My Profile

ENY HANIDAYANI
Welfare Manager
Panasonic Manufacturing Indonesia

Work Experience

- 2002 : Join Panasonic Manufacturing Indonesia
- 2002-2006: Assignment in Air Conditioner Business Unit
- 2006-2018: Assignment in General Affairs & HR

Seminar / Workshop

- Nov' 2015 : Panasonic Asia Pacific Regional HR Conference
- Jan’ 2016 : Reforms of National Health Insurance Seminar
- Feb’ 2016 : Speaker of Welfare Facilities for Workers in the Company, held by Labor Ministry of Indonesia
- Nov’ 2017 : Speaker of Workplace Nutrition Workshop in Jakarta, held by NJPPP and Indofood
- Indonesia Profile
- Panasonic Business in Indonesia (10 Company)
- Company Profile of Panasonic Manufacturing Indonesia and Productivity Activities Through Integrated Occupational Health
About INDONESIA

**Geographic:**
Latitudes 6° North to 11° South, Longitudes 95° to 141° East, 5,110 km length

**Land:**
1,890,754 km² (consisted of 13,000 islands)
**Population:**

265.6 Million (in 2018 and 4ᵗʰ largest)
Increased 30 million in last 10 years
40% are below 25 years old
Population huge growth may continue until about 2030

*Source: Central Statistic Bureau (BPS)*
Race/ethnic:
- Javanese 43%, Sundanese 15% and others as central, consists of over 70 ethnic groups.

Religion:
- Islam 90% (The Largest Moslem Country)
- The other religion is Christian, Hindu, Buddhism

Electrification:
- Diffusion rate reached 88%
- Household with 900W & less about 76%

Source: National Energy Council (DEN)
Minimum Wage:
Trend of minimum wage in Jakarta,
resulted buying power is going up

<table>
<thead>
<tr>
<th>Year</th>
<th>Minimum Wage</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>901</td>
<td>9.9%</td>
</tr>
<tr>
<td>2008</td>
<td>973</td>
<td>8.0%</td>
</tr>
<tr>
<td>2009</td>
<td>1,070</td>
<td>10.0%</td>
</tr>
<tr>
<td>2010</td>
<td>1,118</td>
<td>4.5%</td>
</tr>
<tr>
<td>2011</td>
<td>1,290</td>
<td>15.4%</td>
</tr>
<tr>
<td>2012</td>
<td>1,529</td>
<td>18.5%</td>
</tr>
<tr>
<td>2013</td>
<td>1,290</td>
<td>15.4%</td>
</tr>
<tr>
<td>2014</td>
<td>2,441</td>
<td>11.0%</td>
</tr>
<tr>
<td>2015</td>
<td>2,700</td>
<td>10.6%</td>
</tr>
<tr>
<td>2016</td>
<td>3,100</td>
<td>8.3%</td>
</tr>
<tr>
<td>2017</td>
<td>3,355</td>
<td>8.3%</td>
</tr>
</tbody>
</table>
No part of a banana tree goes to waste; the fruit is eaten to provide nourishment while the leaves and other parts of the plant can be used in a variety of useful ways. Growing everywhere, they are available for all, and nurture the next generation of life giving plants before expiring.

Late Gobel regarded banana tree as an excellent symbol for a company’s role in community. That is, providing Indonesian people with useful products like the banana tree in abundant supply at an accessible price.

