



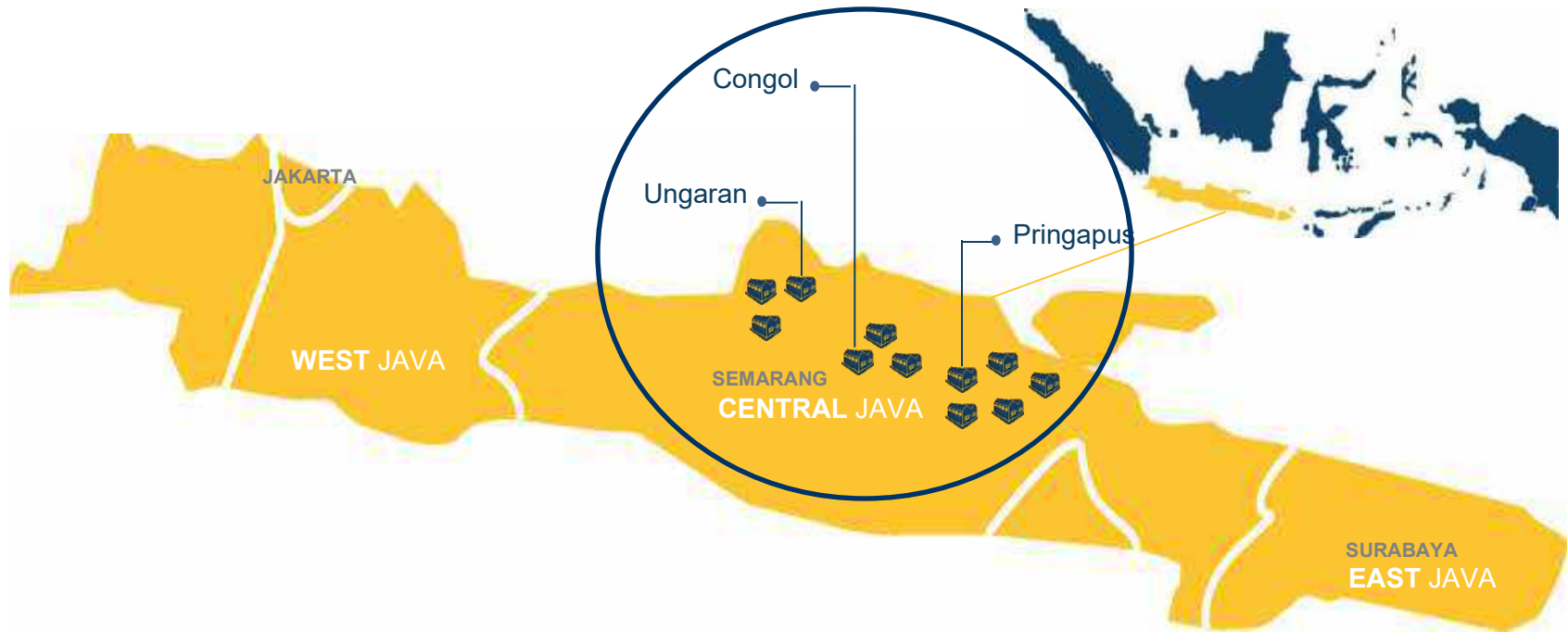
BUSANA APPAREL GROUP

EST. 1975

Ungaran Sari Garments

Company Background

Location-Java Island



Ungaran Unit

Employees : 3650
Total factories : 3 building
Area : 26,890 m2
Prod capacity :
Ladies : 250,000 pcs/month
Menshirt : 350,000 pcs/month



Congol Unit

Employees : 2550
Total factories : 2 building &
1 centralized cutting
Area : 53,293 m2
Prod capacity :
Ladies : 400,000 pcs/month



Pringapus Unit

Employees : 6100
Total factories : 5 building , 1 warehouse
1 centralized cutting
Area : 120,249 m2
Prod capacity :
Menshirt : 1,150,000 pcs/month

