



Experience with the Experts

PT LINTAS JERAM NUSANTARA  
**Communication on Progress 2020-2021**  
Submitted to UN Global Compact

## INTRODUCTION

### About This Report

This Report serves as stand-alone Communication on Progress (COP) document of PT Lintas Jeram Nusantara (Arus Liar Adventure), that is submitted to the United Nations Global Compact (UNGC). The Report content discloses the efforts of Arus Liar Adventure in implementing the Ten Principles of UNGC into its operational activities for the period of January 1, 2020, to December 31, 2021.

### Report Content

There are two sections in this Report:

**Section 1:** Statement from CEO, introduction to Arus Liar Adventure, and its engagement with UN Sustainable Development Goals (SDGs)

**Section 2:** Discussions on the application of the Ten Principles of UNGC under human rights, labor, environment, and anti corruption topics

PT Lintas Jeram Nusantara with Arus Liar Adventure brand is an adventure travel & resort company that has no comprehensive engagement in environmental issues. However, in this COP, Arus Liar Adventure discloses some initiatives addressing environmental impacts within its scope of business activities.

### Transparency

PT Lintas Jeram Nusantara (Arus Liar Adventure) is a limited liability company that does not publish a sustainability report and does not appoint an independent party to assess its COP.

## SECTION 1

### **Statement of the Director** – *expressing continued support for the United Nations Global Compact and renewing on going Company's commitment to the initiatives and principles*

To our stakeholders,

I am pleased to confirm that PT Lintas Jeram Nusantara (Arus Liar Adventure) reaffirms its support for the Ten Principles of the United Nations Global Compact (UNGC) in the areas of human rights, labor, environment, and anti-corruption.

In this annual Communication on Progress (COP) document, we describe our actions to continually improve the integration of the UNGC and its principles into our business strategy, culture and daily operations.

We also commit to share this information with our stakeholders by utilizing our primary channels of communication.

Sincerely yours,

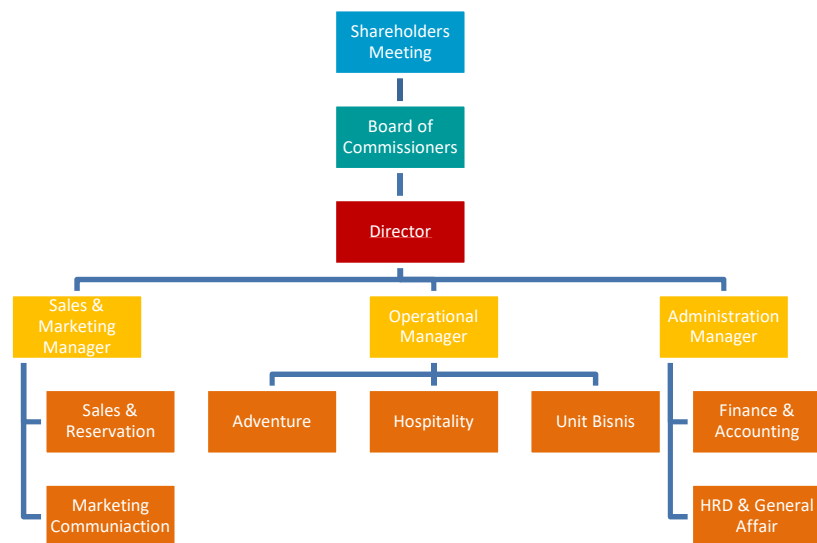


Ir. RA. Amalia Yunita, MM (Sust)  
Director, PT Lintas Jeram Nusantara

## SECTION 2

### About Arus Liar Adventure

PT Lintas Jeram Nusantara (Arus Liar Adventure) is an Indonesia adventure travel and resort company that serves customer to get leisure or outdoor training base on adventure activities. Founded in August 1995, Arus Liar Adventure's services includes adventure attraction like rafting, trekking, high ropes, paintball, archery war, jeep tour, cycling and experiential outdoor training, with accommodation facilities like traditional cottages and camping ground. Arus Liar Adventure office is located in Jakarta and it serves the GIT (Group Inclusive Tours) who are state-owned enterprises; small to large national companies, and multinational corporations operating in a wide range of industry sectors, such as banking, oil and gas, pharmaceutical, industry, construction, telecommunication, palm oil plantation, and mining; government institutions; and also FIT (Free Independent Travelers).



