

Growing in Harmony



Pengantar

Sejak didirikan, PT Astra International Tbk memiliki tanggung jawab sosial yang besar. Komitmen tersebut tercermin di setiap aspek kegiatan Perusahaan yang senantiasa mengutamakan kepentingan masyarakat. Tak ketinggalan pula aspek lingkungan, dimana kelestarian alam dan lingkungan senantiasa menjadi pertimbangan di setiap kegiatan Perusahaan. Pada *Sustainability Report 2007* ini, dilaporkan sumbangsih Perusahaan yang berkaitan dengan Lingkungan dan Tanggung Jawab Sosial yang dilaksanakan tahun lalu. Harapan kami tiada lain adalah bahwa sumbangsih tersebut bermakna dalam menunjang upaya keberlanjutan bisnis Astra, sebagaimana yang diharapkan oleh segenap pemangku kepentingan Perseroan.

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Introduction

Since its founding, PT Astra International Tbk has always had a strong sense of social responsibility. This commitment is reflected in every aspect of the Company's activities that is always in line with public interest. This also includes the environmental aspect, in which the preservation of nature and the environment is always taken into consideration in every step of the Company. In this 2007 Sustainability Report, we are pleased to present our contribution towards the environment and in terms of social responsibility that we undertook last year. We sincerely hope that such contribution can lend weight to the efforts to sustain the business of Astra, in the interest of our stakeholders.

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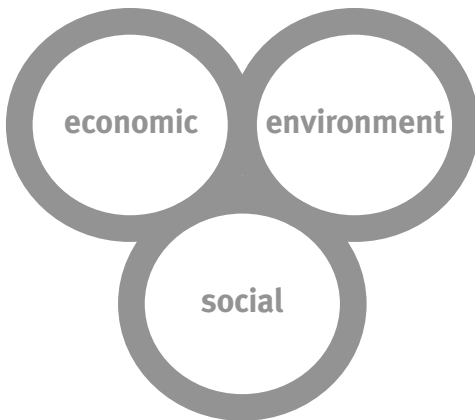
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Dari Redaksi

From the Editor

As a good corporate citizen, Astra is highly committed to achieving sustainability, through the development of corporate social responsibility programs, and environmental preservation activities.

Triple Bottom Line



Tahun 2007 menandai kehadiran Astra selama 50 tahun berkiprah dalam industri otomotif di Indonesia, sejak perusahaan didirikan pada tahun 1957. Sebagai aset nasional, Astra memiliki komitmen tinggi untuk tumbuh dan berkembang bersama dengan para pemangku kepentingannya, karena mereka adalah elemen terpenting dalam pengembangan perusahaan. Karena itu Astra terus mendukung pertumbuhan mereka melalui program-program tanggung jawab sosial yang berkelanjutan.

Selama tahun lalu, konsep *Triple Bottom Line* yang meliputi kinerja sektor ekonomi, sosial, dan lingkungan telah diterapkan sungguh-sungguh oleh manajemen Astra. Astra berusaha mengatasi berbagai tantangan secara efektif dengan memanfaatkan peluang yang ada. Upaya-upaya yang berkelanjutan telah dilakukan untuk memenuhi harapan masyarakat, antara lain dengan melakukan penanganan limbah dan polusi secara efektif.

The year 2007 marked 50 years of dedicated service by Astra in the automotive industry in Indonesia, since the Company's founding in 1957. Being an asset to the nation, Astra is highly committed to grow and evolve along with its stakeholders, as they are the most important element in the development of the Company. As such, Astra continues to advance the interests of those stakeholders, among other things by undertaking corporate social responsibility programs that are sustainable and highly targeted.

Throughout 2007, the Triple Bottom Line concept that encompasses economic, social and environmental performances has been truly applied by the management of Astra. Astra has dealt with challenges effectively, by capitalising on prevailing opportunities. Sustainable efforts have been carried out in response to the expectations of communities, which include effective waste and pollution management.