Background

Year establish : 1975

Only 1 factory with **200 employees**

First Export on 1978

Development :

- Second factory on 1985 at Ungaran
- Third factory on 1995 at Ungaran

Expansion :

- 1997 : Forth factory at Congol
- 1998 : Fifth factory at Pringapus, Sixth factory (centralized cutting) and Seventh factory at Congol
- 2001 : Eight factory at Pringapus
- 2003 : Ninth factory (centralized warehouse) at Pringapus
- 2006 : Tenth factory at Pringapus
- 2010 : Eleventh factory (centralized cutting and fabric warehouse) at Pringapus
- **2015 + 2016 +2017 : Twelfth factory & Thirteenth factory at Pringapus**

Production capacity : 25,8 million pcs/year

Type of product and Customers

Type of product

Women's : Blouses, skirts, dresses
Men's : Dress and casual shirts

Customers

North.
America : Phillip Van Heusen, Ann Inc, Talbots,
Perry Ellis, Kohl's, Limited
Donna Karan, Jos A Bank, Macy's, J. Jill,
Tommy Hilfiger, Lucky Brand, Nautica, J Crew,

Japan : Sojitz Corporation (UNIQLO)

Australia : GAZAL



Factories

Men's Shirts Factory



Soft Dressing Factory



Hi-Tech machines



Automated Cutting Machine



Auto Spreading Machine



Smart MRT Sewing Line

Hi-Tech machines



Worker Health and Well-Being



We pay and provide

- Minimum wages
- Social Security Insurance
- Uniform
- Regular Medical Checkup and
- Regular Training
- Lunch on working days



We Facilitate

- Place and resources for employee run Cooperative Society
- Facility for storage of breastmilk

Employee Training



- Capacity Building
- Motivation Training
- Health & Safety Training
- Fire Drill & Fire Evacuation Training
- Leadership & Development Training

Appreciation & Reward



Manimaren Scholarship Program



We Participate

- HER Project (since 2015) and organized various activities
- Health and nutrition training and information sharing: employees and the community
- Organized 6 Health Checkup Booths for our employees and their family
- Regularly provide nutritious food for infant and their moms



