



NUTRICIA



# Grow and Move Forward Together with Indonesia



**2021-2022  
Sustainability Report  
Danone Group in Indonesia**



# Grow and Move Forward Together with Indonesia

After successfully passing through a period full of challenges in all aspects of life due to the impact of the COVID-19 pandemic, the world community including Indonesia is gradually starting to feel the pulse of normal life. We were grateful in the midst of the difficult times due to COVID-19 pandemic, we were brought into a transition, allowing us to adapt and find innovations for lifestyle changes in the the future. This recovery momentum certainly became a breath of fresh air for all of us, including Danone Group in Indonesia which has a strong determination to continue growing and moving forward with Indonesia. This is aligned with our commitment as one of the largest food and beverage companies in the world, bringing health to many people through innovative and sustainable products.

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# SUSTAINABILITY HIGHLIGHTS

## ACHIEVEMENTS



**1**  
Gold PROPER  
(2021)

**1**  
Gold PROPER  
(2022)



**7**  
Green PROPER  
(2021)

**9**  
Green PROPER  
(2022)



Best Company to  
Work for in Asia



The largest  
company in Asia  
and the first FMCG  
in Indonesia to  
obtain the B-Corp  
certification since  
2018

## ENVIRONMENTAL

### #BijakBerplastik (#WisePlasticUse)

**24**

City/Regions

**103**

Waste banks

Empowerment of

**>10,000**

Scavengers

**33,000 Tons\***

Plastic bottles waste collected

\*2021-2022 period

**70%**

Products use  
reusable packaging

**100%**

Recycled and  
recycled plastic

### Water conservation

**24**

Regency

Planting

**2,527,666**

Trees

**2,315**

Infiltration Wells

**11,684**

Trenches

**92,859**

Biopores

### WASH (Water Access & Sanitation and Hygiene)

**36**

City/Regions

**185,424\***

People have access  
to clean water and  
sanitation

\*2021-2022 period

**20**

Taman Kehati  
(Biodiversity Parks)

**170.18** ha

Total area

**451**

Species of flora

**520**

Species of fauna

### Preserving Biodiversity

### Energy Consumption

Energy Consumption		(in GJ)		
Renewable Energy	2020	2021	2022	
Danone-AQUA	799.653*	765.503	806.431	
Danone SN Indonesia	565,889	563,617	408,621	
<b>Total</b>	<b>1.365.830*</b>	<b>1.329.120</b>	<b>1.215.052</b>	

Energy Consumption		(in GJ)		
Renewable Energy	2020	2021	2022	
Danone-AQUA	8.866	16.623	27.849	
Danone SN Indonesia	0	0	121,701	
<b>Total</b>	<b>8.866</b>	<b>16.623</b>	<b>149.550</b>	

Energy Intensity		(in GJ/ton)		
	2020	2021	2022	
Danone-AQUA	119.16	81.75	92.61	
Danone SN Indonesia	3.09	3.06	2.84	
<b>Total</b>	<b>122.25</b>	<b>84.81</b>	<b>95.45</b>	

\*restatement



### SOCIAL COMMUNITY

#### Assistance for COVID-19 Countermeasures



#### Gasing Nekmese Program (Nutrition Education Towards Healthy Families)

**17**

Villages

**8,759**

People

#### Aksi Cegah Stunting (Stunting Prevention Action)

**153**

City/Regions

**185**

Training programs

**8,000**

Health Workers

## SUSTAINABILITY HIGHLIGHTS

### Isi Piringku (Fill My Plate)

<b>2021</b>	<b>10</b>	<b>2,404</b>	<b>5,738</b>	<b>55,918</b>	<b>51,820</b>
Beneficiaries >	City/Regions	Early Childhood Education	Teachers	Students	Parents
<b>2022</b>	<b>13</b>	<b>2,375</b>	<b>23,204</b>	<b>40,294</b>	<b>55,691</b>
	City/Regions	Early Childhood Education	Teachers	Students	Parents

### Generasi Sehat Indonesia (GESID)

<b>2021</b>	<b>6</b>	<b>70</b>	<b>520</b>	<b>2,131</b>	<b>37,837</b>
Beneficiaries >	City/Regions	Middle School and High School	GESID Ambassadors	Teachers	Students
<b>2022</b>	<b>14</b>	<b>150</b>	<b>1,303</b>	<b>142</b>	<b>10,705</b>
	City/Regions	Middle School and High School	GESID Ambassadors	Teachers	Students

### Warung Anak Sehat (WAS/Healthy Children Stalls)

**350**

Total WAS/Canteen Mothers who participated in the training

**166**

Total Assisted by Mrs. WAS/Canteen

### Duta 1.000 Pelangi (1,000 Rainbow Ambassadors)

<b>2021</b>	<b>24</b>	<b>20</b>	<b>148</b>
Recipients >	Pregnant women & 2-year-old Babies	Ambassadors	Beneficiaries
<b>2022</b>	<b>150</b>	<b>18</b>	<b>159</b>
	Pregnant women & 2-year-old Babies	Ambassadors	Beneficiaries



### Rumah Bunda Sehat (Healthy Mother House)

<b>2021</b>	<b>5</b>	<b>1</b>	<b>200</b>	<b>17</b>	<b>522</b>	<b>197</b>
Beneficiaries >	RBS Satellite Opening	City/Regions	Integrated Health Post	Integrated Health Post Cadres	Parents	Toddlers/Pre-School/ Kindergarten/ Islamic Kindergarten
<b>2022</b>	<b>10</b>	<b>1</b>	<b>343</b>	<b>434</b>	<b>585</b>	<b>359</b>
	RBS Satellite Opening	City/Regions	Integrated Health Post	Integrated Health Post Cadres	Parents	Toddlers/Pre-School/ Kindergarten/ Islamic Kindergarten



**TANGKAS (Tanggap Gizi dan Kesehatan Anak Stunting)**

<b>2021</b> Recipients >	<b>2</b> City/Regions	<b>825</b> Cadres of Family Welfare Program – Integrated Health Post	<b>431</b> Parents	<b>406</b> Stunted Children	<b>261</b> Pregnant Women
	<b>23</b> Pregnant woman with Chronic Energy Deficiency	<b>513</b> Teenagers	<b>9,000</b> Community	<b>1,212</b> Mothers of Toddlers	<b>3,607</b> Toddlers
<b>2022</b> Recipients >	<b>2</b> Cities/Regencies	<b>539</b> Cadres of Family Welfare Program – Integrated Health Post	<b>621</b> Parents	<b>562</b> Stunted Children	<b>85</b> Pregnant Women
	<b>32</b> Pregnant woman with Chronic Energy Deficiency	<b>386</b> Teenagers	<b>31,920</b> Community	<b>5,852</b> Mothers of Toddlers	<b>5,167</b> Toddlers

<b>MSMEs</b> Supporting <b>&gt;5,000</b> MSMEs throughout Indonesia	<b>Regenerative Agriculture</b> Supporting <b>568</b> Regenerative agriculture	<b>Education</b>  Scholarship for Cerdas Sugizindo Pre-School and Bina Putra Husada Pre-School students	 Renovating Bina Putra Husada Pre-School building
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**HUMAN RESOURCES**

<b>Equality and Respect for Human Rights</b> <b>26%</b> Director positions filled by women <b>0</b> child labour <b>0</b> incidents of discrimination and harassment <b>24</b> employees were those with disabilities	<b>Occupational Health and Safety</b> <b>100%</b> employees received National Social Security (BPJS) <b>0</b> fatalities <b>190</b> employees attended OHS trainings	<b>Training and Development</b> <b>10,821</b> total trainees <b>208,609</b> total hours of training
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# BOARD OF DIRECTOR'S SPEECH



*We believe that long-term business growth should and can bring goodness, benefits or added value to all stakeholders. ”*

**Laurent Boissier**  
President Director

## Dear esteemed Stakeholders,

Welcome to our Sustainability Report for the period of 2021-2022. During this period, we were all challenged by the impact of the COVID-19 pandemic which hit the entire world and affected all aspects of human life, both economically and socially. Also, the industrial sector was certainly not immune to this challenge. In the midst of these challenging times, Danone Indonesia's ability and agility in running its business were tested. This dynamic has led us to learn a lot, bringing innovation to adapt to the rapid changes that occurred.

We should be grateful that, through the collaboration and participation of all parties driven by the Government, the COVID-19 pandemic has demonstrated a significant downward trend at the end of 2022. This recovery was signaled by the revocation of Community Activities Restrictions (PPKM) regulations by the Indonesian Government at the end of 2022. This condition has somewhat brought a breath of fresh air to all people and the industrial sector was no exception.

This recovery also encouraged Danone Indonesia to continue growing, being stronger and moving forward together with all Indonesians. Over the years, Danone Indonesia has demonstrated its commitment to building a healthier future through a wide-range of quality products and encouraging environmental sustainability through a wide-range of initiatives which have been directly impactful. Our strong commitment to grow and progress together was realized by delivering a positive impact the people could directly benefited from.

We are convinced that long-term business growth must be able to bring goodness, benefits or added value to all stakeholders. Therefore, a sustainable business model is the foundation for achieving our big goals, in line with our vision of "One Planet, One Health". For example, Danone Indonesia's commitment to

running a business to deliver goodness is verified by receiving a B-Corp Certificate in order to meet transparency, accountability and the highest standards in social and environmental aspects.

In running a sustainable business, Danone Indonesia established a One Planet committee led by the Sustainable Development Director and One Health led by the Health & Nutrition Science Director. Furthermore, these two committees report periodically to evaluate the implementation of Danone Indonesia's sustainability programs. With this approach, our efforts and strategies to deliver maximum benefits for all stakeholders and preserve the environment can be implemented in a measurable manner.

As a company that focuses on producing healthy food and beverages, we always bring innovation, providing quality products to support health and improving people's quality of life. Through various collaborations, we continue to develop a wide-range of initiatives with related partners such as the government, non-governmental organizations and other elements to improve the quality of life and environmental sustainability in Indonesia.

We have made numerous efforts to encourage people to have a healthy living culture, including through programs with the aim of addressing malnutrition among children "Isi Piringku" (Fill My Plate), GESID (Indonesian Healthy Generation) and the Gasing Nekmese program (Stunting-Free Generation through Family-based Nutrition Education). In terms of healthy sanitation lifestyle, we have the Water Access, Sanitation and Hygiene (WASH) program with facilities and infrastructure, allowing people to have access to clean water and healthy sanitation, and the Clean and Healthy Living Behavior campaign.

In the social and community sector, we implemented community empowerment programs through various programs that supported the economy of small communities, especially those around operational areas. These activities included assistance with a demonstration plot (demplot) approach in the fields of agriculture, plantations and livestock farming that are environmentally friendly by providing vegetable seeds, wood trees, and biddies. In addition, we also encouraged MSMEs by facilitating the development of traditional markets.

Support for necessary social amenities and infrastructure, such as materials for building houses of worship, sport fields, and pipelines for community clean water access. Meanwhile, in the educational sector, we assisted on school buildings renovation as well as scholarships allocation for children in 8 districts.

In the occupational sector, Danone Indonesia creates a harmonious and inclusive workplace as a pivotal factor in maintaining business growth. We uphold universal human rights and oppose all forms of discrimination and harassment in all operational areas and provide equal opportunities and treatment starting from the recruitment, remuneration, and training to career paths.

In the environmental aspect, we also acknowledge the challenges of the waste impact, particularly plastic waste, on the environment and public health. To address this issue, we have a comprehensive program #BijakBerPlastik (Be Plastic Wise) which is oriented towards: waste collection, waste management education and innovation. In this program, we have carried out many activities which include: plastic bottle waste recycling program, collaboration and empowerment of scavengers, innovative plastic bottle waste collection, education and waste bank programs for the community and schools, innovative use of recycled bottles. This waste management approach, especially in recycling programs, is indirectly beneficial for reducing emissions. Moreover, our initiative of reducing greenhouse gas emissions is conducted with efficient use of energy and the use of New Renewable Energy such as solar energy.

Still in the environmental aspect, understanding the importance of water as a natural resource that must be managed and utilized as well as possible, we carry out a water conservation program. This activity includes tree planting, building infiltration ponds and wells, Biopores, and rainwater harvesting. Through these activities, we aim to maximize the water resources that nature provides for our lives.

Information regarding the program, achievement data, coverage area and beneficiaries can be found further in this sustainability report.

For the concrete actions we have taken in realizing added value and shared prosperity, Danone Indonesia has received many accolades including the 2021 FMCG Asia Awards in the ESG Initiative of the Year category, the Public Relations Indonesia Awards (PRIA) in the CSR Program (Community Based Development) category), Top CSR Awards 2022, Indonesia Green & Sustainable Companies Awards 2022, The Most Committed Corporate On SDGs For Environment Pillar, GOLD PROPER, Green Industry and many others from reputable institutions can be found in other section of this report.

All the activities and achievements reflect a real manifestation of our commitment to grow and progress with Indonesia. Also, the implemented sustainability strategy is a token of our support for the Government's Sustainable Development Goals (SDG) program to improve the quality of life fairly and equitably and support for the environmental sustainability with all its ecosystems. In particular, these include: access to sanitation and clean water (SDG 1 & 6), prevalence of malnutrition among under-five children, support for sustainable food agriculture (SDG 2 & 3), provision of scholarships and support for school infrastructure (SDG 4), non-discrimination policy (SDG 5 & 10 & 16), infrastructure assistance (SDG 9), waste management and use of recycled materials (SDG 11, 12 & 14), tree planting programs and managing biodiversity (SDG 13 & 15). Further information regarding our support for the Sustainable Development Goals will be provided in this report.

Our sustainability initiatives will persist and we will continue to carry out evaluations and innovations to encourage the realization of fair and equitable improvements in the quality of life, as well as creating a sustainable environment to support sustainable living. We are grateful that our commitment to grow and progress with Indonesia through our various programs can help and deliver the benefits. In the future, Danone Indonesia will continue to make real contributions that touch on fundamental problems, especially those that are relevant to the scope of our business.

On a final note, on behalf of the Board of Directors, I would like to express my gratitude for the dedication of all employees who always give their best to achieve the Company's goals, to all business partners for the cooperation that has gone well so far, NGOs, Local Government, educational institutions and other agencies for their support in carrying out CSR programs, as well as the support of all loyal customers and the community, thus enabling us to exist and continue growing together.

**Laurent Boissier**  
President Director

# COMPANY PROFILE



**DANONE**  
ONE PLANET. ONE HEALTH





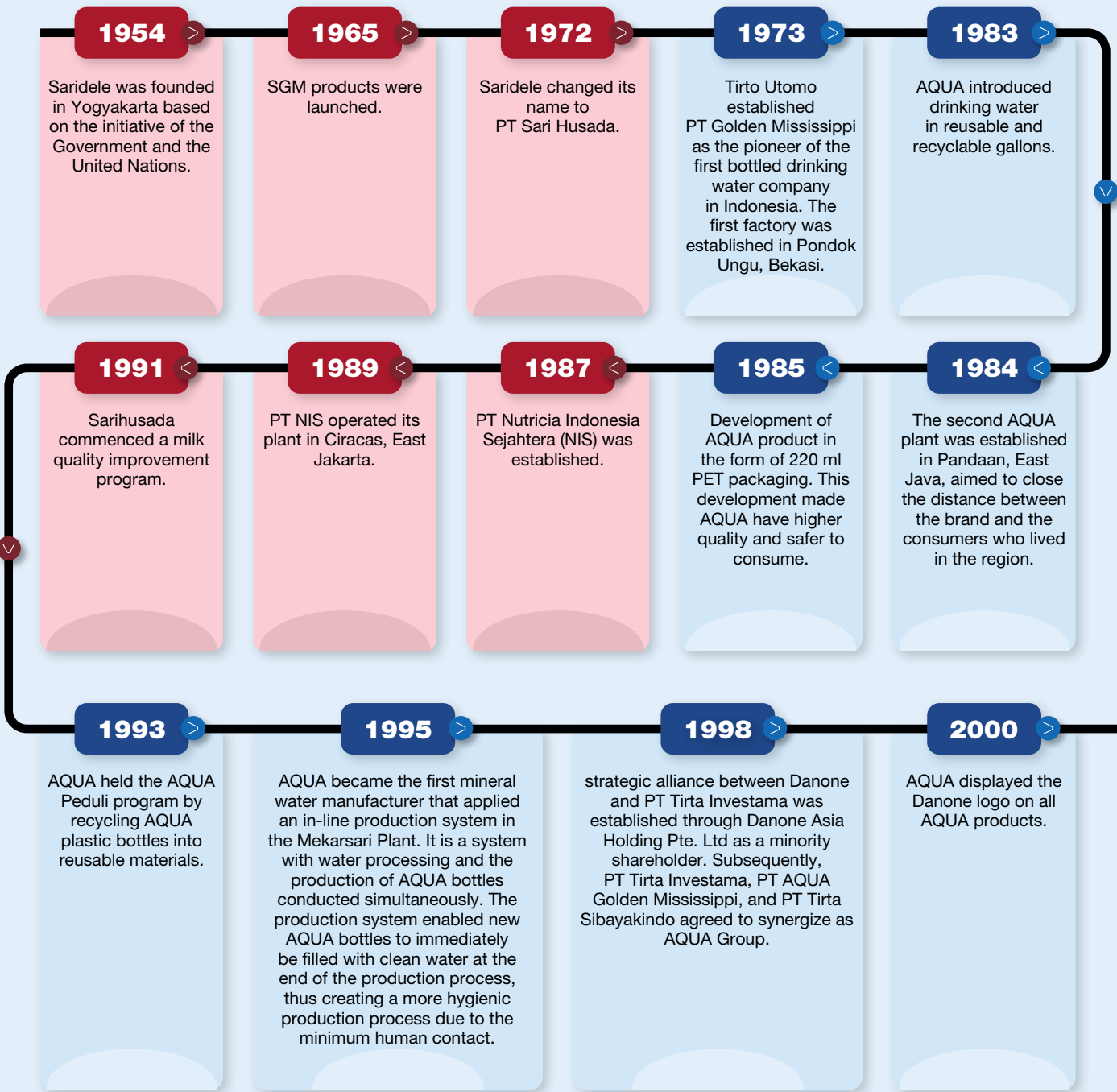
# BRIEF PROFILE OF THE COMPANY [GRI 2-1]



<b>Danone Group in Indonesia</b>	PT Tirta Investama PT Aqua Golden Mississippi PT Tirta Sibayakindo PT Sarihusada Generasi Mahardhika PT Nutricia Indonesia Sejahtera PT Nutricia Medical Nutrition PT Sugizindo
<b>Headquarters Address</b>	RDTX Place, Lantai 5-9 Jl. Prof. Dr. Satrio Kav. 3 Karet Kuningan, Setiabudi Jakarta Selatan, 12940
<b>Legal Entity</b>	Limited Liability (private)
<b>Country/Operational Area</b>	Indonesia
<b>Website</b>	<a href="https://danone.co.id/">https://danone.co.id/</a>
<b>Email</b>	corporate.communicationID@danone.com
<b>Social Media</b>	 @danoneindonesia

# COMPANY HISTORY

As a large multinational company, Danone at market leader in milk derivative and bottled water products. Danone's long history through its commitment and achievements has brought Danone to gain global recognition and awards. Focusing on a portfolio of milk derivative products, baby nutrition, health nutrition and mineral water, Danone acquires potential companies around the world, including Indonesia. The following is a brief history of Danone Group in Indonesia consisting of Danone-AQUA and Specialized Nutrition divisions.



# COMPANY HISTORY

**2001**

Danone increased its stake in PT Tirta Investama, making Danone the majority shareholder in PT Tirta Investama. In the same year, Danone-AQUA introduced new 380 ml glass bottle packaging.

**2003**

Danone-AQUA inaugurated a new operational plant in Klaten in the early 2003 as Danone-AQUA's thirteenth plant. In this year, Danone-AQUA also initiated company work process integration through the implementation of System Application and Products for Data Processing (SAP) and Human Resources Information System (HRIS).

**2004**

Danone-AQUA rolled out the new AQUA logo.

**2018**

- › Danone-AQUA launched #BijakBerplastik (#WisePlasticUse) movement which reinforced the commitment to managing plastic bottle waste. Complementing the commitment towards the environment, AQUA Life product was launched this year as a new product line with 100% recycled and recyclable packaging.
- › In the same year, Danone-AQUA became the first FMCG company to obtain the B Corp certification as an international recognition on the practice to leverage business for goodness.

PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo, and PT Nutricia Medical Nutrition joined as Danone SN Indonesia group.

**2016**

Danone-AQUA Tanggamus Plant officially commenced operations.

**2019**

Danone-AQUA Caringin Plant officially commenced operations.

Danone-SN Indonesia inaugurated the Danone Nutricia Research Sarihusada R&I Center, an international research center at Danone SN Indonesia Plant in Yogyakarta.

**2020**

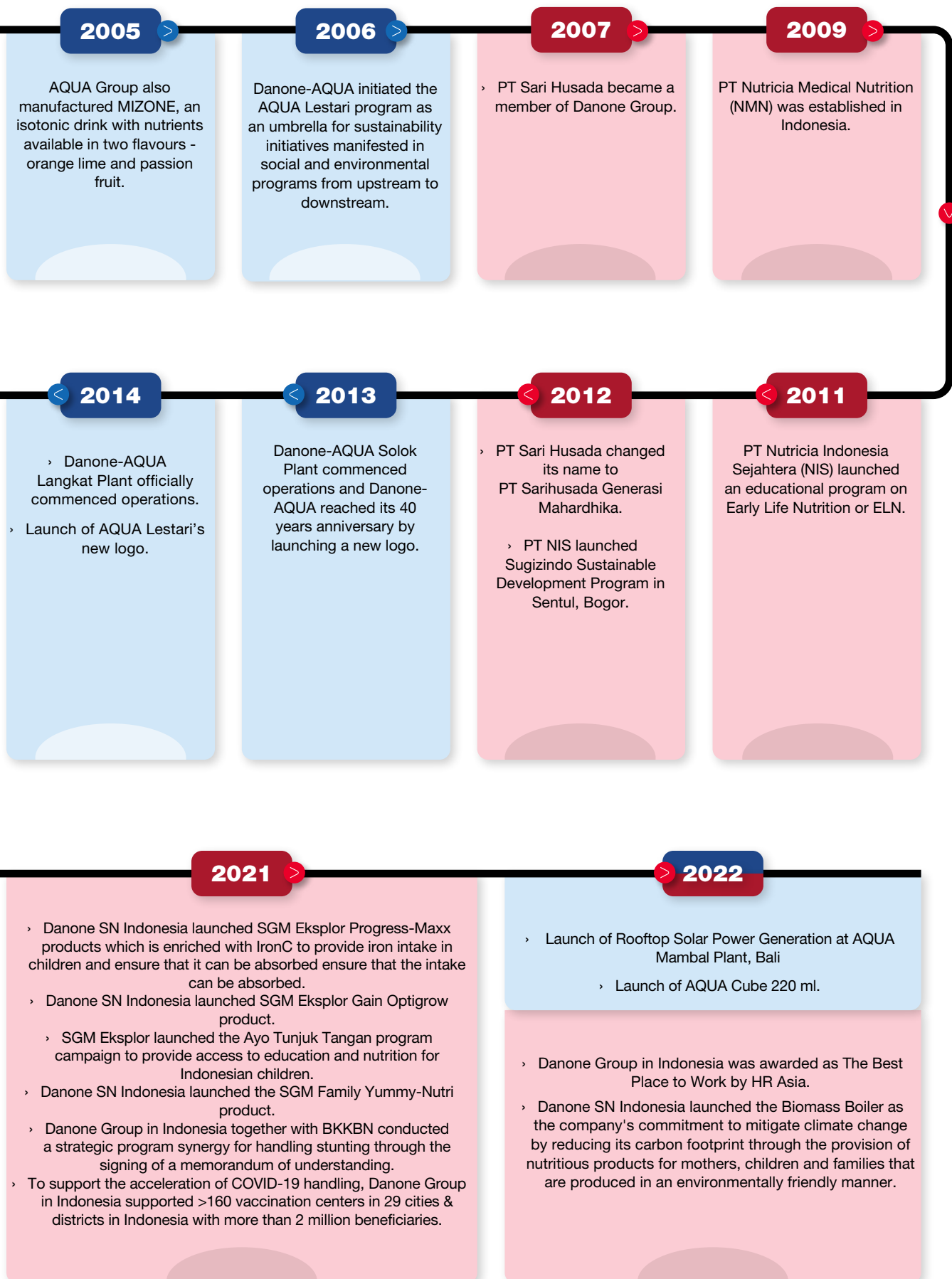
Danone-AQUA Banyuwangi Plant commenced operations, thus adding the total number of Danone-AQUA's plants to 22.

Allergy Risk Screener was launched by Nutriclub, the first allergy risk test in Indonesia.

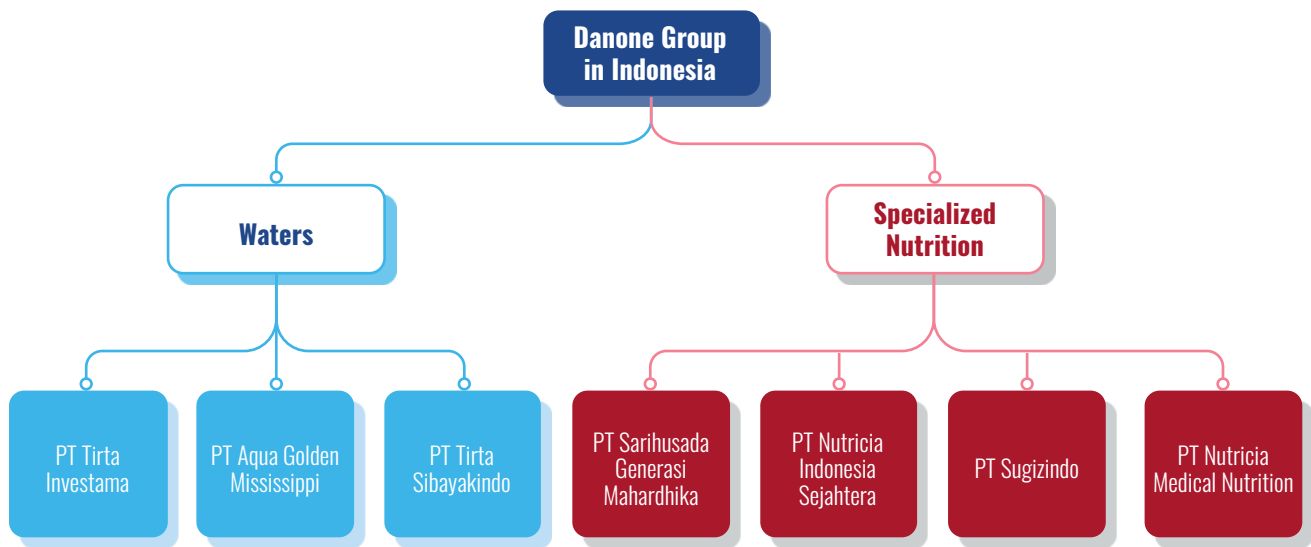
**2021**

- › Danone Group in Indonesia officially occupied the New Head Office located at RDTX Place, Kuningan, South Jakarta.
- › Danone-AQUA and PT Reciki Mantap Jaya (Reciki) inaugurated the Integrated Waste Management Facility "Sampahku Tanggung Jawabku/SAMTAKU (My Waste My Responsibility) located in Jimbaran, Bali.
- › Inauguration of Rooftop Solar Power Generation at AQUA Mekarsari Plant.
- › Danone-AQUA and Veolia Indonesia inaugurated the Largest and Latest Recycling Factory in Indonesia.
- › Launch of AQUA product with Returnable Glass Bottle (RGB) packaging which applies the reusable concept.
- › Launch of AQUA 600 ml packaging made from 100% recycled and recyclable materials.





# BUSINESS DIVISIONS OF DANONE GROUP IN INDONESIA [GRI 2-2]



## SCALE OF OPERATIONS

### Danone-AQUA



### Danone SN Indonesia





## WORKFORCE [GRI 2-7]

Division	2021					2022				
	Permanent Employees		Contract		Total	Permanent Employees		Contract		Total
	M	F	M	F		M	F	M	F	
<b>Danone-AQUA</b>	9,822	1,400	6	16	11,254	9,411	1,354	22	10	10,813
<b>Danone SN Indonesia</b>	1,744	553	91	8	2,411	1,759	540	70	6	2,403
<b>Total</b>	<b>11,566</b>	<b>1,953</b>	<b>97</b>	<b>24</b>	<b>13,665</b>	<b>11,170</b>	<b>1,894</b>	<b>92</b>	<b>16</b>	<b>13,216</b>

Note: Excluding probationary employees  
M= Male, F= Female

## Outsourced Workers [GRI 2-8]

Division	Outsourced Workers	
	2021	2022
<b>Danone-AQUA</b>	2,142	2,356
<b>Danone SN Indonesia</b>	2,483	2,353
<b>Total</b>	<b>4,625</b>	<b>4,709</b>

## SIGNIFICANT CHANGES [GRI 2-6]

There is a change in the management of the company from previously managed respectively by business type, namely; Waters and Specialized Nutrition, currently under one general manager since 2021.

# VISION, MISSION, AND CULTURAL VALUES

*“One Planet, One Health”*

*“Bringing Health through Food to as many People as Possible.”*

We believe that the health of people and the planet is intertwined. Through the resources provided by nature which are managed in a sustainable manner, we aim at bringing innovative and quality healthy food and beverages. The method and management of these resources, starting from the raw materials procurement, products processing to products delivered to the consumers, we are always oriented to create the maximum added value for all stakeholders.

Given the fact that natural resources have provided materials that bring the healthy lifestyle we need, Danone Group in Indonesia is committed to preserve and protect the environment to maintain the balance of the entire ecosystem in a sustainable manner.

## OUR VALUES



### HUMANISM

Sharing responsibility, respecting others



### OPENNESS

Curiosity, Agility, Dialogue



### PROXIMITY

Accessibility, Authenticity, Empathy



### ENTHUSIASM

Boldness, Passion and Appetite for Challenges

## BUSINESS ACTIVITIES [GRI 2-6]

As one of the largest food and beverage companies in the world, Danone's mission is to provide health to as many people as possible. Danone operates in 130 countries with more than 100,000 employees worldwide. In Indonesia, Danone consists of two business categories that focus on public health at every stage of life, namely, Danone-AQUA which produces Bottled Drinking Water & Non-Carbonated Drinks with products such as AQUA, Mizone, VIT, VIT Levite and Danone Specialized Nutrition with products such as SGM Eksplor, SGM Bunda, Lactamil, Bebelac, Nutrilon Royal, and medical nutrition. The Danone Group in Indonesia has 25 factories with more than 13,000 employees.

**Danone-AQUA Product**



**AQUA Cube**

220 ml Bottle



**AQUA**

220 ml Cup	750 ml Bottle
330 ml Bottle	1,500 ml Bottle
600 ml	19 litre Gallon
600 ml (100% Recycled Bottle)* 1,100 ml	



**AQUA Reflections**

350 ml & 750 ml



**VIT**

200 ml Cup	550 ml Bottle
330 ml Bottle	1,500 ml Bottle
19 litre Gallon	



**Mizone**

Rasa Lychee Lemon,  
Rasa Cranberry  
500 ml



350 ml Glass Bottle\*  
(Bali Area)

**Danone SN Indonesia Product**



**SGM Eksplor**  
PRO-GRESS MAXX



**SGM Eksplor ISOPRO SOY**  
PRO-GRESS MAXX



**SGM Eksplor Gain Optigrow**  
PRO-GRESS MAXX



**SGM Family Yummi-Nutri**  
PRO-GRESS MAXX



**SGM Bunda**  
HIGH IRON & DHA  
PRO-GRESS MAXX



**Nutrilon Royal**



**Bebelac**

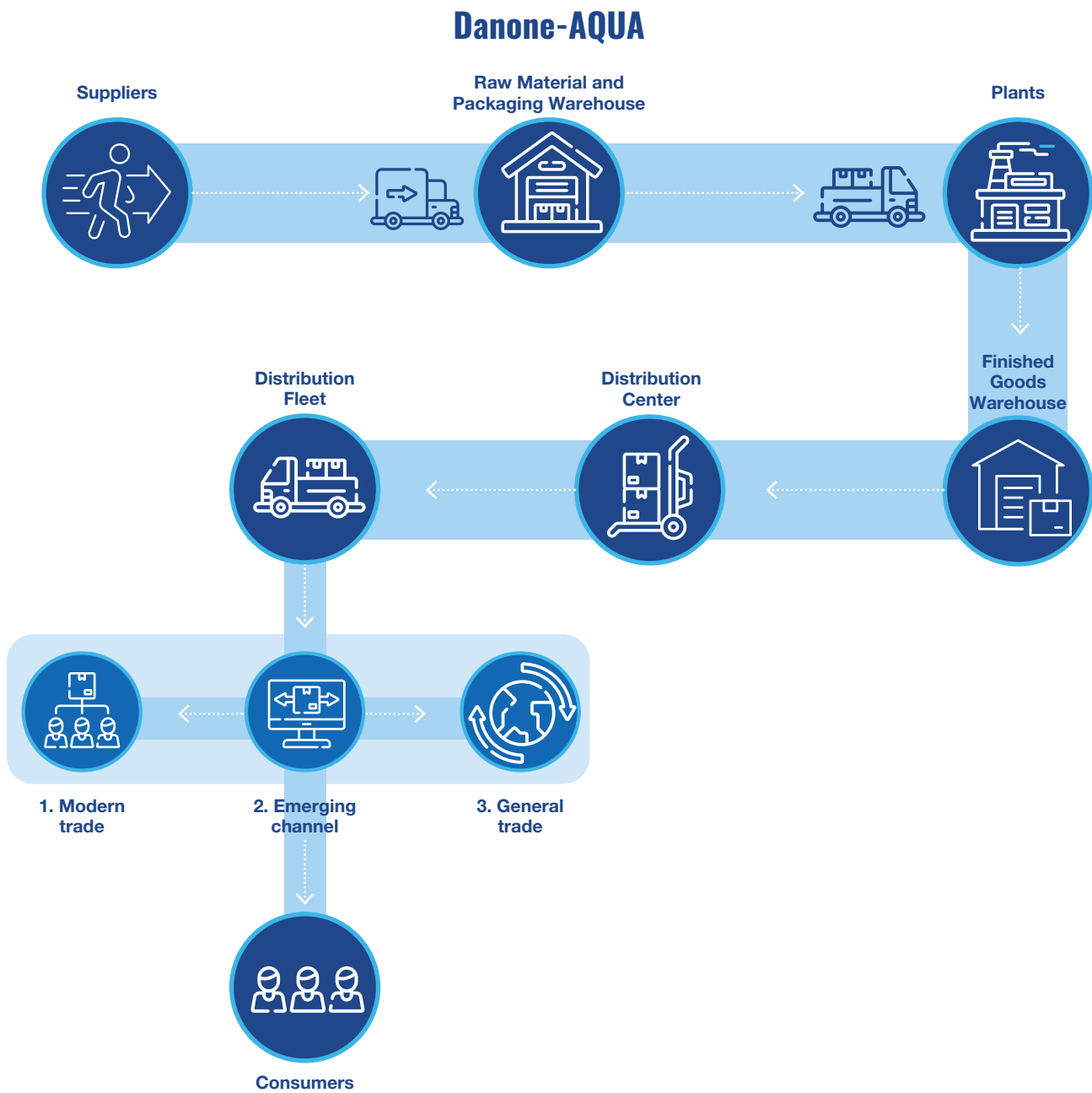


**Bebelac Gold**



**Lactamil**

# SUPPLY CHAIN [GRI 2-6]

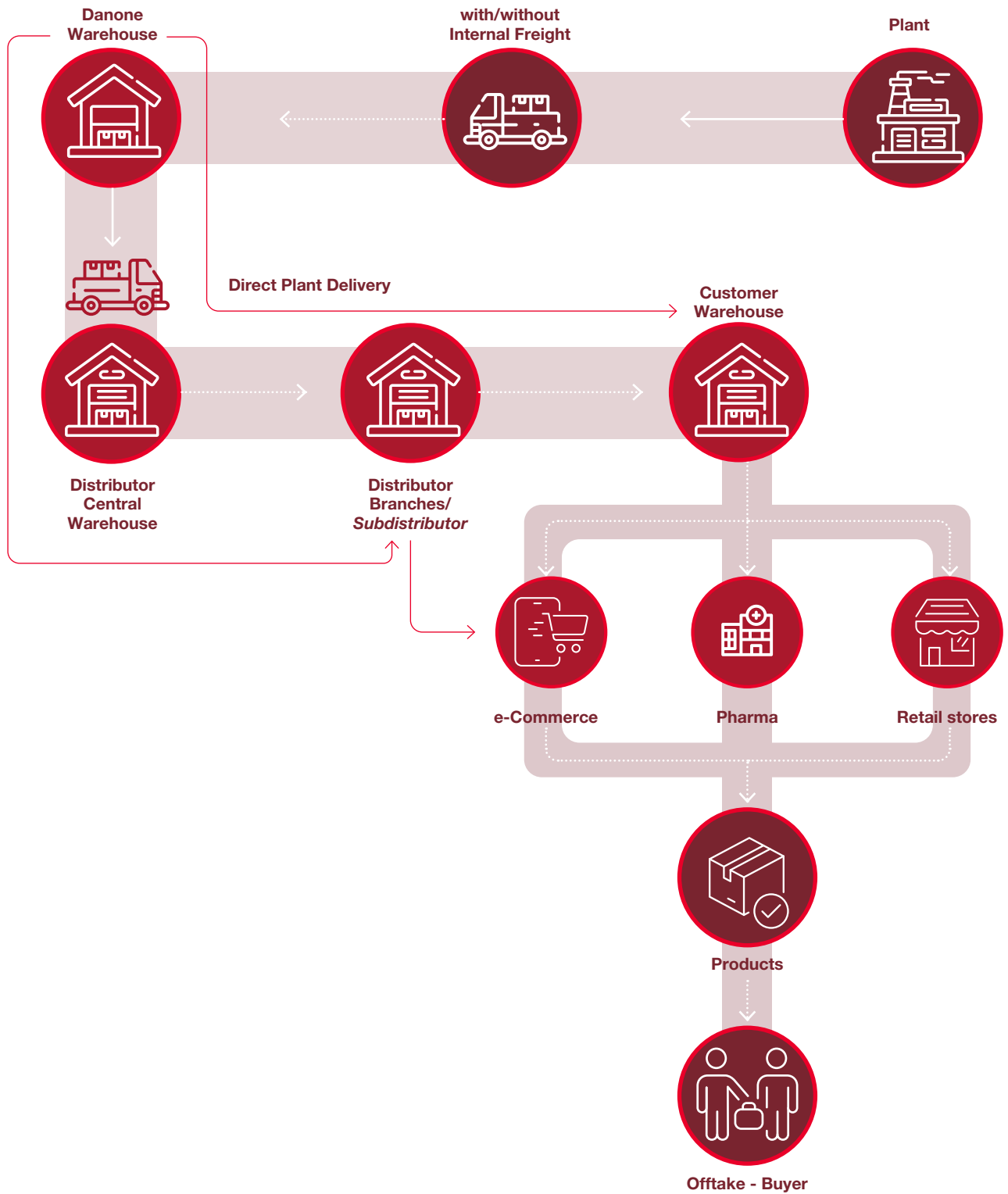


## Number of Suppliers [GRI 204-1]

Reliability of supply and support for the local economy and community are key considerations in selecting local suppliers to support our operations. [GRI 3-3]

