

2024

SUSTAINABILITY POLICY

SKD/007/RUI/XII/2023




PT RADIANT UTAMA INTERINSKO Tbk

	KEBIJAKAN PERUSAHAAN PT RADIANT UTAMA INTERINSKO Tbk	Nomor	: SKD/007/RUI/XII/2023
		Revisi ke	: 00
	KEBERLANJUTAN SUSTAINABILITY	Tanggal	: 22 Desember 2023
		Halaman	: 1 dari 14

SURAT KEPUTUSAN DIREKSI PT RADIANT UTAMA INTERINSKO Tbk
NOMOR SKD/007/RUI/XII/2023
Tentang
KEBERLANJUTAN

Direksi PT Radiant Utama Interinsco Tbk

- Menimbang** : a. Bahwa dalam menjalankan kegiatan usahanya, Perusahaan harus memiliki kebijakan untuk mendukung komitmen perusahaan terhadap aspek-aspek keberlanjutan.
- b. Bahwa dengan panduan terkait keberlanjutan dapat berupaya untuk mewujudkan aktivitas Perusahaan yang berkelanjutan.
- c. Sehingga perlu diterapkannya kebijakan Perusahaan tentang Keberlanjutan di PT Radiant Utama Interinsco Tbk.
- Mengingat** : 1. Peraturan Perusahaan PT Radiant Utama Interinsco Tbk.
2. Peraturan OJK No. 51/POJK. 03/2017 Tahun 2017 Tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, Dan Perusahaan Publik.
3. UU Nomor 39 Tahun 1999 Tentang Hak Asasi Manusia.
4. Kebijakan Etika dan Perilaku Bisnis PT Radiant Utama Interinsco Tbk yang berlaku.
5. Pedoman Tata Kelola Perusahaan (Corporate Governance Code) PT Radiant Utama Interinsco Tbk.
6. Deklarasi Universal Hak Asasi Manusia.
7. United Nations Guiding Principles on Business and Human Rights (UNGP).
8. United Nations Global Compact dan Children's Right and Business Principle (CRBP).
9. International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.
10. Kebijakan Sumber Daya Manusia PT Radiant Utama Interinsco Tbk yang berlaku.
11. Kebijakan Pengadaan Barang dan Jasa PT Radiant Utama Interinsco Tbk yang berlaku.
12. Kebijakan Manajemen Aset dan Logistik PT Radiant Utama Interinsco Tbk yang berlaku.
13. Kebijakan Manajemen Risiko PT Radiant Utama Interinsco Tbk yang berlaku.
14. Kebijakan Anti Suap dan Korupsi PT Radiant Utama Interinsco Tbk yang berlaku.
15. Kebijakan Sistem Pelaporan Pelanggaran PT Radiant Utama Interinsco Tbk yang berlaku.
16. Kebijakan Mutu, Kesehatan dan Keselamatan Kerja PT Radiant Utama Interinsco Tbk yang berlaku.

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	KEBERLANJUTAN SUSTAINABILITY	Tanggal	: 22 Desember 2023
		Halaman	: 2 dari 14

17. Kebijakan Layanan Umum dan Gedung Perusahaan PT Radiant Utama Interinsco Tbk yang berlaku.


MEMUTUSKAN:

- Menetapkan : SURAT KEPUTUSAN DIREKSI TENTANG KEBERLANJUTAN PT RADIANT UTAMA INTERINSKO Tbk.
- PERTAMA : Menetapkan Kebijakan Keberlanjutan yang merupakan bagian yang tidak terpisahkan dari Surat Keputusan Direksi ini dan berlaku di PT Radiant Utama Interinsco Tbk.
- KEDUA : Menugaskan kepada seluruh fungsi terkait PT Radiant Utama Interinsco Tbk untuk menjalankan tugas dan tanggung jawab untuk melaksanakan komitmen yang tertuang dalam Kebijakan Perusahaan ini.
- KETIGA : Surat Keputusan Direksi ini mulai berlaku sejak tanggal ditetapkan, dengan catatan apabila terdapat kekeliruan, maka akan diadakan perbaikan sebagaimana mestinya.

