



# SUSTAINABILITY REPORT

2024

**PT WAHANA CITRA NABATI**

Edible Fat and Oil Industry

Leading Position as Highest Quality  
of Palm Oil Producer in Indonesia



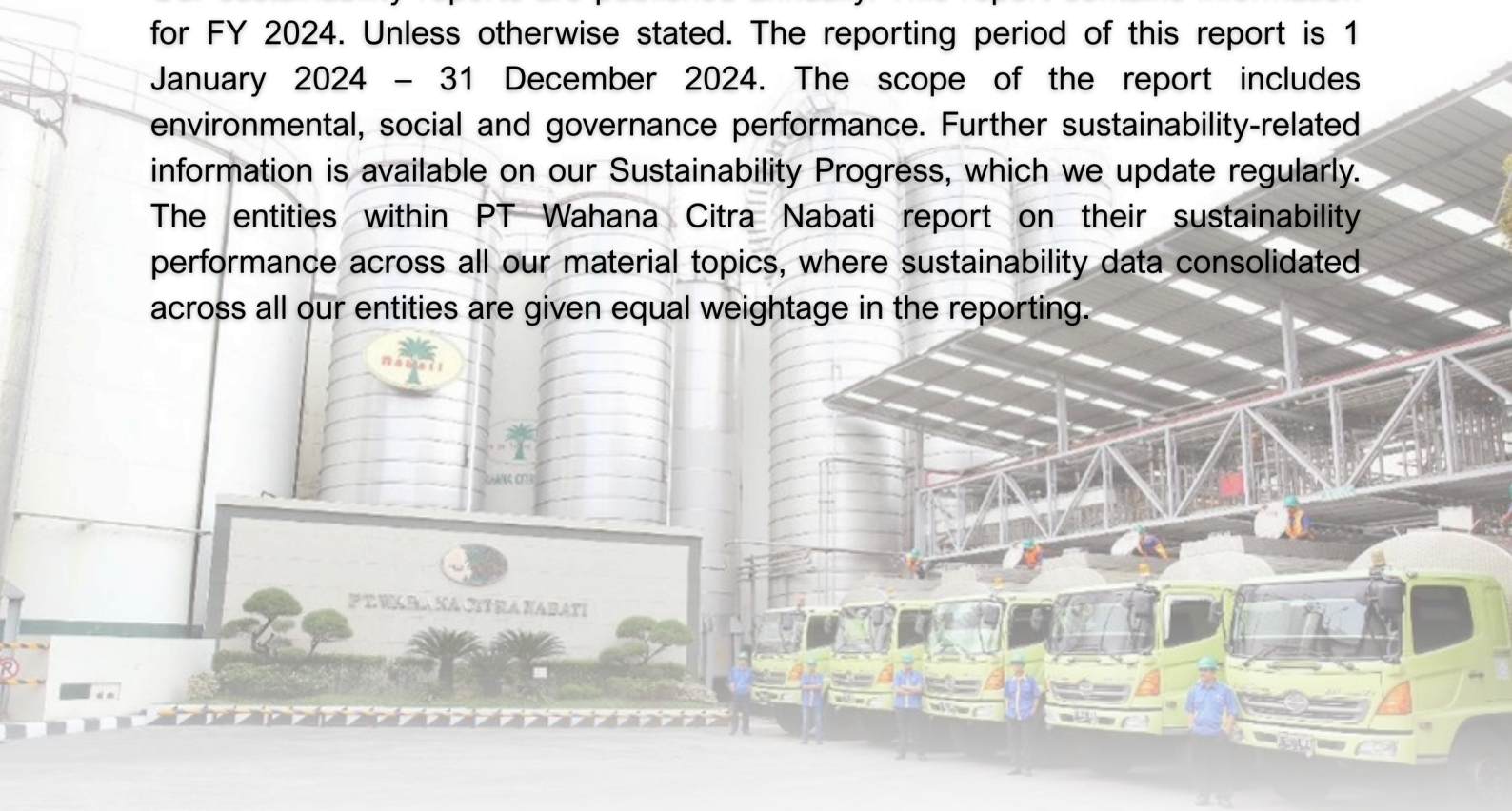
# About This Report

## Reporting Frame Work

This Sustainability Report summarizes our progress and challenges in managing our journey sustainability issues in 2024. Through this report, we will provide updates and insight into our performance sustainability and believe sustainability is part of long-term our business strategies. We have made this report according to Global Reporting Initiative (GRI), focusing on environmental and social responsibility issues. We also support and integrate with the 17th United Nations Sustainable Development Goals (UN SDGs) toward our business strategies.

## Boundary and Scope of This Report

Our sustainability reports are published annually. This report contains information for FY 2024. Unless otherwise stated. The reporting period of this report is 1 January 2024 – 31 December 2024. The scope of the report includes environmental, social and governance performance. Further sustainability-related information is available on our Sustainability Progress, which we update regularly. The entities within PT Wahana Citra Nabati report on their sustainability performance across all our material topics, where sustainability data consolidated across all our entities are given equal weightage in the reporting.





# TABLE OF CONTENT

## About PT Wahana Citra Nabati 4

About Company . Sustainability Policy . SDGs

## Our Sustainability 8

Sustainability Journey . Sustainability Certification

## Target and Progresses 10

Sustainable Milestones . Milestones and progresses

## NDPE 16

NDPE & Ecosystem . Our Traceability . Grievance

## Environment 19

Water & Waste Management . PROPER . GHG . LCA . EUDR

## Human Rights Integrity and OHS 26

Health & Safety . Workplace Incident Analysis . FPIC . SEDEX

## Communication Relations and Empowerment 31

Community Empowerment

## Global Reporting Initiative Index 32

GRI Index



# About PT Wahana Citra Nabati



PT Wahana Citra Nabati, established in 1999 and based in Jakarta, specializes in refining palm oil and its derivatives. As a producer of palm oil, coconut oil, palm kernel oil, and edible oil, the company is committed to delivering high-quality products through sustainable practices. With an annual production capacity of 300,000 metric tons, it supports Indonesia's growing food security needs.

Since 1999, PT Wahana Citra Nabati has been committed to becoming a leading producer of high quality palm oil in Indonesia. With over 20 years of experience, we prioritize innovation, sustainability, and environmental responsibility. This Sustainability Report highlights our efforts from responsible cultivation to advanced technologies aimed at reducing our environmental impact. We remain dedicated to sustainable practices, transparency, and innovation for a resilient and greener future.