Our Employees Participate and Organize

- Annual Family Care Day
- Annual Walk for Health
- Annual Child Care program

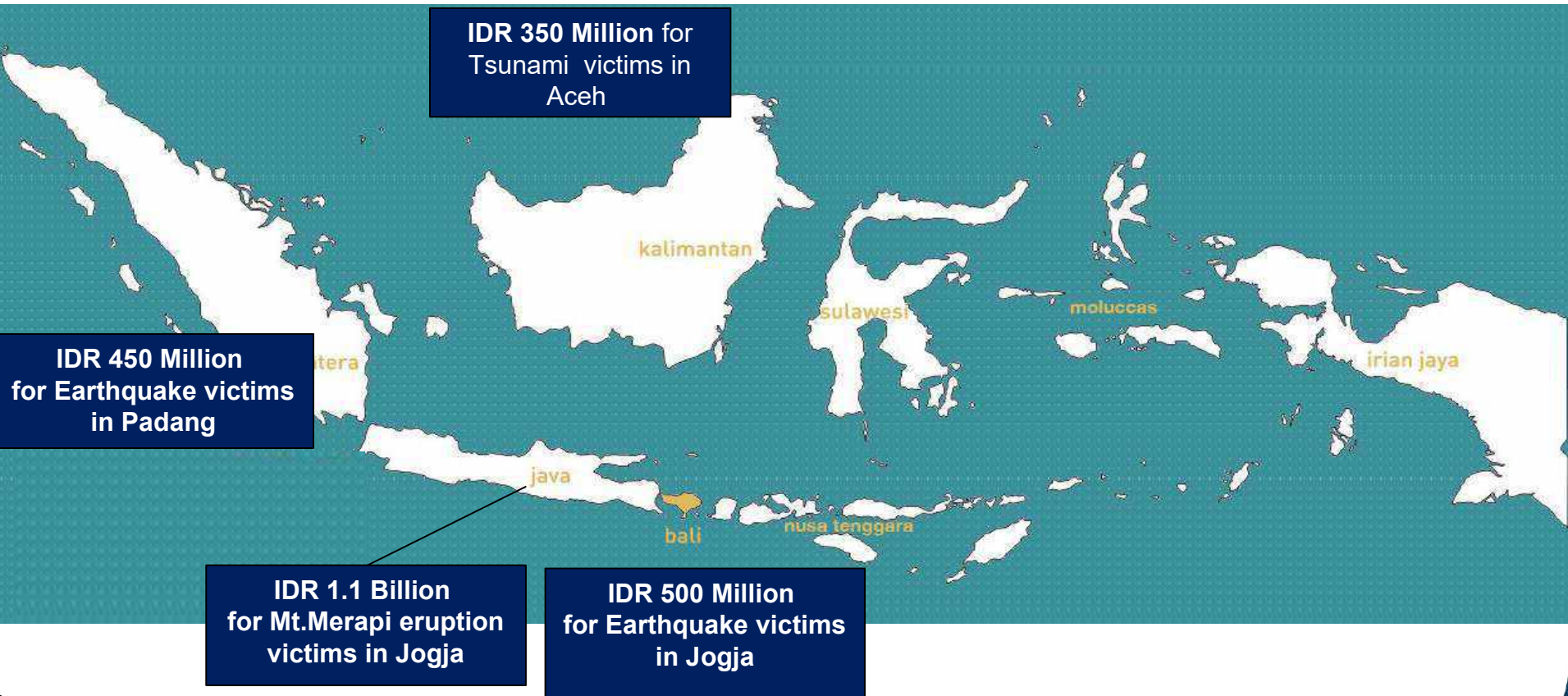




Our Employees Participate and Organize

- Fun Games on Independence Day

Corporate Social Responsibility



Contributions for National Disaster Relief

- US \$ 270.000 to disaster relief fund
- In average, employees donated **more than one day salary** to national disaster victims as a form of solidarity

Contributions for Local Disaster Relief



CONTRIBUTIONS FOR FLASH FLOOD IN WONOSOBO



DONATION TO EMPLOYEE AND COMMUNITY AFFECTED BY FLASH FLOOD IN PURWOREJO



DONATION TO COMMUNITY AFFECTED BY LANDSLIDE IN BANJARNEGARA

Community Care



BATHING PLACE FOR COMMUNITY & MOSQUE
RENOVATION DONATION



LEARNING EQUIPMENTS TO PRE-SCHOOL



MUSICAL INSTRUMENTS
TO DISABLE SCHOOL



MEAT DISTRIBUTION
TO COMMUNITY



CHARITABLE CONTRIBUTION
TO ORPHANAGE AND TO FOSTER HOME



IRIGATION AND ROAD CONSTRUCTION TO COMMUNITY



BASIC NEED ASSISTANCE
DURING DROUGHT

Environment and Community

We have planted
18,434 trees inside our factories and in the surrounding community
since 2012 and extended our “One Employee One Tree” program
To “One Employee Two Trees” program



Our Employees Participate
In “ ECO CARE PROGRAM “ and worked together with local Government
KAB SEMARANG to clean up the rivers prior to rainy season since 2013

