

 **HEVEA***PRO*





## INTRODUCING **HEVEA**PRO

At Halcyon Agri, we believe that not all natural rubber is created equal. We understand that our natural rubber is used to manufacture products where consistent quality, reliability and safety are paramount. We also understand that our products, like yours, must also be produced ethically, sustainably and responsibly. Halcyon Agri's **HEVEA**PRO brand natural rubber represents our commitment to the highest standards. When you buy **HEVEA**PRO, you can be sure that you are getting a premium quality product from a trusted supply chain partner, produced in a socially and environmentally responsible way.

## **HEVEA**PRO CORE PRINCIPLES

Four core attributes lie at the heart of **HEVEA**PRO: Industrial & Quality Standards, Occupational Health & Safety, Halcyon Global Village and Supply Chain Security. We have developed detailed principles and performance benchmarks to ensure that our natural rubber measures up to our promise.



**INDUSTRIAL & QUALITY STANDARDS**



**OCCUPATIONAL HEALTH & SAFETY**



**HALCYON GLOBAL VILLAGE**



**SUPPLY CHAIN SECURITY**

**"HEVEA**PRO is all about a holistic view of what we produce and how we do it."



TÜV SÜD is an independent premium quality, safety and sustainability solutions provider that specialises in testing, inspection, auditing, certification, training, and knowledge services. Represented by more than 24,000 employees across more than 1,000 locations worldwide, TÜV SÜD holds accreditations in Europe, the Americas, the Middle East, Asia and Africa.



## TÜV SÜD Certification

TUV SUD audits all our **HEVEA<sup>PRO</sup>** factories, providing intimate insight into the development of national and international standards. Each factory is audited annually using a stringent 900-point check system. This provides an independent and impartial third-party certification that our factories have adopted, and are implementing our **HEVEA<sup>PRO</sup>** framework.





## INDUSTRIAL & QUALITY STANDARDS

At our **HEVEA**PRD factories, you will see the motto “Quality is our Way of Life” wherever you look. It is at the heart of everything that we do.

**HEVEA**PRD guarantees the highest standard in quality assurance by applying three principles: Quality of Product, Quality of Factory, and Quality of Management.

KEY PRINCIPLES	CRITERIA
Quality of Product	<ul style="list-style-type: none"><li>• Statistical Process Control implemented and audited</li><li>• High performance benchmarks in laboratory tests on key natural rubber properties</li><li>• High performance in QA product audit programme</li></ul>
Quality of Factory	<ul style="list-style-type: none"><li>• High factory performance in QA audit</li><li>• Each <b>HEVEA</b>PRD factory must have accredited laboratory testing facilities and qualified laboratory staff</li></ul>
Quality of Management	<ul style="list-style-type: none"><li>• Effective implementation of <b>HEVEA</b>PRD Quality Masterplan</li><li>• ISO 9001 certification</li></ul>

### QUALITY OF PRODUCT

Each **HEVEA**PRD factory has introduced and implemented Statistical Process Control (SPC). We go beyond the necessary testing parameters and test for properties such as storage hardening, fatty acid content and acetone extract levels. Our comprehensive audit programme ensures the integrity of our product by requiring factories to examine the bale and packaging materials after different periods of storage time.

### QUALITY OF FACTORY

Our **HEVEA**PRD factories are certified to ISO 9001 and subject to periodic internal and external quality assurance audits. Each has a laboratory testing facility with qualified laboratory staff. These are accredited according to the national schemes and they test finished products to ensure at minimum, conformity to International Technically Specified Rubber (TSR) specifications.

### QUALITY OF MANAGEMENT

Our Quality Assurance (QA) department has dedicated managers at each **HEVEA**PRD factory. They operate independently from the production team and drive our **HEVEA**PRD Quality commitment. The individual teams work with our Group QA management on engaging with customers to better understand their requirements and to translate those requirements into our product and process specifications.







## OCCUPATIONAL HEALTH & SAFETY

We are committed to providing a high standard of safe working conditions to prevent injuries and ill health of our employees.

KEY PRINCIPLES	CRITERIA
<b>Monitoring and Control</b>	<ul style="list-style-type: none"> <li>• Target of zero accidents</li> <li>• Key metrics regularly monitored and published annually</li> <li>• Complete review of risk assessments bi-annually</li> <li>• Quarterly audits</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>• OHSAS 18001 certification</li> <li>• Annual training conducted at each factory</li> <li>• Dedicated health and safety officers</li> </ul>

### MONITORING AND CONTROL

We treat the health and safety of our employees with the utmost importance through compliance with legal requirements and industry standards. We conduct hazards identification, risk assessment, safety and fire handling training, machine safety as well as ensuring effective crisis communication to our employees.