# Sustainability Policy

## Human Rights and Workplace

- 1.No exploitation of workers, indigenous people, and local communities. Uphold and promote United Nations Universal Declaration on Human Right
- 2.Respect and recognize the rights of all workers including contract, temporary and migrant workers
- 3.Uphold the right of all workers, regardless of rank or job grade, to form and join trade unions of their choice, and to bargain collectively
- 4.Pay all workers the statutory monthly living wage and overtime compensation, in accordance with the current labor regulations
- 5.Provide fair and equal employment opportunities for all employees, regardless of race, religion or gender
- 6.Promote safe and healthy working environment and provide workers with adequate equipment and training to ensure that workers are protected from exposure to occupational health and safety hazards
- 7.Prohibit child labour and take appropriate measures to prevent child labour.
- 8.Prohibit forced labour, bonded labour and human trafficking are not used or promoted, and take appropriate measures to prevent the use of such labour
- 9.Implement policies to prevent and remediate harassment and abuse, including sexual harassment and abuse
- 10.Recruitment practices are transparent and fair, and direct recruitment is encouraged and recruitment process is well documented. Prohibit any retention of identity documents unless required by law.
- 11.Assess social impacts from company operations, prevent and mitigate any negative socials impacts, and enhance positive impacts in form of coherent Corporate Social Responsibility (CSR) Programs or other
- 12.Enable all workers access to judicial remedy and to credible grievance mechanisms without fear of recrimination or dismissal
- 13.Adherence to all relevant laws
- 14.Prohibit contract substitution, charging recruitment fees, penalties for voluntary termination, and protect the reproductive right

# Sustainability Policy

## Environmental management

1. Minimize the carbon footprint of our operations and encourage reduction of GHG emissions in the supply base
2. Identify and mitigate environment effects with aiming to minimize environment impacts
3. Implement water management and monitoring plans for reducing impacts on water quality and water consumption
4. Implement waste management practices including waste reduction, management and recycling

## Commitment for All Third-Party Supplier Palm Oil

1. No conversion and no new development from High Carbon Stock (HCS) and High Conservation Value (HCV) areas
2. Enforcement of a no-burning policy
3. No new development on peat areas regardless of depth
4. Best Management Practices for existing plantations on peat
5. Follow best management parties for agricultural production and minimize use of pesticides and herbicides and prohibit use of paraquat
6. Respect the Rights of Indigenous and Local Communities to give or withhold their Free, Prior and Informed Consent (FPIC) to Operations on Lands to Which They Hold Legal, Communal or Customary Rights
7. Support the inclusion of smallholders into the supply chain



# Sustainable Development Goals



# Sustainability Journey

**2010**

Become an ordinary member RSPO which is fast-growing community of actors in palm oil industry who are working to make sustainable palm oil norm

**2012**

RSPO Supply Chain Certification in category Segregation and Mass Balance. First certification by SGS then transfer to TUV Rheinland in 2016

**2013**

Started to supply RSPO Certified Palm Oil - SG to customers and become a member of SEDEX that prohibited illegal, forced or child labor

**2015**

Announce Sustainable Palm Oil Policy covering No Deforestation, No Peat, and No Exploitation (NDPE)

**2017**

Improve internal procedure for palm oil procurement by considering NDPE issue

**2019**

Improve palm oil sustainable policy with more detail about NDPE. Published in company website along with grievance procedure

**2020**

Certificated on ISCC (International Sustainable Carbon Certification) Waste and Residue by SGS

**2021**

Improve internal procedure for palm oil procurement by considering NDPE issue

**2022**

Improve internal procedure for palm oil procurement by considering NDPE issue

**2023**

As part of its commitment to reducing deforestation, we launched a program to ease forest pressure through economic empowerment. The initiative focuses on developing MSMEs around supplier operations, aiming to improve community income and reduce reliance on land conversion for livelihoods

**2024**

Conduct internal workshop on GHG, develop a GHG calculator reference on GHG Protocol combined with IGRK in collaboration with Daemeter. Conduct a Life Cycle Assessment (LCA) in collaboration with Life Cycle Indonesia, as well as organize a workshop on the EU Deforestation Regulation (EUDR) to ensure compliance.



# Sustainability Certification



Global multi-stakeholder initiative aims for an international standard for the management of sustainable palm oil. Wahana has been RSPO Supply Chain Certification since 2013.



Certification published by the ISO in ensuring Quality Management System requirements. Wahana has been certified since 2003



FSSC 22000 certifies our food safety management system to the highest global standards, reaffirming our commitment to safe and sustainable products. Wahana has been certified since 2013



Kosher ensures our products comply with Jewish dietary laws and Halal comply with Islamic dietary laws signifying the highest standards of quality and cleanliness in production. We have both certificate since 2011.



ISCC verifies our responsible management of production waste, demonstrating our commitment to sustainable practices and compliance with international biofuel and biomaterial production standards since 2020.



Sedex is a platform that enables companies to manage and share ethical and responsible business practices in their supply chain. It helps us uphold social and environmental responsibility standards (since 2011)



PROPER is an environmental performance rating program by the Indonesian government, evaluating companies' efforts in environmental management and sustainability. Wahana is Blue (good) grade.

# Milestones and Progress Table

Period	Our Sustainability Issue	Progress	Implementation	Status
2021	Product Quality and Safety	Upgrade Food Safety Management FSSC 22000 version 4.1 to version 5	Our company already upgrade FSSC 22000 to version 5.1 in 2020	Implemented
	Responsible Consumption and Production	Substantially reduce waste generation through prevention, reduction, recycling and reuse.	Colaboration with the Community organization to reducing the plastic consumption at company	Implemented
	Sustainability Engagement	Socialization to suppliers regarding NDPE Policy	Realizing a Sustainable Palm Oil Industry Through the Movement of Local Consumers and Industry	Implemented
	Green House Gas Management	Reduce GHG emissions target until 30% in 2030	Green energy is an effort to reduce greenhouse gas emissions. The company took the step of replacing coal fuel with natural gas in the steam boiler generator	Implemented



# Milestones and Progress Table

Period	Our Sustainability Issue	Progress	Implementation	Status
2022	Clean Water and Sanitation	Remove TSS (Total Solid Suspension) of recycled water until 85% in 2022	Install Dissolved Air Flotation (DAF) machine before water treatment plant (WTP) to reduce TSS in recycled water. In 2022 we achieved 92% removal of TSS	Implemented
	Grievance Implementation	Grievance reporting	Grievance handling in 2022 was recorded and solved	Implemented
	Implementation to use the sustainability product of palm oil certified	Increase sustainability product of palm oil certified until 80%	In 2022 the CPO supplied to our company has reached 100% certification (64% RSPO and 36% ISPO)	Implemented