Contribute to all people by making their life enriched and convenient by providing valuable electrical products at economical prices which are made available by steady and ceaseless efforts. Our mission is serving all of our customers by providing FUKUHIN (prosperous products).
<table>
<thead>
<tr>
<th>No.</th>
<th>Company</th>
<th>Abbr.</th>
<th>Est.</th>
<th>Representative</th>
<th>Employee (Japanese)</th>
<th>Business</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>PT. Panasonic Gobel Energy Indonesia</td>
<td>PECGI</td>
<td>1987</td>
<td>Kudara Kenichi</td>
<td>2,379 (34)</td>
<td>Mangan Dry Battery, Coin Lithium Battery, Torch Light</td>
</tr>
<tr>
<td>3</td>
<td>PT. Panasonic Industrial Devices Batam</td>
<td>PIDSG-BT</td>
<td>1995</td>
<td>Takahashi Hiroshi</td>
<td>2,394 (1)</td>
<td>Fixed Resistor, Speaker, Transformer, Coil, Remocon, Ceramic Part, SPC etc.</td>
</tr>
<tr>
<td>4</td>
<td>PT. Panasonic Eco Solutions Manufacturing Ind</td>
<td>PESGMFID</td>
<td>1992</td>
<td>Yoshida Hiromu</td>
<td>2,539 (14)</td>
<td>Lighting Fixtures/Wiring Accessories, System Floor/Piping Accessories, Writing Comp. LED Bulb, Palook Ball, Flourescent Lamp, Glass Pipe Lamp</td>
</tr>
<tr>
<td>5</td>
<td>PT. SANYO Jaya Components Indonesia</td>
<td>SJC</td>
<td>1972</td>
<td>Gokita</td>
<td>2,743 (15)</td>
<td>POSCAP etc.</td>
</tr>
<tr>
<td>6</td>
<td>PT. SANYO Energy Batam</td>
<td>SEC(BTM)</td>
<td>1992</td>
<td>Kashitani Shinya</td>
<td>776 (4)</td>
<td>Battery</td>
</tr>
<tr>
<td>7</td>
<td>PT. Panasonic Gobel Indonesia</td>
<td>PGI</td>
<td>1991</td>
<td>Suga Hiroyoshi</td>
<td>367 (12)</td>
<td>HA and Other Product Sales &amp; Marketing</td>
</tr>
<tr>
<td>8</td>
<td>PT Panasonic Gobel Eco Solutions Sales India</td>
<td>PESGSID</td>
<td>2004</td>
<td>Miyawaki Yasuhisa</td>
<td>42 (4)</td>
<td>Lighting Fixtures/Wiring Accessories Sales. ES Sales Company &amp; Marketing</td>
</tr>
<tr>
<td>9</td>
<td>PT. Panasonic Eco Solution KDK Indonesia</td>
<td>PES-KDKID</td>
<td>2001</td>
<td>Hendriek Suherman</td>
<td>49 (0)</td>
<td>Ceiling Fan, Fan, Ventilation ect. Sales and Marketing</td>
</tr>
<tr>
<td>10</td>
<td>PT Panasonic Insurance Service Indonesia</td>
<td>PISI</td>
<td>2003</td>
<td>Murakami Hirotoshi</td>
<td>3 (0)</td>
<td>Insurance Agency</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td>13,241 (96)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Manufacture</th>
<th>Sales</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>3</td>
<td>1</td>
<td>10</td>
</tr>
</tbody>
</table>
PT Panasonic Manufacturing Indonesia (PMI)

Address: Jl. Raya Bogor Km.29, Pekayon, Pasar Rebo, Jakarta 13710, Indonesia
Tel./Fax. +62 21 871 0221/871 0851
www.panasonic.co.id

Established: 27th July 1970
Capital: US$ 23 Million
Shareholder: Panasonic Asia Pacific Pte., Ltd. 60%
PT Gobel International 40%
BOD: President Director Mr. Tomonobu Otsu
Employee: 2,344 (as of October 2017)

Product:
- Audio
- Refrigerator
- Washing Machine
- Air Conditioner
- Electric Fan
- Water Pump
- Ventilating Fan
- PEC
- Mold, Die, Jigs

PT PMI Organization

Board of Director
- President Director: Tomonobu Otsu
- Vice President: Heru Santoso
- Director: Kawazu Tetsuji, Takashi Fuji, Bambang Rukmanto
- Associate Director: Damir Maulana, Daniel Suhardiman

Board of Commissioner

Audio
Laundry System
Air Conditioner
Refrigerator
Water Pump
Electric Fan
Mfg. Enhance Center
Finance
GA & HR
Quality Assurance
Corp. Planning & Merchandising Sales Support
ISC

