

PT. AKR Corporindo, Tbk
ASEAN CORPORATE GOVERNANCE SCORECARD (ACGS)

Version: 2022

PART C
ROLE OF STAKEHOLDERS

No.	Questions	Guiding Reference	Y / N	Implementation	Evidence/Source Document
C.1	The Rights of stakeholders that are established by law or through mutual agreements are to be respected				
C.1.1	Stipulates the existence and scope of the company's efforts to address customers' health and safety	OECD Principle IV (A): The rights of stakeholders that are established by law or through mutual agreements are to be respected. In all OECD countries, the rights of stakeholders are established by law (e.g. labor, business, commercial and insolvency laws) or by contractual relations. Even in areas where stakeholder interests are Not legislated, many firms make additional commitments to stakeholders, and concern over corporate reputation and corporate performance often requires the recognition of broader interests.	Yes	Disclosed in Sustainability Report	Also in Sustainability Report 2021 pg 84-85, 150-156
C.1.2	Explains supplier/contractor selection practice?		Yes	Suppliers and contractors selected through fair and transparent process of tender, disclosed in company's Sustainability Report	Sustainability Report 2021 pg 79-81
C.1.3	Describes the company's efforts to ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Global Reporting Initiative: Sustainability Report (C1.1 - C.15) International Accounting Standards 1: Presentation of Financial Statements	Yes	Disclosed In Sustainability report	Sustainability Report 2021 pg 79-87

No.	Questions	Guiding Reference	Y / N	Implementation	Evidence/Source Document
C.1.4	Elaborates the company's efforts to interact with the communities in which they operate?	Global Reporting Initiative: Sustainability Report (C1.1 - C.15) International Accounting Standards 1: Presentation of Financial Statements	Yes	Disclosed in the Sustainability report	Sustainability Report 2021 pg 157-167
C.15	Describe the company's anti-corruption programs and procedures?		Yes	Disclosed in Annual Report; Integrity pact signed by each employee at the time of joining and again reinforced through the Company's vision and training program	Sustainability Report 2021 pg 322-324
C.16	Describes how creditors' rights are safeguarded?		Yes	Creditors rights are safeguarded through every loan agreement that was created by considering both parties interests	Every loans and its creditors are mentioned in consolidated statements as of 31 December 2021 (Annual Report pg 461-473
C.1.7	Does the company have a separate report/section that discusses its efforts on environment/economy and social issues?		Yes	Sustainability Report	Sustainability Report 2021

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C.2	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights				
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?	<p>OECD Principle IV (B): Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights.</p> <p>The governance framework and processes should be transparent and Not impede the ability of stakeholders to communicate and to obtain redress for the violation of rights.</p>	Yes	Provided in website and Annual Report	Annual Report 2021 pg. 316-321 Also in the website: https://www.akr.co.id/contact

No.	Questions	Guiding Reference	Y / N	Implementation	Evidence/Source Document
C.3	Performance-enhancing mechanisms for employee participation should be permitted to develop.				
C.3.1	Does the company explicitly disclose the health, safety, and welfare policy for its employees?	OECD Principle IV (C): Performance-enhancing mechanisms for employee participation should be permitted to develop. In the context of corporate governance, performance enhancing mechanisms for participation may benefit companies directly as well as indirectly through the readiness by employees to invest in firm specific skills.	Yes	Provided in Annual report including full list of training imparted and welfare measures including Heart and Mind program	Sustainability Report 2021 pg 150-156, 131-140 Annual Report 2021 pg 179-181
C.3.2	Does the company publish relevant information relating to health, safety and welfare of its employees?				
C.3.3	Does the company have training and development programs for its employees?				
No.	Questions	Guiding Reference	Y / N	Implementation	Evidence/Source Document
C.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.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?	OECD Principle IV (E): Stakeholders, including individual employees 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.	Yes	Yes the company has implemented Whistleblowing system which is socialised to all employees and well advertised on company website	Sustainability Report 2021 pg 325-328 Through website: https://wbs.akr.co.id/
C.4.2	Does the company have a policy or procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?		Yes	The policy on whistle blower protects the identity of the person reporting and handled at BOD level The same is disclosed in the Annual report	Annual Report 2021 pg 322-324