

## TSE Group Minor Grievance List - Fourth Quarter 2022

Case Number	Entity	Cases	Raiser*	Received Date	Closed Date	Status
2022-Q4-1	DP	Disturbance on the construction of PKS (Palm Oil Mill) 2 due to employment request.	YBB and his children (ABB and OBB)	17/Oct/22	17/Oct/22	Closed
2022-Q4-2	DP	Dissatisfaction over accommodation request being denied and threatening to do a customary ritual (kumpul api) under the influence.	EW, KP	17/Oct/22	17/Oct/22	Closed
2022-Q4-3	TSE B	A prohibition on harvesting FFB by a worker due to the work system and piece	LA	27/Oct/22	29/Oct/22	Closed
2022-Q4-4	PAL	Sexual harrassment against PT PAL's female employee.	YM	24/Nov/22	29/Nov/22	Closed
2022-Q4-5	PAL	Dissatisfaction over an employment Contract.	SM	19/Dec/22	19/Dec/22	Closed

\* We do not mention real names and replace them with initials.

**TSE Group Minor Grievance List - Fourth Quarter 2022**

**Case No. 2022-Q4-1 Disturbance on the construction of PKS (Palm Oil Mill) 2 due to employment request.**

<b>Entity</b>	DP
<b>Received Date</b>	17/Oct/2022
<b>Closed Date</b>	17/Oct/2022
<b>Raiser</b>	YBB and his children (ABB and OBB)
<b>Description</b>	Expulsion of workers for the construction of PKS (Palm Oil Mill) 2 by the head of the Basik-basik clan due to employment request.
<b>Progress</b>	
<b>Dates</b>	<b>Development</b>
17/Oct/2023	<p>1. YBB and his children (ABB &amp; OBB) came to PT DP's office and took action to block and force Palm Oil Mill (PKS) 2 construction workers to leave because PT DP had not been fulfilled the employment request for YBB' children and he demanded that his children be given jobs and thus he asked for the implementation of traditional rituals for PKS2 and money.</p> <p>2. The community support team gave an explanation to YBB by showing the contents in the agreement letter that the construction of PKS2 would only provide money for traditional rituals. The community support team suggested that if YBB wanted to carry out traditional rituals, he must discuss with the clans that have customary rights around PKS 2. As for the employment request from ABB and OBB, the community support team had discussed with the management of PT DP.</p> <p>3. After being given an explanation, YBB understood contents of the agreement letter so that activities in PKS 2 could be resumed.</p> <p>4. OBB currently works in PKS 1 and ABB works as a driver in Division 10.</p>

**TSE Group Minor Grievance List - Fourth Quarter 2022**

**Case No. 2022-Q4-2 Dissatisfaction over transportation and accommodation request being denied and threatening to do a customary ritual (kumpul api) under the influence.**

<b>Entity</b>	DP
<b>Received Date</b>	17/Oct/2022
<b>Closed Date</b>	17/Oct/2022
<b>Raiser</b>	EW, KP
<b>Description</b>	Threats of doing a customary ritual (kumpul api) due to accommodation request being denied while under the influence.
<b>Progress</b>	
<b>Dates</b>	<b>Development</b>
17/Oct/2023	<p>1. EW &amp; KP, a spouse that threatened to hold a customary ritual (kumpul api) at PT DP's office with arrows and machetes in a drunken state because their transportation and accommodation request was denied and the status of speedboat under repair was not informed to them.</p> <p>2. PT DP's community support team gave an explanation regarding the request that cannot be fulfilled by the management of PT DP and contacted the head of Walinaulik clan, and informed that the clan head who will travel to Mam-Asiki- Merauke is prioritized for urgent activities every month. While the expense for personal matters are the responsibility of head clan since the costs incurred for each trip is quite expensive.</p> <p>3. PT DP's community support team said that the speedboat was currently under repair and the company has forgiven the customary ritual (kumpul api) action but for further transportation and accommodation request issues should follow company regulations.</p>

