



MEDIA GROUP

**MEDIA GROUP 2019
CORPORATE RESPONSIBILITY
REPORT**



Statement from Chairman

As we are living through rapidly changing times, as the world responds to societal, technological and environmental disruption. Media Group's commitment to corporate responsibility is vital, now more than ever.

Inclusion, respect, equality and diversity are critical component of our value, strategy and commitment to making our companies a great place to work.

We continue to advance our efforts across the four areas on which we focus: supporting our communities, creating a dynamic and diverse workforce, managing our environmental footprint and ensuring a strong governance structure.

To tackle environmental issues as our commitment in last report, in 2019 we implemented policies in environmental areas and began tracking our progress against new goals, to start a circular economy principles within our group and strengthen engagement with our supply chain. I am pleased to report we achieved or made progress against each.

Media Group will keep supporting the UN Global Compact continuously and make every effort to become a company that caters to the interest and expectations of stakeholders, fulfills its responsibilities, and pursues sustainability growth and advancement.

Sincerely,

Surya Paloh
Chairman

"We continue to advance our efforts across the four areas on which we focus: supporting our communities, creating a dynamic and diverse workforce, managing our environmental footprint and ensuring a strong governance structure."

Surya Paloh
Deputy Chairman Media Group

OVERVIEW

We are a strategic holding company providing Media Industry, Food Industry, and Hospitality through our networks around Indonesia.

On local basis, our networks provide a comprehensive range of services in the following fundamental disciplines:

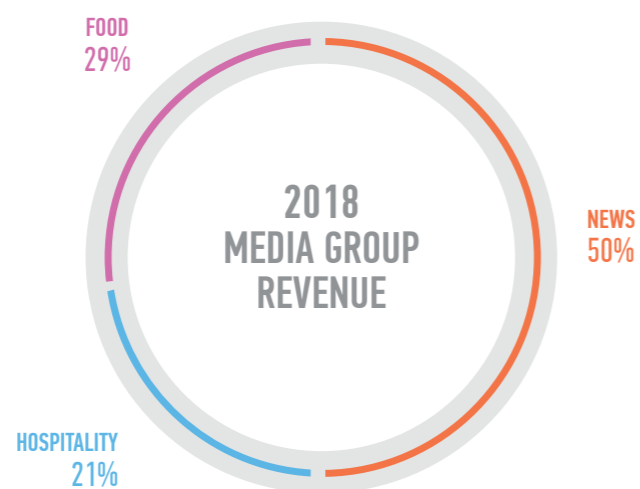
- Media Television
- Print Media
- Advertising
- Catering on/off Shore
- Hotels

**OUR
EMPLOYEE:
3K+**

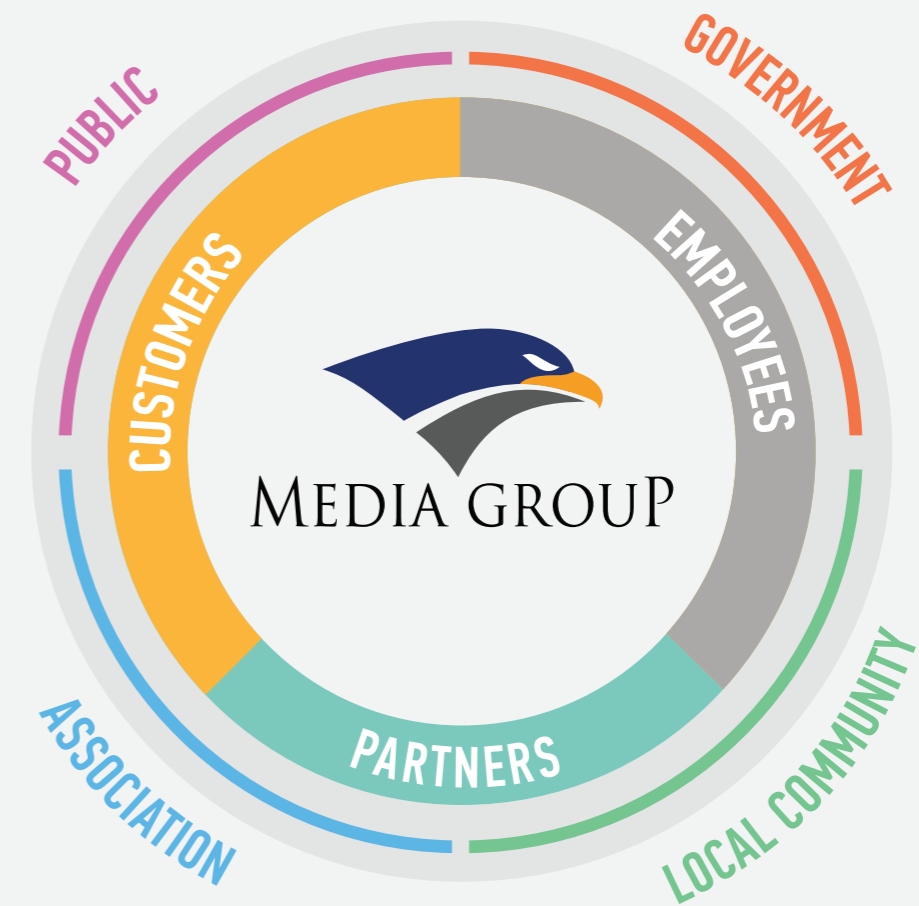
**AREA OF
24
PROVINCES**

**58
LOCATIONS**

Our Revenues:



Stakeholder





The Senior Executives

Senior Executives has 5 members, draw from careers in business Finance and Legal.