Ketika terjadi berbagai bencana alam, Astra cepat tanggap membantu masyarakat yang sangat membutuhkan bantuan. Kepedulian sosial dan lingkungan ini mencerminkan komitmen kuat Astra terhadap kelanjutan pengembangan masyarakat dan pelestarian lingkungan. Hal ini juga menunjukkan pengabdian Astra sebagai warga korporasi yang baik.

Sustainability Report ini disusun sesuai prinsip-prinsip *Global Reporting Initiative* (GRI) yang merupakan standar internasional penyusunan *sustainability reporting*, seperti yang selalu dilakukan pada tahun-tahun sebelumnya. Laporan ini disusun untuk melengkapi Laporan Tahunan Astra tahun 2007 yang menggambarkan kinerja keuangan dan operasional.

Sustainability Report ini memberikan penjelasan rinci tentang struktur dasar program Tanggung Jawab Sosial Perusahaan (CSR), Lingkungan Hidup, Kesehatan dan Keselamatan Kerja (LK3); beserta kinerjanya selama tahun 2007. Dipandu (i) Visi dan nilai-nilai Astra yang dinyatakan dalam filosofi Catur Dharma, (ii) diarahkan oleh *President Letter* tahun 2007, dan (iii) selaras dengan Kebijakan Keamanan, Lingkungan & Tanggung Jawab Sosial tahun 2007; program-program CSR diterapkan melalui program-program *Astra Green Company* (AGC), yang bertanggung jawab terhadap masalah-masalah lingkungan, dan program-program *Astra Friendly Company* (AFC), yang bertanggung jawab terhadap kegiatan-kegiatan sosial. Keseluruhan Grup Astra dengan seksama mengikuti panduan yang ditetapkan dalam AGC dan AFC.

Kami ingin mengungkapkan rasa terima kasih kepada semua pemangku kepentingan yang telah mendukung program-program ekonomi, sosial, dan lingkungan. Kami selalu menyambut baik setiap gagasan dan pertanyaan demi peningkatan dan inovasi yang berkelanjutan, serta memberi nilai tambah bagi para pemangku kepentingan, di samping kelanjutan Astra sendiri.

Salam,
Sincerely,

Environment & Social Responsibility Division,
PT Astra International Tbk

When natural disasters struck, Astra was quick to respond to the aid of stricken communities, many of whom were in desperate need of support. Our care for social and environmental issues underscores the strong commitments of Astra towards continuing community development and environmental preservation. It also demonstrates Astra's dedication towards to being a good corporate citizen.

This Sustainability Report follows the principles of Global Reporting Initiative (GRI), the international standard of sustainability reporting, as we have done during the previous years. It is designed to complement the Astra Group's Annual Report 2007, which presents the group's results of operations and financial condition.

Our Sustainability Report outlines in detail the basic structure of Astra's Corporate Social Responsibility, Environment, Health and Safety programs; and the results thereof in 2007. Guided by (i) the vision and values of Astra that are inherent in the Catur Dharma philosophy, (ii) the President's Letter 2007, and (iii) the Security, Environment & Social Responsibility Policy 2007, our CSR activities programs are implemented through Astra Green Company (AGC) programs, which are responsible for environmental issues, and Astra Friendly Company (AFC) programs, which are responsible for social activities. The entire Astra Group follows closely the guidelines laid down by AGC and AFC.

We would like to convey our deepest gratitude to all of our stakeholders who has been supporting Astra's economic, social and environmental programs. We are always welcome to any ideas and inquiries, for continuous improvements and innovation, and for providing value added results to our stakeholders as well as to the sustainability of Astra itself.

Sambutan Presiden Komisaris

Message from the President Commissioner



Astra International is highly committed to implement holistic and integrated sustainability development program.