HR & PAYROLL
Normanto Parman
Manager
Eny Handayani
Manager

WELFARE
Diah Tri Handayani
Manager

EPPO & OSH
(Environrment & OSH)
Diah Tri Handayani
Manager
Optimizing Productivity Through Integrated Occupational Health Program

- 5S Campaign (Seiri, Seiton, Seisou, Seiketsu, Shitsuke)
- Environment & Safety
- Canteen Activities
- Health/Behavior Campaign

- Working Environment
- Life Style / Behavior
- Health Service

Company Policy & CLA

Legal Base (Country Labor Law)

Example Law in Indonesia

- Law No. 13/2003 : Labor
- Law No. 01/1970 : Work Safety
- Law No. 23/1992 : Health
- Law No. 261/1998 : Environmental Health Requirements
- Law No. 40/2004 : National Social Security System
- Law No. 24/2011 : Social Security Administrator (BPJS)
- Regulation No.02/1980: Occupational Medical Check

- Sports Activities
- Exercise Morning Assembly
- Polyclinic & Hospital
- Medical Check Up
Integrated Occupational Health Program

Company (PT PMI)

Health Prevention Program

1. Life Style/Behavior
   - Health Care Promotion
   - Exercise/Aerobic
   - Healthy Lifestyle Facility

2. Nutrition/Canteen
   - Food Management Control
   - Canteen Hygiene Inspection
   - Healthy Food Nutrition

Productivity

3. Working Environment
   - Hearing Conservation
   - Respiratory
   - Ergonomic
   - Safety Dojo

4. Health Service
   - Medical Treatment
   - Diseases Management
   - Medical Check Up

Periodically Coordination Meeting (Benefit & Service)

Health Consultant

- Health Prevention Program Supervision
- Medical Case Management
- Health Risk Assessment

Insurance Company

- Health Premium Calculation
- Managed Care
- Maximum Health Benefit
- Health Provider Network

Catering Company

- Food Services (Process, Handling, Calorie Nutrition)

Canteen Management System

- Compliance
  - Healthy food nutrition by Calorie standard composition as health regulation

- Company Creation
  - Provide Food Transaction by Barcode System

Medical Service

- Compliance
  - Member of National Social Health Insurance (Register, Premium, Claim)
  - Health Prevention (Health Campaign)

- Company Creation
  - Company Clinic Register as Government provider
  - Optimize Social Health Insurance Benefit: Referral Medical Visit (Hospitalize) arranged by Company Clinic recommendation

Coordination Meeting
1. Life Style / Behavior

a. Health Care Promotion
   • Objective: Health education of employee to increase awareness of healthy life style
   • Time: Monthly

b. Exercise / Aerobic
   • Objective: Increase health fitness of employee
   • Time: Weekly
1. Life Style / Behavior

c. Healthy Life Style Facility
   • Objective : Provide healthy life style facility to increase employee awareness & interest of exercise/sport
   • Time : Daily

Fitness Center

Table Tennis & Badminton

Billiard

Karaoke Room
2. Canteen Management System

Objective:
Improve accuracy of food ordering by barcode system & increase quality of meal services toward excellent company

Healthy Food Nutrition by Calorie Standard Composition

- **8 Hours working time:**
  - Lunch or Dinner: 1100~1300 KCal.
  - Breakfast: 200~300 KCal.

- **Nutrition Balance Composition:**
  - Carbohydrate: 450~500 KCal.
  - Protein: 550~650 KCal.
  - Vitamin/Mineral: 100~150 KCal.
Objective: Healthy & hygiene food requirements of Catering services must fulfill KPI and Certification of Food Safety Standard

### KPI of Catering Services

1. **Food Safety**
   - a. Zero foodborne illness
   - b. Zero foreign contamination (Pests control)

2. **Food Quality**
   - a. Variety of menu balance nutrition
   - b. Taste standard
   - c. Hygiene food
   - d. Quantity accuracy