Ditetapkan di: JAKARTA
Pada Tanggal: 22 DESEMBER 2023

AN DIREKSI


SOFWAN FARISYI @
DIREKTUR UTAMA

	KEBIJAKAN PERUSAHAAN PT RADIANT UTAMA INTERINSCO Tbk	Nomor	: SKD/007/RUI/XII/2023
		Revisi ke	: 00
	KEBERLANJUTAN SUSTAINABILITY	Tanggal	: 22 Desember 2023
		Halaman	: 3 dari 14

LEMBAR PENGESAHAN

1. Judul Kebijakan : Keberlanjutan
2. Nomor Kebijakan : SKD/007/RUI/XII/2023
3. Revisi : 00
4. Tanggal Berlaku : 22 Desember 2023
5. Berlaku di : PT Radiant Utama Interinsco Tbk

Ditetapkan di:

JAKARTA

Pada Tanggal:

22 DESEMBER 2023

Disetujui Oleh:


SOFWAN FARISYI
DIREKTUR UTAMA


SOEHARTO NURCAHYONO
DIREKTUR


RAMZI SIDDIQ AMIER
DIREKTUR

Diperiksa dan Diketahui Oleh:



TAUFIK ADITYAWAN
Compliance &
Sustainability Dept. Head

TABLE OF CONTENTS



CHAPTER 1 PRELIMINARY

A. Clauses

B. Scope and Application

C. Fundamental Principle

1

2

4

4



CHAPTER 2 SUSTAINABILITY PILLARS

D. Risk and Governance

E. Respect for Human Rights

F. Inclusive and Sustainable Business

G. Green Operations Practices

H. Nurturing the Communities

5

6

7

8

9

10



CHAPTER 3 CLOSING

I. Closing

12

13

Chapter 1 | Preliminary



A. CLAUSES

- **Organization** is a group of people who work together in a certain structure and coordination to achieve a set of goals, in which case the company's business goal is to profit.
- **Company** is PT Radiant Utama Interinsco Tbk.
- **Board of Commissioners** shall be the whole of the members of the Board of Commissioners of the Company and the subsidiary of the company acting as a unit of the Board.
- **Directors** is the whole of the Directors of the Company and the Company's subsidiary, which acts as a unit of the Board.
- **Management Level** is the Directors, and the 1 (one) level officer under the Directors assists in the management of the Company.
- **Governance Body (Board of Commissioners & Directors)** is a group of individuals who are formalized and responsible for the strategic guidance of the Company, i.e., monitoring effective management and accountability of management to the wider community of the Company and its stakeholders.
- **Employees** are the workforce in the area of PT Radiant Utama Interinsco Tbk, whose performance is mostly carried out in offices, either at headquarters or branch offices, or in other cities specified by the company.
- **Field Employees** are the labor force of Radiant Main Interinsco Tbk, whose duties are carried out most of the time in the field.
- **RUIS Persons** are the Board of Commissioners, the Directors, and all employees of the company, both contractual employees and permanent employees, including employees assigned to the company's subsidiaries and other agencies, as well as other workers who directly work for and on behalf of the company.
- **Business Partners** are individuals or companies that engage in business cooperation based on their potential and mutually beneficial performance with the Company.
- **Suppliers and/or Vendors** are institutions, individuals, or third parties that provide goods, services, or combinations of goods and services required by the Company to support the operational activities of the Company carried out continuously or not, whether contractually bound or not.
- **Local Community** is an individual or group of individuals who live or work in an area affected or likely to be affected by the activities of the Company.
- **Stakeholders** are those who have interests in the Company, whether directly or indirectly, namely employees, suppliers, customers, business partners, creditors, and governments, as well as other stakeholders.
- **Risk of ESG** is the environmental, social, and governance impact as a form of consequence of a deviation from the expected, whether positive or negative, on the achievement of a target resulting from the presence of uncertainty.
- **Corruption** is the concealment or misappropriation of corporate or state-owned property for its own (personal) interest or for the interests of others.