**TSE Group Minor Grievance List - Fourth Quarter 2022**

**Case No. 2022-Q4-3 A prohibition on harvesting and loading FFB by a worker due to the work system of harvesting contractor team.**

<b>Entity</b>	TSE B
<b>Received Date</b>	27/Oct/2022
<b>Closed Date</b>	29/Oct/2022
<b>Raiser</b>	LA
<b>Description</b>	A prohibition on harvesting and loading FFB (Fresh Fruit bunches of oil palm) loading in Division 14 is due to the allocation of too few harvest block area (short rotation).
<b>Progress</b>	
<b>Dates</b>	<b>Development</b>
27/Oct/2022	LA (member of the Saki clan, a worker) prohibited the harvesting of FFB loading in Division 14 due to the work system.
29/Oct/2022	<p>1. On October 29, 2022, the company held a meeting with LA to explain that increasing or reducing the work area is the company's right. The request of adding work areas could not be granted because there were many errors in the harvesting rotation and LA's work results were unsatisfactory.</p> <p>2. The company provided a solution if LA's harvest rotation reaches the target before the deadline, then work areas that require workers will be added. As a contractor, LA will still receive the maximum results according to the number of working days in the PT TSE B payroll system.</p>

**TSE Group Minor Grievance List - Fourth Quarter 2022**

**Case No. 2022-Q4-4 Sexual harassment against PT PAL's female employee.**

<b>Entity</b>	PAL
<b>Received Date</b>	24/Nov/2022
<b>Closed Date</b>	29/Nov/2022
<b>Raiser</b>	YM
<b>Description</b>	Sexual harassment against PT PAL's female employee committed by 2 people.
<b>Progress</b>	
<b>Dates</b>	<b>Development</b>
24/Nov/2022	On November 24, 2022, SMG (Gakuin clan) and DRK (Koula clan) committed sexual and immoral acts against FCM (Maikuin clan), the victim ran away and reported the incident to YM (Maikuin clan leader).
28/Nov/2022	<ol style="list-style-type: none"> <li>1. On November 28, 2022, YM reported the immoral incident to PT PAL's community support team.</li> <li>2. This report was received by Vital Object Security (PAM OBVIT) Officers of PT PAL and the perpetrator was immediately secured at the Police Station, but only SMG was successfully apprehended while DRK escaped. The community support team and PAM OBVIT Officers communicated with LWM (the head of Maikuin clan) and YM to keep the arrested perpetrator in custody while waiting for DRK to turn himself in.</li> <li>3. According to the victim, the incident occurred due to the influence of marijuana and lack of supervision and upbringing from parents.</li> </ol>
29/Nov/2022	On November 29, 2022, the problem was resolved amicably. The perpetrators has been discharged to Mipan village, because if he is not discharged, it will disturb and make female workers who are in the oil palm plantation area feel uncomfortable working.

**TSE Group Minor Grievance List - Fourth Quarter 2022**

**Case No.** 2022-Q4-5      **Dissatisfaction over an employment contract.**

<b>Entity</b>	PAL
<b>Received Date</b>	19/Dec/2022
<b>Closed Date</b>	19/Dec/2022
<b>Raiser</b>	SM
<b>Description</b>	Dissatisfaction with the non-renewal of contract
<b>Progress</b>	
<b>Dates</b>	<b>Development</b>
19/Dec/2022	<p>1. On December 19, 2022, SM caused a disturbance in the HRD office because his contract agreement (PKWT) was not renewed because he was late for work.</p> <p>2. The company took SM to the police station to listen to his intentions and purpose of making a disturbance in the office, so that he could peacefully convey his intentions.</p> <p>3. The Human Resources &amp; Personnel Department did not renew SM's contract agreement (PKWT) because it is not in accordance with the labor regulations and if it is not carried out according to the labor regulations, the impact is not good for other employees.</p>