Danone Indonesia Sustainability Report 2023

Towards a Healthy, Prosperous, and Sustainable Indonesia

DANONE
ONE PLANET. ONE HEALTH
AQUA
NUTRICIA
SARIHUSADA
NUTRISI UNTUK BANGSA

Towards a Healthy, Prosperous, and Sustainable Indonesia

As we move closer to the **2030 Sustainable Development Goals (SDGs)** and the world faces social and environmental challenges, the Danone Group in Indonesia has approached this condition by implementing sustainable practices in its operations, supply chains, and products and services as early as possible. Apart from that, **Danone Group in Indonesia focuses on creating healthy and prosperous local communities through food, nutrition, and access to high-quality water.**

Apart from helping and contributing to society, the Danone Group in Indonesia also ensures that **Danone employees are ready to face future challenges** because we know that Danone employees play an important role. In this way, we ensure that the Indonesian and Danone employees can live healthier, more prosperous, and sustainably.

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Sustainability Highlights

Achievements

1 Green PROPER : **9**
2 Gold PROPER : **1**
3 **Best Company to Work for** in Asia by HR Asia
4 Danone-AQUA becomes **the largest company in Asia** and **the first FMCG in Indonesia to obtain the B-Corp certification** since 2018

Certified B Corporation
This company meets the highest standards of social and environmental impact

Environmental

#BijakBerplastik

22,000 tonnes
Plastic Waste Collected

53
Areas

7,947
Empowerment of Scavengers

433
Recycling Sector Workers

25%-100%
Packaging that can be Recycled
*Up to 25% for SPS Packaging and 100% for AQUA life

Waste Collection Facility

10
Central Waste Banks (BSI)

10
Recycle Business Units

19
Collection Centers

3
Integrated Waste Management Facilities

24
Reuse, Reduce, Recycle Waste Management Facilities

Water Conservation

15
Infiltration Ponds

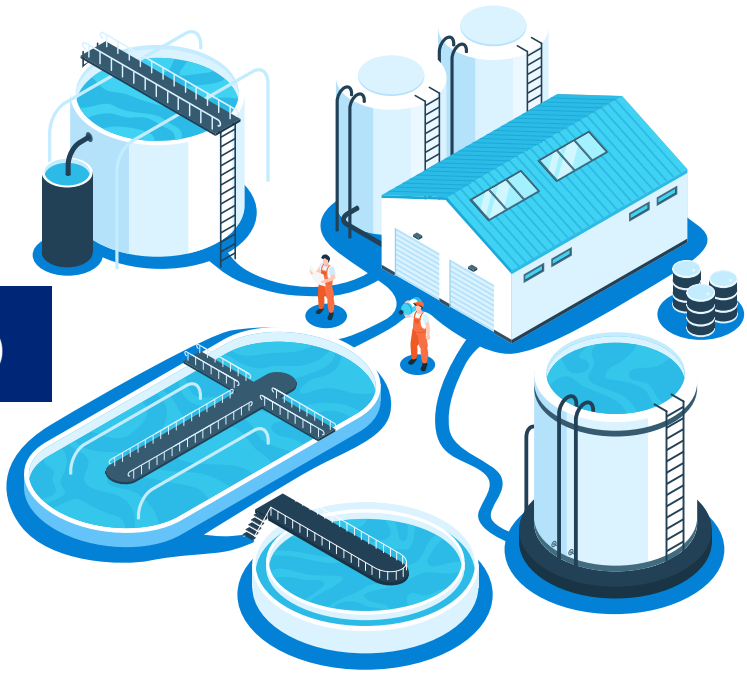
31,272
Planted Trees

300
Biopores

265
Infiltration Wells

2
Small Dam

3,296
Trenches



WASH (Water Access, Sanitation, and Hygiene)

20
City/Region

31,252
People have access to clean water and sanitation

Preserving Biodiversity

20
Taman Kehati (Biodiversity Parks)

161.38
Hectare (Ha)

517
Species of Flora

664
Species of Fauna

Energy Consumption

Energy Consumption				
Non-renewable Energy	Unit	2021	2022	2023
Danone-AQUA	GJ	388,790	380,343	381,971
Danone SN Indonesia	GJ	480,846	310,957	284,959
Total		869,636	691,300	666,930

Energy Consumption				
Renewable Energy	Unit	2021	2022	2023
Danone-AQUA	GJ	380,425	452,185	447,250
Danone SN Indonesia	GJ	82,771	218,365	229,564
Total		463,196	671,550	676,814

Energy Intensity				
Renewable Energy	Unit	2021	2022	2023
Danone-AQUA	GJ/M³	0.06	0.06	0.06
Danone SN Indonesia	GJ/tonne	3.06	2.84	2.54

Social Community

GASING NEKMESE Program

6 Villages

1,565 People

Aksi Cegah Stunting (Stunting Prevention Action)

19 Province

1,224 Health Workers

Isi Piringku (Fill my Plate)

19 City/Regions

826 Early Education Childhood

2,752 Teachers

33,804 Students

36,822 Parents

Generasi Sehat Indonesia (GESID)

12 City/Regions

174 Middle School and Senior School

2,484 GESID Ambassadors

2,498 Teachers

41,733 Students

Duta 1.000 Pelangi (1,000 Rainbow Ambassadors)

122 Pregnant Women & 2-year Old Babies

12 Ambassadors

222 Beneficiaries

Rumah Bunda Sehat (Healthy Mother House)

2 RBS Satellite Opening

2 City/Regions

50 Integrated Health Post

203 Integrated Health Post Cadres

591 Parents

111 Pregnant Women

655 Toddlers/Pre-school/ Kindergarten/ Islamic Kindergarten

1,686 Other Local Community

Tanggap Gizi dan Kesehatan Anak Stunting (TANGKAS)

2 City/Regions

152 Cadres of Family Welfare Program Integrated Health Post

336 Parents

31 Stunted Children

37 Pregnant Women

128 Teenagers

2,631 Community

521 Toddlers

Human Resources

Equality and Respect for Human Rights

Director positions filled by women	: **22%**
Child labour	: **0**
Incidents of discrimination and harassment	: **0**
Employees with disabilities	: **401**

Occupational Health and Safety

Employees received National Social Security (BPJS)	: **100%**
Fatalities	: **0**
Employees attended OHS trainings	: **108**

Training and Development

Total trainees	: **10,423**
Total hours of training	: **195,275**

Board of Director's Speech

Dear esteemed stakeholders,

Allow us to report our 2023 Sustainability Report. In this period, we have all passed the COVID-19 pandemic phase and have redirected our focus to providing a positive impact economically, socially, and environmentally. In general, various challenges are felt, both caused by the food and beverage industry and events outside the food and beverage industry. As a result, the Danone Group in Indonesia always adapts to various ongoing conditions, such as during the COVID-19 pandemic in 2020-2022.

Nevertheless, Danone Group in Indonesia continues to **encourage and support Indonesia** to become a healthy, prosperous, and sustainable country. Danone Group in Indonesia has a strong commitment to ensuring that Indonesia's future can move in a more positive and advanced direction. This of course does not only apply to Danone employees, but also the wider community.

We believe that we can have a good impact on all stakeholders with our sustainable business model. In particular, we have the vision of **"One Planet, One Health",** and have a B Corp Certificate that meets the aspects of transparency, accountability, and the highest standards in social and environmental aspects.

To encourage sustainable business, Danone Group in Indonesia has **Danone Impact Journey** which is our sustainability journey map. For this reason, there are several committees, namely Nature, Health, and People & Communities, so that sustainability programs can be properly monitored and evaluated.

Concretely, we have made various efforts to **improve the lives of the community**, especially in terms of a healthy living culture through product innovation on healthy hydration & nutrition as well as social program initiatives. Among them, there are the *Isi Piringku* program, *Generasi Sehat* Indonesia (GESID) and *Gasing Bebas* Stunting through *Nutrisi Edukasi Keluarga Menuju Sehat* (NEKMESE) which aims to overcome malnutrition. Apart from that, we also spread a lifestyle with healthy sanitation through the Water Access, Sanitation and Hygiene (WASH) program and the *Perilaku Hidup Bersih dan Sehat* (PHBS) campaign.

From the social aspect, we **empower the community** through several activities, such as regenerative agriculture training, economic development on agribusiness-based and Micro, Small and Medium Enterprises, and coffee development. Moreover, there is infrastructure support, starting from providing rubbish bins, creating new piping networks, building nutritional gardens, and so on. This is expected to provide more equal accessibility to the basic needs of society. In addition, this is expected to improve the economy of the local community.

From the employment aspect, we pay attention to the welfare of our employees. We do this by **creating a harmonious and inclusive work environment.** We also ensure that human rights are upheld by the absence of discrimination, harassment, violence or other actions that conflict with human rights. In addition, all employees are treated fairly, both in terms of accepting new employees, remuneration, training, and career path.

From the environmental aspect, we realize that waste management in Indonesia is still a challenge itself. Therefore, we play an active role by continuing to run the *#BijakBerplastik* program which is oriented towards waste collection, waste management education, and innovation. This program has produced several impacts, such as increasing public awareness regarding waste management, empowering waste banks, recycling plastic bottles, and other innovations using plastic bottles. Apart from having an impact on plastic, this also has a positive impact on reducing emissions because less plastic goes to landfill. We also continue to strive to account for our emissions by carrying out several reduction activities, such as using solar panels and purchasing Renewable Energy Certificates (REC).

In the same aspect, we also **conserve water** in locations close to our factory. Some of the water conservation activities carried out include planting trees, making infiltration wells, making biopores, and improving irrigation. This activity is expected to maximize the water resources provided by nature for our lives.

Due to the concrete steps we have taken, Danone Group in Indonesia has **received various recognitions and awards,** for instance TOP CSR Awards 2023, Best Companies to Work for in Asia 2023, Gold PROPER, Indonesia Green Awards 2023, World Safety Organization (WSO) Indonesia Safety Culture Award (WISCA) 2023, Corporate Sustainability Initiatives 2023 in the categories of Indonesia Best Corporate Sustainability Program, Indonesia Best Corporate

Sustainability Warrior, and Indonesia Most Engaging Sustainability Initiatives Program. There are various other recognitions and awards from credible institutions that can be seen in this report.
All the concrete actions we take are a real form of our commitment to Indonesia **becoming a healthy, prosperous, and sustainable country.** We believe that our activities also support the SDGs set by the Government. Specifically, there are SDG 1 & 6 relating to sanitation and clean water, SDG 2 & 3 relating to toddler nutrition and sustainable food agriculture, SDG 4 relating to the provision of scholarships and support for school infrastructure, SDG 5, 10, 16 relating to non-discrimination, SDG 11, 12, 14 relate to waste management and recycling, and SDG 13 & 15 relate to tree planting and biodiversity management.

We realize that our sustainability initiatives can still be improved, therefore, we continue to **carry out evaluations and innovations** so that the quality of life in terms of society and the environment can improve simultaneously. Danone Group in Indonesia will continue to commit to a developed Indonesia by making real contributions and helping to overcome fundamental problems experienced by society.

All in all, on behalf of the board of directors, I would like to thank all stakeholders, including the government, suppliers, customers, institutions, and other agencies, as well as all employees for their cooperation and support during 2023. We hope that the Company's cooperation with all stakeholders can be closer and better in the following years so that it can have an impact and create a more **healthy, prosperous, and sustainable Indonesia.**

Laurent Boissier
CEO Danone Indonesia

Company Profile

Danone Group in Indonesia Profile [GRI 2-1] [GRI 2-2] [GRI 2-6]

Danone Group in Indonesia
PT Tirta Investama
PT Aqua Golden Mississippi
PT Tirta Sibayakindo
PT Sarihusada Generasi Mahardhika
PT Nutricia Indonesia Sejahtera
PT Nutricia Medical Nutrition
PT Sugizindo

Headquarters Address
RDTX Place, Lantai 5-9 Jl. Prof. Dr. Satrio Kav. 3 Karet Kuningan, Setiabudi Jakarta Selatan, 12940

Legal Entity
Limited Liability (private)

Country/Operational Country
Indonesia

Website
https://danone.co.id/

Email
corporate.communicationID@danone.com

Social Media
@danoneindonesia (Instagram)

Company History

1954 - 1972

- Saridele was founded in Yogyakarta based on the initiative of the Government and the United Nations.
- SGM products launched.
- Saridele changed its name to PT Sari Husada.

1973 - 1985

- Tirto Utomo founded PT Golden Mississippi as the pioneer of the first bottled drinking water (AMDK) company in Indonesia. The first factory was established in Pondok Ungu, Bekasi.
- AQUA introduces drinking water in gallon bottles that can be purchased reused and recyclable.
- The second AQUA factory was established in Pandaan, East Java.
- Development of AQUA products in 220 ml PET packaging.

1987 - 1995

- PT Nutricia Indonesia Sejahtera (NIS) established.
- PT NIS operates its factory in Ciracas, East Jakarta.
- AQUA developed the AQUA Cares program by recycling AQUA plastic bottles into reusable materials.
- AQUA is a pioneer in mineral water producers that implements an in-line production system at the Mekarsari factory which requires minimal human intervention so it is more hygienic.

1998 - 2005

- There was a strategic alliance between PT Tirta Investama with Danone through Danone Asia Holding Pte ltd (d/h Feddian Pte Ltd) as a shareholder of PT Tirta Investama. Next, PT Tirta Investama, PT Aqua Golden Mississippi and PT Tirta Sibayakindo agreed to work together as AQUA Group.
- Danone becomes a shareholder the majority at PT Tirta Investama.
- Danone-AQUA presents packaging new glass bottle 380 ml.
- Danone-AQUA held the inauguration new factory in Klaten.
- AQUA Group also produces MIZONE.

2006 - 2011

- Danone-AQUA initiated the program AQUA Lestari as an umbrella sustainability initiative of Danone-AQUA in program social environment from upstream to downstream.
- PT Sari Husada is part of Danone Group in Indonesia.
- PT Nutricia Medical Nutrition (NMN) founded in Indonesia.
- PT Nutricia Indonesia Sejahtera launches an educational program regarding Early Life Nutrition (Early Life Nutrition or ELN).

2012 - 2016

- PT Sari Husada changed its name to PT Sarihusada Generasi Mahardhika.
- PT Nutricia Indonesia Sejahtera launched the Sugizindo Sustainable Development Program in Sentul, Bogor.
- Danone-AQUA Solok Factory is officially operational and Danone-AQUA has reached 40 years by launching a new logo.
- Danone-AQUA Langkat Factory officially operates & Launches new logo AQUA Lestari.
- Danone-AQUA Tenggamus Factory officially operates.

2018 - 2020

- Danone-AQUA launched the *#BijakBerplastik* movement.
- Danone-AQUA achieved B Corp certification.
- PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo, and PT Nutricia Medical Nutrition are synergizing as part of the Danone Specialized Nutrition (SN) Group in Indonesia.
- Danone-AQUA Caringin Factory and Banyuwangi Factory are officially operational.
- Danone SN inaugurated the Danone Nutricia Research Sarihusada R&I Center.
- Launch of Allergy Risk Screener by Nutriclub, the first allergy risk test in Indonesia.

2021

- Inaugurated the Integrated Waste Processing Site (TPST) My Sampah, My Responsibility (SAMTAKU) located in Jimbaran, Bali.
- Inauguration of Rooftop PLTS at the AQUA Mekarsari Factory.
- Danone-AQUA and Veolia Indonesia Inaugurate the Largest and Latest Recycling Factory in Indonesia.
- Launch of AQUA products in Returnable Glass Bottle (RGB) packaging and AQUA 600 ml packaging which are made from 100% recycled material and can be recycled.
- Danone SN Indonesia launched the SGM Eksplor Progress-Maxx product, the SGM Eksplor Gain Optigrow product, and the SGM Family Yummy-Nutri.
- SGM Eksplor launched the Ayo Tunjuk Tangan program campaign to provide access to education and nutrition for Indonesian children.
- The Danone Group in Indonesia together with the National Population and Family Planning Agency (BKKBN) synergized a strategic program to handle stunting through the signing of a memorandum of understanding.
- To support the acceleration of handling COVID-19, the Danone Group at Indonesia supports >160 vaccination centers in 29 cities & districts in Indonesia with more than 2 million beneficiaries.

2022

- Launch of Rooftop PLTS at AQUA Mambal Factory, Bali.
- Launch of AQUA Cube 220 ml.
- The Danone Group in Indonesia won the award as The Best Place to Work by HR Asia.
- Danone SN Indonesia launches Biomass Boiler.
- The “Renew Danone” strategy was launched to reconnect Danone with a business model that provides sustainable growth for all.

2023

- AQUA supports the organization of the 3rd Garuda Indonesia Cup
- AQUA collaborates with BRIN for Scientifically Based Water Conservation
- AQUA launches the "Tidak Semua Air itu AQUA" Campaign
- Sarihusada launched the *“Tunjuk Tangan untuk Generasi Maju”* Campaign. Sarihusada launched the Campaign *“Bersama Cegah Anemia, Optimalkan Kognitif - Generasi Maju”.*
- Launch of the Danone Impact Journey which defines a concrete roadmap to increase the nutritional and health impact we provide through our products.

Business Divisions of Danone Group in Indonesia

Danone Group in Indonesia

Waters (PT Tirta Investama, PT Aqua Golden Mississippi, PT Tirta Sibayakindo)

Specialized Nutrition (PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo, PT Nutricia Medical Nutrition)

Vision, Mission, and Cultural Values

Vision : **One Planet, One Health**
Mission: **Bringing Health through Food to as many People as Possible**

Human and planetary health are closely related. Therefore, it is important for various parties to take part and play a role in sustainability. We believe that natural resources need to be protected and processed with sustainable principles, starting from obtaining raw materials, processing products until the products are received in the hands of consumers.

With the aim of providing a healthy life through food, Danone Group in Indonesia realizes the **importance of sustainability** is applied to all of the Company's business operations. We are committed to maintaining and protecting the ecosystem as a whole to ensure that human and planetary health can be maintained in good balance.

Scale of Operations

Danone-AQUA

Factories	: 20
Branch Offices	: 1
Distribution Center	: 15

Danone SN Indonesia

Factories	: 4
Branch Offices	: 23

Values

Humanism
Sharing responsibility, respecting others

Openness
Curiosity, Agility, Dialogue

Proximity
Accessibility, Authenticity, Empathy

Enthusiasm
Boldness, Passion, and Appetite for Challenges

Business Activities

As one of the largest food and beverage companies in the world, Danone has a mission **to provide health to as many people as possible.** With operations in **130 countries**, Danone has more than **100,000 employees** worldwide. In Indonesia, Danone is divided into two business categories, namely Danone-AQUA and Danone Specialized Nutrition

Danone-AQUA has a focus on providing bottled drinking water and non-carbonated drinks with several products, such as AQUA, Mizone, VIT, VIT Levite, while Danone Specialized Nutrition has a focus on providing the best nutrition for the community with several products, such as SGM Eksplor, SGM Bunda, Lactamil, Bebelac, Nutrilon Royal, and medical nutrition. As of the end of 2023, Danone Group in Indonesia has more than **12,000 employees** spread throughout Indonesia and has **24 factories.**

Danone-AQUA Product

AQUA™

Vit
AIR MINERAL

mizone

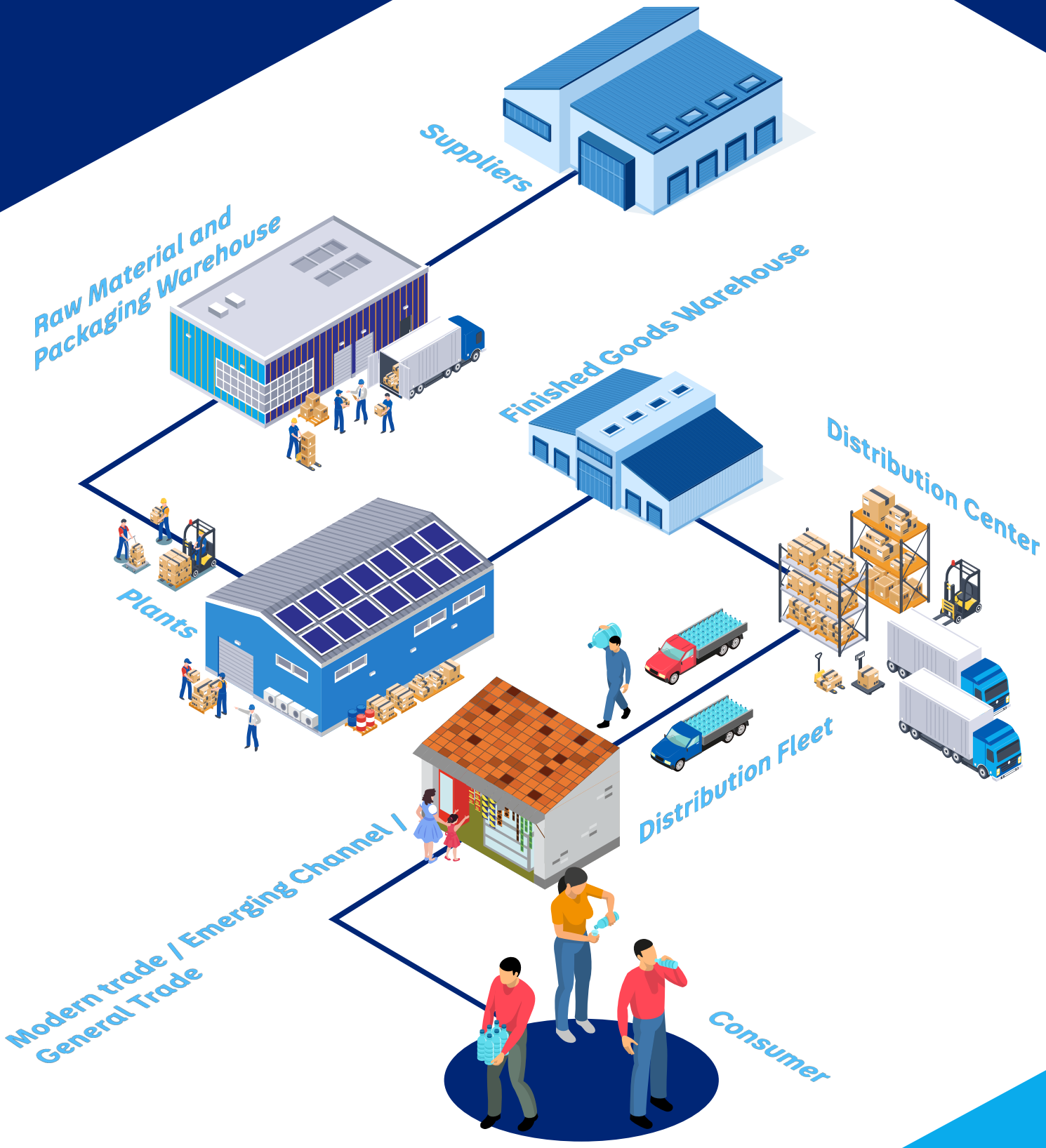
- AQUA Cube 220 ml Bottle
- AQUA - 220 ml Cup, 330 ml Bottle, 600 ml & 600 ml (100% Recycled Bottle), 750 ml Bottle, 1,500 ml Bottle, 19 liter Gallon
- AQUA Reflections 380 ml & 750 ml
- AQUA Life 100% Recycled Bottle 1,100 ml
- Returnable Glass Bottle 350 ml (Bali area only)
- VIT - 200 ml Cup, 330 ml Bottle, 550 ml Bottle, 1,500 ml Bottle, 19 liter Gallon
- Mizone - Lychee Lemon 500 ml

Danone SN Indonesia Product

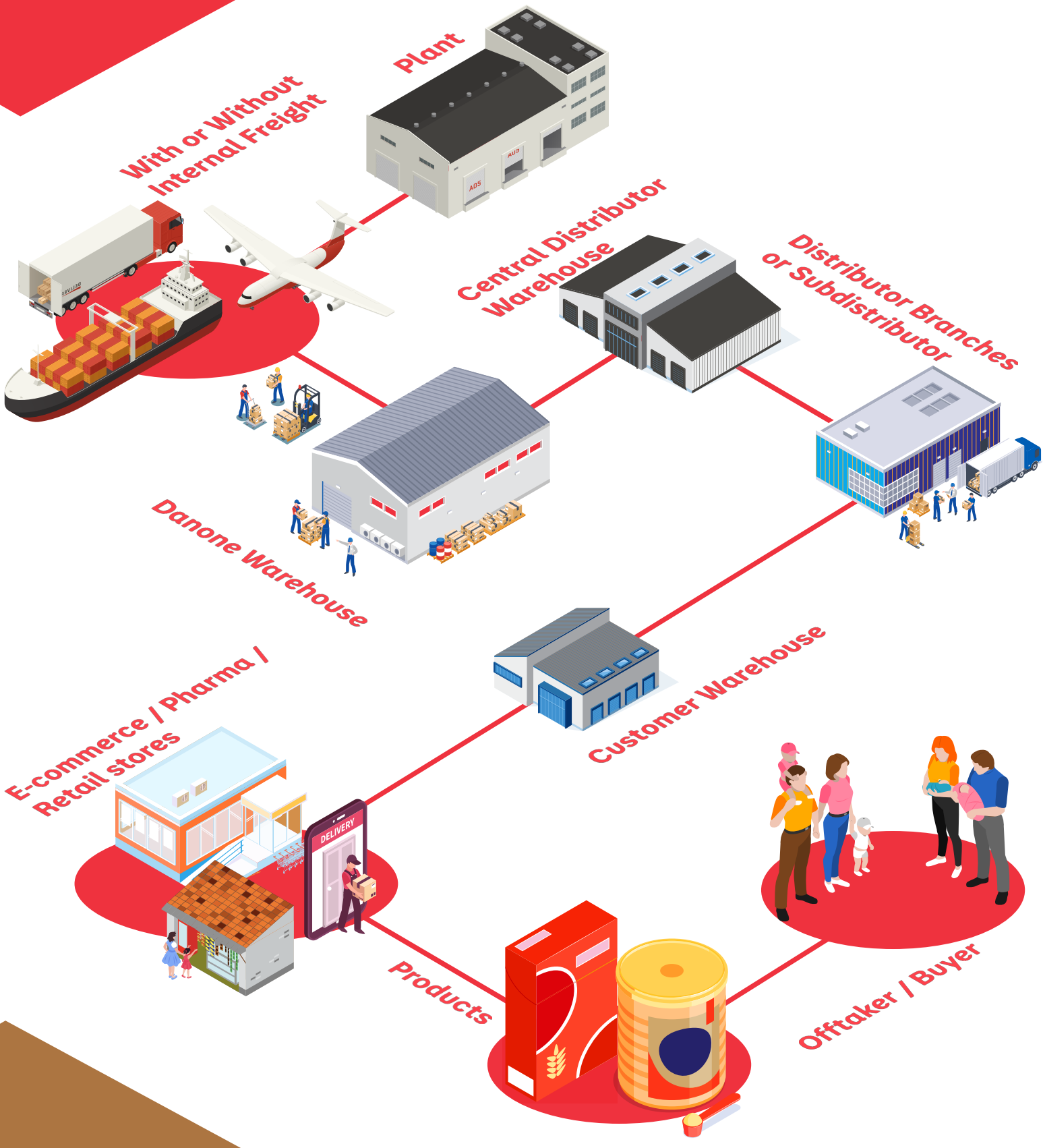
- SGM Eksplor PRO-GRESS MAXX
- SGM Eksplor ISOPRO SOY PRO-GRESS MAXX
- SGM Eksplor Gain Optigrow PRO-GRESS MAXX
- SGM Family Yummi-Nutri PRO-GRESS MAXX
- SGM Bunda HIGH IRON & DHA PRO-GRESS MAXX

- Nutrinidrink
- Nutrilon Royal
- Bebelac
- Bebelac Gold
- Bebelac Gold Soya

Supply Chain
Danone-AQUA



Supply Chain
Danone SN Indonesia



Significant Changes

[GRI 2-6]

There was important changes in the management ranks in 2023, including a new General Manager (GM) at Danone Indonesia.