- **Organizational Structure** is the framework that connects work, systems, operational processes, individuals, or groups to a company's goal.
- **Whistleblowing System** is a system that manages or regulates complaints about unlawful behavior, unethical/inappropriate acts, violations of the Company's policies and/or regulations, acts, or behaviors that may cause loss to the Company in order to optimize the role of stakeholders and other parties in revealing violations occurring in the Company environment.
- **Human Rights** are inherent rights of all mankind, which at least include the rights enshrined in the United Nations (UN) Act on International Human Rights and the fundamental principles of the rights set forth in the International Labour Organization's (ILO) Declaration on Fundamentals, Principles, and Rights at Workplace.
- **Procurement** is the process of purchasing or providing goods or services that are required in the RUIS Group environment, both at the level of corporations, subsidiaries, business units, and branch offices. Starting from the Purchase Request or Service Request to the issuance process of Purchase Order or Service Order.
- **Diversity** is the representation, within an organization, of people who have affiliations with different groups that have organizational cultural significance, such as age, descent and ethnic origin, nationality, belief, disability, and gender.
- **Occupational Health and Safety (OHS)** is an effort to create a healthy and safe working environment, thus reducing the likelihood of work-related injuries/illnesses caused by negligence, leading to demotivation and a deficit in work productivity.
- **Green Products** is a product that does not damage the environment and is made of environmentally friendly materials.
- **Green Services** is a service that benefits the sustainability of the planet and preserves natural resources.
- **Quality Management** is an action taken to maintain the level of quality desired by the company.
- **Energy Conservation** is the use of energy in an efficient and rational way without reducing the energy usage that is really necessary to support development.
- **Water Conservation** is an effort to protect, maintain, and preserve the existence of water resources so that they are always available in sufficient quality and quantity to meet the needs of living creatures, both for the present and for the future.
- **Environmental Management System** is a tool for managing the environmental impact of an organization's activities.
- **Circular Economy** is waste management designed to maximize the use of a product, raw materials, and resources.
- **Carbon Footprint** is the amount of carbon or gas emissions generated by a company's various activities over a given period of time.





- **Carbon Offset** is a scheme that allows individuals and companies to invest in environmental projects around the world to balance their own carbon footprint.
- **Social Mapping** is a visual method that shows the relative location of a community or group to identify and deepen the social condition of that community.
- **Master Plan** is a plan and steps of the stages to be undertaken as the basis of development in various fields in the time to come.
- **Corporate Social Responsibility (CSR)** is the responsibility of the Company in relation to the impact of its decisions and activities on community and the environment, including public health and well-being; to take into account the expectations of stakeholders; to comply with applicable law and remain consistent with international standards of behavior; to be integrated throughout the organization and implemented in its relationships.

B. SCOPE AND APPLICATION

The scope of the Company's Sustainability Policy covers the company's commitment and management to environmental, social, governance, and human rights aspects of the Company.

C. FUNDAMENTAL PRINCIPLES

1. As a listed company on the Indonesian Stock Exchange, PT Radiant Utama Interinsco Tbk strives to comply with the disclosure contained in POJK51/2017 by having a sustainability policy and strategy.
2. Emphasize the Company's commitment to sustainability initiatives.
3. Ensuring that the Company's obligations are met in regards to the social and environmental impacts of its activities.
4. Company initiatives in mitigating and minimizing actual and potential sustainability impacts.
5. Sustainability policies form the basis for companies formulating sustainability roadmaps for the medium and long term.

Chapter 2 | Sustainability Pillars

D. RISK AND GOVERNANCE

PT Radiant Utama Interinsco Tbk is committed to realizing good and sustainable corporate governance by implementing:

1. Identify And Mitigate ESG Risk

In order to achieve the Company's objectives, PT Radiant Utama Interinsco Tbk is committed to identifying ESG-related risks by making a risk map. The COSO and ISO 31000-published Enterprise Risk Management (ERM) approach will serve as the risk management framework for managing the identified risk maps.

