



AEP's fight against covid-19

The current Covid-19 outbreak and subsequent global pandemic has created uncertainties in the way we all live and work. The plantation sector has not been spared, and plantation companies need to adapt to the current situation.

In Sumatra, Bengkulu, and Kalimantan, AEP operates palm and rubber plantations. Each local government has declared limitations on mobility in certain areas of each province/district, but none of these limits have resulted in the closure of oil palm plantations. Our operations run with updated SOPs and preventive measures to keep our staff safe and healthy, with no forced shutdowns.

Our employees' health is always a priority. We've made a number of changes to our working practices as well as improvements to help us get through this pandemic while keeping our employees healthy and safe.



Covid-19 Task Force in the Operations Unit

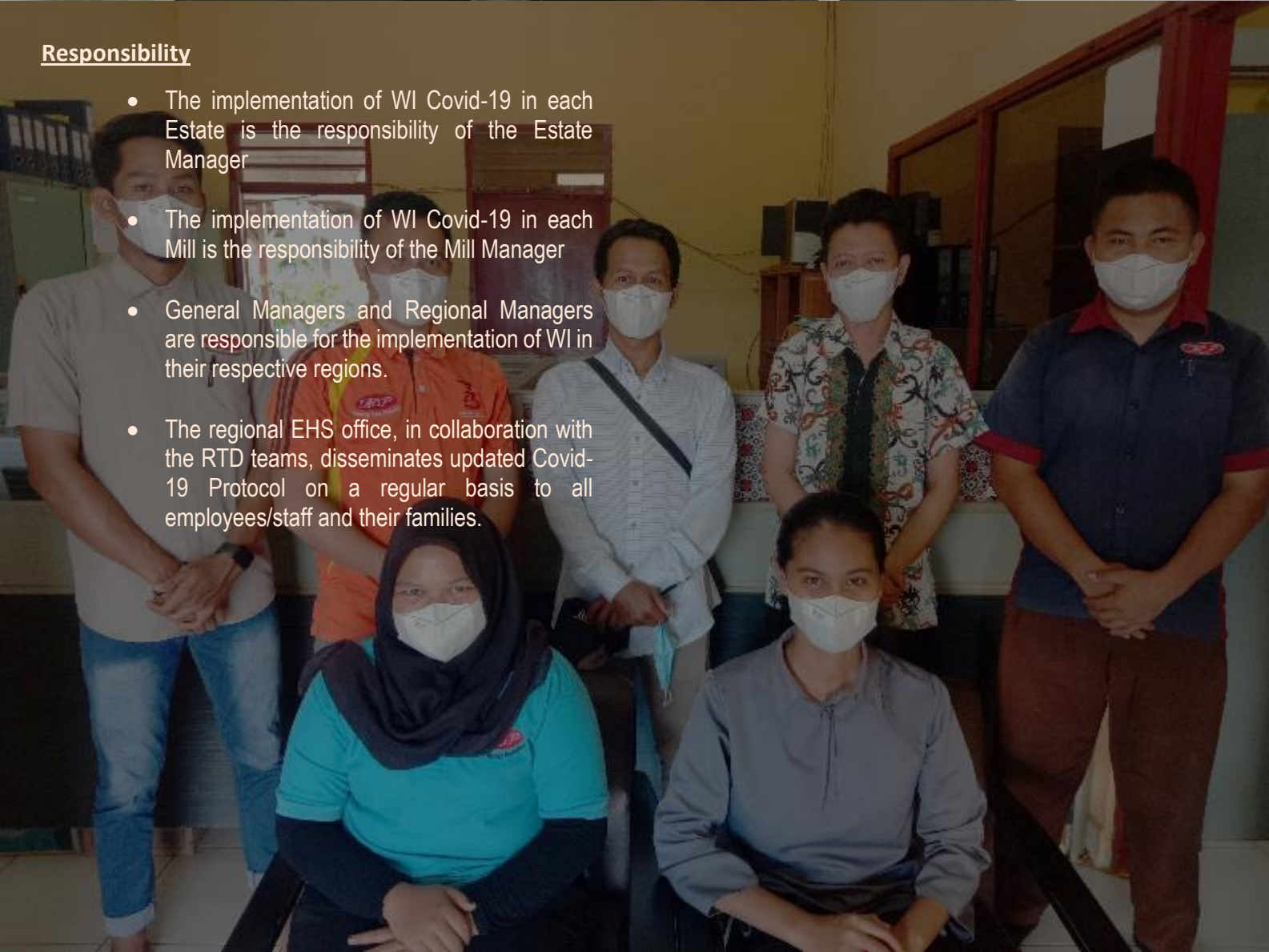
We formed a special regional management team in accordance with the Work Instruction (WI) to ensure that there is a strategy in place to deal with operations, and this team is tasked with developing specific standard operating procedures (SOPs), guidelines, and procedures, as well as preparing key service implementation teams such as the team in charge of health monitoring.