Masalah kesinambungan (*sustainability*) semakin penting, seiring perkembangan dunia menghadapi tantangan-tantangan pemanasan global, berkurangnya sumber daya alam, peningkatan biaya energi, dan masalah pemerataan kemakmuran. Sebaiknya Perusahaan memandang kesinambungan jangka panjang tidak hanya dari sudut pandang kelangsungan hidup usaha – dimana perusahaan-perusahaan pada dasarnya menghasilkan barang dan jasa yang ingin dibeli konsumen, sebagai bagian tindakan investasi yang berusaha menuai keuntungan kompetitif bagi para pemegang saham. Sebaliknya, mereka harus melihat ke perspektif yang jauh lebih luas di mana perusahaan-perusahaan juga mematuhi berbagai ketentuan hukum dan peraturan yang berlaku dan, terlebih lagi, harus menanggapi harapan-harapan masyarakat yang menjadi *stakeholder* mereka.

Astra adalah salah satu perusahaan yang melaksanakan tanggung jawab sosialnya secara serius. Bagi Perusahaan, program-program sosial yang dilakukan dapat memperkokoh citra Perusahaan, menambah kemampuan Perusahaan dalam menarik dan mempertahankan orang-orang yang kompeten, meningkatkan loyalitas pelanggan seraya memelihara kepercayaan di antara para *stakeholder* lain, dan akhirnya memberi kontribusi kinerja finansial lebih baik dengan biaya modal lebih rendah sebagai hasil manajemen risiko yang lebih baik.

The issue of sustainability has become increasingly critical as the world grapples with the challenges of global warming, dwindling natural resources, rising energy costs and the problems of equitable distribution of wealth among other things. Some of the most enlightened companies today view long-term sustainability not merely from the point of view of business viability – where companies basically produce goods and services that consumers want to buy, as part of an investment undertaking that seeks to yield competitive returns to shareholders. Instead, they look to a much broader perspective where companies must also adhere to a variety of laws and regulations that apply to them and, moreover, must respond to the expectations of societies that constitute their stakeholders.

Astra is one such company who implements its corporate social responsibility seriously. To the Company, social programs that are carried out should be able to strengthen the corporate image, increase its ability to attract and retain competent people, improve customer loyalty while cultivating trust among other stakeholders, and ultimately contribute to better financial performance from lower cost of capital as a result of better risk management.

Astra Group's sustainability strategy is clear : Align our business interests with those of our employees, our customers, our business partners, government regulators, and the people with whom we interact group-wide on a daily basis

Meski Perusahaan jelas tidak dapat memberi pekerjaan bagi semua orang, Perusahaan dapat melibatkan komunitas-komunitas dalam gagasan-gagasan lain; meningkatkan pendidikan anak-anak, memberi pelatihan profesi kepada kaum muda, dan memberdayakan ekonomi lokal yang telah dilaksanakan secara terus-menerus dan berkesinambungan selama bertahun-tahun.

Saat ini, Perusahaan bangga dengan kenyataan bahwa Astra dapat menjalankan program pengembangan berkesinambungan yang terpadu dan holistik, yang telah menyatu dalam usaha Perusahaan. Hal ini termasuk penyediaan peluang-peluang kerja dengan pertumbuhan jangka panjang yang potensial, lingkungan kerja yang aman dan sehat, etika kerja yang bertanggung jawab secara sosial, dan kemitraan dengan komunitas-komunitas lokal Perusahaan.

Strategi keberlanjutan seluruh kelompok Perusahaan sudah jelas, yaitu menyatukan kepentingan usaha Perusahaan dengan kepentingan para karyawan, pelanggan, mitra usaha, pelaksana pemerintahan, dan orang-orang atau kelompok yang berinteraksi dengan Perusahaan sehari-hari.

Although the Company obviously could not provide employment to all, we can engage our communities in other initiatives; improving the education of children, providing vocational training to young adults, and empowering local economies that we have undertaken continuously in a sustainable manner over many years.

Currently, the Company is proud that Astra could implement sustainable development programs that are holistic, and integrated with the business of the Company. This includes in providing several work opportunities with potential long term development, work environment that is safe and healthy, socially responsible working ethics, and partnerships with the local community of the Company.

The Company Group's sustainability strategy is clear : Align our business interests with those of our employees, our customers, our business partners, government regulators, and the people with whom we interact group-wide on a daily basis.



