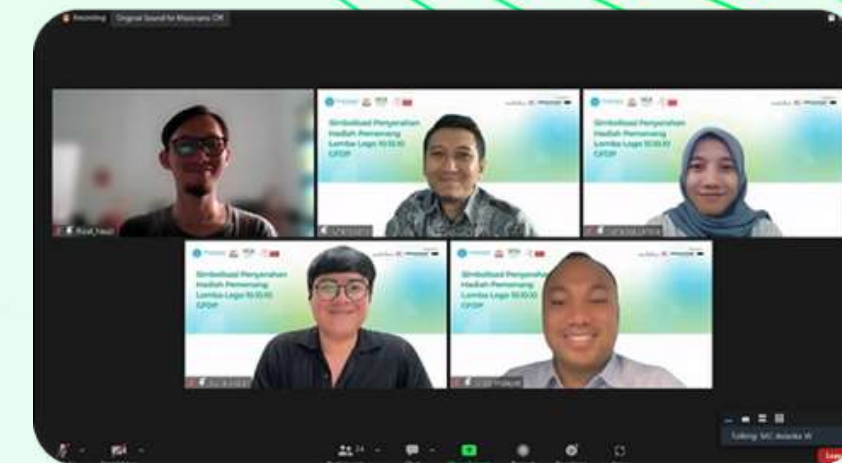
In May 2022, Arkadia Works team collaborated with Trash Hero Jakarta to clean up Lapangan Banteng, one of the prominent landmark in Jakarta.

Through our commitment to preserving the environment, we invite our team, colleagues, and clients to take a role in cleaning up the city. Together we believe that a better future will come true with collaboration and cooperation making a positive impact for the environment.



Green Fund Digital Philanthropy Logo Competition

As a creative company, we joined forces with Greeneration Foundation and The Indonesian Association of Graphic Designers (ADGI) to organize a logo design competition 10.10.10 Green Fund Digital Philanthropy with a vision to help accelerate the implementation of climate change solutions in Indonesia.



Lomba Logo 10.10.10 Green Fund Digital Philanthropy

A Collective Action and Tech Innovation to Accelerate Environmental Solution

Menangkan Hadiah

- Juara 1: Uang tunai Rp.20.000.000,- + Merchandise + Sertifikat
- Juara 2: Uang tunai Rp.7.500.000,- + Merchandise + Sertifikat
- Juara 3: Uang tunai Rp.5.000.000,- + Merchandise + Sertifikat

KETENTUAN PESERTA

- 1. Peserta merupakan Warga Negara Indonesia
- 2. Peserta dapat perorangan atau kelompok dengan maksimal 3 anggota
- 3. Pendaftaran dilakukan melalui: lombalogo101010.greeneration.org

Periode Kompetisi

10 Oktober - 20 November 2022

Pengumuman Pemenang

10 Desember 2022

Pendaftaran & ketentuan selengkapnya dapat dilihat melalui:

[Q. lombalogo101010.greeneration.org](https://lombalogo101010.greeneration.org)

Narahubung:
media@greeneration.org



SOCIAL

Our Commitments for 2025

- *Create a culture that supports people's development*
- *Give back to our communities*
- *Create workplaces that supports happiness and wellbeing for all staff*
- *Investing in future leaders through education*

UN SDG Alignment



Our People Come First

Governance

Social

Environment

Our Strategy

Introduction

Fransisca Hilda Carolina - HR & GA Manager



"I believe that we are currently working with the best talents as Arkadians. So, it is very important to build and maintain good atmosphere between employees within the company in order to produce the best works and also give good impact to the earth and society. Yes, we are making The Great Place To Work".

At Arkadia Works, we are committed to put more concern into our employees, since we know they are very important and become the DNA of our business.

By investing in the development of our people, culture, and environment, we ensure our staff has the support they need, including their well-being and career path.

In 2022, we conducted several activities for our employees such as sports activities, celebrations, trainings, mentorships, etc.

We also gave back to the community by taking part in disaster resilience, zero hunger, and scholarships program for students in Indonesia.



People, Culture & Wellbeing

We support Arkadians to grow and develop their skill by providing career pathways, trainings, and mentorships as they have given their best for our company.



Community

We give attention to our community where we operate, such as creating jobs, disaster resilience, social assistance and free design works for public facility.



Education

We care for the quality of education as part of professional ecosystem of our works

12

Delivered 12 Publication & Research about Sustainable & Healthy Workplace

172

Delivered 172 m2 Free Design Projects for Covid-19 Test Facility

250

More than Rp250 million Contribution in Endowment Fund & Scholarship Program

2100

More than 2100 Training Hours Completed

Arkadia's Sport Activity, Indoor Football Game.



Arkadia's 2022 Annual Meeting Forum at Menara 165, Jakarta.



Celebrating 2022 Indonesian Independence Day.



GOAL PROGRESS

Since last year, our people have worked hard to contribute to our Social commitments of investing in our people, well-being, occupational health & safety, investing in our communities, education, and design talks & excursion.

The significant progress about the positive change has created, aligned to our concern of social wellbeing.

Social

Create a better place for people to work and live in the communities where we operate.