Membership of the Association

[GRI 2-28]

No	Name of Association	Role	Business Unit
1	Indonesian Bottled Water Association (ASPADIN)	Chairperson, Deputy Secretary General, Deputy Treasurer, Member of the Field	Danone-AQUA
2	Indonesian Food and Beverage Producers Association (GAPMMI)	Deputy Chairperson for Public Policy and Inter-Institutional Relations, Member of the Technical Food Regulation Committee, Member of the Cooperation and Promotion Field	Danone-AQUA & Danone SN Indonesia
3	Indonesian Soft Drink Industry Association (ASRIM)	Head of Bottled Drinking Water (AMDK) Division, Member of the Non-Technical Regulatory Field	Danone-AQUA
4	Indonesian Association of Nutritious Products for Mothers and Children Companies (APPNIA)	Chairwoman; Board of CEO, Lead Public Affairs and Communication, Member of the Public Affairs and Communication Committee, Member of the Ethical Committee, Member of the Regulatory Affairs Committee, Member of the Medical Affairs Committee	Danone SN Indonesia
5	Indonesian Association of Child-Friendly Companies (APSAI)	Chairperson of Development, Deputy Chairperson of Development, Deputy Chairperson of Standardization and Certification	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 SN Indonesia
8	Scaling Up Business Network (SBN)	Member of Committee	Danone-AQUA & Danone SN Indonesia
9	Indonesian Chamber of Commerce and Industry (KADIN)	Member of the Environmental Commission, Company Representative	Danone-AQUA & Danone SN Indonesia
10	European Business Chamber of Commerce (EuroCham)	Executive Board, Head of the Sustainable Development Working Group, Head of the Import-Export and Transport & Logistics Working Group	Danone-AQUA & Danone SN Indonesia
11	The American Chamber of Commerce (AmCham)	Member	Danone-AQUA
12	Packaging and Recycling Alliance for Indonesia Sustainable Environment (PRAISE)	Chairman PRAISE, Member of Working Group Program, Member of Working Group Advocacy	Danone-AQUA & Danone SN Indonesia
13	Indonesian Packaging Recovery Organization (IPRO)	Chairman of Board of Supervisor, Head of Working Group Collection Recycling & Market Development, Member of WG Collection Recycling & Market Development, Research & Innovation, Member of WG Collection Recycling & Market Development, Research & Innovation, Member of WG Advocacy, Communication & Education	Danone-AQUA & Danone SN Indonesia
14	Indonesian Employers Association (APINDO)	DPK APINDO - East Jakarta	Danone-AQUA & Danone SN Indonesia
15	Indonesian French Chamber of Commerce and Industry (IFCCI)	Member	Danone-AQUA
16	CastleAsia	Member	Danone-AQUA

Awards

No	Name	Category	Providing Institution
1	PROPER 2023	1 PROPER Emas dan 9 PROPER Hijau	Ministry of Environment and Forestry of the Republic of Indonesia
2	HR Asia Awards 2023	Best Company to Work for in Asia "We Care Award" The Most Caring Company 2023	HR Asia
3	HR Excellence Award 2023	Wellbeing Management	SWA Media Group
4	HR Excellence Awards	Gold Predicate for Healthtitude Program	Lighthouse Independent Media Singapore
5	PR Indonesia Awards 2023	Best Presenter PR Indonesia Awards 2023 1 Silver and 1 Gold Program CSR 1 Silver and 1 Gold Program PR Most Popular Categories in Mass Media	PR Indonesia
6	Fortune Indonesia Change the World 2023	Fortune Indonesia Change the World	Fortune Indonesia Magazine
7	Indonesia Green Awards 2023	The Best Green Program 2023	Deputy for Government Policy Support and National Insight, Secretariat of the Vice President of the Republic of Indonesia
8	Tourist Village: A Sign of the Nation's Economic Revival	-	Ministry of Tourism and Creative Economy of the Republic of Indonesia
9	Indonesia Green & Sustainable Company Award 2023	The Best Natural Resources-Based Company	SWA Media Group
10	*Peduli Gizi* International Symposium Food & Nutrition, Expo, and Awards (ISFANEA) 2023	2 Innovative Program dan 2 Innovative Leader	Food and Nutrition Society of Indonesia
11	International PR Awards 2023	PR Champion of The Year The Best PR Campaign - FMCG Best COVID-19 Related Campaign	Marketing Interactive Magazine
12	CSR Award 2023	Best CSR in Food & Beverages Sector Industry 2023	The Iconomics
13	*Anugerah Merdeka Belajar*	-	Ministry of Education, Culture, Research, and Technology of Republic of Indonesia
14	Loyalty & Engagement Award 2023	Best of Content Marketing Best Engagement Strategy Best Use of Relationship Marketing Best Loyalty Strategy Food & Beverage Best of Omni Channel Strategy Best CRM Strategy Best Use of Technology	Marketing Interactive
15	IDEAS	-	Humas Indonesia
16	*Nusantara* CSR Award 2023	-	The La Tofi School of Corporate Social Responsibility

Awards

No	Name	Category	Providing Instituion
17	World Safety Organization (WSO) Indonesia Safety Culture Award (WISCA) 2023	-	World Safety Organization Indonesia
18	BKKBN National Family Day	-	BKKBN
19	ASEAN Renewable Energy Project Awards 2023	Off-grid - Thermal	ASEAN Centre for Energy
20	Indonesia Green Awards 2023	The Best Green Program Award 2023	La Tofi School of Social Responsibility
21	Halal Award	Best Social Contribution Favorite Halal Brand	LPPOM MUI
22	Indonesia PR of The Year 2023	-	Mix Marcomm SWA Media Group
23	Sewindu PR Indonesia 2023	100 Influential Institutions in the Field of Communication	PR Indonesia
24	Women Empowerment Companies Awards 2023	-	HerStory
25	Top Halal Award 2023	-	Indonesia Halal Training & Education Center (IHATEC)
26	*HUT* IDI ke-73	-	Indonesian Medical Association (IDI)
27	In-house Counsel Awards 2023	-	Indonesian In-house Corporate Counsel Association (ICCA) & Hukum Online
28	Indonesia National Standard (SNI) Award	-	National Standardization Agency (BSN)
29	West Java Geology Forum (WJGF)	The Best Groundwater Conservation 2023	Head of the West Java Province Energy and Mineral Resources Service
30	Corporate Sustainability Initiatives 2023	Indonesia Best Corporate Sustainability Program 2023 Indonesia Best Corporate Sustainability Warrior 2023 Indonesia Most Engaging Sustainability Initiatives Program 2023	MIX Marketing & Communication
31	Indonesia TNI AD Day 2023	-	Kodim 0612 TNI AD
32	Regional Tax Award 2023	-	Subang District Government
33	West Java Governor *Raksa Prasada*	Business World Cares About the Environment at West Java Province Level 2023	West Java Provincial Government
34	National Lighthouse *Industri* 4.0	-	Ministry of Industry of Republic of Indonesia
35	MURI Record	-	MURI
36	ASSRAT 2023	Silver for Sustainability Report	NCCR

No	Name	Category	Providing Instituion
37	Nusantara TV Sustainability Communications Award	The Best Embedding Sustainable Communication Company in FMCG Sector	Nusantara TV
38	Indonesia Green & Sustainable Companies Award (IGSCA) 2023	-	SWA
39	Indonesia Tourism Village Award 2023	-	Ministry of Tourism and Creative Economy of Republic of Indonesia
40	TOP CSR Awards 2023	9 TOP CSR Awards dan 9 TOP Leader on CSR Commitment	TOP Business
41	Pasuruan Maslaha 2023	-	Regent of Pasuruan
42	Batik Day	-	Head of the Pasuruan Regional Education Service
43	CSR Outlook Awards 2023	-	PT Olahkarsa Inovasi Indonesia with Indonesia Business Council for Sustainable Development (IBCSD)
44	ADINKES CSR Award 2023	-	ADINKES (Association of Indonesia Local Health Offices)
45	Awarding Achievement for Achieving Local Own-source Revenue	-	Langkat Local Government
46	Communities For Climate Program	-	Ministry of Environment and Forestry of the Republic of Indonesia
47	Regional Tax Awareness Event	-	Financial and Development Supervisory Board of Pasuruan Regency
48	CSR Award	-	Langkat Regency Government
49	Cianjur Tax Award 2023	-	Cianjur Government
50	Inspirational Investment Parties Banyuwangi	-	Anugerah TIMES Indonesia
51	Annual Conservation Results Reporting	-	Pasuruan Local Government

Certification
Danone-AQUA

Certificate	Description
ISO 9001:2015 Quality Management Systems	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 Mineral 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
Cara Produksi Pangan Olahan Yang Baik (CPPOB) Certification Agency for Drug and Food Contro (BPOM)	PT Tirta Investama, PT Aqua Golden Mississippi, PT Tirta Sibayakindo
Green Industry Certification	7 Factories (Ciherang, Cianjur, Mekarsari, Pandaan, Klaten, Mambal, Subang)
Ekolabel Type 2	PET AQUA Life 1.100ml Bottle, PET AQUA 220ml Bottle, 330ml, 600ml, 750ml, 1.500ml, PET Mizone 500ml Bottle
Certification of Fulfillment of Processed Food Safety Management System Standards in Distribution Facilities (SMKPO) BPOM	PT Tirta Investama

Certification

Danone SN Indonesia

Sertifikat	Keterangan
ISO 9001:2015 Quality Management Systems	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 Factory
Halal Certification (Halal Product Guarantee Agency)	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
Program Manajemen Resiko (PMR) Certification BPOM	PT Sarihusada Generasi Mahardhika, PT Nutricia Indonesia Sejahtera, PT Sugizindo
CPPOB Certification BPOM	PT Sarihusada Generasi Mahardhika, PT Sugizindo
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 Mahardika Prambanan
Ekolabel 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+

Sustainability Strategy

Sustainability Strategy

[GRI 2-22]

After establishing the **"Renew Danone"** strategy in 2022, Danone continues to strive to improve all aspects of performance through various developments, innovations, and investments by placing consumers and customers at the core of everything we do. We are optimistic about the long-term strategy set because we have a long experience and a promising team.

In line with this, the **"Renew Danone"** strategy is expected to become the basis for Danone to overcome challenges and capture existing opportunities. As a result, this can create competitive competition and sustainability, and can provide sustainability value that is not only limited to the scope of the Company.

There are four leading strategic focuses in "Renew Danone" which can be explained as follows:

1. Restore 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 for these four strategic focuses to be implemented, Danone relies on four main drivers as **determinants of success, namely high-performance culture, capability, sustainability, and competitive costs.**

As part of the **"Renew Danone"** strategy, the Company has a road map to achieve its sustainability commitments called the Danone Impact Journey (DIJ).

The form of DIJ is formulated into 3 pillars, namely: **health, environment, and people & community**. Each pillar consists of concrete steps that have been prioritized so that the Company can have a targeted impact in the medium and long term.

This is to ensure that the Company carries out its activities in line with its stated commitments, namely to conserve and regenerate natural resources and to ensure that communities develop around us.

The following are the three pillars in question along with a brief explanation of each pillar:

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

We want to have a positive impact on Nutrition and Health through our products which are consumed by millions of people throughout Indonesia. It is also aimed at bringing health to as many people as possible which gives us a unique purpose and competitive advantage.

Through this pillar, there are four prioritized categories, including:

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

Danone Group in Indonesia is committed to providing quality products that support people's health and welfare. At Danone SN Indonesia, through dairy products, we **provide nutritional solutions for every key stage of life, especially for children**. Several product innovations contained unique combination of Iron & Vitamin C (Iron C), Triple A(DHA, LA, ALA), and Double Biotics FOS:GOS and other essentials nutrients that important for children growth and development, and low sugar content, our milk products are not only nutritious but also affordable, ensuring that every child gets the nutrients they need to grow and develop optimally.

AQUA bottled mineral water is also present as a **healthy and inclusive hydration solution.** We believe that access to safe drinking water is every individual's right. Therefore, we strive to ensure that our products can be enjoyed by all levels of society, supporting a healthier and more sustainable lifestyle.

As a company dedicated to improving the quality of life, we also continue to pursue research and innovation. Through collaboration with the scientific community, we contribute to the development of science with various publications. This initiative not only strengthens our knowledge base, but also ensures that our products are based on the latest and most trusted research.

We are **determined to make a real difference in society.** With projects focused on alleviating iron deficiency in children, as well as initiatives to expand access to safe drinking water, we are committed to bringing about positive change. Our efforts reflect dedication to the health and well-being of communities, as well as our responsibility to support sustainable development goals.

There are various health problems experienced by Indonesian people, such as a lack of safe drinking water, children who are malnourished (stunting), as well as children and pregnant women who experience anemia and iron deficiency. Therefore, Danone Group in Indonesia is trying to address with this problem. We have a main program, namely *Bersama Cegah Stunting* which consists of three approaches, namely diet, parenting and clean sanitation.

Specifically, there is a program implemented to **create healthy Indonesian children** through Generasi Bebas Stunting program. The program itself consists of several other programs, namely *GASING NEKMESE, Isi Piringku, Warung Anak Sehat, Duta 1,000 Pelangi, Rumah Bunda Sehat, TANGKAS, and GESID.* Apart from that, there are WASH and PHBS programs as a form of the Company's commitment to promoting healthy living.

2. Preserve and regenerate nature

We believe that planetary health and community health are interconnected and sustainable. Therefore, Danone Group in Indonesia places three main pillars to develop.

1. 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;**
- **Water Access Sanitation and Hygiene; and**
- **Water Efficiency Program through movement of 4R (Reduce, Reuse, Recycle, Reclaim)**

Apart from that, we also have a water efficiency program through the **4R movement (Reduce, Reuse, Recycle, Reclaim)** in the production process in our factories.

2. Packaging Circularity

Our commitment is to help solve the plastic waste problem in Indonesia and encourage innovative collaboration through the *#BijakBerplastik* movement for a cleaner Indonesia.

Collection
Collecting more plastic than it uses.

Education
Educate 5 million children and 100 million consumers by initiating the *Sampahku Tanggung Jawabku* campaign.

Innovation
Using 100% reusable, recyclable and compostable packaging.

3. Towards Zero Carbon Emissions

Renewable Energy Use
Develop and use renewable energy in the form of solar panels and biomass boilers to achieve the target of 100% renewable electrical energy sources by 2030.

Energy Efficiency
Using Artificial Intelligence (AI) to monitor and optimize energy consumption, distribution routes, and replacing delivery transportation equipment to minimize energy such as replacing truck fleets with trains.

Product Packaging Innovation
Reduce energy in producing new packaging by using reusable packaging.

3. Thriving People and Communities

Using business to create a positive impact by creating an inclusive work culture and empowering employees.

Various initiatives have been carried out not only to comply with applicable regulations but also to provide added value within the Company. Danone has achieved several achievements, such as being B Corp certified since 2018 and winning the **"Best Company to Work for in Asia" award** for four years in a row and **Most Caring Company** for the second time organized by HR Asia.

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

With the many changes occurring, Danone Group in Indonesia prepares its employees with high skills, development, and self-confidence so that they can make the best contribution in the future. Therefore, there are several programs implemented, such as Danone Academy Indonesia, Innovation Class & Hackaton Program, Leadership Development Program, International Talent Exchange Program, and Danone Volunteering Month.

Meanwhile, in the community, we are also developing **Community Empowerment Programs** such as mentoring MSMEs around factories, national scale DAMPING UMKM, integrated agricultural programs, and building the AQUA Home Service micro distribution network involving more than 10,000 households in Indonesia.

Lead a renewed social contract by promoting a prosperous and inclusive ecosystem, defending human rights and social progress.

Within Danone, we are committed to ensuring that the workplace is a safe and comfortable place. In particular, we practice an inclusive and diverse workplace, where we provide equal opportunities regardless of gender, ethnicity, religion, etc. Apart from that, we also recruit employees with disabilities to empower their skills. In addition, we ensure that no discrimination occurs in our work environment.

Governance for Sustainability

Corporate Governance

Danone Group in Indonesia upholds good corporate governance (GCG) by prioritizing the principles of transparency, accountability, responsibility, independence, fairness, and equality. The existence of GCG is expected to provide value and protect all stakeholders.

Transparency: The company always maintains information disclosure as a form of responsibility to shareholders and other stakeholders. This information disclosure is carried out by conveying clear, accurate, complete, and timely information. This is done through various media, such as financial reports, investor information, and other related materials or disclosures.

Accountability: Company management carries out its duties based on the mandate given by shareholders and other stakeholders. This mandate is related to the implementation of strategy and achievement of the Company's objectives. Management is responsible for all actions and decisions to the Board of Commissioners, shareholders and other interested parties. Meanwhile, the Board of Commissioners is responsible for carrying out effective supervision of Management and its accountability to shareholders.

Responsibilityb: Compliance with the provisions of the Articles of Association and applicable laws and regulations in carrying out the Company's operational activities.

Independence: The company makes decisions objectively without any pressure or interference from any party. This is to ensure that the Company carries out business professionally and remains in accordance with applicable laws and regulations.

Fairness: The company treats all shareholders fairly and equally regardless of whether they are majority or minority shareholders. Every shareholder has the same rights in making decisions at the general meeting of shareholders (GMS). In addition, all stakeholders are treated fairly by providing equal opportunities regarding employment, training, promotions, access to information, etc.

The implementation of corporate governance has several tools, that is:

1. **Danone Operating System**
2. **DANONE Internal Control Evaluation (DICE)**
   as a guideline for internal control
3. **DANONE Way (DW)**
   16 basic principles
4. **Vestalis**
   Vestalis as a guideline for corporate risk management

Leadership Vision

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

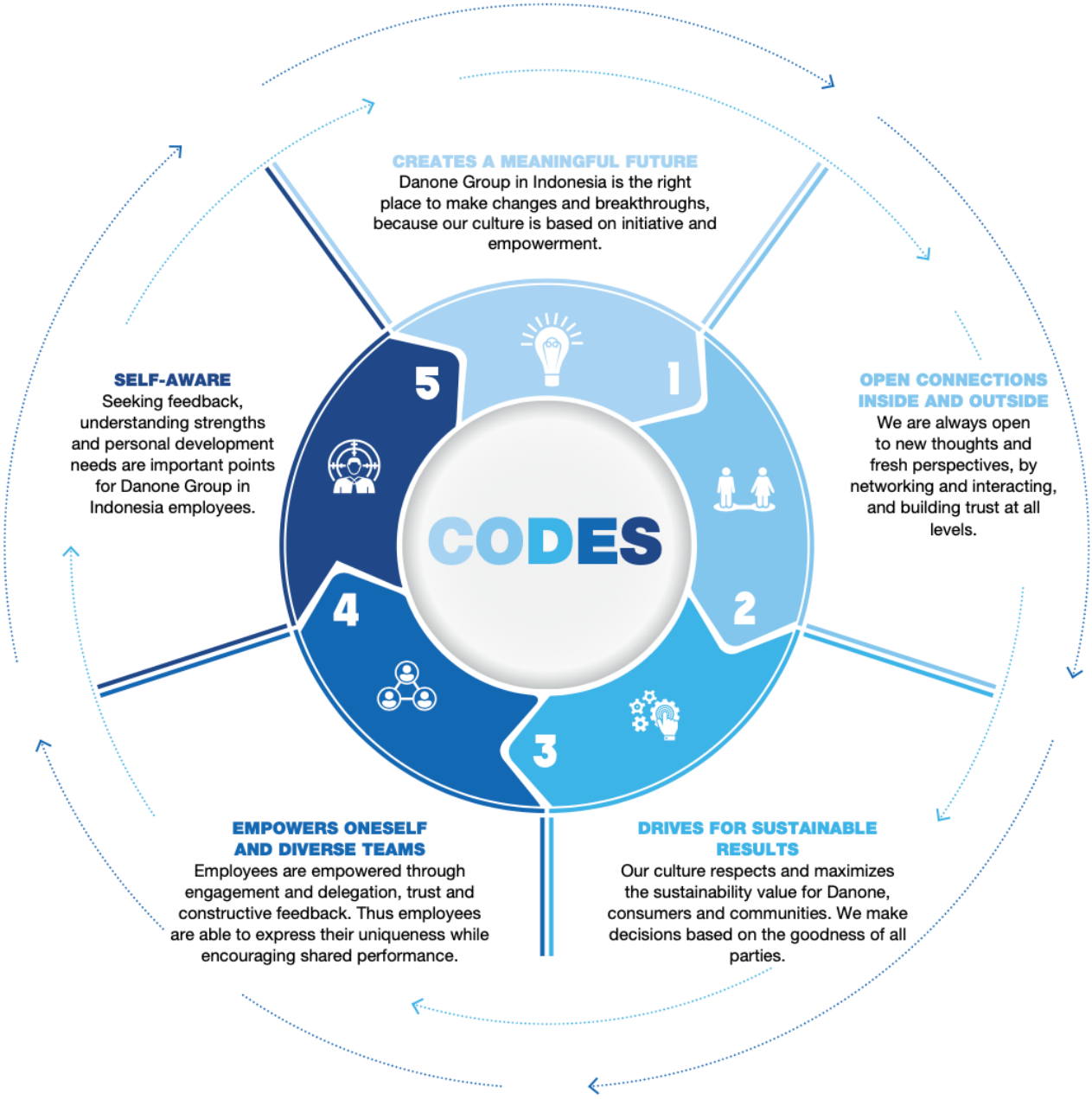
1. Create a meaningful future - Danone Group in Indonesia is the right place to make changes and breakthroughs because our culture is based on initiative and empowerment.

2. Open connections inside and outside - We are always open to new and fresh thoughts by networking and interacting, as well as building trust at all levels.

3. Drive for Sustainable Results - Within Danone Group in Indonesia, the culture implemented is to respect and maximize sustainability value for Danone, consumers, and the community. All decisions made are based on considering all parties.

4. Empowers oneself and diverse teams - Employees are empowered by involving and delegating themselves within Danone, as well as trust and constructive feedback. That way, employees can express their uniqueness while driving collective performance.

5. Self-aware - Have self-awareness, especially by seeking feedback, understanding strengths, and personal development needs.



Governance Structure

As part of Danone global, the governance structure of Danone Group in Indonesia is carried out through Collective Leaders (CL) led by a 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, Operations, Quality & Food Safety, Finance, Healthcare Nutrition, and Danone Business Services. CL was formed in reference to the Danone Global organization. **[GRI 2-9]**

These committees have duties and responsibilities according to their respective fields. These committees are:

Danone Impact Journey Committee

This committee is a committee that replaces the One Planet committee and the One Health committee. This committee is responsible for ensuring that DIJ runs according to the expected goals. This committee consists of three steering committees, namely nature, health, and people communities. In general, each pillar consists of a person in charge in the form of a lead. Then, the leads from each pillar will be supported by CL until finally, everything must be accountable to GM Danone Indonesia.

Compliance Committee

This committee is responsible for ensuring that all Danone employees contribute to achieving the Company's vision and mission by carrying out operations ethically for the purpose of Danone, its employees and the community. This committee also carries out various compliance programs to ensure the growth of an ethical culture in daily practices at Danone. The Compliance Committee is led by a Head of Compliance and reports to the VP General Secretary.

DANgo Committee

This committee has the 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 Internal Control - Danone Group. The DANgo Committee is also responsible for supporting the BPO in identifying critical areas and implementing appropriate action plans. Danone Group DANgo Committee in Indonesia is led by an internal control Director, and reports to the DBS Indonesia Director.

Crisis Management (CMT) Committee

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

Safety & Health Committee

This committee bas the responsibility to ensure that safety & health legislation & procedures are implemented in operations within the factory, as well as ensuring the work environment is safe, comfortable and healthy. The Safety & Health Committee consists of head office and factory level. At head office this Committee is headed by the VP HR.

Board of Commissioners and Directors

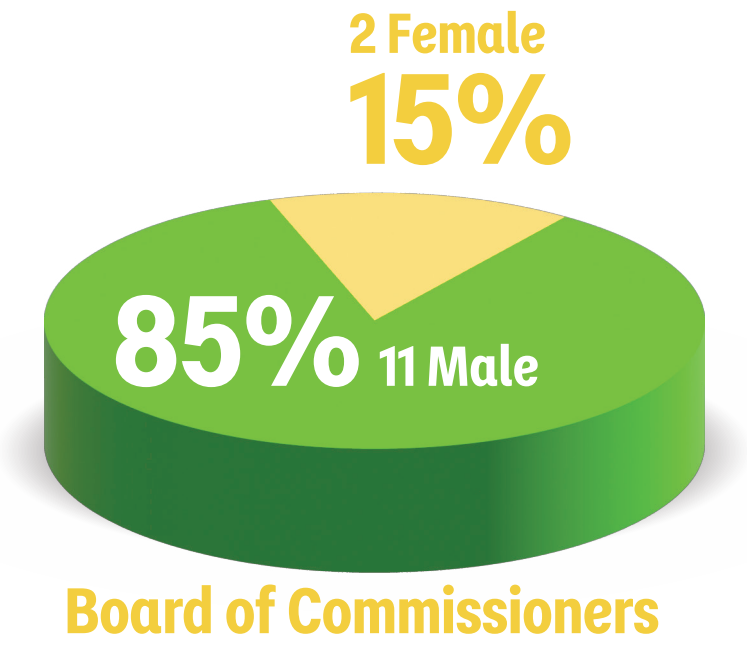
[GRI 2-10]

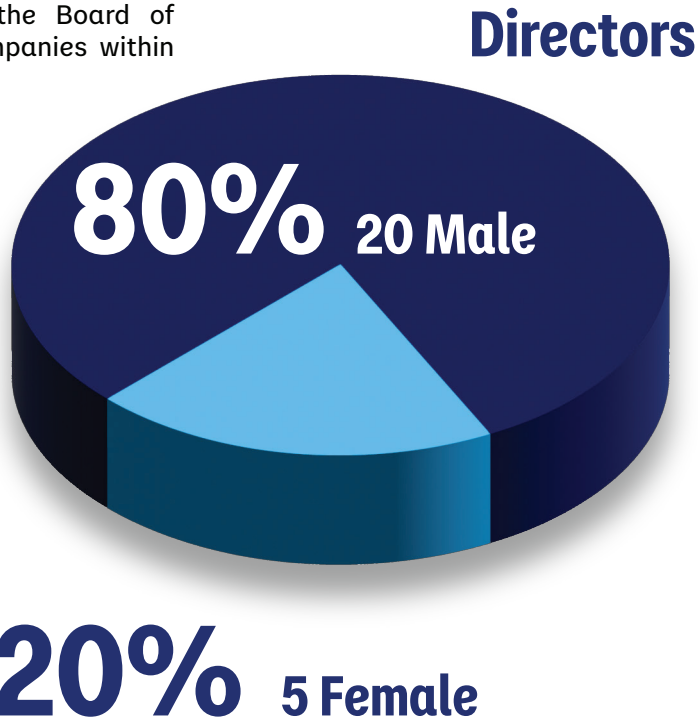
CL was formed based on GM's decision and in consultation with Danone global. The purpose of establishing CL is to ensure the business continuity of companies operating in Indonesia which are divided into Danone-AQUA and Danone SN Indonesia.

In accordance with the provisions of Law No. 40 of 2007 concerning Limited Liability Companies (UUPT) as amended in part by Government Regulation in place of Law of the Republic of Indonesia Number 2 of 2022 and the provisions in the Company's Articles of Association, the Directors and Board of Commissioners of each company included in the Danone group are appointed by Shareholders through a GMS.

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

The following is the composition of the Board of Commissioners and Directors of all Companies within Danone Group in Indonesia until 2023.





Remuneration and Compensation of Highest Governance Body

[GRI 2-19, 2-20, 2-21]

In this sustainability report, we do not disclose information regarding the remuneration and compensation of the highest governance body because it is confidential.

Collective Leaders Training

[GRI 2-17]

In order to increase the capacity of the highest governance body to bring about sustainable growth of the Company, the highest governance body has participated in a number of training and development activities. The following is training and development material for 2023 organized by various training providers on various topics, including:

- Anti-harassment and Discrimination
- *Budaya & perilaku* Danone
- Compliance Fundamentals
- Conversation 2: Plan your Development
- Crisis Management Fundamentals (Global Crisis Team)
- Cybersecurity Fundamentals
- Danone Culture & Behaviors
- Danone Impact Journey for Sales
- Growth academy + sales essentials
- INDO - C2
- INDO - Danone Safety Induction (RDTX) for Danoners
- INDO - PKB 2023-2024 Socialization
- INDO - Water Resources Awareness
- Integrated watershed management
- KAM Workshop
- On-board the RENEW DANONE journey
- Sales essential growth cafe - Designing Route to Market & Distributor Management
- Sales essentials - Tools & Downloads
- Sales essentials : Winning at ecommerce
- Sales essentials : Defining channel strategy & where to play
- Sales essentials: Defining Channel Strategy & Where to Play
- Sales essentials: Designing Route to Market & Distributor Management
- Sales essentials: Driving In-store Execution Excellence
- Sales essentials: Knowing P&L and PRGM Essentials to Generate Fuel for Growth
- Sales essentials: Understanding & Collaborating With Customers
- Sales-Field Visit Festival
- SEAS-TH-National Convention
- Transforming Danone's Data With Power BI
- WBS - CAPEX - New Validation Tools Training
- WBS - Crisis Management CM1 - Fundamentals
- WBS - Crisis Management CM2 - Advanced
- WBS - Danone Culture Experiential Workshop
- WBS - Human Rights & Forced Labor
- WBS - LIONS - Module 1 - KO and DC
- WBS - RESPECT Program induction training- INTRODUCTION -V2
- WBS - RESPECT Program induction training- Module 1 -V2
- WBS - RESPECT Program induction training- Module 2 - V2
- WBS - RESPECT Program induction training- Module 3 -V2
- WBS - Sales Essentials: Conclusion (SAES7)
- WBS - Sales Essentials: Defining Channel Strategy & Where to Play (SAES1)
- WBS - Sales Essentials: Designing Route to Market & Distributor Management (SAES2)
- WBS - Sales Essentials: Introduction (SAES0)
- WBS - Sales Essentials: Knowing P&L and PRGM Essentials to Generate Fuel for Growth (SAES5)
- WBS - Sales Essentials: Understanding & Collaborating with Customers (SAES4)
- WBS - Sales Essentials: Winning at eCommerce (SAES3)
- WBS - WISE FIELD
- WBS - WISE INTRODUCTION
- WBS LP - C1 Set your Objectives
- WBS LP - Harmful microorganisms and their behavior in food
- Why Power BI?
- Wise leadership training

Highest Governance Body [GRI 2-11]

As a business, Danone Group in Indonesia is managed through a Collective Leadership Team consisting of GM and director/VP.

Danone Group in Indonesia operates through different Indonesian legal entities, each of which has a Directors (executive management) and a Board of Commissioners in accordance with limited liability company law in Indonesia.

Business and governance decisions are carried out by the Collective Leadership Team, however if some business decisions meet the requirements for corporate governance approval based on the limited liability company law and the Articles of Association of Legal Entities, then these decisions can be documented and approved by the Directors and Board of Commissioners. As a result, we ensure alignment between business and corporate policies.

Members of the Directors and Board of Commissioners may or may not become members of the Collective Leadership team, however, the GM, Finance Director, Sales Director, Operations Director and Secretary General will remain members of the Company's Directors.

Business Integrity

Conflict of Interest

In implementing integrity in the Danone Group in Indonesia, we have a mechanism for the declaration of **Potential Conflict of Interest (PCOI)** which must be filled out by employees if there is/has or sees potential conflicts of interest periodically.

Why is PCOI important?

A declaration of potential conflicts of interest protects the company and employees. Employees can flexibly declare potential conflicts if there are changes.

What does it mean for business?

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

To protect the business from improper managed conflicts of interest.

What does it mean for employees?

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 the employee 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.

All members of the Directors may or may not be part of the Danone Group Collective Leadership Team in Indonesia, while the Commissioners cannot be part of the Danone Group Collective Leadership Team in Indonesia.

In general, to avoid any conflict of interest, employees are required to declare any conflict of interest and/or every two years, including a CL containing questions about:
1. Do they or their family have business relationship with suppliers or competitors.
2. Do they or their family become suppliers for the Company.
3. Does the closest relative work in a supplier company and as a decision maker.

The Compliance Team will assess 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 results of the analysis or evaluation find a conflict of interest, the employee will be transferred.
[GRI 2-15]

Person in Charge of Sustainability

[GRI 2-12, 2-13, 2-14]

The highest governance is the CL team which is led by GM. Each CL heads a specific division under their responsibility, including business strategy, economic drivers, health, social and environmental commitment, human resource strategy, and risk management.

Basically, management has a board meeting attended by all CLs which is held on a monthly basis. This is also followed by board meetings for certain business units.

For business strategy and economic drivers, we have governance under GPS meetings and monthly topline meetings.

For innovation, we have monthly LIM Indonesia meetings which are also followed by specific innovation meetings from each business unit.

For health, humans and nature, we move according to DIJ where the steering committee meets and makes decisions quarterly, and certain stream meetings monthly.

For risk management, we have a VESTALIS process where bottom-up functional risks are assessed and delivered with mitigation plans. Ultimately, the board will determine the 10 highest business and compliance risks that have been mapped and closely monitored. The risk map will always be presented to the business every quarter, including globally.

All board meetings will produce business decisions and strategies which will later relate to each other and become KPIs for the business as a whole.

Apart from that, DIJ is fundamental as a strategy and source for disclosing sustainability reports. The topics in the sustainability report are also reviewed by experts from each field, including relevant CL as needed. The expert providing the submission will also be aligned and approved by the relevant CL. On that basis, the sustainability report was signed by GM.

Critical Communication

[GRI 2-16]

As the highest governance body, CL listens and accommodates all forms of important issues that develop to be managed. CL regularly monitors and evaluates every important issue including potential and actual negative impacts on stakeholders as well as other matters relating to the Company's operational strategy. Together with the GM, 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)

The GMS is a company organ that holds the highest power in a limited company and holds all authority that cannot be delegated to the Board of Commissioners or the Directors. Through the GMS, shareholders make decisions by approving or rejecting proposals submitted by the company through the company's Directors based on unanimous votes or based on the majority of votes, 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) as amended in part by Government Regulation in place of Law of the Republic of Indonesia Number 2 of 2022. In accordance with the provisions of the Company Law, a GMS is held at least 1 (one) time in 1 (one) year in the form of an Annual GMS and is held no later than 6 (six) months after the financial year ends. An Extraordinary General Meeting of Shareholders (EGMS) can be held if necessary at any time.