Board of Advisors

Board of Advisor has 4 members, draw from careers in business and journalism

Board of Executives

Board of Executives has 4 members, draw from careers in Business and Journalism

Corporate Governance

Media Group is committed to having a strong corporate governance practices that essentially involves balancing the interests, rights and re-sponsibilities among e Senior Executives, shareholders, management, board of advisors, board of directors, suppliers, customers, government and communities.

Our corporate governance practices encompass every sphere of man- agement, from action plans and internal controls to performance mea- surement and corporate disclosure.

Head Structure

Senior Executives has three standing head: the Corporate Controller Head, the Treasury and Administration Head and the General Counsel Head. Each head is composed entirely if independent Executive Vice President and Vice President.

Committee Structure

Three standing committees: the Audit and Finance Committee, Human Development Committee, the Nominating and Governance Committee.



PEOPLE

Media Group puts people first – our talent and clients. People need to be part of a culture that feels right for them. They need an environment they can trust. And they need to work with people they can learn from. Inclusion and diversity define us. Our job is to nurture our people and create a culture in which they can thrive. We give our people the tools to succeed – from ongoing professional development to employee benefits that help support work-life harmony.

“Good Governance has been and will continue to be part of our core value to support business transformation that we are currently taking.”

Rerie Lestari Moerdijat
Deputy Chairman Media Group

Our Commitment of Inclusion and Diversity

Media Group is committed to fostering diverse and inclusive workplaces where all employees, regardless of race, gender, age and disability feel comfortable and confident in bringing their whole selves to work.

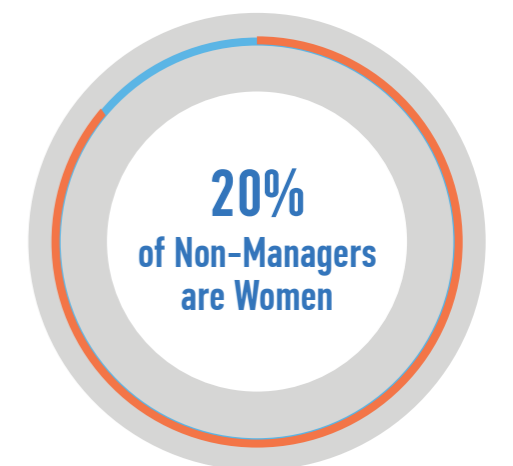
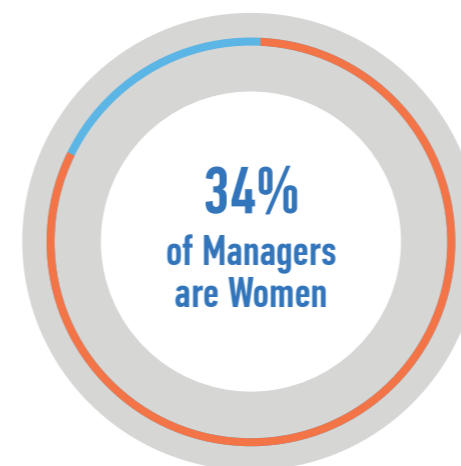
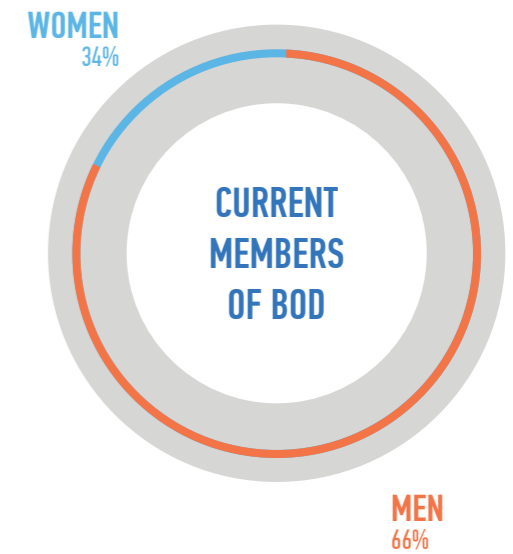
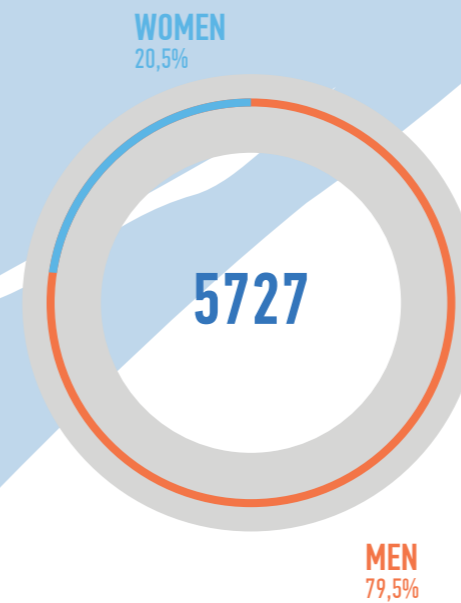
We aim to create a value for our people, our clients, our stakeholder and our communities by harnessing the power of diversity and inclusion.

We underpin our commitment with:

Corporate Careers: Our culture continues to attract diverse talent with a breadth of expertise encompassing our many services. Our corporate offices across Indonesia offer a variety of career opportunities in areas including accounting, finance, legal, human resources, auditor, information technology, journalist, teacher and corporate communications. Our internship programs offer opportunities to gain journalism profession and exposure to the multimedia platform.

Leadership: Collaborating within chief diversity officer, diversity workforce across our company networks help ensure we meet our diversity and inclusion objectives, while representing the unique needs and cultures within their organizations.

Measurement: We disclose our progress on diversity metrics for our employees.