# Milestones and Progress Table

Period	Our Sustainability Issue	Progress	Implementation	Status
2023	Green House Gas Management	Annual Greenhouse gas report, and concern to reduced emission per MT finished oil product	As part of an Indonesian company that supports government policy, we'll always do the best practices for reducing carbon emissions in our businesses	Implemented
	Grievance Implementation	Grievance reporting	Grievance handling in 2023 was recorded and solved	Implemented
	Implementation to use the sustainability product of palm oil certified	Increase sustainability product of palm oil certified until 80%	In 2023 the CPO supplied to our company has reached 100% certification (64% RSPO and 36% ISPO)	Implemented
	Community Empowerment	Improve community income and reduce reliance on land conversion for livelihoods	Developing MSMEs around supplier operations	Implemented



# Milestones and Progress Table

Period	Our Sustainability Issue	Progress	Implementation	Status
2024	Green House Gas Management	Annual Greenhouse gas report, and concern to reduced emission per MT finished oil product	Develop a GHG calculator referece on GHG Protocol combined with IGRK in collaboration with Daemeter. Conduct a Life Cycle Assessment (LCA) in collaboration with Life Cycle Indonesia	Implemented
	Grievance Implementation	Grievance reporting	Grievance handling in 2024 was recorded and solved	Implemented
	Implementation to use the sustainability product of palm oil certified	Increase sustainability product of palm oil certified until 80%	In 2024 the CPO supplied to our company has reached 100% certification (68% RSPO and 32% ISPO)	Implemented
	Sustainability Engagement	Involve in EUDR compliance	Involve in workshop, customer training, webinar, public seminar regarding EUDR implementation	Implemented

# Milestones and Progress Table

Period	Our Sustainability Issue	Progress	Implementation	Status
2025	Workplace health and safety	Reduce the Loss Time injuries Rate until zero accident	Training and campaign about Occupational Health and Safety to our employees, subcontractors and visitors to raise awareness of OHS and safe practices	On Track
	Sustainability Engagement	Comply with EUDR and HREDD in supply chain	Conducting a supplier gathering with all palm oil suppliers to communicate efforts towards meeting HREDD and EUDR standards.	On Track
	Forced Labour Risks	Development of a Human Rights and Environmental Due Diligence (HREDD)	Implementation of the HREDD Due Diligence Questionnaire Distribution to All Suppliers.	On Track
	EUDR	EUDR Compliance	Verifying supplier concession areas, assessing land-use changes, ensuring EUDR compliance, and conducting regular monitoring and public reporting	On Track



# Milestones and Progress Table

Period	Our Sustainability Issue	Progress	Implementation	Status
2025	Green House Gas Management	Emission reduction efforts through additional innovations	Installation of a New Vacuum Unit to Reduce Steam Usage and Installation of a Bigger Heat Economizer at One of the Plants/Stations to Reduce Gas Usage	On Track
2030	Green House Gas Management	Reduce GHG emissions target until 30% in 2030	As part of an Indonesian company that supports government policy, we'll always do the best practices for reducing carbon emissions in our businesses	On Track

# NDPE and Ecosystem

A good refinery that is have a high quality on specification and clear information about the sources. We have a standard that all palm oil materials must in line with these principles. In 2017 our company established NDPE policy. We try to apply the same principle for all of our palm oil suppliers. Tracing mean that our palm oil suppliers should understand information of their palm in some category.

Traceability understand procedure the supplier aims to on specification and clear information about the sources. We have a standard that all palm oil materials must in line with these principles. In 2017 our company established NDPE policy. We try to apply the same principle for all of our palm oil suppliers. Tracing mean that our palm oil suppliers should understand information of their palm in some category. practices, procurement, handling to processing of Fresh Fruit Bunch (FFB), Crude Palm Oil (CPO) Palm Kernel Oil (PKO) to ensure that the production and sell high-quality products and sustainable in line NDPE (No Deforestation, No Peatland, No Exploitation) principle. The Products deliver to refinery have to obey to that principles and can be traceable to mill and plantations.

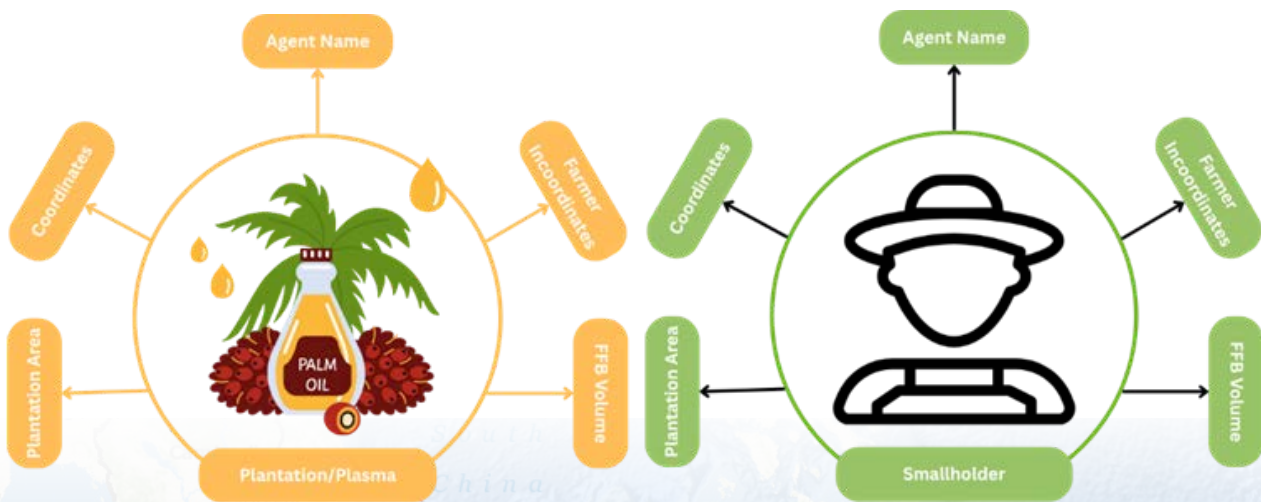
Traceability is part of our time bound action plan. We had identified palm oil sources can Trace to Mill reached 100% in 2020. The key criteria are:

1. Company and parent company name
2. Mill name
3. Mill capacity
4. Mill addresses
5. Coordinates
6. Total FFB
7. Total production
8. Estimation of plantation to mill distance





# Our Traceability



We have continued to make progress in tracing our palm oil sources to the plantation level (Traceability to Plantation/TTP) since 2020. We collected data to achieve our TTP target through active engagement with our suppliers. In 2022, we successfully achieved 94% TTP. This was a major milestone for our company, as 94% of our supply was traceable to the plantation level in 2022. In 2023, we reached 100% TTP, and this continued in 2024.