Picture – Organization Structure

Arus Liar Adventure organization structure is like above, with total employees of 20 people as of December 31, 2021 which **70%** of employee are locals. Arus Liar Adventure continue to hire locals even not easy to find an educated person around the field. One of company mission is to empower locals with any backgrounds, so all the workers who work in the fields are locals. The rest, are working in the head office at Jakarta in Marketing and Supporting area. The Director pay a role as decision-making and she is responsible for Board of Commissioners who is applied at the highest level of governance body.

During pandemic, some of employees resigned due to the declining of their income caused by declining of guess numbers as government restrictions regulation. On other hand pandemic give a chance to got Cleanliness Health Safety and Environment Sustainability (CHSE) Certification from Tourism Ministry.



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Number of Employee in Arus Liar Adventures 2015 - 2021

Description	2015			2016			2017			2018			2019			2020			2021		
	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total
Number Employee:																					
- Number of Female Employee	7	14	21	8	13	21	6	10	16	5	8	13	3	8	11	2	3	5	3	2	5
- Number of Male Employee	14	90	104	12	82	94	10	60	70	8	57	65	5	53	58	3	11	14	3	12	15
Level of education:																					
- Elementary		56	56		54	54		41	41		39	39		36	36		7	7		7	7
- Junior High School		27	27		22	22		16	16		14	14		14	14		3	3		3	3
- Senior High School	10	21	31	9	19	28	6	13	19	4	12	16	3	11	14	2	4	6	3	4	7
- Undergraduate	10		10	10		10	9		9	8		8	4		4	2		2	2		2
- Post Graduate	1		1	1		1	1		1	1		1	1		1	1		1	1		1
Number of Education & Training	12	3	15		4	4	1	4	5	2	3	5	1	3	4			0			0

## Arus Liar Adventure and Sustainable Development Goals (SDGs)

Arus Liar Adventure supports the SDGs and encourage the staff and customers to understand as well as to align into SDGs. Arus Liar Adventure implementing SDGs in Business Practices.

### Implementing the Ten Principles

Arus Liar Adventure has policies that guide the implementation of four pillars of Ten Principles of UNGC in the company. All functions are responsible to apply sustainability principles at practical level and report directly to the Director. In running its operations, Arus Liar Adventure individuals must ensure business activities in line with sustainability commitments. Persons in Arus Liar Adventure are also encouraged to collaborate with different internal functions and external stakeholders, such as business partners, suppliers, customers and associations to make the Ten Principles of UNGC well practiced.

In order to measure its performance, Arus Liar Adventure reviews the implementation of the Ten Principles of UNGC periodically and releases COP document to communicate its achievements and challenges to the stakeholders.

## Human Rights Management Policy and Procedure

*“In the last seven years (2015-2021), number of human rights incidents reported, solved, or carried over to the next period was ‘0’ (zero) in Arus Liar Adventure”*

Arus Liar Adventure is committed to comply with the Human Rights Law in Indonesia and also the Universal Declaration of Human Rights. Arus Liar Adventure’s Human Rights Policy serves as the operational guidelines to ensure that its business activities do not cause negative impact on human rights and the stakeholders. All people in Arus Liar Adventure including Directors must follow the company’s Human Rights Policy and it is a mandatory for every person to respect the rights of people in the company and community, as well as to respect the rights of other stakeholders.

Performance on the commitment for human rights is usually one of the topics of discussion in the annual meeting of Board with the shareholders. The objective is to ensure that internationally recognized human rights are continuously respected. A person experiencing human rights incident in Arus Liar Adventure can report to Arus Liar Adventure’s grievance mechanism. Through the mechanism, a victim or witness of human rights incident from internal and external can report to the Board of Directors or the Board of Commissioners directly via e-mail or phone call. The report will be responded directly by the Directors or Commissioners, depending on the impacts, the types of incidents and the level of engagement needed for remediation.