Supplier	Danone-AQUA	Danone SN Indonesia	Total	Percentage
Local	1,564	871	2,435	93%
Overseas	83	105	188	7%
<b>Total</b>	<b>1,647</b>	<b>976</b>	<b>2,623</b>	<b>100%</b>

## Danone SN Indonesia



# MEMBERSHIP OF THE ASSOCIATION [GRI 2-28]

No.	Name of Association	Role	Division
1	Indonesian Bottled Water Association (ASPADIN)	Chairperson	Danone-AQUA
2	Indonesian Food and Beverage Producers Association (GAPMMI)	Deputy Chairperson for Public Policy and Inter-Institutional Relations	Danone-AQUA & Danone SN Indonesia
3	Indonesian Soft Drink Industry Association (ASRIM)	Head of Bottled Drinking Water	Danone-AQUA
4	Indonesian Association of Nutritious Products for Mothers and Children Companies (APPNIA)	Board of CEO	Danone SN Indonesia
5	Indonesian Association of Child-Friendly Companies (APSAI)	Head of Development Division	Danone-AQUA & Danone SN Indonesia
6	Indonesian Milk Processing Industry Association (AIPS)	Company Representative	Danone SN Indonesia
7	Indonesia's Health, Nutrition, and Food Partnership	Member of Board of Trustees	Danone-AQUA & Danone SN Indonesia
8	Scaling Up Business Network (SBN)	Member of Committee	Danone-AQUA & Danone SN Indonesia
9	KADIN ( <i>Kamar Dagang dan Industri Indonesia</i> /Indonesian Chamber of Commerce and Industry)	Member of the Environmental Commission	Danone-AQUA & Danone SN Indonesia
10	European Business Chamber of Commerce (EuroCham)	Executive Board	Danone-AQUA & Danone SN Indonesia
11	The American Chamber of Commerce (AmCham)	Member	Danone Group in Indonesia
12	Packaging and Recycling Alliance for Indonesia Sustainable Environment (PRAISE)	Chairman PRAISE	Danone-AQUA & Danone SN Indonesia
13	I PRO (Indonesian Packaging Recovery Organization)	Chairman of Board of Supervisor	Danone-AQUA & Danone SN Indonesia
14	Indonesian Employers Association (APINDO)	DPK APINDO – East Jakarta	Danone-AQUA
15	Indonesian French Chamber of Commerce and Industry (IFCCI)	Member	Danone-AQUA
16	CastleAsia	Member	Danone SN Indonesia
17	Food Industry Asia (FIA)	Member	Danone-AQUA & Danone SN Indonesia
18	MVB	Member	Danone Group in Indonesia





No.	Name	Category	Providing Institution
1	FMCG Asia Awards 2021	ESG Initiative of The Year Covid Management Initiative of The Year Consumer Good of The Year Campaign of the Year	Retail Asia
2	PROPER 2021	1 PROPER Emas dan 7 PROPER Hijau	Minister of Forestry and Environment of the Republic of Indonesia
3	The Best CEO 2021	The only female CEO who won the best CEO	SWA Magazine dan Dunamis Consulting
4	Green Industry Award 2021	Level 5 for 12 Factories and Level 4 for 6 Factories	Minister of Industry of the Republic of Indonesia
5	Award of appreciation from the Indonesian Doctors Association (IDI)	-	Indonesian Doctors Association (IDI)
6	Public Relation Indonesia Awards (PRIA)	-	PR Indonesia
7	Human Initiative Awards 2022	-	Human Initiative
8	Indonesia Green & Sustainable Companies Awards 2022	-	SWA Media Group
9	PR Awards 2022	-	Marketing Interactive
10	Connie Ang, included in the list of "The Most Extraordinary Women Business Leaders 2022"	Effective Women Leadership for Business Revival	SWA Magazine
11	Sustainable Business Award (SBA) Indonesia	Energy Management	Global Initiative in partnership with PwC, The World Business Council for Sustainable Development, Indonesian Business Council for Sustainable Development and KADIN Indonesia
12	Indonesia PR of The Year 2022	-	SWA and MIX Magazine
13	The Best Company to Work for in Asia 2022	-	HR Asia
14	The 1 <sup>st</sup> Indonesia DEI & ESG Awards (IDEAS) 2022	-	PR Indonesia
15	B20 Sustainability 4.0 Awards	SDG Category 6 Clean Water and Adequate Sanitation	SwissCham in cooperation with Kadin Indonesia and EuroCham
16	Green Industry Award 2022	Best performance level for 5 factories; level 5 for 9 factories; Level 4 for 4 factories	Minister of Industry of the Republic of Indonesia
17	GAPPMI-SCHNEIDER Sustainability Award 2022	Sustainability Award 2022	Indonesian Food and Beverage Producers Association (GAPMMI)
18	Awards4Change	Most Zero-Waste to Landfill	Waste4Change
19	Industry 4.0 Readiness Index (INDI 4.0)	Indonesia Industry 4.0 Readiness Index (INDI 4.0) for Banyuwangi Factory	Ministry of Industry and Directorate General of Agro Based Industry
20	Bisnis Indonesia Social Responsibility Award (BISRA 2022)	The best award for community development dan platinum champion in corporate social responsibility program	Business Indonesia (Media)
21	MMA Smarties Awards 2022	Silver Winner of Category Social Media Marketing – Danone – Undercover Hydration Reminder with AQUA	The Mobile Marketing Association (MMA)
22	Marketing Excellence Awards 2022	-	Marketing Interactive
23	Marketeers Youth Choice Award	-	Marketeers Magazine
24	Kantar most relevant & 6 <sup>th</sup> place most loved Ramadan Ads 2022	Marketeers Youth Choice Award ini tahun 2023	Kantar
25	Indonesia Sustainable Development Goals Awards (ISDA Awards 2022)	-	Corporate forum for CSR Development
26	Platinum award in WISCA 2022	Zero accident achievement for Sarihusada Factories	WSO Indonesia

## AWARDS

No.	Name	Category	Providing Institution
27	Indonesia SDG's Action Awards 2022	Big Business Actor	Indonesian Ministry of National Development Planning
28	Inclusion Initiative Award 2022	-	Chairman of the National Commission on Disabilities of the Republic of Indonesia (KND RI)
29	Digital Awards from Ministry of Industry	-	Ministry of Industry
30	Energy Certification	Energy Auditor certification from BNSP (Government Professional Certification agency) - 25 person Energy Manager Certification from BNSP - 19 person	BNSP
31	Indonesia Safety Culture Award 2022	Platinum Award for PT Sarihusada Generasi Mahardhika Platinum Award for PT Sugizindo Platinum Award for PT Nutricia Indonesia Sejahtera	World Safety Organization
32	K3 Champion Award 2022	K3 Champion Award	SWA Magazine
33	Bapeten Safety and Security Awards 2022	License holders in the field of radiation facilities and radioactive substances for Fixed non-destructive test (photofluorography)	BAPETEN (Nuclear Energy Regulatory Agency)
34	Mitra Bhakti Husada 2022	"Sangat Baik" category in self assessment for K3 in office practises	Ministry of Health of the Republic of Indonesia
35	CSR 2022	CSR Award 2022	Regency Government of Klaten
36	Green Industry Award 2022	Best Performing Green Company in 2022	Ministry of Industry of the Republic of Indonesia
37	Digital Award	Journey to paperless factory : 3 <sup>rd</sup> & 4 <sup>th</sup> PAPERLESS DEPARTMENT	TOLSON Consultant
38	GERMAS	Participation in supporting the movement for productive women workers, the Ministry of Health of the Republic of Indonesia	Ministry of Health of the Republic of Indonesia
39	Customer Recognition	Best payment Area Bogor	Perusahaan Gas Negara
40	OPEXCON 2022	National Continuous Improvement Project Convention - GOLD Achievement for Manufacture Category National Continuous Improvement Project Convention - SILVER Achievement for Manufacture Category National Continuous Improvement Project Convention - BRONZE Achievement for Manufacture Category	SHIFT Indonesia
41	XXVI National Quality and Productivity Work Meeting (TKMPN)	National Continuous Improvement Project Convention - PLATINUM Achievement National Continuous Improvement Project Convention - GOLD Achievement	PT WKM
42	Haibunda	Mom's Choice for Child's Milk	Haibunda.com
43	SWA 'Indonesia Living Legend Companies & Brands' 2022	Living Legend Brand 2022	SWA Indonesia
44	The Asian Parent x Tokopedia Award 2022	Parent's Choice Award on Kids Milk Category	The Asian Parent x Tokopedia
45	Collaborative Award by INA		Indonesia Nutrition Association (INA)
46	Sirclo Enterprise Award	Best Enterprise Award for Long Standing Commitment	Sirclo Group
47	Halal Award 2023	Favourite Halal Brand for AQUA Best Social Contribution on Halal Ecosystem	LPPOM MUI

# CERTIFICATIONS [GRI 2-23]

Certifications	Description
<b>Danone-AQUA</b>	
ISO 9001:2015	Aqua Group & PT Tirta Investama
ISO 14001:2015 Environmental Management System	Aqua Group & PT Tirta Investama
Food Safety System Certification (FSSC) 22000	PT Tirta Investama, PT Aqua Golden Mississippi, PT Tirta Sibayakindo
SNI 3553-2015 Quality standards for bottled drinking water	PT Tirta Investama, PT Aqua Golden Mississippi, PT Tirta Sibayakindo
Halal Certification (Halal Product Guarantee Agency)	PT Tirta Investama, PT AQUA Golden Mississippi, PT Tirta Sibayakindo
CPPOB Certification (BPOM)	PT Tirta Investama
Green Industry Certification	5 Factories (Ciherang, Mekarsari, Pandaan, Klaten, and Mambal)
Ecolable Type 2 	1.100ml PET AQUA Life Bottle, 220ml PET AQUA Bottle, 330ml, 600ml, 750ml, 1,500ml, Mizone 500ml.
Green Industry Certification 2022 	PT Tirta Investama Pabrik Mambal
<b>Danone SN Indonesia</b>	
ISO 9001:2015 <i>Sistem Manajemen Mutu</i>	4 Factories
ISO 14001:2015 Environmental Management System	3 Factories
Food Safety System Certification (FSSC) 22000	2 Factories
SNI ISO/IEC 17025:2017 General requirements for the competence of testing and calibration laboratories	1 Factories
Halal Certification (Halal Product Guarantee Agency)	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
PMR Certification (BPOM)	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
CPPOB Certification (BPOM)	PT Sarihusada Generasi Mahardhika, PT Sugizindo
SNI ISO/IEC 17025:2017 General requirements for the competence of testing and calibration laboratories	1 Factories
Hazard Analysis Critical Control Point (HACCP)	4 Factories
Occupational Health and Safety Management System (SMK3)	4 Factories
Occupational Health and Safety Assessment Series (OHSAS) 18000	4 Factories
Green Industry Certification	PT Sarihusada Generasi Mahardhika Prambanan
Ecolable Type 2 	Bebelove, Bebelove Gold, Bebelove Gold Soya, Bebelac, Bebelac Gold, Bebelac Gold Soya, SGM Ananda, SGM Eksplor, SGM Bunda, SGM Soya, SGM Eksplor Soya, SGM BBLR, SGM LLM+

Note: All certifications are still valid.

# SUSTAINABILITY STRATEGY



**DANONE**  
ONE PLANET. ONE HEALTH





# SUSTAINABILITY STRATEGY [GRI 2-22]

Following a comprehensive strategic review, Danone learnt that there was a room for improvement to reach its peak potential. At the beginning of 2022, Danone announced the "Renew Danone" strategy, as a strategy and effort to bring Danone back into a company with a profitable and sustainable growth model. This is synonymous with our philosophy (DNA) to be the company that bring health to as many people as possible. This strategy also improve all aspects of performance through various developments, innovations and investments by putting consumers and customers at the heart of all Danone does. We are optimistic about this long-term strategy since we have extensive experience, an excellent portfolio of brands and a solid team.

Through "Renew Danone" we expect to bring new enthusiasm to strengthen Danone so as to be able to overcome challenges and seize opportunities. At the end, enables to create sustainable and competitive growth conditions, then deliver it consistently by creating sustainable values not only for the Company's business but for all.

The "Renew Danone" strategy will bring us to the forefront through four strategic focuses as follows:

1. Restoration of Danone's competitiveness in core categories and geographies.
2. Selective expansion of Danone's presence, in terms of segments, channels and geographies.
3. Active seeding of future growth avenues.
4. Active portfolio rotation and review.

In order to carry out the four strategic focuses, Danone also has four main drivers as determinants of its success - high performance culture, capability, sustainability and cost competitiveness. This strategy also applies to Danone Group in Indonesia which is responsible for defining and translating "Renew Danone" led by the General Manager, and all Danone employees as the main factor for realizing this strategy.



As part of the "Renew Danone" strategy, the Company reframes its sustainability journey, and articulates it into the 3 pillars of the Danone Impact Journey: health, nature, and people & communities. For each pillar, Danone defines a new set of priorities which are translated into mid to long-term objectives, focusing on where the company

can deliver the most impact and value. Danone Impact Journey establishes a concrete roadmap for us in the future, to boost the nutritional and health impact that we promise through our products, which are in line with our commitment to preserve and regenerate natural resources and to ensure communities thrive around us.



The following are the three pillars in question along with a brief description of them:

**1. Progress and lead health through food for consumers and patients**

We want to deliver a positive impact on Nutrition and Health through our products which are consumed regularly by millions of people throughout Indonesia. Bringing health to as many people as possible and giving us a unique purpose and competitive advantage.

Through this pillar, we focus on 4 areas of category;

- Offer tastier and healthier food and drinks;
- Promote healthier choices;
- Provide positive nutrition and hydration for healthier life; and
- Invest in nutrition and hydration science and research.

## SUSTAINABILITY STRATEGY



Indonesian people face various health problems, including lack of access to clean water, children who suffer from malnutrition (stunting), also children and pregnant women who have anemia and iron deficiency. To help overcoming this condition, we have a main program namely “*Bersama Cegah Stunting*” (Together to Prevent Stunting), which was described into 3 (three) approaches - diet, parenting and clean sanitation.

Programs that have been implemented to create healthy Indonesian children include “Generasi Bebas Stunting” (Stunting Free Generation) program through *Nutrisi Edukasi Keluarga Menuju Sehat* (Family Towards Healthy Nutrition Education) or *Gasing Nekemese, Isi Piringku* (Fill My Plate), *Warung Anak Sehat* (Healthy Children Stalls), *Duta 1,000 Pelangi* (1,000 Rainbow Ambassadors), *Rumah Bunda Sehat* (Healthy Mother House),



### 2. Preserve and regenerate nature

We believe there is a link between planetary health and public health. For this reason, Danone Group in Indonesia focuses on this policy which we have developed through 3 (three) pillars.

- **Preserve the Sustainability of Water Resources**

We are committed to achieve a positive water impact by 2030, through the following programs:

- Water Conservation Program;
- Regenerative Farming; and
- Water Access Sanitation and Hygiene (WASH).



TANGKAS and Gerakan Sehat Indonesia/GESID (Indonesian Healthy Movement).

In addition to consumer education about health, nutrition and hydration, we also continue to promote the importance of healthy living behaviors through WASH and *Perilaku Hidup Bersih dan Sehat/PHBS* (Clean and Healthy Behavior) programs.

Danone Group in Indonesia has invested in research to produce healthy nutrition and hydration products. As of 2022, we have conducted more than 75 research related to how nutrition can change lives, especially for mothers and children. Through products supported by the international standard research and innovation center, Danone Group in Indonesia is here to encourage people's quality of life.



- **Packaging Circularity**

- **Collection**  
Recover more plastic than it uses by 2025.
- **Education**  
Launch “*Sampahku Tanggung Jawabku*” (My Trash My Responsibility) campaign to educate 5 million children and 100 million consumers by 2025.
- **Innovation**  
Use 100% reusable, recyclable and compostable packaging.





• **Towards Zero Carbon Emissions**

- Renewable Energy Use  
Development of renewable energy – solar panels & biomass boilers. The target is to achieve 100% renewable energy sources by 2030.
- Energy Efficiency  
The implementation of this policy includes the use

- of Artificial Intelligence to monitor energy use and optimize it, optimize distribution routes, replace shipping transportation equipment to reduce energy such as replacing truck fleets with trains.
- Product Packaging Innovation  
Use of Reusable Packaging to reduce energy in producing new packaging.



**3. Thriving people and communities**

• **Making Danone a force to bring goodness by promoting a good and inclusive culture, and empowering Danoners to deliver a positive impact**

A number of initiatives and compliance with regulations have been carried out by Danone to deliver a positive impact. This is marked by various achievements recognized by credible and independent external parties, including being certified B-Corp since 2018, while four years in a row, Danone Group in Indonesia won the "Best Company to Work for in Asia" award by HR Asia and Most Caring Companies.

• **Equip and empower employees and communities with future skills and capabilities to thrive in a rapidly changing economy**

Danone Group in Indonesia looks forward to the future and is poised to face a number of challenges and changes related to the employees' way of working and capabilities. In order to anticipate it, Danone Group in Indonesia equips employees with skills, development and self-confidence that will provide the best benefits for them in the future. Various programs are implemented to improve the quality of its human resources, including through Danone Academy Indonesia, Innovation Class & Hackaton Program,

Leadership Development Program, International Talent Exchange Program and Danone Volunteering Month.

Likewise, our commitment to community development, specifically focusing on increasing the ability of communities to optimize their livelihoods. Danone has implemented a wide-range of community development programs, such as AQUA Home Service, Warung Anak Sehat (Healthy Children Stalls), DAMPING UMKM, empowering scavengers, sustainable agriculture and animal husbandry programs etc. Leading a renewed social contract by promoting a prosperous and inclusive ecosystem, defending Human Rights and social progress.

• **Memimpin kontrak sosial yang diperbarui dengan mempromosikan ekosistem yang makmur dan inklusif, mempertahankan Hak Asasi Manusia dan kemajuan sosial**

Danone is fully committed to be an inclusive and diverse workplace. We encourage all employees with their diversity to bring their uniqueness to contribute to the the company's advancement. Providing equal opportunities regardless of gender, ethnicity, religion etc. We also recruit employees with disabilities to empower their skills.

# CORPORATE GOVERNANCE



**DANONE**  
ONE PLANET. ONE HEALTH





# CORPORATE GOVERNANCE

In order to manage the company in professional manner and maintain long term business continuity, we are convinced that good corporate governance with the principles of transparency, accountability, responsibility, independence, fairness and equality

is a fundamental factor. The implementation of Good Corporate Governance (GCG) by complying with applicable business norms and ethics is also part of fulfilling the expectations to deliver values and protect all stakeholders.

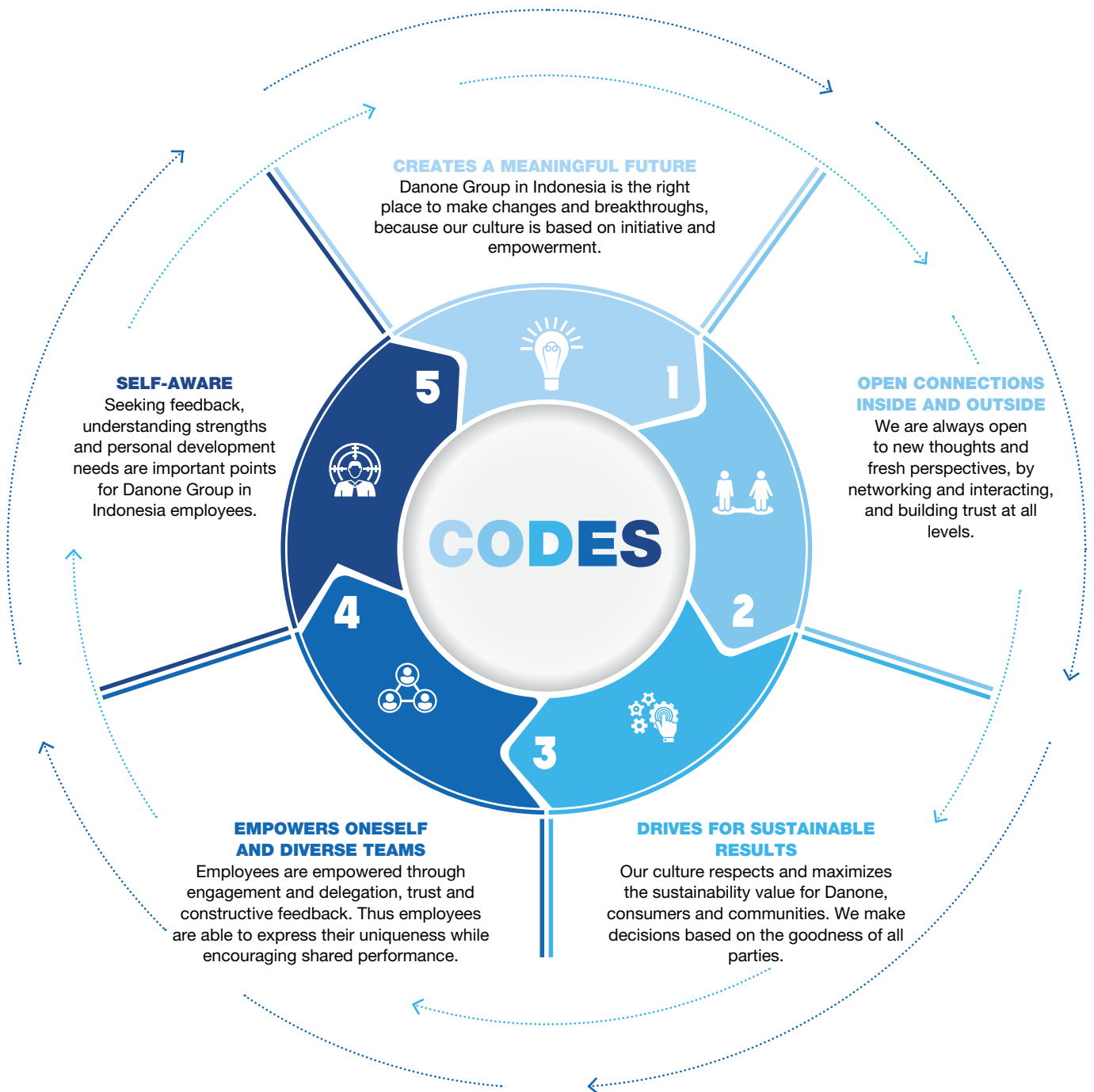
PRINCIPLE	DESCRIPTION
Transparency	The Company consistently provides clear, accurate, complete and timely information to shareholders and other stakeholders, in the form of financial reports, investor information, and other related materials or disclosures.
Accountability	Management receives mandates from shareholders and other stakeholders in relation to the implementation of strategies and achievement of the Company's goals and is poised to account for all actions and decisions to the Board of Commissioners, shareholders and other interested parties. The Board of Commissioners is responsible for carrying out effective oversight of Management and its accountability to shareholders.
Responsibility	Adherence to the provisions of the Articles of Association and prevailing laws and regulations in carrying out the Company's operational activities.
Independence	The Company manages business in professional manner, without conflict of interest or influence or pressure from any party that is against laws and regulations. This is reflected in the Company's objective decision making, which is free from third party interference.
Fairness	The Company treats all shareholders fairly and equally, regardless of whether they are majority or minority shareholders, and guarantees the rights of shareholders and stakeholders. Therefore, the Company always provides equal opportunity to all shareholders to make decisions and deal with the Company in the GMS, and treats all stakeholders fairly by providing equal opportunities related to occupational, training, promotions, access to information, and so on.

The implementation of corporate governance also refers to the Danone Governing and Operating Process (DANgo). There are four DANgo tools that we apply in measuring the implementation of corporate governance:



**Leadership Vision**

We encourage all employees to have a vision like a leader and at the same time instil a sustainability culture through what we call CODES (Creates, Opens, Drives, Empowers and Self-aware).



# GOVERNANCE STRUCTURE [GRI 2-9] [GRI 2-10] [GRI 2-11]

As part of Danone global, Danone Group in Indonesia's governance structure is carried out through Collective Leaders' (CL) led by a General Manager (GM). CL consists of leaders in each department or division within the Company which includes Human Resources, General Secretary, Sales, Marketing, Research & Innovation, IT & Data, C&P, Manufacturing, Finance, Health & Nutrition, and Commercial. CL was established with reference to the Danone Global organization. The appointment of CL is based on GM decision upon consultation with Danone global. The purpose of establishing CL is to ensure the business continuity of operating companies in Indonesia, consisting of Danone AQUA and Danone SN Indonesia.

In line with the provisions of Law No.40 Year 2007 on Limited Liability Companies and the Company's Articles of Association, every limited liability company in Indonesia, including companies that are members of the Danone Group in Indonesia, possess 3 (three) organs of the company, consisting of the General Meeting of Shareholders (GMS), Board of Directors, and Board of Commissioners.

CL has a role and responsibility to ensure that the management of the Company generates growth in accordance with Danone Group in Indonesia's Vision and Mission. Therefore, apart from being responsible for managing day-to-day operations, CL is also responsible for managing Environmental, Social and Governance (ESG) issues. Related to responsibility, CL then serves as the sponsor overseeing the sustainability committees established in order to carry out the Company's ESG strategy.

These committees have duties and responsibilities according to their respective fields, and report to the steering committee which consists of Collective Leaders (CL). These committees are:

## 1. The One Planet Committee

This committee is responsible for the implementation of the Policy relating to the Environment with the Company having ambition to achieve One Circular Carbon, One Circular Water, and One Circular Packaging. This committee is chaired by a director.

## 2. One Health Committee

This committee is responsible for implementing policies related to company health programs through science evidence, education & intervention as well as advocacy & partnerships. This committee is chaired by a director.

## 3. Compliance Committee

This committee is responsible for ensuring that all Danone employees contribute to the achievement of the Company's

vision and mission by carrying out operations ethically for the benefit of Danone, employees and community. This committee also runs various compliance programs to ensure the growth of an ethical culture in daily practice at Danone. The Compliance Committee is chaired by a Head of Compliance and reports to the VP General Secretary.

## 4. DANGO Committee

Having responsibility for facilitating risk discussions at the local level, conducting fair Internal Control assessments, testing documents, and assessing risks and reporting the results of risk domain evaluations to the Internal Control - Danone Group. The DANGO Committee is also responsible for supporting BPO in identifying "Critical Areas" and implementing an appropriate "action plan". Danone Group in Indonesia's DANGO Committee is chaired by an Internal Control Director, and reports to the DBS Indonesia Director.

## 5. Crisis Management Committee

This committee is responsible for supporting the organization organization in challenging situations and, as far as possible, limiting the potential for injury to customers/consumers or damage to the organization in accordance with Danone's crisis management procedures in preparing for and managing all types of crises that requiring immediate attention. This committee is chaired by a Business Unit Crisis Management.

## 6. Komite Safety & Health

Has the responsibility to ensure that safety & health laws & procedures safety & health regulations & procedures are carried out in operations within the factory, and ensuring a safe, comfortable and healthy working environment. The Safety & Health Committee consists of the head office and at the factory level. At the head office, this committee is headed by the VP HR.

We do not present in detail the composition of the chairman and members of the committee members, terms of office, background, competencies, gender, etc. This can be seen in each of the Company's reports.

## Collective Leaders (CL) Training [GRI 2-17]

In order to increase the capacity of the highest governance organ to drive the Company's growth in a sustainable manner, as of 2022 the highest governance organ has participated in a number of training and development activities which were carried out online due to pandemic situation. The following are training and development materials for 2021-2022 organized by various Training Providers with various topics, including:

2021	2022
More Fuel for Growth	Welcome to marketing Essentials 2.0 - valerie hernando
Breast Milk Subtitude (BMS) Policy Danone	WBS - Climate Change: A Race to Zero - Part 1 - The Paris Agreement, A Turning Point
Waters Knowledge for Growth	WBS - Climate Change: A Race to Zero - Part 2 - Net-Zero
Specialized Nutrition Knowledge for Growth	WBS - Climate Change: A Race to Zero - Part 3 - Danone's Climate Ambition
B Corp for Danone	WBS - Climate Change: A Race to Zero - Part 4 - Where Does Danone Stand?
Winning with Healthy Aging	WBS - Climate Change: A Race to Zero - Part 5 - Quiz
Human Rights & Forced Labor	WBS - Carbon Pricing: A Game Changer
The new reality of eBusiness	High Performing Team
Internal Control for Business Process Owner (BPO)	Global inclusive diversity and implementation guidelines
Human Rights & Forced Labor	HCP solutions competencies
OPOH - One Planet. One Health	WBS - Compliance Fundamentals at Danone
Intro to Crisis and Complaints	How to become an inclusive leader
Danone Crisis Management	What is inclusive diversity?
Visioning to Empower	
Match to Grow - Programme Guide	Indo - accountability
Anti Harassment and Anti Discrimination (AH-AD)	WBS - Winning with Healthy Aging
Danone Finance University	WBS - Waters Knowledge for Growth
Coaching Fundamentals - Agenda	Global inclusive diversity and implementation guidelines-indonesian_version.pdf
Coaching vs training	INDO - Danone Safety Induction
Sistem Jaminan Halal/HAS 23000 OPR	
Food Safety OPR	
Compliance: Conducting Internal Investigation	
Crisis Management CM1 - Fundamentals	
Growth Academy + Sales Essentials	

### Collective Leaders (CL) Meeting [GRI 2-16]

As the highest governance organ, the Collective Leaders listen, accommodates any kind of important issues to manage. CL periodically monitors and evaluates every key issue including potential and actual negative impacts on stakeholders as well as other matters related to the Company's operational strategy. Together with the General Manager, the CL team holds meetings every month to evaluate business developments and important issues related to the Company's development.

### General Meeting of Shareholders (GMS)

GMS is the organ of the company that holds the highest power in a limited liability company and holds all authority that not delegated to the Board of Commissioners or the Board of Directors. Through the GMS, shareholders make decisions by approving or rejecting proposals submitted by the Board of Directors of the company based on a unanimous vote or based on a majority vote, taking into account the provisions stipulated in the Company's Articles of Association and / or Law No.40 of 2007 concerning Limited Liability Companies (UUPT). In accordance with the provisions of the Company Law, the GMS is held at least 1 (one) time in 1 (one) year in the form of an Annual GMS, which must be held no later than 6 (six) months after the financial year. held no later than 6 (six) months after the financial year ends. ends. Extraordinary General Meeting of Shareholders (EGMS) can be held if necessary at any time.

# CORPORATE GOVERNANCE

## Board of Commissioners and Board of Directors [GRI 2-10]

In accordance with the provisions of Law No. 40 of 2007 on Limited Liability Companies and provisions in the Company's Articles of Association, Board of Directors and Board of Commissioners, the Board of Directors and Board of Commissioners of each company within Danone group are appointed by the Shareholders through the General Meeting of Shareholders (GMS).

Danone Group in Indonesia upholds gender equality and provides opportunities for anyone with the ability and integrity to become leaders and develop the Company.

The following is the composition of the Board of Commissioners and Board of Directors of all companies within Danone Group in Indonesia until 2022:

Board of Commissioners		Board of Directors	
M	F	M	F
12	4	23	12
75%	25%	66%	34%

## Highest Governance Body Performance Evaluation [GRI 2-18]

As the highest decision-making forum, the GMS is also used as a means of performance assessment or evaluation against the performance of the Board of Commissioners and the Board of Directors. In the implementation of the GMS which took place in 2021 and 2022, the shareholders have received and approved the Annual Report submitted by the Board of Directors.

In addition, the evaluation of the highest governance body is also carried out by Danone Global, including the risk mapping reported

by the governance body. Compliance risk (bribery, compliance) is reported and evaluated through DanGo internal tools.

## Remuneration and Compensation of Highest Governance Body [GRI 2-19] [GRI 2-20] [GRI2-21]

In this sustainability report, we do not disclose information related to remuneration and compensation for the highest governance body due to its confidentiality.

## Person in Charge of Sustainability

The Company's commitment to integrating the Vision of One Planet One Health into its business operations is realized through the establishment of One Planet committee led by the Sustainable Development Director and One Health led by the Health & Nutrition Science Director. These two committees report to the steering committee on regular basis.

