



# LEMBAR FAKTA

## Tentang Tetra Pak

Tetra Pak Stainless Equipment (TPSE) was founded in 1984. It is part of the Tetra Pak group. Today the company employs more than 500 people and enjoys a significant business growth. The main products are production equipment and services for the global Cosmetics and Pharmaceutical industries; more than 80% of the company's business is related to export.

To constantly demonstrate proactive Corporate Social Responsibility (CSR) in all the company's activities is one of the pillars of TPSE. Over the years a robust framework for the CSR activities has been developed. The activities are focused on three main areas:

- **An attractive employer**

Health initiatives play an important role in the performance of the company. A healthy workforce means low absenteeism which is fundamental to Quality and productivity. The company has its own medical clinic with on site medical doctor, annual medical checkups for all staff and a comprehensive health plan which covers all staff and family members.

TPSE strongly encourages personal development, therefore the company promotes the individual development goals through learning opportunities and personal development, including the educational grants and scholarship to staff and family members.

- **A responsible neighbor**

To assure mutually meaningful operational conditions the company is actively engaged in a close communication with its neighbors. The company supports several neighborhood initiatives and considers the impact on neighborhood environment from industrial activities (traffic, noise etc), **and provide job opportunities for people with disability**. TPSE also supports neighbors in need, especially during crisis, dengue fever prevention, road repairing, and blood donation.

- **Ask suppliers to follow**

TPSE encourages all suppliers to follow the company standard Business Conduct procedures. This is governed by regular follow ups including supplier on site audits.

## Inisiatif Perusahaan Dalam Menerapkan Lingkungan Kerja Yang Inklusif

The company has agreed to promote and include persons with disabilities throughout worldwide. Therefore sourcing these talents through an appropriate foundation is fundamental. When hiring, we consider factors such as bona fide occupational requirements (BFOR), skills, knowledge and individual fit, and accommodation.

TPSE just relocated this year to a new factory, this is an opportunity for us to tailored our working environment to their needs since physical accessibility is a priority for them. Necessities such as parking area, elevator and office's break room are provided to their safety and comfort. We also ensure that accessibility and accommodation arrangements are made when planning formal or informal, social or training events.

Our employees with disability are equally entitled to personal growth and development, in or outside the working place. Opportunities such as volunteering, committee membership or sports events are fully supported by the company with special leave arrangements.

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