Our company ensures that our supply chain is committed to sustainability principles in their business practices. We support our supply chain in implementing deforestation-free programs and/or HCV/HCS approaches in their core operations, so that their actions can contribute positively to our sustainability journey.

We provide free deforestation monitoring for our supply chain through public information studies, geospatial monitoring, and support from our customers. These methods have shown that 100% of our supply chain was deforestation-free in 2024, and we are committed to maintaining this deforestation-free status in 2025.



# Grievance

The integration of NDPE (No Deforestation, No Peat, No Exploitation) outreach is not merely a practice, but has evolved into a fundamental pillar in how we conduct our business. We believe that the true measure of an outstanding company lies in its ability to grow through continuous improvement. One of the key milestones in our commitment to sustainability was the establishment of our Grievance Procedure in 2019. This framework ensures our responsiveness to any issues raised by external parties, particularly those involving our third-party suppliers.

Our Grievance Procedure is designed comprehensively, encompassing various activities to address stakeholder concerns related to the implementation of our sustainability policy. This mechanism serves as a critical tool in managing potential issues that may arise throughout our supply chain. The procedure is open to all stakeholders, thereby strengthening transparency and accountability in our operations. In addition, our commitment to a robust grievance mechanism also includes internal stakeholders, such as employees. This ensures that any complaints related to operations and social conflict resolution can be submitted and addressed promptly. By fostering open communication and a strong commitment to continuous improvement, we aim to build a sustainable business model that prioritizes ethical practices and responsible supply chain management.

In 2024, we managed grievances very effectively. Most of the grievances received were submitted by customers regarding deforestation indications involving our suppliers within their supply chains. All grievances submitted in 2024 were successfully handled, with 100% of the cases resolved and closed.

# Water & Waste Management

Water is a vital resource for our operations, supply chain, and surrounding communities, and we are committed to managing it responsibly. Our Water Treatment Plant (WTP) utilizes a Dissolved Air Flotation (DAF) system to improve the quality of recycled water by effectively removing total suspended solids (TSS), biochemical oxygen demand (BOD), chemical oxygen demand (COD), as well as oil and grease. We continuously challenge our team to enhance water management based on the principles of reuse, reduce, and recycle (3R).

The Dissolved Air Flotation (DAF) unit in our Wastewater Treatment Plant (WWTP) is an engineered system that lifts suspended particles to the surface of the effluent with the aid of air. This innovation was implemented in response to increasing production output, which directly elevates the load on the WWTP. The addition of the DAF process within the WWTP was introduced to ensure that purer effluent is transferred at the early stage, thereby effectively reducing the Chemical Oxygen Demand (COD) level in subsequent treatment phases.





# PROPER

PROPER achievement since 2012, Wahana has participated in the Indonesian Ministry of Environment and Forestry national public environmental reporting initiative known as the program for Pollution Control, Evaluation and Rating that is Public Disclosure Program for Environmental Compliance (PROPER). The program uses a color-coded rating to assess water and air pollution control, hazardous waste, management and environmental impact. PROPER also considers other indicators, including efficiency of water management; and innovations in emissions reduction, waste management and energy efficiency. In 2024, our company achieve **BLUE score assessment from PROPER Committee**. Its great achievement and challenging for our company to continuously improve in protecting ecological, ecosystems and community development in our business process through implementing PROPER regulations.



For businesses/activities that have successfully displayed environmental management effort and achieved excellent results.



For businesses/activities that have displayed environmental management effort and achieved results better than those required by regulation.



For businesses/activities that have displayed environmental management effort, and have achieved the minimum standard required by regulation.



For businesses/activities that have not fully complied with environmental regulations and still show non-conformities in their environmental management.



For businesses/activities that deliberately cause environmental pollution or degradation and are clearly in violation of environmental laws and regulations.



# Green House Gas

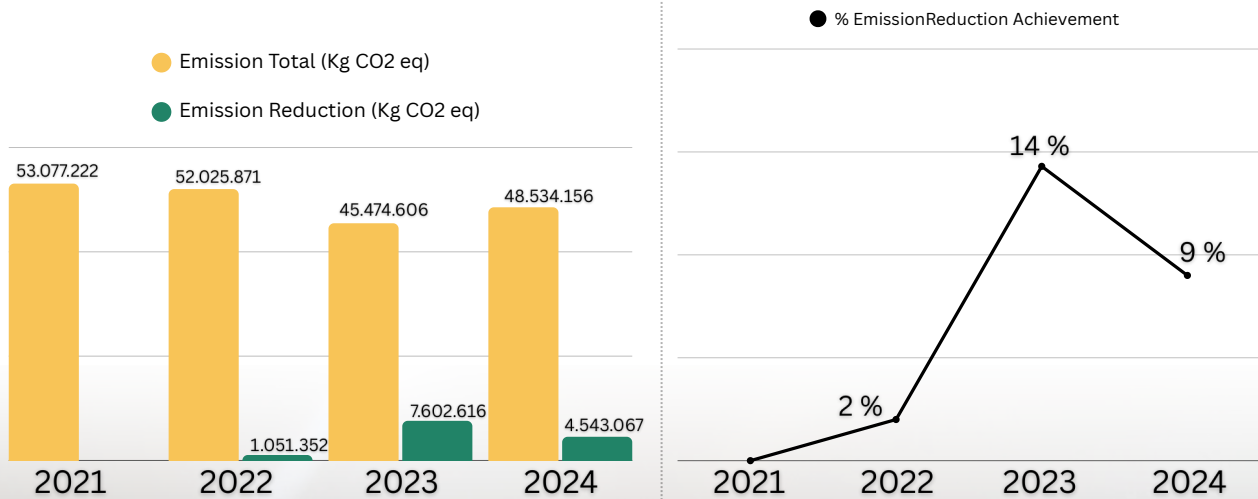
As a stakeholder in the manufacturing sector, we recognize the responsibility inherent in every aspect of our operations, particularly concerning the potential impact on air quality due to carbon emissions. Acknowledging the significant environmental consequences of our activities, we remain steadfast in our dedication to continuous innovation aimed at achieving a substantial reduction in greenhouse gas (GHG) emissions. This commitment is not merely a corporate obligation but aligns with the environmental goals set by the Government of the Republic of Indonesia, particularly in the effort to achieve a GHG emission reduction target of 31.89%.

In this context, Wahana is fully committed to actively supporting and contributing to the government's ambitious emission reduction targets. We see this commitment as an integral part of our corporate social responsibility, reinforcing our dedication to sustainable practices and responsible environmental management.

At Wahana, GHG emission reporting is not just a procedural formality, but a carefully executed and routine process that reflects our commitment to environmental transparency and accountability. The submission of regular reports to Dinas Lingkungan Hidup DKI Jakarta stands as tangible proof of our dedication to accurately and comprehensively documenting our GHG emissions. This proactive approach ensures that the environmental impact of our activities is not only measured but also effectively managed.