The roles and responsibilities of the One Planet One Health Committee include:

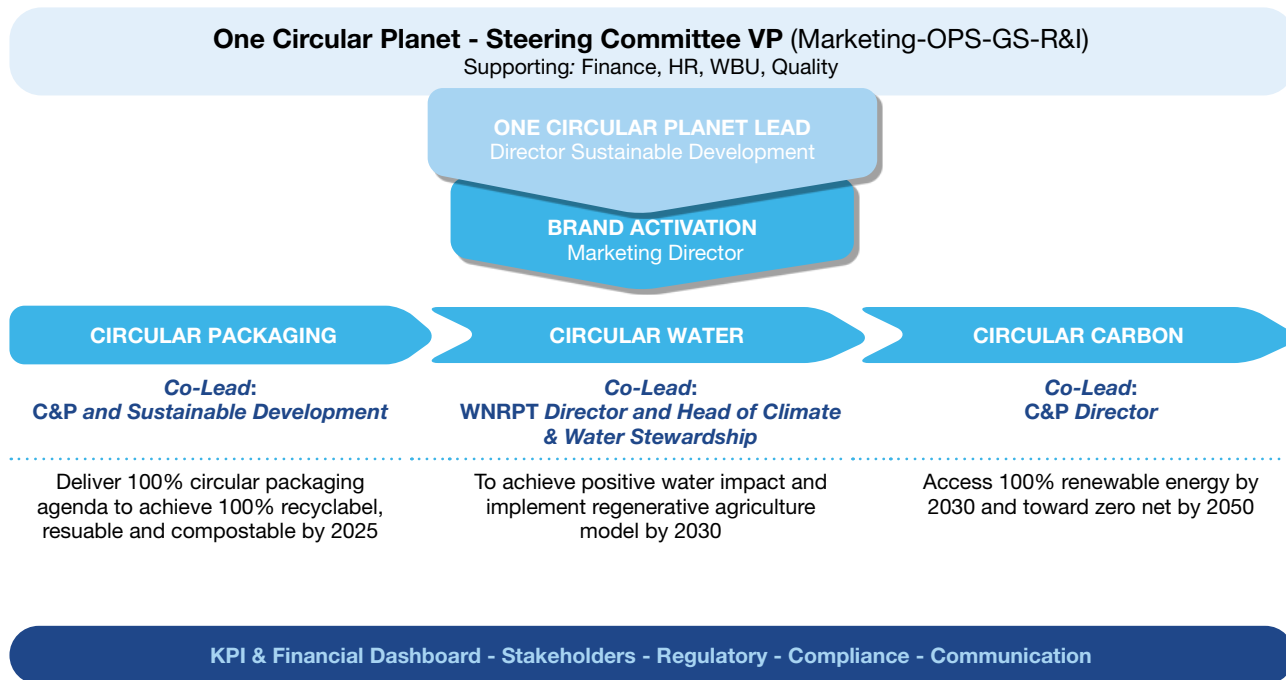
- › Strengthening the company's initiatives in implementing the One Planet One Health mission, in line with the SDGs.
- › Providing education and expertise in the field of water resources treatment, management.
- › Management of packaging waste and climate change mitigation.
- › Overseeing the implementation of community development programs in communities where the company operates.
- › Integrating sustainability initiatives for promotion and communication to stakeholders.

This structure represents Danone Group in Indonesia's sustainability strategy, which is translated into action plans in operational units.





### ONE PLANET - STEERCO STRUCTURE



### ONE HEALTH - STEERCO STRUCTURE



# BUSINESS WITH INTEGRITY

The implementation of good governance encourages a work environment with integrity by complying with all applicable laws and regulations and upholding the prevailing values and code of conduct. This is binding for all Danone personnel to ensure and protect the interests of all stakeholders.

## Danone Code of Business Conduct [GRI 2-23 [GRI 2-24]

Achieving our goal of “*One Planet, One Health*” requires high ethical standards. Therefore, compliance, or business ethics, is a strategic tool to protect our business performance and strengthen the trust of our employees, consumers and society as a whole, in a sustainable way. In particular, we have a Danone Business Conduct Policy (BCP) which serves as a standard of behavior and expectations for us when representing or acting on behalf of the company.

This Integrity Policy sets out the standards that every Danone employee must comply with, in order to conduct business ethically, honestly and in accordance with the law. Furthermore, this Danone business conduct guideline regulates:

- › **Bribery and corruption**  
Danone has a zero tolerance policy towards all forms of bribery and corruption, either directly or indirectly. The bribery and corruption acts are not merely illegal, with severe penalties for individuals and companies, but they damage the economic and social development as well.
- › **Gifts and hospitality**  
Any giving or receiving gifts or hospitality to external Third Parties must be lawful under all prevailing laws and regulations. Such gifts must be reasonable and proportionate and always without any expected or received return.
- › **Sponsorship**  
All Sponsors must be aligned with our values and principles established in the Code of Business Conduct and must be permissible under all prevailing laws and regulations.
- › **Donations and grants**  
Donations and grants are only allowed if permitted by applicable laws and regulations and if they have a clear and legitimate purpose, which is in line with Danone's values and principles.
- › **Interaction with government officials and health professionals**  
Any meetings with government officials, relevant healthcare professionals and/or clients for specific legitimate purposes must be conducted in accordance with local laws and Anti-Trust policies.

- › **Conflict of interest**
  - Danone Group in Indonesia's employees are expected to avoid personal situations that may create or be considered a conflict of interest.
  - All employees are expected to report any risk of personal conflict of interest (whether actual or perceived) as soon as such risk arises.
- › **Confidentiality [GRI 418-1]**  
All workers are obliged to protect Danone's confidential information and intellectual property rights. We must also protect the confidential information of consumers, customers and business partners and all intellectual property rights that we may have access to as part of a business relationship. Committed to comply with all data confidentiality requirements in all operational areas.
- › **Money laundering**  
Money laundering is illegal, and in some cases, failure to report suspected money laundering may also be considered illegal. We reject any attempt to use our business for money laundering and will only work with legitimate third parties.
- › **Fraud**
  - Fraud is illegal and is not permissible under any circumstances at Danone.
  - Employees must always be aware of these potential risks and adhere to all prevailing policies and procedures.
- › **Relations with Third Parties**
  - Our business, like all other businesses, requires cooperation with Third Parties for operating. In this relationship, we ensure that we share our business principles and pay attention to compliance, financial or reputational risks.
  - A risk-based approach shall be taken to establish the level of audit/due diligence required for all Third Parties.

In addition, in the code of conduct we also encourage the creation of a safe and comfortable workplace, where everyone respects each other, and has equal opportunities. Not to mention, we are also oriented towards customer satisfaction through quality services and products.

Management consistently disseminates BCP to employees when they first join, as well as periodically reminding them of the principles contained therein. In addition to upholding integrity throughout the Danone Group in Indonesia work environment, we have a Potential Conflict of Interest (PCOI) form that must be filled out by employees.

## PCOI FILLING

### WHY IS PCOI IMPORTANT?

A potential conflict of interest (PCOI) declaration protects both employees and the company. Employees can at any time declare a potential conflict if there is a change.

### WHAT DOES IT MEAN FOR BUSINESS?



In line with Danone's Code of Business Conduct and Compliance Policy.



To protect the business from improper managed conflicts of interest.

### WHAT DOES IT MEAN FOR ME?



To reduce the potential consequences that may occur.



After the evaluation, the Company will find the best solution, enabling the employees to avoid the risk of conflict of interest.

### WHAT IF I DON'T DECLARE PCOI?

Your honesty and transparency are highly expected. If there is negligence or intention to fill in this Statement incorrectly, the Company can follow up on this matter by observing the policies at Danone Group and regulations in force.

### Conflict of Interest [GRI 2-15]

Danone Group in Indonesia has a policy to ensure that all individuals at all levels do not use or take advantage of their position or influence for their own benefits which may harm the Company or other public interests.

The entire Board of Commissioners and Board of Directors do not hold senior executive positions or other positions in the organizational structure. This condition also avoids the potential for conflicts of interest in line with Danone's code of conduct. [GRI 2-11]

In general, to avoid conflicts of interest, every two years all employees, including Collective Leaders (CL) are required to fill out a Potential Conflict of Interest (PCOI) form which contains questions about:

1. Do they or their family own a business with a supplier or competitor.
2. Whether they or their families are suppliers to the Company.
3. Does the closest relative work in the supplier company and as a decision maker.

The Compliance Team will assess the existing potential risks. If the risk level is in the medium to high category, it will be discussed with HRBP (Human Resources Business Partner) and CL, if the analysis or evaluation results find a conflict of interest, the employee will be transferred.

### Anti-Corruption Policy [GRI 2-23]

Danone Group in Indonesia is committed to creating a clean business ecosystem, and actively preventing, eradicating fraud and corrupt practices. This is for the sake of maintaining the Company's accountability and credibility. This anti-fraud and anti-corruption cultural commitment applies to all employees and all business partners. This policy is implemented through the following approaches: [GRI 3-3]

1. Implementation of risk management, by identifying and preparing mitigation measures to reduce or eliminate the impacts. This risk management is constantly monitored by the Local Compliance Committee, which is then reported periodically to Compliance at the global level.
2. Providing training and dissemination of standard operating procedures (SOP) concerning giving and receiving gifts from/to third parties, sponsorship and donations to third parties, interaction with the government and its officials, interaction with the health care system, as well as in the tender process.

3. Providing a whistleblowing system that is handled directly globally by Danone Ethics Line Committee, Dispute Investigation Team, and Anti-fraud Committee, which consist of General Manager, Director of Human Resources, Director of Finance, General Secretary, and investigation team.

**WHISTLEBLOWING SYSTEM**

Email: [danone.mendengar@danone.com](mailto:danone.mendengar@danone.com)

SMS/WhatsApp:  
0877 8245 1818

### Communication and training on anti-corruption policies and procedures [GRI 205-2] [GRI 2-24]

Implementation of clean and integrity governance is a pivotal element for our commitment to running a sustainable business. All employees of Danone Group in Indonesia and their business partners have recognized and signed the Danone Business Code of Conduct which includes an anti-corruption policy. However, the Company continues to carry out outreach activities related to anti-corruption policies to keep this culture of integrity adhered to.

The following are anti-corruption policy dissemination activities that have been carried out:

### Has been communicated by the organization regarding anti-corruption policies and procedures

By Position	Danone-AQUA						Danone SN Indonesia					
	2020		2021		2022		2020		2021		2022	
	Total	(%)	Total	(%)	Total	(%)	Total	(%)	Total	(%)	Total	(%)
Executive Committee	11	100%	8	100%	8	100%	9	100%	7	100%	8	100%
Director	20	100%	74	100%	75	100%	10	100%	59	100%	55	100%
Manager	904	100%	754	100%	771	100%	400	100%	294	100%	309	100%
Supervisor	1,553	100%	1,579	100%	1,543	100%	377	100%	462	100%	444	100%
Staff	9,305	100%	8,839	100%	8,416	100%	1,611	100%	1,589	100%	1,587	100%

By Region	Danone-AQUA					
	2020		2021		2022	
	Total	(%)	Total	(%)	Total	(%)
Headquarter	1,001	100%	1,041	100%	1,018	100%
Sumatera	1,096	100%	1,054	100%	851	100%
West Region	5,126	100%	4,853	100%	4,734	100%
East Region	4,570	100%	4,306	100%	4,210	100%

By Region	Danone SN Indonesia					
	2020		2021		2022	
	Total	(%)	Total	(%)	Total	(%)
Ciracas Unit	356	100%	337	100%	343	100%
Headquarter	351	100%	362	100%	350	100%
Prambanan Unit	702	100%	708	100%	705	100%
Region	577	100%	558	100%	547	100%
Sentul Unit	166	100%	190	100%	199	100%
Yogyakarta Unit	255	100%	256	100%	259	100%

## Recipients of training on anti-corruption policies and procedures

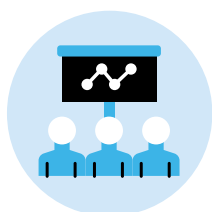
Berdasarkan Jabatan	Danone-AQUA						Danone SN Indonesia					
	2020		2021		2022		2020		2021		2022	
	Total	(%)	Total	(%)	Total	(%)	Total	(%)	Total	(%)	Total	(%)
Executive Committee	11	100%	8	100%	8	100%	9	100%	7	100%	8	100%
Director	20	100%	74	100%	75	100%	10	100%	59	100%	55	100%
Manager	904	100%	754	100%	771	100%	400	100%	294	100%	309	100%
Supervisor	1,553	100%	1,579	100%	1,543	100%	377	100%	462	100%	444	100%
Staff	817	9%	1,140	13%	6,789	81%	1,611	100%	579	36%	1,308	82%

By Region	Danone-AQUA					
	2020		2021		2022	
	Total	(%)	Total	(%)	Total	(%)
Headquarter	958	96%	1,041	100%	1,018	100%
Sumatera	365	33%	288	27%	851	100%
West Region	1,006	20%	1,212	25%	3,882	82%
East Region	976	21%	1,014	24%	3,435	82%

By Region	Danone SN Indonesia					
	2020		2021		2022	
	Total	(%)	Total	(%)	Total	(%)
Ciracas Unit	356	100%	116	34%	267	78%
Headquarter	349	99%	362	100%	350	100%
Prambanan Unit	697	99%	205	29%	571	81%
Region	527	100%	530	95%	545	100%
Sentul Unit	142	86%	53	28%	172	86%
Yogyakarta Unit	251	98%	135	53%	219	85%

## Confirmed incidents of corruption and actions taken [GRI 205-3]

We do not tolerate any form of corruption, there were no incidents of corruption that occurred to either employees or business partners for the period 2021-2022.

**EMPLOYEE**

Number of Incidents and  
Actions Taken  
**NONE**

**BUSINESS PARTNERSHIPS**

Number of Incidents and  
Actions Taken  
**NONE**

**CASES FILED BY THE PUBLIC**

Number of Incidents and  
Actions Taken  
**NONE**

# BUSINESS WITH INTEGRITY

## Whistleblowing [GRI 2-26]

We strongly support the culture of daring to speak to the company if there are indications of violations related to the code of conduct or conflicts of interest committed by internal parties within the company. We encourage all parties, without fear of retaliation against those who report actual or suspected violations. There will be no retaliation against anyone who reports a genuine concern. If for some reason the Company prefers to report a concern confidentially through other channels, Danone also has a dedicated reporting tool called the DANONE ETHICS LINE ([www.danoneethicsline.com](http://www.danoneethicsline.com)). This tool can also be used anonymously if needed. Each incoming report must be accompanied by a clear reporting identity. Only reports that include clear evidence will be followed up.

Reports shall be addressed to:




- > [www.danoneethicsline.com](http://www.danoneethicsline.com)
- > [danone.mendengar@danone.com](mailto:danone.mendengar@danone.com)
- > Email for non-compliance reporting related to Fraud, Right Way, Company and Government Regulations, Bribery, Corruption and others.
- > [Compliance.Danon@danone.com](mailto:Compliance.Danon@danone.com)


Email for inquiries or concerns related to Compliance

Contact us	Name	Email
Cluster Compliance Officer	Dyah Istiningtyas	dyah.istiningtyas@danone.com
Cluster Compliance Team	Faika Dwiyanti	Faika.Dwiyanti@danone.com
	Indriani Fajrin	Indriani.Fajrin@danone.com
	Nuri Rahmawati	Nuri.Rahmawati@danone.com


The whistleblowing mechanism is also a part of fixing any issues that arise and upholding integrity in the work environment. [GRI 2-26]




**Report any kind fraud or activities that do not comply with Danone regulations**




Your information is confidential



Employees can do also choose not to include names in their information





Employees will be protected and may not be penalized by Danone




**Suspect it?**  
**Report it!**

**Please give us detailed and correct report. All reports will be followed up**






[www.danoneethicsline.com](http://www.danoneethicsline.com)



[danone.mendengar@danone.com](mailto:danone.mendengar@danone.com)



**0877 8245 1818**  
(SMS/Whatsapp)

### Code of Conduct for Danone Business Partners

[GRI 2-23] [GRI 2-24]

To establish a fair and ethical relationship with business partners, Danone implements a code of conduct for all business partners which can be found in full at [https://www.danone.com/content/dam/corp/global/danonecom/about-us-impact/policies-and-commitments/en/2018/Danone\\_code\\_of\\_conduct\\_for\\_business\\_partners.pdf](https://www.danone.com/content/dam/corp/global/danonecom/about-us-impact/policies-and-commitments/en/2018/Danone_code_of_conduct_for_business_partners.pdf). Important subjects regulated in these guidelines include:

- › Commitment regarding equal treatment of all partners.
- › Avoid any conflict of interest.
- › Anti-bribery, corruption, money laundering and anti-business competition in any form to obtain unfair or unfair advantage.
- › Business Partners are prohibited from offering gifts or hospitality with the aim of influencing business decisions.

- › Business Partners are expected to protect and promote human rights.
- › Business Partners are required to comply with all prevailing laws relating to health, safety and the environment in their work for Danone.
- › Danone has the right to confirm Business Partner compliance with the principles set out in this Code of Conduct through field audits.

All parties may raise concerns regarding the implementation of this code of conduct or provide important information to maintain the ethical business and integrity through [www.danoneethicsline.com](http://www.danoneethicsline.com).

## RESPECT FOR HUMAN RIGHTS [GRI 2-23]

We believe that business must be built on a foundation of respect for human rights. This commitment applies across our whole value chain. Danone's human rights approach is based on a commitment to upholding human rights as set out in internationally recognized standards and guidelines:

- › UN Universal Declaration of Human Rights
- › UN Guiding Principles on Business & Human Rights
- › International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- › OECD Guidelines for Multinational Enterprises.
- › Ten principles of the United Nations Global Compact (UNGC)
- › UN Women's Empowerment Principles
- › Children's Rights and Business Principles
- › FAO Voluntary Guidelines on the Responsible Governance of Land, Fisheries and Forest Tenure (VGGT).

Throughout 2021-2022, there were no complaints or incidents of human rights violations in all Danone Group in Indonesia operational areas.



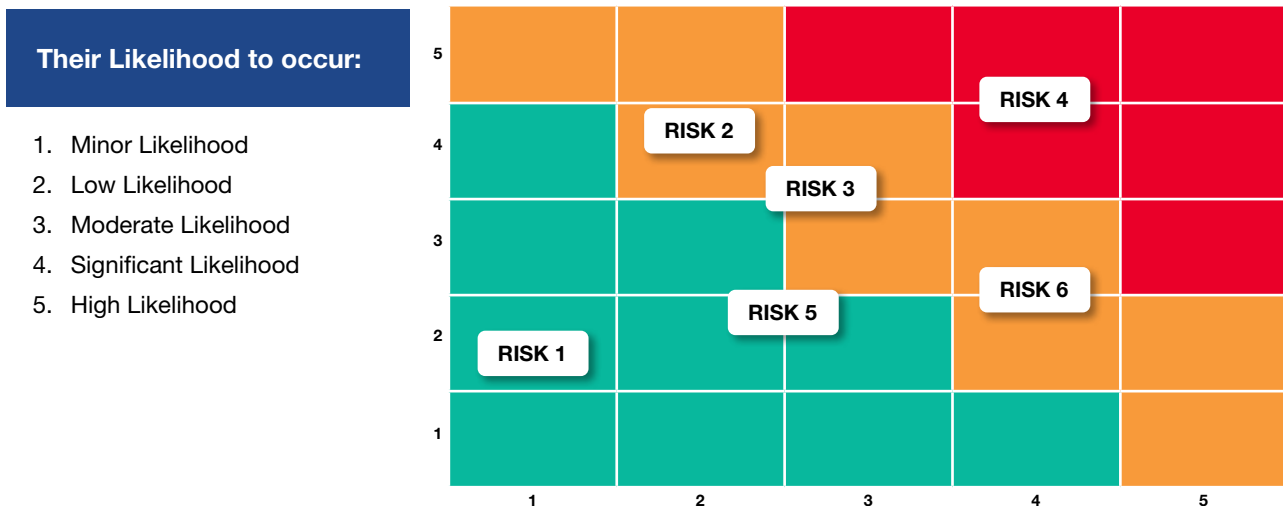
# RISK MANAGEMENT [GRI 2-12] [GRI 2-13]

Creating and delivering value to all stakeholders on an ongoing basis is the main goal of Danone Group in Indonesia. At the same time, we strive to protect stakeholders from any losses or impacts that may arise from their operating activities.

In coping with all risks that may arise including development or changes that occur outside the organization, we try to anticipate them in order to reduce the impact that may affect the Company's performance. For this reason, the Company has developed a risk management system that can identify, evaluate and mitigate risks that may have an adverse impact, both on the Company, its employees, public, shareholders, business partners, customers and the environment.

In general, Danone Group in Indonesia delegates all Collective Leaders/ CL which are N-1 GM Danone Group in Indonesia to carry out their duties to identify risks in their respective divisions and prepare comprehensive mitigation measures. The Compliance Team, which is under the General Secretary Division, collects input from CL and discusses with VP GS, makes risk priorities to discuss with VP Finance related to implications of business risk. All 10 priorities are then made and brought to the GM for further discussion with CL for mitigation.

Monitoring is carried out throughout the year and reviewed every 6 months in a discussion forum involving the Compliance Team, CL and N-1 CL. Through this monitoring, we analyze and evaluate the effectiveness of the approach taken in risk management.



No.	Impact	Description
1.	Minor	The impact can be absorbed through normal activity
2.	Low	Impact can be absorbed with extra management effort & resources
3.	Moderate	Serious event impacting ability to reach year's target
4.	Significant	Major event impacting ability to reach next 3 years target
5.	High	Company future would be severely impacted by event, with potential severe business continuity issues

Based on the identification and analysis of the risk management team, we noted several risks that need to be considered to anticipate things that potentially harm both the Company and stakeholders as well as losses, as follows:

- › Product Risk.
- › HR Risk.
- › Supply Chain Risk.
- › Disaster Risk.
- › Information System Risk.
- › Legal Risk.
- › Market Risk.
- › Reputational Risk.
- › Financial Risk.
- › Environmental Risk.





### Risk Mitigation [GRI 2-25]

As a company that carries a sustainable business commitment, we understand the importance of adding value and protecting all stakeholders in achieving long-term business growth. We pay attention to business sustainability holistically throughout our operational chain. Paying attention to social and environmental aspects to achieve financial performance that brings prosperity to all stakeholders by implementing best practices in every social and environmental aspect, such as:

- › ISO 14001:2015 Environmental Management System
- › ISO 9001:2015 Quality Management System
- › Food Safety System Certification (FSSC) 22000
- › HALAL Certification
- › Occupational Safety and Health Management System (SMK3)
- › Hazard Analysis Critical Control Point (HACCP)
- › Implementation of CSR activities in environment and community sector.

Through this approach, we strive to run our business to protect and bring goodness to employees, shareholders, customers, community, government and the environment.

Our holistic approach to sustainable business has received accolades from a wide-range of credible parties, such as: obtaining the B Corp certification as an international recognition for the using business as a force for good, the “Best Company to Work for in Asia” award by HR Asia and Most Caring Companies, and the Company’s performance in Environmental Management (PROPER) in the highest category “Gold” for the sixth time for the Mambal factory and 9 Green Proper awards for other factories.

Throughout 2021-2022 there were no negative impacts that harmed the community and the surrounding environment caused by our operating activities.

# SUPPORTING ENVIRONMENTAL SUSTAINABILITY



**DANONE**  
ONE PLANET. ONE HEALTH





**Daunur Mata-Kucing  
(Shorea javanica)**

Daunur mata kucing merupakan salah satu jenis tumbuhan yang memiliki manfaat sebagai obat tradisional. Daunnya digunakan untuk mengobati demam, sakit kepala, dan demam berdarah. Selain itu, daunnya juga digunakan untuk mengobati penyakit kulit seperti eksem dan dermatitis. Daunur mata kucing juga digunakan untuk mengobati penyakit ginjal dan diabetes. Daunur mata kucing juga digunakan untuk mengobati penyakit jantung dan hipertensi.

PT. HANJALINDAH HANJALINDO

*Trans Plant the Forest!*

# SUPPORTING ENVIRONMENTAL SUSTAINABILITY

Our vision "One Planet. One Health" reflects the belief that human health and the sustainability of this planet are interconnected. Natural resources produce sources of life that need to be maintained in a sustainable manner by all stakeholders. We should be grateful because nature has provided all the resources we need in life. Danone Group in Indonesia and all Danoners are aware of the importance of environmentally friendly behaviour and environmental conservation. We strive to ensure that in all operational areas we reduce the environmental footprint.

In order to realize our commitment to this vision, Danone focuses on three ambitions, which are at the center of its environmental and ecosystem sustainability agenda:

1. Preserving the sustainability of water resources (water conservation),
2. Packaging circularity (waste management),
3. Towards zero carbon emissions

Our various best practice policies in managing environmental aspects are carried out by all companies under the auspices of Danone Group in Indonesia, including the application of ISO 14001:2015 Environmental Management System, Green Industry Certification, GREEN (Global Risk on Environment) Danone Audit, risk assessment and environmental footprint and Blue Operation, as well as guidelines and factory operational performance indicators that take into account the One Circular Planet principle. For our commitment to environmental sustainability, the State Ministry of Environment has awarded GOLD PROPER (1 Factory) and GREEN PROPER (7 Factories) ratings for the performance of environmental aspects in its operations. We also received another award for our initiatives in environmental aspects, the Green Industry Award 2022, The Most Committed Corporate on SDGs For Environment Pillar. (for more details, please see the award section) [GRI 3-3]

## PRESERVING THE SUSTAINABILITY OF WATER RESOURCES



Water is an important natural resource for human life and other living things on earth. As the human population grows, the need for water also increases. Moreover, the potential for climate change is increasingly driving water scarcity. To maintain the quality, quantity and continuity of water resources, Danone has issued a Water Resources Policy with a target of achieving "positive water impact" by 2030. This means that Danone in each of its operational sites seeks to get as much water into the ground as possible and share it with the communities, particularly those located around our operational sites. To this end, we have developed initiatives under 3 main pillars, which include: [GRI 3-3]

- › Preserving (conserving) water resources by protecting watersheds.
- › Encouraging water circulation in the production process by implementing water efficiency and waste management.

- › Providing safe clean water to vulnerable communities through the Access to Clean Water and Sanitation Program and to employees through the WASH@Workplace Program.

### Preserving Water Resources (Water Conservation)

Water resources conservation policies or programs are pivotal measures to ensure sustainable water resources for today's and future generations. As one of the companies that utilizes water as the primary raw material for its products, Danone Group in Indonesia is called to take an active role in water resources conservation that nature has provided for all the living creatures on earth. This also includes providing access to clean water to the communities to meet their needs. One of the activities we carried out is managing the Watersheds around where we operate in order to maintain the quantity and quality of water through nature-based

solutions. Together with the stakeholders, local government and local communities, we worked on protecting the watershed area and utilize these water resources responsibly for common needs.

This activity was carried out by all companies under Danone Group in Indonesia. The support we provide began with planning, implementing the program and evaluating each of the results achieved. The activities carried out in the water conservation program generally aimed to infiltrate rainwater into the ground as much as possible through tree planting activities, technical civil conservation such as making swales, infiltration wells, ponds and biopores.

The Watershed-Based Conservation Program is carried out by Danone Group in Indonesia in all of its operational sites which include:

2021	2022
› DAS Pusur	› Sub DAS Pusur, Boyolali
	› DAS Serayu, Wonosobo
	› DAS Kukam, Langkat
	› DAS Rejoso
	› DAS Citatih
	› DAS Pusur
	› DAS Ayung
	› DAS Tondano, Minahasa Utara
	› Sub DAS Kedunglarangan
	› DAS Cupunegara

### Desa Ramah Air Hujan (DeRAH)/ Rain Water Friendly Village

In water conservation activities, we also conducted the Rain Water Friendly Village (DeRAH) program. The activities we carried out in this program included: tree planting, making swales, infiltration wells, and biopore holes.

#### Program Implementation Sites

2021	2022
› Tangkil Village, Caringin District, Bogor Regency.	› Tangkil Village, Caringin District, Bogor Regency.
› Nagari Batang Baru, Gunung Talang sub-district, Solok district.	› Nagara Batang Baru, Gunung Talang sub-district, Solok district.
› 5 Villages in the Subang region, West Java.	› 4 Villages in Subang region, West Java
› Pancawati Village, Caringin Sub-district, Bogor Regency.	› Glagalinggah Traditional Village, Kintamani Sub-district, Bangli Regency, Bali Province.
	› Wates Jaya village, Cigombong sub-district, Bogor district.

Overall, the following is a summary of the activities (achievements) we have carried out in water conservation up to 2022:

Category	Activities	Unit	Danone-AQUA	Danone SN Indonesia	Total
<b>Vegetation Conservation</b>	Tree Planting	Tree	2,526,816	850	<b>2,527,666</b>
<b>Artificial Conservation</b>	Infiltration Wells	Unit	2,300	35	<b>2,335</b>
	Swales	Unit	9,127	50	<b>9,177</b>
	Water Pond	Unit	29	-	<b>29</b>
	Biopore	Unit	92,759	-	<b>92,759</b>
<b>Kehati</b>	Kehati Park	Park	17	3	<b>20</b>
	Park Area	Ha	136	30	<b>166</b>
	Flora	Species	420	31	<b>451</b>
		Individual	12,883	2,120	<b>15,003</b>
	Fauna	Species	520	130	<b>650</b>
<b>Agriculture</b>	Agroforestry (Upstream)	Ha	71	-	<b>71</b>
	Regenerative Agriculture (Midstream and Downstream)	Ha	183	-	<b>183</b>
	Total Area of Sustainable Agriculture (Upstream, Midstream and Downstream)	Ha	254	-	<b>254</b>
	Total Farmers at Sustainable Agriculture	People	1,154	-	<b>1,154</b>
	Total Coverage Area	Regency	18	-	<b>18</b>
<b>Clean Water</b>	Clean Water Beneficiaries	People	438,000	400	<b>438,400</b>
	Coverage Area	Regency	44	1	<b>45</b>
	Water Sharing Ratio (Clean water for community:Water for Sale)	Ratio	0,4	-	<b>0,40</b>
<b>MSF</b>	Watershed Forum	Forum	2	-	<b>2</b>
<b>Water Impact</b>	Amount of Water Returned to the Environment and Community	MioL/Year	22,507	54	<b>22,561</b>

## PRESERVING THE SUSTAINABILITY OF WATER RESOURCES



### DAS Pusur

For example, we have carried out the watershed-based water resources management in an integrated manner from upstream to downstream in all operational sites, covering the Pusur area, Klaten Regency. Activities were carried out in collaboration with Klaten-Boyolali Regional Government, local non-governmental organizations (NGOs), universities, farmer groups, volunteers and local community leaders. The program itself has been ongoing since 2012 until now.

Pusur watershed is a tributary of Bengawan Solo located in three administrative areas of Boyolali Regency, Klaten Regency, and Sukoharjo Regency. The distance from upstream to downstream of Pusur River is 36.8 km. There are 49 villages directly adjacent to the Pusur watershed, thus allowing sustainability efforts along the Pusur watershed. In the implementation, we have planted 141,041 trees of mahogany, redcedar, chinese albizia, cloves, durian, and cacao. Cultivating 1,500 coffee seedlings in Sangup Village and 2,000

seedlings in Mriyan Village while facilitating the production of Merapi Lestari Coffee, supporting the development of orchid, local tea, red ginger, and white ginger businesses. In addition, we also encouraged the application of environmentally friendly agriculture by reducing dependence on chemical fertilizers and pesticides to reduce the impact of river pollution. We then carried out sediment and garbage cleaning activities in primary, secondary and tertiary irrigation channels to ensure a proper distribution of water to downstream areas. Assisting farmers in agricultural irrigated land by repairing 7,786 m of channels, 22 floodgates, scheduling water distribution online, improving farmers' planting patterns, implementing regenerative agriculture, forming inter-village irrigation forums in seven villages to manage irrigation collaboratively, thus providing solutions to the water scarcity problem in the dry season. Facilitating the access to clean water that reached 8,266 beneficiaries in seven villages in Central Java, consisting of Wangen, Karanglo, Ponggok, Kebonharjo, Keprabon, Daleman, and Polan Villages. Implementing an environmentally friendly agriculture program through healthy rice cultivation, currently covering an area of 62.36 ha managed by 2,017 farmers of "Kompak" agribusiness group assisted by Danone-AQUA, and helped normalize the 5,055 meter irrigation network to ensure an effective implementation of irrigation system.

Through integrated management, not only we have helped maintain the water sustainability to meet the needs of residents in the Pusur Sub Watershed but have also supported the local economy development through a wide-range of community empowerment activities, while helping to mitigate potential natural disasters.



**Muslim Afandi**  
Secretary General of Pusur Institute

“We appreciate the water stewardship and water resource management program in the watershed area conducted by Danone-AQUA. Previously, community groups made efforts to conserve Pusur River partially or not yet integrated. However, with the increasing water issues among the community, we were aware that an integrated multi-stakeholder collective effort was needed from upstream to downstream. Through collective and integrated efforts, there was a sense of belonging and shared responsibility to protect each other. This togetherness has brought real impact on the environment along the Pusur watershed while providing added economic value to the community.”

## PROTECTING BIODIVERSITY [GRI 304-1]

Biodiversity plays an important role in maintaining the sustainability of the environmental ecosystem as a whole. Protecting biodiversity is also a real action to preserve the ecology of all living creatures on earth. Protecting biodiversity is an integral part of our water conservation program, especially in absorbing rainwater.

Danone Group in Indonesia is committed not to disturb or damage the wealth of biodiversity in all of its operational sites. On the other hand, we have initiatives in various programs to realize the sustainability of environmental ecosystems, both aquatic and terrestrial ecosystems. The program for protecting biodiversity was conducted in conjunction with the implementation of a water conservation program of the Company. [GRI 3-3]



**Danone-AQUA**

No.	Locations	Total Area (Ha)	Types of Operations	Biodiversity Index	Types of Ecosystems
1.	Langkat Kehati Park	7.99	Manufacturing	3.10	Terrestrial
2.	Kehati Conservation Park	4.80	Manufacturing	2.70	Terrestrial
3.	AQUA Solok Kehati Park	2.50	Manufacturing	3.79	Terrestrial
4.	Galih Batin Kehati Park	3.20	Manufacturing	3.15	Terrestrial
5.	Lido Kehati Park	5.61	Manufacturing	3.92	Terrestrial
6.	AQUA Mekarsari Kehati Park	10.12	Manufacturing	4.22	Terrestrial
7.	AQUA Babakanpari Kehati Park	5.50	Manufacturing	4.06	Terrestrial
8.	AQUA Cianjur Kehati Park	5.00	Manufacturing	4.20	Terrestrial
9.	AQUA Ciherang Kehati Park	3.76	Manufacturing	4.54	Terrestrial
10.	AQUA Subang Kehati Park	5.80	Manufacturing	3.70	Terrestrial
11.	AQUA Klaten Kehati Park	4.60	Manufacturing	3.56	Terrestrial
12.	AQUA Wonosobo Kehati Park	4.60	Manufacturing	3.20	Terrestrial
13.	Sapen Nusantara Kehati Park	19.30	Manufacturing	3.61	Terrestrial
14.	AQUA Keboncandi Kehati Park	3.00	Manufacturing	3.66	Terrestrial
15.	Raung Kehati Park	5.29	Manufacturing	1.37	Terrestrial
16.	AQUA Mambal Kehati Park	44.75	Manufacturing	3.49	Terrestrial
17.	Kaki Dian Kehati Park	3.60	Manufacturing	3.99	Terrestrial

**Description of the biodiversity index:**

$H' < 1.0$ :  
Low diversity, very low productivity as an indication of heavy ecological pressure and an unstable ecosystem.

$1.0 < H' < 3.322$ :  
Moderate diversity, sufficient productivity, fairly balanced ecosystem conditions, moderate ecological pressure.

$H' > 3.322$ :  
High diversity, steady ecosystem stability, high productivity.

The targets for biodiversity management across all Danone-AQUA's factories are as follows:

- › A biodiversity index is above 3.5, indicating good and balanced environmental conditions.
- › The possession of initial biodiversity data or initial hue database.

- › The incorporation of all trees in the Kehati 304 Ha area into the Jejak.in, an index base to facilitate monitoring and biodiversity calculation.
- › New innovations each year related to biodiversity programs or related community development programs.
- › Direct and indirect beneficiaries of more than 500 people per program location.

**Danone SN Indonesia**

No.	Locations	Total Area (Ha)	Types of Operations	Biodiversity Value	Types of Ecosystems
1.	Telaga Inspirasi Kehati Park, Dramaga, Bogor	8.60	Manufacturing	3.40	Terrestrial
2.	Eroniti Kehati Park	16.16	Manufacturing	2.46	Terrestrial
3.	Prambanan Kehati Park	6.00	Manufacturing	2.80	Terrestrial

# PROTECTING BIODIVERSITY

Several types of flora and fauna found in areas with biodiversity value include the following:



### Biodiversity Value

African trees, walnut trees, rubber trees, rubber figs, various types of bamboo, and mahogany.