### Human Right Incidents in Arus Liar Adventures 2015 - 2021

Description	2015	2016	2017	2018	2019	2020	2021
Number of Incidents Reported	0	0	0	0	0	0	0
Number of Incidents Solved	0	0	0	0	0	0	0
Number of Incidents Carried Over The Next Period	0	0	0	0	0	0	0

In December 2021, we announce the complaint channel via telephone, emails and also address for employee, so if there is something that break the rules or there are some issues regarding human right, they can go through any of these channel.



## Labour Management Policy and Procedure

*“There were no significant work incidents or grievances from employees reported, solved, or carried over to the next period in Arus Liar Adventure in the last seven years (2015-2021)”*

As an service company, manpower is one of critical success factors of Arus Liar Adventure. The employees are mandated to follow Arus Liar Adventure’s labour policy as guidelines for ethical conduct in the company. New employees are also encouraged to understand the labour laws and principles, and discussion with the Directors on labour principles is usually organized as part of internal awareness raising and capacity building for the employees. Arus Liar Adventure already have the Company Employment Regulation following the Indonesia labour law regulations since 2004. This regulation will review and renew in every 2 years and will be renew in 2022. The regulation considers the international labour standards and principles.

In overall, Arus Liar Adventure’s labour policy includes treating people fairly with no discrimination, respecting association and collective bargaining, ensuring health and safety at workplace, providing social protection, paying salaries and wages according to the pertinent regulations, and avoiding child labour and forced labour. Arus Liar Adventure also ensures equal opportunities employees at workplace. Decisions on rewards and promotions are taken based on merit.

Any employee or an external party can use a grievance mechanism to directly report a labour case or industrial dispute to the Directors, Commissioners or Shareholders via e-mail or phone call. The Board of Directors or Commissioners can handle cases or employment disputes by following the Indonesia Manpower Law or the international labour standards and principles. If needed, external authorities may be invited to solve the industrial disputes.

Routine communication with all individuals in the organization is performed daily, while dialogue with employees in a formal forum is carried out two up to three times a year. The forum usually discusses the progress of activities, current performance, and priorities for the future.

### Labor Complain and Injury in Arus Liar Adventures 2015 - 2021

Description	2015	2016	2017	2018	2019	2020	2021
Number of Complaints Reported	0	0	0	0	0	0	0
Number of Complaints Solved	0	0	0	0	0	0	0
Number of Incidents Carried Over The Next Period	0	0	0	0	0	0	0
Number of Injuries in workplaces	0	0	0	0	0	0	0

## Environmental Management Policy and Procedure

*“As part of leadership review on the environmental performance monitoring and improvement, the Directors usually bring up the discussions in top management meetings regularly”*

Environmental Policy in Arus Liar Adventure highlights several issues, such as reduction of electricity and water consumption, solid waste management, efficiency in using air conditioner, and taking care of the environment at the field. In 2018, the bill for electricity per client slightly going up because the increasing of bill per month by government. During the pandemic, work from home make significant declining for office and field electricity consumption but overall electricity consumption per clients rise above 54% in 2020 due to the declining of customers. This number decline -41% per 2021 and fall below 2019 consumption.

Bill of Electricity in Arus Liar Adventures 2015 - 2021

Description	2015			2016			2017			2018			2019			2020			2021		
	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total	Office	Field	Total
Bill of Electricity	Rp 29.089.974	Rp 60.172.913	Rp89.262.887	Rp24.937.476	Rp54.398.402	Rp79.335.878	Rp23.164.508	Rp45.672.555	Rp68.837.063	Rp18.055.610	Rp32.488.223	Rp50.543.827	Rp29.077.505	Rp40.366.550	Rp69.444.050	Rp8.931.391	Rp25.541.423	Rp34.472.814	Rp9.178.603	Rp20.991.100	Rp30.169.703
Users:																					
- Clients		19.538			17.428			15.867			18.754			9.419			3.892			5.413	
Bill per clients		Rp3.084			Rp3.122			Rp3.589			Rp3.021			Rp4.289			Rp6.586			Rp3.878	

Step by step Arus Liar try to reduce plastic waste by changed the way to serve mineral water to customers from disposable plastic bottles / glasses to reusable glasses / tumblers.

