

aruna

Impact Report

2024



Theme Explanation



Aligning with the government's program to make Indonesia a global maritime axis, Aruna promotes sustainable fisheries by implementing the blue economy strategy, which focuses on utilizing marine resources in a sustainable manner to maintain marine ecological balance, fishers' well-being, and economic growth.

In 2024, Aruna introduced the '**SEA for All Commitment 2030**', a collaborative goal of the company's operations to achieve sustainable Environmental, Social, and Governance (ESG).

Business Model

Fishers &
Fish Farmers

Aruna Hub

Aruna Industry
Partners

Aruna Distribution &
Warehouse Partners

B2B Customer



SEA for All Commitment by 2030



Sustainably sourced seafood

100%
Sustainably-sourced
seafood caught by local
fishermen



Empowering stakeholders

30 million coastal
community members
impacted positively by
our activities



Advocating for sustainability

Actively participating in
sustainability and climate
change initiatives

**We have had a mission to making the sea a better livelihood for all,
both communities and the ecosystems living within it**

Sustainability Program 2025-2027



Environmental pillar

Climate change

Natural resources

Pollution & waste

Environment opportunity



Sustainably sourced seafood

100% Sustainably-sourced seafood caught by local fishermen

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LIFE BELOW WATER



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CLIMATE ACTION



Certifications (FIP, MSC, Dolphin Safe)

Carbon (Training and Baseline Emission)



Social pillar

Human capital

Product liability

Stakeholder opposition

Social opportunity



Empowering stakeholders

30 million coastal community members impacted positively by our activities

2

ZERO HUNGER



5

GENDER EQUALITY



8

DECENT WORK AND ECONOMIC GROWTH



10

REDUCED INEQUALITIES



Human Capital Management (Employee and Labor Welfare)

Social Audit

Health and Safety Management

Grievance Mechanism

Diversity, Equality, and Inclusion (Training and Policy Development)



Governance pillar

Corporate governance

Corporate behavior



Advocating for sustainability

Actively participating in sustainability and climate change initiatives

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PEACE, JUSTICE AND STRONG INSTITUTIONS



Policy Development (Training & Consultancy)

Governance, Risk, Compliance (GRC) Training

Sustainability Report



10K

Coastal communities positively affected by Aruna's activities.



55K

Registered Aruna Fishers with improvement in living standards.



2K

Coastal women are empowered Aruna's operational activities.

Sustainability Performance 2024 Highlights

Economic Impact



100+

Aruna Hubs in
31 Provinces of Indonesia

40K+

Tons of seafood purchased
from small-scale fishers

10+

Marine commodities
marketed



3-12x

Increase in the income
of Aruna's Fishers

10+

Export destination
countries

Sustainability Performance 2024 Highlights

Environmental Impact



1,000M+

Crabs seed were released back to the sea

1

Fisheries Improvement Project (FIP) in East Kalimantan for Blue Swimming Crab



48+

Tons of waste production managed to be fish meal material

20tCO2e

Aruna Zero Waste Hub reduces emission generated from crab production waste

Sustainability Performance 2024 Highlights

Social Impact



7.2K+

Fishers of 3 provinces as beneficiaries of capacity building program

1.6K+

Fishers obtained Kartu Pelaku Usaha Kelautan dan Perikanan (Kusuka) in all Aruna Hubs.

56K+

Registered Aruna Fishers



2K+

Coastal women as beneficiaries of capacity building program

40

Aruna Local Heroes in 31 provinces

700+

Aruna Fishers' became BPJS Employment participants

1

Sustainably Sourced Seafood

Sustainable Fisheries Practices

Aruna Fisheries Improvement Project

Aruna has conducted the Fisheries Improvement Project (FIP) to accelerate the goal of obtaining Marine Stewardship Council (MSC) eco-label certification. Currently, we have obtained MSC-Fisheries certification for skipjack and yellowfin tuna products, encompassing 2 fishing vessels. Aruna aims to achieve MSC certification for more products in the future.

Aruna Sustainability Guideline and Policy

Aruna created a Sustainability Guideline and Policy as a reference for business operations that focuses on the principles of Environment, Social, and Governance or ESG. The Policy will be gradually evolved along with the integration to the business.

Quality Control

Aruna has Quality Development Team that ensures the marine commodities are in accordance with the Standard Operational Procedures (SOPs) and Food Safety standards that avoid harming the environment and coastal areas. All standards are in accordance with certifications standards,



Easy, High-Quality, and Affordable Access to Seafood



**Hazard Analysis and
Critical Control Point
(HACCP) Certification**



**BRCGS Global Standard
for Food Safety Issue 9**



**Cara Pengolahan Ikan
yang Baik (CPIB)**



**Halal Assurance
System certificate**



BRC Edition 8



**Good Manufacturing
Practices (GMP)**

Aruna also strives to strengthen national Food Security. We partner with fishers and the government to produce high-quality seafood in accordance with fisheries product standardization and global food product standardization. Our e-commerce platform also provides easy access for the public to purchase high-quality seafood products.