### Biodiversity Value

leopard cat (*prionailurus bengalensis*), horsfield's tree shrew (*tupaia javanica*), cockatoos (*cacatuidae*), and plantain squirrel (*callosciurus notatus*)

Overall, in each division of Danone Group in Indonesia which is in the vicinity of the areas with biodiversity, we have recorded the number of species of existing flora and fauna:

	<b>Total Flora</b> <span style="font-size: 2em; font-weight: bold;">497</span>			<b>Total Fauna</b> <span style="font-size: 2em; font-weight: bold;">610</span>	
	<b>Danone-AQUA</b> <span style="font-size: 1.5em; font-weight: bold;">392</span>	<span style="font-size: 1.5em; font-weight: bold;">472</span>		<b>Danone SN Indonesia</b> <span style="font-size: 1.5em; font-weight: bold;">105</span>	<span style="font-size: 1.5em; font-weight: bold;">138</span>

Of all the species of flora and fauna, we have identified and have grouped these species based on the risk of extinction rate as follows: [GRI 304-4]

<b>Extinct (EX)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">0</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">0</span>		<b>Extinct in the Wild (EW)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">0</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">0</span>		<b>Critically Endangered (CR)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">2</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">2</span>	
<b>Endangered (EN)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">7</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">6</span>		<b>Vulnerable (VU)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">12</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">12</span>		<b>Near Threatened (NT)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">13</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">10</span>	
<b>Least Concern (LC)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">123</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">278</span>		<b>Data Deficient (DD)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">4</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">1</span>		<b>Not Evaluated (NE)</b> Flora: <span style="font-size: 1.5em; font-weight: bold;">259</span> Fauna: <span style="font-size: 1.5em; font-weight: bold;">210</span>	







### Habitat Protected or Restored [GRI 304-3]

We also take concrete measures to prevent damage and/or improve the Biodiversity Area. Below are our initiatives of preserving areas with high biodiversity value.

#### Danone-AQUA

Locations	Size (Ha)	Collaboration with Third Party in Management	Restoration Activities
Kehati Conservation Park	4.80	Bukit Barisan Grand Forest Park	Protection of Bukit Barisan Grand Forest Park area from topsoil theft through public education. Planting in rehabilitation areas.
Gunung Halimun Salak National Park	69.02	Gunung Halimun Salak National Park Agency	Protection of flora and fauna in national park areas and development of disaster early warning infrastructure.
Kaki Dian Kehati Park	3.60	PD Klabat	Protection of flora and fauna in the area designated as Kaki Dian Kehati Park.
Sapen Nusantara Kehati Park	19.30	Perhutani	Protection of flora in the Perhutani protected area. Inventory and digitization of herbal flora in the area.

#### Danone SN Indonesia

Locations	Size (Ha)	Collaboration with Third Party in Management	Restoration Activities
Telaga Inspirasi IPB-Nutricia Kehati Park	8.60	IPB University	Creating a park to protect: leopard cats, horsfield's treeshrew, cockatoos, and plantain squirrel. Meanwhile for plants: African trees, walnut trees, rubber trees, rubber figs, various types of bamboo, and mahogany trees.
Eroniti Kehati Park	16.60	Institute of Agriculture "STIPER" Yogyakarta	Planting trees together in the karst area of Eroniti Kehati Park with Instiper students.

Throughout 2021-2022 there were no negative impacts resulting from our business activities on biodiversity and we did not receive complaints, sanctions or fines because of this. [GRI 2-27] [GRI 304-2]

## PROTECTING BIODIVERSITY

### Providing Water Access Sanitation and Hygiene (WASH) to the Community

Policy of the Danone Water Policy is providing access to clean and safe drinking water for the community. Clean water is a basic human need to support the community health and well-being.

The WASH program is our concern in order for the people to have access to clean water and sanitation. The implementation of this program was more directed at the parts of the watershed where Danone-AQUA operates and areas with low levels of access to clean water and sanitation in Indonesia. The activities we carried out in the WASH program include:

- › Construction of clean water and sanitation facilities such as wells, water towers, pipelines, water pumps, clean water reservoirs, and public bathing, washing, and toilet facilities.
- › Technical and administrative training.
- › Clean and Healthy Living Behaviour cadre training.
- › Promotion of Clean and Healthy Living Behaviour through student ambassadors.
- › Periodic program evaluation.

Through the WASH Program, the Company has participated in supporting the Government's program to achieve 100% (one hundred percent) access, whereby everyone can obtain clean water and sanitation by 2030 in accordance with SDGs No. 6.

The following is a summary of until 2021-2022 WASH program:

Plant	Beneficiaries
Citeureup	592
Ciherang	633
Lido	3,200
Caringin	1,220
Wonosobo	580

Plant	Beneficiaries
Mekarsari	880
Babakan Pari	250
Klaten	240
Subang	4,377
Kebon Candi	80
Kab. Kupang	176
Cianjur	1,106
Langkat	178
Banyuwangi	1,080
Water Credit (26 Kabupaten)	89,369
Lebak	81,463
<b>Total</b>	<b>185,424</b>

### Providing Safe Drinking Water to Vulnerable Communities

To expand access to water for people in need, Danone Group in Indonesia worked closely with water.org and local financial institutions to implement the WaterCredit initiative in 26 districts on the island of Java. Since financing is one of the main obstacles to increase access to water in Indonesia, this partnership aims at enabling rural communities, especially those with low income, to access affordable financing and expert resources. This assistance can be used for installing pumps, building drilled wells, or expanding water connections. In addition, Danone Group in Indonesia AQUA also teamed up with Danone Communities and Nazava to provide access to safe drinking water for vulnerable communities including students at schools. Throughout 2021 and 2022, we have reached 81,463 children and have been proven to increase hydration intake by up to 400%. To date, AQUA's various initiatives to provide access to clean water have reached nearly half a million people in Indonesia.



# WATER CIRCULARITY IN COMPANY OPERATING ACTIVITIES

[GRI 303-1] [GRI 303-2]

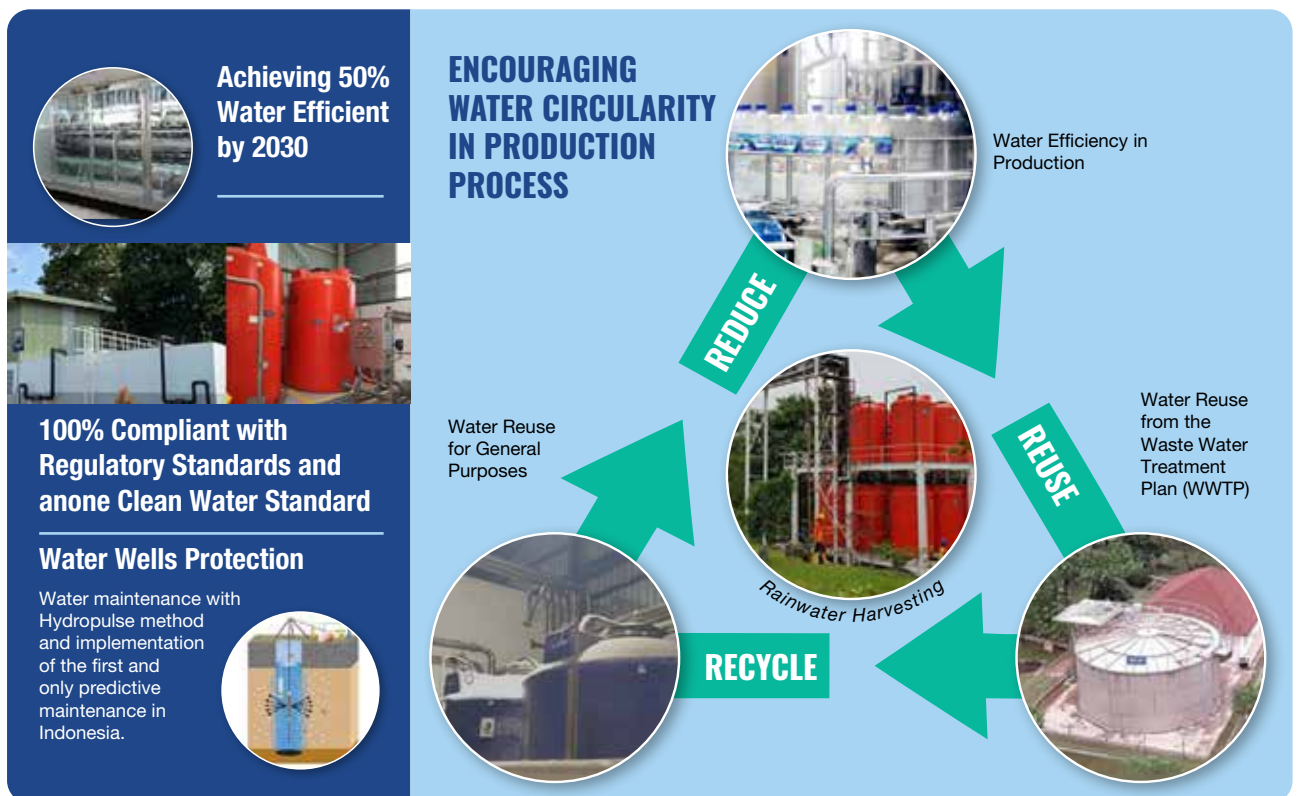
In addition to a policy on water management outside the company, we also have a policy on responsible water use within the scope of the Company's operations. The essence in the Danone Water Policy is to further reduce water consumption or use water responsibly with the main approach, Reduce, Reuse, Recycle (3R). Moreover, we also ensure that the discharged (waste) water has met the hygiene standards and does not pollute the environment and increases the circularity of water in production systems across all operational sites of Danone Group in Indonesia. With this approach, we have a target of achieving 50% water efficiency by 2030.

Activities carried out at Danone AQUA include:

- › Dissemination of efficient water use

- › Water efficiency in the production process, including by ensuring there are no leakage in water installations
- › Rainwater utilization
- › Using Volume Metric Filler 5 Gallon Cap Snap for more precise filling of water into gallon packaging.
- › Water recycling
- › Maintenance of water wells with Hydro Pulse method and implementation of predictive maintenance which is the first and only one in Indonesia.

Wastewater generated from the rest of the production process is treated through an IPAL (Waste Water Treatment Plant). After that, the water that has gone through the process and is in accordance with quality standards will be released into the river. [GRI 3-3]

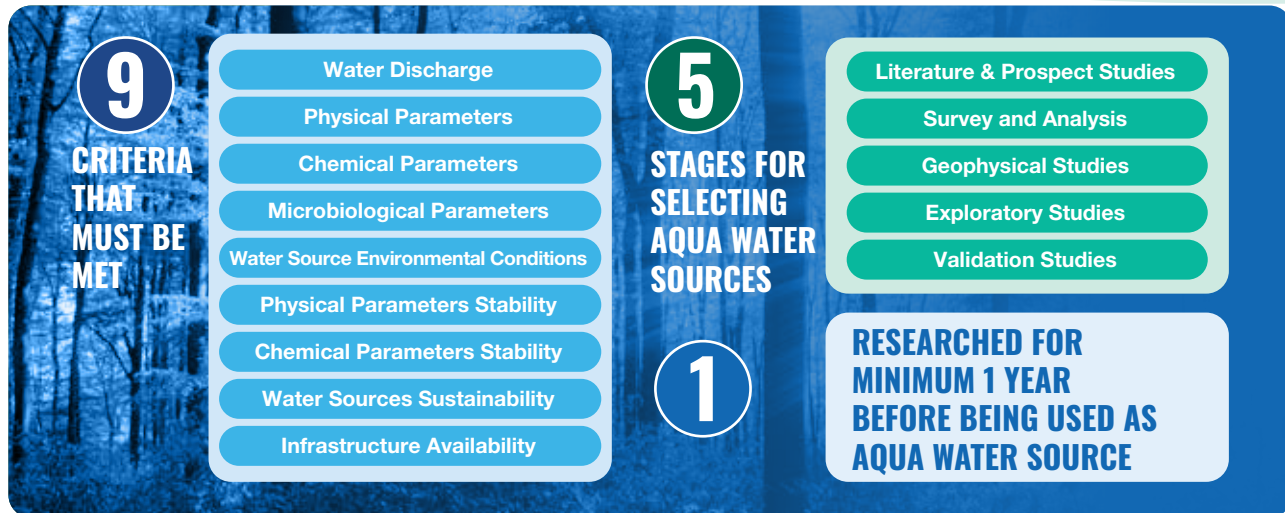


## Water Withdrawal [GRI 303-3] [GRI 301-1]

To our knowledge, water is the main raw material for our products, namely Bottled Drinking Water (AMDK). In the process we select water sources cautiously based on 9 criteria, 5 stages, 1 year of reserch. The following is the consecutive use of water sources as raw materials for AMDK at Danone-AQUA from 2020 - 2022, each in megaliters, namely 13,443.06, 12,955.90, and 13,413.09. [GRI 3-3]

## WATER CIRCULARITY IN COMPANY OPERATING ACTIVITIES

The following is the water withdrawal data that we have done:



Description (in Megaliter)	Danone-AQUA			Danone SN Indonesia		
	2020	2021	2022	2020	2021	2022
<b>All Areas</b>						
Groundwater	15,515.02*	14,814.63	15,703.16	484.14	480.27	489.40
Third Party Water Supplier. (Municipal Waterworks)	0	0	0	17.24	14.28	21.30
<b>Total</b>	<b>15,703.16</b>	<b>14,814.63</b>	<b>15,703.16</b>	<b>501.38</b>	<b>498.55</b>	<b>510.70</b>
<b>Water Stressed Area</b>						
Groundwater	3,908.16*	3,674.61	4,055.23	428.49	420.37	427.37
Third Party Water Supplier. (Municipal Waterworks)	0	0	0	0.84	0.98	8.30
<b>Total</b>	<b>3,908.16*</b>	<b>3,674.61</b>	<b>4,055.23</b>	<b>429.32</b>	<b>421.35</b>	<b>435.67</b>

\*restatement

### Water Discharge [GRI 303-4]

We are committed not to pollute the surrounding environment with the liquid waste we generate. We manage it through our

installation (Wastewater Treatment Plant) to anticipate liquid waste that may have a negative impact on community and the environment. All wastewater that will be discharged of has gone through a treatment process, thus meeting the applicable threshold requirements and conditions. [GRI 3-3]

Description (in Megaliter)	Danone-AQUA			Danone SN Indonesia			
	2020	2021	2022	2020	2021	2022	
<b>Discharge to All Areas</b>							
Wastewater discharge by destination	Surface Water	1,473.0	1,345.1	1,797.8	154.47	174.84	197.16
	Groundwater	0	0	0	91.58	49.54	57.00
	Used by other	0	0	0	0.02	0.02	0.02
	<b>Total</b>	<b>1,473.0</b>	<b>1,345.1</b>	<b>1,797.8</b>	<b>246.07</b>	<b>224.40</b>	<b>254.18</b>

(all discharged water has undergone wastewater treatment procedures, making all discharged water to reach  $\leq 1,000$  mg/L total dissolved solids)

<b>Discharge to All Water-Stressed Areas</b>							
Wastewater discharge by destination	Surface Water	326.24*	306.11	456.57	132.57	155.38	180.08
	Groundwater	0	0	0	73.91	26.15	29.49
	<b>Total</b>	<b>326.24</b>	<b>306.11</b>	<b>456.57</b>	<b>206.48</b>	<b>181.53</b>	<b>209.57</b>

\*restatement



### Water Consumption [GRI 303-5]

Description (in Megaliter)	Danone-AQUA			Danone SN Indonesia		
	2020	2021	2022	2020	2021	2022
<b>Water Withdrawal (a)</b>						
All areas	15,515.02*	14,814.63	15,703.16	501	495	511
Water-stressed areas	3,908.16*	3,674.61	4,055.23	429.32	421.35	435.67
<b>Total</b>	<b>19,423.18</b>	<b>18,489.42</b>	<b>19,758.39</b>	<b>930.32</b>	<b>916.35</b>	<b>946.67</b>
<b>Wastewater Discharge (b)</b>						
All areas	1,473.0	1,345.1	1,797.8	246.07	224.40	254.18
Water-stressed areas	326.24	306.11	456.57	206.48	181.53	209.57
<b>Total</b>	<b>1,799.24</b>	<b>1,651.21</b>	<b>2,254.37</b>	<b>452.55</b>	<b>405.93</b>	<b>463.75</b>
<b>Water Consumption (a-b)</b>						
All areas	16,988.02*	16,159.73	17,500.96	747.07	719.40	765.18
Water-stressed areas	4,234.40*	3,980.72	4,511.80	635.80	602.88	645.24
<b>Total</b>	<b>21,222.42*</b>	<b>20,140.45</b>	<b>17,500.96</b>	<b>1,382.87</b>	<b>1,322.28</b>	<b>1,410.42</b>

(Calculations were made in the following way, water consumption = water withdrawal – wastewater discharge)

\*restatement

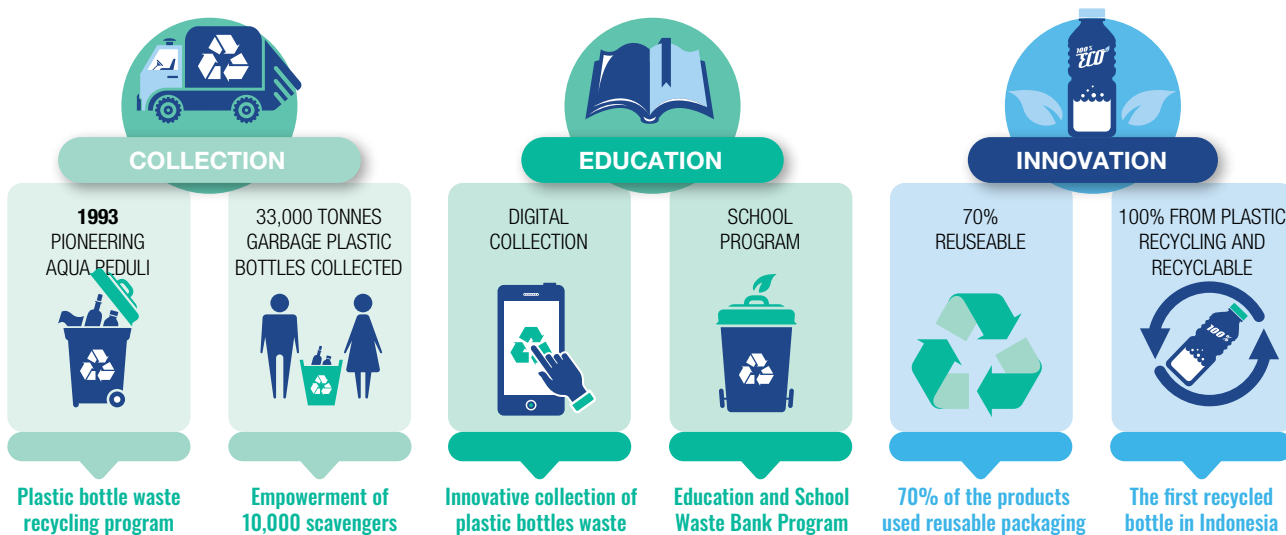
# #BIJAKBERPLASTIK (#BEPLASTICWISE) – BUILDING A CIRCULAR ECONOMY OF PLASTIC PACKAGING [GRI 306-2]

The National Waste Management Information System (SIPSN) recorded that in 2022, Indonesia produced 21.19 million tons of waste and 34.45 were untreated, having potential to pollute water sources, the environment and the ocean. The government aims at reducing ocean plastic waste by 70% by 2025, has asked the public and the private sector to conduct waste treatment.

One of the waste management approaches carried out by the industry players is the circular economy which emphasizes the importance of utilizing materials, allowing them to be used as long as possible by extracting the maximum value from these materials, recovering and regenerating products or packaging to reduce waste or Zero Waste to Landfill.

Danone Group in Indonesia has adopted a circular business model in which one of its business units, Danone-AQUA, 70% of its business is a 100% circular recycled gallon product. Meanwhile, 30% of SPS bottled water products also contain up to 25% recycled materials and are 100% recyclable. Danone SN Dairy Products are also packaged using cartons containing recycled materials and recyclable.

To strengthen the circular economy model of plastic packaging, Danone-AQUA declared #BijakBerplastik (#BePlasticWise) on June 5 2018. #BijakBerplastik is a commitment and action built to support the Indonesian government to achieve its target of reducing 70% ocean plastic waste by 2025. There are 3 main focuses, namely Collection, Education and Innovation. [GRI 3-3]



## Building a Plastic Waste Collection Ecosystem

During the 2021-2022 reporting period, Danone-AQUA continued its commitment to realizing the ambition of collecting plastic waste "recover more than we used." 15,000 tons of PET plastic bottle waste collected in 2021 amidst the Covid 19 pandemic. The following year, 18,000 tons of PET plastic bottle wastes were collected through 6 recycling business units, 2 Integrated Waste Management Facilities, 7 Reduce Reuse Recycle Waste Management Facilities, 10 collection centers, 4 main waste banks and 60 community waste banks as well small stalls around the factory.

The waste collection facility is part of the Waste Collection Program developed by Danone-AQUA in collaboration with the central government and local governments, Plastic Recycling Companies and non-governmental organizations. Since 2021, waste facilities have not only covered Jakarta, West Java, East Java, Bali and Lombok but have also spreaded to the locations of Borobudur, Lake Toba, Likupang, Mandalika and Labuan Bajo. The addition of locations was due to the Development of Danone-AQUA's Waste Collection Program in 5 Super Priority Destinations to support the Indonesian government.

One of the important aspects in every Waste Collection Program developed by Danone AQUA is the empowerment of scavengers and managers of waste facilities. They are informal sector workers who do not receive employee benefits even though they are key players for the sustainability of waste management in Indonesia.

### Building an inclusive Circular Economy through Inclusive Recycling Indonesia (IRI)

Since 2018, Danone-AQUA has received support from Danone Ecosystem to develop the Inclusive Recycling Indonesia (IRI) Program. This program is part of #BijakBerplastik movement which aims to improve community-based management and collection of plastic waste in reuse, reduce, recycle waste management facilities (tempat pengelolaan sampah reuse, reduce, recycle/TPS3R) at the village level and integrated waste management facilities (Infrastruktur Pengelolaan Sampah Terpadu/TPST) at the sub-district level, as well as a number of large stalls which are scattered in several areas in Indonesia, namely in Central Java, Yogyakarta and East Java. Through IRI, the life cycle of plastic bottle waste is extended. No longer immediately wasted, collected plastic bottles were processed into raw materials for a mixture of new bottles (close loop) by Veolia Indonesia, a Danone-AQUA recycling partner company.

The IRI program has worked on improving the welfare of scavengers, TPS3R/TPST/large stall workers who are the front line of waste management. With the spirit of empowerment, Danone-AQUA together with the Pembangunan Citra Insani Indonesia Foundation (YPCII), an implementing partner NGO strived to create safe working conditions by providing personal protective equipment (PPE) to TPS3R/TPST and large stall employees. The workers also received training on occupational safety, product quality and financial training for up to 21 hours.

In addition, through IRI, Danone-AQUA also facilitated the provision of employee benefits such as Employee Social Security System and pension funds to 118 TSP3R and TPST employees as well as other social benefits for scavengers. During the Covid 19 pandemic, IRI was also active in providing counseling on prevention of COVID 19, masks, hand sanitizers



and basic necessities for scavengers whose work space was limited due to the lockdown. The IRI program has also helped 2,500 scavengers and TPS3R/TPST/large stalls workers and their families to gain access to financial services, including opening savings accounts for retirement preparation.

In addition to providing assistance for waste management, this program is also engaged in education to spread awareness about the importance of recycling plastic waste among the public. For example, providing training on household-based waste management to cadres at the village. Allowing them to become mobilizers for the surrounding community, encouraging the establishment of waste banks at the community level, and conducting education in elementary schools and forming a team of "Ksatria Bumi Kecil" who were trained to be a peer trainer at school. This program aimed at establishing responsible behavior to reduce waste disposal to the landfill.

IRI is in line with the company's commitment to develop a sustainable business and implement a circular economy by implementing integrated and inclusive waste management.



## #BIJAKBERPLASTIK (#BEPLASTICWISE) – BUILDING A CIRCULAR ECONOMY OF PLASTIC PACKAGING



**Wahyuni (45 years old)**  
Beneficiaries of IRI Program

One of the beneficiaries of IRI is Ms. Wahyuni, 45 years old, who has been a garbage collector for more than 12 years to help support her family's economy. It was undeniable that working as a garbage collector has put Mrs. Wahyuni in a vulnerable state.

"When I started working as a garbage collector, I was very prone to getting sick and developing itching, coughing and diarrhea, not to mention that my children also got sick, maybe because they came in contact with garbage every day. In addition, I often suffered from external injuries, abrasions and scratches almost every day. Since my income was sometimes insufficient, I just let myself get sick and the wound healed by itself." said Mrs. Wahyuni.

In 2020, Mrs. Wahyuni joined the Inclusive Recycling Indonesia (IRI) program. After receiving assistance and guidance from the IRI Program, Mrs. Wahyuni understood more about health and also managed the income she got every day. At that time,

when the Covid 19 Pandemic began, there was a lot of health information circulating, not knowing which one could really be trusted. Therefore, the IRI team came to explain in a light and easy to understand way how to keep working safely during a pandemic. In addition, the team also distributed masks, which at that time were very scarce and expensive to obtain.

In addition, the IRI program also taught how to manage finance that she and her husband earned for daily needs and even taught how to set aside the income for savings for future needs and for children's education expenses.

"I gained many benefits from the IRI program because from the beginning of the Covid 19 pandemic, they came to help me and other scavenger friends to explain how to work safely during a pandemic, we also routinely received basic necessities assistance which was very helpful since we experienced a lack of income at that moment."

"The other day I felt the benefits of IRI's assistance again, at that time I was confused about paying my child's school fees, I had looked for loans everywhere but no one could help and then I remembered on my savings that I routinely set aside every Sunday. I was able to pay for my child's schooling and also buy a new cell phone for my child for online learning purpose. This savings helped me a lot that my child didn't have to drop out of school." said Mrs. Wahyuni

From the IRI program, Mrs. Wahyuni also realized the importance of working using personal protective equipment, allowing Mrs. Wahyuni and her scavenger friends to work safely and comfortably.





### Danone Group in Indonesia: Turning Waste Problems into Solutions Through Waste Collection Project in Labuan Bajo as Super-Priority Tourism Destination

In 2022, of the total waste throughout Indonesia, only 66.61% of waste was managed, while 33.39% was untreated, meaning that those could be burned, disposed of or disposed of at the landfill. In coping with this situation, the Government of Indonesia has established a strategic target to reduce the amount of plastic waste entering the ocean by 70% in 2025.

As part of the efforts to reduce plastic waste, Danone-AQUA has been initiating the #BijakBerplastik movement since 2018. Through #BijakBerplastik, Danone-AQUA is committed to being a part of the solution to the plastic waste problem and supporting the Indonesian government to achieve its target of reducing waste into the oceans by 70% in 2025 through three main pillars namely collection, education, and innovation.

Danone has developed innovative collaborations with a wide-range of stakeholders to ensure their commitments are realized. One way is to develop a Waste Management Program in Super Priority Tourism Destinations, one of which is Labuan Bajo.

#### Danone-AQUA and Kole Project Collaboration in Labuan Bajo

The government has designated Labuan Bajo as a super priority tourism destination. However, the waste management infrastructure in this region still remains a challenge. This causes a high volume of waste that has untreated. Based on data from the Environment and Sanitation Office of West Manggarai in 2020, the volume of waste in Labuan Bajo City reached 37,104.59 tons, of which around 8,415.59 tons could not be handled.

As part of #BijakBerplastik program, since 2019, Danone Group in Indonesia has been collaborating with the Kole Project, a local stakeholder in Labuan Bajo to build waste collection infrastructure and facilitate the delivery of plastic bottles and other economical waste to the recycling industry in East Java.

The infrastructure facility was in the form of an economical plastic waste collection center called the Kole Waste Collection Center at Mbrata, Macang Tanggar Village. The Kole Project also played a role in building an economical plastic waste collection system by purchasing plastic waste directly from the community and scavengers at around 90 points. A garbage collection system at the RT (Neighbourhood) level was also built to ensure that domestic waste is managed.



Meanwhile, to encourage the active role of tourism industry players in managing plastic waste, Danone Group in Indonesia and the Kole Project were developing the LakoSama (Langkah Kelola Bersama/Managing Waste Together) Program in 2022. Through this program, various tourism industry players were encouraged to manage waste generated from their business activities by bringing economic plastic waste to the Kole Waste Collection Center facility. Furthermore, the tourism industry players were also invited to provide education to the surrounding community, there were around 215 students and the wider community regarding waste management through the *Sampahku Tanggung Jawabku* (My Trash, My Responsibility /SAMTAKU)

Program Danone Group in Indonesia is convinced that by building a circular economy, it will be able to reduce the amount of plastic waste by recycling post-consumer plastic to be used as raw material for new bottles. The circular economy is not merely a solution to the waste problem in Indonesia, but also opens job opportunities for those involved in the recycling value chain.

Putra Hawan, founder of the Kole Project explained, "About 90 people received economic benefits from this program, while 215 people received educational benefits. In addition, this program successfully collected around 80 tons of PET plastic waste in 2022.



**Putra Hawan**  
Kole Project's Founder

# #BIJAKBERPLASTIK (#BEPLASTICWISE) – BUILDING A CIRCULAR ECONOMY OF PLASTIC PACKAGING

Meanwhile, in addition to the aforementioned programs, we also teamed up with several parties through digital platforms to carry out programs related to waste collection. The following is a recapitulation of activities related to building a plastic waste collection ecosystem through digital platforms:



## Grab Recycle

(Plastic waste collection for Grab application users)

Jakarta, Bekasi, South Tangerang

- › **1,500 Grab users** used Grab Recycle service.
- › **55 waste banks** as collection point of additional waste.



## OCTOPUS

Digital Collection

Denpasar and Badung, Bali Province  
Bandung, West Java Province

- › Education on the selection of economic waste to **70,000 application users**.
- › **10 stalls** joined the digital ecosystem.
- › **46 scavengers** joined the digital ecosystem.

### Waste Management Program Around the Factory



## #BijakBerplastik 2021

12 Villages

- Assistance in the form of:
- › Construction of septic tanks.
  - › Distribution of waste sorting bins
  - › 300 waste sorting bags
  - › Development of TPST3R infrastructure
  - › Formation of a Waste Banks
  - › Garbage wheelbarrows
  - › Procurement of 4 incinerator units
  - › 2 special dropboxes for plastic waste
  - › Digital weighing scales for Waste Banks



## #BijakBerplastik 2022

12 Villages

- Assistance in the form of:
- › Installation of clean water program.
  - › Development of TPST3R infrastructure
  - › 2 plastic recycling technology machines
  - › Provision of 20 waste sorting bins
  - › Waste Banks
  - › 3 trash dropboxes
  - › 550 small composters
  - › 250 packages of waste sorting bags
  - › 10 units of shelter bottle s

### Sukabumi

Revitalization and assistance to TPS 3R in Cidahu, Cicurug and Cimaja Sub-Districts

- › Education on waste sorting at household and school levels using the Sampahku Tanggung Jawabku (My Trash, My Responsibility) module. This training successfully reached **786** (seven hundred and eighty six) **people** and **360** (three hundred and sixty) **students** in the vicinity of the Company's Factory.
- › **13** (thirteen) waste management **cadres** were established.
- › At the end of the 2021 program period, there were **250** (two hundred and fifty) **families** carried out waste sorting and **5,333** (five thousand three hundred thirty three) **quintals** of economically valuable plastic **waste** were collected from sellers.

### Cimaja, Pelabuhan Ratu

Waste management in Cimaja tourist area

- › Building **TPS3R facilities** at Cimaja Village.
- › Distribution of **3,000** (three thousand) **waste sorting bags** to residents.
- › **1,200** (one thousand two hundred) **children** received education using the "Sampahku Tanggung Jawabku" (My Trash, My Responsibility) model
- › **1,800** (one thousand eight hundred) **residents** received education related to the **#BijakBerplastik** program about waste with economic value.
- › Successfully established **waste management cadres** consisting of **30** (thirty) **people**.

### Jimbaran, Kabupaten Badung

- › Constructing a **TPST facility on 5,000 m<sup>2</sup>** of land that manage waste from **6 villages** around the TPST.
- › The facility is capable of **managing 120 tons of waste** and produce **40 tons/day of compost**.
- › Providing "**My Trash My Responsibility**" education to change people's behavior.



### Desa Purwasari

Revitalization of facilities in the form of roof and walls of TPS3R repairs

- › Procurement of **5 (five) waste sorting bins**.
- › A total of **50 (fifty) people** took part in community-based waste management training.
- › **1,896** (one thousand eight hundred and ninety six) **participated** in training on composting from organic factories.
- › **26 waste management cadres** were formed.

### TPST di Kabupaten Lamongan

In collaboration with PT Reciki Solusi Indonesia

- › Together with Reciki and the Lamongan Regency Government built a **5,500 m<sup>2</sup>** TPST that accommodates 60 tons of waste per day.
- › Serving waste management (**6,726 kg**) for **16,700** families at **44 villages/districts**.
- › Carrying out waste management education for **16,470 people** at **33 elementary schools, 75 middle schools, 28 high schools**.
- › Equipped **86 wheelbarrows** by providing safety equipment (vests, gloves, boots), as well as handing over **75 garbage wheelbarrows**.

### Panggunghardjo, Purwosari, Bergas, GIAAAT (Guyub Iku Apik Agawe Ayom Adem Ayem Tentram)

- › TPST3R Panggunghardjo successfully managed **37.2 tons** of plastic waste **in 2021**, higher than 12.5 tons in the previous year.
- › TPST3R Purwosari successfully managed **12.9 tonnes** of plastic waste, an increase from 2.7 tonnes in the previous year.
- › TPST3R Bergas successfully managed **21.2 tons** of plastic waste, much higher than 3 tons in the previous year.
- › TPST3R GIAAAT successfully managed **11.5 tons** of plastic waste, compared to only 1 ton in the previous year.
- › TPST Jimbaran successfully managed **37 tons** of waste.
- › A total of **21,728 people** received education about Sampahku Tanggung Jawabku (My Waste, My Responsibility).



**In the Education Pillar, the Company has ambitions to lead a national campaign targeting 5 million students and 100 million consumers by 2025.**

In implementing the #BijakBerplastik program on the Education Pillar, the Company understands that in order to achieve the desired target, community participation in waste management is an absolute requirement. Therefore, a culture of sorting waste and recycling waste starts from the household level and this needs to be built on children from an early age.

Building a culture of responsible waste management for children from an early age is carried out through Sampahku Tanggung Jawabku Program (SAMTAKU). To implement this program, Danone Group in Indonesia worked closely with stakeholders consisting of Coordinating Ministry for Maritime Affairs and Investment, Faculty of Engineering, University of Indonesia and Lentera Anak Foundation to develop educational modules targeting children attending Early Childhood Education and elementary school students.

The SAMTAKU Education Program which was being implemented in 2021 is a continuation of the previous year's period. If in the previous period, the education model was carried out to schools through teachers, in 2021, the Company worked closely with the educational platform www.sekolah.mu to digitize the educational module "Sampahku Tanggung Jawabmu" (SAMTAKU) for elementary school children and Fairy Tale Books at the Pre-School level. This program aimed for more school-age children to have access to these educational materials.

Meanwhile, the Company also continued to monitor and evaluate the schools that are targeted for the 2020 program period. Based on the results of the monitoring and evaluation activities for the SAMTAKU Program at the elementary level, it showed that 75% of elementary schools implemented school learning involving 986 teachers. As a result, 13,005 students were actively involved in SAMTAKU educational program for elementary school and 2,043 stakeholders (parents, school committees, local traders and the community) gained knowledge about SAMTAKU.

The limited sharing session activities directly between schools during the Covid 19 pandemic prompted the Company to hold sharing session activities online. This activity was attended by 65 elementary schools. At the time of the activity, there were representatives from 5 schools who shared experiences about the best practices they implemented. This was intended to inspire other schools to continue to conduct SAMTAKU education. On this occasion, an evaluation activity was also carried out on the effectiveness of the 2013 Environmental Curriculum.

Meanwhile in 2022, this activity was carried out at 3 Elementary Schools in Babakanpari Village attended by 203 students as well as 3 other Elementary Schools and 4 Pre-Schools in Tenjolaya Village. The following is a recapitulation of what we have done in the SAMTAKU program:



**Program  
Sampahku Tanggung Jawabku (SAMTAKU)/  
(My Trash, My Responsibility)**

**15.271 students**

**81 schools**

Apart from education for students, education related to waste management was also provided to the wider community with the following details:



**Program  
Education on waste management**

**7.672 participants**

**10 villages/cities**



Collaborating with media, educational institutions, NGOs, retailers and service providers via digital platforms, Danone Group in Indonesia has led a waste management education campaign that will encourage increased awareness and behavior change.

- › Through the tagline "*Malu Dong Buang Sampah Sembarangan*", Danone (Aqua) provided education to the community in Tenganan Pegriingsingan Village, known as one of the areas visited by many foreign and local tourists and is famous for its Pandan War ceremony and woven cloth. As a tourist spot, it

often leaves a lot of waste that is not managed properly. On this occasion, we provided education for community and tourists not to throw rubbish carelessly. In addition, we also provided trash bags and wheeled trash bins.