### MANAGEMENT

Our management system is communicated to employees at every level and includes a robust checklist covering the certification scopes of OHSAS 18001. We also address health and safety issues throughout the entire supply chain in these categories:

- Raw materials and packaging
- Wet process management
- Hanging and drying process
- Packaging, palletising and warehousing
- Laboratory
- Plant machineries and maintenance

Our factories work to rectify non-conformities identified during internal and third-party audits to improve their **HEVEA<sup>PRO</sup>** scores.







## HALCYON GLOBAL VILLAGE

Our global footprint has created what we refer to as our 'Halcyon Global Village'. We respect the people in the communities in which we operate and the environment that is their livelihood. Our Halcyon Global Village is all about empowering these communities and minimising the environmental impact.

KEY PRINCIPLES	CRITERIA
<b>Environment</b>	<ul style="list-style-type: none"> <li>• Key metrics regularly monitored and published annually</li> <li>• Complete review of environmental aspects and impacts bi-annually</li> <li>• ISO 14001 certification</li> </ul>
<b>CSR Policies and Reporting</b>	<ul style="list-style-type: none"> <li>• Implemented in 2017, incorporating key elements of ISO 26000 standards.</li> <li>• I67-question checklist covering human rights, labour practices, fair operating practices and social investments</li> <li>• Publication of sustainability report in accordance with Global Reporting Initiative (GRI) framework</li> </ul>
<b>Social Investment Programmes</b>	<ul style="list-style-type: none"> <li>• Extensive social investment programmes are conducted to benefit local communities categorised under HEVEALearn, HEVEAGrow, HEVEASports, HEVEAHealth, HEVEABuild, HEVEASafe and HEVEALife</li> </ul>

### ENVIRONMENT

We continually calculate the water and energy intensity of the production process by monitoring amounts of fresh and recycled water used, energy consumption and benefits gained from our effluent treatment and recycled sludge.

### CSR POLICIES AND REPORTING

Our labour practices are strictly governed by Halcyon Agri's group corporate policies. Discriminatory behaviour and practices are prohibited and we conduct checks to achieve a fair work environment supported by an open door policy. Formal contracting of all employees ensures issues such as appropriate wages and working hours are clearly stated and mutually agreed upon. We engage regularly with farmers to understand their challenges. We have also developed programmes to enhance productivity and to minimise environment, health and safety risks.

### SOCIAL INVESTMENT PROGRAMMES

**HEVEA<sup>PRO</sup>** factories must foster healthy relationships and contribute positively to the surrounding community. Our employees volunteer to improve community spaces such as housing and places of worship. We establish free clinics, anti drug programmes, amenities provision, educational and learning support through scholarships and internships, and we provide wellness and health support.





## SUPPLY CHAIN SECURITY

We care about our security and that of our customers. We have implemented security measures that extend beyond our premises, all the way to our customers' doorsteps.

KEY PRINCIPLES	CRITERIA
Security Controls	<ul style="list-style-type: none"><li>Comprehensive security measures implemented to ensure a controlled work environment and to minimise risk to our people and property</li></ul>
Security Certification	<ul style="list-style-type: none"><li>Over 100 point checklist covering container, trailer and unit loading device security, physical access controls, personnel and procedural security, physical &amp; IT security and emergency preparedness/ disaster recovery</li><li>Selected <b>HEVEA<sup>PRO</sup></b> factories to be certified to the United States Customs &amp; Trade Partnership Against Terrorism (C-TPAT)</li></ul>

### SECURING OUR FACILITIES

Our **HEVEA<sup>PRO</sup>** facilities have appropriate perimeter barriers and are secured by trained security personnel. We employ the use of access control points and the positive identification, recording, and tracking of all employees, contractors, visitors and vendors. Vehicles are inspected with gate passes issued. Electronic security systems including closed circuit television (CCTV) are used both on the perimeter and throughout the processing line. Training sessions communicating security policies and standards to our workers are conducted annually, and our security management and their systems are audited by a third party.

### U.S CUSTOMS: TRADE PARTNERSHIP AGAINST TERRORISM (C-TPAT)

In 2012, HEVEA MK I and II became the first Indonesian natural rubber production facilities to be C-TPAT compliant. As of 2016, all original **HEVEA<sup>PRO</sup>** factories were certified. As we grow, factories with operations requiring C-TPAT certification will be certified.

C-TPAT has signed several Mutual Recognition Arrangements with countries such as South Korea, Japan and Singapore. C-TPAT participants are approved by the customs of the partnering countries, and in return these ports provide incentives and benefits such as expedited processing.





# OUR FUTURE STORY

The **HEVEA<sup>PRO</sup>** guidelines have been designed to set high standards in order to serve our customers and the communities and environment we operate within. Our goal is to review and raise the standards on an ongoing basis. We value your feedback and welcome any comments you may have on how we can improve. Please visit us at [www.halcyonagri.com](http://www.halcyonagri.com) or contact us at [heveapro@halcyonagri.com](mailto:heveapro@halcyonagri.com).



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