Developing Our People

Media Group's culture is distinguished by a long-standing belief in the power of learning and development. We ensured developed human resources through internal training as well as opportunities for individual growth through advanced Management programs and workshops at Prasetya Mulya Business Schools – all contributing to enhancing employees professional breadth and success in retaining top talent.

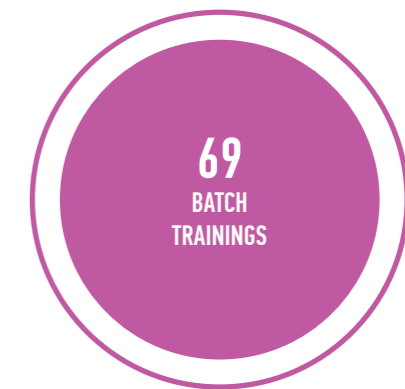
Health and Well-Being

Media Group ensured comprehensive and quality health care to employees. We have covered the medical plans that cover all employees and their eligible family members.

Media Group encourages employees to join healthy activities and wellness every week and compete through sports competition



1079
Employees attending
training in 2019



616 Hours
of trainings

every year including fun walk and marathon across Indonesia.

Media Group host several events throughout the year including religion events to boost morale and foster a sense of brotherhood and diversity. We hosted Friday Pray, weekly Christian masses, “buka puasa” (breaking the fast) and evening pray during the holy month of Ramadhan, Eid Al-adha, Eid Al-Fitr Day with attendance of orphanages.

Employees Benefits and Fair Treatment

Media Group regulates compensation and benefits system on working hours, wages, annual bonus, health insurance and leaves in our regulation about working time.

Media Group set benefits and employee options support to quality and affordable medical care for employees and their dependents.

Media Group offers bonuses to employees that achieve perfect attendance and incentives to employees who achieve work targets

Media Group continues to integrate sustainable business practices into decisions about our operations, technology investments, travel options, trainings and more. We are to be proactive in our environmental efforts. We are developing and implementing environmental friendly processes.

Media Group have taken precautionary measures to decrease environmental footprint by consolidating office space, encouraging the use of public transportation or car pool, communication by internal mail and group chat, digitalizing archives, online document-sharing and implementing recycling policy.

0%

**RECORDABLE INCIDENTS
THAT REQUIRED TIME OF WORK**



INCIDENTS OF DISCRIMINATIONS



**GRIEVANCES FILED
ABOUT HUMAN RIGHTS IMPACTS**



**NUMBER OF EMPLOYEE
UNDER THE AGE OF 18**



SUSTAINABLE DEVELOPMENT GOALS



Contributing and Doing Good

COMMUNITY

Media Group maintains a tradition of giving back to our communities.

We are building the corporate responsible culture and awareness within our people and gaining commitment from all key stakeholders.

We contribute our passion, creativity and time to support causes that advance global education, covering health facilities and environmental protection – all of which are more important than ever.



Sukma Bangsa School

Sukma Bangsa School was built as part of humanitarian response of Yayasan Sukma/Media Group on tsunami disaster in Aceh on December 26, 2004. But since Aceh was also known as a conflict area in the past time, Sekolah Sukma Bangsa aims to achieve missions to build peace and to develop culture as response to ‘how to deal with the post conflict students’ and how to strengthen society for a better future through education. Sekolah Sukma Bangsa’s main visions include providing a sustainable and positive learning environment for those who are learning (students, teachers and community) in dealing with the changing environment that are volatile, uncertain, complex and ambiguous or VUCA. Furthermore, Sekolah Sukma Bangsa also intends to equip the students with values, knowledge and skills that are needed for 21st century.

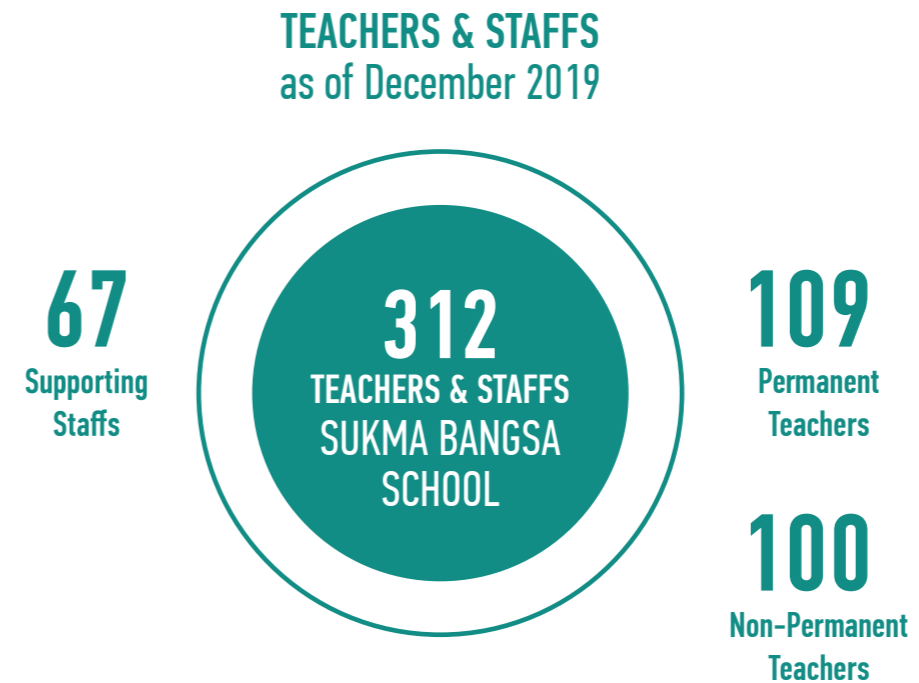
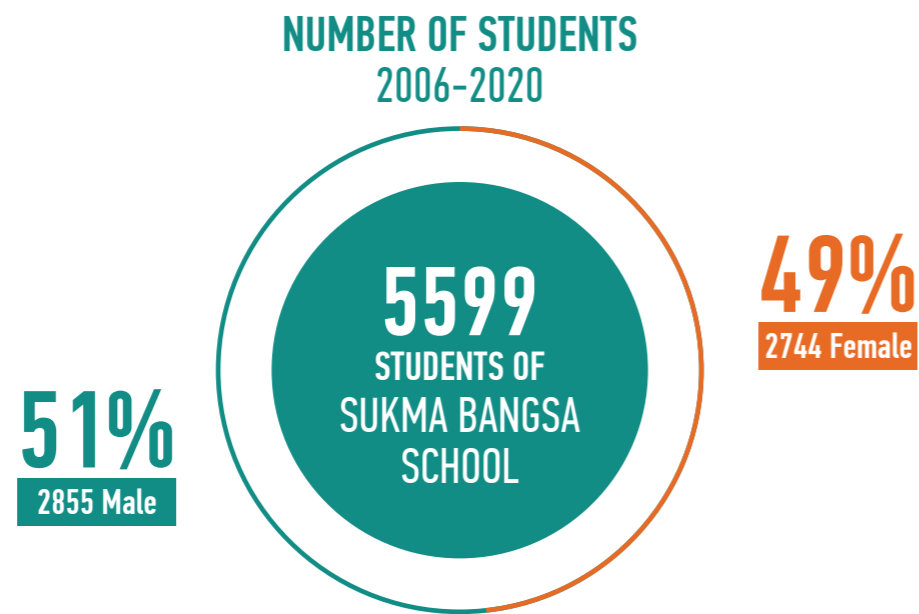
To achieve the vision, as an organization, Sekolah Sukma Bangsa requires a new way to deal with those complexity of the challenges. This new way, relates to how to nurture new visions, understanding, clarity and agility that are needed as we enter the 21st century. Thus, Sekolah Sukma Bangsa must renovate itself to be a learning organization that facilitates the learning of its members and continuously transforms itself and become “a place where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are