2. Evaluation of the Implementation of Good and Sustainable Corporate Governance

Evaluation of good and sustainable governance implementation is demonstrated by the implementation of GCG assessments in accordance with ASEAN Corporate Governance Scorecard standards (ACGS).

3. Promote Anti-Bribery and Corruption Awareness

PT Radiant Main Interinsco Tbk strives to raise awareness of Radiant People and its Working Partners related to Anti-Bribery and Corruption by conducting socialization and educating policies related to Anti-Bribery and Corruption performed on a regular basis for Radiant People and Working Partner.

4. Whistleblowing System Implementation

The implementation of the whistleblowing system in the Company serves as an early warning system and monitors harmful activity in the company environment. PT Radiant Utama Interinsco Tbk strives to provide the means for stakeholders to deliver reports, complaints, and important and critical information for the Company.

5. Organizational Structure Adjustment

Having the following sustainability policy requires an adjustment of the organizational structure for the division of responsibilities and authority related to the management of sustainable performance.

6. Sustainability Training for the Governance Body

Sustainability-related training for directors and boards of commissioners is needed so that an in-depth understanding of business implications and corporate social responsibility is gained. Specialized training that covers sustainability concepts, current issues, and their impact on business strategies will enhance the understanding of sustainability by the directors and the board of commissioners. This can help in better decision-making, drive sustainable innovation, and build leadership that supports the company's sustainability goals.

7. Establishment of a Sustainable Performance Information System

Sustainable performance information systems are needed to monitor, measure, evaluate, and report on the company's social and environmental impact. This involves the collection of structured data, the establishment of sustainable performance indicators, and the implementation of software that supports analysis and reporting. With this system, companies can effectively assess their sustainability progress, communicate transparently with stakeholders, and make better decisions about sustainability goals.

8. Implement Sustainable Performance Communications

Communicate with stakeholders about sustainability performance annually through the publication of sustainability reports in accordance with Indonesian reporting regulations POJK51 and other reporting frameworks and standards.

E. RESPECT FOR HUMAN RIGHTS

PT Radiant Utama Interinsco Tbk is committed to enforcing and supporting the full implementation of human rights in the internal and external environment of the Company in accordance with the human rights regulations in Indonesia as well as international principles and guidelines by implementing:

1. Human Rights Enforcement in the Internal & External Environment of the Company

Human rights are a fundamental right of every human being. The company is committed to always upholding the enforcement of human rights in the company environment by having a human rights policy. Enforcement is done not only within the scope of the company but also by an external company. In the selection and evaluation of the performance of suppliers and/or vendors, PT Radiant Utama Interinsco Tbk will add human rights clauses including equality and non-discrimination, no child labor, no forced labor, employee welfare, relations, and responsibility with local communities.

2. Diversity and Inclusivity

A diverse workplace is an inclusive environment that gives equal rights and opportunities to all employees, regardless of gender, color, age, ethnicity, physical abilities, religious belief, and so on. It's in line with Radiant's commitment to human rights; being a diversified company is also one of our efforts to show that commitment. Diversity efforts are carried out during the recruitment and selection process, taking into account the Workplace Diversity Plan already defined by the Company.

3. Employee Training and Development

As one of the company's most valuable assets, employees make a contribution to the accomplishment of the established objectives. Training and development are required to enhance the capabilities, productivity, and motivation of employees. It contributes to the company's adaptability to change, innovation enhancement, and overall performance. The company maintains an annualized employee training and development strategy and conducts performance appraisals on a regular basis.

4. Pension Programs and Pension Fund Management

Companies are carrying out responsible retirement management through intelligent investment strategies, regular monitoring, assistance program plans, and open communication. Third parties oversee the management of pension funds to ensure independency and expertise in investment management. Investment decisions and fund strategy are taken by external entities that are tailored to long-term financial goals, providing security and professionalism in the management of pension funds for employees.