- › Through the Maybank Marathon 2022 event which took place in Bali, Aqua as the official water sponsor participated in the #BijakBerplastik campaign. In this activity, 2 tons of packaging and food waste were collected which were then transported and processed by PT Reciki Solusi Indonesia.



**In total, to date, educational programs related to waste management have reached 19 million people. Our ambition is to educate 100 million consumers and 5 million school-age children.**



AQUA has the ambition to use a **100% reusable, recyclable or compostable packaging**; and use **50% recycled materials in all plastic packaging by 2025**.

**AQUA** 100% RECYCLED

Indonesia's First Bottle Innovation  
From 100% Recycled Plastic.  
100% Recyclable

Innovation for Cleaner Indonesia  
#BijakBerplastik

www.SehatAQUA.co.id

In this pillar, the Company's ambition is to make a 100% reusable, recyclable or compostable packaging. To this end, the Company continues to conduct research and innovation to encourage the use of circular packaging and create a positive impact on the environment.

In collaboration with Veolia Services Indonesia we design and produce plastic bottle packaging made from raw materials containing RPET (Recycled PET). The RPET-containing bottle is produced with the latest technology and in accordance with the quality standards for food, so it is not only environmentally friendly but also has passed the quality standards of the Food and Drug Supervisory Agency (BPOM), Indonesian National Standard Indonesia National Standard (SNI), and Halal Certification from the Government of Indonesia.

After launching AQUA Life, which is the first AMDK product made from 100% recycled packaging product whose packaging is made from 100% recycled and recyclable materials in 2018, the Company in 2021 launched AQUA 600 ml product whose packaging is made from 100% recycled and recyclable materials. The 600 ml product was only sold on the island of Bali.

To date, all packaging Danone-AQUA packaging uses recycled plastic (recycled PET/rPET) up to 25%. The company has a commitment to increase the recycled content to reach 50% by 2025.

### Impact of #BijakBerplastik Program

To find out to what extent the #BijakBerplastik program has had an impact both in terms of environmental, social and economic aspects, Danone AQUA has carried out analysis and evaluation in collaboration with independent and credible institutions, the Institute for Economic and Social Research, Faculty of Economics and Business, University of Indonesia (LPEM FEB UI). Evaluation was carried out using literature reviews, management and analysis of secondary data and community interviews.

The following is the impact of the #BijakBerplastik program during the period of 2018 – 2021:

## #BIJAKBERPLASTIK CONTRIBUTION 2018 – 2021

### ENVIRONMENTAL ASPECT

- 17%** increase in the amount of recycled waste
- Reduced the amount of remaining waste at the Landfill by **14%** and reduced the volume of waste scattered in marine ecosystems
- #Bijakberplastik contributed to reducing the amount of waste burned and managed to avoid CO<sub>2</sub> emissions by up to **36,369 tons**
- Equal to Emissions savings from traveling around the earth with a petrol car were **5,288 times** or **0.17%** decrease in carbon footprint in South Jakarta
- CO<sub>2</sub> emissions derived from the use of rPET stood at around **122,268.7 tons**
- Equal to **26,972** round trips from Jakarta to New York or **0.58%** decrease in carbon footprint in South Jakarta

### ECONOMIC ASPECTS

- Additional cumulative economic value creation reached **Rp1.22 trillion**
- Capital costs for building **2,225 integrated waste management facilities**
- And providing educational assistance with the Kartu Indonesia Pintar (Smart Indonesia Card/ KIP) for **453 thousand elementary school students** in Indonesia
- Without #BijakBerplastik, the cumulative creation of job opportunities in Indonesia would experience a decline of **40.1 thousand** workers
- Equal to **1.97%** of the total Indonesian workforce in the water supply, trash and waste management, and recycling sectors

### SOCIAL ASPECTS

- #BijakBerplastik participants tended to have a **better understanding of the impact of reducing and handling plastic waste on the economy, social and environment** compared to #BijakBerplastik non-participants
- 9 out of 10** BijakBerplastik participants felt the economic impact of the waste collection program from the BijakBerplastik Movement
- #BijakBerplastik participants **tended to adopt more sustainable lifestyle behaviors** compared to #BijakBerplastik non-Participants
- 6 out of 10** #BijakBerplastik participants sorted used plastic waste, while only 1 out of 10 #BijakBerplastik non-participants did this activity.

## AQUA GALLON CONTRIBUTION 2018 – 2021

### ENVIRONMENTAL ASPECT

- Reduced the pile of PET bottle waste at the Landfill by **306 tons**
- Reduced the amount of plastic packaging waste that was untreated sustainably (burned, buried and thrown away carelessly) by 996 tons **996 tons**
- From the Manufacturer's perspective, the availability of Aqua gallons has avoided the use of **4,152 tonnes of virgin plastics**

### ECONOMIC ASPECTS

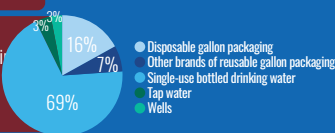
- The use of AQUA gallons by consumers in Indonesia contributed to an additional national GDP of **0.00073%** or around **Rp460 billion**
- There was growth of around **0.01%** in the water supply, waste management and recycling sectors
- Encouraging national job creation
- 13,316 jobs** Indirect employment
- 3,416 jobs**
  - AQUA Home Service (AHS)
  - Gallons Depot workers
  - Gallons distribution truck drivers

### NO REUSABLE GALLONS

- The increase in accumulated emissions in 2018-2021 of **8,926 tonnes** equivalent to **0.04%** reduction in South Jakarta emissions
- Producers would produce **770,000 tons** of PET for Single-use Bottled Drinking Water resulting in additional emissions of **1,655,500 tons**
- 7 out of 10** consumers would switch to single-use drinking water packaging, thereby potentially **increasing waste generation**

### SOCIAL ASPECTS

- AQUA gallons also supported sustainability and a circular economy because they are reusable
- Reusable gallons have established consumers with higher concern for the environment and get used to the culture of reuse



# WASTE MANAGEMENT WITHIN MANUFACTURING

Danone Group in Indonesia encourages the Zero Waste to Landfill approach, a waste management model by reducing the accumulation of domestic and office waste, with the waste being

reused or recycled, causing no waste to end up in landfill and pollute the environment. We have Standard Operating Procedure related to the environment (waste water, hazardous waste, and non-hazardous waste. [GRI 3-3]

## Waste Generated [GRI 306-3]

Description (in tonnes)	Danone-AQUA			Danone SN Indonesia		
	2020	2021	2022	2020	2021	2022
<b>TYPE OF WASTE</b>						
Hazardous waste	93.10	80.36	114.00	27.59	31.66	27.56
Non-hazardous waste	16,815.76	14,445.52	16,227.95	4,401.74	5,292.25	6,474.91
<b>Total</b>	<b>16,908.86</b>	<b>14,525.87</b>	<b>16,341.94</b>	<b>4,429.33</b>	<b>5,323.91</b>	<b>6,502.47</b>

## Waste diverted from disposal [GRI 306-4]

Description (in tonnes)	Danone-AQUA			Danone SN Indonesia		
	2020	2021	2022	2020	2021	2022
<b>Hazardous Waste</b>						
Preparation for reuse	0	0	0	0	0	0
Recycling	0	0	0	0	0	0
Other recovery operations	33.28	29.56	30.45	22,446	31,663	27,562
<b>Total</b>	<b>33.28</b>	<b>29.56</b>	<b>30.45</b>	<b>22,446</b>	<b>31,663</b>	<b>27,562</b>
<b>Non-hazardous Waste</b>						
Preparation for reuse	0	0	0	0	0	0
Recycling	0	0	0	0	0	0
Other recovery operations	16.362,33	14.141,08	15.833,84	0	0	0
<b>Total</b>	<b>16.362,33</b>	<b>14.141,08</b>	<b>15.833,84</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Waste directed to disposal [GRI 306-5]

Description (in tonnes)	Danone-AQUA			Danone SN Indonesia		
	2020	2021	2022	2020	2021	2022
<b>Hazardous Waste</b>						
Incineration (with energy recovery)	0	0	0	0.007	0.049	0.064
Incineration (without energy recovery)	0	0	0	0.003	0.060	0.020
Landfilling	59.81	50.80	83.55	0	0	0
Other disposal operations	0	0	0	27.589	31.556	27.563
<b>Total</b>	<b>59.81</b>	<b>50.80</b>	<b>83.55</b>	<b>27.589</b>	<b>31.556</b>	<b>27.563</b>
<b>Non-hazardous Waste</b>						
Incineration (with energy recovery)	0	0	0	0	0	0
Incineration (without energy recovery)	0	0	0	0	0	0
Landfilling	435.43	304.44	394.11	73.199	75.616	29.283
Other disposal operations	0	0	0	4,122.365	4,320.502	4,406.440
<b>Total</b>	<b>435.43</b>	<b>304.44</b>	<b>394.11</b>	<b>4,195.564</b>	<b>4,396.118</b>	<b>4,435.723</b>





# DANONE'S COMMITMENT AGAINST CLIMATE CHANGE

Global warming has brought real challenges to life on the earth we share. This change brings various kinds of concerns ranging from health impacts on humans and other living creatures, drought, damage to agricultural production and threatening damage to the environmental ecosystem.

Danone Group in Indonesia understands its role to anticipate the impacts of climate change through a commitment to efficient and responsible energy use towards a low-carbon economy. This is our commitment to achieve net zero emissions by 2050. This commitment is implemented through a series of initiatives ranging

from energy efficiency in the production process in factories, using renewable energy, creating packaging innovations, optimizing distribution, to managing post-consumer plastic packaging. We are also committed to working closely with suppliers which operate in a responsible and sustainable manner. As a company (Danone SN Indonesia) that requires palm oil raw materials, for example, we have RSPO standards to ensure that all our supplier partners do not practice deforestation. [GRI 3-3]

## CARBON REDUCTION INITIATIVES



**100% Recycled Plastic**

**Less CO<sub>2</sub> emissions** than plastic bottles by **65%**



**Solar panels installation**

The solar panels with capacity of **8.8 MWP** and **reduce emissions** by **9,608 tons of CO<sub>2</sub>**



**Conservation & Biodiversity**

**2.5 million trees** planted in **6,000 Ha** and **20 Kehati Parks**



**Regenerative Agriculture**

Implementing a regenerative approach on **183 ha**, reducing emissions by **51% CO<sub>2</sub>**



**Reuse Business Model**

**83% lower emissions** compared to single-use gallons



**Energy Efficiency**

**24% reduction** in energy intensity



**Logistics Optimization**

Route optimization, truck rejuvenation and **environmentally friendly** transportation



**Integrated Waste Management Facilities**

Processing **160 tons** of waste/day, reducing CO<sub>2</sub> emissions by **57 tons**



**Biogas**

**62% reduction** in CO<sub>2</sub> emissions due to Management of livestock manure into biogas and fertilizer



**Biomass Boilers**

Reduce carbon emissions by **8,300 tons of CO<sub>2</sub>** and reduce carbon footprint resulting from the production process at Prambanan Factory by up to **32%**

**Responsible Energy Use** [GRI 302-1]

The use of fossil fuels as a non-renewable energy source which is widely used nowadays is one of the contributors to greenhouse

gas emissions (GHG) which cause global warming. Therefore, we keep striving for energy efficiency in production processes and utilities and are gradually using new & renewable energy (NRE) which we have started since 2017.

Entity	Danone-AQUA	Danone SN Indonesia
<b>Energy Efficiency</b>	Energy efficiency in production and utility processes, including through: air pressure control on blowing machines, increasing heating equipment for cleaner engines, automation and integrated control for several compressors.	<ul style="list-style-type: none"> <li>› Replacing large silo machines with smaller ones.</li> <li>› Reducing the number of engine cooling motors.</li> <li>› A more efficient Cleaning in Place (CIP) process.</li> <li>› Reducing chiller engine power.</li> </ul>
<b>Renewable Energy</b>	Solar panels	Biomass Boiler
<b>Green Office</b>	<ul style="list-style-type: none"> <li>› Set the standard AC temperature and install lights with automatic lighting effects.</li> <li>› Efficient use of water by installing faucets with sensors.</li> <li>› Waste management by sorting and processing in collaboration with appointed partners.</li> <li>› Campaigns of energy efficiency, water wise and separate waste management for employees and guests in the office.</li> </ul>	
<b>Energy Audit</b>	More intensive energy audits across all factories in order to encourage awareness of energy-saving behavior by employees and replacement machineries with more energy-efficient ones.	

**Energy Consumption**

In the 2021-2022 reporting period, non-renewable energy still dominated the energy use for the production process, both at Danone-AQUA and Danone SN Indonesia.

The following is energy use data in each Danone Group in Indonesia business unit which serves as material for our evaluation in implementing further policies to use energy responsibly.

Description (in GJ)	Danone-AQUA			Danone SN Indonesia		
	2020*	2021	2022	2020	2021	2022
<b>Non-renewable Energy</b>						
Electricity	723,941	676,166	719,742	154,674	155,192	156,090
CNG	53,562	69,819	69,131	406,304	401,571	250,745
Diesel fuel	22,150.21	19,446	17,558	4,911	6,854	1,786
Thermal Consumption (diesel & steam)	0	0	0	0	0	0
Sub Total	799,653	765,503	806,431	565,889	563,617	408,621
<b>Renewable Energy</b>						
Solar Energy	8,866	16,623	27,849	0	0	121,701
<b>Total Energy Consumption</b>	<b>808,519</b>	<b>782,126</b>	<b>843,280</b>	<b>565,889</b>	<b>563,617</b>	<b>530,321</b>

\*restatement

# DANONE'S COMMITMENT AGAINST CLIMATE CHANGE

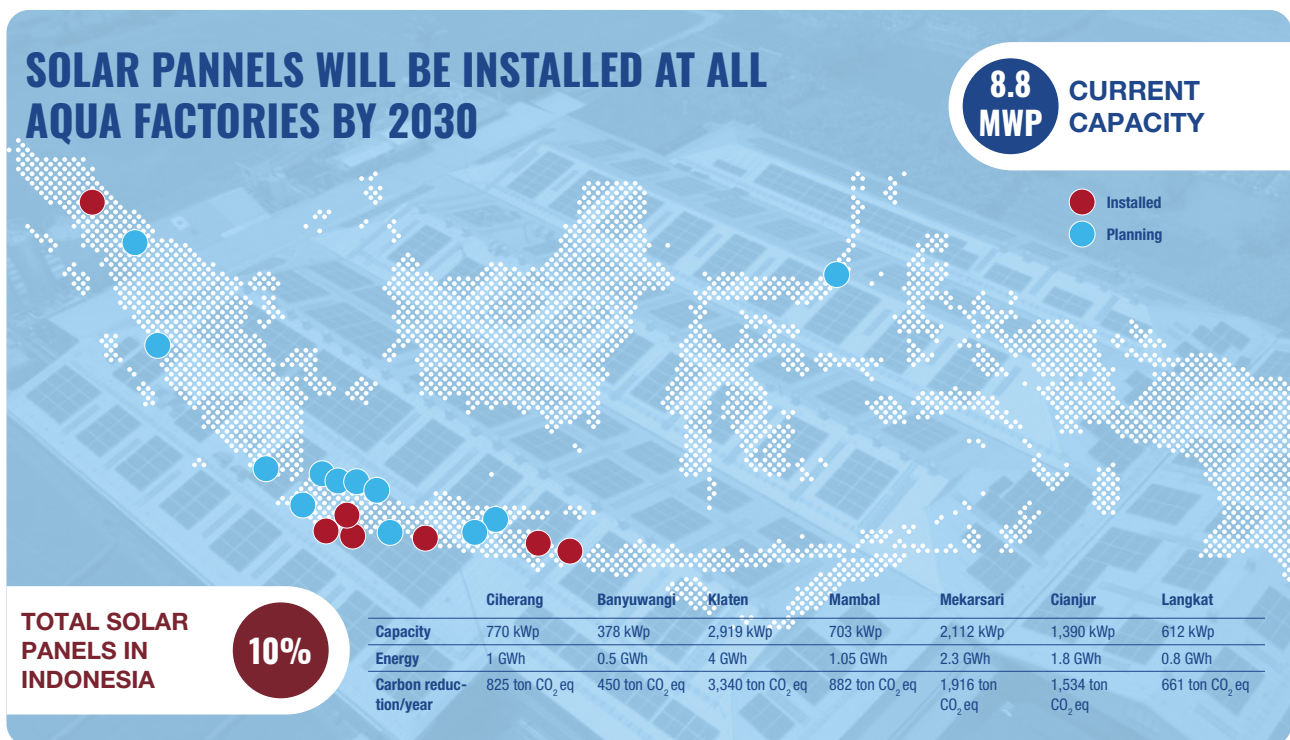


## New & Renewable Energy Use (NRE)

Danone Group in Indonesia continues to increase its NRE mix to supply its energy needs. This is in line with Danone's ambition at the global level target of achieving 100% renewable electricity by 2030.

Since 2017, through Danone-AQUA, solar panel has been installed at the Ciherang Factory with a capacity of 770 kWp and produced 1 GWh of electricity per year, leading to reduction in carbon emissions by 825 tons of CO<sub>2</sub> per year.

Furthermore, solar panel was installed in Banyuwangi, East Java, in February 2020 with a capacity of 378 kWp, generating 545.2 MWh of electricity per year and being able to reduce carbon emissions by 450 tons of CO<sub>2</sub> per year. Still in the same year, Danone AQUA also installed a solar panel in Klaten, Central Java. The solar panel at the Klaten Factory is the largest in Central Java initiated by the industry with a capacity of 2912 kWp, generating 4 GWh of electricity per year and being able to reduce carbon emissions by 3340 tons of CO<sub>2</sub> per year.

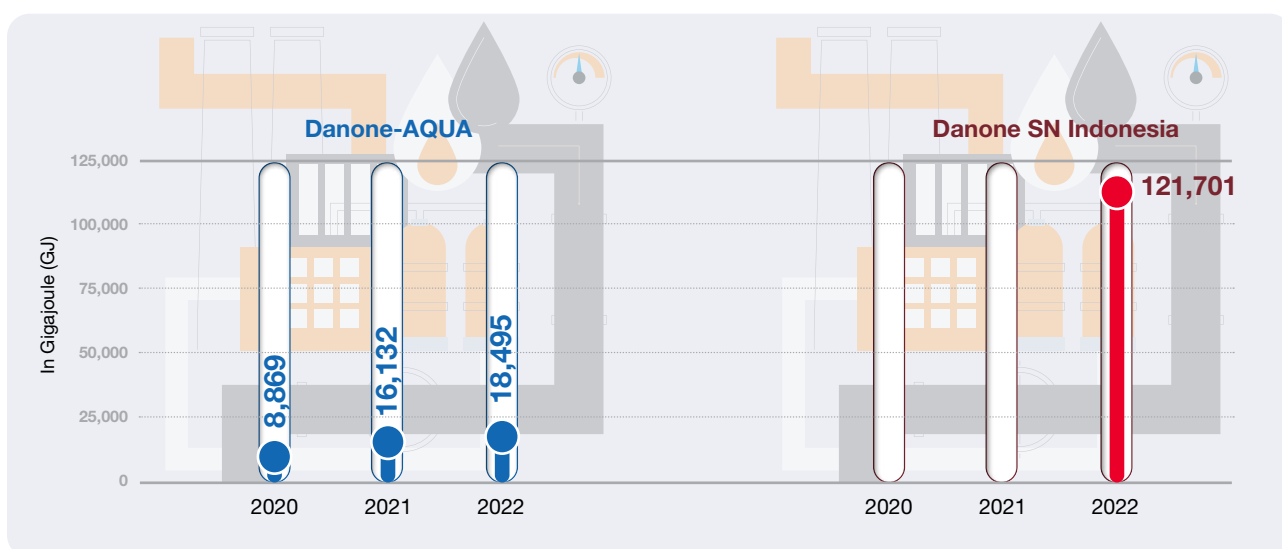


Then in 2021 solar panel was installed in Mekarsari, West Java with a capacity of 1800 kWp and produced 2 GWh of electricity per year and managed to reduce carbon emissions by 1670 tons of CO<sub>2</sub> per year. Meanwhile in Mambal in 2022, solar panel was installed with a system capacity of 704 KWP, generating 1050 MWH of electricity per year and reducing up to 882 tons of CO<sub>2</sub> per year.

Danone SN Prambanan also started using NRE by building a rice husks-based biomass boiler. Biomass boilers are an alternative to environmentally friendly technology, the energy produced stems from renewable natural sources in the form of biological elements

such as dead organisms or living plants. Biomass materials are commonly found in the form of rice husks, corn cobs, coconut shells, agricultural waste, wood processing waste and industrial waste. Boilers can reduce carbon emissions by 8,300 tons of CO<sub>2</sub> or the equivalent of carbon emissions absorbed through planting 120,000 trees. This project managed to reduce 32% of the carbon footprint resulting from the production process at the Prambanan Factory.

The use of EBT in the company is increasing from year by year, as can be seen in the following graph:



**Energy Intensity [GRI 302-3]**

Overall, we strive to use energy efficiently and responsibly. As one of the parameters evaluate the extent to the energy efficiency approach has been carried out, we measure the energy intensity or the ratio of energy to the output. Based on the ratio, the

intensity of energy use in Danone-AQUA was well-maintained, even Danone-SN managed to reduce it from the previous year. This indicated that we have been consistently using energy in a responsible manner. [GRI 3-3]

Description	Danone-AQUA			Danone SN Indonesia				
	Unit	2020	2021	2022	Unit	2020	2021	2022
Total Energy	GJ	820,345	780,506	828,120	GJ	565,889	563,617	530,321
Total Production	m <sup>3</sup>	13,443,062	12,955,900	13,413,095	ton	183,302	184,031	187,036
Energy Intensity	GJ/m <sup>3</sup>	0.0610	0.0602	0.0617	GJ/ton	3.087	3.063	2.835

(For Danone-AQUA, the unit of production used is m<sup>3</sup> = volume of water, considering that the main raw material is water. While for Danone SN Indonesia we use weight units in tons)

## DANONE'S COMMITMENT AGAINST CLIMATE CHANGE

### Reducing Energy Consumption [GRI 302-4]

Overall, there was a slight increase in energy consumption at Danone-AQUA. Meanwhile, at Danone-SN, there was a decrease in energy consumption, especially in steam consumption. [GRI 3-3]

#### Danone-AQUA

in GJ

Energy Consumption	2020*	2021	+/-	2022	+/-
Electricity	723,941	676,166	(47,775)	719,742	43,576
CNG	53,562	69,891	16,329	69,131	(760)
Diesel Fuel	22,150.21	19,446	(2,704)	17,558	(1,888)
<b>Total</b>	<b>799,653</b>	<b>765,503</b>	<b>(34,150)</b>	<b>806,431</b>	<b>40,928</b>

\*restatement

#### Danone SN Indonesia

in GJ

Energy Consumption	2020	2021	+/-	2022	+/-
Electricity	154,674	155,192	518	156,090	898
CNG	406,304	401,571	(4,733)	250,745	(150,826)
Diesel Fuel	4,911	6,854	1,943	1,786	(5,068)
<b>Total</b>	<b>565,889</b>	<b>563,617</b>	<b>(2,272)</b>	<b>408,621</b>	<b>(154,996)</b>

### Direct GHG Emissions (Scope-1) [GRI 305-1]

The combustion process produces carbon dioxide (CO<sub>2</sub>) emissions which in turn has the risk of causing climate change. We remained committed to reduce CO<sub>2</sub> emissions across all of our operations. The following is data on the CO<sub>2</sub> emissions produced: [GRI 3-3]

#### Danone-AQUA

in ton CO<sub>2</sub> eq

Type	2020	2021	2022
Thermal Energy (Boiler, Genset, Forklift)	8,065	9,396	10,489

#### Danone SN Indonesia

in ton CO<sub>2</sub> eq

Type	2020	2021	2022
Diesel fuel	23,282	22,963	14,287

### Indirect GHG Emissions (Scope-2) [GRI 305-2]

Calculation of CO<sub>2</sub> emissions (scope 2) was based on the use of electricity purchased from the State Electricity Company (PLN). Overall, both Danone-AQUA and SN have successfully reduced electricity consumption. [GRI 3-3]

#### Danone-AQUA

in ton CO<sub>2</sub> eq

Type	2020	2021	2022
Electricity (PLN)	158,783	64,748	64,314

#### Danone SN Indonesia

in ton CO<sub>2</sub> eq

Type	2020	2021	2022
Electricity (PLN)	33,208	15,457	12,651

**Other Indirect GHG Emissions (Scope-3) [GRI 305-3]**

Other indirect GHG (Scope 3) calculations (outside of the use of scope-1 and 2) in our business were based on the product distribution process. We continued to reduce our carbon footprint throughout our value chain. In terms of product distribution, we used more environmentally friendly or efficient means of transportation.

We used trains as the means of transporting products due to their ability to transport more cargo than vehicles which required more fleet and fuel.

The company calculated indirect GHG (Scope 3) emissions in the form of emission reductions in accordance with the provisions of our head office. Calculation of GHG emissions (Scope 3) was conducted using standards/methodologies set by the head office internationally by calculating all Danone-AQUA subsidiaries as one unit, without an equity portion approach to financial control or operational control.

**Danone-AQUA**in ton CO<sub>2</sub> eq

Type	2020	2021	2022
Other raw materials	559,657	403,868	497,810
Utilization of sold products	487,356	240,749	255,843
Downstream transportation and distribution	180,068	171,490	172,791
Upstream transportation and distribution	17,533	15,291	37,716
Handling at the end of product life	149,597	128,911	179,684
Activities related to fuel and energy	40,438	24,328	23,236
Waste generated from operations	317	301	319
<b>Total</b>	<b>1,434,966</b>	<b>984,938</b>	<b>1,167,399</b>

**Danone SN Indonesia**in ton CO<sub>2</sub> eq

Type	2020	2021	2022
Other raw materials	104,228	110,712	105,922
Utilization of sold products	77,349	98,947	104,952
Downstream transportation and distribution	6,124	5,772	6,709
Upstream transportation and distribution	11,496	16,040	11,285
Handling at the end of product life	20,249	19,414	n/a
Activities related to fuel and energy (excluding activities in Scope-1 or 2)	12,529	9,440	6,936
Waste generated from operations			
Dairy raw materials	664,618	754,476	828,751
Finished Goods	349	20,350	10,895
Dairy	3,029	3,743	3,898
Packaging	28,155	26,227	30,605

## DANONE'S COMMITMENT AGAINST CLIMATE CHANGE

### GCG Emissions Intensity [GRI 305-4]

The GHG emission intensity ratio helps to understand the extent to which specific metrics (quantity of products produced, services, total sales, etc.) compare to the GHG emissions generated. In this case, the GHG Emission Intensity in our business processes was

calculated as Total GHG, consisting of Direct Emissions (Scope 1), Indirect Emissions (Scope 2), and Other Indirect Emissions (Scope 3). In this calculation, we used liter (our unit of production) as the specific metric in question. The gases included in this calculation were HFCs.

Category	Danone-AQUA			Danone SN Indonesia		
	2020	2021	2022	2020	2021	2022
Scope-1	0.58	0.73	0.78	0.13	0.12	0.08
Scope-2	11.42	5.00	4.79	0.18	0.08	0.07
Scope-3	103.2	76.02	87.03	5.06	5.79	5.94
<b>Total</b>	<b>119.16</b>	<b>81.75</b>	<b>92.61</b>	<b>5.37</b>	<b>6.00</b>	<b>6.08</b>

### Reducing GHG Emissions [GRI 305-5]

Our initiatives of reducing GHG emissions were carried out with various approaches such electricity efficiency, steam energy, the use of solar panels as renewable energy and the use of energy efficient means of transportation in product distribution. In addition,

we also reduced the weight of product packaging, increased the composition of recycled packaging materials and reduced energy use for utility machines. Following are the achievements of our GHG emission reduction initiatives: [GRI 3-3]

#### Danone-AQUA

in ton CO<sub>2</sub> eq

Energy Consumption	2020	2021	+/-	2022	+/-
Scope-1	8,065	9,396	1,331	10,489	1,093
Scope-2	158,783	64,748	- 94,035	64,314	-434
Scope-3	1,434,966	984,938	- 450,028	1,167,399	182,461
<b>Total</b>	<b>1,601,814</b>	<b>1,059,082</b>	<b>- 542,732</b>	<b>1,242,202</b>	<b>183,120</b>

#### Danone SN Indonesia

in ton CO<sub>2</sub> eq

Energy Consumption	2020	2021	+/-	2022	+/-
Scope-1	23,282	22,963	-319	14,287	-8,676
Scope-2	33,208	15,457	-17,751	12,651	-2,806
Scope-3	928,126	1,065,121	56,812	1,109,953	182,461
<b>Total</b>	<b>984,616</b>	<b>1,023,358</b>	<b>38,742</b>	<b>1,194,337</b>	<b>170,979</b>

Based on data, GHG emissions, especially in scope 2, could be controlled. Overall, there was a reduction in GHG emissions in 2021, but in 2022, especially in scope 3, there was an increase due to the recovery of post-pandemic activities.

At Danone SN, GHG emissions in scope-1 and 2 decreased, however for scope 3 or other indirect emissions, there was an increase, which was due to an improvement in activities for extracting and producing purchased materials; transporting purchased fuel in vehicles not owned or controlled by the organization; and the end use of products and services.



**Ozone Depleting Substances (ODS) [GRI 305-6]**

We also measured materials/substances that could damage the ozone layer or ozone depleting substance (ODS) as our initiative to reduce global warming. In our operating activities, the cooling process through Air Conditioners (AC), Air Handling Units (AHU), and Chillers produces materials that are categorized as ODS. We

will continue to evaluate the ODS records that we have conducted in order to make further improvements.

Currently we have replaced the use of CFCs with HFC as refrigerant, even this practice has been running at Danone SN Indonesia since 2020. This can be seen from the data CFC usage data below:

**Danone-AQUA** in kg

Type	2020	2021	2022
ODS Emitted	2,057.69	2,610.37	3,254.05
ODS Installed	9,239.54	7,736.63	8,987.32

**Danone SN Indonesia** in kg

Type	2020	2021	2022
ODS Emitted	0	0	0
ODS Installed	0	0	0

**Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions [GRI 305-7]**

Air emissions/pollution are the output of our production process. This arises because of the use of generators as an alternative if the electricity from PLN is disturbed and the use of boilers as a

means of producing steam. We understand the importance of maintaining our operations so as not to have a negative impact on the community and surrounding environment. In calculating conventional emissions, we used data from emission factor sources from accredited external laboratory emission tests using standards/methods in accordance with SNI. [GRI 3-3]

**Danone-AQUA**

Type	2020	2021	2022
NOx	11.53	31.12	28.85
SOx	1.60	2.83	4.00
CO	7.78	11.67	12.58
Particulate Matter	1.52	3.04	3.57
<b>Total</b>	<b>22.43</b>	<b>48.66</b>	<b>49.01</b>

**Danone SN Indonesia**

Type	2020	2021	2022
NOx	120.16	131.77	74.92
SOx	18.22	22.69	11.60
CO	0.61	0.22	1.50
Particulate Matter	5.35	8.91	8.48
<b>Total</b>	<b>144.34</b>	<b>163.58</b>	<b>96.49</b>

\*In accordance with routine reporting to the Government in PROPER provisions, we used units of mg/Nm<sup>3</sup>



# OPERATION MEKARSARI

## CARBON

Level 1	Level 2
1.1.1.1.1.1	1.1.1.1.1.1
1.1.1.1.1.2	1.1.1.1.1.2
1.1.1.1.1.3	1.1.1.1.1.3
1.1.1.1.1.4	1.1.1.1.1.4
1.1.1.1.1.5	1.1.1.1.1.5
1.1.1.1.1.6	1.1.1.1.1.6
1.1.1.1.1.7	1.1.1.1.1.7
1.1.1.1.1.8	1.1.1.1.1.8
1.1.1.1.1.9	1.1.1.1.1.9
1.1.1.1.1.10	1.1.1.1.1.10



to reduce (CO2)



to reduce (CO2)

## CIRCULAR PACKAGING & WASTE

Level 1	Level 2
1.1.1.1.1.1	1.1.1.1.1.1
1.1.1.1.1.2	1.1.1.1.1.2
1.1.1.1.1.3	1.1.1.1.1.3
1.1.1.1.1.4	1.1.1.1.1.4
1.1.1.1.1.5	1.1.1.1.1.5
1.1.1.1.1.6	1.1.1.1.1.6
1.1.1.1.1.7	1.1.1.1.1.7
1.1.1.1.1.8	1.1.1.1.1.8
1.1.1.1.1.9	1.1.1.1.1.9
1.1.1.1.1.10	1.1.1.1.1.10

### ORGANIC WASTE COMPOST



Recovery leaves or plant waste to plant fertilizers



### WASTE TRAILABILITY

Plastic Waste traceability from plant to third party



### FOOD WASTE MANAGEMENT

to reduce food waste from 'Dinner'

## BLUE I

Level 1	Level 2
1.1.1.1.1.1	1.1.1.1.1.1
1.1.1.1.1.2	1.1.1.1.1.2
1.1.1.1.1.3	1.1.1.1.1.3
1.1.1.1.1.4	1.1.1.1.1.4
1.1.1.1.1.5	1.1.1.1.1.5
1.1.1.1.1.6	1.1.1.1.1.6
1.1.1.1.1.7	1.1.1.1.1.7
1.1.1.1.1.8	1.1.1.1.1.8
1.1.1.1.1.9	1.1.1.1.1.9
1.1.1.1.1.10	1.1.1.1.1.10



# GROW WITH OUR PEOPLE



**DANONE**  
ONE PLANET. ONE HEALTH



# BLUE AROUND

Level 1 2017	Level 2 2017	Level 3 2017
<ul style="list-style-type: none"><li>Water Quality</li><li>Water Quantity</li><li>Water Security</li><li>Water Safety</li><li>Water Efficiency</li><li>Water Resilience</li></ul>	<ul style="list-style-type: none"><li>Water Quality</li><li>Water Quantity</li><li>Water Security</li><li>Water Safety</li><li>Water Efficiency</li><li>Water Resilience</li></ul>	<ul style="list-style-type: none"><li>Water Quality</li><li>Water Quantity</li><li>Water Security</li><li>Water Safety</li><li>Water Efficiency</li><li>Water Resilience</li></ul>

**EDUCATION BY SCHOOLS, COMMUNITIES AND UNIVERSITIES**



**WASTE COLLECTION AT SURROUNDING RIVER**



# GROW WITH OUR PEOPLE

Danone Group in Indonesia's growth is inseparable with the contribution of all employees. Danone Group in Indonesia is committed to grow together by implementing best employment practices in accordance with applicable rules and regulations, as well as other employment practice initiatives. Creating a safe, healthy, inclusive and harmonious work environment in order to achieve productivity and collective prosperity. [GRI 3-3]

Danone Group in Indonesia has formulated the Danone Impact Journey to develop employees through the following three pillars:

- Make Danone a force for good by fostering a unique, diverse & inclusive culture and empowering Danoners for positive impact.
- Equip and empower communities with skills and capabilities of the future to thrive in a fast changing economy.
- Champion a renewed social contract by fostering a prosperous & inclusive ecosystem, upholding human rights and pursuing social progress.

## CREATING AN INCLUSIVE WORKPLACE THAT UPHOLDS HUMAN RIGHTS [GRI 406-1] [GRI 407-1] [GRI 408-1] [GRI 409-1]

As an inclusive company, Danone Group in Indonesia provides equal treatment and opportunities to all employees, in terms of employee recruitment, training and education, remuneration and facilities as well as career paths regardless of background. As an illustration, currently, 26% of Directors are occupied by women and 24 of our employees are people with disabilities (special needs).

As previously stated, we uphold and respect Human Rights in accordance with universally applicable values and guidelines. The application of human rights guidelines in the scope of occupational is implemented in various policies including: not employing minors, rejecting all forms of forced labor, fighting against all forms of discrimination and harassment, and opening the widest possible space for employees to gather, associate and express their aspirations.

In terms of anti-harassment and discrimination policies, we have guidelines or code of conduct that must be adhered to. Every employee is required to sign a commitment to an anti-discrimination and harassment policy. The scope of anti-harassment includes verbal, non-verbal/visual harassment and physical harassment.

These behavioral guidelines include:

- Holding the shoulder or other limb.
- Making inappropriate comments or jokes about physical appearance or how to dress.
- Threatening someone's safety after a heated discussion.
- Offend someone's race, ethnicity, religion in work activities.
- Abuse of power for sexual gain.