The Covid-19 management team generally consists of plantation and mill operations, KTU, EHS and plantation health service personnel. Apart from the development of WI, it is important to outline how health checks are carried out and see how key materials (e.g face masks, hand masks, cleansers, disinfectants, thermometers, etc.) will be purchased and distributed.



Responsibility

- The implementation of WI Covid-19 in each Estate is the responsibility of the Estate Manager
- The implementation of WI Covid-19 in each Mill is the responsibility of the Mill Manager
- General Managers and Regional Managers are responsible for the implementation of WI in their respective regions.
- The regional EHS office, in collaboration with the RTD teams, disseminates updated Covid-19 Protocol on a regular basis to all employees/staff and their families.



1. Health Checkup and Monitoring

At the main security door, everyone entering the factory/estate area must check their body temperature with a non-contact thermometer and wear a mask.

If a person's body temperature is 38 degrees Celsius or above after being examined twice, he is forbidden from engaging in factory/estate activities and is immediately ordered to check himself at a health service center.

All outside visitors are required to show a Negative Rapid Antigen test results before entering Estate.



2. Provision of Personal Hygiene Facilities

Hand washing facilities with water faucets that may be opened and closed without contact (e.g. using a foot pedal) are provided in numerous areas, such as at the entrance, at the scales, in warehouses, entrances to offices, and workshops. Security and unit leaders ensure that all workers and their families wear masks starting from home, during work, returning home, outside the home, while in public places/facilities.



Before entering the mill/estate, you must wash your hands.



The workspace is sprayed with disinfectant



3. Restrictions on distance, gathering and travelling to risky places

Limits are set to the number of people using public facilities, such as places of worship, bathrooms, employee centers, schools, and so on, to a maximum of 50% of capacity by making a 1.5 m physical distancing sign.

Morning 'mustering' are conducted with each participant standing at least 1.5 meters apart.

The wearing of masks, physical distancing, the provision of hand washing points or hand sanitisers, and limiting the duration of activities/events are all essential COVID-19 protocol requirements for social activities involving large groups of people.

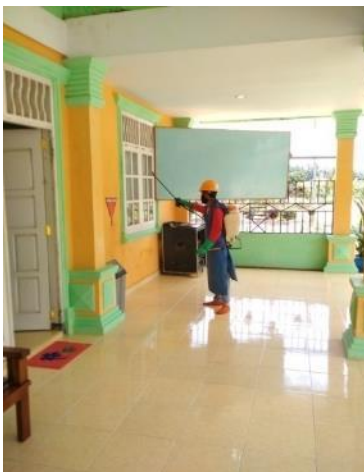


4. Disinfectant spraying/sterilization

Disinfectant spraying is carried out every day at the main office, public facilities and other infrastructure with ingredients formulated using the SOP of the Indonesian Ministry of Health.

Before being kept in the warehouse, all materials that enter a factory is sterilised with disinfectant.

The frequency of basic cleaning was increased to at least once a week in commonly utilized areas (such as Clean Friday).



5. Socialisation

Inculcating New Habits (The New Normal) for Workers every morning, as well as making banners / billboards / sign boards containing reminders and motivations for workers and their families at strategic locations to implement protocols to prevent the spread of the Covid-19 virus.

Education/Counseling and periodic hygiene inspections to workers in housing by all Mill/Estate Management and the EHS team.



6. Rapid Antigen Tests

Rapid Antigen tests are performed on a regular basis for every employee/staff member whose work have the potential of spreading COVID-19.



7. Vaccination

In partnership with local governments, AEP is also vaccinating all personnel and employees for covid-19 in stages.



AEP follows a vaccination program based on vaccine availability, which includes both paid and free vaccines provided by the government. AEP strives to keep all employees and staff vaccinated.

There have been 1067 employees and personnel that have been vaccinated against Phase 1 up to this point.

AEP is still waiting for the next vaccine to become available, and the target is for all AEP employees and staff to get vaccinated up to stage 2.

AEP fully supports the government's efforts to accelerate the Covid-19 vaccination and of course, AEP wants to assist the government in getting more people are vaccinated.