Highest Governance Body Performance Evaluation [GRI 2-18]

There are a series of meetings chaired by GM and CL who are board members. In addition to monthly meetings and decision making, we also hold quarterly business reviews with Danone Global. During the meeting, we reviewed DIJ's KPIs and progress, as well as mapping the risks faced by the company. Apart from that, relevant topics in the DIJ are also reported and discussed at the GMS. Apart from that, the targets in DIJ from Danone Indonesia are monitored and are part of the targets of global DIJ.

All reports related to DIJ are in a positive position and continue to progress. All actions are supervised by the DIJ steering committee.

Danone Code of Business Conduct

[GRI 2-23, 2-24]

Danone Code of Ethics is a standard of behavior that must be adhered to by all Danone employees. This Code of Ethics provides guidelines for every Danone employee when representing or acting on behalf of Danone.

1. **Compliance with Laws -** Every employee must comply with applicable laws and regulations.
2. **Employee -** Danone is committed to providing an environmental friendly work environment where there is respect and equal opportunities for everyone. Danone respects the human rights of every employee and will not tolerate violence, bullying, harassment, discrimination or any form of forced labor, bonded labor or child labor.
3. **Consumer -** Danone is committed to ensuring the highest product quality and safety, as well as following international legislation and best practices in terms of honest and responsible marketing and accurate and clear labelling.
4. **Customers & Business Partner -** Danone is committed to building fair and ethical relationships with customers and business partners, such as suppliers, service providers, agents, distributors and labor providers based on clear and respected business terms.
5. **Shareholders -** Danone is committed to providing accurate, timely, regular and reliable information to shareholders regarding the company's activities, performance, prospects and strategy.
6. **Community -** Danone is committed to bringing health through food to as many people as possible. This is done by participating in the community as a form of responsibility, as well as providing a positive impact through products, business and social activities.
7. **Competitor -** Danone prioritizes the principle of unlimited and fair competition.

8. **Environment -** Danone is committed to respecting and protecting the environment through sustainable business development, in particular by monitoring and reporting the impacts resulting from our business.

9. **Government and International Organization -** Danone does not make political donations to certain parties. Where there is advocacy activity, we will do it transparently and ethically with the best interests of consumers in mind and goals that meet public health goals.

10. **Bribery and Corruption -** Danone has zero tolerance for all forms of bribery and corruption, either directly or indirectly.

11. **Conflict of Interest -** All employees must be free from conflicts of interest that actually occur or are deemed to occur in accordance with the Integrity Policy.

12. **Confidentiality -** Employees are obliged to protect Danone's confidential information and intellectual property. Employees must also protect the confidential information of consumers, customers and business partners and all their intellectual property rights that may be accessed as part of the business relationship.

13. **Respecting Privacy -** Danone is committed to maintaining public trust by respecting the personal data of everyone who interacts with us.

14. **Money Theft and Fraud -** Danone rejects any attempt to use Danone business to launder money and only works with legitimate customers and business partners.

15. **International Trade Sanctions Policy -** Danone is committed to complying with all relevant international trade sanctions requirements.

Anti-corruption Policy

[GRI 2-23]

Danone Group in Indonesia is committed to creating a clean business ecosystem and actively preventing and eradicating fraudulent and corrupt practices. This policy is implemented through the following approach:

1. **Implement risk management** by identifying and preparing mitigation measures to reduce or eliminate impacts. This risk management is always monitored by the Local Compliance Committee, which is then reported periodically to Compliance at the global level.
2. **Providing training and socializing standard operating procedures (SOP)** regarding giving and receiving gifts from/to third parties, providing sponsorship and donations to third parties, interaction with the government and its officials, interaction with the health service system, as well as the tender process.
3. **Providing a violation reporting system (whistleblowing system)** which is handled directly globally by the Danone Ethics Line Committee, Dispute Investigation Team, and Anti-fraud Committee consisting of GM, Human Resources Director, Finance Director, Secretary General, and investigation team.
4. **Appropriate monitoring** through independent assessments and audits, both internal and external audits.

Anti-corruption [GRI 205-1, 205-2, 205-3]

Danone Group in Indonesia is committed to creating a clean business ecosystem and actively preventing and eradicating fraudulent and corrupt practices. This is to maintain the Company's accountability and credibility. This anti-fraud and anti-corruption cultural commitment applies to all employees and all business partners. **[GRI 3-3]**

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

By Position	Danone-AQUA						Danone SN Indonesia					
	2021		2022		2023		2021		2022		2023	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Executive Committee	8	100	8	100	10	100	7	100	8	100	9	100
Director	74	100	75	100	28	100	59	100	55	100	12	100
Manager	754	100	771	100	850	99.6	294	100	309	100	371	99.1
Supervisor	1,579	100	1,543	100	1,476	100	462	100	444	100	417	100
Staff	8,839	100	8,416	100	8,062	100	1,589	100	1,587	100	1,517	100

By Region	Danone-AQUA					
	2021		2022		2023	
	Total	%	Total	%	Total	%
Headquarter	1,041	100	1,018	100	887	100
Sumatra	1,054	100	851	100	997	100
West Region	4,853	100	4,734	100	4,397	100
East Region	4,306	100	4,210	100	4,145	100

By Region	Danone SN Indonesia					
	2021		2022		2023	
	Total	%	Total	%	Total	%
Ciracas Unit	337	100	343	100	334	100
Headquarter	362	100	350	100	352	100
Prambanan Unit	708	100	705	100	665	100
Region	558	100	547	100	546	99.6
Sentul Unit	190	100	199	100	194	100
Yogyakarta Unit	256	100	259	100	235	100

Recipients of training on anti-corruption policies and procedures

By Position	Danone-AQUA						Danone SN Indonesia					
	2021		2022		2023		2021		2022		2023	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Executive Committee	8	100	8	100	10	100	7	100	8	100	9	100
Director	74	100	75	100	28	100	59	100	55	100	12	100
Manager	754	100	771	100	850	99.6	294	100	309	100	371	99.1
Supervisor	1,579	100	1,543	100	1,476	100	462	100	444	100	417	100
Staff	1,140	13	6,789	81	8,062	100	579	36	1,308	82	1,517	100

By Region	Danone-AQUA					
	2021		2022		2023	
	Total	%	Total	%	Total	%
Headquarter	1,041	100	1,018	100	887	100
Sumatra	288	27	851	100	997	100
West Region	1,212	25	3,882	82	4,397	100
East Region	1,014	24	3,435	82	4,145	100

By Region	Danone SN Indonesia					
	2021		2022		2023	
	Total	%	Total	%	Total	%
Ciracas Unit	116	34	297	78	334	100
Headquarter	362	100	350	100	352	100
Prambanan Unit	205	29	571	81	665	100
Region	530	95	547	100	546	99.6
Sentul Unit	53	28	172	86	194	100
Yogyakarta Unit	135	53	219	85	235	100

We do not tolerate any form of corruption and throughout the 2023 period there were no incidents of corruption that occurred either against employees, business partners or cases filed by the public. **[GRI 205-3]**

Business Competitiveness [GRI 206-1]

The company emphasizes conducting healthy business competition and in accordance with applicable regulations in Indonesia. The company has competitors and competitive business competition in its field and always tries to be at the forefront with the business strategies that have been created. To date, the company has no legal cases related to anti-competition, anti-trust, and monopoly. **[GRI 3-3]**

Code of Conduct for Danone Business Partners [GRI 206-1]

To form fair and ethical relationships with business partners, Danone applies a code of conduct to all business partners which can be seen in full on our website**www.danone.com**.
Important things set out in the guidelines include:

1. **Commitment regarding equal treatment of all partners.**
2. **Avoid conflicts of interest.**
3. **Anti-bribery, corruption, money laundering, and anti-competitiveness in any form to obtain unfair or unreasonable profits.**
4. **Business Partners are prohibited from offering gifts or hospitality with the aim of influencing business decisions.**
5. **Business Partners are expected to protect and promote human rights.**
6. **Business Partners are required to comply with all applicable laws relating to health, safety, and the environment in their work for Danone.**
7. **Danone has the right to confirm Business Partners' compliance with the principles set out in the Business Code of Conduct through field audits.**

All parties can raise concerns regarding the implementation of this code of conduct or provide important information for maintaining ethical business and integrity through **www.danoneethicsline.com.**

Protecting Human Freedom

Declaration for Human Rights [GRI 2-23]

We believe that business must be built on the foundation of respecting human rights. This commitment applies throughout our value chain. Danone's human rights approach is based on a commitment to uphold human rights as set out in internationally recognized standards and guidelines, as follows:

1. UN Universal Declaration of Human Rights
2. UN Guiding Principles on Business & Human Rights
3. International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
4. Organisation for Economic Co-operation and Development (OECD) guidelines for Multinational Companies
5. Ten principles of the United Nations Global Compact
6. UN Women's Empowerment Principles
7. Children's Rights and Business Principles
8. Food and Agriculture Organization (FAO) voluntary guidelines on the Responsible Governance of Land, Fisheries and Forest Tenure (VGGT)

Throughout 2023, there were no complaints or incidents of human rights violations in all operational areas of Danone Group in Indonesia.

Whistleblowing [GRI 2-25, 2-26]

We strongly support the culture of having the courage to speak to the Company if there are indications of violations related to the code of ethics or violations of conflicts of interest committed by internal parties within the company. We encourage all parties, without fear of reprisal (threats/intimidation) against those who report existing or suspected violations. There will be no retaliation against anyone who reports genuine concerns. If for some reason the Company prefers concerns confidentially via other channels, Danone also has a special reporting tool called **DANONE ETHICS LINE (www.danoneethicsline.com).** This tool can also be used anonymously if necessary. Every report submitted must be accompanied by a clear identity of the reporter. Only reports that include clear evidence will be followed up.

We provide a communication channel so that every employee can submit complaints if there are violations related to anti-discrimination and harassment guidelines in the work environment to their direct superior or the HR Department, and can do so via:

Danone Ethics Line

Web : **www.danoneethicsline.com**
Email : **danone.mendengar@danone.com**
Hotline : **0877 8245 1818**

Stakeholder Engagement

[GRI 2-29]

Stakeholder Category	Engagement Method and Meetings Frequency	Engagement Context
Shareholders **Basis for identification:** - Influence - Responsibility	Meetings between shareholders are held through the Annual or Extraordinary General Meeting of Shareholders. The Annual GMS is held every year and must be conducted no later than 6 months after the end of the fiscal year, with an agenda for approval as specified in the context of engagement. The Extraordinary GMS can be held at any time as needed by the company, with an agenda outside of the decisions made at the Annual AGMS.	1. Approve the accountability report of the Company's Directors consisting of the Company's financial report and annual report. 2. Approve and ratify the Company's balance sheet and profit and loss calculation. 3. Determining the use of the Company's profits. 4. Granting full release and discharge (acquit et de charge) to all members of the Directors and Board of Commissioners of the Company for the management and supervision actions that have been carried out for the fiscal year that has ended, as long as their actions are reflected in the Company's annual report and financial statements. 5. Appoint a Public Accountant to audit the Company's financial statements at the end of the current financial year and grant authority to the Company's Directors to determine the honorarium for the Public Accountant and other requirements for its appointment. 6. Determining the salary and/or remuneration of the Company's Directors and Board of Commissioners.
Employee/Trade Union **Basis for identification:** - Presentation	Meetings when necessary.	1. Education on relevant laws/regulations. 2. Involvement in regulatory compliance. 3. Dissemination and discussion regarding amendments to company policy.
Customers **Basis for identification:** - Influence	Regular meetings with distributors when necessary.	1. Product information. 2. Communication (advertising).
Suppliers **Basis for identification:** - Dependency	Regular meetings every 1, 3, or 6 months when necessary.	1. Partner selection. 2. Dissemination of policies and procedures. 3. Maintain good relationship. 4. Compliance with laws and regulations for the supplied goods. 5. Support of scientific references or international regulations.

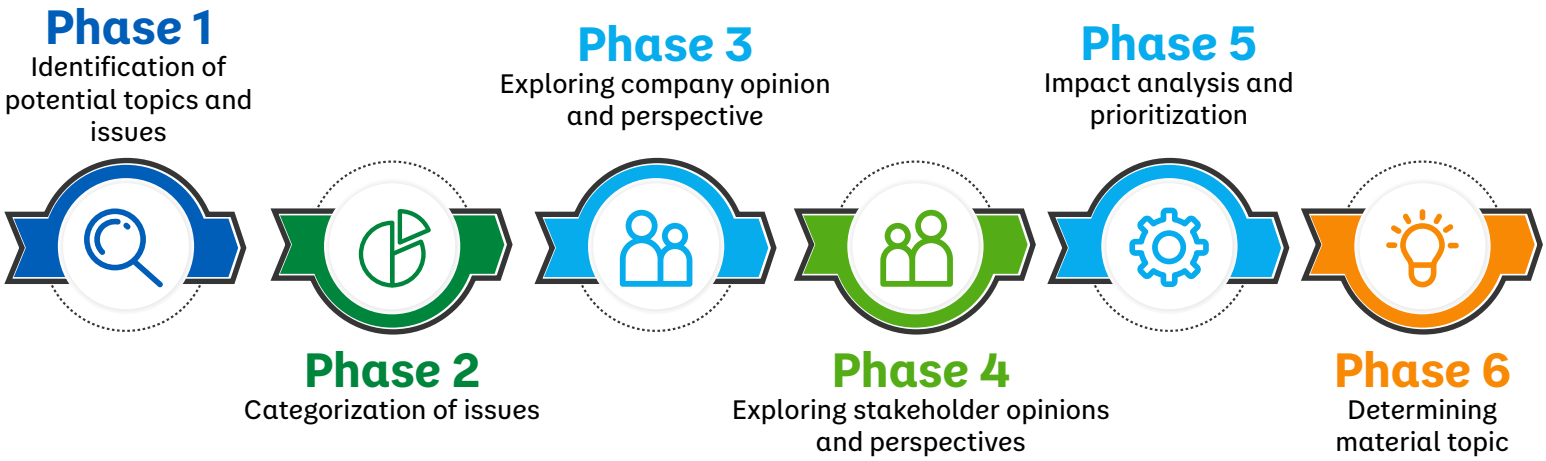
Stakeholder Category	Engagement Method and Meetings Frequency	Engagement Context
Government **Basis for identification:** - Influence - Presentation	- Formal meetings. - Forums are conducted based on necessity during the regulation formulations and when we have a joint event, such as seminar, talkshow, FGD.	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. 2. Partnership in sustainability programs. 3. Policy formulation. 4. Maintain harmonized and productive relations. 5. Through outreach, playing an active role in proposing the regulations draft and providing input for regulations or standards being drawn up by the government.
Organizations/Associations **Basis for identification:** - Influence - Presentation - Proximity	- Forum meetings. - Quarterly meetings. - Forums are conducted based on necessity during the regulation formulations, such as audience meeting, cross-association meeting and when we have a joint event, such as seminar, talkshow, FGD.	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.
Community **Basis for identification:** - Proximity	Meetings when necessary	1. Community needs assessment. 2. Joint program discussion and evaluation. 3. Community development training. 4. Program monitoring and evaluation.

Material Topic

[GRI 3-1, 3-2]

Stepping on the journey towards sustainable progress, Danone Group in Indonesia carries out a careful materiality evaluation, delving into the environmental, social, and economic domains with a special focus on human rights. Rooted in collaboration, this evaluation involves not only Danone Indonesia management, but also a number of stakeholders related to its operations. Through this participatory approach, we ensure comprehensive exploration, fostering objectivity and inclusivity in our findings.

Determining material topics in our sustainability report is broken down through a structured process:



We subjected our findings to **rigorous validation**, both internally and externally. Internally, we assess the impact of each material topic on our business and its broader social and environmental implications. Apart from that, we have also carried out a risk assessment to add validation to the specified material topics. Externally, we invite qualitative and quantitative input from external stakeholders, ensuring a holistic understanding of our company's perception.

In essence, our materiality evaluations is evidence of our dedication to transparency, accountability and sustainable progress, shaping a future where business thrives alongside a healthier society and harmonious environment.

The following are the material topics in the sustainability report of Danone Group of Indonesia:

1. **Product safety and quality**
2. **Nutritional quality of the product**
3. **Consumer communication**
4. **R&D and product innovation**
5. **Water resources and stewardship**
6. **Packaging and waste**
7. **Climate and decarbonization action**
8. **Vision mission and company policy**
9. **Water access sanitation and hygiene**
10. **Diversity and inclusion**
11. **Development and training**

Environmental Protection and Environmental Health

Using Materials Sustainably

In the production of Danone-AQUA and Danone SN Indonesia, we use natural water and dairy products as the main raw materials. Strict monitoring of the use of these raw materials is a crucial part of our efforts to ensure efficiency and sustainability at every stage of production. We are committed to continuously evaluating and optimizing the use of water and milk, both in the input and output processes, to maintain the company's sustainable performance. Furthermore, the amount of raw material usage is a key factor in our ongoing efforts to conserve natural resources sustainably. **[GRI 3-3]**

Materials & Recycled Materials Used [GRI 301-1, 301-2]

Danone-AQUA

As the main raw material for bottled drinking water (AMDK) products, water plays a vital role in our production process at Danone-AQUA. We are very selective in choosing water sources, applying 9 criteria, through 5 stages, and 1 year of research to ensure the best quality. **[GRI 3-3]**

Through extensive research, we have launched several innovations, particularly in the materials used. This includes the use of rPET, where Danone AQUA's product packaging is made from recycled materials. The percentage and products using recycled materials for packaging can be seen as follows.

Recycled Material Content in Packaging	
Product	**RPET Percentage**
AQUA 600 ml, AQUA 1500 ml	Up to 25% rPET
Mizone	50% rPET
AQUA 600 ml (Available for Bali), AQUALIFE	100% rPET
Carton packaging	100% recycled paper

We are committed to continuously maintaining and optimizing responsible water use to support environmental sustainability and the quality of the products we offer.

Danone SN Indonesia

At Danone SN Indonesia, we prioritize sustainability in the use of raw materials for our products. The main raw materials used include dairy, maltodextrin, fat oils, and premix.

We are also committed to environmentally friendly practices by using **100% recycled paper for carton and folding box packaging** at Danone SN Indonesia's product. This step is part of our efforts to reduce environmental impact and support a circular economy. Thus, we continue to contribute to the preservation of natural resources while ensuring the quality of our products remains intact.

Towards Sustainable Energy and Combating Climate Change

Global warming has brought real challenges to life on the planet we share. These changes raise various concerns, ranging from health impacts on humans and other living beings, droughts, damage to agricultural production, to threats to environmental ecosystems.

The Danone Group in Indonesia recognizes its role in anticipating the impacts of climate change through a commitment to using energy efficiently and responsibly towards a low-carbon economy. This commitment aims to achieve net-zero emissions by 2050. This commitment is realized through a series of initiatives, including energy efficiency in factory production processes, the use of renewable energy, packaging innovation, distribution optimization, and post-consumption plastic packaging management. We are also committed to working with suppliers who operate responsibly and sustainably. For instance, as a company (Danone SN Indonesia) that requires palm oil as a raw material, we apply the Roundtable on Sustainable Palm Oil (RSPO) standards to ensure that all our supplier partners do not engage in deforestation practices. **[GRI 3-3]**

Reductions in Energy Requirements of Products and Services [GRI 302-5]

The use of fossil fuels as a widely used non-renewable energy source is one of the contributors to greenhouse gas (GHG) emissions that cause global warming. Therefore, we continuously strive to improve energy efficiency in production and utility processes, and gradually transition to new and renewable energy (EBT), which we began in 2017.

Energy Reduction Initiatives	Danone-AQUA	Danone SN Indonesia
Energy Efficiency	• Regulating air pressure on blowing machines. • Upgrading heating equipment for cleaner machines. • Automation and integrated control for multiple compressors.	• Replacing large silo machines with smaller ones. • Reducing the number of cooling machine motors. • More efficient Cleaning in Place (CIP) process. • Reducing the power consumption of cooling machines.
Renewable Energy	Installation of solar panels	Construction of biomass boiler facilities
Green Office	• Setting standard temperatures for air conditioners (AC) and installing lights with automatic lighting effects. • Efficient water use by installing sensor faucets. • Waste management by sorting and processing it in collaboration with designated partners. • Campaigns for energy efficiency, wise water use, and separate waste management for employees and visitors in the office.	
Energy Audit	Conducting more intensive energy audits across all factories to promote energy-saving behavior awareness among employees and to replace machines with more energy-efficient ones.	

Here are our achievements in energy reduction:

Biomass boiler

Reduced carbon emissions by 8,300 tons of CO_2 and decreased the carbon footprint from the production process at the Prambanan Plant by up to 32%. Moreover, it reduced carbon emission effects by up to 90% during the steam production process.

Solar panel installation

Solar panels with a capacity of 8.8 MWp reduced emissions by 9,608 tons of CO_2.

Energy efficiency

Reduced energy intensity by 2.4%.

Renewable energy

>50% of our electricity usage comes from renewable energy sources.

Reuse business model

83% lower emissions compared to single-use gallon bottles.

100% recycled plastic

100% recycled plastic: Produces 65% less CO_2 emissions than regular plastic bottles.

Danone-AQUA's Sustainable Efforts to Reduce Carbon Emissions through Renewable Energy

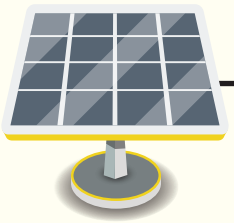
Since 2017, through Danone-AQUA, the company has installed rooftop Solar Power Plants (PLTS) at the Ciherang Plant with a capacity of 770 kWp, generating 1 GWh of electricity per year and reducing carbon emissions by 825 tons of CO_2e/year. Additionally, in February 2020, a rooftop Solar Power Plant was also installed in Banyuwangi, East Java, with a capacity of 378 kWp, generating 545.2 MWh of electricity per year and reducing carbon emissions by 450 tons of CO_2/year. In the same year, Danone-AQUA also installed a rooftop Solar Power Plant in Klaten, Central Java. The solar panels at the Klaten Plant are the largest in Central Java initiated by the industry, with a capacity of 2,912 kWp, generating 4 GWh of electricity per year, and capable of reducing carbon emissions by 3,340 tons of CO_2e/year.

Then, in 2021, a rooftop Solar Power Plant was installed in Mekarsari, West Java, with a capacity of 1,800 kWp, generating 2 GWh of electricity per year and successfully reducing carbon emissions by 1,670 tons of CO_2/year. Meanwhile, in 2022, solar panels were installed in Mambal with a system capacity of 704 kWp, generating 1,050 MWh of electricity per year and reducing carbon emissions by up to 882 tons of CO_2e/year.

In 2023, the company also installed a rooftop Solar Power Plant at the Cianjur Plant with a system capacity of 1,045 kWp, generating 1.4 GWh of electricity per year and capable of reducing emissions by 1,153 tons of CO_2e.

In the same year, the installation of Rooftop PLTS also began at the Langkat Factory with a system capacity of 214 kWp/year which produced 0.3 GWH/year of electricity and could reduce emissions by 231 tons of CO_2e/year. However, the Rooftop PLTS at the Langkat Factory will only start operating in 2024 along with the issuance of an operational permit issued by the government.

In national context, the total electricity capacity in 2023 generated from Rooftop PLTS reached 7.6 MWp which successfully reduce emissions by 8,320 tons of CO_2e/year. The implementation of rooftop Solar Power Plants will continue over time.



2017	2020	2021	2022	2023
770kWp	4.060kWp	5.860kWp	6.564kWp	7.609kWp
	+2.912kWp +378kWp	+1.800kWp	+704kWp	+1.045kWp

Danone SN Prambanan also started using renewable energy by building a rice husk-based biomass boiler. Biomass boilers are an environmentally friendly technology alternative, with energy produced from renewable natural resources in the form of biological elements such as dead organisms or living plants.Biomass materials generally consist of rice husks, corn cobs, coconut shells, agricultural waste, wood processing waste, and industrial waste. This boiler can reduce carbon emissions by 8,300 tons of CO_2, equivalent to the carbon emissions absorbed by planting 120,000 trees. This project successfully reduced the carbon footprint by 32% from the production process at the Prambanan Plant.

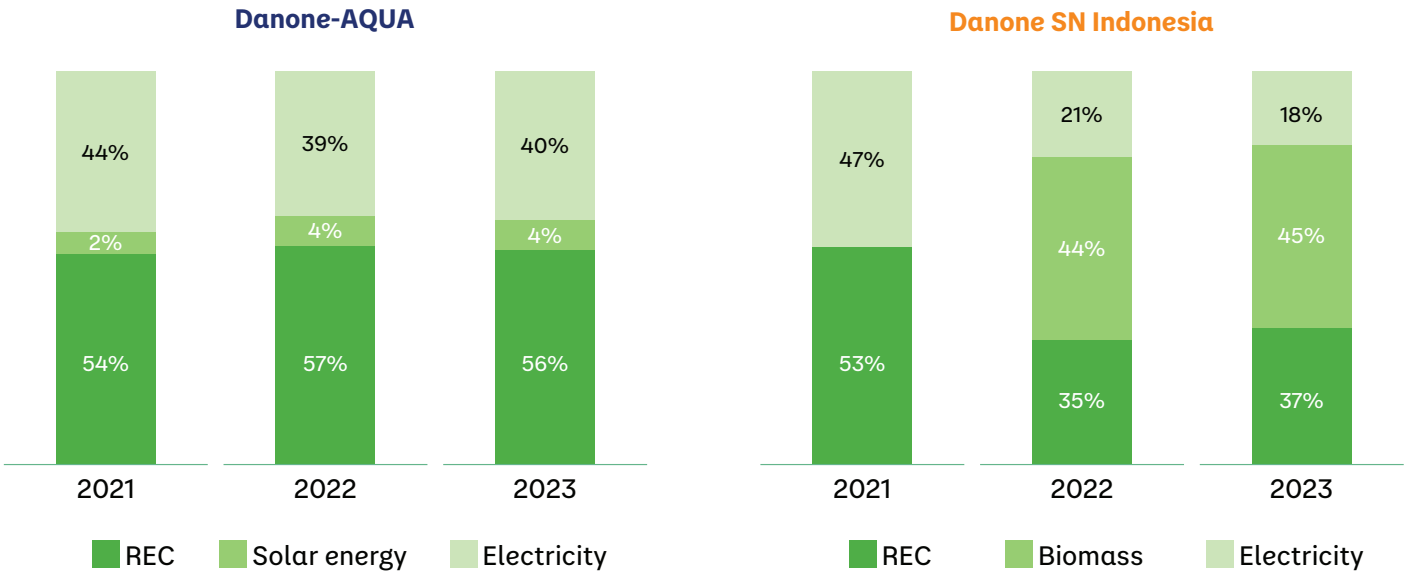
Energy Consumption within The Organization [GRI 302-1]

Currently, the Danone Group in Indonesia is directing not only its products to be sustainable but also ensuring that the production process for food and beverages is conducted sustainably. Specifically, the company's energy use consists of several sources, such as electricity, CNG, gas, and diesel. Recognizing that energy can have a significant impact on the environment, the Danone Group in Indonesia has adopted a sustainable approach by utilizing renewable energy such as solar and biomass. **[GRI 3-3]**

(in GJ)	Danone-AQUA			Danone SN Indonesia		
	2021	2022	2023	2021	2022	2023
Non-Renewable Energy						
Electricity	299,451*	293,601*	301,211	72,421	58,426	49,405
CNG	69,819	69,131	66,539	401,571	250,745	233,374
Diesel	19,446	17,558	14,184	6,854	1,786	2,180
Propane/Butane Gas	73,4	53	37.2	-	-	-
Sub Total	**388,790***	**380,343***	**381,971**	**480,846***	**310,957***	**284,959**
Renewable Energy						
Solar Energy	16,623	27,849	32,998	0	0*	0
Biomass Energy	0	0	0	0	121,701	127,084
REC (Renewable Energy Certificates)	363,802	424,336	414,252	82,771	97,664	102,480
Sub Total	380,425	452,185	447,250	82,771	218,365	229,564
Total Energy Consumption	**769,214**	**832,527**	**829,221**	**563,617**	**530,321**	**514,523**

*Restatement

Additionally, we also purchase renewable energy certificates (RECs) for electricity usage. We have consistently purchased RECs over the past few years. In 2023, 676,814 GJ of our electricity usage came from renewable energy sources. We are committed to continuing the use of RECs and increasing the use of energy from renewable sources.



Energy Consumption Outside the Organization [GRI 302-2]

Danone Group in Indonesia has not yet conducted calculations for energy consumption outside the organization.

Energy Intensity [GRI 302-3]

Overall, we strive to use energy efficiently and responsibly. As one of the parameters to evaluate the extent of our energy efficiency approach, we measure energy intensity or the ratio of energy to our production output. Over the past three years, the energy intensity figures have remained relatively stable, indicating that we are utilizing energy as effectively as possible.

Description	Danone-AQUA				Danone SN Indonesia			
	Unit	2021	2022	2023	Unit	2021	2022	2023
Total Energy	GJ	769,214*	832,527*	829,221	GJ	563,617	530,321	514,524
Total Production	M^3	12,955,900	13,413,094	13,268,065	ton	184,031	187,036	202,378
Energy Intensity	GJ/M^3	0.06*	0.06*	0.06	GJ/ton	3.06	2.84	2.54

(For Danone-AQUA, the production unit used is m^3=volume of water, considering that the main raw material is water. Meanwhile, for Danone SN Indonesia, we use weight units in tons)
*Restatement

Reduction of Energy Consumption [GRI 302-4]

Overall, Danone-AQUA's total energy consumption decreased slightly by 8,455 GJ in 2023, while Danone SN Indonesia also saw a reduction of 21,181 GJ in 2023. This data reflects the efforts of the Danone Group in Indonesia to manage energy consumption more efficiently and responsibly.

In GJ

Danone-AQUA					
Energy Consumption	**2021**	**2022**	**(+/-)**	**2023**	**(+/-)**
Electricity	663,253*	717,936*	(54,683)*	715,463	(2,473)
CNG	69,819*	69,131	(688)*	66,538	(2,592)
Diesel	19,446	17,558	(1,888)	14,184	(3,374)
Propana/gas butana	73	53	(20)	37.17	(15.82)
Total	**752,591***	**804,678***	**52,087**	**796,223**	**(8,455)**

*Restatement

In GJ

Danone SN Indonesia					
Energy Consumption	**2021**	**2022**	**(+/-)**	**2023**	**(+/-)**
Electricity	155,192	156,090	898	151,885	(4,204)
CNG	401,571	250,745	(150,826)	233,374	(17,370)
Diesel	6,854	1,786	(5,068)	2,180	393.85
Total	**563,617**	**408,621**	**(154,996)**	**387,439**	**(21,181)**

Direct (Scope1) GHG emissions [GRI 305-1]

Scope 1 emissions are emissions directly produced by the company. This includes company-owned assets such as boilers, generators, and forklifts. In Scope 1, the energy combustion process generates carbon dioxide (CO_2) emissions, which ultimately pose a risk of causing climate change. We are committed to continuously working to reduce CO_2 emissions across our operations. Below is the data on the CO_2 emissions generated. **[GRI 3-3]**

Danone-AQUA	In tCO_2eq		
Type	**2021**	**2022**	**2023**
Thermal Energy (Boiler, Genset, Forklift)	9,396	10,489	8,959

Danone SN Indonesia	In tCO_2eq		
Type	**2021**	**2022**	**2023**
Thermal Energy (Boiler, Genset, Forklift)	22,963	14,287	13,505

Scope 1 emissions from the Danone Group in Indonesia have relatively tended to decrease. This is because we use biomass as one of our energy sources. We are committed to continuing to use renewable resources, such as biomass, so that the emissions produced can also be reduced. We believe that in the coming years, Scope 1 emissions can continue to decrease.