# Green House Gas

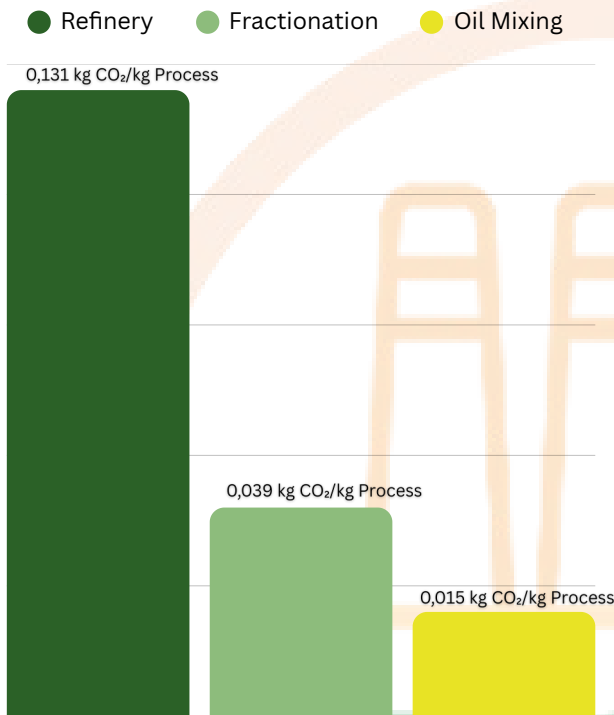


The year 2021 was established as the baseline for our GHG emissions measurement. Since then, we have achieved a consistent reduction in emissions over the past three years: a 2% decrease from 2021 to 2022, followed by a substantial 14% reduction from 2022 to 2023, and an additional 9% reduction from 2023 to 2024. Although the reduction achieved in 2024 was comparatively lower than the previous year, this outcome was primarily influenced by increased production activities. Nevertheless, the sustained downward trend demonstrates our capability to decouple business growth from emissions through the implementation of efficiency improvements and the reinforcement of management practices.

To further reinforce these efforts, in 2024 we also focused on capacity building by conducting a series of training sessions and workshops, developing a GHG accounting system that integrates the GHG Protocol with Indonesia's National GHG Inventory System (IGRK) with support from Daemeter and carrying out a Life Cycle Assessment (LCA) in collaboration with Life Cycle Indonesia. As a result of this redevelopment, the GHG figures reported in previous years may differ from those calculated in the current year, reflecting a more accurate and standardized methodology. Furthermore, in mid-2025 we plan to install a Bigger Heat Economizer and a new vacuum unit to reduce steam consumption in the production process. Those programs are our implementation for our commitment to reducing emissions and building a long-term sustainable business.

# Life Cycle Assessment

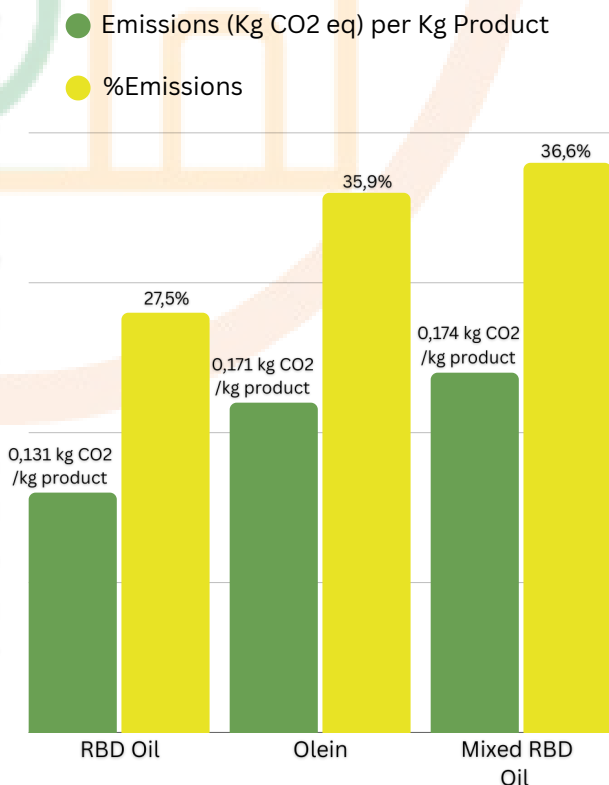
## Emission Per Process



The emission data from July 2023 to June 2024 show that the Refinery stage generated the highest total emissions at 33.628.104,36 kg CO<sub>2</sub>, followed by Fractionation (4.030.663 kg CO<sub>2</sub>) and Oil Mixing (1.182.517 kg CO<sub>2</sub>). Emission factors per kg of product were 0,131 for Refinery, 0,039 for Fractionation, and 0,015 for Oil Mixing. The higher emissions in the Refinery stage are attributed to its more energy-intensive operations, while Oil Mixing produces the lowest emissions due to its relatively lower energy requirements.

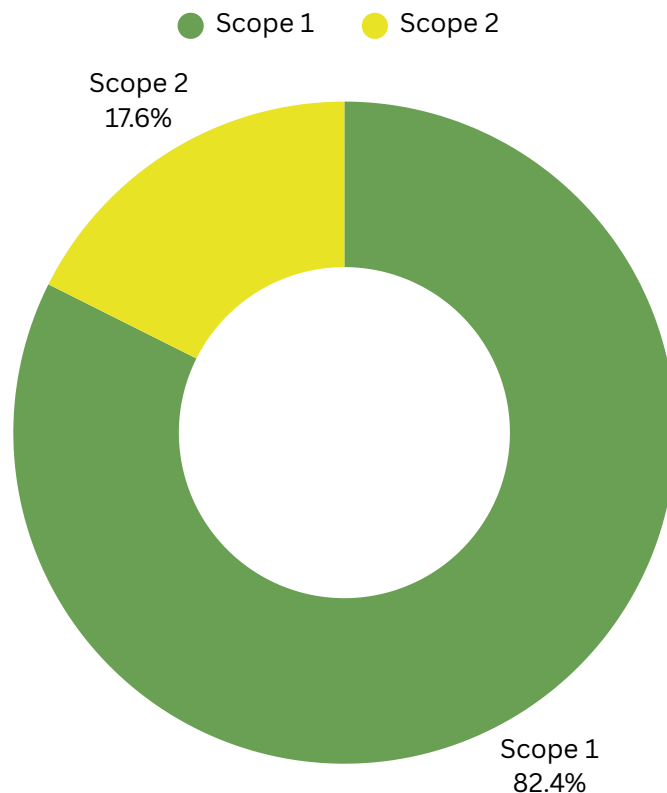
## Emission Per Product

The emissions generated per kilogram of product at PT Wahana Citra Nabati are relatively low, with the highest value being 0.174 kg CO<sub>2</sub>/kg product for Mixed Oil. The difference in emissions among the products is due to the number of processing stages involved. Mixed Oil has the highest emissions because it goes through three stages (Refinery, Fractionation, and Oil Blending), Olein passes through two stages (Refinery and Fractionation), and RBD Oil only one stage (Refinery). The more processing stages a product undergoes, the higher the emissions per kilogram of product.