Kegiatan pendidikan di TK Sari Wiwit – area perkebunan PT Lettawa, salah satu anak perusahaan PT Astra Agro Lestari Tbk.

An educational activity at TK Sari Wiwit – PT Lettawa plantation area, a subsidiary of PT Astra Agro Lestari Tbk.



SD 1 Blunyah, Bantul - yang dibangun sebagai bagian dari program Astra Peduli Pendidikan.

Development of SD 1 Blunyah, Bantul, as part of Astra educational care program.

Dewan Komisaris yakin, seluruh jajaran direksi dan karyawan berkomitmen terhadap tujuan kesinambungan jangka panjang Perusahaan. Untuk itu, Perusahaan berterima kasih atas segala jerih payah usaha yang telah dilakukan dalam memelihara kesinambungan Perusahaan.

Sustainability report ini telah dibuat dengan panduan *Global Reporting Initiative* di antara referensi-referensi lain. Perusahaan berterima kasih atas sumbangsih banyak orang terhadap publikasi laporan ini, dan Perusahaan menyambut baik setiap pertanyaan, kritik, atau saran bagi gerakan kesinambungan Perusahaan di masa depan.

The Board of Commissioners is confident that all of us are committed to our long-term sustainability cause. Hence, we are grateful for all of your efforts to maintain our sustainability.

This sustainability report has been made within the guidelines of Global Reporting Initiative among other references. We recognize the contributions of many towards the publication of this report, and we welcome any questions, criticisms or suggestions to our sustainability drive in the future.

Jakarta, April 2008
Atas nama Dewan Komisaris
For the Board of Commissioners

Budi Setiadharna
Presiden Komisaris
President Commissioner

Sambutan Presiden Direktur

Message from the President Director



Referring to the Catur Dharma philosophy, Astra implements its Corporate Social Responsibility (CSR) programs proactively, structured and sustainable.

Pada tahun 2007, PT Astra International Tbk merayakan 50 tahun berkarya di tanah air. Pasang surut dalam dunia usaha telah dilalui dengan penuh keyakinan, optimisme, dan kebersamaan. Salah satu kunci keberhasilan Astra dan Grup dalam menjalankan bisnisnya sampai sekarang, adalah dengan melaksanakan prinsip *Triple Bottom Line*. Dimana prinsip ini fokus kepada keseimbangan antara kinerja bisnis atau ekonomi, kinerja lingkungan dan kinerja sosial, dengan demikian kesinambungan bisnis dapat terjaga. Ketiga kinerja tersebut sejalan dengan *Corporate Aim* Astra, "Sejahtera Bersama Bangsa", dan dengan Filosofi Astra, Catur Dharma, khususnya Dharma Pertama, "Menjadi milik yang bermanfaat bagi bangsa dan negara".

Untuk kinerja sosial, Grup Astra mengimplementasikannya dengan berbagai program *Corporate Social Responsibility (CSR)*, dimana Astra melaksanakannya dengan konsep, sistem, dan tim, secara konsisten, terukur, dan terstruktur. Program CSR Astra yang telah dirintis sejak lama lebih menekankan kepada bidang pendidikan masyarakat melalui: beasiswa, pembangunan gedung sekolah yang ditunjang dengan infrastruktur memadai seperti perpustakaan, laboratorium IPA, laboratorium bahasa, laboratorium komputer serta tempat ibadah, Pemberdayaan Ekonomi Masyarakat (*Income Generating Activity*) seperti misalnya komposting, usaha cuci pakaian, obat tradisional, perajin peralatan pertanian, pengelolaan bisnis yang berwawasan lingkungan termasuk penerapan metode produksi bersih, serta program di bidang kesehatan. Program tersebut selaras dengan inisiatif pembangunan "*Millenium Development Goals*" yang dideklarasikan pada tahun 2000 oleh 189 negara anggota PBB.

Hingga akhir tahun 2007, Astra International beserta seluruh grup berjumlah sekitar 130 perusahaan dengan total karyawan tercatat 116.867 orang, memiliki komitmen untuk menerapkan program-program *CSR*, yang dijabarkan dalam standar *Astra Friendly Company (AFC)* dan *Astra Green Company (AGC)*.