Energy Indirect (Scope 2) GHG emissions [GRI 305-2]

The calculation of GHG emissions for Scope 2 is based on the use of electricity purchased from PLN. As part of our commitment to addressing climate change, we have purchased RECs issued directly by internationally certified REC providers.

The data for 2023 is presented as follows:

Danone-AQUA	In tCO_2eq		
Type	2021	2022	2023
Electricity (PLN) excluding REC	144,637*	156,562*	156,023
Electricity (PLN) including REC	67,478	64,314	65,555

Danone SN Indonesia	In tCO_2eq		
Type	2021	2022	2023
Electricity (PLN) excluding REC	33,843*	34,039*	33,122
Electricity (PLN) including REC	15,457	12,651	10,578

*Restatement

In 2023, we purchased RECs, with Danone-AQUA achieving a reduction of 90,468 tons of CO_2e, while Danone SN Indonesia achieved a reduction of 22,544 tons of CO_2e. Therefore, we achieved a total reduction of 113,012 tons of CO_2e for Scope 2 in 2023. By including the purchase of RECs in our calculations, we demonstrate concrete steps in reducing the company's carbon footprint and supporting the use of renewable energy. This aligns with our commitment to be more environmentally responsible and contribute to mitigating the impacts of climate change.

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

The calculation of other indirect GHG emissions (Scope 3) in our business is based on the product distribution process. We continuously strive to reduce our carbon footprint across our entire value chain. In terms of product distribution, we use more environmentally friendly and efficient transportation methods.

We use rail transport for our products because of its ability to carry more cargo compared to vehicles that require more fleets and fuel.

The company calculates other indirect GHG emissions (Scope 3) in the form of emission reductions in accordance with the requirements of our headquarters. The calculation of GHG emissions (Scope 3) is conducted using the standards/methodology established by the headquarters internationally, by calculating all Danone Group subsidiaries in Indonesia as a single unit, without the equity share approach for financial control or operational control.

Danone-AQUA	In tCO_2eq		
Type	2021	2022	2023
Other Raw Materials	11,990*	12,611*	8,787
Packaging	391,878*	485,199*	442,862
Finished Products	93,663*	107,162*	119,860

Danone-AQUA	In tCO_2eq		
Type	**2021**	**2022**	**2023**
Use of Sold Products	240,749	255,843	256,572
Downstream Transportation and Distribution	171,490	172,791	175,456
Upstream Transportation and Distribution	15,291	37,716	34,418
End-of-Life Treatment of Sold Products	128,911	179,684	145,526
Fuel and Energy Related Activities (not included in Scope 1 and 2)	24,328	23,236	23,677
Waste Generated in Operations	301	319	330
Total Scope 3 Emissions	**1,078,601***	**1,274,561***	**1,207,490**

Danone SN Indonesia	In tCO_2eq		
Type	**2021**	**2022**	**2023**
Other Raw Materials	110,712	105,922	108,971
Packaging	26,227	30,605*	33,833
Finished Products	20,350	10,895	3,990
Use of Sold Products	98,947	104,952	108,415
Downstream Transportation and Distribution	5,772	6,709	7,317
Upstream Transportation and Distribution	16,040	11,285	11,501
End-of-life Treatment of Sold Products	19,414	5,822*	31,419
Fuel and Energy Related Activities	9,440	6,936	5,970
Waste Generated in Operations	106*	195*	114,33
Raw Milk	754,476	828,751	825,087
Milk	3,743	3,898	11,693
Total Scope 3 Emissions	**1,065,227**	**1,115,970**	**1,148,315**

*Restatement

GHG Emissions Intensity [GRI 305-4]

The GHG emissions intensity ratio helps understand how specific metrics (amount of product produced, services, total sales, etc.) compare to the GHG emissions generated. In this case, the GHG emissions intensity in our business processes is calculated as Total GHG Emissions, which consists of Direct Emissions (Scope 1), Indirect Emissions (Scope 2), and Other Indirect Emissions (Scope 3). In this calculation, we use liters (Danone AQUA production units) and grams (SN production units) as the specific metrics referred to.

In gCO_2eq	Danone-AQUA			Danone SN Indonesia		
Category	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**
Scope 1	0.73	0.78	0.68	0.12	0.08	0.07
Scope 2	5.21*	4.79	4.94	0.08	0.07	0.05
Scope 3	76.02	87.03	90.87	5.79	5.94	5.79
Total	**81.95***	**92.61**	**96.49**	**5.99**	**6.09**	**5.91**

*Restatement

In 2023, there was an update to the calculation method, resulting in differences in the data compared to last year's sustainability report.

Reduction of GHG Emissions [GRI 305-5]

Our initiatives to reduce greenhouse gas emissions are undertaken through various approaches such as increasing electricity efficiency, utilizing waste heat energy, using biomass, implementing solar panels as a renewable energy source, and employing efficient transportation means in product distribution. Additionally, we reduce product packaging weight, increase the composition of recycled packaging materials, and reduce energy use for utility machines. Starting in 2023, we also include RECs in our emissions calculations, resulting in differences in the data compared to previous sustainability reports. Here are the achievements of our greenhouse gas emissions reduction initiatives:

In tCO_2 eq	Danone-AQUA				
Category	**2021**	**2022**	**(+/-)**	**2023**	**(+/-)**
Scope 1	9,396	10,488	1,092	8,959	(1,529)
Scope 2	67,478*	64,314	(3,163)*	65,555	1,240
Scope 3	1,078,601*	1,274,561*	195,960*	1,207,490	(67,070)
Total	**1,155,475**	**1,349,364**	**193,888**	**1,282,004**	**(67,359)**

In tCO_2eq	Danone SN Indonesia				
Category	**2021**	**2022**	**(+/-)**	**2023**	**(+/-)**
Scope 1	22,963	14,287	(8,676)	13,505	(782)
Scope 2	15,457	12,651	(2,806)	10,578	(2,072)
Scope 3	1,065,121	1,109,953	44,832*	1,148,316	38,363
Total	**1,103,541***	**1,136,891***	**33,350***	**1,172,399**	**35,508**

*Restatement

Emissions of Ozone-depleting Substances [GRI 305-6]

We also measure substances that can damage the ozone layer or ozone-depleting substances (ODS) as part of our initiative to reduce global warming. In our operations, cooling processes through air conditioning, Air Handling Units (AHU), and chillers use materials categorized as ODS. We will continue to evaluate the ODS records we have kept to make further improvements.

Starting in 2023, we excluded HFCs from the ODS calculations, resulting in differences in the data compared to previous sustainability reports.

In Kg

Type	Danone-AQUA		
	2021	**2022**	**2023**
ODS Emissions	78*	0*	0
Installed ODS Gas	253.6*	37.6*	34.8

In Kg

Type	Danone SN Indonesia		
	2021	**2022**	**2023**
ODS Emissions	0	0	0
Installed ODS Gas	0	0	0

*Restatement

Nitrogen Oxides (NOX), Sulfur Oxides (SOx), and Other Significant Air Emissions [GRI 305-7]

It is undeniable that our production processes generate air emissions. This occurs due to the use of generators as an alternative when the electricity supply from PLN is disrupted and the use of boilers as a means to produce steam. We understand the importance of ensuring our operations do not negatively impact the community and the surrounding environment. In calculating conventional emissions, we use data from emission factors obtained from accredited external laboratory tests using standards/methods in accordance with SNI.

Type	Danone-AQUA		
	2021	**2022**	**2023**
NOx	31.16*	28.88*	7.30
SOx	2.83	4.00	3.73
CO	11.67	12.58	15.62
Particulate Matter	3.04	3.59*	2.05
Total	**48.70***	**49.06***	**28.71**

Type	Danone SN Indonesia		
	2021	**2022**	**2023**
NOx	131.77	74.92	24.89
SOx	22.69	11.6	5.3
CO	0.22	1.5	0.01
Particulate Matter	8.91	8.48	2.99
Total	**163.59**	**96.5**	**33.19**

*Restatement

Water and Effluent Management in Company Activities [GRI 303-1, 303-2]

As a company engaged in the bottled drinking water (AMDK) and nutrition sectors, water is a crucial resource for the continuity of our operations. The use of high-quality water is not only a fundamental element in the production process but also a key component in maintaining high product standards and supporting the health and well-being of our consumers. We understand that the sustainability of water resources is vital, and we are committed to managing water intake and use wisely and responsibly. Below is the total water intake for the reporting period: **[GRI 303-3]**

(In Megaliter)	Danone-AQUA			Danone SN Indonesia		
	2021	2022	2023	2021	2022	2023
Entire Area						
Groundwater	14,814.63	15,703.16	15.737,79	480.27	489.4	471.92
Groundwater from Third Parties (PAM Water)	0	0	0	14.28	21.3	0
Total	**14,814.63**	**15,703.16**	**15.737,79**	**498.55**	**510.7**	**471.92**

(In Megaliter)	Danone-AQUA			Danone SN Indonesia		
	2021	2022	2023	2021	2022	2023
Areas Experiencing Water Stress						
Groundwater	3,674.61	4,055.23	4,217.39	420.37	427.37	407.96
Groundwater from Third Parties (PAM Water	0	0	0.00	0*	0*	0
Total	3,674.61	4,055.23	4,217.39	420.37*	427.37*	407.96

*Restatement

Management of Water Resource Intake and Use

We recognize that water is a vital natural resource essential for the life of humans and other living beings on Earth. With the growing human population, the demand for water also increases. Additionally, the potential impacts of climate change are accelerating water scarcity. To maintain the quality, quantity, and sustainability of water resources, Danone has implemented a Water Resource Policy with the target of achieving "Positive Water Impact" by 2030. **[GRI 3-3]**

Water Resource Management Policy

Preserving Water Resources and the Natural Environment

Watershed (DAS) Protection

Collective Protection of Water Resources Across All Watersheds Where AQUA Operates

Promoting Water Circularity in the Production System

Water Efficiency and Wastewater Management

Reduction of Process Water Usage Intensity by 50%

Provision of Clean Water

Access to Clean Water, Sanitation, and Hygiene

Provision of Clean Water for Communities of at Least 15% of Water Extraction Permits

WASH4Work for access to drinking water, sanitation, and hygiene in work and production facilities.

To achieve this, we have developed initiatives under three main pillars, which include:

- Conserving River Basin-Based Water Resources (River Basin Conservation)
- Enhancing Water Efficiency and Circularity in Company Operations
- Providing Clean Water and Sanitation (WASH) Access to Communities

Conserving River Basin-Based Water Resources (River Basin Conservation)

Water resource conservation policies or programs are crucial steps to ensure the sustainability of water resources for current and future generations. As a company that uses water as a primary raw material, the Danone Group in Indonesia plays an active role in preserving the water resources provided by nature for all living beings on Earth. One of our activities involves managing river basins around our operational areas to maintain both the quantity and quality of water through nature-based solutions. Together with stakeholders, local governments, and local communities, we work to protect river basins and utilize these water resources responsibly for collective needs.

Since 2010, the Danone Group in Indonesia has advanced its River Basin-Based Conservation Program around its operational areas. The goal is to increase groundwater recharge by capturing as much rainwater as possible, thereby enhancing water reserves for the community and ensuring business sustainability.

Activities in the water conservation program generally aim to infiltrate rainwater into the ground as much as possible through tree planting, civil engineering conservation techniques such as creating channels, infiltration wells, ponds, and biopores. As of 2023, the Danone Group in Indonesia has planted 2.521 million trees and built 2,687 infiltration wells, 93,059 biopores, 46 infiltration ponds, 4 small dams, and 13,641 trenches across the watershed areas of its operations.

In 2023, tree planting and civil engineering conservation activities included:

Indicator	Unit	2023
Tree Planting	Tree	31,272
Infiltration Wells	Unit	251
Rainwater Harvesting Infiltration Wells (RWH)	Unit	14
Infiltration Ponds	Unit	15
Biopores	Unit	300
Small Dams	Unit	2
Ditiches	Unit	3,296

As part of our commitment to environmental sustainability, we focus not only on water conservation and management but also on ecosystem conservation around our factories. By maintaining ecological balance and protecting local flora and fauna, we contribute to better water absorption, natural filtration, and soil erosion reduction. These efforts ensure the availability of clean and high-quality water for the surrounding communities and future generations.

Payment for Environmental Services (PES) Scheme

Danone Group in Indonesia is committed to developing watershed-based conservation programs across all its operational areas, including in the Cidahu and Cicurug sub-districts, which cover Girijaya Village, Cisaat Village, Tenjolaya Village, Pesawahan Village, and Kutajaya Village, part of the Citatih Sub-Watershed. Overall, this program has built 259 infiltration wells, 9 water ponds, and planted 570,471 trees, among other initiatives.

Recognizing that watershed preservation requires multi-stakeholder collaboration, in 2018, Danone Group in Indonesia, in partnership with the NGO Rekonvasi Bumi, initiated the formation of a multi-stakeholder forum for watershed management in Sukabumi. The forum, named the Sukabumi Regency Environmental Management and Protection Coordination Forum (FKPPLH), was established to improve watershed management quality and facilitate the implementation of Payment for Environmental Services (PES) between companies utilizing water along the watershed and upstream communities providing environmental services.The PES scheme was designed to provide economic incentives to upstream communities actively involved in the construction of infiltration wells developed by Danone Group in Indonesia in the Citatih Sub-Watershed catchment area.

FKPPLH members include the Sukabumi Regency Government, private sector representatives, environmental NGOs, and community leaders. The existence of FKPPLH has been legitimized by a Decree from the Regent of Sukabumi. This legal recognition empowers FKPPLH to play a key role in the preservation of the Citatih Sub-Watershed through the PES Scheme. The forum's activities began with an inventory of structures (infiltration wells in good condition and meeting the criteria for the Payment for Environmental Services Program). This was followed by facilitating the formation of Water Resource Management Community Groups (9 groups spread across 8 villages) and the development of PES Standard Operating Procedures (SOP).

Danone Group in Indonesia was the first company to commit to implementing the PES Scheme. With facilitation by FKPPLH, we entered into maintenance contracts for 159 infiltration wells with the 9 farmer groups formed. Each infiltration well is valued at IDR 600,000 per year. The PES contract period lasts for six years, from May 28, 2020, to May 28, 2026.

The maintenance contract ensures that the constructed infiltration wells are properly maintained, enabling them to absorb rainwater into the ground effectively. This has reduced the occurrence of flooding during the rainy season and increased groundwater levels in local wells.

Simultaneously, the PES Scheme has provided economic benefits by enabling the farmer groups to develop businesses using funds from the PES. One such group, Tani Mata Air, used the environmental service payments to start a lemon cultivation business.

FKPPLH continues to educate other companies operating along the Citatih Sub-Watershed, located in Citatih and Cidahu sub-districts. In 2023, FKPPLH successfully convinced a company producing fermented milk beverages to also establish a cooperation contract with a farmer group.

As a result, this program has successfully improved the welfare of upstream watershed communities through environmental, economic, and social education.

> The direct benefit of environmental services (jasling) is the additional economic income for infiltration well owners, as well as the preservation of the environment, both in terms of cleanliness and water sources. This program also demonstrates that the Payment for Environmental Services scheme can be an effective solution to maintaining ecological balance while meeting the needs of industry and society.
>
> **Saepul,**
> **Secretary of FKPPLH**

Regenerative Agriculture

As a company operating in the Bottled Drinking Water (AMDK) and nutrition sectors, Danone Indonesia is committed to preserving the environment and empowering communities around our factories. One of our initiatives is developing a Regenerative Agriculture program in Kemudo Village, Prambanan District, Klaten Regency, Central Java Province.

Kemudo Village has 156 hectares of farmland that remain productive throughout the year, following a crop rotation pattern of rice-rice-secondary crops or rice-rice-rice. However, most farmers in this village still rely on conventional farming practices, using chemical fertilizers and pesticides intensively. These practices not only burden the farmers due to the high cost of chemical fertilizers but also have the potential to pollute water sources and soil around the factory, as well as degrade soil structure.

As a solution, Danone Indonesia, in collaboration with the NGO Gita Pertiwi and the Agricultural Instrument Standardization Body of Yogyakarta, has developed the Regenerative Agriculture program. In its operations, Sarihusada produces milk liquid waste in the form of sludge, while our partner, PT BECIS, produces rice husk charcoal from biomass combustion processes. These two materials, rich in macro-nutrients such as nitrogen (N) and carbon (C), are processed into organic fertilizers.

The organic fertilizer formula made from sludge and burnt husks was tested at the IP2SIP Experimental Farm in Bantul, covering an area of 1,000 m². After proving effective, we conducted technical guidance for 100 farmers on using organic fertilizers. Subsequently, we established demonstration plots in Kemudo Village and Sanggaran Village, covering an area of 2,000 m², to grow cayenne peppers and curly peppers.

During the July-December 2023 planting period, these demonstration plots produced 563.8 kg of red curly peppers, 1.3 kg of green curly peppers, and 486.9 kg of cayenne peppers, with a total income of IDR 54,199,500 and a net profit of IDR 16,963,600. Additionally, Sarihusada distributed 10 types of organic agricultural inputs in the form of Liquid Organic Fertilizers and Botanical Pesticides amounting to 2,673.5 liters to the demonstration plots, farmer groups, and Women Farmer Groups .

This Regenerative Agriculture program is not only applied in the demonstration plots but also on the farms of participating farmers. Three farmer groups in Kemudo Village, namely Poktan Rukun Makmur, Poktan Rukun Tani, and Poktan Sedyo Rukun, as well as one farmer group in Sanggaran Village, are now implementing regenerative farming practices on their respective lands.

With a total land area of 10.15 hectares and the involvement of 37 farmers, this program contributes to improving farmers' welfare while preserving the environment. We are proud that this initiative can serve as a model for sustainable agriculture in Indonesia, while also supporting our company's goal of creating long-term value for society and the environment.

> The Regenerative Agriculture program, a CSR initiative from Sarihusada facilitated by the Gita Pertiwi Foundation, offers a solution to the issues surrounding farmers' access to the Kartu Tani. This program teaches us to restore soil fertility, which has been damaged by excessive use of chemical fertilizers, by utilizing organic fertilizers that we produce ourselves. The results from the demonstration plots, whether for rice, corn, or chili, prove that applying regenerative agriculture yields are comparable to those obtained using synthetic chemical fertilizers. This is beginning to change farmers' mindset towards adopting healthy farming practices without relying on synthetic chemical fertilizers. We hope that what we are doing in Kemudo can serve as motivation for other villages.
>
> **Hermawan Kristanto,**
> **Kepala Desa Kemudo**

Enhancing Water Efficiency and Circularity in Company Operations [GRI 303-2, 303-4]

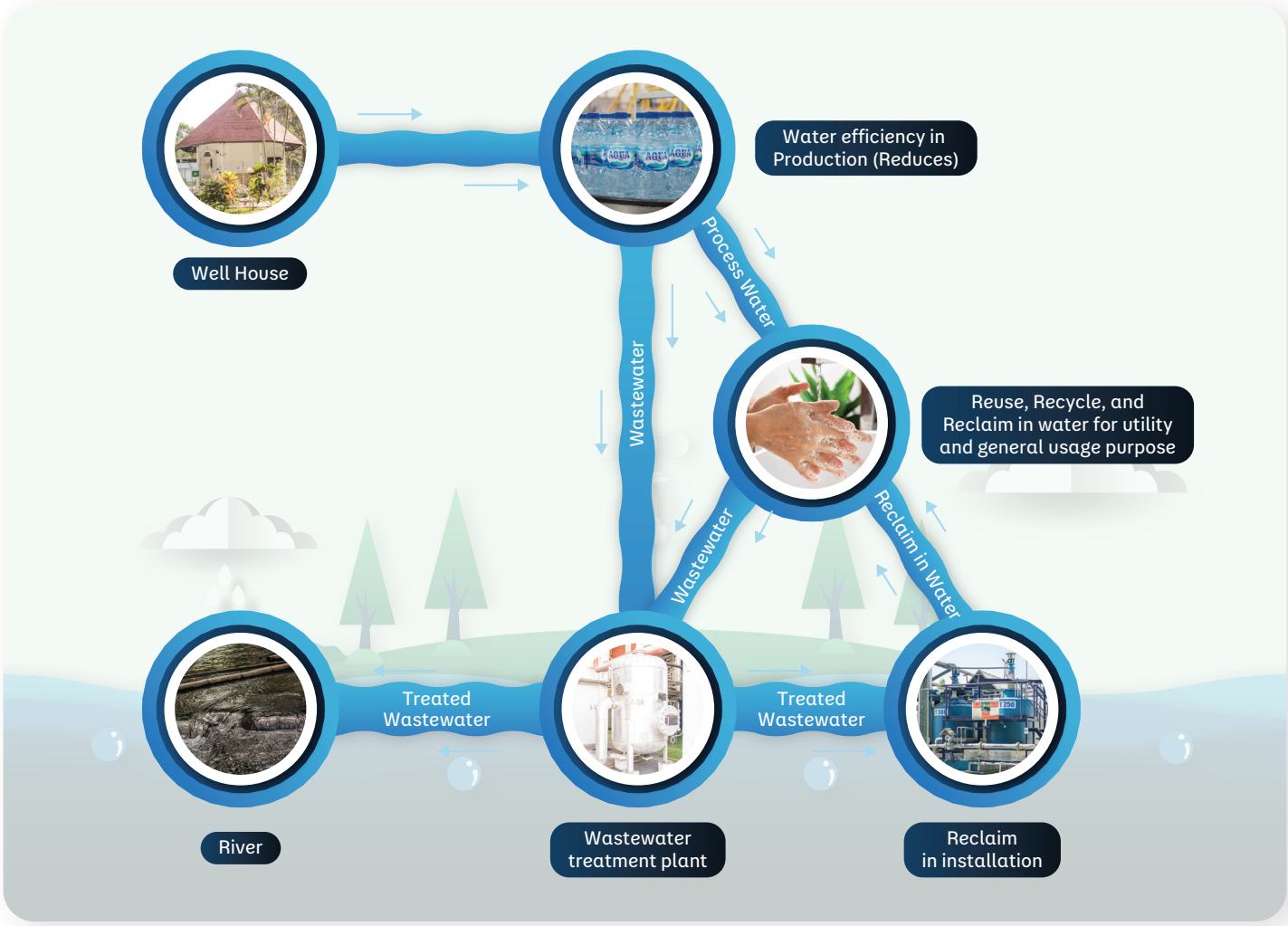
In addition to managing water resources around our company locations, we also have a responsible water usage policy within our operational scope. The core of Danone's Water Policy is to further reduce water consumption or use water responsibly with a primary approach of Reduce, Reuse, Recycle (3R). Furthermore, we ensure that wastewater meets cleanliness standards and does not pollute the environment, while enhancing water circularity in the production system across all Danone Group sites in Indonesia. With this approach, we aim to achieve a 50% water efficiency target by 2030.

Activities carried out at Danone Indonesia include:
- Dissemination of information on efficient water use
- Water efficiency in production processes, including ensuring no leaks in water installations
- Utilization of rainwater
- Optimization of water consumption during processes
- Water recycling
- Maintenance of water wells using Hydro Pulse methods and the implementation of predictive maintenance, which is the first and only of its kind in Indonesia

Wastewater produced from our production processes is treated through Wastewater Treatment Plants (WWTP). Through WWTP, we ensure that the wastewater undergoes treatment processes that meet established quality standards. Below is the data on water discharge during the 2021-2023 period from Danone-AQUA and Danone SN Indonesia (in megaliters):

Type		Danone-AQUA			Danone SN Indonesia		
(In megaliter)		2021	2022	2023	2021	2022	2023
Disposal to Entire Area							
Disposal of water based on destination purpose	Surface water	1,345.1	1,797.8	2,119.3	174.84	197.16	272.3
	Groundwater	0	0	0	49.54	57	0
	Used by other organization	0	0	0	0.02	0.02	0
	Total	**1,345.1**	**1,797.8**	**2,119.3**	**224.4**	**254.18**	**272.3**
(All discharged water has undergone wastewater treatment procedures, so all discharged water is ≤ 1,000 mg/L total dissolved solids)							
Disposal to Entire Region Experiencing Water Stress							
Disposal to Entire Region Experiencing Water Stress	Surface water	306.11	456.57	429.4	155.38	180.08	0
	Groundwater	0	0	0	26.15	29.49	0
	Total	**306.11**	**456.57**	**429.4**	**181.53**	**209.57**	**0**

After undergoing the appropriate treatment processes, water that meets quality standards is released into the river. We are committed to not polluting the surrounding environment with the wastewater we produce. We manage it through our Wastewater Treatment Plants (WWTP) to anticipate any wastewater that could negatively impact the community and the environment. All wastewater to be discharged has undergone treatment to ensure it meets the applicable requirements and threshold conditions.



Providing Access to Clean Water and WASH Sanitation to Communities

In 2023, Danone Group in Indonesia remained committed to improving the health of the Indonesian people, particularly in areas around our operations. This commitment is realized through initiatives such as the Water Access, Sanitation, and Hygiene (WASH) Program.

Danone Group in Indonesia emphasizes a community-based approach by involving many stakeholders. Therefore, in designing these programs, we engage various stakeholders, such as local governments, partners, Non-Governmental Organizations (NGOs), educational institutions, and, of course, the active participation of the local community.

The WASH program is our way of demonstrating concern for the community in obtaining access to clean water and sanitation. Specifically, the implementation of this program is carried out in watershed areas where Danone-AQUA operates and in regions where accessibility to clean water and sanitation is categorized as low. Some of the activities carried out through the WASH program include:

- Construction of clean water and sanitation facilities such as wells, water towers, piping installations, water pumps, clean water storage, and hygiene facilities.
- Technical and administrative training.
- Training of Clean and Healthy Living Behavior (PHBS) cadres.
- Promotion of PHBS through student ambassadors.
- Regular program evaluation.

Through the WASH program, the Company has supported the Government's program to achieve 100% access, where everyone can obtain clean water and sanitation by 2030, in line with SDG No. 6. The number of beneficiaries of the WASH program by 2023 has reached 500,000 people in 70 villages, with more than 30,000 of them being new beneficiaries in 2023.

WASH Program: Improving the Health of Students in Islamic Boarding Schools in West Java

In 2023, Danone Indonesia implemented the WASH (Water, Sanitation, and Hygiene) program in several Islamic boarding schools (pesantren) in West Java. The program aims to improve the health of students (santri) by providing adequate clean water and sanitation facilities.

This program was carried out in various pesantren in West Java, with the following details:

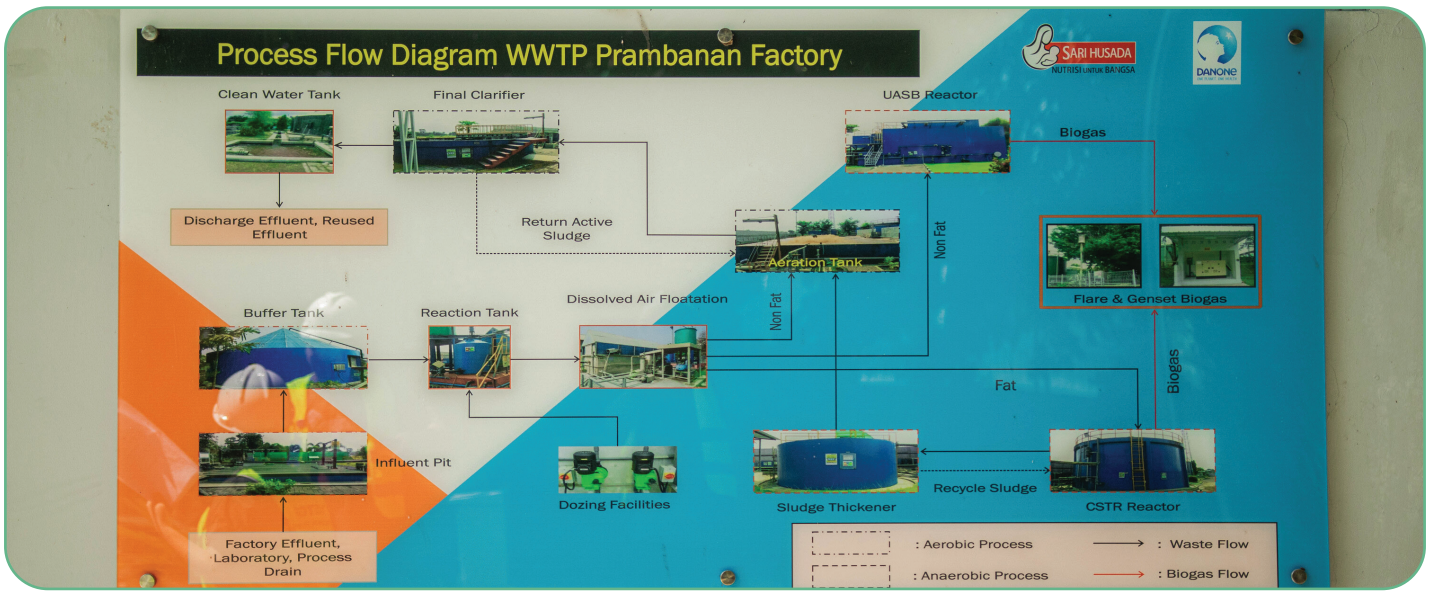
- Pesantren Ayyatirochman: Construction of one MCK unit (bathing, washing, toilet facilities), one borehole well, and installation of water taps.
- Pesantren Annur Chimpea: Construction of one borehole well.
- Pesantren Nurul Hikmah: Construction of two MCK units, water taps, and a place for ablution (wudhu) for the santri.
- Pesantren Cinta Rasul: Construction of four MCK units, one septic tank, and one borehole well.
- Pesantren Raoudatul Wildan Al Fatahi: Construction of two borehole wells.
- Pesantren Al Badariyah: Construction of four new MCK units.
- Pesantren Al Fathmahiyyah: Construction of five MCK units.
- Pesantren Nurul Istiqomah: Construction of one borehole well.
- Pesantren Bani Harun: Construction of one borehole well and four MCK units.
- MWC NU (Majelis Wakil Cabang Nahdlatul Ulama) Office

The program involved the construction of MCK facilities, borehole wells, and the installation of water taps in nine pesantren and one NU branch office in West Java. Through this initiative, Danone Indonesia successfully provided better clean water and sanitation facilities for the santri and teachers (ustad/ustadzah) at these pesantren.

This program directly benefited 1,521 santri and 92 ustad/ustadzah in nine pesantren and one NU branch office. Additionally, the program had a positive impact on 287 elementary schools surrounding the pesantren.

With the WASH program, it is expected that the health of the *santri* will improve, allowing them to study more effectively and comfortably. This program also represents Danone Indonesia's commitment to supporting the health and well-being of the community, particularly in educational environments.