 <b>DO</b>		 <b>DON'TS</b>	
 <p>Always appreciate diversity and differences</p>	 <p>Dress appropriately for work</p>	 <p>Avoid making jokes, especially if they are related to a particular tribe, race, religion &amp; ethnicity.</p>	 <p>Avoid rude or disrespectful speech or behavior.</p>
 <p>Express yourself if you are not comfortable in working conditions.</p>	 <p>Firmly &amp; gently refuse if you accept something that is unethical</p>	 <p>Do not abuse authority or position for inappropriate purposes</p>	 <p>Avoid inappropriate jokes about physical appearance</p>
 <p>Try to distance yourself if you feel harassment/discomfort around you.</p>	 <p>Maintain Danone's corporate image and consistently demonstrate ethical and positive behavior</p>	 <p>Avoid cyberbullying (workplace, workchat, email, short messages or social media).</p>	 <p>Do not ostracize other people. Together is better</p>

As a valuable asset to support operations and achieve the Company's vision, we respect the diversity of employees' ideas and perspectives, and strive to create professional, superior and creative human resources. We believe the diversity of employees with all their uniqueness will contribute to the progress of the Company. [GRI 3-3]

To increase understanding and awareness of anti-discrimination and harassment, we have conducted socialization and training through e-Learning suggestion, which was attended by 3,221 employees.

We provide a communication channel which allows every employee to submit complaints if there are violations related to anti-discrimination and harassment guidelines at the workplace to their direct superior or the HR Department, and via: [GRI 2-25]

## Period of 2021

### Total Employees

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 years old	1,101	9.78%	211	1.87%	1,312	344	14.27%	138	5.72%	482
30 – 50 years old	7,336	65.19%	963	8.56%	8,299	1,308	54.25%	374	15.51%	1,682
>50 years old	1,396	12.40%	247	2.19%	1,643	193	8.00%	54	2.24%	247
Total Employees	9,833	87.37%	1,421	12.63%	11,254	1,845	76.52%	566	23.48%	2,411

M= Male, F= Female

### Total number of recruits and new hire ratio by age group and gender

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 years old	10	0.09%	18	0.16%	28	106	4.40%	6	0.25%	112
30 – 50 years old	17	0.15%	8	0.07%	25	11	0.46%	7	0.29%	18
>50 years old	2	0.02%	0	0.00%	2	2	0.08%	3	0.12%	5
Recruitment Rate	29	0.26%	26	0.23%	55	119	4.94%	16	0.66%	135

M= Male, F= Female. The ratio figure is taken from the number of employees divided by the total employees at the end of the year.

### Number of employees and employee turnover rate by age group and gender

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 years old	38	0.34%	29	0.26%	67	42	1.74%	16	0.66%	58
30 – 50 years old	185	1.64%	33	0.29%	218	27	1.12%	31	1.29%	58
>50 years old	216	1.92%	52	0.46%	268	27	1.12%	11	0.46%	38
Turnover Rate	439	3.90%	114	1.01%	553	96	3.98%	58	2.41%	154



[www.danoneethicsline.com](http://www.danoneethicsline.com)



[danone.mendengar@danone.com](mailto:danone.mendengar@danone.com)



0877 8245 1818

Throughout 2021 and 2022, there was no child labor or forced labor and there were no incidents related to discrimination or harassment in the entire workplace of Danone Group in Indonesia. [GRI 2-27]

### New Employee Hires and Employee Turnover [GRI 401-1]

The company provides equal opportunities for all prospective workers to join Danone Group in Indonesia regardless of background. The following is the recruitment and turnover rate of employees for the period 2021-2022.

## CREATING AN INCLUSIVE WORKPLACE THAT UPHOLDS HUMAN RIGHTS

### Period of 2022

#### Total Employee

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 years old	763	7.06%	178	1.65%	941	347	14.44%	123	5.12%	470
30 – 50 years old	7,135	65.99%	915	8.46%	8,050	1,293	53.81%	379	15.77%	1,672
>50 years old	1,544	14.28%	278	2.57%	1,822	205	8.53%	56	2.33%	261
<b>Total Employees</b>	<b>9,442</b>	<b>87.32%</b>	<b>1,371</b>	<b>12.68%</b>	<b>10,813</b>	<b>1,845</b>	<b>76.78%</b>	<b>558</b>	<b>23.22%</b>	<b>2,403</b>

#### Number of Recruitment and New Employee Ratio by Age Group and Gender

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 years old	55	0.51%	26	0.24%	81	80	3.33%	22	0.92%	102
30 – 50 years old	26	0.24%	9	0.08%	35	23	0.96%	14	0.58%	37
>50 years old	4	0.04%	4	0.04%	8	1	0.04%	0	0.00%	1
<b>Recruitment Rate</b>	<b>85</b>	<b>0.79%</b>	<b>39</b>	<b>0.36%</b>	<b>124</b>	<b>104</b>	<b>4.33%</b>	<b>36</b>	<b>1.50%</b>	<b>140</b>

#### Number and Turnover Ratio and New Employee by Age Group and Gender

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 years old	137	1.27%	38	0.35%	175	26	1.08%	18	0.75%	44
30 – 50 years old	189	1.75%	25	0.23%	214	44	1.83%	28	1.17%	72
>50 years old	168	1.55%	36	0.33%	204	36	1.50%	6	0.25%	42
<b>Turnover Rate</b>	<b>494</b>	<b>4.57%</b>	<b>99</b>	<b>0.92%</b>	<b>593</b>	<b>106</b>	<b>4.41%</b>	<b>52</b>	<b>2.16%</b>	<b>158</b>

#### Employee Diversity [GRI 405-1]

As an inclusive company, we always provide equal treatment to all employees regardless of background. We view diversity as a big capital for the company's progress in the long term. The following is the composition or diversity of governance bodies and employees within Danone Group in Indonesia based on gender and age: [GRI 3-3]

### Period of 2021

#### Diversity of the highest governance body & employees of Danone-AQUA

Position	Age						Gender			
	< 30	%	30 - 50	%	> 50	%	M	%	F	%
Executive Committee	0	0.0%	6	75.0%	2	25.0%	6	75.0%	2	25.0%
Director	0	0.0%	56	75.7%	18	24.3%	50	67.6%	24	32.4%
Manager	85	13.5%	545	72.3%	124	16.4%	523	69.4%	231	30.6%
Supervisor	193	15.7%	1,036	65.6%	350	22.2%	1,197	75.8%	382	24.2%
Staff	1,034	13.4%	6,656	75.3%	1,149	13.0%	8,057	91.2%	782	8.8%
<b>Total Employees</b>	<b>1,312</b>	<b>11.7%</b>	<b>8,299</b>	<b>73.7%</b>	<b>1,643</b>	<b>14.6%</b>	<b>9,833</b>	<b>87.4%</b>	<b>1,421</b>	<b>12.6%</b>

### Diversity of the highest governance body & employees of Danone SN Indonesia

Position	Age						Gender			
	< 30	%	30 - 50	%	> 50	%	M	%	F	%
Executive Committee	0	0.0%	5	71.4%	2	28.6%	2	28.6%	5	71.4%
Director	0	0.0%	51	86.4%	8	13.6%	37	62.7%	22	37.3%
Manager	36	12.2%	235	79.9%	23	7.8%	160	54.4%	134	45.6%
Supervisor	119	25.8%	299	64.7%	44	9.5%	268	58.0%	194	42.0%
Staff	327	20.6%	1,092	68.7%	170	10.7%	1,378	86.7%	211	13.3%
<b>Total Employees</b>	<b>482</b>	<b>20.0%</b>	<b>1,682</b>	<b>69.8%</b>	<b>247</b>	<b>10.2%</b>	<b>1,845</b>	<b>76.5%</b>	<b>566</b>	<b>23.5%</b>

### Period of 2022

### Diversity of the highest governance body & employees of Danone-AQUA

Position	Age						Gender			
	< 30	%	30 - 50	%	> 50	%	M	%	F	%
Executive Committee	0	0.0%	3	37.5%	5	62.5%	7	87.5%	1	12.5%
Director	0	0.0%	56	74.7%	19	25.3%	52	69.3%	23	30.7%
Manager	89	14.1%	544	70.6%	138	17.9%	529	68.6%	242	31.4%
Supervisor	144	12.5%	1,007	65.3%	392	25.4%	1,176	76.2%	367	23.8%
Staff	708	9.9%	6,440	76.5%	1,268	15.1%	7,678	91.2%	738	8.8%
<b>Total Employees</b>	<b>941</b>	<b>8.7%</b>	<b>8,050</b>	<b>74.4%</b>	<b>1,822</b>	<b>16.9%</b>	<b>9,442</b>	<b>87.3%</b>	<b>1,371</b>	<b>12.7%</b>

### Diversity of the highest governance body & employees of Danone SN Indonesia

Position	Age						Gender			
	< 30	%	30 - 50	%	> 50	%	M	%	F	%
Executive Committee	0	0.0%	4	50.0%	4	50.0%	3	37.5%	5	62.5%
Director	0	0.0%	47	85.5%	8	14.5%	32	58.2%	23	41.8%
Manager	36	11.7%	247	79.9%	26	8.4%	168	54.4%	141	45.6%
Supervisor	97	21.8%	301	67.8%	46	10.4%	260	58.6%	184	41.4%
Staff	337	21.2%	1,073	67.6%	177	11.2%	1,382	87.1%	205	12.9%
<b>Total Employees</b>	<b>470</b>	<b>19.6%</b>	<b>1,672</b>	<b>69.6%</b>	<b>261</b>	<b>10.9%</b>	<b>1,845</b>	<b>76.8%</b>	<b>558</b>	<b>23.2%</b>

# EMPLOYEE WELFARE [GRI 401-2]

Danone Group in Indonesia's commitment to grow with employees is translated through the welfare improvement of all employees. To meet the needs and welfare of employees as well as to support operations, the Company provides equal facilities, benefits and remuneration for permanent and non-permanent employees, which include: [GRI 3-3]

Types of Benefits/Allowances	Permanent	Contract
Religious Holiday Allowance	√	√
Welfare Benefits	√	√
Leave Allowance	√	√
Income Tax Allowance	√	√
Employee Relocation Allowance	√	√
Transport Allowance	√	√
Life Insurance	√	√
Healthcare	√	√
Maternity Leave	√	√
Stock Ownership	√	√
Scholarship	√	√
Meal Allowance	√	√
Retirement Funds	√	-
Car Ownership Program (COP)	√	-
Death Benefit	√	√
Marriage Allowance	√	√
Communications Allowance	√	√

Valid for Danone-AQUA and Danone SN Indonesia Divisions

Danone Group in Indonesia has a One Voice One Share program, with all (100%) employees holding company shares, 93% of employees have increased their ownership. This program has encouraged employees to have a sense of belonging.

## Employee Performance Assessment [GRI 404-3]

The Company consistently reviews employee performance. This assessment is related to employee promotion or career development, remuneration, rotation and future employee development strategies. Every year, all (100%) employees are assessed.

Description	2021			2022		
	M	F	Total	M	F	Total
Total number of employees using parental leave (excluding circumcision)	691	87	778	575	66	641
Total number of employees who returned to work in the reporting year after the expiration of the parental leave period being taken	691	87	778	575	66	641
Total number of employees who returned to work after the parental leave period ended and were still working for 12 months after returning to work.	674	83	757	533	62	595



## Maternity Leave [GRI 401-3]

Danone Group in Indonesia provides opportunities for employees to get maternity leave to meet the needs of mothers and newborns. We also encourage male employees to take part in contributing to the family. We do not hinder employees' leave rights and ensure that there is no impact on remuneration and career path for employees who take leave.

All Danone Group in Indonesia employees are entitled to maternity leave with the provision that mothers get 6 months of leave and 10 days for fathers. Moreover, in order to give comfort, we also provide a lactation room for nursing mothers. [GRI 3-3]





### Stock Ownership Program

One Person One Voice One Share has been implemented since 2018 with the aim of strengthening employees' sense of ownership of the company through stock ownership, as well as being able to voice their opinions for the Company's future progress. This program is aimed at all employees within the Danone Group, both Danone-AQUA and Danone SN Indonesia.

Every year, we open opportunities for Indonesian volunteers to represent the voices of 100,000 Danone employees worldwide to have direct discussions with members of the Board of Directors and Executive Committees, in order to broaden the company's insights into needs and expectations, accelerate decision-making, encourage innovation, and empower our local teams to act and progress towards achieving the Company's goals.

### Ratios of Standard Entry Level Wage [GRI 202-1] [GRI 405-2]

Company performance cannot be separated from employee performance and productivity, therefore we always pay attention to employee welfare. One of them is remuneration as the fundamental factor. In terms of wages, the Company has basically complied with the prevailing rules and regulations, in this case the determination of the Provincial Minimum Wage according to the Regulation of the Minister of Manpower and Transmigration No. 7 of 2013. The Provincial Minimum Wage is the lower limit of wages determined through a long research process that takes

into account the Decent Living Standards figure in each region. We ensure that we have provided a minimum wage in accordance (100%) with or above the Provincial Minimum Wage that applies in all operational sites, regardless of ethnicity, class, religion or gender of each employee. In terms of remuneration policy, the Company implements an equal policy in which the ratio of salary of female to male employees is one to one (1:1). [GRI 3-3]

### Defined Benefit Plan Obligations and Other Retirement Plans [GRI 201-3]

Danone Group in Indonesia provides a pension program for employees as a plan for their long-term economic well-being. This condition is believed to improve employee welfare and have an impact on employees' sense of belonging to the Company. The following is the percentage of salary contributed by employees and the company for the pension program: [GRI 3-3]

#### Danone-AQUA and Danone SN Indonesia in 2022

Details	Company	Employee
<b>National Social Security System</b>		
- Occupational Injury	0.89%	0.00%
- Death Benefits	0.30%	0.00%
- Old Age (Provident Fund)	3.70%	2.00%
- Pensions	2.00%	1.00%
<b>National Health Insurance</b>	4.00%	1.00%

# HUMAN RESOURCES DEVELOPMENT



As an important asset to support business growth and face various challenges in the industrial sector, we continue to explore the potential of our human resources to the fullest extent. A wide-range of training and talent development programs to hone skills are provided to employees, including:

- **Danone Academy Indonesia**  
Fostering a high-performance culture and competency-based functional development program.
- **Innovation Class and Hackathon Program**
- **Leadership Development Program**  
Contains a special accelerated career development program

for the managerial level and management trainees for fresh graduates.

- **International Talent Exchange Program**  
Employees are given international assignments and collaborate for cross-learning.
- **Danone Volunteering Month**  
Voluntary activities of employees to contribute to the surrounding community.

Overall, the following is a recapitulation of training activities conducted by Danone Group in Indonesia:[GRI 3-3]

## Employee Training [GRI 404-1]

Danone-AQUA		2021			2022		
		M	F	Total	M	F	Total
Total Number of Employees (Person)	Staff	8,057	782	8,839	7,682	740	8,422
	Management	1,720	613	2,333	1,708	609	2,317
	Senior Management	56	26	82	58	24	82
	<b>Total Number of Employees</b>	<b>9,833</b>	<b>1,421</b>	<b>11,254</b>	<b>9,448</b>	<b>1,373</b>	<b>10,821</b>
Total Training Hours Provided to Employees in 1 reporting year (Hours)	Staff	108,551	11,728	120,279	112,505	12,132	124,637
	Management	48,125	19,836	67,961	61,968	20,213	82,181
	Senior Management	1,106	555	1,661	1,246	545	1,791
	<b>Total Training Hours</b>	<b>157,782</b>	<b>32,119</b>	<b>189,901</b>	<b>175,719</b>	<b>32,890</b>	<b>208,609</b>
Average hours of training per employee per year (Hours/Employee)	Staff	13.47	15.00	13.61	14.65	16.39	14.80
	Management	27.98	32.36	29.13	36.28	33.19	35.47
	Senior Management	19.75	21.35	20.26	21.48	22.71	21.84
	<b>Average hours</b>	<b>16.05</b>	<b>22.60</b>	<b>16.87</b>	<b>18.60</b>	<b>23.95</b>	<b>19.28</b>

M= Male, F= Female

Danone SN Indonesia		2021			2022		
		M	F	Total	M	F	Total
Total Number of Employees (Person)	Staff	1,378	211	1,589	1,376	205	1,581
	Management	39	27	66	427	323	750
	Senior Management	428	328	756	35	28	63
	<b>Total Number of Employees</b>	<b>1,845</b>	<b>566</b>	<b>2,411</b>	<b>1,838</b>	<b>556</b>	<b>2,394</b>
Total Training Hours Provided to Employees in 1 reporting year (Hours)	Staff	17,365	5,105	22,470	17,500	8,618	26,118
	Management	17,062	11,096	28,158	15,806	10,273	26,079
	Senior Management	1,102	681	1,783	1,620	1,033	2,653
	<b>Total Training Hours</b>	<b>35,529</b>	<b>16,882</b>	<b>52,411</b>	<b>34,926</b>	<b>19,924</b>	<b>54,850</b>
Average hours of training per employee per year (Hours/Employee)	Staff	12.60	24.19	14.14	12.72	42.04	16.52
	Management	437.49	410.96	426.64	37.02	31.80	34.77
	Senior Management	2.57	2.08	2.36	46.29	36.89	42.11
	<b>Average hours</b>	<b>19.26</b>	<b>29.83</b>	<b>21.74</b>	<b>19.00</b>	<b>35.83</b>	<b>22.91</b>

M= Male, F= Female

Danone Group in Indonesia also has a leadership development program for managerial positions through the Management Trainee program for fresh graduates and provides internship opportunities

through the "Kampus Merdeka" program. There were 557 new graduates who have been trained in the Management Trainee program for the preparation of becoming Danone leaders.

## SAFE AND HEALTHY WORK ENVIRONMENT [GRI 403-1]

[GRI 403-4] [GRI 403-8]

A decent, safe and healthy work environment contributes positively to increasing employee productivity and performance. Danone Group in Indonesia pays great attention to Occupational Health and Safety (OHS), including complying with applicable regulations, especially Law No. 13 of 2003 concerning Manpower as updated from time to time along with its implementing regulations.

Danone Group in Indonesia's commitment to creating a decent, safe and healthy work environment is stated in the Company Regulations which apply to all (100%) employees and also stated in the work agreement jointly signed with the trade union. Danone-AQUA has an OHS management system called WISE based on the concepts of Behaviour Based Safety and Plan-Do-Check-Action which includes work program planning, determining KPIs, program implementation and routine monitoring and reporting.

We also have a Safety Committee, in which the employees also actively team up to create a safe and healthy work atmosphere. Periodically, this committee conducts meetings to evaluate the progress of OHS. [GRI 3-3]

### Occupational Health Services and Facilities [GRI 403-3] [GRI 403-6]

Throughout the factory, we provide health services and facilities through polyclinics and First Aid for Accidents services which are equipped with doctors, medical officers and related equipment for employees and third parties within the factory.

In addition to creating a safe and healthy work environment, Danone Group in Indonesia also provides health insurance through Social Security Agency (BPJS).

## SAFE AND HEALTHY WORK ENVIRONMENT



### OHS Risk and Hazard Identification [GRI 403-2] [GRI 403-7]

The company has a Task Risk Assessment as a means to carry out assessments, identify hazards, risks, determine controls and opportunities for improvement related to OHS. With this approach, each department must have mitigation measures to reduce the existing risks. Every six months, we issue an assessment of the results of risk identification and mitigation measures taken which are then disseminated to employees and business partners. This is done to prevent the same accident in the future.

### Promoting Health and Well-Being in the Workplace [GRI 403-6]

In addition to occupational health and safety aspects, we also fundamentally encourage all employees to have a healthy lifestyle. Danone Group in Indonesia has a Healthitude Program which aims to increase knowledge about health, as well as support and improve Danoners' healthy lifestyle. Employee health is the company's top priority to support optimal performance. This program ensures that every employee is always healthy and remains productive through the following 5 focuses:

#### Healthitude Education

Two-way health education (seminars, posters, health fairs / talk shows / e-learning). Some have been given, such as: recognizing and dealing with work stress, simple stretching tips at the office, coronary heart disease, diabetes mellitus, ergonomics, and other health education activities that invited external figures.

#### Health Protection

Sessions to provide physical & mental protection for employees, such as medical check up (MCU) & psychological support. Examples of activities that have been carried out: MCU, vaccination, voluntary counseling and examination for HIV AIDS and routine blood donations at the workplace as an effort to increase employee resistance to disease.

#### Building Healthitude

A program designed to foster healthy living behavior for employees. This was done by holding joint exercise class sessions at the workplace with employees of all ages enabling to participate in, offering exercise types ranging from low to high intensity.

#### Healthy Nutrition

Health Nutrition is a program that aims to increase awareness of healthy diets by providing nutritional information and consultations. Employees can get nutrition consultations with special nutritionists provided by the company. Providing a special menu of healthy foods with lower calories that can be selected according to certain medical conditions. Implementing the Food Traffic Light System (FTLS) program with each served food displaying its menu composition and is coded in three colors according to traffic light rules to mark the health risk categories.

#### Medical Monitoring & Wellness Warrior

Medical Monitoring is a program to monitor employees with certain health conditions to obtain the best treatment. Meanwhile, a Wellness Warrior is an individual who diligently and passionately implements a healthy lifestyle, and plays an active role on promoting health and well-being both for him/herself and others. Through Wellness Warrior, employees are invited to take part in a three-month competition program designed to foster employee motivation for healthy lifestyles.

**Danone-AQUA**

Public Health Campaign for Workers	Employees	Contract	Family of Employees/Contractor
No cigarette smoke at the factories	√	√	-
1,000 steps program	√	√	-
Health Campaign (Obesity and Hypertension)	√	-	-
Health Campaign (AIDS)	√	√	-
Health Campaign (COVID)	√	√	√
Aerobics and Yoga	√	-	-

**Danone SN Indonesia**

Public Health Campaign for Workers	Employees	Contract	Family of Employees/Contractor
Benefits of Multivitamins during Covid-19	√	-	-
Access to treatment from the Polyclinic	√	-	-
Outpatient Claims by-Benefit	√	-	-
Health Education (Health Talk; Home Visit; Viral Clip)	√	-	-
Health Protection (Covid Vaccination; Employee Assistance Program; Annual MCU)	√	-	-
Building Healthitude Competition; BCM Challenge)	√	-	-
Healthy Nutrition (Nutritionist Consultation; Food Traffic Light System)	√	-	-
Wellness Warriors (Monthly Health Monitoring for Employees with Comorbids)	√	-	-
First Aid Training	√	-	-

Our head office relocation is also a reflection of our culture of achieving our business goals through technology investment, environmentally friendly offices, especially post-pandemic adaptation by being equipped with various facilities that provide comfort for employees.

**OHS Training [GRI 403-5]**

To increase employee awareness of the importance of OHS implementation in the workplace, we held OHS-related outreach and training as follows:

Year	Training Topic	Participant Entity	Trainer	Certification	Number of Participant
2022	Train To Trainer DDT Forklift	AQUA	Megatrain Indonesia	Yes	38
2022	POC 12 Basic Safety	AQUA & SN	ALKON	Yes	152
<b>Total</b>					<b>190</b>

## Rate of Recordable Work-related Injuries [GRI 403-9]

### Danone-AQUA (Employees)

Description	2021			2022		
	Number of Incidents (Frequency) i	Ratio (per 200,000 hours worked) =OHSAS=i/200,000	Ratio (per 1,000,000 hours worked) = i/1,000,000	Number of Incidents (Frequency) i	Ratio (per 200,000 hours worked) =OHSAS=i/200,000	Ratio (per 1,000,000 hours worked) = i/1,000,000
Fatalities	0	0	0	0	0	0
Recordable Incidents (LTI)	1	0.000005	0.000001	0	0	0
Recordable Incidents (First Aid)	5	0.000025	0.000005	3	0.000015	0.000003
Recordable Incidents (Near miss)	102	0.00051	0.000102	136	0.00068	0.000136

### Danone-AQUA Partner (Non-employees)

Description	2021			2022		
	Number of Incidents (Frequency) i	Ratio (per 200,000 hours worked) =OHSAS=i/200,000	Ratio (per 1,000,000 hours worked) = i/1,000,000	Number of Incidents (Frequency) i	Ratio (per 200,000 hours worked) =OHSAS=i/200,000	Ratio (per 1,000,000 hours worked) = i/1,000,000
Fatalities	0	0	0	0	0	0
Recordable Incidents (LTI)	0	0	0	0	0	0
Recordable Incidents (First Aid)	0	0	0	2	0.00001	0.000002
Recordable Incidents (Near miss)	12	0.00006	0.000012	385	0.001925	0.000385

### Main types of work-related injury that cause incidents, injuries, and fatalities:

No.	Types of Injuries	Number of fatalities	Number of high-consequence work-related injuries	Number of recordable injuries
1	Crushed by a press machine part	0	0	1
2	Finger got cut by electric fan	0	0	1
3	Hand trapped in forklift seat	0	1	0
4	Chemical splash in the eye	0	0	1
5	CIP chemicals splash in the eye	0	0	1
6	Hand was caught in the machine door	0	0	1
7	WT operator was hit by a jug rack	0	1	0
8	Visual Control personnel was electrocuted	0	0	1
9	Checker fell on the mezzanine	0	0	1

### Danone SN Indonesia

Description	2021			2022		
	Number of Incidents (Frequency) i	Ratio (per 200,000 hours worked) =OHSAS=i/200,000	Ratio (per 1,000,000 hours worked) = i/1,000,000	Number of Incidents (Frequency) i	Ratio (per 200,000 hours worked) =OHSAS=i/200,000	Ratio (per 1,000,000 hours worked) = i/1,000,000
Fatalities	0	0	0	x	x	xx
Recordable Incidents (LTI)	1	0.000005	0.000001	x	x	xx
Recordable Incidents (First Aid)	13	0.000065	0.000013	x	xx	xx
Recordable Incidents (Near miss)	97	0.000485	0.000097	xxx	xx	xx



Harmonious Industrial Relations

A harmonious relationship between the company and employees and fellow employees is an absolute requirement for creating a productive work environment. Each party understands and respects each other's rights and obligations. The provisions governing these rights and obligations are set forth in the Collective Labor Agreement (CLA), a joint agreement between the company and employees represented by the union. All (100%) of Danone Group in Indonesia's permanent employees are included in the CLA. [GRI 2-30]

Settlement of Industrial Relations Disputes

Whenever an industrial relations dispute occurs between the Company and employees at the factory, the Company ensures that all of the Company's actions are in accordance with the Collective Labor Agreement (CLA) and applicable regulations.

Employee Survey

Danone Group in Indonesia invites employees to give input by taking the survey related to company strategy and input to create a decent work environment. The survey is conducted once every 2 years. As many as 98% of Danone Group in Indonesia employees participated in the survey in 2021.





**DELIVERING THE  
BEST SERVICES  
AND PRODUCTS  
FOR CUSTOMERS**



**DANONE**  
ONE PLANET. ONE HEALTH





# DELIVERING THE BEST SERVICES AND PRODUCTS FOR CUSTOMERS

As one of the largest food and beverage companies in the world, Danone Group in Indonesia is committed to delivering the best products and services to all customers in an inclusive manner. The best quality products focus on improving the quality of life and health of the consumers. This is aligned with "Danone Impact Journey" to increase the impact of nutrition and health as we have promised through our products.

A series of processes starting from the raw materials supply to the products reaching the customers are carried out in a responsible manner to meet high quality standards. Coupled with continuous innovation, we strive to continue delivering the best for all consumers. [GRI 3-3]

## RESPONSIBLE PROCUREMENT AND SOURCING OF RAW MATERIALS [GRI 308-1] [GRI 414-1]

Danone Group in Indonesia always ensures that all raw materials for its products are obtained from responsible suppliers that have met various criteria such as quality standards and all applicable environmental and social regulations. To this end, Danone Group in Indonesia has a mechanism to ensure a responsible raw material procurement process, as described below. [GRI 3-3]

### Supplier Ethical Data Exchange (Sedex)

In order to ensure that all of our supply activities take place in a sustainable manner (meeting environmental and social aspects), we encourage our suppliers to apply the sustainability principles in the procurement of goods and services, as well as business ethics through one of our initiatives, Responsible Sourcing Programs (RESPECT) and Supplier Ethical Data Exchange (SEDEX) application. All suppliers are required to meet the existing criteria and we periodically evaluate the performance of these business partners.

### Contractor Safety Management System (CSMS)

CSMS is a management system that calculates and controls risks between us and our suppliers. This system evaluates the details of procedures conducted by suppliers during the production process or services carried out from a safety management perspective. All forms of accidents will be recorded in the CSMS report.

### Dairy Sustainability Framework (DSF)

For dairy products, we ensure that all ingredients used have complied with Dairy Sustainability Framework (DSF). As part of DSF, we observe the following principles:

1. Animal Care
2. Biodiversity

3. Greenhouse Gas Emissions
4. Market Development
5. Product Safety and Quality
6. Rural Economies
7. Soil Nutrients
8. Soil Quality and Retention
9. Waste
10. Water Availability and Quality
11. Working Conditions

### Roundtable on Sustainable Palm Oil (RSPO)

As a commitment to supporting a sustainable environmental ecosystem, we strive to ensure that all sources of raw materials are obtained in a responsible and sustainable manner. One of our products uses palm oil. All of our palm oil raw materials are obtained from suppliers who have met or are Roundtable on Sustainable Palm Oil (RSPO) certified. By collaborating with suppliers which comply with the RSPO principles, we indirectly deliver an impact on economic, social and environmental aspects in a sustainable manner. All of our supply sources in palm oil raw materials are 100% RSPO compliant.

RSPO Principles:

1. Behave ethically and transparently.
2. Operate legally and respect rights.
3. Optimize productivity, efficiency, positive impact, and resilience.
4. Respect community and human rights and deliver benefits.
5. Support smallholder inclusion.
6. Respect workers' rights and conditions.
7. Protect, conserve and enhance ecosystems and the environment.

## RESEARCH AND PRODUCT INNOVATION

Many Indonesian people still deal with health challenges in the early stage of life. A wide-range of health challenges encountered by the Indonesian people, such as the minimum intake of clean water and nutrition in the first 1,000 days of life, encourage Danone Group in Indonesia to continue participating on improving the quality of public health.

Through Danone SN Indonesia Research & Innovation (R&I) Center with an international standard, Danone in Indonesia contributes to handling various current health issues in Indonesia such as stunting and anemia. As of 2022, there were more than 75 scientific studies related to how nutrition may change lives,

particularly for mothers and children. Danone Group in Indonesia also possesses technology to assist parents in early detection of nutrition-related health problems in the first 1,000 days of life based on scientific research. [GRI 3-3]

In addition, SGM products are packaged in recycled and recyclable cartons and cans containing recycled materials. Meanwhile, Danone AQUA as a company that provides bottled drinking water, 100% PURE mountain mineral water, has made various innovations to deliver convenience and comfort for consumers and to help reduce plastic waste.



**AQUA GALLON**

Can be reused to reduce potential waste generation.

### AQUA LIFE



- 100% recycled plastic material (rPET) and 100% recyclable.
- Comfortable bottle design to grip.
- Not using labels to facilitate the recycling process.
- Using a size of 1.1 liters which is suitable for various needs.

## AQUA

### Returnable Glass Bottle (RGB)\*

Can be used up to 36x with quality standards and processes implemented by AQUA




Using reusable glass bottles and aluminium caps

\*) Currently available in Bali area

## AQUA Cube

220 ml



  
100% recyclable and not using straws

## AQUA

600 ml



Contains up to 25% recycled material

## AQUA

600 ml (rPET)



Made from 100% recycled material and recyclable

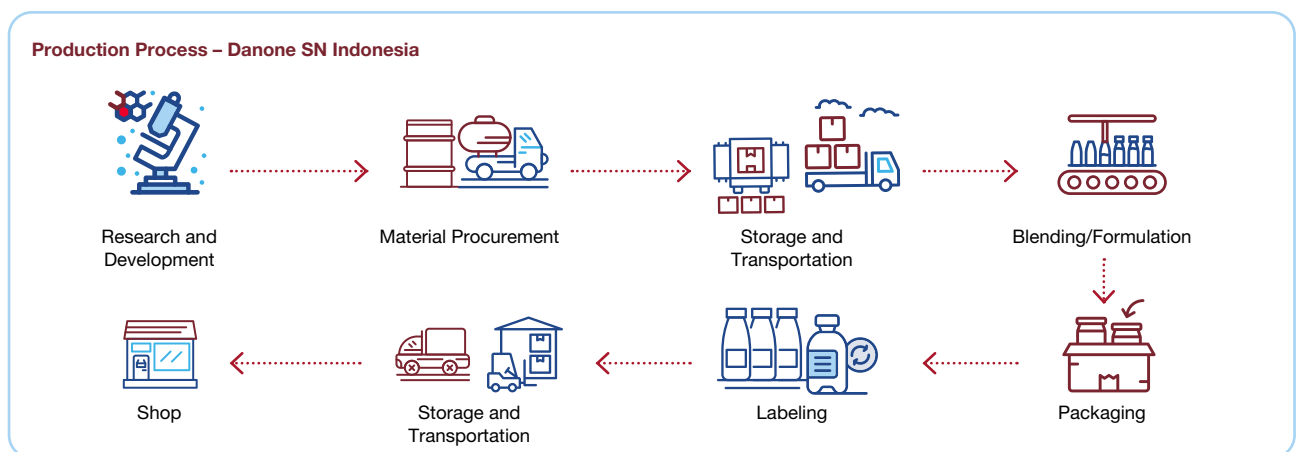
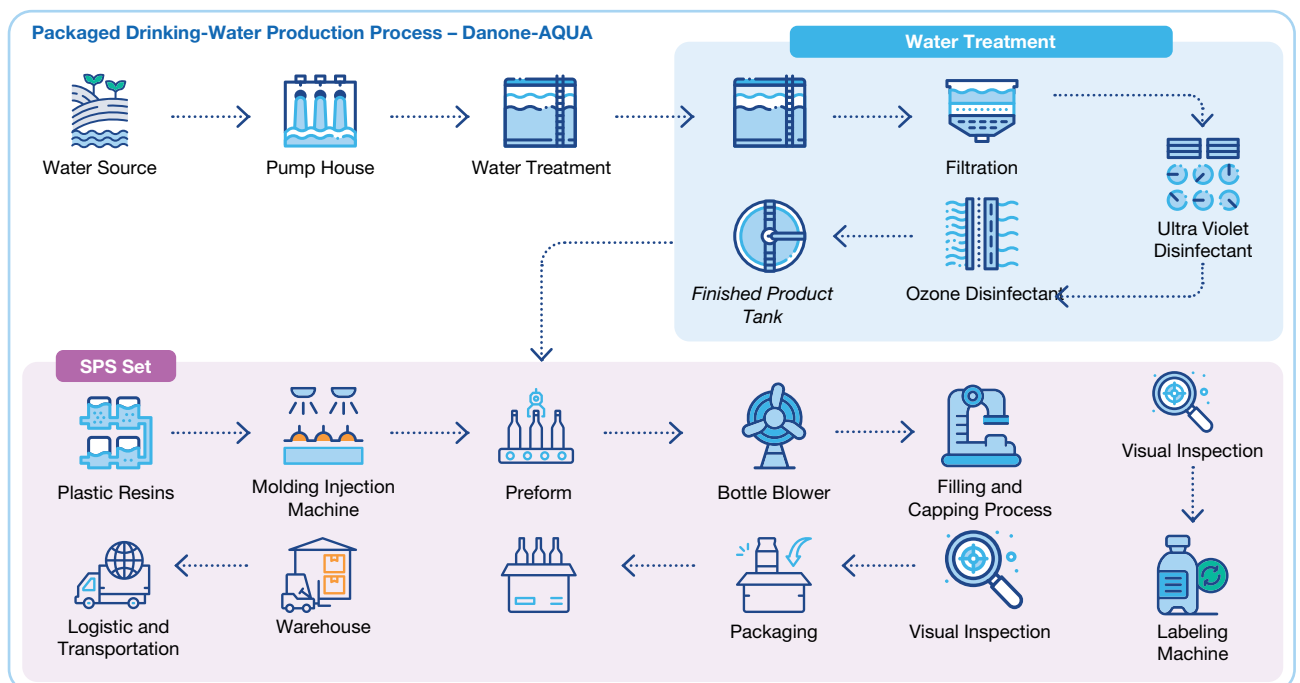
# CUSTOMER HEALTH AND SAFETY [GRI 416-1] [GRI 416-2]

Our mission is to bring health to improve quality of life through food and beverages. Through a wide-range of the best quality standards, we present healthy and safe products for all consumers. [GRI 3-3]

For food safety and health, we apply:

- Food Safety Management System following the Global Food Safety Initiative (GFSI) standards;
- Recommended Dietary Allowances (RDA), standard nutritional requirements and is the average daily nutrient adequacy for almost all healthy people;
- Certification from the Indonesia's Food and Drug Supervisory Agency (BPOM);
- Hazard Critical Control Point (HACCP) Certification;
- ISO 22000:2005 Food Safety Management System;
- Indonesian National Standards (SNI);
- HALAL Certification; and
- Specialized Nutrition (SN) standards, integrated internal standards on nutrition and health, have accurate, evidence-based measurements.