# Life Cycle Assessment



Based on the graph, the majority of emissions are generated from Scope 1, with a total of 32.002,297 Ton CO<sub>2</sub>, while Scope 2 contributes 6.838,932 Kg CO<sub>2</sub>.

Data from the Life Cycle Assessment (LCA) can be utilized to calculate the carbon footprint, serving not only as a compliance effort with multi-stakeholder requirements but also as a foundation for identifying and implementing effective emission reduction strategies. In addition, the LCA results provide valuable insights into hotspot areas across the supply chain, enabling more targeted interventions, supporting transparent reporting to regulators and customers, and reinforcing our overall commitment to continuous improvement in sustainability performance.



# EU Deforestation Regulation (EUDR)

The European Union Deforestation Regulation (EUDR) is a regulation introduced by the European Union with the objective of ensuring that commodities and their derivatives placed on the EU market are deforestation-free and produced in compliance with the legal requirements of the country of origin. The regulation applies to several key commodities, including palm oil, and requires companies to prepare a Due Diligence Statement (DDS) as a declaration of compliance.

As part of its commitment to building a sustainable supply chain and complying with EUDR requirements, PT Wahana Citra Nabati has undertaken several strategic initiatives, including:

- Organizing workshops and webinars on EUDR to strengthen internal capacity and enhance understanding of the regulation's principles, obligations, and implications. In addition to internal programs, the company has also extended capacity building externally through supplier gatherings, aimed at strengthening awareness and engagement within its supply chain.
- Drafting the Due Diligence Statement (DDS) as a key document to demonstrate the company's compliance with EUDR requirements.
- Developing a Standard Operating Procedure (SOP) and analytical methodology for supplier land-use change monitoring, incorporating geospatial data analysis as well as publicly available information, to ensure that the company's supply chain remains free from deforestation activities.

shop 2024

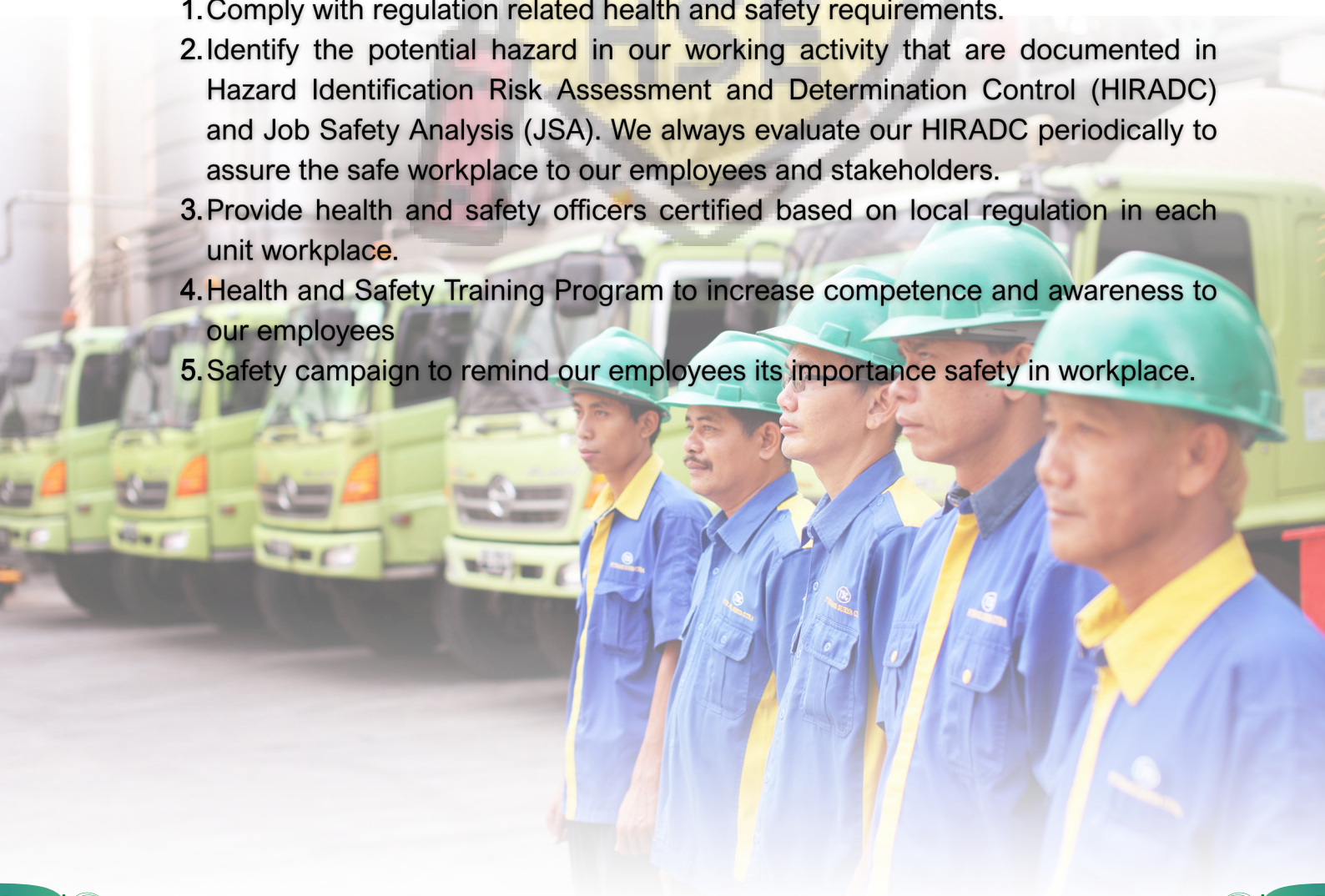
Sustainability with Deforestation-Free Commitments



# Health and Safety

Workplace is an interactive area for our employees, subcontractors, and visitors so that we take our responsibility to provide a safe, healthy, and productive workplace. Our Health and Safety Policy to be guidance to build health and safety culture in our activities, based on this commitment, we have a great health and safety target to reduce workplace accident year on year until zero accident. With supporting our health and safety officer certified, we believe to achieve this target through our mechanism program. We commit to occupation health and safety (OHS) principle to minimize workplace accident, fatalities, and other losses until we achieve zero accident in the workplace. So, what we do is:

1. Comply with regulation related health and safety requirements.
2. Identify the potential hazard in our working activity that are documented in Hazard Identification Risk Assessment and Determination Control (HIRADC) and Job Safety Analysis (JSA). We always evaluate our HIRADC periodically to assure the safe workplace to our employees and stakeholders.
3. Provide health and safety officers certified based on local regulation in each unit workplace.
4. Health and Safety Training Program to increase competence and awareness to our employees
5. Safety campaign to remind our employees its importance safety in workplace.