BEFORE



AFTER



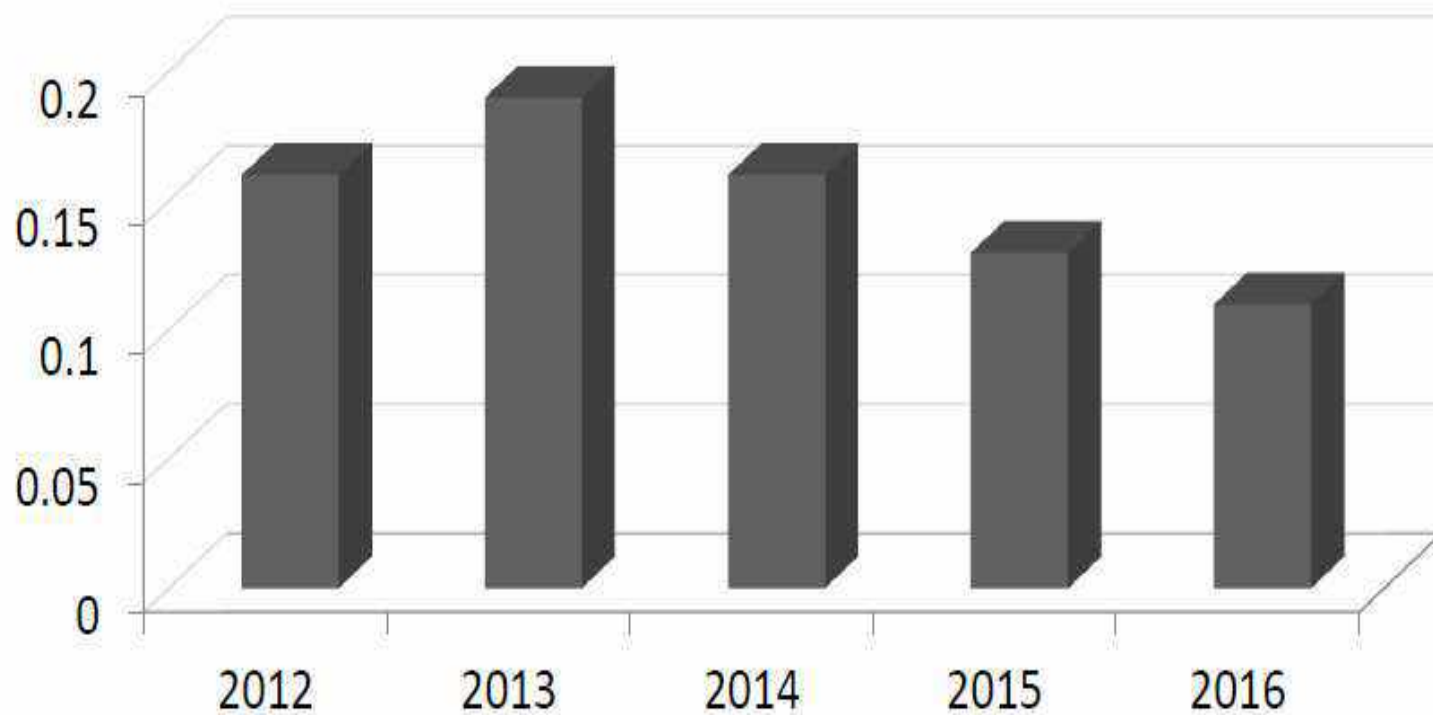
We Installed
Rain Water Harvesting system
This allows us to save around **12.67%** of our daily ground water
consumption during rainy season.



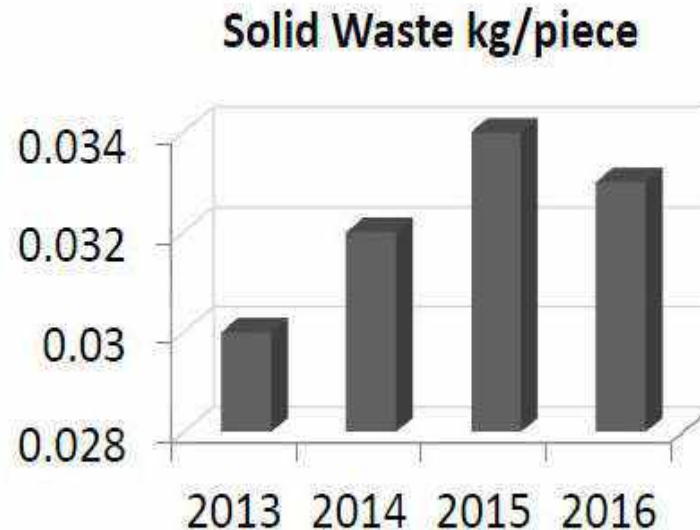
Our Waste

Our Finished Goods Remnant is was only **0.11%** of our total production in the year 2016