Moreover, Arus Liar Adventure has a grievance mechanism where an employee or a person from external party can report environmental incidents to the Directors, Commissioners or Shareholders via e-mail or phone call. The Board of Directors or Commissioners can solve the cases according to the environmental regulations. Activities to raise internal awareness on environment impacts were carried out through internal discussions with Directors.

Arus Liar Adventure also on progress for Sustainable Travel Certification from Travel Life, and in 2019 the company had been audited and still have to improve in some area due to certification.

## Anti-Corruption Management Policies and Procedure

*“There were no actual or potential corruption incidents reported, solved and carried over to the next period after 2017 to 2021, while there was a potential corruption incident in 2016 leading to Arus Liar Adventure’s losing a good employees”*

All persons including the Directors in Arus Liar Adventure must follow the Anti-Corruption Policy. It reflects a commitment of the company to comply with all relevant anti-corruption regulations and avoid potential corruption events. In case of a corruption incident occurred, an employee or external party can report the incident through Arus Liar Adventure’s grievance mechanism or whistleblowing system.

Leadership for anti-corruption has been well implemented in Arus Liar Adventure since the year of 2008. In that year, a corruption incident was potentially occurred when a best employee manipulative the report and took the company’s revenue. After that, 2 times corruption happen before 2016 with 2 cashiers. In 2010 the BOD bring the case to the law and for consequences the cashier put in a jailed. This moment made the locals thinking more to do the same. Furthermore, responding the situation, top management made a training for field employee about how to manage their family financial. The corruption happened many times because there are “shock culture” in the field so they have a new life style after tourism industry coming to the area.

Regularly, the Board of Directors together with Commissioners discusses anti-corruption aspects in quarterly meetings. That includes monitoring and review on the implementation of Anti-Corruption Policy in the company.

### Corruption Incidents in Arus Liar Adventures 2015 - 2021

Description	2015	2016	2017	2018	2019	2020	2021
Number of Incidents Reported	0	3	0	0	0	0	0
Number of Incidents Solved	0	3	0	0	0	0	0
Number of Incidents Carried Over The Next Period	0	0	0	0	0	0	0



## Taking Action in Supporting Broader UN Goals and Issues

It can be said that Arus Liar Adventure supports the stimulation of the achievement of sustainable development goals through its employee recruitment for the companies. One of the company's vision is to give benefit to all stakeholders include locals, that's why in field Arus Liar recruit locals and trained them to be competent for their job. This action support SDGs especially for SDGs no. 1, 2, 8 and 10. Arus Liar also have some program for Climate Action (SDGs 13), Life below water (SDGs 14) and Life on land (SDGs 15) by some environment initiatives that do together with all stakeholders.

Arus Liar Adventure Directors are lecturer in MM Sustainability of Trisakti University and become Vice Commission for Corporate Social Responsibilities Board in KADIN. At broader level, Arus Liar Adventure engages with Indonesia Global Compact Network (IGCN) and actives in IGCN activities such as trainings and forums on various sustainability issues.

## Sustainability Governance and Leadership

Arus Liar Adventure is committed to manage the actual and potential impacts on internal and external stakeholders as well as the environment. The Arus Liar Adventure Directors led by the CEO engage directly to define sustainability commitments and oversee the implementation.

In terms of stakeholder engagements, Arus Liar Adventure provides various communication channels such as direct meetings and discussions, phone calls, short messages, or emails for the stakeholders. Arus Liar Adventure is always open to hear new ideas and concerns; therefore, any potential impacts or grievances can be identified and addressed from the beginning.

## CLOSING

Stakeholders who want to inquire information about this COP or Arus Liar Adventure may contact the following:

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