3. **Food Handler Performance**
   - a. Good appearance
   - b. Use of protective equipment
   - c. Healthy food handler
   - d. Good Behavior
   - e. Personal hygiene

4. **Environment & Equipment (5S)**
   - a. Clean & tidiness of canteen area
   - b. Hygiene equipment

### Certification

1. HACCP (Hazard Analysis & Critical Control Point) Certificate
2. ISO 22000:2005 (Food & Beverage Services)
3. Good Hygiene Sanitation of Catering Services Certificate from Government - PTSP
4. Nutritionists Certificate of Hygiene Sanitation from Government - Public Health Offices
5. Food Handler Certificate of Occupational Safety & Health (OSH) from Government - Labor Offices
6. Catering company recommendation from Government - Labor Offices
2. Nutrition / Canteen Activity

a. Food Management Control
   • Objective: Meals services arrangement
   • Time: Daily

b. Canteen Hygiene Inspection
   • Objective: Quality control of canteen hygiene
   • Time: Monthly

c. Nutrition Menu Monitoring
   • Objective: Quality control of variation menu balance composition
   • Time: Monthly

d. Low-Salt Menu for Degenerative Diseases
   • Objective: Health food for degenerative diseases employee
   • Time: Daily

Carbohydrate: 450~500 KCal.
Protein: 550~650 KCal.
Vitamin/Mineral: 100~150 KCal.
3. Working Environment

- **Objective**: Workplace hazard control to prevent occupational diseases by providing appropriate protective equipment
- **Time**: Monthly inspection

**a. Hearing conservation**

**b. Respiratory protection**

**c. Ergonomic**

**d. Safety Dojo**
4.a. Health Service Facility

**Preparation**
- Study Current Practice
  - Government Policy of National Social Security System of Health (National Social Health Insurance)
  - Identify CLA benefit compliance
- Management Approach
  - Set up meeting with Union
  - Set up meeting with Health Consultant
  - Set up meeting with Social Security Administrator of Health (BPJS)
- Health Contract Agreement
  - Company Clinic License as Government Provider
  - Health consultant service assistant
- Socialization Health Service
  - Personal Factory – Employee
  - Union – Plant Leader

**Implementation**
- Managed Care Social Insurance
  - Company Health Member
  - Government Clinics
  - Referral
  - Outside Company
  - Government Hospitals
  - Claim
  - In-house Clinic
  - Optimization of National Social Health Insurance
    - PMI-Clinic register as Government Provider
    - BPJS Hospital Type-B
      1. RS Sentra Medika Cisalak
      2. RS Tugu Ibu
      3. RS Bina Husada Cibinong
      4. RS Pasar Rebo
      5. RS Harapan Bunda
    - BPJS Hospital Type-A
      1. RSPAD Gatot Subroto
      2. RS Fatmawati
      3. RSCM
      4. RS Polri Sukamto
      5. RS Harapan Kita

**Evaluation**
Objective: Reduce potential risk of degenerative diseases to improve employee health by routine medical control at in-house clinic.

Time: Monthly

**< Medical Control >**

<table>
<thead>
<tr>
<th>Degenerative Diseases</th>
<th>Routine Control to In-house Clinic (monthly)</th>
<th>Laboratorial Check</th>
<th>Medical Therapy</th>
<th>Health Education</th>
<th>Referral to Specialist Doctor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Monthly</td>
<td>3 Months</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fasting Blood</td>
<td>Chemical Blood</td>
<td>Urine</td>
<td>Glucose Blood</td>
<td></td>
</tr>
<tr>
<td>Anemia</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asthma</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Heart</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dyslipidemia (Cholesterol)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hypertension</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Hypertension + Epilepsy</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hypertension + Diabetes</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Diabetes insulin</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Diabetes non-insulin</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Specific Diseases</th>
<th>Routine Control to In-house Clinic (monthly)</th>
<th>Laboratorial Check</th>
<th>Referral to Specialist Doctor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rontgen</td>
<td>Blood</td>
<td>Pulmonary</td>
</tr>
<tr>
<td>Tuberculosis</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Hepatitis B</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Psychosomatic</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Immunodeficiency</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**< Activities >**
4.c. Medical Check Up