Water Consumption [GRI 303-5]



(In Megaliter)	Danone-AQUA			Danone SN Indonesia		
	2021	2022	2023	2021	2022	2023
Water Intake (a)						
All areas	14,814.63	15,703.16	15,737.79	495.00	511.00	472.00
Water stress area	3,674.61	4,055.23	4,217.39	421.35	435.67	0
Water Discharge (b)						
All areas	1,345.10	1,797.80	2,119	224.40	254.18	274.02
Water stress area	306,11	456,57	429	181.53	209.57	0
Water Consumption (a-b)**						
All areas	13,469.53*	13,905.36*	13,618.79	270.60*	256.82*	197.98
Water stress area	3,368.5*	3,598.66*	3,788.39	239.82*	226.10*	0

*Restatement
**(The calculation is done as follows: Water consumption = Water intake - Water discharge)

Conserving Biodiversity

Biodiversity plays a crucial role in maintaining the sustainability of the overall environmental ecosystem. Protecting biodiversity is a concrete action to preserve the ecology of all living beings on Earth. Biodiversity protection is an integral part of our water conservation program, especially in rainwater absorption.

Danone Group in Indonesia is committed to not disrupting or damaging biodiversity at all operational sites. On the other hand, we have various program initiatives to achieve environmental ecosystem sustainability, both in aquatic and terrestrial ecosystems. Biodiversity protection programs are implemented concurrently with the company's water conservation programs. **[GRI 3-3]**

The Company's operational locations are situated in various areas, some of which are adjacent to regions with high biodiversity value. These locations include: **[GRI 304-1]**

Danone-AQUA				
Factory Location	**Program Implementation**	**Location Type (Outside/Inside the factory)**	**Land Area (Ha)**	**Biodiversity Index**
Airmadidi	Kaki Dian Kehati Park, Mount Klabat	Outside Factory	3.6	H' = 3.25
Banyuwangi	Raung Kehati Park, Sumberarum Village, Songgon Sub-district, Banyuwangi Regency	Outside Factory	3.3	H' = 1.679 E = 0.4190 D mg = 6.8164
Banyuwangi	Near factory area	Outside Factory (Still under development this year)	2.79 (This is RTH data inside the factory from the previous project year)	(No data available) This year the Taman Kehati program will start outside the factory
Cianjur	TIV factory area Cianjur, Gekbrong Village, Cianjur Regency	Inside Factory	5	H' = 4.24
Ciherang	Ciderum Village, Caringin Sub-district, Bogor Regency	Inside Factory	3.76	H' = 4.62
Citereup	Lido Kehati Park, Ciburuy Village dan Cigombong Village, Cigombong Sub-district, Bogor Regency, West Java	Outside Factory, but within the Lido Source Area	5.61	H' = 3.95

Danone-AQUA				
Factory Location	**Program Implementation**	**Location Type (Outside/Inside the factory)**	**Land Area (Ha)**	**Biodiversity Index**
Kebon Candi	Raya Winongan, Gondangwetan Street, Kb. Sawo, Kb. Candi, Gondang Wetan Pasuruan Sub-district, East Java	Inside Factory	3.26	H' = 3.74
Klaten	AQUA Klaten Kehati Park, Polanharjo Sub-district, Klaten Regency, Central Java	Inside Factory	4.6	H' = 3.6 E = 0.751
Langkat	Kehati Park, Dusun 5 Pasar VI Kwala Mencirim Village, Sei Bingai Sub-district, Langkat Regency	Outside Factory and Inside Factory(In initiation)	7.99	H' = 3.11
Mambal	Banjar Jempanang, Belok Sidan Village, Petang Sub-district, Badung Regency	Outside Factory	The Kehati intervention area covers an area of one banjar (Total Banjar area is around 42.75 ha)	H' = 3.145 Bird species index (aves) 3.559 Non-aves fauna species diversity index 3.745 The plant diversity index for tree life forms is 3.12, for poles it is 3.03, for saplings it is 2.82 and for seedlings it is 3.61.
Tanggamus	Galih Batin Kehati Park, Pekon Teba, Agung Timur Sub-district – Tanggamus, Lampung Province	Outside Factory (factory-owned land)	3.2	H' = 3.18
Pandaan	Sapen Nusantara Kehati Park, Leduk, Prigen Sub-district, Pasuruan Regency	Outside Factory	19.3	H' = 3.78 136 spesies

Danone-AQUA				
Factory Location	**Program Implementation**	**Location Type (Outside/Inside the factory)**	**Land Area (Ha)**	**Biodiversity Index**
Subang	Pasanggrahan Village, Kasomalang Sub-district, Subang Regency	Inside Factory	5.8	H' = 3.78 E = 0.85
Mekarsari	Kampung Kubang, Babakanpari Village, Cidahu Sub-district, Sukabumi Regency	Inside Factory(Kubang Water Source)	10.12	4.36
Babakanpari	Kampung Papisangan Lio, Caringin Village, Cicurug Sub-district, Sukabumi Regency	Inside Factory	5.5	4.11
Berastagi	Taman Hutan Raya (Tahura) Bukit Barisan Selatan	Outside Factory	4.8	2.9

Danone-AQUA				
Factory Location	**Program Implementation**	**Location Type (Outside/Inside the factory)**	**Land Area (Ha)**	**Biodiversity Index**
SGM Yogyakarta	Eroniti Kehati Park, Karangasem VIllage, kapanewon Ponjong, Gunungkidul Regency, DIY	Outside Factory	15	1.71
SGM Prambanan	Prambanan Kehati Park, Kemudo Village, Prambanan Sub-district, Klaten Regency	Inside Factory	6.4	3.04
NIS	Telaga Inspirasi Kehati Park, IPB Dramaga Campus, Bogor	Outside Factory	8.6	3.5

Description of Biodiversity Index

H′ < 1.0	1.0 < H′ < 3.322:	H′ > 3.322:
Biodiversity: Low Productivity: Very low Implication: Indicates heavy ecological pressure and unstable ecosystem.	Biodiversity: Medium Productivity: Sufficient Implication: Ecosystem conditions are balanced with moderate ecological pressure.	Biodiversity: High Productivitiy: High Implication: Shows good ecosystem stability.

Habitats Protected or Restored [GRI 304-3]

We also take steps in restoration activities with third parties to ensure the continuity of biodiversity around our factories.

Danone-AQUA

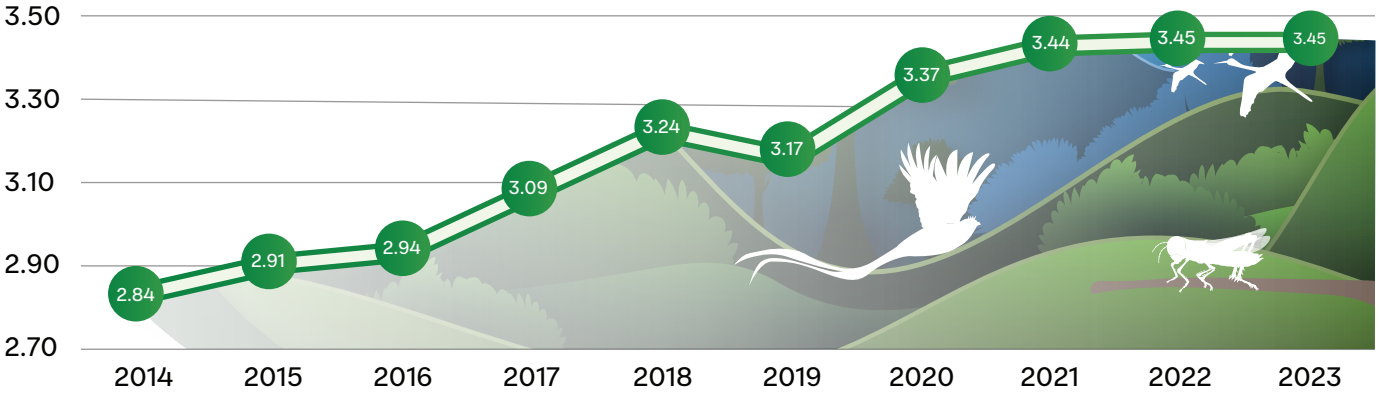
Location	Area (Ha)	Collaboration with Third Parties in Management	Restoration Activities
Kehati Conservation Park	4.80	Tahura Bukit Barisan	Protection of the Bukit Barisan Mountain Range Forest Park area from humus theft through community education. Planting in rehabilitation areas.
TNGHS (Mount Halimun Salak National Park)	69.02	Balai Besar TNGHS	Protection of flora and fauna in the national park area and development of early warning disaster infrastructure.
Kaki Dian Kehati Park	3.60	PD Klabat	Protection of flora and fauna in the designated Foot of Mount Dian Conservation Park.
Sapen Nusantara Kehati Park	19.30	Forestry	Protection of flora in the Perhutani protected area. Inventory and digitalization of herbal flora in the area.

Danone SN Indonesia

Location	Area (Ha)	Collaboration with Third Parties in Management	Restoration Activities
Telaga Inspirasi IPB-Nutricia Kehati Park	8.60	Institut Pertanian Bogor (IPB)	Creating a park to protect: the wildcat, kekes squirrel, cockatoo, and coconut squirrel. Meanwhile, for plants: African tree, walnut tree, rubber tree, kebo rubber tree, various bamboo species, and mahogany tree.
Eroniti Kehati Park	16.60	Institut Pertanian STIPER (INSTIPER) Yogyakarta	Joint tree planting in the karst area of Eroniti Conservation Park with students from INSTIPER.

Our operations do not directly impact biodiversity, but through conservation efforts around our factories, we positively contribute to the national biodiversity index.

Biodiversity Index Trend



In addition to recording biodiversity indices, Danone Group in Indonesia also records flora and fauna species near its locations. The list includes species listed on the International Union for Conservation of Nature (IUCN) Red List and national conservation species with habitats within the operational areas affected. **[GRI 304-4]**

Description	2023	
	Flora	Fauna
Danone-AQUA	392	520
Danone SN Indonesia	125	144
Total	517	664

Description	2023	
	Flora	Fauna
Extinct	0	0
Extinct in the wild	0	0
Critically endangered	2	2
Endangered	7	6
Vulnerable	15	12
Near threatened	13	10
Low risk	131	277
Data deficient	4	1
Not evaluated	268	209

Throughout 2023, the company did not receive any complaints, fines, or sanctions related to biodiversity. **[GRI 304-2]**

#BIJAKBERPLASTIK - Creating a Circular Economy for Plastic Packaging [GRI 306-2]

The National Waste Management Information System (SIPSN) records that in 2023, Indonesia generated 23.076 million tons of waste, with 32.99% of it untreated, posing potential pollution to water sources, the environment, and oceans. The government targets a 70% reduction in plastic waste in the ocean by 2025, urging both the public and private sectors to manage waste effectively.

One approach to waste management adopted by industry players is the circular economy, emphasizing efficient use of materials to extract maximum value, and recovering and regenerating products or packaging to minimize waste or achieve Zero Waste to Landfill.

Danone Group in Indonesia has embraced a circular business model where Danone-AQUA, with 70% of its business comprising 100% reusable gallon products. Meanwhile, 30% of SPS bottled water products contain up to 25% recycled content and are 100% recyclable. Danone-AQUA and Danone SN Indonesia products are also packaged in cartons made from 100% recycled materials and are recyclable .

To strengthen the circular economy model in plastic packaging, Danone-AQUA launched the *#BijakBerplastik* movement on June 5, 2018. *#BijakBerplastik* is a commitment and action aimed at supporting Indonesia's government in achieving a 70% reduction in plastic waste in the ocean by 2025. It focuses on Collection, Education, and Innovation.

Danone Group in Indonesia promotes the Zero Waste to Landfill approach, a waste management model aimed at reducing household and office waste accumulation by recycling or reusing waste, thereby preventing any waste from ending up in landfills and polluting the environment. We have Standard Operating Procedures related to environmental matters (wastewater, hazardous waste, and non-hazardous waste).

Collection Pillar: Creating a Plastic Waste Collection Ecosystem [GRI 301-3]

As a mineral water producer, we understand the importance of responsibility in managing plastic waste. In this effort, we collaborate with a digital collection application, 10 Recycling Business Units, three Integrated Waste Management Facilities, 10 Central Waste Banks (BSI), 19 Collection Center, 24 3R Waste Management Facilities. We also accept all mineral water bottles or PET in our collection process. This is done to ensure broader and more effective collection and recycling.

In 2023, we successfully collected 22,000 tons of plastic waste, including 19,509 tons of PET plastic. These efforts are part of our commitment to supporting a cleaner and more sustainable environment. We will continue to strive to enhance this collection and recycling program, working with various parties to achieve better results in the future.

These waste collection facilities are part of the Waste Collection Program developed by the Company in collaboration with the central and regional governments, Plastic Recycling Companies, and non-governmental organizations.

An important aspect of every Waste Collection Program developed by Danone-AQUA is empowering waste pickers and waste facility managers. They are informal sector workers who do not receive benefits as employees despite their crucial role in waste management sustainability in Indonesia. In 2023, we successfully engaged 7,947 waste pickers in the waste collection process. Additionally, Danone Indonesia also collaborates with the Indonesian Waste Pickers Association (IPI) to empower waste pickers, including providing them with identification documents.

Gerakan Sedekah Sampah Indonesia (GRADASI)

In 2021, amidst global challenges concerning plastic waste management, Indonesia faced significant issues as one of the major contributors to marine plastic pollution worldwide. Despite government efforts through Presidential Regulation 83/2018 aiming to reduce marine plastic waste by 70% by 2025 and achieve zero plastic pollution by 2040, public awareness regarding waste management remains low. According to a survey by the Ministry of Environment and Forestry in 2022, 72% of Indonesians are indifferent towards waste, and 55% lack access to waste management facilities.

In support of governmental initiatives, Danone-AQUA launched the Indonesian Waste Donation Movement (GRADASI) as part of the *#BijakBerplastik* (#WisePlasticUse) program. This movement leverages Indonesia's high religious trust, integrating waste management into religious activities. Based on surveys, 95% of Indonesians trust in religion and morality, making this approach effective in building awareness of waste management.

Starting in 2021, GRADASI focused on collecting and managing plastic waste in places of worship. With support from the Ministry of Environment and Forestry, the National Secretariat for Marine Waste Management, United Nations Development Program (UNDP) Indonesia, and religious leaders, collection boxes for plastic waste were placed in places of worship. The collected waste is processed by Danone-AQUA at six recycling centers to produce packaging materials.

To date, GRADASI has engaged over 200 places of worship and other locations, collecting a total of 280 tons of waste. The program has benefited thousands of recipients, including 17,200 mosque congregants, 12,415 Catholic church members, 1,490 Protestant church members, 200 Hindu temple and Chinese temple congregants, as well as 360,000 students in schools and Islamic boarding schools (pesantrens). Moreover, the program involves 39 community groups, 16 government agencies, and 4 business sectors across 24 provinces and 62 districts/cities in Indonesia.

Key activities within the GRADASI program include placing dropboxes in places of worship, launching the Waste Collection Movement at Bogor Cathedral, conducting the Gradasi Akbar event at Baitul Makmur Mosque, and facilitating interfaith dialogues at Istiqlal Mosque. The success of the program is evident fro various positive testimonials from stakeholders. For example, Bu Ngadil from Yogyakarta has experienced the benefits of donating waste for mosques and the surrounding community, while Bu Sari from North Jakarta takes pride in actively participating in social activities through GRADASI.

With these achievements, the Indonesian Waste Donation Movement demonstrates that community-based and religious approaches can enhance public awareness and participation in waste management. The program not only helps reduce waste but also fosters essential understanding of environmental responsibility among the broader population. The total transaction value from waste management reaches IDR 1.68 billion, and the program has been covered by 224 online media outlets, reinforcing its positive impact in driving behavioral change towards waste management.

> Not only did I feel the results of giving alms to the mosque and the surrounding community, but I was also encouraged to give alms to rubbish because the benefits are so many.
>
> **Mrs. Ngadil - Al Muharram Mosque Waste Alms Donor, Yogyakarta**

SAMTAKU Education: Building Waste Management Awareness Among the Young Generation

The education pillar *#BijakBerplastik* aims to create a culture of recycling and waste management in Indonesian society. To achieve this, the SAMTAKU Education Program was developed targeting various age groups. This program includes videos and comic series for kindergarten students, SAMTAKU modules for elementary and junior high school students, as well as media campaigns and community outreach activities to reach the public broadly.

In 2023, we continued the SAMTAKU Education Program, involving 4,206 students from Adiwiyata schools at the elementary school level and 31,410 students from Adiwiyata schools at the junior high school level. Adiwiyata schools aim to promote environmental knowledge and awareness among school communities. Through this collaboration, the SAMTAKU module will serve as a guide for waste management education in schools. Additionally, we established the "Wahana Edukasi Sampahku Tanggung Jawabku" (My Waste My Responsibility Education Area) at the TPST Mengwitani Bali. The Education Module has reached 675 students from 10 schools in Bali.

To reach a wider audience, we collaborated with various events and public locations as waste management providers, particularly for plastic bottle waste. In 2023, we collaborated with Maybank Marathon, Circle K Run, and Garuda Wisnu Kencana Bali. Additionally, we educated our employees and provided waste management in collaboration with Waste4Change for waste sorting.

Sekolah Adiwiyata

In 2023, Danone Indonesia continued its commitment to environmental conservation through the Adiwiyata Samtaku (My Waste, My Responsibility) Program. This program aims to enhance awareness and concrete actions in waste management at Adiwiyata schools located in three provinces: Central Java, Yogyakarta Special Region, and West Java.

In efforts to create a cleaner and healthier environment, Danone Indonesia collaborated with local Environmental Agencies to provide socialization and training to teachers and Adiwiyata teams in 60 candidate schools for Independent Adiwiyata Schools (CSAM). In these schools, students and teachers are taught the importance of waste management through the Samtaku book guidelines. The Samtaku program serves as a module introduced in various school activities to support the independent curriculum and strengthen students' characters who are environmentally conscious. This program is conducted both online and offline, with technical guidance to assist schools in preparing documents according to the Adiwiyata School indicators.

Additionally, the program emphasizes the use of digital systems in supporting the achievement of planned activity indicators and the school's strategies in implementing the School's Environmental Care Cultural Movement (PBLHS). Shind Jogja, a partner experienced since 2008, provides intensive mentoring and digitalization of every component of the Adiwiyata program. This mentoring helps schools achieve the program's goals: building environmentally friendly behaviors and improving the physical quality of the school environment. They are not only taught to dispose of waste properly but also to sort and process waste wisely using the Online Waste Bank application. This application facilitates the collection of plastic and non-plastic waste, encouraging active participation from the school community.

The program also involves the *#BijakBerplastik* campaign in 20 regions, inviting local governments and communities to collaborate in waste management efforts. This campaign introduces various practical and innovative steps in waste management at schools and surrounding communities. The program has benefited 62,616 individuals.

Adiwiyata Samtaku exemplifies real collaboration among various parties in creating cleaner and sustainable school environments. Through this program, Adiwiyata schools in the three provinces can strengthen their environmental initiatives and promote environmentally friendly behavior among students and teachers.

> Our school is currently on its way to achieving Adiwiyata Nasional status. For the past four years, our school has been supported by the Samtaku Program, where students, cadres, and teachers have been educated and received up-to-date knowledge. In addition, a Waste Bank has been established to manage organic and non-organic waste, and waste segregation has become a positive culture among the school community.
>
> **Niken Faridayanti,**
> **a Javanese Language teacher and the Head of the Adiwiyata program at SMAN 1 Polanharjo**

AQUA and Malu Dong Community Collaboration: Reviving Sustainable Marathons

In 2023, Danone-AQUA collaborated with the "*Malu Dong*" community to support the Maybank Marathon, an internationally recognized running event with an 'Elite Label' from World Athletics, held at Bali Safari & Marine Park, Gianyar, Bali. As the official water sponsor, AQUA provided hydration stations along the marathon route, ensuring the hydration needs of 13,600 participants from various countries were met. Providing natural mineral water from protected sources was crucial to prevent dehydration, regulate body temperature, and maintain the participants' performance during the long distance race.

Through these efforts, we successfully collected and recycled four tons of plastic waste, which was then processed into new AQUA bottles and other plastic products. Non-plastic and organic waste were also managed properly to avoid environmental disposal or ending up in landfills, thus supporting the circular economy concept.

This collaboration reflects our dedication to sustainability and the *#BijakBerplastik* campaign, supporting the Clean Indonesia Movement. By providing drinking water and promoting environmental awareness, our goal is to enhance public understanding of the importance of adequate hydration, especially during physical activities, and the importance of preserving the environment. Additionally, we invited all participants of the Maybank Marathon 2023 to join us in keeping Bali clean by disposing of trash in designated areas.

AQUA's support for the organization of the Maybank Marathon 2023 not only helped meet participants' hydration needs but also educated them about environmental responsibility. We hope that our efforts will increase awareness among participants and the Bali community about the importance of environmental conservation and proper waste management.

Green Office - Responsible Waste Management RDTX Place

Waste originating from office areas is one of the contributors to urban waste generation. If not managed properly, office sector waste can exacerbate the volume of waste ending up in landfills or even leak into the environment. Therefore, commitment from office management and employees is essential to maintain a clean office environment.

At Danone Indonesia's RDTX Place office, efforts are made to actively involve office employees in achieving a clean office environment and contributing to waste segregation within the office.

Since 2019, Danone Indonesia's RDTX office has collaborated with PT Waste4Change Alam Indonesia to responsibly manage waste under the Green Office campaign. This initiative began by involving Danone employees in Waste Wise Academy (AKABIS) education to introduce the importance of waste management at its source.

Waste segregation in the office is key to achieving high waste recovery rates so that waste can be recycled and its lifecycle extended. Every month, a waste segregation accuracy competition is held per floor at the RDTX office. Floors with high segregation rates are recognized and awarded, aiming to continuously motivate employees to reduce waste and segregate it correctly. Additionally, educational videos on Waste Segregation are regularly played at the RDTX office to reinforce this good habit among employees. On average, Danone's RDTX office generates approximately 2.8 tons of waste per month, with an average composition of 29% plastic waste, 7.8% organic waste, 18.7% paper waste, 0.34% metal waste, and 43% residual waste.

After segregation, Waste4Change trucks transport the sorted waste to the Waste4Change Material Recovery Facility for further meticulous sorting by type. Plastic waste goes to plastic recycling companies, organic waste is used as feed for maggots and compost, paper waste is sent to paper recycling companies, and residual waste is processed into Refuse-Derived Fuel (RDF).

Testimoni:

> Throughout the collaboration between Waste4Change and Danone since 2019, Danone has been a company that can serve as an example to other companies due to its consistency in segregating and responsibly managing waste. From producing content and informative videos to organizing segregation competitions, Danone continuously enhances awareness on waste segregation policies. These positive efforts can be further pursued to actively contribute to reducing waste sent to landfills
>
> **Salma Sawitri (Customer Success Officer)**

Innovation Pillar:

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

AQUA Life

Collaborating with Veolia Services Indonesia, we design and produce plastic bottle packaging made from raw materials containing RPET (Recycled PET). These RPET-containing bottles are manufactured using state-of-the-art technology and meet food-grade quality standards, certified by BPOM, SNI, and Halal Certification from the Indonesian Government, ensuring they are not only environmentally friendly but also safe for consumption.

As a tangible proof of Danone's commitment to tackling plastic waste, AQUA launched AQUA LIFE, an innovative bottle packaging made from 100% recycled materials and fully recyclable.

First launched in Bali at the end of 2018, AQUA is determined to become a company that produces products with 100% circular packaging. This commitment was demonstrated by expanding the distribution of AQUA LIFE to Jakarta in mid-2019. By 2025, AQUA aims to use 100% recycled materials, reusable materials, or packaging materials that can biodegrade in the soil. Currently, AQUA bottles contain up to 25% recycled materials, which will increase to an average of 50% by 2025.

AQUA Cube

AQUA Cube comes in a convenient size of 220ml, fully recyclable, without a straw, plastic wrapper, or heat-sealed cap, making it easier for collection, recycling, and adding value for waste pickers.

This is one of AQUA's commitments to Indonesia as part of *#BijakBerplastik* to achieve fully circular packaging by 2025 by introducing environmentally friendly products that are practical for consumers and their communities.

This practical size can be used in various situations: at home, while traveling, taken to work or school, or brought to gatherings, saving costs and ultimately reducing unnecessary plastic waste.

AQUA Returnable *Glass Bottle*

This year, Danone-AQUA has reintroduced bottled water in glass packaging called AQUA RGB. By adopting a reuse model business, these glass bottles will be collected after use, then decontaminated to ensure cleanliness, and finally refilled at the AQUA factory. Through this business model, we can reduce carbon emissions generated during the production of new glass bottles, while also decreasing the use of single-use materials.

RGB is produced through a controlled processing process from mountain spring water sources to product packaging, adhering to AQUA's quality standards, ensuring the product's quality and safety for consumption.

The RGB production process involves two stages of automated inspection using Empty Bottle Inspection and Full Bottle Inspection equipment. RGB products are also manually inspected by visual inspectors to ensure there are no defects in the bottles. Used empty RGB bottles can be resold through the AQUA sales team.

AQUA 600 ML RPET

Danone-AQUA continues to innovate by launching a special 600 ml AQUA bottle for the Bali region in 2020. This special packaging can be recognized by its label with two circular arrows, symbolizing that the bottle is 100% recyclable.

The bottle is made from used AQUA plastic bottles and other brands that have been sorted, cleaned, and shredded, then processed using advanced technology into pellet material or recycled PET. This bottle has also been ensured for its safety as it meets food safety criteria, SNI, BPOM, and is certified halal.

Waste Management in Company Operations

Danone Group in Indonesia promotes the Zero Waste to Landfill approach, a waste management model aimed at reducing household and office waste accumulation. In this approach, waste is recycled or reused, minimizing the amount of waste that ends up in landfills and pollutes the environment. We have Standard Operating Procedures (SOP) related to environmental management, including wastewater, hazardous waste, and non-hazardous waste management. **[GRI 3-3]**

Waste Generation and Significant Waste-related Impacts [GRI 306-1]

In the production process, both for dairy and bottled water production, no hazardous materials are used, so there are no hazardous wastes generated in the main production processes. However, there are supporting activities such as sanitation of domestic equipment and operational utility equipment that generate hazardous wastes in small quantities. Every waste generated, whether categorized as non-hazardous waste or hazardous waste, is managed in accordance with applicable regulations and in collaboration with other parties holding appropriate permits.

Here are types of waste generated, their potential impacts, and their mitigation:

Activities	Generated Waste	Potential Impacts	Control
Production	Packaging Waste Milk that does not meet quality standards	Greenhouse gasses, soil and water quality degradation Waste of resources, environmental pollution	Recycling into useful products Used as animal feed
Wastewater Treatment	*Sludge from wastewater treatment plants (WWTPs) of beverage, milk production, and domestic activities*	Soil quality and carrying capacity reduction	*Recovery sludge as compost material*
Equipment Sanitation	Chemical residues, chemical packaging, hazardous waste	Soil quality and carrying capacity reduction	Advanced treatment of hazardous waste by licensed entities
Utility Equipment	Used lubricants, chemical waste	Soil quality and carrying capacity reduction	Advanced treatment of hazardous waste by licensed entities
Employee Domestic Activities	Organic and inorganic waste	Soil quality and carrying capacity reduction	Zero Waste to Landfill program by optimizing organic waste composting and non-organic waste recycling

Waste Generated [GRI 306-3]

Type of Waste	Danone-AQUA			Danone SN Indonesia		
(In tonne)	2021	2022	2023	2021	2022	2023
Hazardous Waste	80.36	114.00	81.44	31.66	27.56	17.00
Non Hazardous Waste	14,445.52	16,227.95	18,725.00	5,292.25	6,474.91	6,951.00
Total	**14,525.88**	**16,341.95**	**18,806.44**	**5,323.91**	**6,502.47**	**6,968.00**

*Restatement

Waste Diverted from Disposal [GRI 306-4]

Type of Waste	Danone-AQUA			Danone SN Indonesia		
(In tonne)	2021	2022	2023	2021	2022	2023
Hazardous Waste						
Preparation for reuse	0	0	0	0	0	0
Recycling	22.79*	22.39*	23.10	0	0	0
Other recovery operations	9.06*	6.77*	8.05	31.66	27.56	17.00
Total	**31.85***	**29.16***	**31.16**	**31.66**	**27.56**	**17.00**

Type of Waste	Danone-AQUA			Danone SN Indonesia		
(In tonne)	2021	2022	2023	2021	2022	2023
Non-Hazardous Waste						
Preparation for reuse	0	0	0	0	0	0
Recycling	14,138.98*	15,833.84*	18,401.19	3,112*	2,760*	3,400
Other recovery operations	2.10*	0*	0	2,488*	2,137*	3,191
Total	**14,141.08**	**15,833.84**	**18,401.19**	**5,600**	**4,897**	**6,591**

*Restatement

Waste Directed to Disposal [GRI 306-5] [GRI 306-5]

Type of Waste	Danone-AQUA			Danone SN Indonesia		
(In ton)	2021	2022	2023	2021	2022	2023
Hazardous Waste						
Incineration (with energy recovery)	0.00	0.00	0.00	0.05	0.06	0.00
Incineration (without energy recovery)	0.00	0.00	0.00	0.06	0.02	0.00
Landfilling	50.80	83.55	52.91	31.56	27.56	17.00
Other disposal operations	0.00	0.00	0.00	0.00	0.00	0.00
Total	**50.80**	**83.55**	**52.91**	**31.66***	**27.64***	**17**

Type of Waste	Danone-AQUA			Danone SN Indonesia		
(In tonne)	2021	2022	2023	2021	2022	2023
Non-Hazardous Waste						
Incineration (with energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00
Landfilling	304.44	394.11	323.81	75.61	29.83*	23
Other disposal operations	0.00	0.00	0.00	4,320.50	4,406.44	5,753.76
Total	**304.44**	**394.11**	**323.81**	**4,396.11**	**4,436.26***	**5,776.66**

*Restatement

Enhancing Public Health Through Our Products

Producing Product with the Best Standards

At Danone, we believe that the food and beverages we consume can change lives. Through Danone Impact Journey (DIJ), we are committed to creating a future where health through food and drink becomes a reality for everyone. Through innovation, commitment to quality, and ongoing research, we ensure that every product we produce has a positive impact on the health of consumers and patients worldwide.

With clear objectives, we are committed to:

- **Offering tastier and healthier food and beverages,**
- **Supporting healthier choices,**
- **Providing positive nutrition and hydration for a healthier life,**
- **Investing in the science and research of nutrition and hydration.**

We strive to achieve this goal through our two main businesses: AQUA, which specializes in producing bottled drinking water, and Specialized Nutrition, which produces nutritious products for pregnant and breastfeeding mothers, as well as children, with delicious taste, affordability, and international standards.

Danone-AQUA

Danone Group in Indonesia, particularly Danone-AQUA, understands that the essence of our product lies in the purity and quality of our water. Originating from pure and protected natural springs, every drop of AQUA reflects our commitment to providing a healthy and high-quality drinking experience. **[GRI 3-3]**

Our selection process is **very strict and meticulous**, guided by nine important criteria, five careful stages, and one year of in-depth research. This ensures that consumers can enjoy AQUA as natural water should be.

