

3.3. PRINCIPLE C: ROLE OF STAKEHOLDERS

The Role of Stakeholders Principle consists of 4 (four) key parameters as follows:

1. The rights of Stakeholders that are regulated by Law or through mutual agreements should be respected.
2. Stakeholders should have the opportunity to obtain effective redress for violation of their rights.
3. Performance-enhancing mechanisms for employee participation should be permitted to develop.
4. Stakeholders, including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.

C.1 The Rights of Stakeholders that are established by law or through mutual agreements should be respected

This parameter consists of 7 (seven) items as the assessment indicators. The following is the assessment result of related questions.

CG SCORE FOR PARAMETER C.1 (The Rights of Stakeholders that are established by law or through mutual agreements should be respected)				
No	Question	"Yes" or "No" or "N/A" Answer	SCORE	Compliance Status (comply or not comply)
	Does the company disclose a policy & activity that:			
C.1.1	The existence and scope of the company's efforts to address customers' health and safety?	Yes	1	Comply
C.1.2	Supplier/contractor selection procedures?	Yes	1	Comply
C.1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Yes	1	Comply

CG SCORE FOR PARAMETER C.1 (The Rights of Stakeholders that are established by law or through mutual agreements should be respected)				
No	Question	"Yes" or "No" or "N/A" Answer	SCORE	Compliance Status (comply or not comply)
C.1.4	The company's efforts to interact with the communities in which they operate?	Yes	1	Comply
C.1.5	Describe the company's anti-corruption programmes and procedures?	Yes	1	Comply
C.1.6	Describes how creditors' rights are safeguarded?	Yes	1	Comply
C.1.7	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues ?	Yes	1	Comply
TOTAL CG SCORE for Parameter C.1			7	

PT Selamat Sempurna Tbk has fully complied with every questions required in the ACGS to fulfill the rights of stakeholders both required by law and by mutual agreement.

C.2 Stakeholders should have the opportunity to obtain effective redress for violation of their rights

This parameter only consists of 1 (one) item as the assessment indicator. The following is the assessment result of the question:

CG SCORE FOR PARAMETER C.2 (Stakeholders should have the opportunity to obtain effective redress for violation of their rights)				
No	Question	"Yes" or "No" or "N/A" Answer	SCORE	Compliance Status (comply or not comply)
C.2.1	Does the company provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	Yes	1	Comply

PT Selamat Sempurna Tbk owned and has disclosed contact details related to stakeholders matters.

C.3 Performance-enhancing mechanisms for employee participation should be permitted to develop.

This parameter consists of 3 (three) items as the assessment indicators. The following is the assessment result of the questions:

CG SCORE FOR PARAMETER C.3 (Performance-enhancing mechanisms for employee participation should be permitted to develop)				
No	Questions	"Yes" or "No" or "N/A" Answer	SCORE	Compliance Status (comply or not comply)
C.3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	Yes	1	Comply
C.3.2	Does the company explicitly disclose the policies and practices on training and development programmes for its employees?	Yes	1	Comply
C.3.3	Does the company have a reward/compensation policy that accounts for the performance of the company beyond short-term financial measures?	No	0	Not Comply
TOTAL CG SCORE for Parameter C.3			2	

The following is an explanation for the assessment item above that has not been complied with or done by the company (1 assessment item):

- C.3.3 requests disclosure of company's long-term performance-based compensation/remuneration policies. An example of this compensation is to provide long-term stock options for employees.

C.4 All stakeholders, including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.

This parameter consists of 2 (two) items as the assessment indicators.

CG SCORE FOR PARAMETER C.4 (All stakeholders, including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this)				
No	Questions	"Yes" or "No" or "N/A" Answer	SCORE	Compliance Status (comply or not comply)
C.4.1	Does the company have a whistle blowing policy which includes procedures for complaints by employees concerning alleged illegal (including corruption) and unethical behaviour and provide contact details via the company's website or annual report?	Yes	1	Comply
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Yes	1	Comply
TOTAL CG SCORE for Parameter C.4			2	

PT Selamat Sempurna Tbk has complied with all of the assessment items above.

The following is the recapitulation of the assessment result for Principle C (Role of Stakeholders):

**THE ASSESSMENT RESULT OF CG PRACTICES OF THE COMPANY ON THE ROLE OF
STAKEHOLDERS PRINCIPLE**

CG SCORE ON THE ROLE OF STAKEHOLDERS PRINCIPLE				
No	Key Parameters	Number of Items Complied with Each Parameter	Number of Items	Score per Component
1	The Rights of Stakeholders that are established by law or through mutual agreements should be respected.	7	7	100%
2	Stakeholders should have the opportunity to obtain effective redress for violation of their rights.	1	1	100%
3	Performance-enhancing mechanisms for employee participation should be permitted to develop.	2	3	66,67%
4	All stakeholders, including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this.	2	2	100%
TOTAL ITEMS THAT COMPLY WITH THE ROLE OF STAKEHOLDERS		12	13	92,30%