Likewise, our drinking water products shall pass strict supervision against applicable standards.



Throughout 2021-2022, we did not receive complaints, fines or sanctions caused by the health and safety impact of the products. [GRI 2-27] [GRI 3-3]

# MARKETING AND LABELING [GRI 417-1] [GRI 417-2] [GRI 417-3]

Safe products and responsible communication are critical to building and strengthening the trust of all consumers.

policy and commitment to providing responsible information. All consumers can find key information on each product label and can also access it through our website or contact the call center if they need assistance.

In carrying out marketing, the Company has complied with all applicable terms and conditions, which is also in line with our

**Danone-AQUA**

Comply with HALAL requirements

Storage instructions: in a clean, cool place, avoid direct sunlight and objects with pungent smells.

Product category information: Mineral Water

Ecolable type 2 logo and information on recycled plastic content up to 50% and recyclable

**Vit**

Storage instructions: in a clean, cool place, avoid direct sunlight and objects with pungent smells.

Comply with HALAL requirements

Recyclable logo

Recycle Me logo

Product category information: Mineral Water

**mizone**

Intended audience: Contains artificial sweeteners, it is recommended not to be consumed by children under 5 years, pregnant women and nursing mothers.

Ecolable type 2 logo and information on recycled plastic content up to 50% and recyclable

Logo Recycle Me

According to product composition

Comply with HALAL requirements

Labeling Information	Complied
Product components sourcing	✓
Substances that have an impact on environmental/ social aspects	✓
Safe use of products	✓
Product disposal and environmental or social impacts	✓

### Danone SN Indonesia

Likewise with Danone SN Indonesia, all of our products have provided relevant information regarding the marketed products. This information is very useful for consumers as a guidance on the use of products.

Labeling Information	Complied
Product components sourcing	✓
Substances that have an impact on environmental/social aspects	✓
Safe use of products	✓
Product disposal and environmental or social impacts	✓



Throughout 2021-2022, the Company did not receive fines or sanctions due to errors in the marketing or labeling process. [GRI 2-27] [GRI 3-3]

## CUSTOMER SERVICE

We provide communication channels that allow consumers to get all the information they need as well as to submit complaints or grievances. [GRI 2-25]

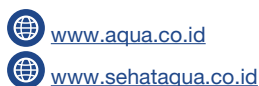
### Danone-AQUA Customer Service



#### Social Media



#### Website



### SN Indonesia Customer Service

**SGM**  
Sahabat Bunda Generasi Maju  
082-360-360-660  
@akuanaksgm  
SehatAQUA

**Bebelac**  
Bebecare  
0821-2345-8383  
@bebeclub  
Bebeclub

**Nutrilon**  
Nutriclub Expert Advisor  
0822-5858-1818  
@nutriclub\_id  
Nutriclub Indonesia

#### Website



## CUSTOMER PRIVACY [GRI 418-1]

Danone Group in Indonesia is fully committed to maintaining customer data and confidentiality. Protection of customer privacy data is carried out by always complying with applicable regulations. [GRI 3-3]

Throughout the 2021-2022 period, Danone Group in Indonesia has never received complaints, fines or sanctions regarding customer data leaks. [GRI 2-27]



**CHANNELING  
GOODNESS  
TO THE  
COMMUNITY**



**DANONE**  
ONE PLANET. ONE HEALTH



**BELAJAR**

**“Kopi 12 Pass”**

**Rt 12 Rw 04**

**Desa Blederan  
Kabupaten Wonosobo**

**Pendampingan :**



# CHANNELING GOODNESS TO THE COMMUNITY [GRI 413-1]

Danone's long journey as one of the world's leading and largest food and beverage companies has made it to be strongly committed to running a business in a sustainable manner. We are convinced that our business growth was thanks to the efforts of creating and providing added value to all stakeholders (shareholders, employees, customers, business partners, community and environment). In accordance with the "Renew Danone" strategy, especially in terms of community development, Danone Group in Indonesia is committed with its capacity to bring goodness by promoting a good and inclusive culture, and empowering Danoners to make a positive impact.

As a company that has been supporting and fulfilling the needs of the Indonesian people for years, we aim at delivering added values to the community. We conduct various activities/programs in the areas of health, education, infrastructure, community economic empowerment to improve the people's quality of life. Our commitment and support to the community, especially those living nearby our operational sites, has been carried out for many years. Every initiative that brings goodness to community is believable to increase our sustainable business growth in the long run. [GRI 3-3]

## HEALTH FOR BETTER LIFE

Health is a fundamental factor that supports all aspects of life. In line with the Company's mission to bring health to as many people as possible, we have implemented various programs for the community that encourage resilience and improve the quality of health. Below is a summary of the activities we have implemented in health sector for the Indonesians.

### Clean and Healthy Living Behavior Campaign

This activity was carried out simultaneously in the Water Access & Sanitation and Hygiene (WASH) program. We focus on promoting healthy living through the five pillars of Community-Based Total Sanitation, namely:

- › Stop open defecation (BABS);
- › Wash hands with soap;
- › Household drinking water/food management;
- › Household waste management;
- › Household liquid waste management; and
- › Assistance of health cadres consisting of Integrated Health Post Cadres, Public Health Center cadres and Family Welfare Program women.

Clean and Healthy Living Behavior promotional activities were carried out by collaborating with Integrated Health Post cadres and the local Health Service as well. Clean and Healthy Living Behavior activities were conducted in conjunction with the WASH Program.

### Vaccination Assistance Program for Covid-19 Countermeasures

Danone Group in Indonesia carried out various initiatives to support the acceleration of vaccination program implementation in support of the Government of Indonesia to overcome the COVID-19 pandemic in the country. The support was provided through hydration and healthy nutrition products, dissemination of

positive information related to vaccination, and public education. Danone Group in Indonesia also provided various needs for medical personnel and vaccine participants, as well as distributing educational materials about balanced nutritious food and drinks to a healthy lifestyle to vaccination participants.

Throughout 2021, Danone Group in Indonesia has supported more than a hundred vaccination centers in 6 cities of Indonesia which reached around 580,000 vaccine participants and donated more than 600,000 bottles of quality hydration products in collaboration with the government, various institutions, hospitals, and social organizations, since the COVID-19 pandemic hit Indonesia, we have distributed assistance worth Rp30 billion in the form of personal protective equipment, medical equipment such as ventilators and beds, as well as millions of nutrition and hydration products as assistance for medical personnel and vulnerable groups.





### Vaccination Center for Children

Still in handling COVID-19 and participating in improving the quality of learning and teaching, Danone Group in Indonesia teamed up with Indomaret and was supported by the Ministry of Health of the Republic of Indonesia to present “Sentra Vaksin Generasi Maju” (Advanced Generation Vaccination Center). This activity was part of a series of “Indonesia Bangkit” campaigns taking place on January 20-24 2022. This event was attended by 5,000 vaccination participants (2,500 child participants and 2,500 booster vaccination participants) in several cities, consisting of Jakarta, Yogyakarta and Surabaya as areas with the highest number of COVID-19 cases.

Through this activity, we supported the acceleration of the children’s activities recovery, especially teaching and learning activities, and also supported the government’s efforts to increase children’s immunity, allowing the children to grow optimally towards the next advanced generation. This activity was an implementation of Danone Group in Indonesia’s commitment to conduct a wide-range of sustainable initiatives to support the maximum growth and development of Indonesian children. Vaccination Centers in 29 cities in Indonesia which successfully reached more than 2 million beneficiaries and ensured almost 100% of our beneficiaries and ensured almost 100% of our employees were vaccinated and have access to boosters.



### Foot and Mouth Disease (FMD) and Lumpy Skin Disease (LSD) Vaccinations

The Foot and Mouth Disease (FMD) issue that hit Indonesia in 2022 has become a particular concern for Danone, especially with

regard to the sustainability of the material supply of fresh milk from the local community and also in order to maintain the health of the farmers involved in our supply chain. As an effort to anticipate and contribute to the prevention of FMD, the Company facilitated veterinarians who were members of Gadjah Mada University FMD task force to provide medical care to cattle. More than 11,000 doses were given to 200 cattle in December 2022 in Taman Sari Sub-District, Boyolali Regency.



### Umbrella Program for Stunting Prevention

Stunting or malnutrition remains a major problem for infants and children under the age of two in Indonesia. This condition must be addressed since it may disrupt children’s growth and brain development. In the future, it will harm the country. Danone Group in Indonesia worked on supporting the government to reduce the stunting prevalence. This was done by developing an Umbrella Program for Stunting Prevention, consisting of national stunting prevention programs with focus on nutrition education, parenting and healthy lifestyles in families and schools, such as Isi Piringku (Fill My Plate, GESID (Indonesian Healthy Generation), AMIR (Ayo Minum Air/Let’s Drink Water), Warung Anak Sehat (Healthy Children Stalls), Bunda Mengajar, TANGKAS (Stunting Children’s Nutrition and Health Response), WASH (Water Access Sanitation and Hygiene) ) and Aksi Cegah Stunting (Stunting Prevention Action) all of which was the referral system strengthening at the Integrated Health Post, Public Health Center and Local General Hospital for the detection and management of children with conditions of failure to thrive, undernutrition and malnutrition leading to stunting.

Together with related parties, we strive to make contribution through 3 main programs:

#### 1. Gasing Nekemese Program (Stunting-Free Generation through Family Towards Healthy Nutrition Education

Through this program, we seek to improve community health and capacity in preventing stunting by increasing understanding of health, sanitation and improving good nutritional status. Realizing that these efforts could not be solely carried out, collaboration was established with various parties

such as BP4D (Regional Research and Development Planning Agency), Health Agency, Rural Community Development Agency, Maritime Affairs and Fisheries Agency, Agricultural Agency, Public Health Centers, Sub-District Heads, Village Chiefs, village officials and religious and community leaders.

Since 2020, Danone Group in Indonesia has developed the GASING NEKMESE Program because the stunting rate remained high in Kupang Regency. This program was carried out again in 2021 with the following scope and achievements:

**PERIOD OF 2021**

Implementation Sites

- 1 Oelbiteno Village
- 2 Nunsaen Village
- 3 Passi Village
- 4 Nonbaun Village in Central Fatuleu Sub-District
- 5 Oesusu Village
- 6 Fatukona Village in Takari District
- 7 Tolnako Village
- 8 Camplong Village in Fatuleu Sub-District

Program Realization

- Development of family nutrition gardens and fish ponds as a step in increasing the diversification of nutritious food variants within the family and family food security.
- A total of **1,579** households with a total of **8,759** people benefited from this program.

16 nutrition gardens in 4 new assisted villages

50 individual nutrition gardens were planted in the new assisted villages

Construction of 41 catfish ponds and distribution of 3,975 catfish seeds

In 2022, the Company developed Gasing Nekemese Program in Kupang Regency. The total population in 6 villages in the program location was 10,569 people with a total of 1,006 toddlers, of which 303 toddlers or 30.12% of total toddlers

were stunted. Despite the high prevalence of stunting, the six villages already had integrated health post and public health center facilities providing health services every month.

**PERIOD OF 2022**

Implementation Sites

- 1 Manulai 1
- 2 Bolok
- 3 Kuanheun
- 4 Lifuleo
- 5 Tesabela
- 6 Sumlili Kec. Kupang Barat

Program Realization

- 114 nutrition gardens in 6 targeted villages
- 92 new nutrition gardens baru in 8 assisted villages in the previous year
- Construction of 89 catfish ponds and distribution of catfish seeds as protein fulfillment

**2. Stunting Prevention Action Program**

This program is also intended to support the government's target of reducing the stunting prevalence in Indonesia by 14% in 2024.

This program focuses on increasing the capacity of health workers and improving the management of stunting in health institutions. The three activities carried out include:

1. Training of health workers and integrated health post cadres;
2. A tiered referral system for stunted and toddlers who are stunted and at risk of stunting; and
3. Management of Undernutrition, Malnutrition and Failure to Thrive upon recommendation of the Pediatrician, followed by growth monitoring by General Practitioner of Public Health Center, nutrition worker and village midwife.



In collaboration with Habiebie Institute Public Policy and Governance (HIPPG) and academics from Department of Pediatrics, Faculty of Medicine, University of Indonesia at Cipto Mangunkusumo Hospital (RSCM) had replicated the Stunting Prevention Action Program in 19 districts/cities in 2021. Meanwhile in 2022, together with HIPPG, it organized 185 trainings for 8,000 Health Workers in 134 cities/districts.

**3. TANGKAS**

The condition of toddlers contracting stunting is one of the main issues we face in Indonesia. Since 2018 the government has established 1,000 Priority Villages for stunting intervention in order to encourage a reduction in the stunting rate. Of the many priority villages for intervention, Wonosobo Village was included in the category of villages with high cases of stunting, according to data from the Indonesian Nutrition Status Study (SSGI) in 2021, which posted the stunting prevalence in Wonosobo at 28.1%.

Against this backdrop, Danone Group in Indonesia intervened through TANGKAS (Stunted Children's Nutrition and Health Response) program. This demonstrated a concrete measure of our commitment to One Planet One Health, with public health relating to the environment must be maintained in harmony. In practice, Danone Group in Indonesia encouraged strong collaboration between multi-stakeholders in beneficiary areas, in order to encourage mothers, children and family members as well as all sectors of society to respond to nutrition.

Following are the achievements of TANGKAS program:

Beneficiaries	2021	2022
Cities/Regencies	2	2
Cadres of Family Welfare Program – Integrated Health Post	825	539
Parents	431	621
Stunted Children	406	562
Pregnant Women	261	85
Pregnant woman with Chronic Energy Deficiency	23	32
Teenagers	513	386
Community	9,000	31,920
Mothers of Toddlers	1,212	5,852
Toddlers	3,607	5,167

**4. Isi Piringku (Fill My Plate)**

Through “Fill My Plate” program, we continued to encourage and educate the public about the importance of healthy food. In collaboration with various related parties, both the local government and relevant agencies, this program has become a means of socializing and educating healthy food and nutrition, especially for children aged 4-6 years. In 2021, for the East Jakarta area, it was officially launched by the Mayor of East Jakarta. Although only 81 Pre-Schools were recommended



for assistance, at the launch of Yasmina Program, NIS invited 582 people from 444 Pre-School representatives, 5 elementary school representatives, 29 Dasawisma (a group of mothers from 10 householders which usually live in a neighboring area) representatives, Integrated Health Post representatives, 110 Family Welfare Program representatives and representatives of the Education sub-department. In the same year, we continued Fill My Plate for children aged 4-6 years into Teaching and Learning Activities. This activity was carried out online attended by 408 people who were representatives of 314 Pre-Schools as well as invited representatives from Integrated Health Post cadres, Public Health Center cadres, Dawis, and Child-Friendly Integrated Public Space activists, thus allowing the attendees to reach more than 900 people.

Based on the identification of experts, one of the stunting causes is inappropriate parenting style. Therefore, in this program, the Company and Yasmina also designed a nutrition parenting training for trainer (TOT) class for Pre-School teachers, Integrated Health Post cadres and Family Welfare Program.

In 2022, this program continued to be held in the Districts of Duren Sawit, Jatinegara, Cakung, Pulo Gadung, Kramat Jati, Cipayung, Makassar and Ciracas. Based on the consultation results, there were 20 Pre-Schools that would receive intensive assistance. Meanwhile, there were 150 Pre-Schools involved in education which would also be invited to various trainings on Fill My Plate for children aged 4-6 years. For Central Java region, it was carried out in Purbalingga, Sragen and Pemalang Regencies. Meanwhile in East Java, this program was carried out in Blitar Regency; Tulungagung Regency; Magetan Regency; and Pasuruan Regency.

Overall this program has reached:

Beneficiaries	2021	2022
City/Regency	10	13
Early Childhood Education	2,404	2,375
Teachers	5,738	23,204
Students	55,918	40,294
Parents	51,820	55,691



**5. Duta 1,000 Pelangi (Ambassador of 1,000 Rainbows)**

Educational programs on healthy food and good nutrition are also directed towards the Company's internal environment. Through "Duta 1,000 Pelangi" program, we encourage employees and their families to pay attention to healthy nutrition, especially during the first 1,000 Days of Life. This period is crucial since it is a golden period for child growth.

Therefore, it is pivotal for pregnant women and mothers with under two-year old babies to gain knowledge about the importance of balanced nutritional intake, exclusive breastfeeding and parenting, thus preventing their children from stunting. This program is available for all employees by registering to become volunteers, integrated health post cadres, high school teachers, pregnant women and mothers

of toddlers (two-year old babies). In this program, we provide assistance by providing guidebooks, monitoring (visit) to the homes of participating employees, consulting through digital applications, and finally conducting graduation for participants who have reached 1,000 Days of Life with good nutritional status.

During the implementation in 2021 and 2022, this program which focused on pregnant women and two year old babies has experienced a significant increase. In 2021, there were 24 pregnant women and two-year-old babies who benefited from the program. While in 2022, this program increased its reach for pregnant women and two-year old babies, with a total of 150 pregnant women & two-year old babies.

Factory	Program Partner	2021		2022	
		AM	PM	AM	PM
Prambanan Factory	PKPU HI jogja	5	50	4	51
Jogja Factory	PKPU HI jogja	5	21	5	34
Ciracas factory	PKPU HI Jakarta	6	33	4	35

Ket: AM (Ambassador), PM (Beneficiary)

**6. GESID (Indonesian Healthy Generation)**

This program is implemented to create a golden generation free of stunting among youth in Indonesia, especially junior and senior high school students. We provided a handbook to students as a guidance consisting of 3 modules called "Aku Peduli, Aku Sehat, dan Aku Bertanggung Jawab" (I Care, I Am Healthy, and I Am Responsible). Fill My Plate is one of the materials in GESID program containing balanced nutrition. Through this program, we also hoped that students could become agents of change for a healthy generation in the future, enabling them to become quality human resources.



The peer-to-peer approach or peer education remained the main method. Therefore, GESID Ambassadors were established and chosen by teachers who had previously received training to become assistants for the GESID Program. The selected ambassadors then received training on balanced nutrition, youth health, including reproductive health and character education.

Beneficiaries	2021	2022
Cities/Regencies	6	14
Middle School and High School	70	150
GESID Ambassadors	520	1,303
Teachers	2,131	142
Students	37,837	10,705

In 2022, the coverage of cities participating in the GESID program included: Magelang, Klaten, Semarang, Medan, Padang, Solo, Yogyakarta, Bali, Pontianak, Cilacap, Surabaya, East Jakarta, Bekasi, and Bogor.

**7. Warung Anak Sehat (Healthy Children Stalls)**

Undernutrition can also be caused by the habit of consuming unhealthy foods that we buy in stalls. This prompted Danone SN Indonesia to develop “Warung Anak Sehat (WAS)” program. This program provided training to ladies of WAS to sell or process healthy food products. The long term goals are reducing iron deficiency rates, reducing absenteeism due to illness and increasing academic achievement.

This program has been running since 2011 in 4 (four) cities, namely Bogor (32 ladies), Bandung (84 ladies), Yogyakarta (32 ladies) and Ambon (18 ladies). Currently, around 29% of them are no longer active as canteen ladies, but they are still actively selling healthy food and beverages outside of the school. The following are the achievements of “Warung Anak Sehat” program:

- › 72% of 350 canteen owners saw more than 50% increase in income.
- › 140% increase in mother’s knowledge about child nutrition based on pre & post-test during educational seminars.
- › 29% increase in students’ awareness about health & nutrition based on pre & post-test during the seminar.
- › Total 10 hours of digital and entrepreneurship training for canteen owners to develop their home business.
- › 100 hours of mentoring by social business and nutrition experts.
- › 10,000 recipes for healthy food creations by canteen owners have been published for SGM consumers and their parents.

**8. Rumah Bunda Sehat (RBS)**

Through “Rumah Bunda Sehat” program, we educate women from underprivileged groups to teach “Isi Piringku” (Fill My Plate). In 2021, this program was implemented at RBS I, Pekayon Bekasi and RBS II, Pejuang Village, Medan Satria District, Bekasi. The activities consisted of facilitating RBS members in obtaining facilities of making cakes, starting from mixers, ovens, and cooking utensils. We teamed up with the Human Initiative (HI) NGO to increase the business capacity of RBS members, enabling them to run the business units that have been originally established. The business units aimed at generating profits for RBS operating costs while at the same time providing additional income for cadres.

Meanwhile, in 2022, the activities were carried out at RBS I, RBS II and RBS III in Sasak Panjang Village, Tajur District, Halang, Bogor Regency. The activities consisted of business capital assistance in the form of production advice and improvement of nutrition library corner facilities, business capital support in the form of ponds, catfish seeds and their feed as well as facilities and infrastructure assistance in the form of Integrated Health Post operational tools.

Beneficiaries	2021	2022
RBS Satellite Opening	5	10
Cities/Regencies	1	1
Integrated Health Post	200	343
Integrated Health Post Cadres	17	434
Parents	522	585
Toddlers/Pre-School/ Kindergarten/ Islamic Kindergarten	197	359



# EDUCATION FOR A BRIGHT FUTURE

Education plays an important role for the future of each individual and the development of the nation as a whole. Education creates quality human resources, which affect the quality of life. Danone Group in Indonesia is committed to keep supporting the improvement of education quality which is implemented through the following programs:

## Taman Pintar (Smart Park)

We provided educational recreation facilities located in the Special Region of Yogyakarta, aiming to improve physical, mental, emotional and social health for children aged 4-6 years as well as parents in Taman Pintar Kindergarten/Pre School.

Beneficiaries	2021	2022
City/Regency	1	1
Early Childhood Education/Pre School	77	254
Students	3,105	643
Teachers	1,286	333
Parents	3,105	638

## Bunda Mengajar (Teaching Mother)

In an effort to encourage the eradication of stunting, it surely requires the collaboration of various stakeholders. "Bunda Mengajar" program was established to create this collaborative effort through Integrated Health Post Cadres who worked closely

with Danone to create sustainable benefits in alleviating stunting issues and boosted healthier living awareness & knowledge for young mothers with babies and toddlers.

This program focuses on three key activities, consisting of education, Integrated Health Post, and urban farming. These activities is expected to be the answer to various problem factors in fulfilling balanced nutrition through educational and mentoring efforts in improving health, education, and people's sources of income, especially in terms of stunting alleviation, it is expected that the training given to each cadre will later create more competent cadres in developing their respective areas, or in other words creating sustainable benefits.

This program had witnessed a widespread expansion in three urban villages in the City of Yogyakarta in 2021, with this program having a good impact on the City of Yogyakarta, especially how the program provided education to eradicate the stunting problem.

Beneficiaries	2021	2022
City/Regency	1	1
Integrated Health Post	41	26
Integrated Health Post Cadres	106	73
Parents	164	706
Toddlers/Pre-School/Kindergarten/ Islamic Kindergarten	287	75





### Scholarships and school infrastructure assistance

In 2021 Danone Group in Indonesia launched the #AyoTunjukTangan (Let's Raise Our Hands) social movement which invited all Indonesian people to work together and collaborate to support the fulfillment of access to nutrition and education for Indonesian children.

In 2021, the concrete collaboration was manifested in the form of printing and distributing more than 40,000 copies of online Elementary-level Distance Learning Modules for several regencies/cities classified as 3T (terdepan, terluar, tertinggal) or frontier, outermost and least developed regions in Indonesia, support for 1,500 online learning packages - gadgets, internet quota & online learning program for elementary school-age children in 25 districts, rehabilitation of 10 elementary school educational facility

buildings, educational funding assistance for 800 elementary school students in several districts/cities as well as support for 25,000 Growth Milk Nutrition Packages for Pre-School students in Jambi, South Sumatra and Lampung.

We provided support in other areas of education by providing scholarships for Cerdas Sugizindo Pre-School students and Bina Putra Husada Pre-School students. In addition, we also helped renovate the Bina Putra Husada Pre-School building.

In addition, SGM worked closely with Indomaret to provide educational support in the form of school renovations and scholarships for children in 8 regencies. Meanwhile, in the vicinity of the factory, the Company assisted the operations of the Bina Putra Husada Pre-School.

## COMMUNITY INFRASTRUCTURE SUPPORT [GRI 203-1]

The community's need for infrastructure is very beneficial in supporting the routines or needs of daily life. In the health and hygiene sector, we have provided support to the community through a number of infrastructures in the form of building access to clean water and sanitation facilities as described in the Water Access Sanitation and Hygiene (WASH) program and support for waste disposal facilities in #BijakBerplastik (Plastic Wise) program. Apart from this infrastructure, we also provided assistance in other infrastructure sectors in the form of: [GRI 3-3]

- › Facilitating the development of traditional markets;
- › Building entrepreneurial facilities in the area of animal husbandry and plantations;
- › Material assistance in the construction of houses of worship (mosques);
- › Construction of sports fields and youth affairs;
- › Asphalt of village roads by contributing to Musrenbang desa (village development planning meetings) funds;
- › Road repairs around the Subang, Wonosobo, Klaten, Tanggamus, Pandaan factories;
- › Material assistance for mosque renovation;
- › Renovation of Nahdiyatul Ahamiyah Islamic Boarding School;
- › Facilitating the construction of Security Post and sidewalks;
- › Building a badminton court for residents of Karang Taruna RW. 08, RT. 02 East Karangasem;
- › Repair of 7,786 m of irrigation canals, 22 sluice gates; and
- › Repair of Watu Arliyyun Market, Benelan Kidul Village in Banyuwangi which was hit by a natural disaster.

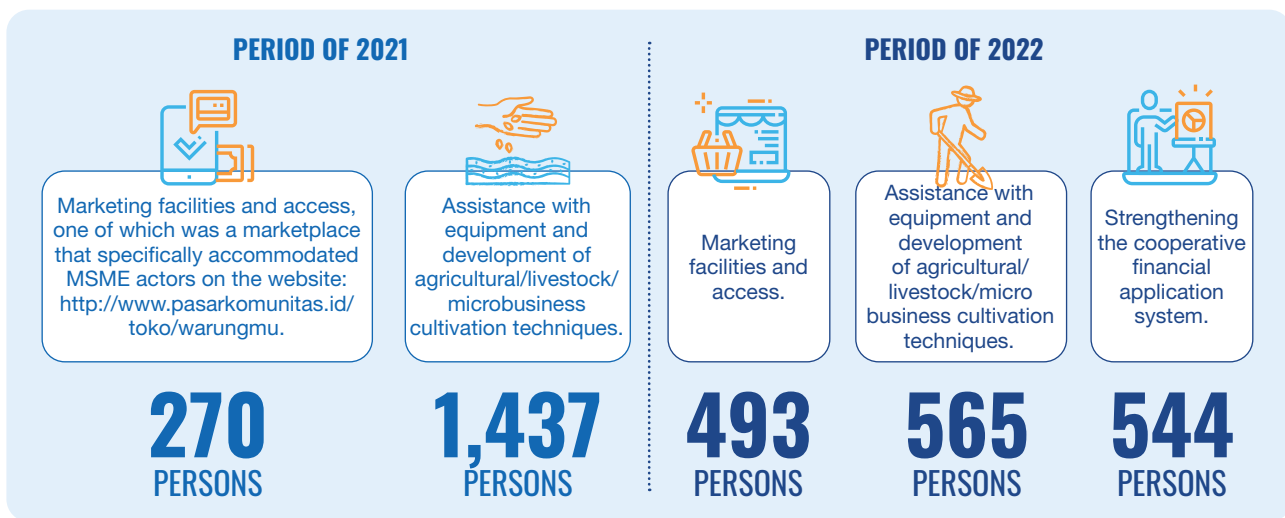


# COMMUNITY ECONOMIC EMPOWERMENT FOR IMPROVING STANDARDS OF LIVING

We also support the community's economic empowerment in order to improve the quality of life and indirectly drive the economy, especially in the local area through a series of programs that we call the Economy Development Program (ECODEV). ECODEV's activities are based on strengthening local economic organizations; cooperatives/village-owned enterprises, providing capital & market access as well as group capacity building. The economic empowerment activities are conducted through:

- › Support for the activities of Micro, Small and Medium Enterprises (MSMEs), DAMPING Program, Village Owned Enterprises (BUMDES);
- › AHS (AQUA Home Service) Program;
- › Regenerative agriculture; and
- › Young Farmer Regeneration Program.

The following is a summary of the activities we have carried out:



## MSMEs DAMPING Program

Micro, Small and Medium Enterprises (MSMEs) are business activities run by individuals, households or small business entities. Given the large number, spreading all over Indonesia, MSMEs have a big role to drive Indonesia's economic growth. This is what underlies Danone Group in Indonesia to support MSMEs in order to increase the competitiveness and capacity of MSME actors.

In collaboration with Umar Usman Business School, we developed the MSME DAMPING Program with the aim of creating resilient MSMEs. Equipped with data from the Ministry of Cooperatives, a preliminary study was conducted to get an overview of MSMEs in Indonesia. Based on this study, we gained information that 56% of MSMEs saw a decrease in sales turnover due to the pandemic, another 22% experienced difficulties in obtaining financing/loan, 15% encountered problems in the distribution of goods and the remaining 4% reported difficulties in obtaining raw materials.

Starting from entrepreneurial Webinar for MSME DAMPING activities, it then continued with intensive training through coaching methods in small classes for MSME actors. The DAMPING Program was carried out in several forms, including educational activities through business webinars, intensive business assistance, thematic training, business plan competitions,

business incubators, provision of access and business services and networking platforms. The exclusive mentoring program focused on increasing the capacity of MSMEs by strengthening the entrepreneur mindset, strengthening owned business fundamentals through products strengthening (SWOT), design/branding, market analysis and business systems improvement such as finance and social media marketing.

Furthermore, Danone Group in Indonesia also facilitated Umar Usman to create a business incubation program that could prepare these MSME actors to be empowered. As of 2022, there were 11 MSME actors who joined the business incubator. They were MSME actors whose products and services with potential for great positive impact on both the social and the environment. Another activity we carried out was developing Damping Mart, a marketing facility for MSME products that have successfully passed the curation, either offline at Damping Mart or online. We also provided the media website DampingIndonesia.id, a place for MSME assistance to access information and to open online galleries for their products. As for the DAMPING program, there were also MSME groups with disabled people as members who we assisted in opening coffee businesses.

**AS OF 2022, THIS PROGRAM HAS SUCCESSFULLY PROVIDED ASSISTANCE TO MORE THAN 5,600 MSMEs.**

**TESTIMONIAL OF DANONE GROUP IN INDONESIA'S COOPERATION WITH UMAR USMAN BUSINESS SCHOOL  
"Danone Group in Indonesia's Strong Commitment to Supporting and Assisting the Advancement of MSMEs in Indonesia"**

*Assalamualaikum Wr Wb*

The Covid-19 pandemic has had a tremendous impact on the economic sector, especially Micro, Small and Medium Enterprises (MSMEs) in Indonesia. For this reason, Danone Group in Indonesia has the initiation to help contribute in restoring or recovering the condition of MSMEs in Indonesia by creating the "DAMPING UMKM" (MSME assistance) program. In order to develop a program that was expected to have a significant impact, Danone Group in Indonesia finally collaborated with Umar Usman Business School in an effort to compile, run, and develop the MSME DAMPING program.

The collaboration of Danone Group in Indonesia and Umar Usman Business School began with the AQUA Home Service (AHS) program in which Danone Group in Indonesia wanted to increase the self-capacity of AHS business actors with a training and coaching approach by certified trainers and coaches of Umar Usman Business Campus. The collaboration program eventually developed and continued with DAMPING UMKM (MSME Assistance) program together with Danone Group in Indonesia's Sustainability Development.

Since the beginning of collaborative communication with Danone Group in Indonesia, we have been perceiving that we have met a company with a strong vision and commitment in line with us (Umar Usman Business School) to produce business actors who have good self-capacity in running a business.

In running a business, the main aspect that needs to be considered is how we must prepare or solve problems within the business actors in advance, then entering the business aspect.

Our lifelong aspiration at Umar Usman Business School to assist MSMEs has finally been realized in the MSME Assistance program with a wide-range of programs ranging from Business Assistance, Business Incubation, Coaching Clinic, Business Access and Services to having an Integrated MSME Service Center (DAMPING Center) and Damping Mart as well. We really feel supported by the strong commitment

of Danone Group in Indonesia to assist MSMEs in Indonesia. The "DAMPING UMKM" (MSME Assistance) Program which was initiated in 2020 up to present has spread benefits to more than 6,000 beneficiaries with 3,000 assisted MSMEs.

We see that Danone Group in Indonesia has been highly committed to supporting the advancement of MSMEs in Indonesia. This is evidenced by the "DAMPING Program" which continues running and even growing until now. In addition to individual aspects, business ecosystem and even the absorption of MSME products are the aspects considered by Danone Group in Indonesia as well.

Umar Usman Business School and Danone Group in Indonesia conclude that MSMEs are one of the backbones of the economy in Indonesia. This is based on data from the Central Agency on Statistics in 2019, stating that MSMEs contributed 61.07% of Gross Domestic Product (GDP) in Indonesia. Also, MSMEs managed to absorb 97% of the total workforce in Indonesia.

We have learned a lot from Danone Group in Indonesia and give our utmost appreciation to Danone Group in Indonesia for its dedication and commitment. The message given to us is how the ongoing programs shall not only be a mere ceremony but the impact is all that matters most.

For this reason, we regularly communicate with various parties involved in the programs that we run with Danone Group in Indonesia, starting from the Program Development team, Program Facilitators, Program Trainers and Coaches and program beneficiaries as well, thus allowing us to get information and feedback from the implementation of ongoing programs.



**Lily Zulaeha**  
Director of Umar Usman  
Business School

CONTINUED

Danone Group in Indonesia is also committed to inclusive programs, enabling it to invite and embrace various parties who have programs, visions, and concern for MSMEs to join the initiatives in “Damping UMKM” (MSME Assistance) program.

Throughout the journey of Umar Usman Business School, the collaboration with Danone Group in Indonesia is the one that has had the most positive impact on us from various sides. Thank you Danone Group in Indonesia for the trust that has been given to Umar Usman Business School, giving us a positive platform to create, plan and develop programs for MSMEs in Indonesia.

We hope that this collaboration will continue and flourish in order to lead MSMEs to the next level and contribute to the development of business ecosystem in Indonesia. These efforts will not be implemented in a short time since it requires various approaches and programs in response to all challenges. As we all know, the business world, especially MSMEs, is changing due to pandemic, technological and digital as well as millennial disruptions.

**Go forward Indonesian MSMEs, Go forward Danone Group in Indonesia**

**“MSMES ARE ONE OF THE BACKBONES OF THE ECONOMY IN INDONESIA. THIS IS BASED ON DATA THAT MSMES ARE THE LARGEST CONTRIBUTOR TO GROSS DOMESTIC PRODUCT (GDP) IN INDONESIA AND ABSORB A LARGE WORKFORCE. TOGETHER WITH DANONE GROUP IN INDONESIA, WE REALIZED OUR LIFELONG ASPIRATION AT UMAR USMAN BUSINESS SCHOOL, ENABLING US TO ASSIST MSMES THROUGH “DAMPING UMKM” (MSME ASSISTANCE) PROGRAM. UNTIL NOW, THIS PROGRAM HAS BENEFITED MORE THAN 6,000 PEOPLE WHO ARE MEMBERS OF 3,000 MSMES.**

THROUGHOUT THE JOURNEY OF UMAR USMAN BUSINESS SCHOOL, **THE COLLABORATION WITH DANONE GROUP IN INDONESIA IS THE ONE THAT HAS HAD THE MOST POSITIVE IMPACT** ON US FROM VARIOUS SIDES. THANK YOU, DANONE GROUP IN INDONESIA, FOR THE TRUST THAT HAS BEEN GIVEN TO UMAR USMAN BUSINESS SCHOOL, GIVING US A POSITIVE PLATFORM TO CREATE, PLAN AND DEVELOP PROGRAMS FOR MSMES IN INDONESIA. WE HAVE LEARNED A LOT FROM DANONE GROUP IN INDONESIA IN THIS REGARD AND WOULD LIKE TO GIVE OUR UTMOST APPRECIATION TO DANONE GROUP IN INDONESIA FOR THE DEDICATION AND COMMITMENT THAT HAVE BEEN GIVEN.”