- **Objective**: Health screening to control fitness status of employee and reduce occupational diseases related to workplace to increase productivity
- **Time**: 1. Annual periodically  
  2. Pre-employment of recruitment

< Examination Check >

<table>
<thead>
<tr>
<th>Medical Check Up</th>
<th>Physical Check</th>
<th>Laboratorial Check</th>
<th>Medical History Check</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Weight &amp; Height (BMI)</td>
<td>Eyes</td>
<td>Dental</td>
</tr>
<tr>
<td>Permanent Employee</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Contract Employee</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Contract-Extend Employee</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

< Activities >
< Attendance Control >  Contribute to productivity up, absence target 0.4%

(1) Medical care verification for employee taking sick leave by In-house Clinic PT PMI
(2) Health care promotion and counseling by HR Dept. (HO & Personnel Factory)
(3) Home visit of absent employee, health treatment recommendation and reward for zero absent employee

<table>
<thead>
<tr>
<th></th>
<th>Fan</th>
<th>WP</th>
<th>LS</th>
<th>Ref</th>
<th>Audio</th>
<th>AC</th>
<th>HO,PEC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>22.6%</td>
<td>19.9%</td>
<td>20.0%</td>
<td>24.4%</td>
<td>19.6%</td>
<td>17.7%</td>
<td>12.1%</td>
</tr>
<tr>
<td>FY2010</td>
<td>49</td>
<td>105</td>
<td>17</td>
<td>125</td>
<td>82</td>
<td>55</td>
<td>25</td>
</tr>
</tbody>
</table>

Zero Absent Employee FY2016: 458 persons (20.1%)

Trend of absence and target FY2017

* exclude maternity leave
Productivity vs UMSP (Minimum Wage of Electronic Sector) Trend 2010-2017

<table>
<thead>
<tr>
<th>Year</th>
<th>UMP</th>
<th>UMSP</th>
<th>Sales/Head</th>
<th>Increment Sales/Head</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1,118,009</td>
<td>1,274,530</td>
<td>846,295</td>
<td>4.29%</td>
</tr>
<tr>
<td>2011</td>
<td>1,290,000</td>
<td>1,414,227</td>
<td>893,000</td>
<td>5.52%</td>
</tr>
<tr>
<td>2012</td>
<td>1,529,150</td>
<td>1,727,940</td>
<td>999,676</td>
<td>11.95%</td>
</tr>
<tr>
<td>2013</td>
<td>2,200,000</td>
<td>2,574,000</td>
<td>1,117,969</td>
<td>11.83%</td>
</tr>
<tr>
<td>2014</td>
<td>2,441,000</td>
<td>2,820,000</td>
<td>1,292,617</td>
<td>15.62%</td>
</tr>
<tr>
<td>2015</td>
<td>2,700,000</td>
<td>3,250,000</td>
<td>1,571,060</td>
<td>21.54%</td>
</tr>
<tr>
<td>2016</td>
<td>3,100,000</td>
<td>3,623,750</td>
<td>1,682,632</td>
<td>7.10%</td>
</tr>
<tr>
<td>2017</td>
<td>3,355,750</td>
<td>3,922,750</td>
<td>1,754,160</td>
<td>4.25%</td>
</tr>
</tbody>
</table>
“Create Healthy & Happy Employee to Improve Productivity “

1. Integrated occupational health program implementation of Panasonic Manufacturing Indonesia contribute to increasing productivity inline with Company goals to create healthy employee and prevent occupational diseases related to workplace.

2. Human resources development program to “make people before product” must take care of the welfare of employee by controlling working environment, lifestyle/behavior, health service and provide healthy food nutrition.

3. Optimize welfare facility based on compliance of Government regulation and Company creation to increase employee satisfaction.

4. The welfare system of Panasonic Manufacturing Indonesia can be realized by strong commitment from Management and Union support in the harmony industrial relation.
Thank you