

HSSE & SP Policy



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In this publication, the expressions 'Aster', 'Aster companies' and 'Aster Group' refer to Aster companies in general. Likewise, the words "we", "us" and "our" are also used to refer to Aster companies in general or those who work for them. These expressions are also used where there is no purpose in identifying specific companies.

1. Health, Security, Safety, the Environment & Social Performance Commitment and Policy

The Aster Commitment and Policy on Health, Security, Safety, the Environment (“HSSE”) and Social Performance (“SP”) applies across Aster and is designed to help protect people and the environment.

With our Zero-Incident Goal (“ZIG”), we continually achieve improvements in the areas of HSSE and SP and aim for zero incidents and zero health impact to our workforce. All Aster companies, contractors and joint ventures under our operational control must manage HSSE and SP in line with the Aster Commitment and Policy.

We in Aster commit to:

- Pursuing ZIG and the goal of no harm to people or the environment;
- Respecting nature by protecting the environment, reducing waste, making a positive contribution to biodiversity, and reducing greenhouse gases;
- Using material and energy efficiently to provide our products and services;
- Respecting our neighbours and contributing to the societies in which we operate;
- Developing energy resources, products and services consistent with these aims;
- Operating assets safely, efficiently and responsibly;
- Playing a leading role in promoting best practice in our industries;
- Managing HSSE & SP matters as any other critical business activity; and
- Fostering a psychologically safe work environment that promotes continuous learning and personal growth. By doing so, we aim to achieve performance we can take pride in, earn the trust of our customers, shareholders, and the broader society, be a responsible neighbor, and contribute meaningfully to sustainable development.

Our Policy:

- Has a systematic approach designed to ensure compliance with the law and achieve continuous performance improvement;
- Sets targets for improvements and measures, appraises and reports performance;
- Requires contractors to manage HSSE & SP in line with this policy;
- Requires joint ventures under its operational control to apply this policy, and uses its influence to promote it in its other ventures;
- Engages effectively with neighbours and impacted communities; and includes HSSE & SP performance in the appraisal of staff and rewards accordingly.



Erwin Ciputra

Group CEO

2. Health, Security, Safety, the Environment & Social Performance Control Framework

Our **Control Framework** contains our mandatory standards, and accompanying manuals support these goals. The framework covers 11 areas:

- Contractor HSSE management
- Environment
- Health
- HSSE & SP management systems
- Personal safety
- Process safety
- Transport
- Product stewardship
- Projects
- Security
- Social performance

The Control Framework applies to every Aster entity, including all employees and contract staff, and to Aster-operated ventures. It defines standards and accountabilities at each level of the organisation and sets out the procedures and processes people are required to follow.

3. Health, Security, Safety, the Environment & Social Performance Assurance

The independent audits managed by the Aster Assurance team provide an added level of assurance on the effectiveness of HSSE & SP controls. The Aster Assurance team reports directly to the Board and manages audits that cover a variety of possible risks in assets and projects. Outcomes from these audits and the response from Aster's management are shared with the relevant parts of Aster and the Board. The actions taken to address the audits' findings are also monitored within Aster.



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