5. Company-Wide Occupational Safety and Health (OHS) Implementation

The company is fully dedicated to the enforcement and administration of Occupational Health and Safety (OHS) protocols, adhering to the worldwide standard ISO 450001 concerning Occupational Health and Safety Management (OHSMS). This includes the implementation of best practices, employee training regarding occupational health and safety, investment in infrastructure that supports a secure working environment, health improvement programs, and socialization regarding OHS. The company places a high value on the welfare of its employees, guarantees adherence to international benchmarks, and fosters a healthy and efficient workplace with this orientation.

6. Enhancement of Employee Welfare

Improving employee welfare through the provision of equitable minimum wages, health services, and channels for lodging complaints not only creates a fair working environment but also increases employee loyalty and productivity. By fulfilling these fundamental necessities, the company lays the solid groundwork for continued expansion and a favorable reputation among their workforce and local communities.

F. INCLUSIVE AND SUSTAINABLE BUSINESS

PT Radiant Utama Interinsco Tbk is committed to carrying out inclusive and sustainable business by implementing:

1. Innovation Towards Green Products and/or Services

To satisfy the demands of markets that are progressively more environmentally conscious, businesses must develop innovative green products and services. The organization can simultaneously reduce its carbon footprint and satisfy the demands of consumers who are becoming more conscious of their ecological footprint by implementing eco-friendly products and services. In addition, the action may enhance the company's reputation, mitigate regulatory risks, and facilitate entry into the rapidly expanding market of a green economy.

2. Implementation of a Quality Management System in accordance with International Standards

By adhering to international standards, such as ISO 9001 on quality management, the implementation of a quality management system has the potential to enhance operational efficiency, optimize business processes, and elevate the quality of products or services. In addition to establishing a consistent framework, these standards enhance customer satisfaction and fortify the organization's standing. Furthermore, by adhering to international standards, businesses can enhance their competitiveness in international markets, reduce their exposure to risk, and exhibit their dedication to upholding the utmost levels of quality management.

3. Implementation of a Customer Satisfaction Survey

Customer loyalty can be maintained, and product or service quality can be enhanced through the implementation of customer satisfaction surveys. Companies can enhance the experiences of their customers, establish long-lasting relationships, and respond swiftly to their needs and expectations by incorporating customer feedback.

4. Investing for Sustainability (Green Financing)

Green financing and investment in sustainability have significance for companies because they generate long-term benefits and promote social and environmental responsibility. A company can meet the demands of stakeholders who are placing a greater emphasis on environmentally responsible products and services, reduce their negative environmental impact, and implement sustainable business practices by doing so. Green finance can also assist companies in adapting to regulatory changes that promote sustainability, serve as an innovative source of funding, and enhance operational efficiency.

G. GREEN OPERATIONS PRACTICES

PT Radiant Utama Interinsco Tbk is committed to realizing sustainable business and operational practices by implementing:

1. Energy Conservation Implementation

We are committed to implementing energy conservation as an integral part of our operations. We will continue to identify and implement innovative solutions that reduce energy consumption, increase efficiency, and support the transition to renewable energy sources. Through these actions, we are not only seeking to reduce environmental impact but also make a positive contribution to global sustainability and create long-term value for our companies and stakeholders.

2. Water Conservation and Recycle Implementation

The implementation of water conservation and water recycling by the Company is essential to mitigating the negative impact on the environment and water resources. Through the use of supportive technologies and policies, we are actively striving to reduce water consumption, maintain water quality, and prioritize water recovery initiatives. With these measures, we not only respect natural resources but also make a real contribution to preserving environmental sustainability and aligning our business with global water-related challenges.

3. Implementation of an Environmental Management System in accordance with International Standards

We need to implement environmental management systems in line with ISO 14001 on Environmental Management Systems and other international standards to manage their environmental impact effectively. By implementing these systems, the Company can minimize its environmental footprint, improve operational efficiency, and gain the trust of customers and stakeholders who are increasingly concerned about sustainable business practices.