Investing in our People



Well - Being



Occupational Health & Safety



Investing in our Communities



Education



Design Talks & Excursion

	GOALS FOR 2025	ACTUAL 2022	TARGET 2025	PROGRESS
Investing in our People	Achieve a minimum 70% "happy staff" in our annual ESAT surveys	67%	70%	<div></div>
	100% of new staff members trained on our culture in their first 90 days	100%	100%	<div></div>
	Complete 200 hours of Learning & Development training	92	200	<div></div>
Well-being	Certified as "Great Place To Work" company	On-Going	Certified	<div></div>
	100% of staff have access to anonymous and confidential mental wellness support	Maintained	Maintained	<div></div>
	Facilitates 5 sports club activity	2	5	<div></div>
Occupational Health & Safety	Zero Accident	0	0	<div></div>
	Medical Treatment	0	0	<div></div>
	Conduct 100 Safety Training Session	25	100	<div></div>
	Maintain our ISO 45001:2018 Occupational Health & Safety Certification	Maintained	Maintained	<div></div>
Investing in our Communities	Certified as "Great Place To Work" company	On-Going	Certified	<div></div>
	100% of staff have access to anonymous and confidential mental wellness support	Maintained	Maintained	<div></div>
	Facilitates 5 sports club activity	2	5	<div></div>
Education	Achieve a total 100 internship students from universities.	58	100	<div></div>
	Delivered total 25 scholarship program to numbers of students of school & universities.	5	25	<div></div>
	Delivered 5 scholarship program to numbers of school & universities annually.	3	5	<div></div>
Design Talks & Excursion	Conducting 50 times internal sharing session	8	50	<div></div>
	Conducting 10 times external forum	6	10	<div></div>
	Creating 5 research paper	2	5	<div></div>

Met or Exceeded

On Track

Need to Accelerate

Social

Investing in our People

We realize that our people come first. We ensure all the employees received career development to spread their abilities which leads to career advancement.

In 2022, more than 400 hours of training have been conducted for employees' career development, such as Green Building, Finance, ISO 26000, HSE training, MEP Technical Training, etc.

We believe that providing employees with good facilities, a good career path, and a comfortable working environment can bring happiness at work that leads to productivity.

Our Commitments for 2025:

Create a culture for people to learn, grow and be at their best

Achieve a minimum 70%

"happy staff" in our annual ESAT surveys

100% of new staff members

trained on our culture in their first 90 days

Complete 200 hours of

Learning & Development training

Aminah Inoue



From Indonesia To The World

Through her deep passion for interior design and intense dedication to her role, Aminah grew as the company did.

Hardworking as ever, Ami stood out and quickly built a reputation as an Interior Designer trusted to handle some of our awesome projects.

Her role in building Concentrix Office in Yogyakarta are successfully received recognition from international design awards.

It's the loyalty and passion of work like Ami that make it possible for us to help others and make real progress towards our goals.

Reward + Recognition

Arkadia Works' Employee Recognition has been used as an award for Arkadia's team who successfully give their best contribution during working together with Arkadia Works in the last year of 2021.

Several recognition awarded to the Arkadians: Refina Azanna as "Best Project Manager"; Nur Shabrina Zulfa as "Best Interior Designer"; Besar Andriansyah as "Best Site Supervisor"; and Thalia Gracia as "The Winner of Earth Hour Photo Competition".



Investing in our Culture

We're really grateful to our staff who holds our culture, ensure it stays fresh in our minds, and engage their peers through culture spotlights, exercises, public discussions, and giving back a good impact to the community.

Here are few of our staff about Arkadia Works working culture and their thoughts:



"Arkadia Works has a comfortable working environment with good leaders who always want to hear us and are always willing to share knowledge and skills. This work culture makes us being competitive yet innovative in a good environment."

Refina Azanna, Project Manager

"The environment is really enjoyable! I am so grateful to have a supporting team and always support each other. There is no gap between leaders and employees. We can improve our skills through challenging assignments and most importantly, we still feel fun!"

Muhammad Reza, Electrical Engineer



"The management keeps focused on the process instead of being result-oriented. That makes us know how to achieve a clear goal. Through a flexible time management schedule, we can manage our time based on clients' needs and essential tasks to ensure our duty is perfectly delivered. The management always complies with the regulation and supports us with good facilities."

Larasati Ramadhina, VP & Head of Design

"Arkadia is my longest-stay company I worked for compared with my previous employer. I experienced a good working environment here. Through a flexible work schedule applied here, we are more productive in delivering our works and supported me as working Mom."

Nenda Minerva, Project Manager



"I learn a lot from my colleagues here such as Project Manager, Site Supervisor, Engineer, Designer, and Drafter. They are always open to answering the questions clearly. For me, colleagues are like my second family."

Besar Andriansyah, Site Supervisor

Arkadia Works is one of the companies that really care about health, safety, and the environment. I really enjoy working at Arkadia, because of the concern it's not only for the employee but also for the

Halimatusyadiah, QHSE Officer



"Our management really cares about us, especially working moms. The leaders treat us with hybrid working and health care programs during a pandemic. I am so blessed to be part of Arkadia's family."

Linda Puspita, Accounting Officer

"I think Arkadia Works has a strong culture for millennials. I got helpful friends, flexible time to work, and supporting facilities. One of my favorites is beverages always ready on the refrigerator. It is a simple thing that the company does for keeping us happy."

Heru Haerumanto, Drafter



Nenda Minerva



Women Force Highlight

With her current role as Project Manager, she put her dedication and enjoys working on extraordinary creative solution for interior construction.

Nenda is trusted by numbers of clients and became part of Arkadia's success stories.

At the same time, she is a mother of 1 daughter.

Through her dedication, Nenda representing women who took on the role to deliver a highly accomplished construction project.

Woman at Work

As we embrace equity in our working environment, as we support women in our organization by providing work flexibility, a comfortable working environment, real leadership opportunities, and assigning women in numbers of strategic positions.

52% of our employees are women which hold various roles from Director, Department Head, Project Manager, Designer, Administrator, and even our Safety Engineer. We provide no barriers to career advancement and equal participation of women in the organization.

At Arkadia Works, we allow women to bring their kids to work, or have family matters leave to support them in caring for their family.

52%

52% Women in Arkadia Works

Arkadia supports women at work and have women representation in various positions.



In 8th March 2022, we celebrate International Women's Day to embrace the achievements of women and raises awareness about gender inequality while advocating for women's rights and empowerment.

Social Wellbeing

We believe that employees' well-being is one of the factors that lead to productivity in making great work. Our well-being programs include providing sports activities, birthday celebrations, and annual team building.