9 Criteria that must be fulfilled

- ✔ **Water Discharge**
- ✔ **Physical Parameters**
- ✔ **Chemical Parameters**
- ✔ **Microbiological Parameters**
- ✔ **Water Source Environmental Conditions**
- ✔ **Physical Parameters Stability**
- ✔ **Chemical Parameters Stability**
- ✔ **Water Sources Sustainability**
- ✔ **Infrastructure Availability**

5 Stages of Selection of AQUA Water Sources

- ✔ **Literature & Prospect Studies**
- ✔ **Survey and Analysis**
- ✔ **Geophysical Studies**
- ✔ **Exploratory Studies**
- ✔ **Validation Studies**

Researched for **minimum 1 year** before used as a source of raw material for AQUA products

We are committed to **providing quality drinking water** for the people of Indonesia, with AQUA emphasizing several aspects such as water source, processing, and taste.

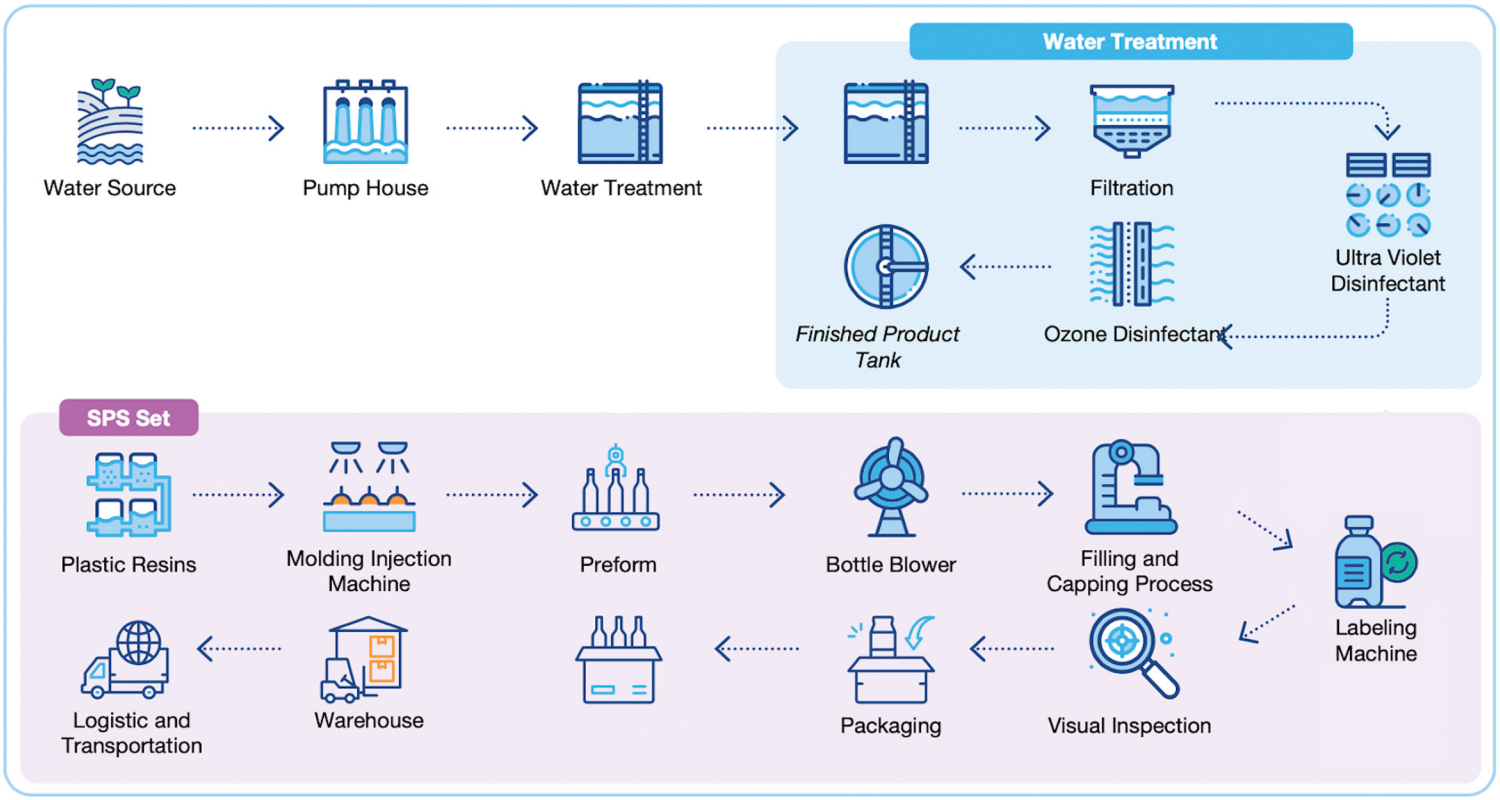
From the aspect of water sources, AQUA water originates from protected mountain springs, ensuring its mineral quality and purity until it reaches consumers' hands. Currently, AQUA water comes from 19 protected mountains spread across Indonesia. The water source of AQUA originates deep from the earth's layers, exclusively from selected mountains, and has undergone 9 criteria, 5 stages, and at least 1 year of research. AQUA uses water from deep aquifers, not shallow groundwater, thus naturally protected from contaminants and pollution originating from human activities.

To obtain water sources that meet the criteria, Danone-AQUA conducts **integrated research by expert teams** to study the characteristics of these water sources from geological, hydrological, hydrogeological, hydrogeochemical, and microbiological perspectives, as well as water balance analysis to ensure sustainable environmental production and preservation.

In terms of processing, AQUA water undergoes natural filtration through layered rock formations containing natural minerals and is processed without human touch to maintain its purity. AQUA produces quality drinking water with the natural goodness of minerals needed by the body, without added sweeteners, bleaches, or other additives. Since entering the factory area, Danone-AQUA strives to maintain the sterility and safety of its products to ensure no contamination from outside into the factory production area.

AQUA implements a **comprehensive integrated system** during the packaging process, which undergoes 400 quality testing stages before being distributed through the widest distributor network for all Indonesian people. AQUA's packaging process also avoids human contact to ensure hygiene, freedom from pollution, and maintain purity.

Bottled Drinking Water Production Process - Danone-AQUA



Here are the products of AQUA:

AQUA Galon
100% circular can be reused again

AQUA Bottle
330 ml, 600 ml, 750 ml, 1500 ml contain up to 25% recycled material (rPET)

600 ml rPET
Made from 100% rPET
*Only available in Bali

AQUA Cube 220 ml

100% recyclable and does not use straws

AQUALIFE 1100 ml

- Made from 100% recycled plastic (rPET) and 100% recyclable
- Comes in a 1.1 liter size suitable for various needs
- Comfortable bottle design for easy grip

AQUA Returnable Glass Bottle (RGB)*

- Having high-quality processes and standards applied by AQUA
- Uses reusable glass bottles and aluminum caps.

AQUA Reflections

ackaged in glass bottles designed by Indonesian talents

Vit

Mineral water made with controlled filtration system meeting recognizes quality standards

Mizone

Isotonic drink for young people to stay hydrated, enriched with vitamins, light fruit flavors, and refreshing taste

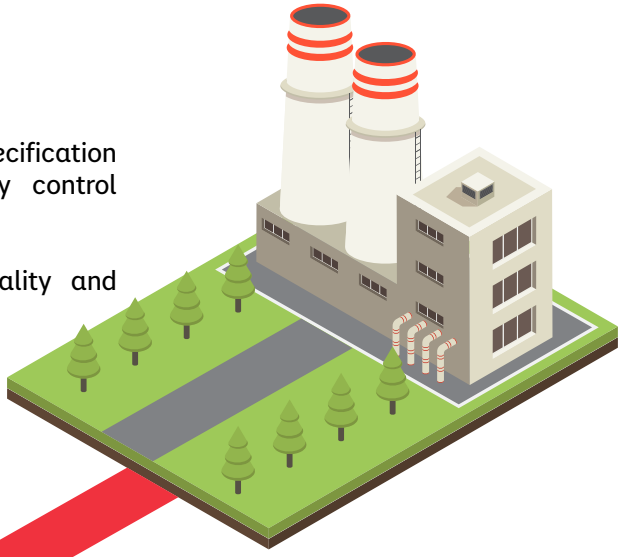
Danone SN Indonesia

To create better health through food and beverages, Danone SN Indonesia is committed to providing accessible nutrition and offering protein-rich products to the community. Danone SN Indonesia always sets strict quality standards for every product it produces. Additionally, research and development are conducted to create outstanding science-based products. Through the Focus on Quality (FOQUAL) program implemented in our factories, we ensure that quality and food safety become a shared culture and awareness.

Every product we produce meets national and international safety and health standards. This includes the processes of raw material reception, manufacturing, and distribution.

Raw Materials

- Supplier selection with material specification approval, regular audits, and quality control processes
- Transport vehicles meet requirements
- Multilayer packaging to maintain quality and prevent contamination



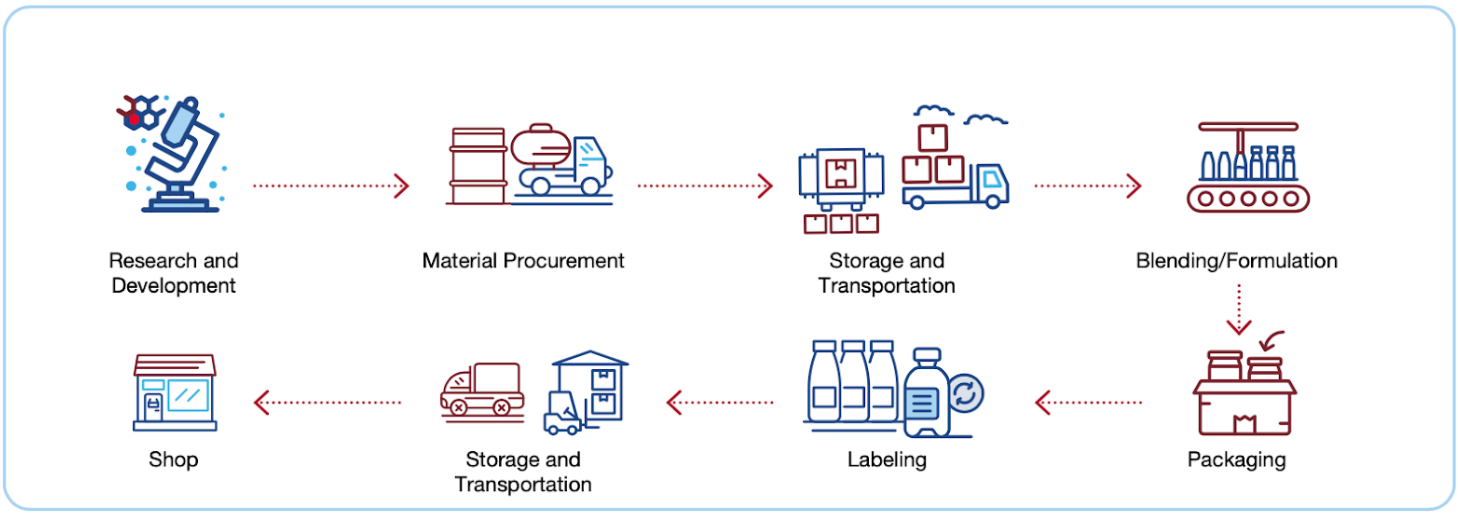
Manufacture

- Hazardous Analysis Critical Control Point (HACCP) and strict verification at each stage of the production process
- Autonomous Operator to ensure that operators in the production area have the competence, ethics, and skills according to standards

Distribution

First in First Out principle to maintain product freshness

Production Process - Danone SN Indonesia



The following are Danone SN Indonesia's products

SGM Eksplor PRO-GRESS MAXX

The only growth milk for children aged 1-3 years with IronC™
Equipped with 100% high-quality DHA, tuna fish oil, and Omega 3 & 6

SGM Bunda

Contains high-quality DHA and tuna fish oil
High in iron, folic acid, and a source of protein

SGM Eksplor ISOPRO SOY PRO-GRESS MAXX

Contains DHA & IronC™, also fortified with essential nutrients such as Omega 3 & 6, Calcium, Vitamin D, Zinc, Vitamin C, and Dietary Fiber for children aged 1-5 years

SGM Eksplor GAIN OPTIGROW

Contains IronC™, fish oil, Omega 3 & 6, Vitamin C, and Zinc to strengthen the immune system

SGM Family YUMMI-NUTRI

Nutrition from IronC™, high in Calcium & Vitamin D, high in Vitamin C & Zinc, enriched with essential vitamins & minerals, and also contains DHA, Fish Oil, and Omega 3 & 6

Nutrinidrink

The only energy-dense Oral Nutrition Supplement providing 1.5 kcal/mL
Contains MF6™ (Multifiber) clinically proven to improve digestive health and has prebiotic effects

Nutrilon Royal

Nutrilon Royal scientifically combines advanced ingredients:
Double Biotics FOS:GOS and higher DHA EPA, containing 0 grams of sucrose. Clinically proven to strengthen immunity, prepare children to maximize their intelligence.

Bebelac

Enriched with prebiotic fiber FOS
1:9 and featuring a combination of Triple A Brain Essential Fatty Acids (DHA, ALA, LA), it is also high in iron and contains 14 vitamins and 9 minerals.

Bebelac Gold

Triple comfort with low Glycemic Index Carbohydrates, 0 Sucrose, and Amino Acids
Triple Fiber containing FOS
1:9 and corn starch
Triple A (DHA, LA, ALA)

Bebelac Gold Soya

Contains FOS Inulin fiber and is 100% lactose-free

Danone Group in Indonesia can deliver quality products, supported by more than 400 scientists spread across various countries, including the Netherlands, Singapore, and Indonesia. Our commitment is to provide world-class science to support current and future health. We prioritize product quality that our consumers can trust. We ensure that every product we produce meets nutritional needs at every stage of life, from pregnancy to childhood, to support optimal growth and development.

Recent research presented at the International Conference on Health and Well-Being (ICHWB) 2023 confirms that the consumption of SGM Eksplor 1+ milk provides significant health benefits, especially in supporting children's growth.

The Main Benefits of SGM Eksplor 1+ Milk:

Daily Iron Requirement Fulfillment: Consuming SGM Eksplor 1+ milk twice a day has been proven to meet 100% of a child's daily iron needs, in addition to their diet. Iron is an essential nutrient that supports the cognitive and physical development of children.

Height Increase: Children who receive 100% of their daily iron requirement show more significant height increases compared to children who receive less than 100% of their iron needs. This underscores the importance of iron in supporting optimal linear growth.

We continuously innovate and strive to ensure that every product we produce not only meets the highest quality standards but also provides tangible health benefits to our consumers. Danone Group in Indonesia is committed to supporting the growth and development of Indonesian children through quality products and optimal nutrition.

Customer Health and Safety

[GRI 416-1, 416-2]

Danone's mission is to bring health to improve the quality of life through food and beverages. Through the highest quality standards, we provide healthy and safe products for all consumers. For food safety and health, we implement:

- A Food Safety Management System following the Global Food Safety Initiative (GFSI) standards;
- Recommended Daily Allowance (RDA), standard nutritional requirements which are the average daily nutritional intake sufficient for almost all healthy individuals;
- Certification from the Indonesian Food and Drug Authority (BPOM);
- Hazard Critical Control Point (HACCP) certification;
- ISO 22000:2005 Food Safety Management System;
- Indonesian National Standard (SNI);
- HALAL certification; and
- Special Nutrition Standards (SN), an integrated internal standard on nutrition and health, with accurate and evidence-based measurements.

Throughout 2023, Danone-AQUA and Danone SN Indonesia did not receive any complaints, fines, or sanctions caused by the health and safety impacts of our products. **[GRI 2-27, GRI 3-3]**

Marketing and Labeling [GRI 417-1, 417-2, 417-3, 2-27]

In our marketing strategy, we have ensured compliance with all applicable requirements and regulations. This aligns with our commitment to providing responsible information to consumers. Each of our product labels includes mandatory components, such as the product name, list of ingredients, net weight, manufacturer/importer information, production code, shelf life/expiration date information, The National Agency of Drug and Food Control (NA-DFC/ BPOM) Registration Number, Halal Logo, and specific food origins.

We believe that every consumer has the right to easily access this important information. Therefore, we provide access to this information through our website and call center services, allowing every consumer to easily obtain the information they need.

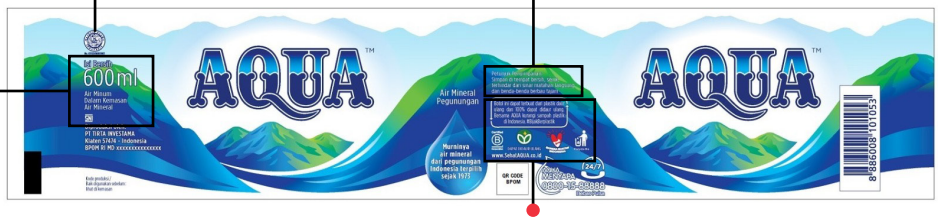
All products are labeled with complete information and have been reviewed and approved by BPOM. Throughout 2023, the Company did not receive any fines or sanctions due to errors in marketing or labeling processes. **[GRI 3-3]**

Danone-AQUA

Comply with HALAL requirements

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

Product category information : Mineral Water



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

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

Comply with HALAL requirements

Recyclable logo

Product category information : Mineral Water

Recycle Me logo

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	☑

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

Contoh kode produksi : XXX CBI XXX

Recycle Me logo

According to product composition

Comply with HALAL requirements

Directions

Composition product and information nutritional values

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	☑

There is a Recycle logo and throw it in a trash bin

Comply with HALAL requirements

Expiry date

Customer Service

To communicate with customers, whether for receiving complaints, feedback, or other information, we provide the following channels:

Danone-AQUA Customer Service:

AQUA MENYAPA
0800-15-88888

VIT
0800-15-99999

Social Media
Facebook : SehatAQUA
X (Twitter) : @sehatAQUA
Instagram : sehatAQUA

Websites
www.aqua.co.id
www.sehataqua.co.id

SN Indonesia Customer Service

SGM
Sahabat Bunda Generasi Maju
082-360-360-660
Instagram : @akuanaksgm
Facebook : Aku Anak SGM

Bebelac
Bebecare
0821-2345-8383
Instagram : @bebeclub
Facebook : Bebeclub

Nutrilon
Nutriclub Expert Advisor
0822-5858-1818
Instagram : @nutriclub_id
Facebook : Nutriclub_Indonesia

Customer Privacy [GRI 418-1, 2-27]

Danone Group in Indonesia is fully committed to maintaining customer data and confidentiality. We protect customer data privacy by always adhering to applicable regulations. Throughout the year 2023, the company never received complaints, fines, or sanctions related to customer data breaches. **[GRI 3-3]**

Towards Sustainable Procurement

In producing quality products at Danone-AQUA and Danone SN Indonesia, we also place special emphasis on our suppliers. We recognize the critical role suppliers play in our efforts and in achieving our sustainability goals.

Procurement Practices [GRI 204-1, 301-1, 308-1, 308-2, 414-1, 414-2]

Danone Group in Indonesia always ensures that all raw materials are sourced from responsible suppliers who meet various criteria such as quality standards and all applicable environmental and social regulations. We require all direct suppliers with an expenditure threshold (50,000 EUR) to be registered with the Supplier Ethical Data Exchange (Sedex) as a global platform for assessing four pillars (Environment, Labor & Human Rights, Ethics, Sustainable Procurement). **[GRI 3-3]**

During 2023, 350 suppliers were registered on Sedex or Ecovadis as global platforms that assist businesses in managing supply chain sustainability, protecting workers' rights, and promoting ethical practices based on global Danone terms. Of all the suppliers whose environmental impact has been assessed, none have a significantly negative environmental or social impact because all suppliers have followed procedures in accordance with applicable regulations:

Supplier Ethical Data Exchange (Sedex)

SEDEX is a global platform used to manage information about business ethics in the supply chain. Companies use SEDEX to evaluate suppliers and vendors. Through SEDEX, companies can ensure that their business partners adhere to high ethical standards, support fair labor practices, and maintain environmental sustainability. This evaluation enables companies to build a more responsible and sustainable supply chain.

Contractor Safety Management System (CSMS)

CSMS (Contractor Safety Management System) is one of the risk management practices carried out between the company and suppliers. This is done to evaluate the procedures performed by suppliers during production processes or services from a safety management perspective. If accidents occur during the production process, they are documented in the CSMS report.

Dairy Sustainability Framework (DSF)

Specifically for dairy products, several principles are applied to ensure the production of high-quality products. These principles include:

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)

We strive to ensure that the raw materials we use also adhere to **sustainability principles,** including for palm oil. Therefore, the palm oil purchased by the company meets or is verified by the Roundtable on Sustainable Palm Oil (RSPO). Consequently, this indirectly contributes to increasing positive impacts and reducing negative impacts on economic, social, and environmental aspects. Currently, all our palm oil raw material sources are 100% RSPO-certified.

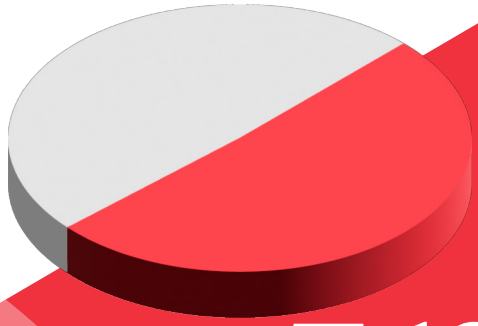
The principles of RSPO are as follows:
1. Behave ethically and transparently.
2. Operate legally and respect the rights of others.
3. Optimize productivity, efficiency, positive impact, and resilience.
4. Respect human rights and provide benefits to communities.
5. Support smallholder inclusion.
6. Respect workers' rights and consider workplace conditions.
7. Protect, preserve, and enhance ecosystems and the environment.

The smooth supply and support for the national economy and communities are our primary considerations in selecting local suppliers to support our operational activities. Moving forward, we are committed to enhancing our use of Indonesian suppliers. The local and international suppliers actively used by us in 2023 can be seen in the table below: **[GRI 3-3]**

Supplier Origin
International

Number of Suppliers
(149)

49%



51%

Supplier Origin
Local

Number of Suppliers
(158)

Giving Back to The Community

As one of the largest food and beverage companies in the world, Danone Group in Indonesia is strongly committed to conducting business sustainably. We believe that business growth aligns with our efforts to create and deliver added value to all stakeholders (shareholders, employees, customers, business partners, communities, and the environment).

As a company that has supported and met the needs of the Indonesian people for many years, we aim to provide added value to the community. We carry out various activities and programs in health, education, infrastructure, and community economic empowerment to improve the quality of life. Our commitment and support to the community, especially those living near our operational areas, have been ongoing for many years. We believe that every initiative that benefits the community can enhance our sustainable business growth in the long term.
[GRI 3-3]

Danone's Efforts to Prevent Stunting [GRI 203-1, 203-2, 413-1]

Stunting is a condition where children under five fail to grow properly due to chronic malnutrition, resulting in them being too short for their age. Addressing the issue of stunting has become a national priority. The government has set a national target to reduce the prevalence of stunting to 14% by 2024.

As a provider of healthy products for toddlers and pregnant women, Danone Group in Indonesia is fully committed to supporting the Indonesian Government in reducing the prevalence of stunting. Therefore, we have built collaborations with various institutions to develop the following programs: *Edukasi Isi Piringku*, GASING NEKMESE, GESID, *Aksi Cegah* Stunting, *Bunda Mengajar* Program, and *Rumah Bunda Sehat* (RBS). These programs target key stakeholders involved in reducing the stunting rate.

GESID

The GESID *(Generasi Sehat Indonesia)* program is an initiative launched by Danone Group in Indonesia to enhance teenagers' understanding of balanced nutrition, reproductive health, and the importance of preventing anemia from adolescence. With a peer-to-peer approach, this program involves the formation of GESID Ambassadors who are then trained on relevant health topics, such as nutrition, adolescent health, and reproductive health.

In 2023, Danone Group in Indonesia implemented the GESID program in collaboration with three organizations: AIESEC Indonesia, LP Ma'arif NU, and LPTP. This cooperation included various activities conducted in multiple locations in Indonesia, including Medan, Padang, Kubu Raya, Makassar, Sumedang, Semarang, Malang, and Jember.

The GEDIS program activities include:

1. Formation of GESID Ambassadors and their training on relevant health topics.
2. Collaboration with schools and formation of student volunteer teams to assist GESID Ambassadors.
3. Implementation of peer-to-peer education and seminar activities in schools, involving thousands of students and teachers.
4. Creation of informative media such as posters, flyers, and dramas to be distributed in schools.
5. Collaboration with related parties, such as the Agriculture Office, the Education Office, and BKKBN, to support the program's implementation.
6. Use of social media, such as Instagram, to disseminate information and education to teenagers.

Overall, the GESID program aims to provide a better understanding of adolescent health and balanced nutrition, as well as promote healthy practices among teenagers through an educational and participatory approach.

Beneficiaries	Achievement
City/Region	11
School	174
GESID Ambassadors	1,991
Teachers	343
Students	41,733

Rumah Bunda Sehat (Healthy Mother House)

Rumah Bunda Sehat (RBS) stands as a haven for mothers and children, offering solutions to the health challenges they face. Since 2017, RBS has served as a haven for those seeking to strengthen their family's health and economy. The program aims to empower women in building community economies while improving the health of pregnant women and toddlers. The success of the initial two RBS units has led to the addition of two more units in 2023, reinforcing its commitment to making a broader positive impact.

The journey begins by recruiting a number of mothers as *Bunda Duta Gizi* (BDG) at each RBS. They then receive comprehensive training on important topics such as balanced nutrition, stunting, and managing nutritional gardens. Equipped with this knowledge and skills, BDGs are ready to inspire and provide outreach to the surrounding community.

Beneficiaries	Achievement
Integrated Health Post	50
Integrated Health Post Cadres	203
Parents	591
Pregnant Women	111
Toddlers/Pre-school/ Kindergarten/Islamic Kindergarten	655
Local community	1,686

Gathering in social groups and religious assemblies, the BDGs share insights on the importance of nutrition and care for pregnant women and toddlers. Through a personal and friendly approach, they become sources of inspiration and knowledge for their environment. Additionally, RBS strives to build food independence for its community. By collaborating with the local Agriculture Office, nutritional gardens are well-managed to meet the nutritional needs of families. The produce from these gardens is then marketed through partnerships with local consumer cooperatives.

Thus, *Rumah Bunda Sehat* becomes not only a health center but also a hub for economic independence and knowledge for urban communities. Through strong collaboration between the mothers involved in BDG, government institutions, and local partners, RBS continues to be a place radiating hope and positive change for a better future.

Bunda Mengajar Program (Teaching Mother)

The program focuses on increasing nutritional knowledge for mothers of toddlers and posyandu (integrated health service post) cadres, as well as fulfilling family nutritional needs through the utilization of home gardens. By organizing training sessions and workshops, mothers of toddlers and posyandu cadres are provided with better knowledge about optimizing child growth and the crucial role of vitamins in child development. Post-test results showed a significant increase in knowledge.

In addition, active posyandu cadres who provide health services to pregnant women and toddlers were also trained on complementary feeding (MPASI), baby carrying techniques, menu variation, teamwork, and posyandu administration. To promote clean and healthy living behaviors (PHBS), murals and informational boards were built in both villages, and educational media were provided at the posyandu.

Collaboration with the Gunungkidul Agriculture and Food Agency and Field Agricultural Instructors of Gedangsari Sub-district provided support in building nutritional gardens in home yards. A total of 50 households in Salam Village and 58 households in Ngalang Village successfully built nutritional gardens in their home yards and established communal nutritional gardens in each village.

Through a series of activities, the *Bunda Mengajar* Program aims to empower the local community in addressing the issue of stunting with a holistic and sustainable approach.

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

Danone Group in Indonesia is once again committed to supporting the Gandeng Gendong Program in efforts to prevent stunting in the city of Yogyakarta, specifically in the Pandeyan, Semaki, and Warungboto neighborhoods, through the implementation of the 1,000 Pelangi Goes to Community Program. In this phase, the primary focus is on providing a deep understanding to pregnant women and mothers of young children about the importance of balanced nutrition and exclusive breastfeeding during the first 1,000 days of a child's life.

Through a series of 1,000 HPK workshops, SGM aims to empower posyandu cadres, high school teachers, pregnant women, and mothers of young children. It is hoped that after participating in these workshops, the participants will be able to implement the knowledge gained and disseminate important information about balanced nutrition and the importance of exclusive breastfeeding to pregnant women and mothers of young children in their communities.

This program is expected to directly benefit 222 individuals, including 18 pregnant women, 124 mothers of young children, and 80 posyandu cadres. In this way, those involved can actively contribute to the efforts to prevent stunting in the community.

GASING NEKMESE (Nutrition Education Towards Healthy Families)

Based on data from the Indonesia Nutrition Survey (SSGI), the prevalence of stunting in East Nusa Tenggara Province (NTT) in 2021 was 37.8%. This makes NTT the highest contributor to child stunting in Indonesia.

Meanwhile, Kupang has been the district with the highest stunting rates since 2018, although there has been a subsequent decrease. The Gasing Nemekse program (Generation Free from Stunting through Family Nutrition Education Towards Health) was developed since 2020 in collaboration with the Community Care Network Foundation (JPM) and has contributed to this decline. The program aims to support the district government in addressing and preventing stunting through education, nutrition, parenting practices, and the Clean and Healthy Lifestyle (PHBS) campaign.

In 2023, the Gasing Nekmese program focused on 6 locations where the program was implemented. Among these locations, there were 7,982 inhabitants with 712 toddlers. Of these toddlers, 18.53% or 132 of them suffer from stunting. One of the contributing factors to stunting is the lack of adequate access to clean water. This is evident as residents have to fetch water from distant places or purchase it from tanker trucks.

Therefore, several activities are conducted as part of this program, such as the Clean and Healthy Lifestyle (PHBS) campaign, health promotion sessions in schools (SIPOMKRES), stunting prevention training, and other related activities.

Program Locations:

1. Nitneo Village
2. Tablolong Village
3. Oenaek Village
4. Oematnunu Village
5. Batakte Sub-district
6. Oenesu Sub-district

Program realization:

- **Pregnant Women Education Sessions (SIKAMIL):** Conducted by cadres from 22 posyandu (integrated health posts) across 6 villages, involving 79 pregnant women.
- **Youth Education Sessions (SIKAJA):** Focused on reproductive health, PHBS, and stunting prevention, including distribution of iron tablets from the community health center.
- **Creation of 75 Nutrition Gardens and 126 Catfish Ponds:** Benefitting 1,891 households throughout 2023.

Isi Piringku (Fill my Plate)

The *Isi Piringku* program is an initiative aimed at improving knowledge and practices of balanced nutrition and proper childcare for children, especially in areas with high stunting rates like Pasuruan City, Banyuwangi Regency, and West Lombok Regency.

By involving posyandu cadres, mother and PKK communities, and parents, this program provides training and education on the importance of balanced nutrition, proper childcare, and good hygiene and sanitation practices. Through a series of workshops and training sessions, posyandu cadres and the community are expected to recognize the importance of balanced nutrition and proper childcare for the growth and development of children, particularly during the first 1,000 days of life.