Minimizing Environmental Footprint

Biodiversity

Aruna implements Fisheries Improvement Project (FIPs) that are in accordance with Marine Stewardship Council (MSC) Certification standards that ensures nature stock and natural habitats by allowing only non-destructive fishing gears without harming the environment.

Energy

We are in the process of improving data collection in preparation for assessing the baseline emissions at Aruna. We are currently calculating our carbon emission internally through a carbon footprint calculator platform called ECOVISEA. In 2023, we recorded our carbon emission reaching 828,062.93 kg CO₂e.



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Empowering Stakeholders

Fisher Partner's Welfare

Capacity Building

Capacity building for partner fishers through training and socialization programs on sustainable fisheries, social risk assessments, and health and safety (HSE) aspects

- ▶ 20+ trainings have been held throughout 2024
- ▶ 7,298 Partner Fishers participated in the programs

Social Security

Aruna has enrolled Partner Fishers in a safety protection insurance program through the BPJS TK (Badan Penyelenggara Jaminan Sosial Ketenagakerjaan).

761 Partener Fishers have been registered on BPJS Employment program



Fisher Partner's Welfare



GAHAR (Gelombang Hadiah Aruna)

The bonus system comprises gift coupons that can be exchanged for fishing gear or basic food necessities. GAHAR is aimed for partner fishers who achieve specific catch targets.

296 Partner Fishers received GAHAR

Financial Access Support

Aruna facilitates 1,638 Partner Fishers to obtain fisheries business cards (KUSUKA)

Promoting Equality in the Fisheries Sector



2.000+

**Coastal women
empowered by Aruna**

We advocate for gender equality in the fisheries sector by empowering coastal women to participate in Aruna's operational activities. Coastal women, including fishers' wives, daily laborers, and other coastal community members, are involved in post-catch production processes at Aruna Hubs.

Strengthening Social Compliances

Aruna ensures that all stakeholders throughout the value chain understand the importance of human rights and ethical business. Aruna's fishers are educated and required to sign a code of conduct, consisting a point of prohibition to employ child labor.



Suggestion box as
grievance channel for
coastal communities



Poster of Human
Rights
Awareness



Poster of Human
Rights
Awareness



Aruna's fishers
signing CoC



Employee Retention



LEARNING AND DEVELOPMENT

Pembelajaran dan Pengembangan

The training program, tailored based on training needs analysis, aimed at supporting the growth of Aruna's business.

Program pelatihan yang disusun berdasarkan analisa kebutuhan pelatihan untuk menunjang perkembangan bisnis Aruna.



INDIVIDUAL DEVELOPMENT PROGRAM

Program Pengembangan Individu

Competency and leadership development program to fill competency gaps among employees aligned with the company's vision and mission.

Program pengembangan kompetensi dan leadership dalam mengisi gap kompetensi karyawan yang selaras dengan visi misi perusahaan.



NAKAMA CLUB

Klub Nakama

Activities supporting employees' hobbies and interests in arts or sports.

Kegiatan yang mendukung hobi dan minat karyawan di bidang seni ataupun olahraga.



ENGAGEMENT EVENT

Kegiatan Pelibatan

Activities fostering employee engagement across departments.

Kegiatan yang mendukung keterikatan karyawan antar sesama departemen.



CELEBRATION OF SPECIAL EVENT

Perayaan Hari-Hari Besar

The training program, tailored based on training needs analysis, aimed at supporting the growth of Aruna's business.

Hari-hari besar dan penting dirayakan di Head Office dan Aruna Hub untuk memeriahkan dan meningkatkan engagement karyawan.

Occupational Health and Safety

Our Initiative

- ▶ Prepare and establish OHSMS which includes safety committee, SOPs, working instruction, and supporting forms (includes accident and health report, as well as OHS facility maintenance report).
- ▶ Communicating OHSMS to all Nakama Aruna.
- ▶ Provide PPE and provide safety induction for guests in the Aruna environment.
- ▶ Provide public liability insurance and property insurance in the area according to needs (high hazard potential).
- ▶ Conduct medical check-up (MCU) when necessary.
- ▶ Provide health insurance for Nakama Aruna.
- ▶ Prepare facilities and infrastructure (work support tools) in accordance with statutory provisions.



Pesisir Lestari Waste Bank

Aruna initiated the Coastal Waste Bank program in Bangkalan, East Java. This program aims to raise awareness among coastal communities to manage household waste through a circular economy approach. Coastal residents are encouraged to collect and sort their household waste to be delivered to the Waste Bank.

A certain economic value obtained from the collected waste is expected to change the behavior of coastal communities in waste management, ultimately reducing marine debris. Throughout 2023, the Coastal Waste Bank has received a total of 1.6 tons of waste for recycling purposes.



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Advocating for Sustainability

Trainings for Board of Directors



Training Topics

- SDG Academy Indonesia Batch 5
- Collaborative Governance Bootcamp
- Sustainability Academy: An Introduction to Net-Zero and Nature Positive
- Social Risk Assessment Training



Organizer

- SDG Academy Indonesia dan Tanoto Foundation
- Pijar Foundation
- UNDP Indonesia & ERM Consulting
- LRQA United States

Aruna's Advocating for Sustainability



We maintain regular communication with stakeholders through various channels. Aruna also participates in discussions and informational forums, as well as advocacy work and coalitions with the Government and our partners.