We provide resources to support both mental and physical health — encouraging healthier behaviors and positive lifestyle changes in a supportive, safe environment.

Certified as
“Great Place To Work” Company

Our Commitments for 2025:
Create a place that nurtures happiness and wellbeing for all staff

100% of staff Have Access to anonymous & confidential
Mental Wellness Support

Facilitates
5 sports club activity

Birthday party at office as we celebrating social connection and appreciation.



Celebrating 2022 National Batik Day, preserving Indonesia Cultural Heritage.



Arkadia's Sport Activity, Badminton Game.



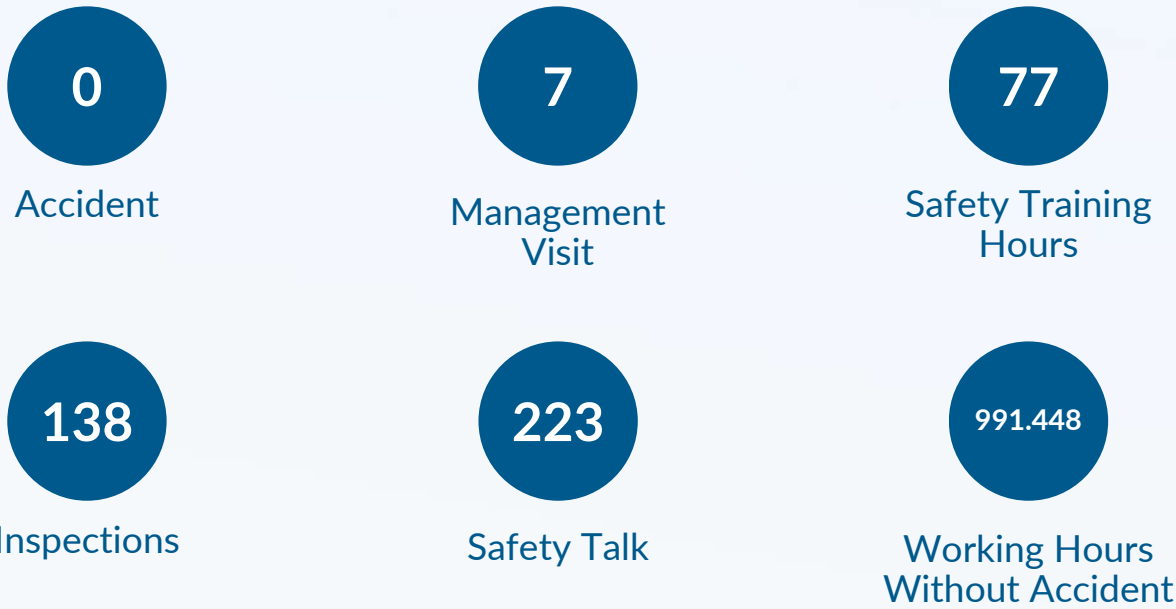
Social

Occupational Health & Safety

Arkadia Works are committed to build safety culture in the daily operations. The goal of Arkadia's occupational safety and health program is to faster a safe and healthy occupational environment.



2022 PROGRESS AT A GLANCE:



Zero Accident

Zero Occupational Disease

100 Hours of
Safety Training Annually

Maintain our ISO 45001:2018
Occupational Health & Safety

Our
Commitments
for 2025:

Safety Talk
Arkadia are conducting safety talk in site prior to start the works to discuss about the rules, strategy, and announcement of safety aspect.



First Aid Training
Arkadia Works conducts first aid training to equip employees in dealing with accidents that cause injury. First aid training is important to saves lives, reduces injury severity, and improves safety awareness.

Social

Investing in our Communities

Our country was built on the principle of “gotong royong”, which means “mutual cooperation”. Investing to our community is on the spirit of this principle. By giving positive impacts to people around us, we build our nation bond become stronger, especially in helping the community around us through their difficult days.

Helping the community promotes social cohesion, improves quality of life, has a positive impact on society, fosters personal growth, and fulfills our civic duty.

In 2022, we have engaged with our communities to give positive impacts especially for disaster resilience, scholarship, and fighting poverties.

2022 PROGRESS AT A GLANCE

2

Probono Design Project

2

Donation for Fighting the Poverties

5

Disaster Resilience Contribution



Cianjur Earthquake Disaster Victim Donation

We contribute a donations to help Cianjur earthquake disaster victim. We take the initiative to help earthquake disaster victims to save lives, meet basic needs, support resilience and recovery, and prevent further harm.



Papua Earthquake Disaster Resilience

We takes part with donation for Papua Earthquake Disaster Resilience to minimizes losses, enhances preparedness, and speeds up recovery efforts.

Our Commitments for 2025:

Create a place that nurtures happiness and wellbeing for all staff

Delivering 5 ProBono Design project for public facilities

Support 10 Disaster Resilience Program

Support 10 Donation Program for fighting the poverties around area of operations

Community Spotlight

Here we spotlight some of the causes closest to our hearts across Indonesia. In 2021 and 2022, our attention and contributions to our staff and communities – through donations, support, transportation, and housing, totaled over Rp250.000.000,-.



**West Sumatera:
Pasaman Earthquake Temporary House:**
We worked with Young Engineer Forum (FIM PII) to support the victim of Pasaman earthquake to build several temporary house for living.



Jakarta Friday Food
We run "Friday Food" by donating food to the homeless and small street vendor around our office.



**West Java:
Cianjur Earthquake Victim Support**
We teamed up with BKTi & PII to support the victim of earthquake disaster in Cianjur, West Java.



Banten, West Java, Central Java Scholarship
Arkadia Works launch the Scholarship titled "Arkadia Works for Education", with the aim to provide financial support for the living cost to the students of Architecture & Interior Design background in Indonesia.

**DKI Jakarta:
City Clean Up Initiatives**
We teamed up with a local community to clean up the city, located at Lapangan Banteng Jakarta. With our commitment to preserving the environment, together we invite our team, colleague, and clients to create a better future.