nurtured, where collective aspiration is set free, and where people are continually learning how to learn.

To achieve this goal as a learning organization—according to Peter Senge—Sekolah Sukma Bangsa, practising the five disciplines as the pillars; shared vision, personal mastery, team learning, mental model and system thinking. The five pillars are implemented through interaction and daily practices among all people in many school’s activities and programs.

Students and Alumni

Since established in July 14, 2006 until January, 2020, Sekolah Sukma Bangsa has received 5599 students that consists; 2,744 female (49.01%) and 2,855 male students (50.99%). More than 50% of them enrolled since elementary and had been studying at school until they graduating at Senior High School level. Less than 50% students, only took certain level of study and continue their study at other schools. Mostly, after graduated at elementary level, the parents send their children to dayah/pesantren or traditional Islamic education’s institution to receive religious education (in this case Islamic values/Islamic studies). Sending the children to the traditional Islamic education’s institution is part of Acehese culture. Even though Sekolah Sukma Bangsa—as other schools



in Indonesia—also provide religious education/ Islamic studies and values, most of the parents in Aceh perceive that their children could have more in dayah. This phase usually happens after the students graduate from elementary level of education. At senior high school level, some of these students enrol back to Sekolah Sukma Bangsa until they graduate.

Teachers and Staffs

The total number of teachers and staff as of January, 2020 at Sekolah Sukma Bangsa Aceh (Pidie, Bireuen and Lhokseumawe) are 312 persons. That number including 109 permanent

teachers, 100 temporary teachers, 25 academic staff, 67 supporting staff and 11 freelancers. The ratio between teacher-student is 1 : 12 that is better than national ratio (1 : 16). This good ratio means nothing without other personal development programs. As part of practising personal mastery as one of learning organization pillars, Sekolah Sukma Bangsa, gives chances to teachers and staff to enhance their potential through some programs and activities. Teachers and staff are encouraged to utilise several personal development programs such as; scholarship for Master's degree abroad, job training for kitchen's, gardener/maintenance

staff. Those who are able to be part of one of the programs will have a responsibility to share their new knowledge and skills at school.

The impact

The impact of the five disciplines at Sekolah Sukma Bangsa as a learning organization can be measured by the achievement on academic and non-academic aspects.

Academic impact

Academic achievement is not the only measurement that indicates a successful learning organization. As an impact of a good learning-

teaching process, academic achievement can be used as an evidence of how the school can cope the student's-teacher's learning and teaching problem and how they solve it. Sekolah Sukma Bangsa students' academic achievement is improving over time. Most of the students who are graduated from Sekolah Sukma Bangsa continue their study to state owned universities in Indonesia. According to the data, from 1,523 students who were graduated from Senior High School of Sekolah Sukma Bangsa Aceh (Pidie, Bireuen and Lhokseumawe), more than 65% continue their study at state universities. Mostly

in Aceh (Syiah Kuala University/Unsyiah, State Islamic University/ UIN. Ar-Raniry and Malikussaleh University) and North Sumatera (North Sumatera Utara University/Universitas Sumatera Utara).

Those who study at private universities mostly also enroll to the top private universities in Aceh and Sumatera such as Abulyatama University, Muhammadiyah University, Serambi Mekah University, Iskandar Muda University or Muhammadiyah University of Sumatera Utara.

Those universities are considered as top universities in the island of Sumatera. A small number of alumni go to top universities in Indonesia such as; Intitut Teknologi Bandung/Bandung Institute of Technology, Universitas Gadjah Mada, Universitas Indonesia, etc.

Non-Academic impact

It is not easy to measure non-academic impact of the school.