This program also collaborates with partner organizations, such as the Spektra NGO, the YMP Foundation of West Nusa Tenggara, and PP Muhammadiyah, to achieve shared goals. The implementation involves not only training *posyandu* cadres but also encouraging them to become agents of change in their communities, spreading the knowledge they have gained to parents and the wider community.

Activities such as home visits *(grebek rumah)*, posting *Isi Piringku* posters, and routine education in schools aim to achieve a broader impact in raising awareness and promoting healthy behaviors in the community. Therefore, the *Isi Piringku* program plays a crucial role in preventing stunting and improving the quality of life for children in various regions of Indonesia.

Beneficiaries	Achievement
City/Region	19
Parents	36,822
Early Childhood Education	826
Students	33,804
Teachers	2,752

Isi Piringku SD X PP Muhammadiyah

In 2023, Sarihusada collaborated with the Public Health Council (MPKU) of the Central Board of Muhammadiyah to develop the *"Aku Suka Isi Piringku"* (I Like My Plate) Program. This collaboration aims to improve the knowledge, attitudes, and behaviors of elementary school students, teachers, and parents regarding balanced and safe nutrition for children through training and education using interactive media. The program targets 50 Muhammadiyah elementary schools located in the cities of Surakarta, Klaten Regency, and Wonosobo Regency.

The activities conducted to achieve these goals began with a *"Aku Suka Isi Piringku"* Interpersonal Communication Workshop (KAP) using a social behavior change approach to trigger health behavior changes among teachers, parents, and students. The workshop was attended by 306 participants, including representatives of teachers, students, and parents. The workshop participants were then encouraged to implement the material they had learned in schools, school health units (UKS), and school committees. Parents were also encouraged to provide lunches that align with the *"Isi Piringku"* guidelines.

Participants were then encouraged to regularly educate the school community by integrating the material into classroom teaching activities. Additionally, education was provided through the creation and placement of My Plate and Handwashing posters.

The results of the activities showed positive behavioral changes among teachers, students, and parents. According to a survey conducted at the end of the program period, 80% of parents increased their knowledge of balanced nutrition, as evidenced by lunch menus that aligned with the *"Isi Piringku"* guidelines. 80% of students enjoyed a variety of foods, including vegetables and fruits. 100% of students practiced proper handwashing. The program benefited 1,953 people in Surakarta, 3,913 people in Klaten, and 1,463 people in Wonosobo.

"MPKU collaborates with Danone because, firstly, Danone is a nutrition company focused on health. Therefore, we see this partnership as part of the efforts by the private sector and us from the community to jointly help reduce stunting in Indonesia. The main hope of this program is to create collective awareness that prevention is always better than cure. Therefore, the knowledge and understanding of stunting prevention need to be understood by all parties, especially young children, teachers, and parents. Preventing stunting becomes easier, which directly or indirectly will reduce the number of stunting cases in Indonesia. This effort is, once again, a collective effort that cannot be undertaken by the government alone but also needs to be carried out by the community and the private sector. Therefore, we hope that Danone's support will continue, showing the care of companies for the communities in need" - **Testimony by DR.Drs.H.Mohammad Agus Samsudin, M.M**

Water Credit: Our Commitment to Water Quality and Community Needs

At Danone-AQUA we are dedicated not only to ensuring the purity of the drinking water we provide but also to meeting the water needs of the community. Through our water credit program, we are committed to improving access to safe and sustainable drinking water and sanitation for the people of Indonesia.

Water credit is an innovative financing scheme that enables Community-Based Drinking Water and Sanitation Systems (KPSPAMS) to expand their service coverage and enhance the quality of existing facilities. This program not only empowers beneficiary communities but also ensures the sustainability of the infrastructure built.

Since 2018, our partnership with Water.org Indonesia and Bank UMKM Jawa Timur has successfully distributed 123 loans totaling IDR 5.5 billion, which have been used to add approximately 1,500 Household Connections (SR) and meet the water needs of about 6,000 people in East Java. This success demonstrates a significant positive impact, both directly and indirectly, on improving the quality of life and productivity of the community.

We have also extended this program to educational institutions, providing access to drinking water and sanitation for students and teachers in various pesantren (Islamic boarding schools) that still have limited facilities. This effort aligns with our sustainability strategy outlined in Danone Impact Journey, aiming to consistently provide quality drinking water that supports health while delivering positive benefits to both society and the environment.

In addition, this program aims to bridge rural communities, especially those with low incomes. With this assistance, several infrastructures are established within the community, such as installing pumps, drilling wells, or expanding water connections. In 2023, the water credit program specifically targeted areas in East Java and Central Java, benefiting a total of 11,832 individuals.

We believe that access to safe drinking water and sanitation is fundamental to improving public health, thereby enhancing overall quality of life. We remain committed and innovative in providing sustainable solutions to community water needs, as part of our responsibility to support sustainable development goals.

AQUA Home Service

Facilitate Access to Quality Drinking Water and Enhance Prosperity

AQUA Home Service (AHS) is designed to enhance access to quality drinking water for Indonesian families while also creating business opportunities that can improve the economic well-being of communities. In facing extreme weather conditions that affect water quality, it is crucial for Indonesian families to ensure the intake of quality drinking water. As a leading producer of bottled drinking water (AMDK) in Indonesia, Danone-AQUA is committed to providing safe and healthy drinking water through comprehensive protection, which includes safeguarding water sources, preserving natural mineral content, and implementing an integrated production process that is entirely hands-free.

To date, the AHS program has expanded with around 15,000 partners serving 2 million consumers across Indonesia. With AHS, consumers can enjoy the convenience of having quality drinking water delivered directly to their homes. We are committed to continuously supporting community sustainability and quality of life through innovation and sustainable operational responsibility.

Build a Family Business with AHS

The AHS program not only enhances access to quality drinking water but also provides economic opportunities for the community. AHS partners can earn additional income with flexible working hours. Danone-AQUA offers various forms of support, such as financial training and marketing tools, to help partners grow their businesses.

One success story from this program is the couple Amin and Harti, who joined AHS in 2011. Through dedication and hard work, they managed to increase their sales from just 300 gallons to 7,000-8,000 gallons. Their happiness grew as their business expanded and the growing number of customers fueled their enthusiasm.

For Amin and Harti, joining AHS is not just about meeting their family's needs, but also about realizing their dreams and proving that success is achievable. They are one of many couples who have become AHS partners, playing a vital role as economic warriors for a better future.

"Our sales have increased since we started attending training sessions and gatherings on territory expansion from AQUA. In addition, we also expanded by distributing brochures to households that haven't subscribed with us yet." **- Amin, AHS Partner**

Infrastructure Development in the Community

The Danone Group in Indonesia believes that infrastructure equity needs to be carried out across the country to ensure that people can live more prosperously. Therefore, we have collaborated with various parties to build and improve infrastructure in our operational areas. Some of the infrastructure developments we have undertaken include road widening at the Klaten Plant and road repairs at the Lido, Mekarsari, and Subang Plants. The distribution can be seen in the following section:

Operational Location	Infrastructure Location	Infrastructure and Quantity
Klaten	Jl. Cokro - Delanggu	Concrete road along 2,320 meters
		Road widening of 0.5 meters on both sides of the concrete road
Lido	Jalan Bohlam Cigombong Lido	Road repair (overlay) along 70 meters with an area of 500 square meters
Mekarsari	Jalan Raya Siliwangi Cicurug	Road repair (overlay) along 150 meters with an area of 125.5 square meters
	Jalan Raya Cidahu	Road leading to the Subang Plant along 200 meters with an area of 1,200 square meters
	Jalan Raya Mercedes Benz	Road repair (patching) with an area of 518 square meters divided into seven points
Subang	Jalan Raya MT Haryono Subang	Road repair (overlay) along 150 meters with an area of 1,200 square meters
	Jalan Raya Kasomalang	Road repair (overlay) along 200 meters with an area of 1,200 square meters
Kebon Candi	Jalan Raya Winongan, Pasuruan	Road repair (patching with CTB & Hotmix) along 402.55 square meters and shoulder reinforcement (concrete) of 853.37 square meters

SME Damping Program

In addition to developing Community Empowerment Programs around its factories, the Danone Group in Indonesia is also committed to supporting the growth of SMEs in Indonesia through the Damping (assistance) Program in collaboration with Usmar Usman Business School. The activities of the Damping program include capacity-building training, coaching clinics, the establishment of incubators, and market access. Throughout 2023, there were 2,500 training participants, 40 SMEs received intensive assistance through coaching clinics, and business incubators were established for 6 SMEs proven to be innovative. Additionally, the Damping Program also provided support to 11 SMEs led by persons with disabilities, who are also members of the Indonesian Disabled Persons Association (PPDI branch) in Bogor Regency.

This program has been consistently implemented for four years and has benefited more than 8,300 recipients and more than 3,300 SMEs from across Indonesia have participated in the intensive assistance classes offered by the Assistance Program.

Enhancing Employee Well-being and Development

Employee

The development of Danone Group in Indonesia is inseparable from the contribution of all employees. We are committed to growing together by implementing best work practices in accordance with applicable regulations, as well as other work practice initiatives. We create a safe, healthy, inclusive, and harmonious work environment to achieve productivity and shared prosperity.

Regarding the employees, Danone has a sustainability strategy encapsulated in one of the pillars of Danone Impact Journey, further elaborated through the following three priorities:

- Making Danone a force for good by instilling a unique, diverse, and inclusive culture and empowering employees to achieve a positive impact.
- Equipping and empowering communities (internal, external) with advanced skills and capabilities to thrive in a rapidly changing economy.
- Supporting a renewed social contract by developing a prosperous and inclusive ecosystem, upholding human rights, and achieving social progress.

Danone Group in Indonesia is not just about business; it's also about making a difference, both within our organization and in the world around us.

Providing Welfare for Employee

As a valuable asset in supporting operations and achieving the Company's vision, we value the diversity of ideas and perspectives of our employees. We strive to create professional, excellent, and creative human resources. We believe that the diversity of employees with all their uniqueness will contribute to the Company's progress. **[GRI 3-3]**

Employee Composition [GRI 2-7]

Business Unit	2023				
	Permanent Employees		Temporary Employees		Total
	M	F	M	F	
Danone AQUA	9,035	1,274	90	27	10,426
Danone SN Indonesia	1,744	545	36	1	2,236
Total	10,779	1,819	126	28	12,752

Note: Data excludes probationary employees. M: Male F: Female

Workers Who Are Not Employees [GRI 2-8]

Business Unit	Workers who are not employees *(Outsource)*
	2023
Danone-AQUA	2,371
Danone SN Indonesia	1,815
Total	**4,186**

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

Globally, Danone as a Company is fully attentive to employee equality and diversity, especially concerning the gender pay gap. To address this, we conduct full monitoring of the gender pay gap at all levels of employment and tenure. At higher levels, we implement equitable policies regardless of gender. **[GRI 3-3]**

On this basis, all employees are paid in accordance with or above the Provincial Minimum Wage (UMP) as per the Regulation of the Minister of Manpower and Transmigration No. 7 of 2013, regardless of race, group, religion, or gender of each employee. The UMP is the minimum wage threshold set through a lengthy research process that considers the Cost of Living Needs (KHL) in each region.

In terms of remuneration policy, the Company applies an equitable policy where the salaries of female and male employees are at a one-to-one ratio (1:1).

Danone Group in Indonesia defines local employees as those who originate from and hold Indonesian citizenship.

Description	2023	Percentage
Local Senior Management	137	89%
Non-local Senior Management	16	11%
Total Senior Management	**153**	**100%**

In 2023, there were 153 employees at the senior management level. Among these 153 employees, 137 are Indonesian nationals.

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

The Company provides equal opportunities for all prospective employees to join Danone Group in Indonesia regardless of their background. Below are the recruitment and employee turnover rates for the period of 2023. **[GRI 3-3]**

Total Recruitments and Ratio of New Employees Based on Age Group and Gender

Age Group	2023									
	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 Years Old	151	46.46%	37	11.38%	188	32	9.85%	14	4.31%	46
30 - 50 Years Old	50	15.38%	6	1.85%	56	20	6.15%	12	3.69%	32
>50 Years Old	2	0.62%	0	0.00%	2	1	0.31%	0	0.00%	1
Recruitment Rate	**203**	**62.46%**	**43**	**13.23%**	**246**	**53**	**16.31%**	**26**	**8.00%**	**79**

Total Recruitments and Ratio of New Employees Based on Age Group and Gender Per Region

Region	2023					
	<30 Years Old		30 - 50 Years Old		>50 Years Old	
	L	P	L	P	L	P
Danone-AQUA						
Head Office	8	15	15	3	1	0
Sumatra	123	22	33	1	0	0
West Region	8	0	0	1	1	0
East Region	12	0	2	1	0	0
Danone SN Indonesia						
Head Office	3	8	5	9	0	0
Ciracas Unit	2	1	3	1	0	0
Prambanan Unit	8	0	1	0	0	0
Region	8	5	10	1	0	0
Sentul Unit	8	0	0	0	1	0
Yogyakarta Unit	3	0	1	1	0	0

Total and Rate of Employee Turnover by Age Group and Gender

Age Group	2023									
	Danone-AQUA					Danone SN Indonesia				
	L	%	P	%	Total	L	%	P	%	Total
<30 Years Old	43	5.56%	16	2.07%	59	16	2.07%	13	1.68%	29
30 - 50 Years Old	14	1.81%	2	0.26%	16	13	1.68%	4	0.52%	17
>50 Years Old	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0
Turnover Rate	**57**	**7.36%**	**18**	**2.33%**	**75**	**29**	**3.75%**	**17**	**2.20%**	**46**

Total and Employee Turnover Ratio Based on Age Group and Gender Per Region

Region	2023					
	<30 Years old		30 - 50 Years old		>50 Years old	
	L	P	L	P	L	P
Danone-AQUA						
Head Office	8	13	11	2	0	0
Sumatra	7	0	1	0	0	0
West Region	13	2	0	0	0	0
East Region	15	1	2	0	0	0
Danone SN Indonesia						
Head Office	2	7	8	4	0	0
Ciracas Unit	1	1	1	0	0	0
Prambanan Unit	5	1	1	0	0	0
Region	4	3	2	0	0	0
Sentul Unit	2	0	1	0	0	0
Yogyakarta Unit	2	1	0	0	0	0

Benefits Provided to Full-time Employees [GRI 401-2]

Danone Group in Indonesia's commitment to growing together with employees is realized through the enhancement of the well-being of all employees. To meet the needs and well-being of employees and support operations, Danone provides facilities, allowances, and equal remuneration for both permanent and non-permanent employees, which include:

Benefit	Full-time Employees	Temporary Employees
Religious Holiday Allowance	✓	✓
Welfare Benefits	✓	✓
Leave Allowance	✓	✓
Income Tax Allowance	✓	✓
Employee Relocation Allowance	✓	✓
Transportation Allowance	✓	✓
Life Insurance	✓	✓
Health Benefits	✓	✓
Maternity Leave	✓	✓
Stock Ownership	✓	✓
Scholarships	✓	✓
Meal Allowance	✓	✓
Retirement Funds	✓	-
Car Ownership Program (COP)	✓	-
Compensation	✓	✓
Marriage Allowance	✓	✓
Communication Allowance	✓	✓

One Voice One Share

Danone Group in Indonesia is not just building a company, but also a strong and passionate community. Through the **'One Voice One Share'** program, we provide more than just jobs to our employees. We give them employee stock ownership so they can actively engage in our business journey.

100% of our employees own shares in Danone, and 93% of them have increased their ownership. This is not just about generating financial profit, but about building a deep sense of ownership and a strong commitment to Danone's vision and mission.

Since the launch of **'One Person One Voice One Share'** in 2018, our goal has remained unchanged: to strengthen the bond between employees and the company, and to empower every individual to speak up for collective progress. Every employee, from all levels and backgrounds, has a voice that is heard and considered.

Every year, we open opportunities for Indonesian volunteers to represent the voices of Danone's 100,000 employees worldwide to directly discuss with the Board of Directors and Executive Committee members, to broaden the company's insights into needs and expectations, accelerate decision-making, foster innovation, and empower our local teams to act and advance in achieving the Company's goals.

Retirement Funds [GRI 201-3]

Danone Group in Indonesia provides a retirement program (in addition to the legal requirements) for employees to help them prepare for their retirement in terms of long-term financial and economic well-being. Danone Indonesia also accrues pensions according to retirement projections. We have recently conducted another benchmark to ensure that Danone Indonesia offers a highly competitive pension contribution program.

Danone-AQUA and Danone SN Indonesia 2023

Details	Company Contribution	Employee Contribution
Employment Social Security Agency (BPJS Ketenagakerjaan)		
- Work Accident Insurance	0.89%	0.00%
- Death Insurance	0.30%	0.00%
- Old Age Security	3.70%	2.00%
- Pension Insurance	2.00%	1.00%
Health Social Security Agency (BPJS Kesehatan)	4.00%	1.00%

Parental Leave [GRI 401-3]

Danone Group in Indonesia cares about the needs of employees' families. The company offers extensive maternity leave: 6 months for mothers and 10 days for fathers. We also ensure that employees' leave rights are not disrupted, without impacting remuneration or career progression.

Additionally, we provide lactation rooms so that mothers can care for their babies comfortably. We encourage all employees, including fathers, to contribute to family care. In doing so, we create a supportive work environment for everyone.

Description	2021			2022			2023		
	M	F	Total	M	F	Total	M	F	Total
Total number of employees taking parental leave (excluding circumcision leave)	691	87	778	575	66	641	528	42	570
Total number of employees that did return to work after parental leave	691	87	778	575	66	641	528	42	570
Total number of employees retained 12 months after returning to work following a period of parental leave	674	83	757	533	62	595	522	42	564
Retention rate	97.54%	95.40%	97.30%	92.70%	93.94%	92.82%	98.86%	100.00%	98.95%

1,000 Days of Rainbow Life for Employee Families

The 1,000 Days of Rainbow Life (1,000 HPK) program is a partnership program with Human Initiative aimed at preventing maternal and child nutrition problems within the scope of SN employee families while supporting the government's program on the 1,000 HPK Movement. This program has conducted holistic nutrition interventions to optimize the first 1,000 days of life (1,000 HPK) as the golden age period in child development. Interventions are directly implemented through health and nutrition education activities, parenting patterns, and maternal and child health services.

In its implementation, this program also adopts a specific approach. The specific approach targets age groups involved in the 1,000 HPK, ranging from pregnant women, breastfeeding mothers, and children aged 0-2 years (infants). Thus, the chain of malnutrition in the cycle can be broken in the age groups from pregnant women to babies up to two years old.

Activities carried out to support the specific approach include nutrition education and monitoring the nutritional status of participants. Additionally, special treatment is provided for pregnant women and infants who have nutritional status below the normal standard through Home Visits and Nutrition Consultations. This is aimed at optimizing the improvement of nutritional status during the first 1,000 days of life. It is hoped that health education programs for pregnant women and mothers of infants can improve the health status of mothers and children, thereby impacting the nutritional status of children.

Health education and parenting skills are generally lacking among working parents due to the time they spend mostly at work. Therefore, the 1,000 HPK Program is organized to provide employees with children under 2 years of age or pregnant mothers the opportunity to receive education on the importance of meeting nutritional needs and providing optimal parenting during the first 1,000 days of life.

The beneficiaries of the program are Sarihusada employees, totaling 134, with a breakdown of 9 pregnant women, 114 infants, and 11 Ambassadors.

> As a new mother, the 1,000 Rainbow activities have truly helped me understand and fulfill the role of being a mother, from how to meet my child's nutritional needs, to stimulation, the importance of immunization, what steps to take when facing a sick child, to understanding my child's emotions; all topics are thoroughly discussed in the 1,000 Rainbow workshop. I am very proud to work at Danone where there is the 1,000 Rainbow program, and I hope it can continue and bring benefits to many people. Thank you to everyone. **- Afifah Ambar (Expectant Mother), Prambanan Factory**

We have felt many benefits from participating in the 1,000 Rainbow program, especially when we found out I was pregnant with our first child; it's like we were newbies as parents. So, we still have a lot to learn about providing nutrition for our child and ensuring that during the first 1,000 days of his life, our child can receive good nutrition and grow optimally.

Thank you very much, 1,000 Rainbow, may you always be a friend to parents, accompanying little ones through their first 1,000 days of life. We look forward to the next program!
- Ricka Tresnawati Rachman, Ciracas Factory

Management Relations [GRI 402-1]

A harmonious relationship between the company and employees, as well as among fellow employees, is an essential condition for creating a productive work environment. Each party understands and respects their respective rights and obligations. The provisions governing these rights and obligations are outlined in the Collective Labor Agreement (PKB), which is a mutual agreement between the company and employees represented by the labor union. All (100%) permanent employees of Danone Group in Indonesia are covered by this PKB **[GRI 2-30, 3-3]**

Following the MOU between Danone Group and the IUF ((The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations)) in 1997, significant operational changes that could affect a large number of workers require consultation with the union representing them. We believe in maintaining openness and strong cooperation. Therefore, consultations should start as early as possible before changes are planned, especially if they involve partial or complete closure of job positions. We set standards for transparency with a consultation period set for 3 months. However, we also understand that each situation has its own uniqueness. Exceptions to this principle will be considered wisely through early dialogue between the IUF Secretariat General and Danone Group's General Management. Together, we can move forward by respecting all parties involved. **[GRI 3-3]**

Occupational Health and Safety in Company's Operation

Occupational Health and Safety Management System [GRI 403-1, 403-8]

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

The commitment of Danone Group in Indonesia to creating a decent, safe, and healthy work environment is outlined in the Company Regulations applicable to all (100%) employees and is also reflected in the collective agreements signed together with the labor union. Danone-AQUA has an OHS management system called WISE based on the concept of Behavior Based Safety and Plan-Do-Check-Action, which includes work program planning, KPI determination, program implementation, as well as routine monitoring and reporting.

We also have a Safety Committee, where employees actively collaborate to create a safe and healthy working atmosphere. Periodically, this committee holds meetings to evaluate OHS progress. **[GRI 3-3]**

Danone Group in Indonesia implements occupational health services referring to several guidelines with the following scope:

Document Level	Title	Scope	
		Employee	Contractor
Procedure	Medical Check Up Procedure	✓	✓
	Procedure for Return to Work for Employees with Prolonged Illness	✓	✓
	Standard Medical Service Procedure at Workplace	✓	-
Work instructions	Health Risk Assessment at Workplace	✓	-
	Management of Occupational Diseases	✓	✓
	Management of HIV AIDS Prevention and Control Program at Workplace	✓	✓

Hazard Identification, Risk Assessment, and Incident Investigation [GRI 403-2]

The company utilizes Task Risk Assessment as a means for implementing Occupational Health and Safety (OHS), which includes:

- Assessment
- Identification of hazards
- Identification of risks
- Controls and improvement opportunities

With this approach, each department must have mitigation measures to reduce existing risks. Every six months, we conduct an assessment of the identified risks and mitigation measures taken, which are then disseminated to employees and business partners. This is done to prevent the recurrence of similar accidents in the future.

Occupational Health Services [GRI 403-3, 403-6]

Throughout all factories, we provide health services and facilities through clinics and First Aid services equipped with doctors, medical personnel, 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 the Social Security

Danone Group in Indonesia provides occupational health services to employees referring to Minister of Manpower Regulation No. PER.03/MEN/1982, covering the following aspects:

Promotive Services	Preventive Services	Curative Services	Rehabilitative Services
• Health education • Sports program • Ergonomics implementation • HIV AIDS prevention and control program	• Periodic health examination (MCU) • Health risk assessment • Vaccination • Mental health program • Surveillance and analysis of suspected occupational diseases	• Employee treatment • First Aid in emergency cases • Referral provision	• Return-to-work program for sick employees

Worker Participation, Consultation, and Communication on Occupational Health and Safety [403-4]

As part of the occupational health program, every employee undergoes an Annual Medical Check-Up (MCU). The results of the MCU are categorized into four categories: Fit, Fit with Note, Need Further Evaluation (NFE), and Need Further Evaluation Immediately (NFEI).

From the MCU results, a total of 4,892 employees received NFE or NFEI status. However, we announced that 1,701 employees have consulted and followed up to improve their health status.

Worker Training on Occupational Health and Safety [GRI 403-5]

To support the success of the occupational safety system, Danone Group in Indonesia conducts several forms of Occupational Health and Safety (OHS) training for employees, including:

Year	Training Name	Participant Entities	Organizer	Certification	Number of Participants
2023	First Aid Training	AQUA & SN	Indonesian Ministry of Labour	Yes	50
2023	Facilitator of the P2 HIV AIDS Program in the workplace	AQUA & SN	Indonesian Medical Association	Yes	18
2023	Mental Health First Aid Training	AQUA	Internal	No	40

Promotion of Worker Health [GRI 403-6]

The health promotion program in 2023 is conducted in line with the global employee health and well-being program known as the Be Well Program. The Be Well Program consists of three main pillars:

1. Physical Health
2. Mental Health
3. Nutrition

Health Promotion Efforts		Danone-AQUA			Danone SN Indonesia		
		Full-time Employee	Temporary Employee	Family	Full-time Employee	Temporary Employee	Family
Physical Health	Health education	✓	-	-	✓	-	-
	COVID-19 Vaccination	✓	-	✓	✓	-	✓
	Influenza Vaccination	✓	-	✓	✓	-	✓
	Dengue Vaccination	✓	-	✓	✓	-	✓
	HPV Vaccination and Pap Smear	✓	-	✓	✓	-	✓
	Exercise Classes	✓	-	-	✓	-	-
	Blood Donation	✓	✓	-	✓	✓	-
	HIV/AIDS Program	✓	✓	-	✓	✓	-
	Medical Monitoring	✓	-	-	✓	-	-
	Weight Loss Competition	✓	✓	-	✓	-	-
	Access to Company Polyclinic Treatment	✓	-	✓	✓	-	-
Mental Health	EAP Counseling	✓	-	-	✓	-	✓
	Financial Counseling	✓	-	-	✓	-	-
	Socialization of Mental Health App	✓	-	✓	✓	-	✓
Nutrition	Nutrition Consultation	✓	-	-	✓	-	-
	Kompetisi Diet Jurnal	✓	-	-	✓	-	-
	Food Traffic Light System	✓	-	-	✓	-	-
	Canteen Inspection	✓	-	-	✓	-	-

Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships [GRI 403-7]

Danone Group in Indonesia has several occupational health programs aimed at preventing and reducing the impact of occupational health issues on business sustainability, including:

Program	Aspects Monitored (Scope: SN and AQUA Employees)
Management of sick leave at work	1. Monitor individual sick leave rates 2. Monitor sick leave rates per location 3. Cooperation with local healthcare providers in managing sick leave rates
Prevention of infectious diseases in the workplace	Screening and treatment of infectious diseases: 1. Tuberculosis 2. Hepatitis A (HCA employees and food handlers) 3. Respiratory diseases (HCA employees and food handlers)
Management of critical illnesses in the workplace	1. Follow Up with employees diagnosed with heart conditions at work 2. Provide recommendations for appropriate adjustments to work activities

Work-related Injuries [GRI 403-9]

There has been a change in the data from last year's report due to a change in the classification of incident types. We now use the following classification:

Fatalities	Work accidents resulting in death.
Lost Time Case (LTC)	A work accident that results in the employee's medical inability to work on the calendar day after the incident, or the next day, even if the next day is not a working day for the employee.
Non Lost Time Case (NLTC)	An incident where an employee sustains a work-related injury that does not require leave but results in restricted work or requires medical treatment.
First Aid	Minor work-related injuries that only require simple treatment and do not necessitate further action from professional healthcare providers.
Near Miss	An incident that could cause injury under unfavorable conditions.
Unsafe Act/ Condition	Actions by individuals or conditions in the workplace that increase the likelihood of an accident or incident.

Rate of Recordable Work-related Injuries:

Type of Incidents	2021			2022			2023		
	Number of Incidents (Frequency)	Ratio (per 200,000 working hours) = OHSAS = i/200,000	Ratio (per 1,000,000 working hours) = OHSAS = i/1,000,000	Number of Incidents (Frequency)	Rasio (per 200.000 jam kerja) =OHSAS =i/ 200.000	Ratio (per 1,000,000 working hours) = OHSAS = i/1,000,000	Number of Incidents (Frequency)	Rasio (per 200.000 jam kerja) =OHSAS =i/ 200.000	Ratio (per 1,000,000 working hours) = OHSAS = i/1,000,000
Danone-AQUA									
Fatalities	0	0	0	0	0	0	0	0	0
Lost Time Case (LTC)	2	0.00001	0.000002	3	0.000015	0.000013	2	0.00001	0.000002
Non Lost Time Case (NLTC)	6	0.00003	0.000006	7	0.000035	0.000007	2	0.00001	0.000002
First Aid	13	0.000065	0.000013	19	0.000095	0.000019	21	0.000105	0.000021
Near Miss	8.687	0.43435	0.008687	12.047	0.060235	0.012047	11.522	0.05761	0.011522
Unsafe Act/ Condition	90.244	0.45122	0.90244	80.751	0.403755	0.080751	68.585	0.342925	0.68585
Danone-AQUA Partner (Non-employees)									
Fatalities	0	0	0	0	0	0	0	0	0
Lost Time Case (LTC)	0	0	0	0	0	0	0	0	0
Non Lost Time Case (NLTC)	0	0	0	1	0,000005	0,000001	0	0	0

Type of Incidents	2021			2022			2023		
	Number of Incidents (Frequency)	Ratio (per 200,000 working hours) = OHSAS = i/200,000	Ratio (per 1,000,000 working hours) = OHSAS = i/1,000,000	Number of Incidents (Frequency)	Ratio (per 200,000 working hours) = OHSAS = i/200,000	Ratio (per 1,000,000 working hours) = OHSAS = i/1,000,000	Number of Incidents (Frequency)	Ratio (per 200,000 working hours) = OHSAS = i/200,000	Ratio (per 1,000,000 working hours) = OHSAS = i/1,000,000
Danone-AQUA Partner (Non-employees)									
First Aid	1	0.000005	0.000001	0	0	0	0	0	0
Near Miss	0	0	0	0	0	0	0	0	0
Unsafe Act/ Condition	0	0	0	0	0	0	0	0	0
Danone SN Indonesia									
Fatalities	0	0	0	0	0	0	0	0	0
Lost Time Case (LTC)	1	0.000005	0.000001	0	0	0	0	0	0
Non Lost Time Case (NLTC)	0	0	0	0	0	0	0	0	0
First Aid	5	0.000025	0.000005	3	0.000015	0.000003	20	0.0001	0.00002
Near Miss	102	0.00051	0.000102	136	0.00068	0.000136	507	0.002535	0.000507
Unsafe Act/ Condition	7.183	0.035915	0.007183	9.266	0.04633	0.009266	11.178	0.05589	0.011178

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

Type of Injuries	2021			2022			2023		
	Number of Fatalities	Number of High Conse-quence Work Injuries	Number of Injuries Recorded	Number of Fatalities	Number of High Conse-quence Work Injuries	Number of Injuries Recorded	Number of Fatalities	Number of High Conse-quence Work Injuries	Number of Injuries Recorded
Danone-AQUA									
Burn or Scald	0	0	0	0	1	0	0	0	0
Fall from Height	0	0	0	0	1	0	0	1	0
Machinery - Contact with Moving Part	0	0	2	0	1	1	0	0	1
Ergonomic - injured while carrying	0	0	1	0	0	2	0	0	0
Slip, Trip, Fall	0	0	0	0	0	1	0	1	0
Car Accident	0	0	0	0	0	1	0	0	1
Hit by Moving Object (Non-machine)	0	2	1	0	0	1	0	0	0
Expose to Chemical	0	0	2	0	0	1	0	0	0
Electrocuted	0	0	1	0	0	0	0	0	0

During 2023, we recorded that there were no fatal accidents that occurred in Danone Indonesia, including both Danone AQUA and SN Indonesia. The safety of every individual is our top priority, and we will continue to ensure that our work environment remains safe and healthy for everyone.