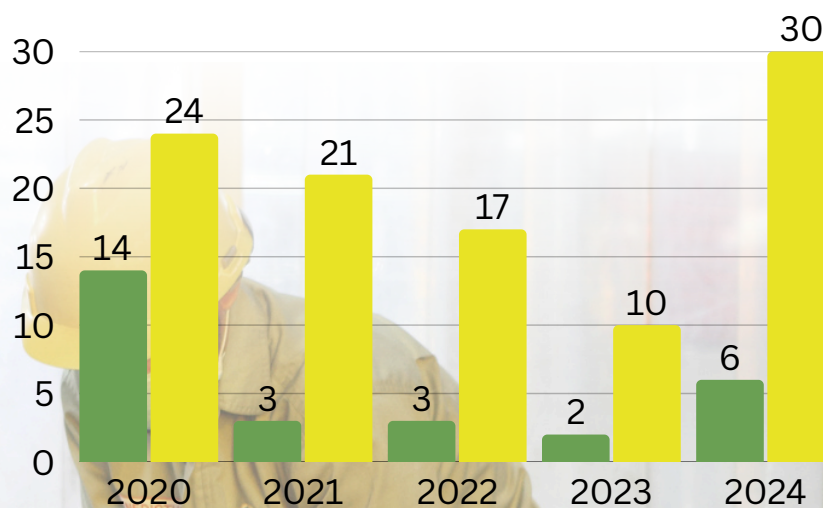




# Workplace Incident Analysis

Over the past three years, the implementation of our Occupational Health and Safety (OHS) system has delivered measurable results, including significant reductions in both the Lost Time Injury Rate and the Severity Rate. These achievements reflect our strong commitment to safeguarding employee well-being and continuously strengthening safety protocols.

- Loss Time Injury Frequency Rate
- Loss Time Injury Severity Rate



In 2024, the company recorded a Lost Time Injury Frequency Rate (LTIFR) of 6 and a Lost Time Injury Severity Rate (LTISR) of 30, indicating six lost time injury cases and thirty lost workdays for every one million hours worked. These figures reflect that while the frequency of incidents remains relatively low, the resulting impact in terms of lost days still requires attention. The company is committed to strengthening its safety culture by enhancing compliance with safe work procedures, implementing comprehensive training programs, and ensuring consistent operational oversight to further reduce both the frequency and severity of incidents in the future.

# Discrimination Free Workplace

We continually enhance our human capital to ensure the right competencies and passion align with our mission and vision. Recognizing our people as a crucial catalyst for growth, we invest in their development, creating a solid foundation for future success. Our commitment is to grow alongside our employees, fostering a vibrant workplace through a supportive environment, diverse career opportunities, and high performance, collaborative teams.

Our company is steadfast in promoting fairness among employees, aligning with international standards such as the United Nations Declaration of Human Rights, International Labor Organization (ILO) requirements, and local regulations. We actively prevent discrimination and harassment, ensuring equal rights for all, regardless of factors like skin color, gender, religion, or political beliefs. Our commitment extends to safeguarding the well-being of female workers, addressing issues of sexual harassment and violence, and upholding maternity rights. In 2024, we are proud to report zero cases of discrimination and harassment in our workplace. We aspire to embed our code of conduct into our organizational culture through ongoing training, departmental posters, and vigilant monitoring.

We value the constructive input of our employees, fostering open dialogue through platforms like 'bipartite meetings' and a suggestion box ('Kotak saran'). Recognizing the importance of continuous improvement, we rigorously evaluate each step of code implementation and regulatory compliance. As a SEDEX member, we undergo periodic assessments based on SEDEX/SMETA criteria by accredited third-party evaluators, underscoring our dedication to excellence in code of conduct implementation and sustaining a positive workplace environment.



# FPIC Compliance

Decision-making by indigenous peoples and local communities about supplier operations without intimidation from any party, without any impact, to inform that any effect will be present honestly until finally the community agrees with the company's operations is the principle of FPIC. Our company realizes these principles are only done by our tier 1 supplier. As refinery we are continuously tracking our valuable supplier to uphold that principle. Customers Evaluation, literature study and collaboration with customers as our methods to ensure that implemented or ignored in our supply chain.

In the end of the year, we spread the form of customer evaluation. That form included FPIC issue to evaluate that company abide the principle. Public information continuously updated by NGO's platform. That is help the company to monitoring and tracking violations regarding emerging issues. Collaboration with customer give us input and additional information for the issues. In 2024 there is no cases regarding FPIC violations related to our suppliers.

FREE



Free from manipulation  
or coercion

PRIOR



Precedes, allowing for  
traditional decision-  
making

INFORMED



Enables clear, factual  
information sharing

CONSENT



Allow communities to  
approve or reject a project



# SEDEX Supplier Ethical Data Exchange

Since 2013, Wahana has been a proud member of SEDEX, having successfully undergone the SMETA (Sedex Members Ethical Trade Audit). SEDEX, which stands for Supplier Ethical Data Exchange, is a non-profit organization dedicated to fostering ethical practices across entire value chains. The organization, facilitated by its SMETA audit, serves as a crucial mechanism for buyers seeking ethical and sustainable partners. This audit enables companies to demonstrate their commitment to ethical trade, fostering transparency and accountability in their operations.

By being a SEDEX member, Wahana has positioned itself as a reliable and ethical player in the market. This not only reflects our dedication to upholding the highest ethical standards but also serves as an invitation for conscientious buyers to engage in sustainable and responsible business relationships. SEDEX's emphasis on ethical trade aligns seamlessly with the evolving demands of the global market, ensuring that products meet both ethical and safety standards.