However, the practice of learning organization relates with the community's perception about the school. Community around the school has perceived the schools as a positive environment for their children. It is known as a safe, clean, green, gender sensitive, nurturing good values (honesty, dignity, respect, etc.) area where children and adult could develop their potentials. By having a good image, the school is able to gain trust from community.

Furthermore, for the last few years, there has been a significant increase in community's enthusiasm to send their children to study at Sekolah Sukma Bangsa. The parents' reasons to send their children to study at Sekolah Sukma Bangsa Aceh vary from school values to the belief that Sekolah Sukma Bangsa is a safe and clean environment. Quality of teachers still becomes main consideration for parents to send their children to study at Sekolah Sukma Bangsa. It is a common belief among the parents and communities that good quality of

education starts with good quality of teachers. The other reasons are; good facilities, academic achievement and good curriculum. It has been almost fourteen years Sekolah Sukma Bangsa provides a positive learning environment in Aceh. It is still on-going effort that requires capacity to cope with the challenges. Capacity to adapt and adjust with the change as a learning organization can be pivotal. Sekolah Sukma Bangsa Aceh, thus, is a learning organization in the making.

"Being a teacher is just like starting a journey. It may full of flowers and sunshine, but it could be some heavy rains and storms. It is challenging yet tempting. Something that you can just leaves and gives up. One thing for sure: it makes us who we are now; a learner in the making"

Victoria Gasadhana
Director of Education Sukma Bangsa School



Eagle Mandiri Foundation

Eagle Awards Documentary Competition (EADC) has been held since 2005 support and gave birth to many documentary talents and roll out very positive social impacts. This program has grown into the center of educational institution documentary film development as well as overseeing youth community with their creation, and Eagle Institute Indonesia established in 2012.

More than 40 international awards have been

won including Juri'Prize for "Suster Apung" at 2007 Asia Pacific Broadcasting Union, The Best Film at Woodpecker Film Festival New Delhi 2018 for "Mendengar Senyuman" and Best Documentary Programme at 23rd Asian Television Awards 2019 for "Marka" Eagle Institute Indonesia has gained trust from government and private sectors who has intention to present a complete portrait of Indonesia. Until now we have produced more than 200 film documentaries.



MetroTv

Every year Metro TV News sponsored scholarship package from open registration to screening process for prospective students. This program is also our efforts to support the Sustainable Development Goals in sponsoring the primary to higher education for our employee families.



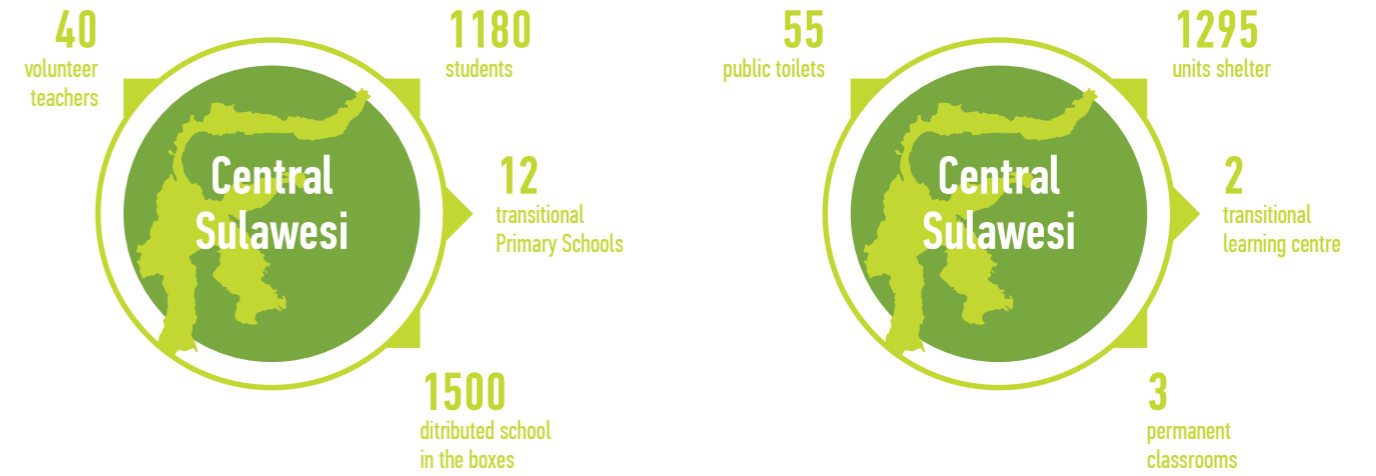
- Media Group Foundation teams supported earthquakes area in West Nusa Tenggara, Central Sulawesi, Lampung and Banten, building permanent shelters, schools, transitional learning centre and permanent classroom to end disaster inequality, as well as providing clothing, hygiene items and food
- In 2018-2019 Media Group Foundation raised funds of US\$ 430k (RP. 6.500.000.000,-) for MER-C *organization (Medical Emergency Rescue Committee – a high mobility & professional humanitarian organization engaged in the medical emergencies)* to aid and support Indonesia hospital operation and crisis centre in Gaza Strip.
- The aftermath of the massive quakes in Aceh (2018) left no adequate and decent local public health centre (Puskesmas) in the region of Pidie Jaya. Media Group Foundation raised funds of US\$ 730K and build a complete premiere Puskesmas to ensure health care for communities and neighborhood in Pidie Jaya. The health care has been handover to local government in November 2019.
- Kick Andy Foundation partnering with corporation and donators contributing in community library in rural area, school supplies and books, shoes and eyeglass. We aim to minimize school basic needs inequality across Indonesia especially in rural and far outreach area.
- To mark the 19th anniversary of Metro TV distributed 1000 eyeglasses to students (partnering with The Indonesia Optical Association), about 110 employees volunteer in blood donation, cataract surgery in North Sumatera and cleft lips surgery in East Java.