4. Encouraging Suppliers and/or Vendors to Implement Sustainable Business Activities

The active participation of businesses in collaboration with their suppliers and vendors is crucial in the pursuit of establishing a sustainable business ecosystem. Suppliers and/or vendors are incentivized to adopt sustainable business practices through the implementation of due diligence and the incorporation of sustainability indicators.





5. Application of Circular Economy

In order to construct a sustainable business model, decrease waste, and increase resource efficiency, organizations must adopt a circular economy. Companies need to implement a circular economy to reduce waste, improve resource efficiency, and create a sustainable business model. Using recycled materials, energy recovery, and collaboration with suppliers to optimize supply chains are also key steps in achieving a circular economy. Thus, companies not only reduce their negative impact on the environment but also create new opportunities for sustainable innovation and growth.

6. Reduction of Greenhouse Gas Emissions

Pengurangan emisi karbon melayani tujuan ganda dari mitigasi perubahan iklim dan memenuhi tuntutan para pemangku kepentingan yang semakin sadar lingkungan. The organization implements various strategies to mitigate its carbon footprint, including measuring and reducing greenhouse gas emissions (GRK) associated with its operations, embracing renewable energy sources, allocating resources towards green technologies, and managing environmentally friendly projects. An important step toward reducing carbon emissions is the implementation of the GRK emission baseline and the Net Zero Emission (NZE) objective.

7. Renewable Energy Utilization

To reduce their environmental impact and reliance on conventional energy sources, businesses must adopt renewable energy. Investing in renewable energy technologies such as solar, wind, or hydro, as well as adopting energy efficiency policies, are steps to reduce the company's dependence on conventional energy sources. By implementing renewable energy sources, companies can reduce carbon emissions, reduce long-term energy costs, and support the global transition to clean energy sources.

8. Carbon Offset Implementation

One approach to compensating for unavoidable carbon emissions is through the execution of carbon offset initiatives. It helps companies attain carbon neutrality in accordance with predetermined objectives and contributes to international endeavors aimed at alleviating the consequences of climate change.

H. NURTURING THE COMMUNITIES

PT Radiant Utama Interinsco Tbk is dedicated to upholding and empowering local communities through the implementation of the following:

1. Implementation of Social Mapping as the Basis of Master Plan Development

Every three to five years, companies must conduct social mapping in order to comprehend and meet the expectations and requirements of their stakeholders. Through social mapping, companies can build strong relationships with society, identify relevant social issues, and create programs that have a positive impact. In order to develop a comprehensive strategy for social programs, a corporate step in social mapping consists of engaging in an open dialogue with the community, gathering data on local needs, and involving pertinent stakeholders in decision-making.

2. Local Employment Facilitation

Companies need to implement local employment considerations to support economic development in surrounding communities and strengthen relationships with them. Implementing the recruitment of local talent and empowering the local workforce can create a positive impact on unemployment rates, improve local economic well-being, and enhance integration with the communities where they operate.

3. Implement CSR in accordance with International Standards

Corporate Social Responsibility (CSR) must be implemented in accordance with ISO 26000 so that companies can conduct themselves in a responsible and sustainable manner. ISO 26000 provides a framework for incorporating social, environmental, and ethical considerations into business operations and decision-making. Initiatives for social and environmental responsibility programs are consistent with the master plan that has been established as our principal focus, corporate values, and community requirements. By doing so, companies can maximize their impact on sustainable development and generate enduring value for all parties involved.