Finished Goods Remnant (% of Production)



We **Segregate and Dispose** our Solid Waste responsibly
We have been measuring it since the year 2012 and started taking steps to reduce it since the year 2015



A part of our production waste is **recycled by craftsmen** around our facilities into items of economic value—pillows, bolsters, doormats, dolls and other household ornaments.

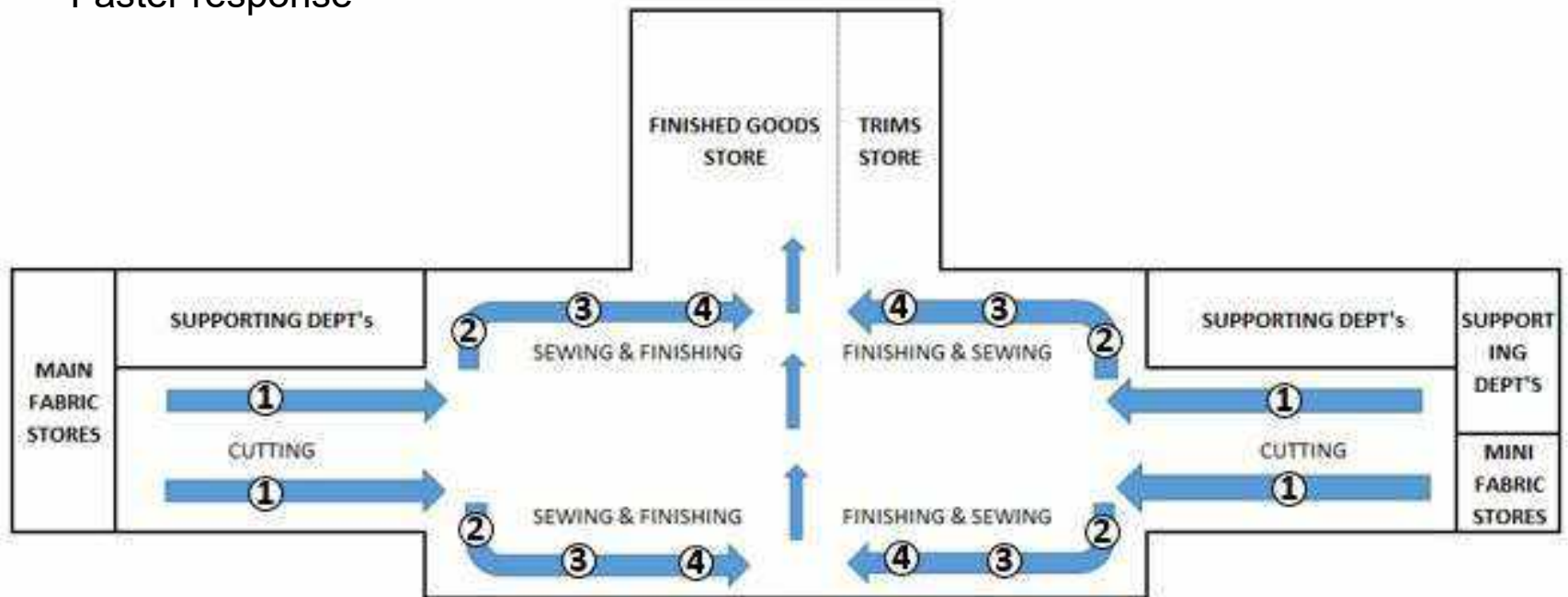


LEAN and LEED
Initiative For New Factory
PA 6 & PA 7

LEAN

Focus on waste reduction and quick response

- Facilitate one value stream
(Cut - Sew – Finishing as one value stream) *finishing and packing at end of sewing line*
- Reduction in WIP
- Less throughput time
- Faster response



Design & Construction practices to reduce negative impact on Environment & Occupants.