**Central Sulawesi:
Scholarship**
Arkadia Works support educational program by providing scholarship to Tadulako University Students.



**Papua: Jayapura
Earthquake Support**
We support the victim of earthquake disaster in Jayapura, collaborated with BKTi & PII



**Central Java:
Kindergarten Educational Support:**
Arkadia Works support education program in Paud Terpadu Al-Fajar, Klaten, Central Java.



**Central Java:
Mangrove Trees Planting**
We planted 1000 Mangrove Trees in an effort to restore the coastal ecosystem that has been damaged and saved the lives of the coastal residents of Mangunharjo Beach which have been lost due to abrasion.



Pro Bono Design Works

At Arkadia, we believe that our Pro Bono Space Design Program (PBSDP) is one of our important delivery because it contributes to social impact, helps designers develop their skills and networks, and allows designers to fulfill their ethical and social responsibilities.

In this program, we aim to deliver free design for public facilities which are impactful for many people, not for commercial purpose. We aim to deliver this program to facilities such schools, library, public hospital, mosque, Covid-19 response, etc.

We have delivered this program for designing University Library & Discussion Room, as well as Testing Facility for Covid-19 Response.

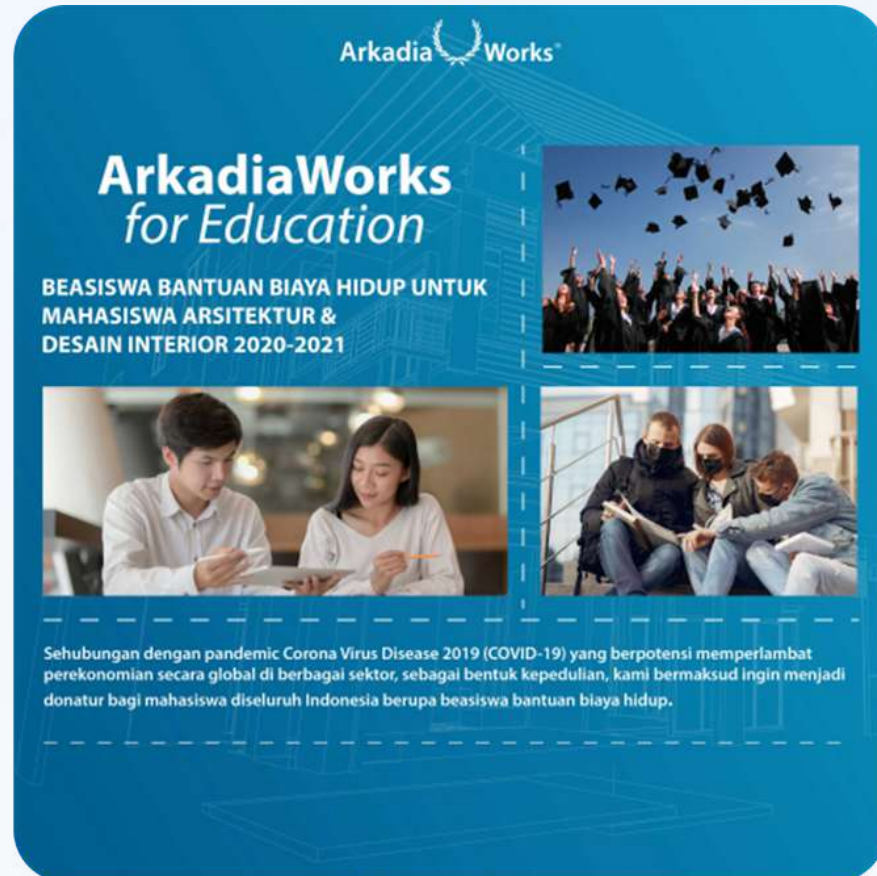


Industrial Engineering ITB Library Design

Along with our talented designer & project manager, we are proudly delivered pro bono design works to transform the library of Industrial Engineering in Bandung Institute of Technology (ITB). This library was launched in 50th Dies Natalis Industrial Engineering ITB.



Social Education



As a commitment to support education field, Arkadia Works provide a scholarship to Architecture and Interior Design student in various Indonesia regions.

This scholarships aims to provide financial support for the living cost to the students of Architecture & Interior Design background in Indonesia.

We launched ARKADIA WORKS FOR EDUCATION program and delivered number of scholarships to universities, and donated >Rp250million in the form of Endowment Fund & Scholarships. This program is a long term investment in building the nation and future generations.

Scholarship Awardee

Meet Imam Afandi, one of our Scholarship Awardees from Tadulako University, majoring Architecture. Imam is involved in various student activities such as Himpunan Mahasiswa Arsitektur Tadulako 2021.

Besides the student activity in campus, Imam also won a national design competition "Rumah Semula" and involved to various design projects in campus.



Achieve a Total 100
Internship Students

Delivered total 25
Scholarship Awardee
to numbers of school & universities.

Delivered 5
Scholarship Program
to numbers of school & universities annually.

Our Commitments for 2025:

Contribute in Educational Process to support students achieving their dreams



Internship Program

Internship in Arkadia is an exciting process, as our intern received an opportunity to learn from daily business practice from our mentors with aim to pass the final presentation.

Social

Design Talks & Excursion

Our team are actively deliver insight in several forum such Public Talks, Sharing Session, Discussion, Podcast, and etc. The topics are vary starting from Interior Design, Interior Construction, Green Design, People Development, to Entrepreneurship.

We conducted seminar & socialization about the Green Building Workplace Design, also how to preserve the nature by choosing the responsible wood suppliers, in the academic and non-academic spheres.

In 2022, besides the internal sharing sessions, the seminar & socialization were held at a number of universities such as SBM ITB and Trisakti University.

Conducting Internal Sharing Session

minimum 10 times per year.