Speaking opportunities

Aruna seizes the opportunities to speak on topics that appeal to specific audiences and serve to highlight Aruna's expertise in a given field.

- 🐟 Indonesia Africa Forum, Bali - September 2024
- 🐟 APEC Forum on Building Precision Fishery Model Cases in the APEC Region with Smart Technology in Taipei - October 2024
- 🐟 International Conference on Fishing Community, Jeju Island, Republic of Korea, November 2024
- 🐟 Agrifood Tech Expo Asia, Singapore, November 2024

Aruna's Advocating for Sustainability

Stakeholders engagements

Aruna partners with the government, NGOs, and other institutions/organizations to support the advocacy of sustainable fisheries in the country and improve the coastal communities' welfare.

Membership of associations

Aruna takes part on related organizations that allow it to subscribe and become a member advocating for a specific, shared purpose.

- 🐟 Indonesian Pole and Line and Handline Fisheries Association (AP2HI)
- 🐟 Seafood Savers WWF Indonesia
- 🐟 The Association of Culinary Professional (ACP)
- 🐟 Asosiasi Produsen Pengolahan dan Pemasaran Produk Perikanan Indonesia (AP5I)



Conducting Business by Implementing Proper ESG Practices

Ethics and Integrity

The Main Points of the Company's Code of Conduct

- ▶ Create a conducive workplace
- ▶ Non-discrimination policy and Respect diversity
- ▶ Avoid conflicts of interest
- ▶ Protect company assets and information
- ▶ Treat business partners fairly
- ▶ Implement an anti bribery policy
- ▶ Convey information to external group



Grievance Mechanism

Aruna's Grievance Channel

Offline

Suggestion box and Sarasehan media available at the Aruna Hub addressed to fishers

Online

 info@aruna.id

 08119112166

 **Whistleblowing Aruna**
wbs@aruna.id
bit.ly/wbsAruna
+62-817-7083-3596

Internal Employees Dropbox Nakama Aruna

The Nakama Dropbox system ensures confidentiality, anonymity, and a non-retaliatory environment for individuals to securely share their concerns and information.

Internal Announcement



aruna

WBS
WHISTLE BLOWING
SYSTEM ARUNA



SPEAK UP!

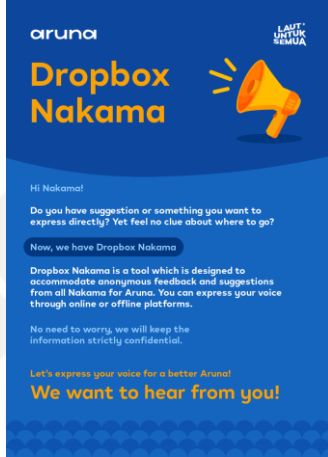
If you:

- Discover the existence of fraud or deviations in compliance to systems and procedures.
- Have any constructive input or feedback that can improve the quality and performance of our work.

Send your report, information, and any supporting evidence to:
SMS & Whatsapp: 0817-7083-3596
Email: wbs@aruna.id

Your input and feedback are highly valuable to us, as they help us improve and make informed decisions.

**Together, we can make
FREEDOM a reality!**



aruna

**Dropbox
Nakama**



Hi Nakama!

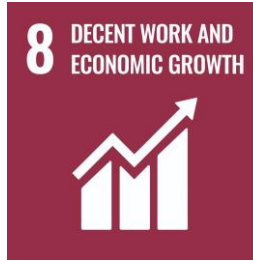
Do you have suggestion or something you want to express directly? Yet feel no clue about where to go?

Now, we have Dropbox Nakama

Dropbox Nakama is a tool which is designed to accommodate anonymous feedback and suggestions from all Nakama for Aruna. You can express your voice through online or offline platforms.

No need to worry, we will keep the information strictly confidential.

Let's express your voice for a better Aruna!
We want to hear from you!



Increasing the quality of life of fishers and coastal communities through education and training and creating a healthy and safe working environment, able to widen the market opportunities to increase the income of coastal communities by 3-12x



Support the welfare of coastal communities as vulnerable groups and support social security by providing BPJSTK for more than 8,000 fishers.



Support the productivity of agriculture produced by the fishers and ensure the sustainability of supply chain.



Protect the ocean ecosystem through sustainable fishing practices and conservation, as well as complying with the regulations to combat Illegal, Unreported, and Unregulated (IUU) Fishing through Fisheries Improvement Program (FIP)

Indonesia's SDGs Action Awards 2024



Aruna is awarded The Third Best under the Big Enterprise Category for Indonesia's SDGs Action Awards 2024. This year theme is Innovation towards Golden Indonesia: Relations between Quality Education, Jobs, and Green Industry, focusing on Goal 4, Goal 8, and Goal 9.

With its commitment to Inclusive Economy for Small-scale Fishers, Aruna contributed to Goal 8, Goal 1, Goal 2, and Goal 14.

**LAUT[®]
UNTUK
SEMUA**

SEA FOR ALL

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