**Empowerment of Village Owned Enterprises (BUMDES)**

Danone Group in Indonesia’s support for Village-Owned Enterprises (BUMDES) is our concrete manifestation of community economic empowerment, especially those who live in rural areas. The following is a summary of our support for BUMDES:

<p><b>Mandala Sari</b> Kecamatan Abiansemal, Badung Sub-District – Bali</p>
<ul style="list-style-type: none"> <li>› Building a Toya Langon drinking water business.</li> </ul>
<ul style="list-style-type: none"> <li>› Developing PAM Desa (a drinking water enterprise managed by the village) to meet the clean water needs of villagers. As a result, 98% of 1,988 had access to proper clean water.</li> </ul>
<ul style="list-style-type: none"> <li>› Facilitating the formation of MSME groups and the development of new products; bread, milk, rice soap and chips.</li> </ul>
<ul style="list-style-type: none"> <li>› Establishment of the online market <a href="http://www.bumdesbongasapertiwi.com">www.bumdesbongasapertiwi.com</a>.</li> </ul>

<p><b>Purwasari Village</b></p>
<p>Distributing 20 sheeps to 4 farmers in Purwasari Village.</p>
<p><b>Harapan Baru Sejahtera</b> Kebon Candi Village, Pasuruan Regency</p>
<p>Herbal medicine business development in the form of developing product packaging and increasing marketing access. Marketing technique innovation.</p>



**Darmaga Village**  
Cisalak Sub-District

Assistance in the preparation of Articles of Association and Bylaws.

**Harapan Baru** from Kebon Candi Village  
and **Cakrawala** from Tenggilis rejo Village

- › Institutional strengthening, carried out through TOT (Training of Trainers).
- › Development of MSME digital marketing through the website [www.keranjangUMKM.com](http://www.keranjangUMKM.com).
- › Organizing the MSME Expo at the village field.

**Menara**  
Benelan Kidul Village

- › Assistance for BUMDES management.
- › Capacity building in the form of training.

**Muara Jaya  
& Pasir Muncang**

Formation of MSME groups at Muara Jaya and Pasir Muncang Villages and internet management groups at Muara Jaya Village area.

**Dharma Artha Lestari**

Mambal Village, Abianseml Sub-District, Badung Regency

- › Market development cooperation with Gumi Mambal Farmers Cooperative.
- › Development of training and assistance for the creative economy by making PSB, Nitrobakter, Biosaka, and Jakaba.

**Kemudo Makmur**  
Kemudo Village

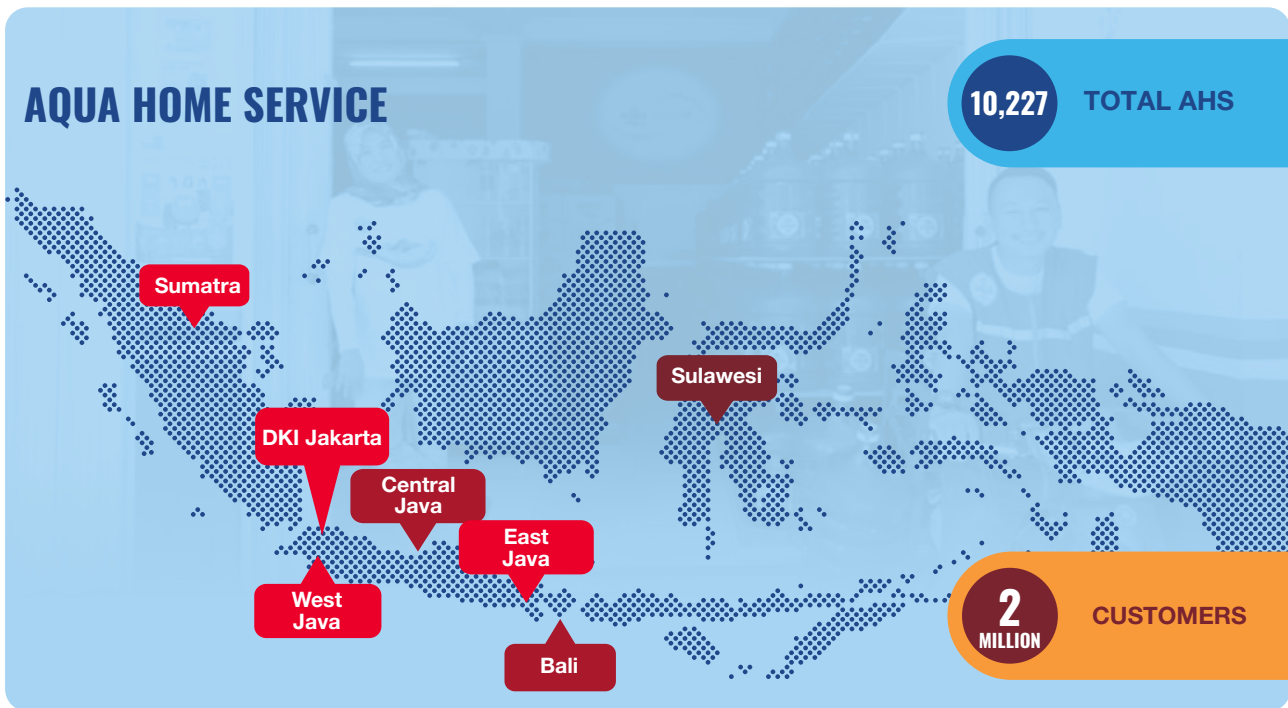
- › Assistance in BUMDES governance in accordance with the 2020 Job Creation Law and Government Regulation no. 11 of 2021.
- › Assistance in Bumdes Financial Governance and Assistance in Business Development and Its Implementation.

# COMMUNITY ECONOMIC EMPOWERMENT FOR IMPROVING STANDARDS OF LIVING

## AHS (AQUA Home Service) Program

Currently, we have to deal with issue of meeting the needs of customers who want various facilities, convenience and comfort. This condition indirectly encourages Danone Group in Indonesia to empower the community, especially housewives to distribute our products. This program has many benefits for all parties, customer convenience, business opportunities for housewives and increased customer satisfaction with Danone AQUA services.

The selection of housewives is based on the opportunity to supplement their income without leaving their home and several other considerations including: they possess strong character & personality, care about the health and hygiene of their family, have an extensive network and are able to manage administration and cash flow. Currently, there are more than 13,000 AHS throughout Indonesia to serve around 2 (two) million customers.



The AHS participants continue to grow from year to year and we will increase the number of AHS service areas.

Prior to starting our business, we prepare and equipped AHS owners with the knowledge and competencies needed to run an AHS business, through webinar sessions with the following materials:

- › Knowledge of AQUA products
- › Mindset and goals to achieve
- › Financial planning
- › Marketing and sales
- › Superior customer service
- › Application of digitization.

AHS uses WhatsApp as a direct platform to interact with consumers both for ordering purposes and providing information to consumers such as promotional information. In addition to WhatsApp platform, AHS also has Instagram channels and services to reach customers using social media whose users continue to grow.

Official WhatsApp AQUA Home Service:





### Encouraging Regenerative Agriculture

Regenerative agriculture is an approach to responsible and sustainable farming methods that aims to improve soil fertility and health while protecting resources and biodiversity. Given that all this time the process of modern agriculture has caused the loss of soil fertility, restoring soil health will help reduce carbon emissions. Healthier soil also makes it more resistant to the climate change impacts and at the same time increases crop yields, and helps improve the welfare of farmers considering that agricultural products with an environmentally friendly approach have more added value and selling value.

Danone Group in Indonesia has developed an Integrated Farming System (IFS) with a variety of agricultural, livestock and fishery commodities while supporting a food security program that is oriented towards three main pillars:

- › **Protecting Soils**  
Limiting the use of chemicals, crop rotation, reducing tillage, and using crop residues as compost.
- › **Improving Animal Welfare**  
Animals are an integral part of regenerative agriculture. These two elements have a mutual relationship that strengthens economic sustainability and competitiveness.
- › **Empowering New Generations of Farmers**  
Preserving regenerative agriculture systems to the next generation. Empowerment is done by providing training, equipment, and financing.

This regenerative agriculture program includes technical assistance from cultivation to marketing/sales aspects. As of 2022, the achievements of the agricultural program are as follows:

Category	Activities	Unit	Danone Group in Indonesia	Total
Agriculture	Agroforestry (Upstream)	Ha	71	71
	Regenerative Agriculture (Middle and Downstream)	Ha	183	183
	Impact of Irrigation Improvements	Ha	95	95
	Total Area of Sustainable Agriculture (Upstream, Middle, Downstream)	Ha	349	349
	Total Farmers at Sustainable Agriculture	Person	1,154	1,154
	Total Area Coverage	Regency	18	18



### Young Farmers Regeneration Program

Based on data, currently in Central Java and Yogyakarta where two SGM factories are located, 50% of dairy farmers are aged 50-65 years. Meanwhile, farmers aged 25-34 years stood at around 3-10% and 35-40 years are around 40%. Given this fact, it is projected that there will be a decrease in the number of breeders and dairy cattle. It is estimated that in 2061 there will only be 8 dairy farmers caring for 132 dairy cattle while production will only reach 160 liters of milk, down by 660 liters from 2051.

Based on these conditions, SGM collaborated with the Rural Technology Development Institute (LPTP) to develop a Young Farmers Regeneration Program to ensure the sustainability of household-scale livestock and dairy-based businesses. This program is an integral part of the Regenerative Agriculture program, because in practice we teach and encourage environmentally friendly farming methods.

Throughout 2021, this program was implemented in Mundu, Jemowo, Umbulharjo areas which reached 20 young farmers. Meanwhile in 2022, this program was conducted in Mambal area which was attended by 12 young farmers.

### Assistance for Victims of Natural Disasters

We also care about and feel the difficulties faced by victims of natural disasters. Danone Group in Indonesia actively provides emergency response assistance when disasters occur around its factory area as well as national disasters. Assistance was provided in the form of beverage products, health posts, food and medicines. In addition, in the factories, the Company has also established a rescue team that can assist during rescues, such as the Mekarsari Factory. At the Pandaan factory, the AQUA factory also established the Fighting Fire Group which was tasked with extinguishing forest fires on Mount Arjuno.



Following are some of the disaster events that received a response from Danone Group in Indonesia:

#### 2021

1. Danone Aqua Helps Natural Disaster Victims in West Java. (25/1/2021). Danone Aqua set up a health post near the Sukabumi flash flood site to help people check their health and get the medicines they need.
2. Danone Group in Indonesia helped the disaster in East Nusa Tenggara by distributing thousands of bottles of AQUA. Previously, Danone Group in Indonesia also actively provided various assistance to communities affected by disasters in many regions in Indonesia, for example the Poso disaster, the Lombok earthquake, flash floods and landslides that hit Sukabumi, major floods in Greater Jakarta, flash floods in Gunung Mas Puncak area, or the landslide disaster that had occurred in Subang. Danone Group in Indonesia carried out various initiatives to help victims and affected communities by deploying a rapid response team to help victims, building health posts, and distributing various hydration and nutrition products.
3. Providing ambulance assistance to Yayasan Aksi Cepat Tanggap (Fast Action Response Foundation) to deal with COVID-19 and natural disasters.
4. Establishing an aid post for flood victims in Pamanukan Village, Subang.
5. Danone Group in Indonesia through Danone-AQUA distributed at least 28,800 bottles of 600 ml AQUA for Gresik flood victims in Cermen Village, Kedamean District.
6. Danone Group in Indonesia distributed 1,000 cartons of 600 ml Aqua, 100 cartons of instant noodles, hundreds of nutritional products, and 3,500 health masks for earthquake victims in Malang and Blitar, East Java.





**2022**

1. All Danone-AQUA plants in West Java distributed assistance in the form of bottled drinking water and groceries to the Cianjur earthquake victims in the two worst affected sub-districts, namely Warungkondang and Cugenang. There were many fatalities, injuries, and many houses were destroyed. The volunteers also built an aid post.
2. Providing assistance with AQUA Products, materials (stone, cement, etc.) and consumption support for victims of floods and landslides in villages around the Mekarsari Factory.
3. Providing gabion, cement, products and basic necessities for landslides in Gardu Sayang Village, Cupunagara Village and the Cianjur Earthquake.

**Community Complaints [GRI 411-1] [GRI 413-2]**

In addition to providing real support that has a positive impact on society, we also strive to minimize negative impacts on the operating activities that we carry out. We provide means of communication for the whole community to submit complaints and grievances if any of our activities are considered disturbing or detrimental. This information can be submitted to each Company or submitted to AQUA Menyapa and Careline.

Throughout the 2021-2022 periods, we did not receive any complaints that had a significant impact, fines or sanctions resulting from violations on social/community aspects. [GRI 3-3] [GRI 2-27]

# ABOUT THE REPORT [GRI 2-2] [GRI 2-3] [GRI 2-4] [GRI 2-5]

## Reporting Practices

This Sustainability Report is one of Danone Group in Indonesia's means of communication to all stakeholders regarding the approaches, policies and activities that have been carried out by the company to maintain its business in a sustainable manner. The preparation and disclosure of information in this report is based on the GRI Standards 2021 guidelines.

This Sustainability Report describes the extent to which our business operations have had a positive or negative impact on all stakeholders in economic, social and environmental aspects, as well as the mitigation measures we have taken to reduce any negative impacts that may arise. This sustainability report also describes the Company's contribution to the Sustainable Development Goals of improving human quality of life and preserving the environmental ecosystem.

Danone Group in Indonesia publishes a Sustainability Report every two years. In this sustainability report, we disclose the company's sustainability performance unless otherwise stated for the period January 1, 2021 to December 31, 2022.

## Report Quality Guidelines

The highest governance body in this case Collective Leaders is responsible for reviewing and approving to be directly involved in the process of report preparation including determining and approving the relevant stakeholders and the material topics. [GRI 2-14]

To maintain quality, the presentation of this sustainability report has implemented the following principles:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability

Currently, our Sustainability Report has not been verified yet by an external assurance party. However, we ensure that the data disclosed can be accounted for.

In this report we do not present financial statements. Our financial statements have been audited by an independent organization for the period January-December each year and can be found in the financial statements of each Company.

In this report, we provided specific explanation for any information restated or improved on the data/information that we have submitted on the previous report and we also stated the reasons for the restatements.

Unlike the previous sustainability reports, this time we combined our two business divisions, Danone-AQUA and Danone SN Indonesia in one inseparable report book.

## Contact Us [GRI 2-26]

Inquiries, suggestions and input on this report can be addressed to:



### Danone Group in Indonesia

#### Corporate Communication Department

RDTX Place 5<sup>th</sup>-9<sup>th</sup> Floor

Jl. Prof. DR. Satrio Kav. 3, Karet Kuningan, Setiabudi  
Jakarta Selatan, 12940

Email : [corporate.communicationID@danone.com](mailto:corporate.communicationID@danone.com)

**Stakeholders** [GRI 2-29]

Stakeholders are parties that may influence and or parties that could be affected by the Company's operating activities. The existence of this mutually influencing relationship is the basis for the Company to always involve the stakeholders in every policy it takes.

Given the importance of stakeholders for the Company's performance improvement, it encourages us to take the right approach to ensure that the needs and expectations of all stakeholders can be recognized and fulfilled by the Company.[GRI 2-12]

It is important for us to always engage stakeholders in every policy making and business strategy. Through this engagement, we can hear their inputs and expectations for the company, thus allowing the company to have guidance on issuing policies that do not harm the stakeholders. Thus a mutually beneficial relationship is established for the interest of long term business continuity. In addition, the stakeholder engagement topics may also be used as input material for determining material topics.

The following are parties that we identify as stakeholders who may affect performance and vice versa parties affected by the Company's operations:

Stakeholder Category	Engagement Method and Meetings Frequency	Engagement Context
<p><b>Shareholders</b></p> <p><b>Basis for identification:</b></p> <ul style="list-style-type: none"> <li>› Influence</li> <li>› Responsibility</li> </ul>	<ul style="list-style-type: none"> <li>› Meetings between shareholders are held at the GMS.</li> <li>› The Annual GMS is held every year and no later than 6 months after the end of the financial year.</li> <li>› Meanwhile, the Extraordinary GMS can be held at any time based on the need to discuss and decide on the meeting agenda.</li> </ul>	<ol style="list-style-type: none"> <li>1. Annual reports that have been reviewed by the Board of Commissioners for GMS approval.</li> <li>2. Determination of Profit Use, if the company has a positive retained earnings.</li> <li>3. Determination and distribution of the company's profit.</li> <li>4. Appointment of Directors and/or Commissioners of the Company (if required).</li> <li>5. Approval for upcoming annual budget.</li> </ol>
<p><b>Employees/Trade Union</b></p> <p><b>Basis for identification:</b></p> <p>Presentation</p>	<p>Meetings when necessary.</p>	<ol style="list-style-type: none"> <li>1. Education on relevant laws/regulations.</li> <li>2. Involvement in regulatory compliance.</li> <li>3. Dissemination and discussion regarding amendments to company policy.</li> </ol>
<p><b>Customers</b></p> <p><b>Basis for identification:</b></p> <p>Influence</p>	<p>Regular meetings with distributors when necessary.</p>	<ol style="list-style-type: none"> <li>1. Product Information.</li> <li>2. Communication (advertising).</li> </ol>
<p><b>Suppliers</b></p> <p><b>Basis for identification:</b></p> <p>Dependency</p>	<p>Regular meetings every 1, 3, or 6 months when necessary.</p>	<ol style="list-style-type: none"> <li>1. Partner selection</li> <li>2. Dissemination of policies and procedures</li> <li>3. Maintain good relationship</li> <li>4. Compliance with laws and regulations for the supplied goods</li> <li>5. Support of scientific references or international regulations</li> </ol>
<p><b>Government</b></p> <p><b>Basis for identification:</b></p> <ul style="list-style-type: none"> <li>› Influence</li> <li>› Presentation</li> </ul>	<ul style="list-style-type: none"> <li>› Formal meetings</li> <li>› Forums.</li> </ul> <p>Activities are conducted based on necessity during the regulation formulations</p>	<ol style="list-style-type: none"> <li>1. Active participation to increase the government's agenda achievement which is aligned to Danone's vision of "One Planet, One Health" and Danone Impact Journey</li> <li>2. Partnership in sustainability programs</li> <li>3. Policy formulation</li> <li>4. Maintain harmonized and productive relations</li> <li>5. Through outreach, playing an active role in proposing the regulations draft and providing input for regulations/standards being drawn up by the government.</li> </ol>

## ABOUT THE REPORT

Stakeholder Category	Engagement Method and Meetings Frequency	Engagement Context
<b>Organizations/Associations</b>  <b>Basis for identification:</b> › Influence › Presentation › Proximity	› Formal meetings. › Forums Quarterly.	1. Partnership in sustainability programs 2. Discussion on the realization of sustainability targets achievement 3. Discussion on ease of doing business in Indonesia 4. Policy formulation 5. Discussion on national issues 6. Building harmonized and productive relationships 7. Demand and industry mapping 8. Collaborative programs planning 9. Playing an active role in proposing regulation and providing inputs for regulations/standards being drawn up by the government 10. Education on the regulations and technical materials in the food industry.
<b>Community</b>  <b>Basis for identification:</b> Proximity	Meetings when necessary.	1. Community needs assessment 2. Joint program discussion and evaluation 3. Community development training 4. Program monitoring and evaluation

### Material Topics [GRI 3-1]

Determining material topics in this report begins from the Team under the General Secretary Division which draw up a materiality assessment under the direction of VP GS who then presents it to senior management. Henceforth, we will carry out several phases prior to determining what material topics will be presented in this sustainability report. Reviewing material topics in previous reports, ascertaining what is the expectation of stakeholders, including through information in various media outlets, careline and so on.

Determining material topics in this sustainability report is carried out in the following phases:

- › **Phase 1.** Identification of potential topics and issues
- › **Phase 2.** Categorization of issues
- › **Phase 3.** Exploring company opinion and perspective
- › **Phase 4. Exploring stakeholder opinions and perspectives**
- › **Phase 5.** Impact analysis and prioritization
- › **Phase 6.** Materiality matrix preparation

The process of determining material topics involves all stakeholders by learning their expectations and reading the developing situation as well as identifying risk management carried out by the risk management team. We strive for maximum positive impact and at the same time we prevent adverse impacts that can be detrimental to our stakeholders.

All inputs on the topics disclosed are reviewed and analyzed to further be narrowed down as priority topics based on an assessment of the scale of impact on business continuity and stakeholders.

Assessment of material topics is carried out using quantitative and qualitative approaches through various methods, surveys, Focus Group Discussions (FGD) and in-depth interviews with 43 representatives of resource persons divided into 7 (seven) categories of stakeholders consisting of community, experts in their fields, Non-Governmental Organizations (NGOs), media, government, trade unions and business partners (distributors).

Topic	Priority	Assessment Score		Priority
		Pre-FGD	Post-FGD	
Consumers	4	3.8	4.5	1
Governance	2	4.1	4.3	2
Employees	5	3.6	4.3	2
Community	3	4	4.1	3
Environment	1	4.3	4	4

The following is a matrix of material topics in Danone Group in Indonesia's sustainability report:

- › **Major Issue:** This is a powerful, urgent and legitimate issue, and is the core for realizing the company's vision of "One Planet, One Health".
- › **Significant Issues:** Important issues, long term impact, medium importance, medium urgency and legitimacy.
- › **Moderate Issues:** issues that serve as the supporting factor of the business and stakeholder expectations.



## ABOUT THE REPORT

The list of material topics above is then translated into a sustainability report through disclosures that are relevant to the GRI Standards. [GRI 3-2]

Material Topics	GRI Standard	Descriptions
<b>MAJOR</b>		
Product safety and quality	416-1, 416-2	
Nutritional quality of products		Elaborated through the subheading “Delivering The Best Services And Products Or Customers”
Consumer communication	417-1, 417-2, 417-3	
Ethical business practices	418-1, 205-2, 205-3	
Product access and affordability		Elaborated through the subheading “Supply Chain”
Compensation and remuneration	401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 201-3, 202-1	
Packaging and waste	303-2, 303-4, 306-2, 306-3, 306-4, 306-5	
Economics and social welfare	203-1	
Community relations and empowerment	413-1, 413-2, 203-1, 204-1	
<b>SIGNIFICANT</b>		
Responsible marketing and promotion	417-1, 417-2, 417-3	
Human Rights in the company's value chain	407-1, 408-1, 409-1, 411-1	
Water Stewardship	303-1, 303-2, 303-3, 303-4, 303-5	
Conducive workplace		Elaborated through the subheading “Harmonious Industrial Relations”
Product innovation		Elaborated through the subheading “Research And Product Innovation”
Public health	413-1	
Sanitation and access to clean water	413-1	
Diversity and inclusion in the workplace	405-1, 405-2, 406-1, 202-1	
Sustainability topics in marketing	417-1, 417-2, 417-3	
Company vision mission and policies		Elaborated through the subheading “Sustainability Strategy”
Training and development	404-1, 404-3	
<b>MODERATE</b>		
Real actions towards climate change and reducing emissions	302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7	
Diversity and inclusion of women	401-1, 405-1, 405-2, 406-1, 202-1	
Protection and regeneration of biodiversity	304-1, 304-2, 304-3, 304-4	
Sustainable sourcing and agriculture	308-1, 414-1	

Some notes related to material topics:

- › All material topics have been studied in terms of human rights and it was found that there were no negative impacts caused by violating human rights. This was based on the absence of grievances, fines or sanctions imposed on the company.
- › We did not carry out specific identification on business partners regarding negative impacts caused by our business partners.
- › Unlike the previous one, this sustainability report has used the format of combining Danone-AQUA and Danone SN. This includes the merging of topics or material aspects for the two divisions that were previously different. The merger is a new beginning so that it cannot compare changes to previous material aspects.

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<b>Statement of use</b>	Danone Group in Indonesia has reported in accordance with the GRI Standards for the period January 1, 2021 to December 31, 2022
<b>GRI 1 digunakan</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	-

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	2-7	Employees	17
	2-8	Workers who are not employees	17
	2-9	Governance structure and composition	36
	2-10	Nomination and selection of the highest governance body	36, 38
	2-11	Chair of the highest governance body	36, 41
	2-12	Role of the highest governance body in overseeing the management of impacts	46, 121
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	2-14	Role of the highest governance body in sustainability reporting	120
	2-15	Conflicts of interest	41
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	2-18	Evaluation of the performance of the highest governance body	38
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	2-20	Process to determine remuneration	38
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<b>Market presence</b>			
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<b>GRI 203:</b>	Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	111
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<b>GRI 204:</b>	Procurement Practices 2016	204-1	Proportion of spending on local suppliers	20
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<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	41
<b>GRI 205:</b>	Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	42
		205-3	Confirmed incidents of corruption and actions taken	43
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		303-2	Management of water discharge-related impacts	57
		303-3	Water withdrawal	57
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<b>GRI 304:</b>	Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	52
		304-2	Significant impacts of activities, products and services on biodiversity	55
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GRI STANDARD/ OTHER SOURCE		DISCLOSURE		LOCATION
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<b>GRI 403:</b>	Occupational Health and Safety 2018	403-1	Occupational health and safety management system	89
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		403-3	Occupational health services	89
		403-4	Worker participation, consultation, and communication on occupational health and safety	89
		403-5	Worker training on occupational health and safety	91
		403-6	Promotion of worker health	89
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	90
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		405-2	Ratio of basic salary and remuneration of women to men	87
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<b>Freedom of association and collective bargaining</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	82
<b>GRI 407:</b>	Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	82
<b>Child labor</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	82
<b>GRI 408:</b>	Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	82
<b>Forced or compulsory labor</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	82
<b>GRI 409:</b>	Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	82
<b>Rights of indigenous peoples</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	119
<b>GRI 411:</b>	Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	119

## GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE		DISCLOSURE		LOCATION
<b>Local communities</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	104
<b>GRI 413:</b>	Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	104
		413-2	Operations with significant actual and potential negative impacts on local communities	119
<b>Supplier social assessment</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	96
<b>GRI 414:</b>	Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	96
<b>Customer health and safety</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	99
<b>GRI 416:</b>	Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	99
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	99
<b>Marketing and labeling</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	100
<b>GRI 417:</b>	Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	100
		417-2	Incidents of non-compliance concerning product and service information and labeling	100
		417-3	Incidents of non-compliance concerning marketing communications	100
<b>Customer privacy</b>				
<b>GRI 3:</b>	Material Topics 2021	3-3	Management of material topics	101
<b>GRI 418:</b>	Customer Privacy 2016	418-1	Requirements for product and service information and labeling	101

## SUPPORT FOR THE ACHIEVEMENT OF SUSTAINABLE DEVELOPMENT GOALS

SDGs	Support for the achievement of Sustainable Development Goals in accordance with the the Presidential Decree of the Republic of Indonesia No. 59 of 2017.	Page
	End poverty in all its forms everywhere:	
	• Providing access to clean water and sanitation to the poor through the WASH program.	58, 104
	• Carry out economic development programs for the poor through regenerative agriculture programs and young farmers as a source of livelihood.	117, 118
	• Danone Group in Indonesia employs employees with disabilities as a commitment to uphold equality and support poverty alleviation.	7, 31, 82
	• Providing health facilities to vulnerable communities such as basic immunization and treatment of malnutrition in infants	104-109
	• Include all employees in national health insurance (BPJS) and self-insurance to reduce the risk of loss or reduced income due to illness, experiencing work accidents, entering old age/retirement, or death.	86, 87, 89
	• Poverty reduction through employment absorption.	83
	• Aid and Assistance for victims of natural disasters.	118
	Eliminate hunger, achieve food security and good nutrition, and promote sustainable agriculture:	105-109
	• Prevalence of malnutrition in toddlers through various programs such as Gasing Nekkese Program, Isi Piringku (Fill My Plate), GESID, WAS, and others.	105-109
	• Exclusive breastfeeding program.	108
	• Assistance for sustainable food and agriculture to improve the quality of safe and healthy agricultural products while protecting the environmental ecosystem.	117

SDGs	Support for the achievement of Sustainable Development Goals in accordance with the the Presidential Decree of the Republic of Indonesia No. 59 of 2017.	Page
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being:	
	• Health socialization to reduce maternal and child mortality (Duta 1.000 Pelangi/1,000 Rainbow Ambassadors Program).	108
	• Toddler stunting intervention program.	105-109
	• Support for Integrated Health Post and Public Health Center.	105-109
 4 QUALITY EDUCATION	Ensure inclusive and equitable quality education and increase lifelong learning opportunities for all:	
	• Support for educational programs, especially at the Elementary School/Pre-School level through "Taman Pintar" (Smart Garden) program.	110
	• Providing scholarships for selected students.	111
	• School equipment/infrastructure assistance program.	111
 5 GENDER EQUALITY	Achieve gender equality and empower all women:	116
	• Equal opportunity is shown by the proportion of women in managerial positions.	38
	• Responsive policies that support women's empowerment, such as AQUA Home Service (AHS) which empowers housewives.	82, 84, 87, 88
	• Non-discrimination against women.	
 6 CLEAN WATER AND SANITATION	Reduce the number of violence/harassment against women through anti-harassment policies.	82
	Ensure the availability and sustainable management of clean water and sanitation for all:	
	• Through the Water Access & Sanitation and Hygiene (WASH) program, providing access to clean, decent/safe drinking water sources.	56, 104
	• With Clean and Healthy Living Behavior campaign, we provide clean sanitation facilities in the form of proper and clean public bathing, washing, and toilet facilities.	56, 104
 7 AFFORDABLE AND CLEAN ENERGY	• Water use efficiency program (reuse, reduce, recycle) within the Company.	57
	• Carry out safe liquid waste management to reduce the impact when disposing of liquid waste on the surrounding environment.	57, 58
	• Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers and groundwater. For example, watershed conservation programs (DAS) worked closely with local government and community participation.	50
	Ensure access to affordable, reliable, sustainable and modern energy for all:	
 8 DECENT WORK AND ECONOMIC GROWTH	• Implementing an efficient and responsible energy use policy.	73
	• Use of Renewable Energy by utilizing Solar Power Plants.	74
	Promote inclusive and sustainable economic growth, productive and comprehensive employment opportunities, and decent work for all:	.
	• Absorption of labor contributing to economic growth.	83
	• Implementation of minimum salary standards by taking into account Regional Minimum Wage provisions.	87
	• No forced labor or underage workers in all operational sites.	82
	• Implementation of Occupational Health and Safety (OHS) norms to create a safe and healthy workplace.	89
	• No fatalities.	92
	• Rights to freedom of association.	93
	• Socio-economic empowerment, including through the AQUA Home Service (AHS) program.	116
	• Providing skills to vulnerable communities, enabling them to have business opportunities.	112
	• Support for MSMEs and business access to capital distribution.	112-115
	• Inclusive access to finance and capital.	112
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Promotion of sustainable tourism by emphasizing waste management and waste recycling in tourist areas.	63
	Build resilient infrastructure, promote sustainable industrialization and foster innovation:	
	• Infrastructure assistance to provide access to clean water, clean sanitation and other community facilities.	50, 56, 111
	• Innovation, especially in recyclable product packaging use.	60, 68, 97
	• Promoting inclusive industrialization by giving MSMEs financial access through loans or credits, such as the Village-Owned Enterprise program.	112
• Support for technology and research development characterized by Danone Nutricia Research-Sarihusada Research and Innovation (R&I) Center and AQUA accredited laboratory facilities.	97	
• Innovation in New Renewable Energy use to reduce greenhouse gas emissions (clean industry).	73	

SDGs	Support for the achievement of Sustainable Development Goals in accordance with the the Presidential Decree of the Republic of Indonesia No. 59 of 2017.	Page
	Reduce inequality:	
	<ul style="list-style-type: none"> <li>Social and economic inclusion for all, age, gender, race, ethnicity, origin, religion, persons with disabilities. This policy has been applied to the recruitment of workers, the application of the minimum wage and CSR activities or socio-economic empowerment in an inclusive manner.</li> </ul>	104-119
	<ul style="list-style-type: none"> <li>Respect and uphold human rights as indicated by the absence of human rights-related incidents/discrimination.</li> </ul>	45, 82
	<ul style="list-style-type: none"> <li>Implementation of human rights-related internal trainings.</li> <li>Engage all employees in the National Social Security program.</li> </ul>	83
	Make cities inclusive, safe, resilient and sustainable:	
	<ul style="list-style-type: none"> <li>Waste management to reduce detrimental impacts on residential environments through #BijakBerplastik (Be Plastic Wise) program.</li> <li>Reducing the number of deaths/people affected by the COVID-19 pandemic through various assistance.</li> </ul>	60 104
	Ensure sustainable consumption and production patterns:	
	<ul style="list-style-type: none"> <li>Efficient use of natural resources with a reuse, reduce, recycle approach. Utilization of renewable energy, #BijakPlastik program</li> </ul>	60
	<ul style="list-style-type: none"> <li>Trash/hazardous waste management including recycling.</li> </ul>	60-71
	<ul style="list-style-type: none"> <li>Implementation of ISO 14001</li> </ul>	50
	<ul style="list-style-type: none"> <li>Mitigation of production waste to reduce adverse impacts on human health and the environment as marked by the achievement of GOLD and GREEN PROPER award.</li> </ul>	50
	<ul style="list-style-type: none"> <li>Sustainable procurement practices through the implementation of Supplier Ethical Data Exchange (Sedex), Roundtable on Sustainable Palm Oil (RSPO).</li> <li>Environmentally friendly products using recyclable packaging.</li> <li>Encouraging a culture of sustainable development characterized by the consistent publication of Sustainability Reports.</li> </ul>	96 60, 68, 97 120
	Take urgent action to combat climate change and its impacts:	
	<ul style="list-style-type: none"> <li>Energy savings to reduce greenhouse gas (GHG) emissions with a target of net zero emissions by 2050.</li> </ul>	72
	<ul style="list-style-type: none"> <li>Target of achieving 100% renewable electricity supply by 2030.</li> </ul>	74
	<ul style="list-style-type: none"> <li>A beneficial tree planting program to absorb carbon dioxide and release oxygen.</li> </ul>	50, 51
	<ul style="list-style-type: none"> <li>Post-consumption plastic packaging management program.</li> <li>Implementation of regenerative agriculture program.</li> </ul>	60 117
	<ul style="list-style-type: none"> <li>Efficiency and optimization of transportation.</li> </ul>	31, 77
	Conserve and sustainably use the marine resources for sustainable development:	
	<ul style="list-style-type: none"> <li>Participate in the initiative to reduce floating plastic waste, marked by #BijakBerplastik program. Program implementation in the form of community-based plastic waste management and collection at Reuse, Reduce, Recycle Waste Management facilities (TPS3R) and integrated waste management facilities (TPST).</li> </ul>	60
	<ul style="list-style-type: none"> <li>Sampahku Tanggung Jawabku/SAMTAKU (My Trash My Responsibility) Education Program.</li> <li>Launch of Bottled Drinking Water products whose packaging is made from 100% recycled and recyclable materials.</li> </ul>	66 60, 68, 97
	Protect, restore and promote sustainable use of terrestrial ecosystems:	
	<ul style="list-style-type: none"> <li>Carry out biodiversity conservation programs, protect and restore terrestrial/forest ecosystems. In total there are 20 managed areas.</li> </ul>	52-55
	<ul style="list-style-type: none"> <li>Protecting endangered species.</li> <li>Tree planting program.</li> </ul>	54 50, 51
	Strengthen inclusive and peaceful societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels:	
	<ul style="list-style-type: none"> <li>Upholding and respecting human rights as indicated by the absence of forced labor and underage labor in all operational sites and other incidents of human rights violations.</li> </ul>	45, 82
	<ul style="list-style-type: none"> <li>Implementation of Human Rights-related internal trainings.</li> </ul>	83
	<ul style="list-style-type: none"> <li>Embedding anti-corruption behaviour.</li> </ul>	42
	<ul style="list-style-type: none"> <li>Reducing all forms of violence including the Anti-Harassment policy.</li> <li>Implementation of information disclosure/transparency.</li> </ul>	82 42, 120
	Strengthening partnerships for sustainable development:	
	<ul style="list-style-type: none"> <li>Collaboration with external parties (private or government) in sustainability programs implementation.</li> </ul>	52, 55, 56, 65, 66, 104, 107, 111, 112, 115





NUTRICIA



# 2021-2022

Sustainability Report

## Danone Group in Indonesia

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