Conducting External Forum

minimum 2 times per year.

Creating Research Paper

minimum 1 time per year.

Our Commitments for 2025:

Spread a more information and good insights for people around us

Our project team share ideas & experiences in monthly sharing session.



Wiza Hidayat, our CEO, sharing his green building insight in PII (Persatuan Insinyur Indonesia) National Seminar.



Architecture & Interior Design student visit from Trisakti University, enabling knowledge sharing about the interior industry.



Forum & Sharing Session

Not only reaching internally. At Arkadia, we also actively engaged in several forum to share ideas and insight about our journey.

We believe that sharing sessions in external forum are important because they facilitate knowledge exchange, collaboration, professional development, networking, and inspiration within a community or industry. They enable individuals to learn from each other, foster innovation, build connections, and stay motivated in their respective fields.

We are happily collaborating with several communities, companies, and universities to share our thought and journey.




Jumat, 18 Maret 2022
15.10 WIB



Fahmi Adi Cahya
Managing Director Arkadia Works,
Illustrator dan Visual Artist

Host:
Binda Umar



0812-1234-912 | @RRIPRO1JAKARTA | RRIplay Go | rri.co.id

91,2 FM - 88,8 FM Labuan Banten - 94,9 RRI Banten - Telepon: 021-3441499 / 3440696
RRI NET: Usee TV C130 - Nin Media C20 - X Media

I'll be joining
DCMF 2022 as a
C-Level Super Mentor



Wiza Hidayat
Arkadia Works
CEO





Design Interior yang Bikin Anak Muda Betah Di Kantor

Kamis, 15 Sept 2022
19.30 WIB | LIVE at QuBisa

Benefit:
E-Certificate & Saldo GoPay 100K



~~Rp50K~~ **Rp10K**



HABIBIE
Host




Aminah Inoue Sjaharia S.T
Interior Designer Lead @ Arkadia Works

MR4023 PERILAKU KONSUMEN

KULIAH TAMU

Understanding Consumer Behaviour in Creative Industry



WIZA HIDAYAT
CEO & CO-FOUNDER
ARKADIA WORKS

Kamis, 14 April 2022
Pukul 09.00 - 11.00

Live on ZOOM
Meeting ID: 954 6582 1434
Password: 607168

Wajib untuk seluruh peserta kuliah,
terbuka umum untuk mahasiswa S1/S2/S3





Trend Design Interior 2023

Anisa Paramadina S.T
Project Director @Arkadia Works

THU, 18 AUG 2022 | 19.30 PM | LIVE at QuBisa

Benefit:
E-Certificate & Saldo GoPay 100K

~~50K~~ **10K**



HABIBIE
Host



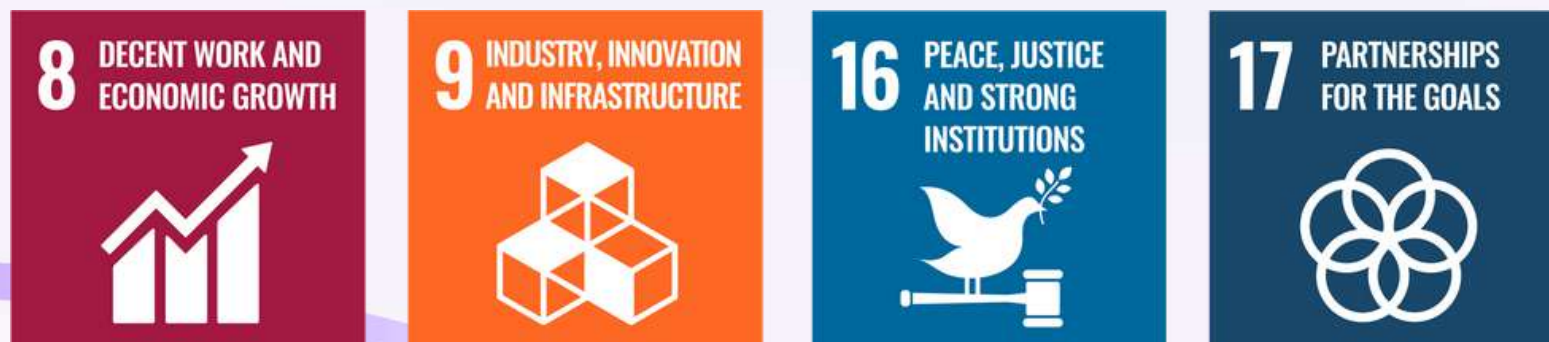
GOVERNANCE

Our Priority Building trust through an act of integrity.

Our Commitments for 2025

- *Lead with diversity with future vision*
- *Strong ethical business conduct*
- *Advancing innovation to improve quality of life*

UN SDG Alignment



Building Trust Through an Act of Integrity

Managing Director - Fahmi Adi Cahya



"Business ethics is our foundation in delivering our great works, which is why our clients put a great deal of trust in our people."

Integrity is part of our DNA. It guides our decisions. We are continuously developing our processes and policies to ensure that we are doing the right thing, always.

We continue to monitor our processes to ensure we keep the innovation to improve the quality of life. This all starts with our most important resource – our people.



Leadership Diversity

Our diverse Board of Directors and well-rounded executive team bring different experiences, backgrounds, and points of view that all contribute to a more effective decision-making process and better outcomes for our stakeholders.



Ethics & Compliance

To evaluate and mitigate non-compliance and fraud risk that leads to improving operations and protecting company reputations.



Advancing Innovation

Empowers people for innovation to improves quality of life and provides competitive advantage.



Digital Transformation

As part of digital transformation, we are working with Integrated Cloud Workspace, applying HR Information System, Web Based Accounting system, and using Digital Smart Campaign to make our life easier.

Design Publication

"Antam Office: Distinctive Elegant" is one of our 2022 Award Winning Office Design Works. We received Gold Winner from APR Design Awards 2022 for the Workplace interior category.