NORTH LOMBOK

1500
units shelters

1243
units of schools furnitures

1 Psychosocial Recovery Centre



Media Group Foundation in collaboration with @sahabatpeduliindonesia and Military Area Command VI Mulawarman Yon Zipur 17/Ananta Dharma building public sanitation and access to clean running water projects for local shelters in Central Sulawesi.



Media Group Foundation in collaboration with Sukma Bangsa School holding a transitional primary schools in the earthquake areas for a full year in 2019 with attendance of hundreds of students. With the 40 strong volunteer teacher team, we are able to teach and play with the students as part of psychosocial recovery.

12,3
TONNES
clothing
hygienes items
food
11 villages
in Banten

78
TONNES
clothing
hygienes items
food
151 villages
in North Lombok

245
TONNES
clothing
hygienes items
food
117 villages
in central Sulawesi

55
TONNES
clothing
hygienes items
food
117 villages
in central Sulawesi

In 2019 Ministry of Social Services award Media Group Foundation for the outstanding achievement in fundraised compliances and accountabilities.



Kick Andy Foundation partnering with BCA Bank, Angkasa Pura II and Indonesian Ophthalmologist Association – West Java Branch contributing to avoidable blindness program through cataract surgeries in rural area of West Java and Kalimantan.

Since we launched in 2008, with collaboration with State Ministry for Research and Technology and corporate partners – we have distributed 5K+ prosthetic legs. The never-ending commitment by our corporate partners continue to support people across Indonesia.

1K+ EYEGLASSES | **BOOKS** 32 COMMUNITIES LIBRARY | **963** PAIRS OF SHOES in West Java & Central Sulawesi

HEALTH | **228** PROSTHETIC LEGS | **293** CATARACT SURGERIES

ENVIRONMENT



Our Goals

We view sustainability as an opportunity to promote circular economy, increase efficiency and reduce waste. Media Group's policy outlines our commitment to minimize our impact by focusing on:

- Waste Management System
- Energy & Water Management
- Smart Travel & Commuting

Recognizing the importance of action against climate change, we set our baseline and strategy in 2019 to implement waste management system, efficient in the energy we use and set goals for 2020.

2020 GOALS

Reduce 5% non-organic waste

PRoPER Certification * Waste management recognition – Ministry of Environment

Circular Economy

Set baseline for Energy Footprint

Circular Economy:
Our approach to zero waste and promote waste management system





Background

The road to zero waste world may seem long and winding, but Media Group has ambitious and optimistic ways to make a positive impact on the journey where we think a circular economy approach is how we can achieve that goal.

The first step started in August 2019 is to implement environmental monitoring on air emission, and wastes (Non-organic, Organic, and Hazardous). The results will serve as an early baseline for the program going forward where through our actions of creating a circular economy we can take all of our waste and turn them into more useful output.

Our circular economy projects will have other 3rd parties helping where each of them will serve a crucial role to our strategy of zero waste.

Implementation Process

Once we've understood where our baseline of waste lies, implementing our strategy of circular economy is done through 2 ways: Changing society mindset, and converting waste to useful outputs. Through this good housekeeping approach, Media Group is able to create a new model where it will further decrease the supply of waste by reducing the amount of waste through changing the societies mindset and what's left will be converted to other useful outputs.

Changing society mindset is done through a new policy that was created in the office where all plastics that's provided by the company are going to be gradually decreased until it's completely gone and is asked to bring their own alternatives. These plastics include takeaway cups on our cafeteria, plastic container & plastic bags which have been the majority source of our plastic wastes.

Converting waste was done on all variants (Hazardous, Non-organic & Organic) where we

worked closely with 3rd parties who are experts on each type of wastes.

For hazardous waste (Benzene from newspaper, battery, toner, chemical storage, and pest control) we worked with PT Bintangmas Cahaya where we make the waste processed into alternative energy.

For non-organic waste (used plastic, tissues, diapers, boxes, glass and bottles) we worked with PT Waste 4 Change where we were able to repurpose waste into other useful products such as paper, glass and plastics.

Lastly for organic waste (food, fruit, leaf and cooking oil) we were able to convert waste into compost through different processes (bioconversion, rarefaction, harvesting, drum storage).

Additionally, cooking oil was able to create a breakthrough where we convert the waste into bio solar raw material for alternative energy supply to industrial purposes.

Result and Impact

According to Ellen Macarthur Foundation, a Circular Economy allow us to not only protect, but actively improve the environment. As we think about it, we are agreeing to this. In Nature, waste simply does not exist. Everything is food for something else. A leaf that falls from a tree feeds the entire forest.

By applying circular economy principles of designing out waste, keeping products and materials in use, and regenerating natural systems, we can preserve and enhance our natural resources.

Hence, over the period of August until December 2019, Media Group implemented these principles and as a result we've created an astounding impact on the company.

On the society aspect, people have become more conscious towards plastics usage and as a result have brought their own container.

Whereas from the conversion of waste, we are able to take a total of 43.2t of organic waste, 1030ltr cooking oil waste, 10.3t of non-organic waste, 5.1t of hazardous waste which are converted into the circular economy where previously all of these waste are sent into landfill Bantar Gebang.

Challenges and Learning

Challenges will always occur on every new program, but we have to always be optimistic and committed to the strategy. Most pushback comes internally; this is because there's an added step for us to do when it comes to processing waste. Where as before everything was easy and efficient (throw everything into landfill Bantar Gebang)

now we have to be more conscious on which waste is classified as what. Hence this becomes our point of learning for the continuation of this program, educating the company is crucial so that everyone becomes more conscious and take part in creating less friction for our goal of zero waste to be completed.

