

TSE Group Minor Grievance List - Third Quarter 2023

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

Case Number	Receive Date	Entity	Raiser*	Grievance	Solution
1	01-Jul-23	TSE B	Female Workers	A disturbance caused by female workers from Division 12 and Main Camp at the POP B's General Office due to no longer receiving fruit and vegetable products from land-cleared HGU road.	<ol style="list-style-type: none"> 1. A disturbance caused by 10 female workers from Division 12 and Main Camp at the POP B General Office because they refused accepting the results of fruits and vegetables from land-cleared HGU road. 2. The company held a meeting with the complainant and gave an explanation that the area could only be planted with oil palm. The result of the meeting is that the company will help distribute the sale of fruit and vegetable products and provide food aid, so that the problem is resolved.
2	18-Agu-23	TSE A	EG	A violent beating towards a CPO employee.	<ol style="list-style-type: none"> 1. On Friday, August 18, 2023 there was a violent beating case of a CPO employee by EG (son of the customary rights owner, MG). 2. The community support team held a meeting between the perpetrator and the victim with the result that mediation was carried out involving the leaders of the five clans, so that the problem was resolved amicably.
3	28-Agu-23	POP B	LH	The blockage of loading and unloading activities at the logpond.	<ol style="list-style-type: none"> 1. LH (the Head of Habanggi clan) came to the office to ask foodstuffs aid, but the logistics were running out, so he was angry and blocked the office. 2. The community support team explained that this happened due to lack of communication, the problem was resolved with an agreement that the company providing foodstuffs support.

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4	05-Sep-23	DP	SP, KA	Demand for plasma plantation yield and work rules for employees.	<p>1. On September 5, 2023, SP and KA came to the office to discuss the results of the plasma plantation and work rules for employees.</p> <p>2. The community support team has provided explanations to both parties so that the problem is resolved.</p>
5	06-Sep-23	TSE A	Customary Rights Owners	A demand for changes to compensation and plasma plantation.	<p>1. On September 6, 2023, representatives of TSE A's customary rights owners came to the office to request changes to <i>biaya penghargaan</i>* and plasma plantation.</p> <p>2. The management held a meeting with the community of customary rights owners and agreed with the change in the amount of the reward fee that will take effect in the first semester of 2024.</p> <p><i>*Biaya penghargaan</i> is in accordance with Regulation of The Minister of Agriculture (Permentan) No. 98/2013 Article 60 where PT TSE A's plantation is not obliged to build plasma plantation (Article 1) but is obliged to carry out productive business partnerships with the community (Article 2).</p>
6	29-Sep-23	DP	RAN	An information related to the discussion of 20% plasma profit sharing.	<p>1. On September 29, 2023, RAN, the leader of the committee (Tim Kecil) went to the community support team office of PT DP and conveyed information about a meeting between the Governor of South Papua and the community in Kampung Baru regarding 20% plasma profit sharing.</p> <p>2. The community support team explained to RAN that the information was incorrect.</p>