We are actively contributing in design publications as a part of knowledge sharing, inspiration, trend spotting, and preserving design history.



2022 PROGRESS AT A GLANCE:



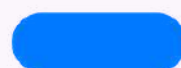
GOAL PROGRESS

As we always try our best to our clients and staff, we continue to earn the trust by upholding the highest standards, engaging our people and partners, and delivering against our ethical business conduct and promote whistleblower and anti-corruption programs.

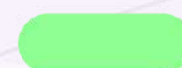
Through this Governance pages, you will see how we made progress towards our goals such as winning design awards, Green Building Certification, and business ethics.



	GOALS FOR 2025	ACTUAL 2022	TARGET 2025	PROGRESS
Ethics & Compliance	100% employees signed Business Ethics	100%	100%	<div></div>
	Promotion of whistleblower and anti-corruption programs	Done	Done	<div></div>
	Zero (0) cases of non compliance business licenses	0	0	<div></div>
	Zero (0) cases of children labor	0	0	<div></div>
	Promotion of No Gift Policy to enhance fair trade environment	100%	100%	<div></div>
Investing in Innovation	Winning 10 Design Awards	8	10	<div></div>
	Achieving 5 Green Building Certified Projects	1	5	<div></div>
	Publication of 25 Innovative Design Projects	13	25	<div></div>



Met or
Exceeded



On Track



Need to
Accelerate

Governance

Building trust through an act of integrity.

Governance

Leadership Diversity



Wiza Hidayat
Chief Executive Officer

As the founder & leader of Arkadia Works for more than 15 years, Wiza Hidayat has extensive knowledge of the industry and is uniquely qualified to understand the opportunities and challenges facing our business.



Fahmi Adi Cahya
Director, Marketing

Fahmi Adi Cahya is a strong leader in graphic design & illustration works, as well as marketing communication strategy. He has been in the creative industry for more than 15 years.



Annisa Paramadina
Director, Projects

Annisa Paramadina is an innovative industry leader who was chosen to serve on our board due to her strong background in design & construction works with various challenges experiences.



Larasati Ramadhina
Vice President &
Department Head, Design

Larasati Ramadhina is a strong creative leader with comprehensive experience in a number of award winning architecture & interior projects.



Fajar Ramadhan
Vice President & Department Head,
Project Management

A dedicated business leader, Fajar Ramadhan was chosen to serve on our leadership team due to his strong background in construction, engineering, and project management works.



Yuli Priyanti
Department Head, Finance

A dedicated finance business partner, Yuli Priyanti leading a team to provide transaction processing, operational and accounting as well as supporting management in creating financial & strategic decision.



Fransisca Carolina
Department Head, Human Capital

A dedicated business partner, Fransisca Carolina was chosen to serve on our leadership team due to her experience and excitement in human capital management.



Sari Murniati
Department Head,
Procurement & Logistic

Sari Murniati leading a team of procurement & logistic in 24 hours operational basis throughout the region. She has experiences working on challenging projects in various industries within tight schedule with the operation team.



37% Male 63% Female

Leadership Diversity

90 +
YEARS
Experience

Industry Experience:



Design



Green Building



Engineering



Human Capital



Construction



Strategic Planning



Safety



Communication

Governance

Ethics & Compliance

Doing good runs deep in our DNA at Arkadia, and we are wholly invested in integrity and ethical business conduct with every decision we make. Our staff commit to ethical behavior annually, and we take every action possible to only work with like-minded clients, vendors, and partners who both align with our high standards of ethical business conduct and believe in its importance.

We believe that ethics and compliance are important for preventing misconduct, legal compliance, reputation management, employee engagement, risk management, and promoting a culture of integrity and responsibility.

100% employees

Signed Business Ethics

Promotion of Whistleblower
and anti-corruption programs

Zero (0) Cases of
Non Compliance Business Licenses

Zero (0) Cases
of Children Labor

Promotion of No Gift Policy
to enhance fair trade environment

Our Commitments for 2025:

Enforce Standards for
Ethical Business Conduct

Business Ethics Orientation

Our newly hired professional received business ethics orientation during 1st day at the office. Our purchasing policy also enforce all of our supplier, vendor & subcontractor to comply with the anti fraud practice.



Whistle Blowing System

We provide a 24 hours whistleblowing systems to identify early detection, accountability, transparency, prevention of future incidents, legal compliance, and provide a safe way to report misconduct or unethical behavior in our daily operations.

Governance

Investing in Innovation

We believe that innovation is not only the core of our business but also an important strategy to improve the quality of life. Innovation enables us to develop new and improved products, services, and technologies, which can drive economic growth, create jobs, and improve our quality of life.

By continuously investing in innovation, it can also help us address complex societal challenges, such as climate change and healthcare, by developing new solutions and approaches. Innovation is essential for staying competitive in a rapidly changing world and for improving efficiency and effectiveness in various sectors.