Green Building features



LEED Gold Certification,
for 2 New factories



Energy Efficiency &
Renewable Energy
Capacity : 200 KWp
Production (25 years): 5445 Mwh
Co2 Savings : 3974 Tons



Water Efficiency &
Waste Water treatment



Day light utilization & Green area



Passive ventilation &
Indoor Air Quality



Rain water harvesting



- Good orientation ,reduces solar heat gain
- Building width reduced to around 20 m to maximize Natural Ventilation & Day lighting
- Upper Louver to vent out hot air
- Fixed glass to let in diffused sun light
- Light shelf to reflect direct light into the building
- Open able glass windows to let in fresh air and day light
- Lower louvers to let in fresh air
- 289% increase in glass area compared to existing buildings,75 % of the spaces can have access to day light (200 lux to 800 lux)
- 92 % Increase in opening for fresh air intake compared to existing buildings.

AWARDS

Recognized and awarded by PVH For following categories :

- **Supplier of the year 2016 Award**
- **Logistic-Vendor of the year Award**
- **Best Strategic Advancement Award**



From Customer



PVH

Silver Supplier Award Performance Achievement in recognition of dedication to providing outstanding service to PVH Corp.



Kohl's

Business Support Award



Kohl's

Outstanding scorecard performance for 8 consecutive months, for Fill Rate, Receiver audit failure rate, Compliance to cost receipts, Shipped on original vessel, Booking on time rate and Sustainability



PVH

Silver Supplier Award Performance Achievement in recognition of dedication to providing outstanding service to PVH Corp.

From Customer



PVH

Gold Supplier Award in distinguished recognition of Exceptional Performance and Commitment to Excellence



Macy's

Five Star Award in recognition of continue support & outstanding service in the development of Federated Dept Store, Private Brands and Labels Best Performance Factory

From Government



Gold Award for HIV/Aids Prevention & Control program in the workplace from Ministry of Labor for company that has implemented the best HIV/Aids prevention and control program in the workplace

Recognitions from Government of Kabupaten Semarang as The Largest number of blood bag donation as Company which regularly implements health & safety in the workplace and The Best HIV/Aids Prevention and Control program in the workplace

Award from BPJS Ketenagakerjaan as the company with the largest number of employees and payments in timely and consistent manner.

From Government



Mitra Bakti Husada Award 2013 from Governor of Central Java and from Ministry of Health for developing health and well-being programs for employees



First place award at Provincial level and Third place award at National level for The Best Family Planning 2014 from BKKBN for company that has committed to conducting family planning consultations, medical check ups and training for employees



Energy Saving Recognition from Ministry of Energy 2013, 2014 n 2015 for appreciation on Energy Management in industry and large industrial buildings category



Eksportir Tangguh Award 2015 from Governor of Central Java
for the best performing export company in Central Java



Primaniarta Award 2015 from President of Republic Indonesia
for the best performing exporters





**Primaniarta Award 2016 from President of Republic Indonesia
for the best performing exporters. This 2016 award is the SIXTH the factory
has won so far**

Primaniyarta Award From President of Repulic Indonesia



1996



2002



2006



2008



2015



2016

THANK YOU

The bottom right corner of the slide features a decorative graphic consisting of overlapping geometric shapes. A dark blue triangle points upwards from the bottom right edge. Below it, a yellow triangle points downwards. To the right of the yellow triangle, a grey triangle points upwards.