Work-related Ill Health [GRI 403-10]

In 2023, both Danone AQUA and SN recorded no reports of work-related illnesses. All hazards and health-related risks are identified, analyzed, and controlled through our health and safety programs.

Improving Employee Expertise

Regular employee development programs are conducted to support the implementation of Danone's 2023 Strategic Plan by offering various leadership training topics that employees can participate in as part of their Individual Development Plan. **[GRI 3-3]**

The company routinely evaluates employee performance to support future development plans, fair compensation, appropriate rotations, as well as opportunities for career enhancement and development. Every employee, 100% without exception, is carefully evaluated every year. **[GRI 404-3]**

Average Hours of Training per Year per Employee [GRI 404-1]

		2021			2022			2023		
		M	F	Total	M	F	Total	M	F	Total
Danone-AQUA										
Total number of employees	Staff	8,057	782	8,839	7,682	740	8,422	7,388	674	8,062
	Management	1,720	613	2,333	1,708	609	2,317	1,703	621	2,324
	Senior management	56	26	82	58	24	82	33	4	37
	Total number of employees	**9,833**	**1,421**	**11,254**	**9,448**	**1,373**	**10,821**	**9,124**	**1,299**	**10,423**
Total training hours provided to employees during the reporting period	Staff	108,551	11,728	120,279	112,505	12,132	124,637	105,140	13,348	118,488
	Management	48,125	19,836	67,961	61,968	20,213	82,181	58,359	17,675	76,034
	Senior management	1,106	555	1,661	1,246	545	1,791	581	172	753
	Total training hours	**157,782**	**32,119**	**189,901**	**175,719**	**32,890**	**208,609**	**164,080**	**31,195**	**195,275**
Average training hours per employee per year (hours/ employee)	Staff	13.47	15.00	13.61	14.65	16.39	14.80	14.23	19.8	14.7
	Management	27.98	32.36	29.13	36.28	33.19	35.47	34.27	28.46	32.72
	Senior management	19.75	21.35	20.26	21.48	22.71	21.84	17.61	42.89	20.35
	Average hours	**16.05**	**22.60**	**16.87**	**18.60**	**23.95**	**19.28**	**17.98**	**24.01**	**18.74**
Danone SN Indonesia										
Total number of employees	Staff	1,378	211	1,589	1,376	205	1,581	1,320	197	1,517
	Management	39	27	66	427	323	750	444	343	787
	Senior management	428	328	756	35	28	63	16	5	21
	Total number of employees	**1,845**	**566**	**2,411**	**1,838**	**556**	**2,394**	**1,780**	**545**	**2,325**
Total training hours provided to employees during the reporting period	Staff	17,365	5,105	22,470	17,500	8,618	26,118	25,114	5,140	30,254
	Management	17,062	11,096	28,158	15,806	10,273	26,079	16,317	9,946	26,263
	Senior management	1,102	681	1,783	1,620	1,033	2,653	457	166	623
	Total training hours	**35,529**	**16,882**	**52,411**	**34,926**	**19,924**	**54,850**	**41,888**	**15,252**	**57,140**
Average training hours per employee per year (hours/ employee)	Staff	12.60	24.19	14.14	12.72	42.04	16.52	19.03	26.09	19.94
	Management	437.49	410.96	426.64	37.02	31.80	34.77	36.75	29	33.37
	Senior management	2.57	2.08	2.36	46.29	36.89	42.11	28.56	33.25	29.68
	Average hours	**19.26**	**29.83**	**21.74**	**19.00**	**35.83**	**22.91**	**23.53**	**27.99**	**24.58**

Programs for Upgrading Employee Skills and Transition Assistance Programs [GRI 404-2]

Training Name	Type of Training	Scope	Male	Female
7 Habits of Highly Effective People	Transversal / Soft skill	Manager & above	17	28
Data Storytelling	Transversal / Soft skill	Manager & above	55	78
English Course	Transversal / Soft skill	All Employee	70	89
Facilitation Skill	Transversal / Soft skill	Manager & above	21	5
High Impact Presentation	Transversal / Soft skill	Manager & above	4	12
Influence without Authority	Transversal / Soft skill	Manager & above	47	12
Insights Discovery	Transversal / Soft skill	All Employee	146	85
Lead as Coach	Transversal / Soft skill	Manager & above	88	27
Project Management	Transversal / Soft skill	Supervisor and Above	371	177
Problem Solving & Decision Making	Transversal / Soft skill	Supervisor and Above	14	16
Service Excellence	Transversal / Soft skill	Supervisor and Above	12	30
Negotiation Skill	Transversal / Soft skill	Manager & above	19	35

Retirement Preparation Period

The Retirement Preparation Period (MPP) program is based on the commitment outlined in the Collective Labor Agreement (PKB) of Danone AQUA & Danone SN Indonesia and aims to provide comprehensive preparation for employees facing retirement. Through Retirement Preparation Training (MPP), Danone is committed to providing the necessary provisions, information, and training to enable employees to prepare for retirement optimally. Additionally, efforts are made to provide motivation and understanding of financial management, expand awareness of entrepreneurship, investment, health, and activities that can be pursued after retirement.

MT STAR

The MT STAR program is designed as an initiative to develop young talents at Danone. With a duration of 3 years, this program aims to prepare the future generation of Danone leaders. Since its inception in 2007, 465 graduates have been nurtured, contributing to solidifying Danone's business across Indonesia. This program offers comprehensive learning experiences and internal development paths within the company.

DSTAR

DSTAR is the Independent Campus Program at Danone, conducted in collaboration with the Ministry of Education & Culture. This program provides undergraduate students with the opportunity to participate in off-campus activities for 4.5 months, which can be recognized as academic credits. In 2023, the program involved 50 participants and 50 mentors, providing valuable practical experiences and essential skills for their future careers.

Diversity and Equal Opportunity for Employee

The growth of Danone Group in Indonesia is inseparable from the contribution of all employees. We are committed to growing together by implementing the 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 to achieve productivity and collective well-being.

Danone Group in Indonesia views diversity as our main strength. We are committed to creating an inclusive work environment, where every individual is valued and has equal opportunities to grow. From recruitment to career development, we ensure that there is no discrimination based on any background. Diversity is not just our values, but also an integral part of how we operate. By promoting diverse perspectives, we enrich ideas and innovation, strengthening Danone Group as an inclusive workplace.
[GRI 3-3]

Number of Employees Based on Gender, Age Range, and Position [GRI 405-1]

2021 Period

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 Years old	1.101	9,8%	211	1,9%	1.312	344	14,3%	138	5,7%	482
30-50 Years old	7.336	65,2%	963	8,6%	8.299	1.308	54,3%	374	15,5%	1.682
>50 Years old	1.396	12,4%	247	2,2%	1.643	193	8,0%	54	2,2%	247
Total Employees	9.833	87,4%	1.421	12,6%	11.254	1.845	76,5%	566	23,5%	2.411

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%
Total Employees	1,312	11.7%	8,299	73.7%	1,643	14.6%	9,833	87.4%	1,421	12.6%

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%
Total Employees	482	20.0%	1,682	69.8%	247	10.2%	1,845	76.5%	566	23.5%

2022 Period

Age Group	Danone-AQUA					Danone SN Indonesia				
	M	%	F	%	Total	M	%	F	%	Total
<30 Years old	763	7.1%	178	1.7%	941	347	14.4%	123	5.1%	470
30-50 Years old	7,135	66.0%	915	8.5%	8,050	1,293	53.8%	379	15.8%	1,672
>50 Years old	1,544	14.3%	278	2.6%	1,822	205	8.5%	56	2.3%	261
Total Employees	9,442	87.3%	1,371	12.7%	10,813	1,845	76.8%	558	23.2%	2,403

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%
Total Employees	941	8.7%	8,050	74.4%	1,822	16.9%	9,442	87.3%	1,371	12.7%

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%
Total Employees	470	19.6%	1,672	69.6%	261	10.9%	1,845	76.8%	558	23.2%

Periode 2023

Age Group	Danone-AQUA					Danone SN Indonesia				
	L	%	P	%	Total	M	%	F	%	Total
<30 Years old	649	7.1%	174	13.4%	823	277	15.6%	89	16.3%	366
30-50 Years old	6,857	75.1%	870	66.9%	7,727	1,291	72.5%	395	72.3%	1,686
>50 Years old	1,619	17.7%	257	19.8%	1,876	212	11.9%	62	11.4%	274
Total Employees	9,125	87.5%	1,301	12.5%	10,426	1,780	76.5%	546	23.5%	2,326

Danone-AQUA										
Position	Age						Gender			
	<30	%	30-50	%	>50	%	M	%	F	%
Executive Committee	0	0.0%	4	0.1%	6	0.3%	10	0.1%	0	0.0%
Director	0	0.0%	19	0.2%	9	0.5%	23	0.3%	5	0.4%
Manager	96	11.7%	595	7.7%	159	8.5%	571	6.3%	279	21.4%
Supervisor	112	13.6%	939	12.2%	425	22.7%	1,133	12.4%	343	26.4%
Staff	615	74.7%	6,170	79.8%	1,277	68.1%	7,388	81.0%	674	51.8%
Total Employees	823	7.9%	7,727	74.1%	1,876	18.0%	9,125	87.5%	1,301	12.5%

Danone SN Indonesia										
Position	Age						Gender			
	<30	%	30-50	%	>50	%	M	%	F	%
Executive Committee	0	0.0%	5	0.3%	4	1.5%	7	0.4%	2	0.4%
Director	0	0.0%	11	0.7%	1	0.4%	9	0.5%	3	0.5%
Manager	38	10.4%	297	17.6%	36	13.1%	189	10.6%	182	33.3%
Supervisor	65	17.8%	300	17.8%	52	19.0%	255	14.3%	162	29.7%
Staff	263	71.9%	1,073	63.6%	181	66.1%	1,320	74.2%	197	36.1%
Total Employees	366	15.7%	1,686	72.5%	274	11.8%	1,780	76.5%	546	23.5%

Ratio of Basic Salary and Remuneration of Women to Men [GRI 405-2]

Danone Group in Indonesia understands that employee well-being is an integral part of the overall success of the company, as their performance directly impacts productivity. That's why we prioritize fair compensation as a fundamental aspect of our approach. By adhering to regulations such as the Ministry of Manpower and Transmigration Regulation No. 7 of 2013, we ensure that our wages meet or exceed the Provincial Minimum Wage standards, which are determined through comprehensive research considering regional living standards. Our commitment includes providing equal wages across all operational locations, regardless of background or gender. Our remuneration policy reflects our dedication to equality, maintaining a 1:1 salary ratio between female and male employees.

Upholding Human Rights

As an inclusive company, Danone Group in Indonesia provides equal treatment and opportunities to all employees in terms of recruitment, training and education, compensation and benefits, as well as career paths regardless of background.

Regarding anti-harassment and discrimination policies, we have guidelines or a code of conduct that must be adhered to. Every employee is required to sign a commitment to anti-discrimination and harassment policies. The scope of anti-harassment includes verbal, non-verbal/visual, and physical harassment. **[GRI 3-3]**

This code of conduct includes:

- Touching someone's shoulder or other body parts.
- Making inappropriate comments or jokes about someone's physical appearance or way of dressing.
- Threatening someone's safety after a heated discussion.
- Insulting someone's race, ethnicity, or religion in work-related activities.
- Abusing power for sexual advantage.

Danone Group in Indonesia upholds and respects human rights in line with universal values and guidelines. The implementation of human rights guidelines in the workplace is carried out through various policies, including not employing underage children, rejecting all forms of forced labor, combating all forms of discrimination and harassment, and providing ample space for workers to gather, unionize, and express their aspirations. Throughout the year 2023, there were no reports of discrimination at work, child labor, or forced labor **[GRI 406-1, 408-1, 409-1, 3-3]**

In our ongoing effort to strengthen inclusivity and respect culture, we have conducted socialization and training on anti-discrimination and harassment. Through interactive e-learning sessions, we have provided comprehensive training to 466 employees, with the aim of creating a work environment where every individual feels valued and safe **[406-1].**

Support for Humanity

Danone Indonesia believes that corporations have a dual mission: business and social responsibility. That's why we always strive to be present and actively respond during humanitarian tragedies. When natural disasters struck Palu, Lombok, Merapi, Cianjur, and Sukabumi recently, Danone Indonesia, along with our employees and partners, participated in providing aid. During the COVID-19 pandemic, we also took direct action by providing hydration and nutrition products, medical equipment, and establishing 160 vaccination centers in collaboration with various stakeholders from national and local governments, academics, NGOs, and fellow business entities.

This year, our focus turned to the humanitarian issue that has been ongoing since the end of last year in Gaza, Palestine. Danone Indonesia, together with more than 13,000 employees, took concrete actions to assist the people of Gaza through various collaborations. In November 2023, Danone Indonesia donated IDR 2 billion in humanitarian aid through Lazismu Pimpinan Pusat (PP) Muhammadiyah and NU Care-LAZISNU Pengurus Besar NU (PBNU). Additionally, the assistance continued with a donation of Rp 500 million to the National Zakat Agency of the Republic of Indonesia (BAZNAS). Moreover, Danone Indonesia also donated IDR 630 million through the Palestinian Embassy. The donations provided were not only financial but also material, including 30,000 bottled water products delivered to the people of Gaza through the Indonesian Navy and LAZISNU.

This humanitarian action to help ease the burden of our brothers and sisters in Palestine is a tangible manifestation of the commitment of all employees, including Danone Indonesia Muslim Employee Community (KARISMA), who collected donations internally before channeling them through various organizations and humanitarian agencies. All KARISMA members across Indonesia successfully raised IDR 130 million, hoping that eventually, the people of Palestine can enjoy a decent life as experienced in Indonesia.

Danone Indonesia is committed to upholding human rights and humanitarian values both domestically and internationally. This humanitarian action demonstrates that we are always present to help communities affected by humanitarian tragedies, wherever they are.

Rights of indigenous people [GRI 411-1, 2-27]

Danone Group in Indonesia provides communication channels for the entire community to voice complaints if any of our activities are deemed disruptive or harmful. This information can be conveyed to each respective company or through AQUA Menyapa and Careline. Throughout the year 2023, we did not receive complaints that resulted in significant impacts, fines, or sanctions due to violations in social/community aspects. **[GRI 3-3]**

All of our operational activities that have the potential to negatively impact the community, such as waste, effluents, and emissions, have been mitigated through the integration of environmentally friendly business processes. As a result, during the reporting period, no operations were found to have a significant negative impact on the local community. **[GRI 413-2]**

Public policy [GRI 415-1]

Danone Group in Indonesia is prohibited from making political contributions and must remain apolitical. Employees and management are not allowed to engage in political activities within the company or use the company's name and assets for political purposes. The company may provide non-political social contributions. In 2023, no contributions were made, either directly or indirectly, for political purposes.

Freedom of Association Collective Bargaining [GRI 407-1]

Danone Group in Indonesia supports freedom of association for workers, resulting in the presence of workers' unions at every worksite. The following are the workers' unions found at Danone Indonesia. **[GRI 3-3]**

Danone-AQUA	Danone SN Indonesia
• AQUA Group Labor Union(SPAG) • Subang : SBM (Independent trade union) DIAS • Citeureup : SBM ADI • Babakan Pari : SBM DIABI • Mekarsari : SBM DIAKSI • Cibinong : SBM DAIC	• PT Sarihusada Generasi Mahardhika Employee Association (PERKASA) • Nutricia Indonesia Labor Union • Sugizindo Employee Union

Security Practices [GRI 410-1]

Policy and human rights training have become an integral part of our security practices. A total of 281 security personnel have completed comprehensive human rights training, which includes: **[GRI 3-3]**

Security Service Provider	Total Security Personnel		
	Total Personnel	Total Personnel Who Attended Training	Percentage of Personnel Who Attended Training
G4S	463	52	11%
ISS	229	229	100%
OCS	46	0	0%
STA	9	0	0%
Organik	249	0	0%
Total	996	281	28%

- Understanding human rights as fundamental, universal, and eternal rights that must be protected, respected, upheld, and not infringed upon by anyone except by law and court decisions.
- Protection and enforcement of human rights to enhance human dignity and integrity.
- Every member of the security unit, in carrying out their duties or in daily life, is obliged to apply the protection and respect for human rights and always uphold human rights and avoid human rights violations.

About the Report [GRI 2-3, 2-4, 2-5]

Reporting Practices

In this report, we do not present Financial Reports. Our financial reports have been audited by an independent institution for the January-December period each year and can be seen in the financial reports of each company.

Restated information

We provide an explanation if there is an information that we restate or correct the data/information that we conveyed in the previous report and describe the reasons for the restatement.

Changes in the report

There are no changes to reporting compared to last year's Sustainability Report, where we combined our two business divisions, namely Danone-AQUA and Danone SN Indonesia in one report book.

Reporting period for sustainability report

In this Sustainability Report, we disclose the Company's sustainability performance for the period 1 January 2023 to 31 December 2023 unless otherwise stated.

Frequency of reporting

Starting in 2023, the Danone Group in Indonesia will publish a Sustainability Report every year.

Contact for question regarding the report

Departemen
Corporate Communication
Grup Danone di Indonesia

RDTX Place Lantai 5-9
Jl. Prof. DR. Satrio Kav. 3, Karet Kuningan,
Setiabudi Jakarta Selatan, 12940
Email: corporate.communicationID@danone.com

Assurance by external party

Currently, our Sustainability Report has not been verified by an external assurance party. However, we ensure that the data presented can be justified. In the future, we will consider using external assurance to verify Sustainability Report data.

Report Quality Guidelines

The highest governance body, in this case the Collective Leaders, is directly involved in the process of preparing this report, responsible for reviewing and approving every material that will be submitted, including the process of determining material aspects in this report.

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

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

Daftar topik material di atas kemudian dijabarkan kedalam laporan keberlanjutan melalui pengungkapan yang relevan dengan pedoman GRI Standard.

Material Topic	GRI Standards	Description
Product safety and quality	416-1, 416-2	
Nutritional quality of the product	-	Elaborated through the subheading “Enhancing Public Health through Our Products”
Consumer communication	417-1, 417-2, 417-3	
R&D and product innovation	-	Elaborated through the subheading “Enhancing Public Health through Our Products”
Water resources and stewardship	303-1, 303-2, 303-3, 303-4, 303-5	
Packaging and waste	301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5, 308-1, 308-2, 414-1, 414-2	
Climate and decarbonization action	302-1, 302-2, 302-3, 302-4, 302-5, 304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 306-7	
Vision mission and company policy	204-1, 205-1, 205-2. 205-3, 206-1, 407-1, 408-1, 409-1, 410-1, 402-1	Elaborated through the subheading “Sustainability Strategy”
Water access sanitation and hygiene	203-1, 203-2, 411-1, 413-1, 413-2	
Diversity and inclusion	202-1, 202-2, 401-1, 401-2, 401-3, 405-1, 405-2, 406-1	
Development and training	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 404-1, 404-2, 404-3	

GRI Content Index

Statement of Use	Danone Group in Indonesia has reported in accordance with the GRI Standards for the period January 1, 2023 to December 31, 2023
GRI 1 Used	GRI 1: Foundation 2021
Applicable Sector Standard	-

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
General Disclosures							
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	2-2	Entities included in the organization's sustainability reporting	13				
	2-3	Reporting period, frequency and contact point	144				
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	2-8	Workers who are not employees	119				
	2-9	Governance structure and composition	37				
	2-10	Nomination and selection of the highest governance body	38				
	2-11	Chair of the highest governance body	39				
	2-12	Role of the highest governance body in overseeing the management of impacts	41				
	2-13	Delegation of responsibility for managing impacts	41				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
General Disclosures							
	2-14	Role of the highest governance body in sustainability reporting	41				
	2-15	Conflicts of interest	40				
	2-16	Communication of critical concerns	41				
	2-17	Collective knowledge of the highest governance body	39				
	2-18	Evaluation of the performance of the highest governance body	42				
	2-19	Remuneration policies	38				
	2-20	Process to determine remuneration	38				
	2-21	Annual total compensation ratio	38				
	2-22	Statement on sustainable development strategy	29				
	2-23	Policy commitments	42, 43, 48				
	2-24	Embedding policy commitments	42				
	2-25	Processes to remediate negative impacts	48				
	2-26	Mechanisms for seeking advice and raising concerns	48				
	2-27	Compliance with laws and regulations	101, 102, 104, 142				
	2-28	Membership associations	22				
	2-29	Approach to stakeholder engagement	49				
	2-30	Collective bargaining agreements	124				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
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GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	122				
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GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	119				
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GRI 3: Material Topic 2021	3-3	Management of material topic	107				
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	107				
	203-2	Significant indirect economic impacts	107				
Procurement Practices							
GRI 3: Material Topic 2021	3-3	Management of material topic	106				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	105				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
Anti-corruption							
GRI 3: Material Topic 2021	3-3	Management of material topic	44				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	44				
	205-2	Communication and training about anti-corruption policies and procedures	44				
	205-3	Confirmed incidents of corruption and actions taken	44				
Anti-competitive Behavior							
GRI 3: Material Topic 2021	3-3	Management of material topic	47				
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	47				
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	301-3	Reclaimed products and their packaging materials	80				
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GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
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	302-3	Energy intensity`	58				
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	303-2	Management of water discharge-related impacts	64, 69				
	303-3	Water withdrawal	64				
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GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	73				
	304-2	Significant impacts of activities, products and services on biodiversity	79				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
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	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	78				
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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	59				
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	305-4	GHG emissions	62				
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	306-4	Waste diverted from disposal	89				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
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	401-3	Parental leave	122				
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GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	124				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
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	403-2	Hazard identification, risk assessment, and incident investigation	126				
	403-3	Occupational health services	126				
	403-4	Worker participation, consultation, and communication on occupational health and safety	127				
	403-5	Worker training on occupational health and safety	127				
	403-6	Promotion of worker health	126, 127				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	129				
	403-8	Workers covered by an occupational health and safety management system	125				
	403-9	Work-related injuries	130				
	403-10	Work-related ill health	144				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
Training and Education							
GRI 3: Material Topic 2021	3-3	Management of material topic	134				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	135				
	404-2	Programs for upgrading employee skills and transition assistance programs	136				
	404-3	Percentage of employees receiving regular performance and career development reviews	136				
Diversity and Equal Opportunity							
GRI 3: Material Topic 2021	3-3	Management of material topic	137				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	137				
	405-2	Ratio of basic salary and remuneration of women to men	141				
Non-discrimination							
GRI 3: Material Topic 2021	3-3	Management of material topic	137				
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	141				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
Freedom of Association and Collective Bargaining							
GRI 3: Material Topic 2021	3-3	Management of material topic	142				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko	142				
Child Labor							
GRI 3: Material Topic 2021	3-3	Management of material topic	141				
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	141				
Forced or Compulsory Labor							
GRI 3: Material Topic 2021	3-3	Management of material topic	141				
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	141				
Security Practices							
GRI 3: Material Topic 2021	3-3	Management of material topic	143				
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	143				
Rights of Indigenous Peoples							
GRI 3: Material Topic 2021	3-3	Management of material topic	141				
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	142				

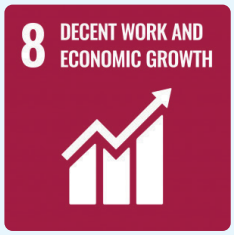
GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
Local Communities							
GRI 3: Material Topic 2021	3-3	Management of material topic	107				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	107				
	413-2	Operations with significant actual and potential negative impacts on local communities	142				
Supplier Social Assessment							
GRI 3: Material Topic 2021	3-3	Management of material topic	105				
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	105				
	414-2	Negative social impacts in the supply chain and actions taken	105				
Public Policy							
GRI 415: Public Policy 2016	415-1	Political contributions	142				
Customer Hvealth and Safety							
GRI 3: Material Topic 2021	3-3	Management of material topic	105				

GRI Standard	Disclosure		Location	Omission			GRI Sector Standard
				Requirement (s) Omitted	Reason	Explanation	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	101				
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	101				
Marketing and Labeling							
GRI 3: Material Topic 2021	3-3	Management of material topic	102				
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	102				
	417-2	Incidents of non-compliance concerning product and service information and labeling	102				
	417-3	Incidents of non-compliance concerning marketing communications	102				
Customer Privacy							
GRI 3: Material Topic 2021	3-3	Management of material topic	104				
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	104				

Support for the Achievement of Sustainable Development Goals

SDGs	Support for the achievement of Sustainable Development Goals in accordance with 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.	70 - 72
	• Carry out economic development programs for the poor through regenerative agriculture • programs and young farmers as a source of livelihood.	68
	• Danone Group in Indonesia employs employees with disabilities as a commitment to uphold equality and support poverty alleviation.	33
	• Providing health facilities to vulnerable communities such as basic immunization and treatment of malnutrition in infants.	123, 124
	• 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.	10
	• Poverty reduction through employment absorption.	120
	• Aid and Assistance for victims of natural disasters.	141
	• Eliminate hunger, achieve food security and good nutrition, and promote sustainable agriculture:	
	• Prevalence of malnutrition in toddlers through various programs such as Gasing Nekmese • Program, Isi Piringku (Fill My Plate), GESID, and others.	107 - 113
	• Assistance for sustainable food and agriculture to improve the quality of safe and healthy agricultural products while protecting the environmental ecosystem.	68
	• Ensure healthy lives and promote well-being:	
	• Health socialization to reduce maternal and child mortality (1.000 HPK Program).	110, 123
	• Toddler stunting intervention program.	107, 109 - 112
	• Support for Integrated Health Post and Public Health Center.	109 - 113

SDGs	Support for the achievement of Sustainable Development Goals in accordance with the Presidential Decree of the Republic of Indonesia No. 59 of 2017.	Page
	• Ensure inclusive and equitable quality education and increase lifelong learning opportunities for all:	
	• Supporting education related to health and healthy behavior in schools through the Gasing Nekmese program.	111
	• Pre-School (early childhood education).	109, 112
	• Providing adequate clean water and sanitation facilities for educational institutions	71, 72
	• Achieve gender equality and empower all women:	
	• 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.	115
	• Non-discrimination against women.	137
	• Reducing the number of violence/harassment against women through anti-harassment policies.	141
	• 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.	70 - 72
	• 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.	71, 110, 111
	• Water use efficiency program (reuse, reduce, recycle) within the Company.	69
	• Carry out safe liquid waste management to reduce the impact when disposing of liquid waste on the surrounding environment.	69
	• 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.	65, 66
	• Ensure access to affordable, reliable, sustainable and modern energy for all:	
	• Implementing an efficient and responsible energy use policy.	54, 55
	• Use of Renewable Energy by utilizing Solar Power Plants.	54 - 57

SDGs	Support for the achievement of Sustainable Development Goals in accordance with the Presidential Decree of the Republic of Indonesia No. 59 of 2017.	Page
	• Promote inclusive and sustainable economic growth, productive and comprehensive employment opportunities, and decent work for all:	
	• Absorption of labor contributing to economic growth.	119, 120
	• Implementation of minimum salary standards by taking into account Regional Minimum Wage provisions.	119
	• No forced labor or underage workers in all operational sites.	141
	• Implementation of Occupational Health and Safety (OHS) norms to create a safe and healthy workplace.	125
	• No fatalities.	
	• Rights to freedom of association.	131 - 133
	• Socio-economic empowerment, including through the AQUA Home Service (AHS) program.	142 115
	• Build resilient infrastructure, promote sustainable industrialization, and foster innovation:	
	• Infrastructure assistance to provide access to clean water, clean sanitation and other community facilities.	116
	• Innovation, especially in recyclable product packaging use.	86, 87
	• Supporting product development with research to innovate sustainable products.	93 - 95
	• Innovation in New Renewable Energy use to reduce greenhouse gas emissions (clean industry).	54, 55
	• Reduce inequality:	
	• 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.	119
	• Respect and uphold human rights as indicated by the absence of human rights-related incidents/discrimination.	141
	• Engage all employees in the National Social Security program.	122
	• Make cities inclusive, safe, resilient, and sustainable:	
	• Waste management to reduce detrimental impacts on residential environments through *#BijakBerplastik* (Be Plastic Wise) program.	80 - 86

SDGs	Support for the achievement of Sustainable Development Goals in accordance with the Presidential Decree of the Republic of Indonesia No. 59 of 2017.	Page
	• Ensure sustainable consumption and production patterns:	
	• Efficient use of natural resources with a reuse, reduce, recycle approach. Utilization of renewable energy, *#BijakBerplastik* program.	54, 68, 80
	• Trash/hazardous waste management including recycling.	88 - 90
	• Implementation of ISO 14001	26, 27
	• 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.	23
	• Sustainable procurement practices through the implementation of Supplier Ethical Data Exchange (Sedex), Roundtable on Sustainable Palm Oil (RSPO).	105, 106
	• Environmentally friendly products using packaging that can be recycled and reused.	80-83, 86-87
	• Encouraging a culture of sustainable development characterized by the consistent publication of Sustainability Reports.	144
	• Take urgent action to combat climate change and its impacts:	
	• Energy savings to reduce greenhouse gas (GHG) emissions with a target of net zero emissions by 2050.	54
	• Target of achieving 100% renewable electricity supply by 2030.	56
	• A beneficial tree planting program to absorb carbon dioxide and release oxygen.	66
	• Post-consumption plastic packaging management program.	80
	• Implementation of regenerative agriculture program.	68
	• Efficiency and optimization of transportation.	60
	• Conserve and sustainably use the marine resources for sustainable development:	
	• 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).	80
	• Sampahku Tanggung Jawabku/SAMTAKU (My Trash My Responsibility) Education Program.	82 - 83
	• Launch of Bottled Drinking Water products whose packaging is made from 100% recycled and recyclable materials.	53, 55
	• Protect and restore watersheds (DAS) around operational areas	66

SDGs	Support for the achievement of Sustainable Development Goals in accordance with the Presidential Decree of the Republic of Indonesia No. 59 of 2017.	Page
	• Protect, restore and promote sustainable use of terrestrial ecosystems:	
	• Carry out biodiversity conservation programs, protect and restore terrestrial/forest ecosystems.	73 - 79
	• Protecting endangered species.	77
	• Tree planting program.	66
	• Strengthen inclusive and peaceful societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels:	
	• 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.	47, 141
	• Implementation of Human Rights-related internal trainings.	143
	• Embedding anti-corruption behaviour.	43 - 46
	• Reducing all forms of violence including the Anti-harassment policy.	141
	• Implementation of information disclosure/transparency.	144
	• Strengthening partnerships for sustainable development:	
	• Collaboration with external parties (private or government) in sustainability programs implementation.	67, 77, 78, 81 - 86, 107, 108, 110, 113

Danone Indonesia Sustainability Report 2023

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