Winning 10
Design Awards

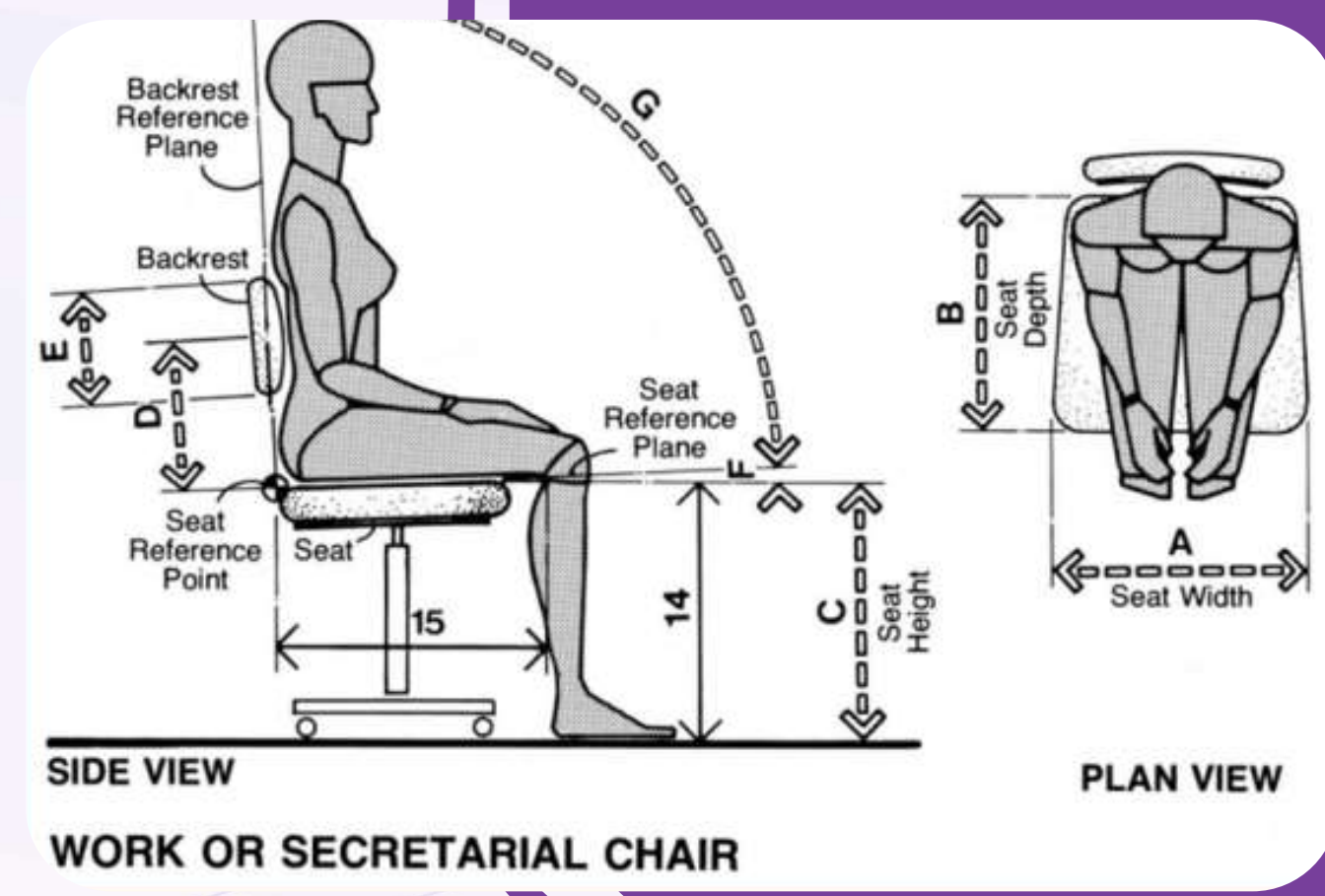
Achieving 5
**Green Building
Certified Projects**

Publication of 25
**Innovative Design
Projects**

**Our
Commitments
for 2025:**
Enabling innovative works

Design Innovation

We are creating spaces that are aesthetically pleasing, functional, and reflective of the needs and preferences of the occupants, while also pushing the boundaries of traditional design concepts and embracing new ideas.

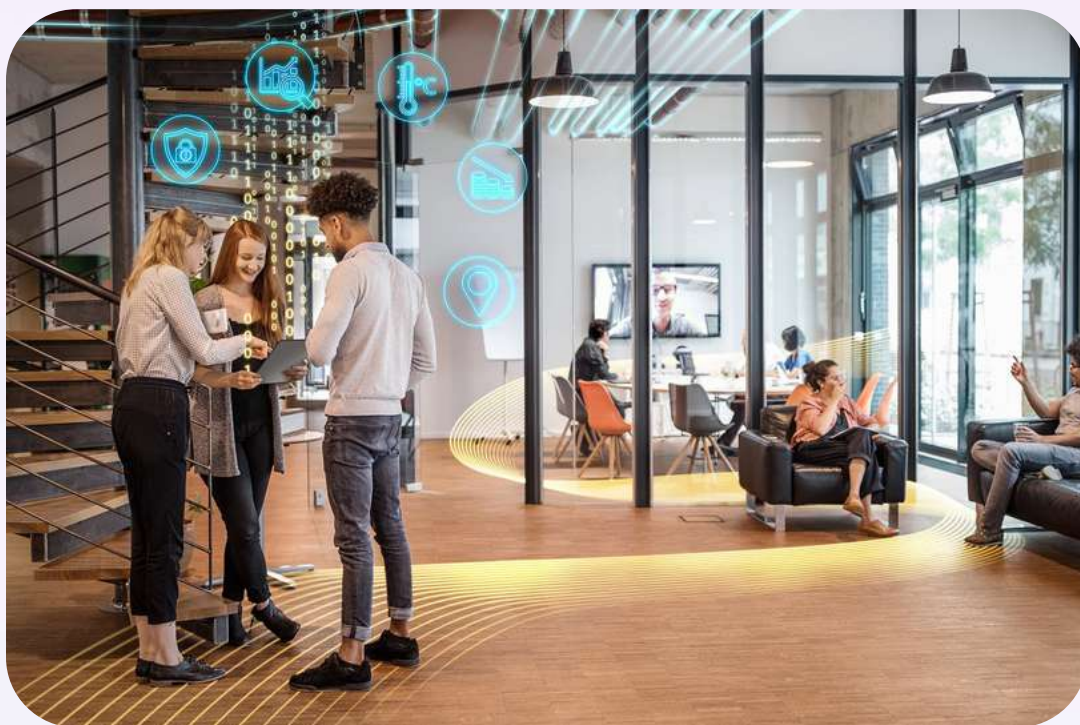


Ergonomic Design

We promote ergonomic design for health, safety, and well-being of individuals, enhances comfort and productivity, reduces the risk of work-related injuries, accommodates diverse users, and can result in long-term cost savings for our stakeholders.