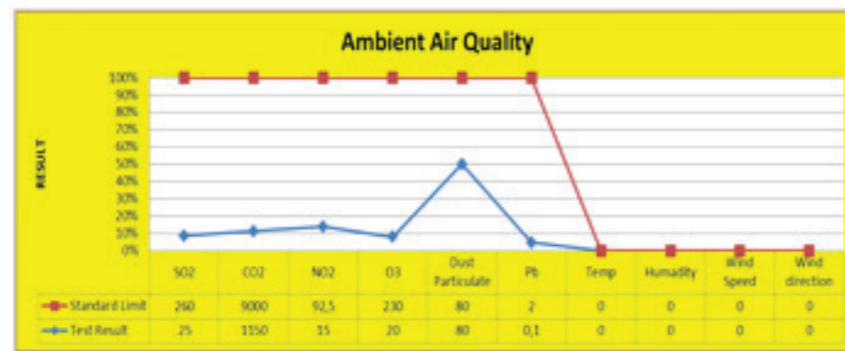
Environmental Performance Highlights

	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Organic waste	12	11,5	8,1	7,6
Non-Organic waste	2,5	2,4	2,8	-
Hazardous waste	-	-	-	-
Cooking Oil	-	-	-	-

Ambient Air Quality

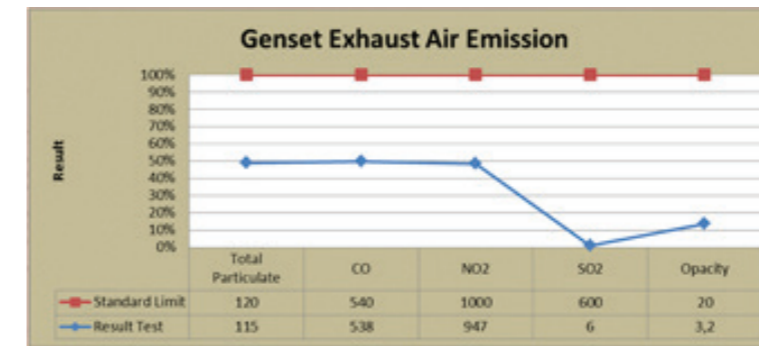
No.	Test Item	Unit	Result	Standard Limit	Method
1	Sulfur Dioxide, SO ₂	µg/Nm ³	<25	260/24H	SNI 19-7119.7-2005
2	Carbon Monoxide, CO	µg/Nm ³	<1150	9000/24H	Direct Reading - CO meter
3	Nitrogen Dioxide, NO ₂	µg/Nm ³	15	92,5/24H	SNI 19-7119.2-2005
4	Oxidant, O ₃	µg/Nm ³	<20	200/1H	SNI 19-7119.8-2005
5	Dust Particulate	µg/Nm ³	80	230/24H	SNI 19-7119.3-2005
6	Lead, Pb	µg/Nm ³	<0,1	2/24H	SNI 19-7119.4-2005
7	Temperature	°C	37	-	Direct Reading - Thermometer
8	Relative Humidity	%RH	53	-	Direct Reading - Hygrometer
9	Wind Speed	m/s	0,3	-	Direct Reading - Anemometer
10	Wind Direction	-	Utara	-	Observation

Ambient Air Quality



Electrical Generator Exhaust Air Emission

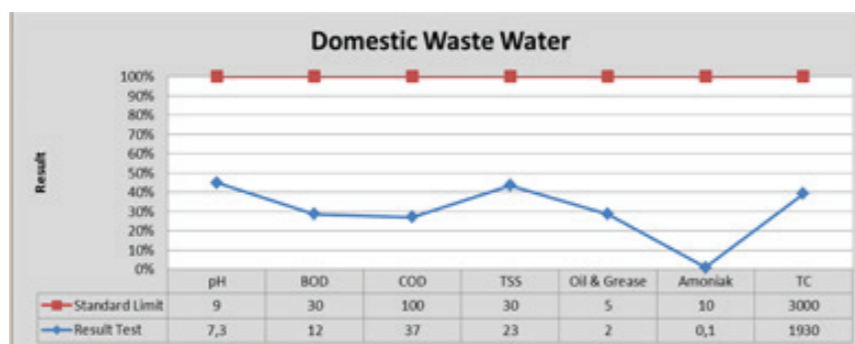
No.	Test Item	Unit	Result	Standard Limit	Method
1	Total Particulate	mg/Nm ³	115	120	SNI 19-7117.12-2005
2	Carbon Monoxide, CO	mg/Nm ³	538	540	SNI 19-7117.10-2005
3	Nitrogen Oxide as NO ₂	mg/Nm ³	947	1000	US EPA Method 7 E, 1990
4	Sulfur Dioxide, SO ₂	mg/Nm ³	6	600	US EPA Method 6C, 1996
5	Opacity	%	3,2	20	SNI 19-7117.11-2005



Domestic Waste Water

No.	Test Item	Unit	Result	Standard Limit	Method
1	Sulfur Dioxide, SO ₂	µg/Nm ³	<25	260/24H	SNI 19-7119.7-2005
2	Carbon Monoxide, CO	µg/Nm ³	<1150	9000/24H	Direct Reading - CO meter
3	Nitrogen Dioxide, NO ₂	µg/Nm ³	15	92,5/24H	SNI 19-7119.2-2005
4	Oxidant, O ₃	µg/Nm ³	<20	200/1H	SNI 19-7119.8-2005
5	Dust Particulate	µg/Nm ³	80	230/24H	SNI 19-7119.3-2005
6	Lead, Pb	µg/Nm ³	<0,1	2/24H	SNI 19-7119.4-2005
7	Temperature	°C	37	-	Direct Reading - Thermometer
8	Relative Humidity	%RH	53	-	Direct Reading - Hygrometer
9	Wind Speed	m/s	0,3	-	Direct Reading - Anemometer
10	Wind Direction	-	Utara	-	Observation

Domestic Waste Water



Operational Vehicle Emission

In 2019, Media Group conducted light vehicle emission testing and inspection by environment laboratory to ensure the condition of any used cars and motorcycles. We are determined to identify exhaust emissions that are a significant source of pollution, including carbon monoxide, nitrogen oxides and hydrocarbons. These pollutants can be harmful to human health and the environment and lead to the formation of ground level ozone (smog).