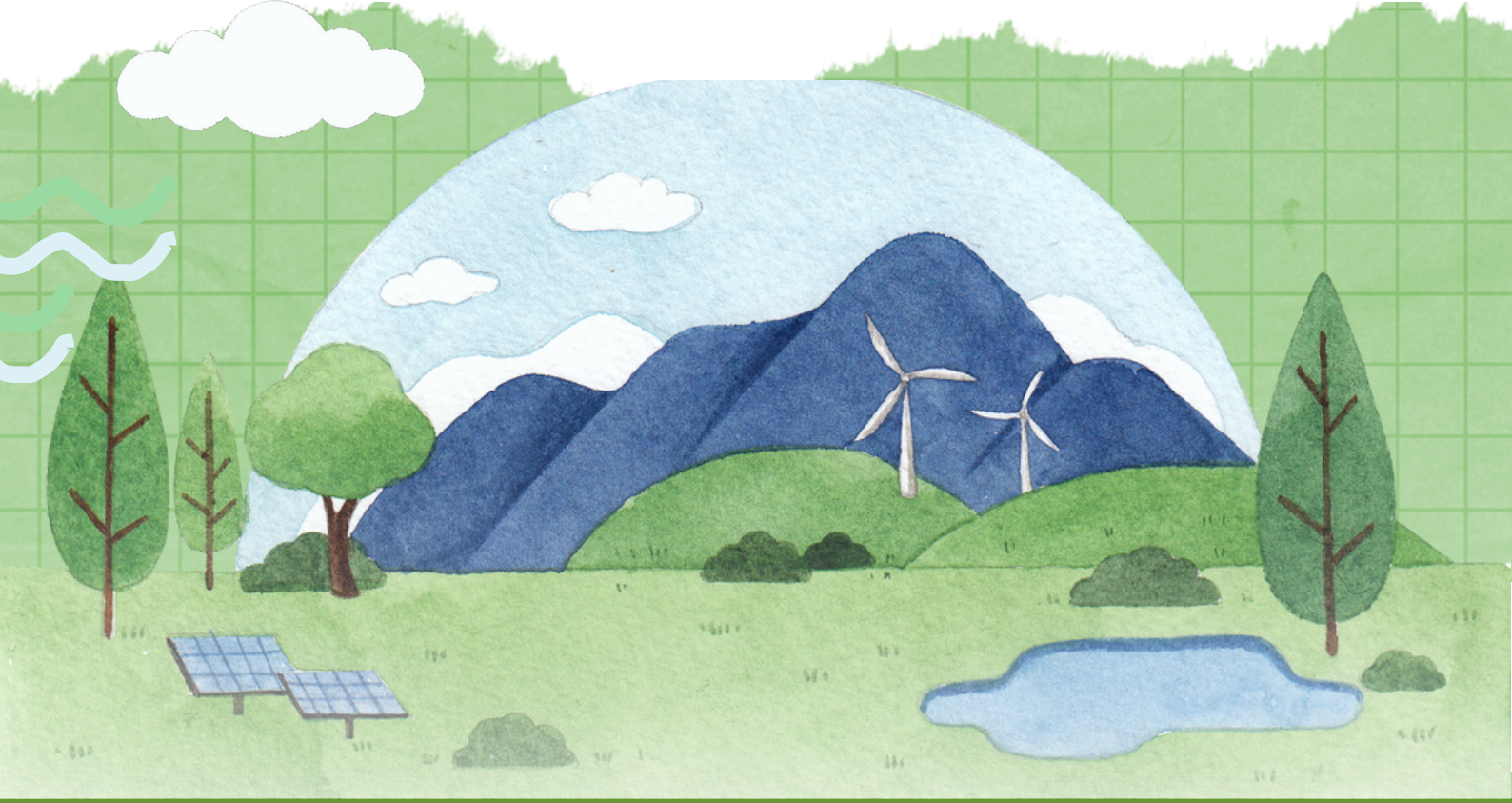


Chapter 3 | Closing

I. CLOSING

1. This policy is valid from December 22, 2023 for PT Radiant Utama Interinsco Tbk until further notice or renewal.
2. Any provisions that were previously in effect and in conflict with this policy will become null and void upon the entry into force of this policy.
3. Additional policies and procedures will elaborate on issues that this policy cannot or does not completely regulate.





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