In a world where markets are becoming increasingly diverse and consumers more discerning, SEDEX membership and SMETA compliance provide a credible assurance of Wahana's commitment to ethical business practices, contributing to the creation of a supply chain that prioritizes sustainability, transparency, and the well-being of all stakeholders involved



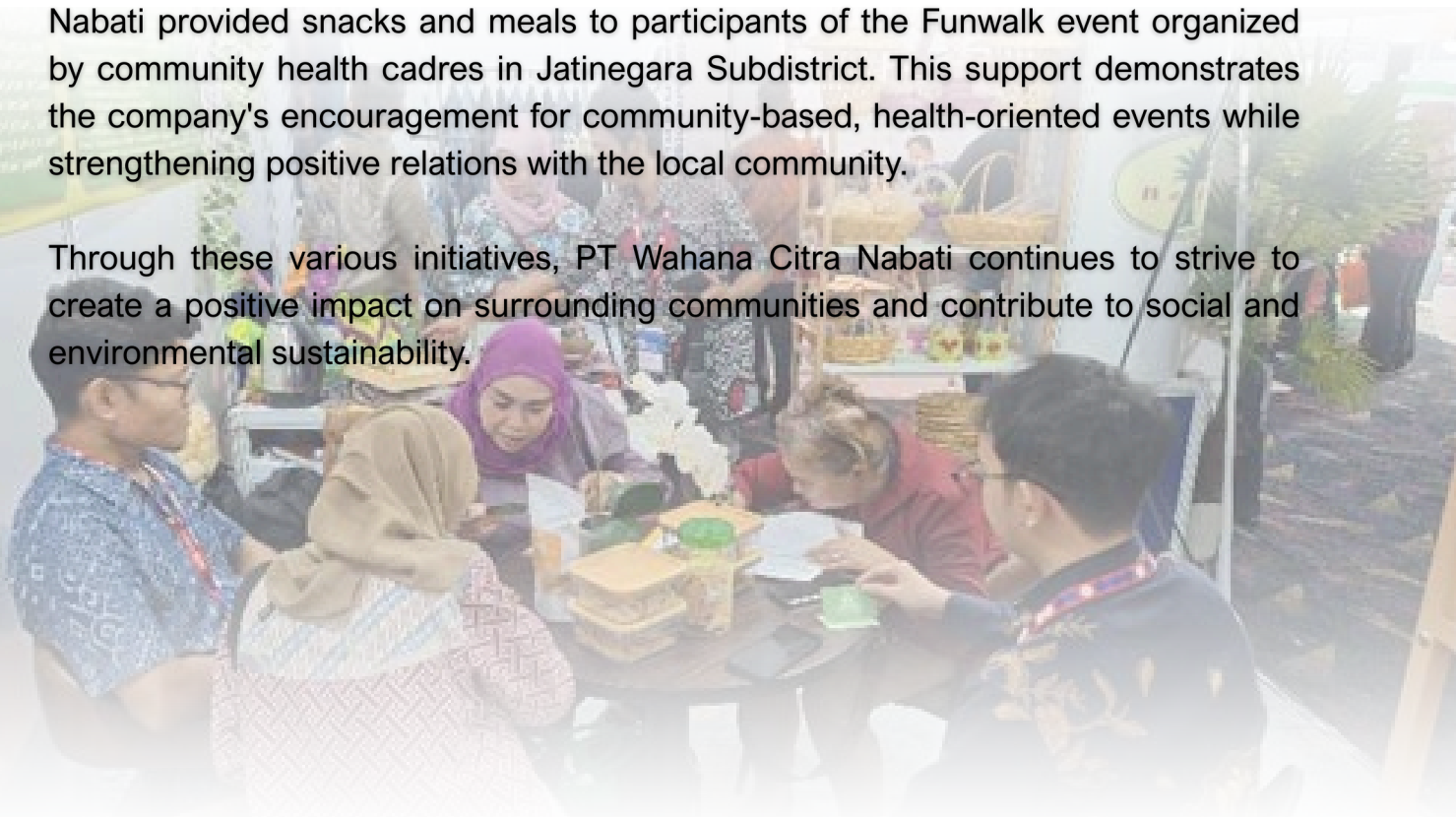
# Community Empowerment

PT Wahana Citra Nabati actively carries out Corporate Social Responsibility (CSR) activities as part of the company's commitment to supporting community empowerment and improving social welfare. One of the CSR initiatives undertaken is the monitoring and development of Micro, Small, and Medium Enterprises (MSMEs) following the previous Winrock program. This development includes various aspects, one of which is the creation of websites to support MSMEs in promoting their products and expanding market access.

In addition, on April 24, 2024, PT Wahana Citra Nabati carried out a CSR activity by distributing cooking oil to daily freelance workers (PHL) within the company. This initiative reflects the company's concern for meeting the basic needs of its non-permanent workforce and ensuring their well-being.

Another CSR activity was conducted on October 12, 2024, where PT Wahana Citra Nabati provided snacks and meals to participants of the Funwalk event organized by community health cadres in Jatinegara Subdistrict. This support demonstrates the company's encouragement for community-based, health-oriented events while strengthening positive relations with the local community.

Through these various initiatives, PT Wahana Citra Nabati continues to strive to create a positive impact on surrounding communities and contribute to social and environmental sustainability.



# Global Reporting Initiative

GRI Standards 2021	Reference / Page
GRI 2: General Disclosures	4 - 7
GRI 3: Material Topics	8, 10 - 15
GRI 201: Economic Performance	31
GRI 202: Market Presence	16, 17
GRI 203: Indirect Economic Impacts	31
GRI 204: Procurement Practices	16 - 18
GRI 207: Tax	-
GRI 301: Materials	16- 18
GRI 302: Energy	21 - 24
GRI 303: Water and Effluents	19
GRI 304: Biodiversity	16, 25
GRI 305: Emissions	21 - 24
GRI 306: Waste	-



# Global Reporting Initiative

GRI Standards 2021	Reference / Page
GRI 308: Supplier Environmental Assessment	16, 17, 25
GRI 401: Employment	26 - 30
GRI 402: Labor/Management Relations	29
GRI 403: Occupational Health and Safety	26, 27
GRI 404: Training and Education	22, 25
GRI 405: Diversity and Equal Opportunity	28
GRI 406: Non-Discrimination	28
GRI 407: Freedom of Association	28, 29
GRI 408: Child Labor	5, 16, 18, 29, 30
GRI 409: Forced Labor	5, 16, 18, 29, 30
GRI 410: Security Practices	5, 16, 18, 29, 30
GRI 411: Rights of Indigenous Peoples	5, 16, 18, 29, 30
GRI 412: Human Rights Assessment	5, 16, 18, 29, 30

# Global Reporting Initiative

GRI Standards 2021	Reference / Page
GRI 413: Local Communities	5, 16, 18, 29, 30
GRI 414: Supplier Social Assessment	30
GRI 415: Public Policy	-
GRI 416: Customer Health and Safety	4
GRI 417: Marketing and Labeling	9
GRI 418: Customer Privacy	-
GRI 419: Socioeconomic Compliance	30, 31





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