By 2020, we will set our goal to reduced our company greenhouse gas emissions.

No Single Use PLASTIC

Single-use plastic is a significant environmental polluter. In November 2019 we were pledge to ban water bottle, plastic bag and containers providing by our cafes, casinos and food delivery.

A new policy of no single-use plastic, no Styrofoam, no straw started in August 2019.

Our business units distributed 3K+ lunch boxes, 2K+ re-use shopping bags for the employees and encourage employees to use tumblers and refill water on the water-filtration dispensers.

Our employees have become more conscious towards plastic usage and waste classified.

By end 2020, our Environment team will help employees understand the link between plastic water bottles, carbon emissions and life-giving oxygen. We will start counting how many tree seedlings would need to be plant for offset program.

MEDIA GROUP PLEDGE

Committed and Implementing Waste Management System

Committed and Implementing Environment Regulation

Committed to participate in an Environment Issues such as Water Sanitation, Global Warming and Domestic Waste Management

No single-use Plastic

Refuse, Reduce and Recycle

“With every drop of water you drink, every breath you take, you’re connected to the sea. No matter where on earth you live. Most of the oxygen in the atmosphere is generated by the sea”

“Our beautiful ocean are filling with plastic; devastating marine wildlife and disrupting fragile ecosystems. It is also threatening to become a future human health disaster.”

Amanda Keetley
Author of Plastic Game Changer

GRI Index

SECTOR/ INDICATOR	PAGE	SECTOR/ INDICATOR	PAGE
STRATEGY & ANALYSIS		LABOR PRACTICES	
G1.1	2	& DECENT WORK	
ORGANIZATIONAL PROFILE		LA.1	4
G2.1	2	LA.2	11
G2.2	4		
G2.3	6,7	HEALTH & SAFETY	
G2.4	42	LA.7	15
G2.5	4	LA.8	13
G2.6	4		
G2.7	4	TRAINING & EDUCATION	
G2.8	4	LA.10	13
GOVERNANCE, COMMITMENTS		LA.11	12
AND ENGAGEMENT		LA.12	13
G4.1	6		
G4.14	5	DIVERSITY &	
G4.15	5	EQUAL OPPORTUNITY	
G4.2	7	LA.13	10,11
G4.3	7		
G4.4	6,7	HUMAN RIGHTS	
		HR.3	14
REPORT PROFILE		HR.4	15
G3.1	44		
G3.2	44	CHILD LABOR	
G3.3	44	HR.6	15
G3.4	44		
ENVIRONMENT			
EN.1	34,35		
EN.2	34,35		
EN.16	36		
EN.17	36		
EN.18	37		
EN.20	37		
EN.21	36		
EN.22	32,33		

UNGC Principle Index

UN GLOBAL COMPACT REPORTING INDEX

As a United Nations Global Compact signatory, Media Group has integrated ten principles into our business practices.

PRINCIPLES PAGE

Principle 1 – Protection of Human Rights	8
Principle 2 – Complicity in Human Rights Abuses	15
Principle 3 – Freedom of Association and Collective Bargaining	7
Principle 4 – Forced and Compulsory Labor	8, 10, 11, 12, 13,14
Principle 5 – Child Labor	15
Principle 6 – Discrimination	8,10,11
Principle 7 – Precautionary Approach	14
Principle 8 – Environmental Responsibility	31,32,33,35, 36,37,38,39
Principle 9 – Environmental Friendly Technologies	34
Principle 10 – Anti-Corruption	43

Compliance, Ethics & Anti-Corruption Statement

Media Group upholds the strongest commitment to meeting all of our legal, regulatory, and contractual obligations. Beyond ensuring compliance with all government mandated regulations, Media Group adheres to many voluntary codes promoting ethical business practices.

In 2015-2016 reporting period, Media Group and its business units had zero (0) of sanctions, fines, or legal disputes or actions for non-compliances with environmental regulations, product-use regulations, health and safety codes, journalism code of ethics, or anti-competitive behavior.

Within all Media Group business units operations, our core values promoting honesty, integrity, and transparency are actively executed and processes are designed to eliminate the opportunities for corrupt practices. Our Code of Ethics guides all business transactions and stakeholder interactions.

Reinforcing our commitment to anti-corruption and ethical practices across our supply chain, Media Group participates in programs designed to promote anti-corruption and transparency through adherence to practices governing security, customs, and fiscal responsibilities.

Report Profile

REPORT PERIOD

January – December 2017

DATE OF MOST RECENT PREVIOUS REPORT

We last printed our corporate report in November 2016

REPORTING CYCLE

Media Group will report biennial

THE CONTACT POINT

Lisa Luhur Schad
Sr. VP, Chief CSR Officer

Disclaimer

The contents of this report are correct to the best of our knowledge, information, and belief. The data contained herein is for informational purposes only. It is not represented to be error-free, and is subject to change.