Design Innovation

We believe that design innovation is important because it enhances user experience, creates differentiation, promotes sustainability, supports well-being, and stimulates creativity. It has the potential to transform spaces into inspiring, functional, and impactful environments.



SMART OFFICE

We have expertise & experience in designing smart office. Smart office is the combination of smart technology and IoT (Internet of Things) to help employees work smarter, better, faster, and easier.



360 PANORAMA & VIRTUAL REALITY DESIGN REVIEW

We provide opportunity for our clients to review the proposed design by using virtual reality technology and make client “feel” the space better before conducting the construction.

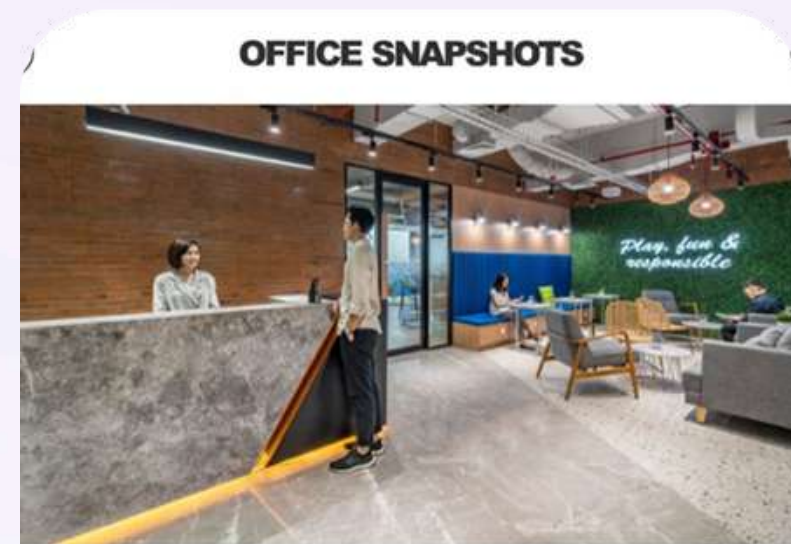


GREEN OFFICE

We have adequate knowledge and experience in designing eco-friendly office, starting from selecting environmentally friendly materials, energy efficiency, solar panel, save water fixtures, green invention, green activities and assisting clients to receive green credentials.

Research-Based Publications

We are consistently conducting Research-Based Publications as they share knowledge and ideas within the design community, inspire and spark creativity, promote design excellence and raise standards, facilitate collaboration, and preserve design history. We cooperate with several universities and professional organizations in formulating the latest trends in workplace design.



Verita Informatika Offices – Jakarta



Arkadia Works designed the Verita Informatika offices as a comfortable yet professional environment with ample space for effective work in Jakarta, Indonesia.

Arkadia Works has designed a Semi Industrial office with vibrant elements to Verita Informatika, a proven solution provider for the banking industry, telecommunications and governmental



Ilustrasi work from home (WFH) di tengah masa pandemi Covid-19. (Beritasatu Photo)

Jakarta, Beritasatu.com - Setelah 1 tahun lebih menjalani masa pandemi, sebagian



PERUSAHAAN call center/business process

AA mediaindonesia.com





MAKING THE GREAT WORKPLACE TO WORK

Indeks Referensi Silang GRI Standards

Sustainability Report GRI Standards Reference Index

Statement of use

PT Arkadia Sinergi Indonesia has reported the information cited in this GRI content index for the period January 1 to December 31, 2022 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (Page)
GRI 2: General Disclosures 2021	2-1 Organizational details	5
	2-2 Entities included in the organization's sustainability reporting	9
	2-3 Reporting period, frequency and contact point	9
	2-4 Restatements of information	9
	2-5 External assurance	9
	2-6 Activities, value chain and other business relationships	6, 8
	2-7 Employees	28, 29
	2-8 Workers who are not employees	35
	2-9 Governance structure and composition	46
	2-10 Nomination and selection of the highest governance body	46
	2-11 Chair of the highest governance body	46
	2-12 Role of the highest governance body in overseeing the management of impacts	44, 46
	2-13 Delegation of responsibility for managing impacts	46
	2-14 Role of the highest governance body in sustainability reporting	46
	2-15 Conflicts of interest	47
	2-16 Communication of critical concerns	47
	2-17 Collective knowledge of the highest governance body	46
	2-18 Evaluation of the performance of the highest governance body	46
	2-22 Statement on sustainable development strategy	9,10,12,27,43
	2-23 Policy commitments	12, 27, 43
	2-24 Embedding policy commitments	10
	2-28 Membership associations	6
	2-29 Approach to stakeholder engagement	9
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	46

Indeks Referensi Silang GRI Standards

Sustainability Report GRI Standards Reference Index

GRI STANDARD	DISCLOSURE	LOCATION (Page)
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	24
	205-1 Operations assessed for risks related to corruption	45, 47
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	45, 47
	205-3 Confirmed incidents of corruption and actions taken	45, 47
GRI 301: Materials 2016	301-1 Materials used by weight or volume	20
	301-2 Recycled input materials used	20
	301-3 Reclaimed products and their packaging materials	20
GRI 302: Energy 2016	302-1 Energy consumption within the organization	17
	302-4 Reduction of energy consumption	17
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	15
	305-2 Energy indirect (Scope 2) GHG emissions	15
	305-3 Other indirect (Scope 3) GHG emissions	15
	305-4 GHG emissions intensity	15
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	19, 20, 21, 22
	306-2 Management of significant waste-related impacts	20
	306-3 Waste generated	20
	306-4 Waste diverted from disposal	20
	306-5 Waste directed to disposal	20
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	24
	308-2 Negative environmental impacts in the supply chain and actions taken	24

Indeks Referensi Silang GRI Standards

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