In 2007, PT Astra International Tbk celebrated 50 years of service. The company has faced the turbulent economic times affecting the global community with great confidence and optimism. One of the Astra Group's greatest successes in conducting its business until now has been its steadfast implementation of the Triple Bottom Line principle. By focusing on creating a balance between sound business or economic, environmental and social performance, Astra ensures that progress remains sustainable thus preserving the companies achievements. The Triple Bottom Line principle defines Astra's Corporate Aim: "Prosper With The Nation"; and Astra's Philosophy, Catur Dharma; especially the first Dharma, "To be an Asset to the Nation".

The Astra Group maintains a positive social balance through the implementation of several Corporate Social Responsibility (CSR) programs. Astra executes its CSR programs in accordance with a clearly defined system, which is consistent, measurable and structured. Astra's CSR programs have matured throughout the years, but have consistently underlined the importance of community education through: scholarships, school development supported with well equipped libraries, science, language and computer laboratories, and religious facilities. Community economic empowerment (Income Generating Activities) have included sustainable enterprise development like composting, laundry, traditional medicine, agriculture skills and have engendered environmentally friendly business management skills, including cleaner production method applications and health programs. Astra's CSR programs are in line with the "Millenium Development Goals" which were declared in 2000 by 189 member countries of the UN.

At the end of 2007, Astra International and all of the group consisted of around 130 companies with a total of 116,867 employees. All members of the group including individual employees are committed to implementing CSR programs which are in line with the Astra Friendly Company (AFC) and Astra Green Company (AGC) standards.



Penyerahan beasiswa untuk pelajar di sekitar PT Astra International Tbk - Head Office.

Submission of scholarship award to students living around PT Astra International Tbk - Head Office.



Keceriaan anak-anak Meulaboh – Aceh yang dapat melanjutkan pendidikannya berkat program Nurani Astra.

The happy faces of children in Meulaboh - Aceh who are able to continue their education provided by Nurani Astra Program.

Melalui standar *Astra Friendly Company*, setiap perusahaan Grup Astra diharapkan dapat mengintegrasikan aspek “sosial” ke dalam setiap keputusan bisnisnya, dengan berlandaskan Catur Dharma serta melaksanakan program kerja yang sistematis untuk menjalankan program sosialnya. Sedangkan *Astra Green Company* memberikan arahan bagaimana pengelolaan LK3 harus terkait dan menunjang strategi maupun proses bisnis perusahaan. Melalui implementasi standar AGC dan AFC ini, kami berharap Astra dan Grup dapat menjadi aset yang bermanfaat bagi bangsa dan negara, dan usahanya dapat terus berlanjut dalam jangka panjang.

Kami mengucapkan terima kasih kepada segenap *stakeholder* yang telah memberikan dukungan dan kepercayaan kepada Astra selama ini. Dan juga kami menyampaikan ucapan terima kasih serta penghargaan kepada jajaran Direksi, eksekutif, “*person in charge*” AGC dan AFC Grup Astra yang telah melaksanakan dengan baik dan penuh komitmen program - program CSR selama ini. Semoga Tuhan Yang Maha Esa senantiasa melindungi segala karya bakti kita bersama.

Through the standards of *Astra Friendly Company*, every Astra Group company is expected to integrate “social” aspects into every business decision, based on the *Astra Philosophy of Catur Dharma*. Each conducts work programs systematically which ensure the implementation of relevant social programs. While *Astra Green Company* provides direction as to how EHS management should relate and support strategies and company business process. Through the implementation of AGC and AFC standards, we expect that Astra and the Group could become a beneficial asset to the nation and the country, and its business could continue in sustainability.

We convey our gratitude to the stakeholders who have been providing their support to Astra, all this time. We also would like to express our thanks and appreciation to the Directors, executives, and other “*person in charge*” at Astra Group AGC and AFC who have carried out CSR programs effectively with full commitment. May God bless our work always.

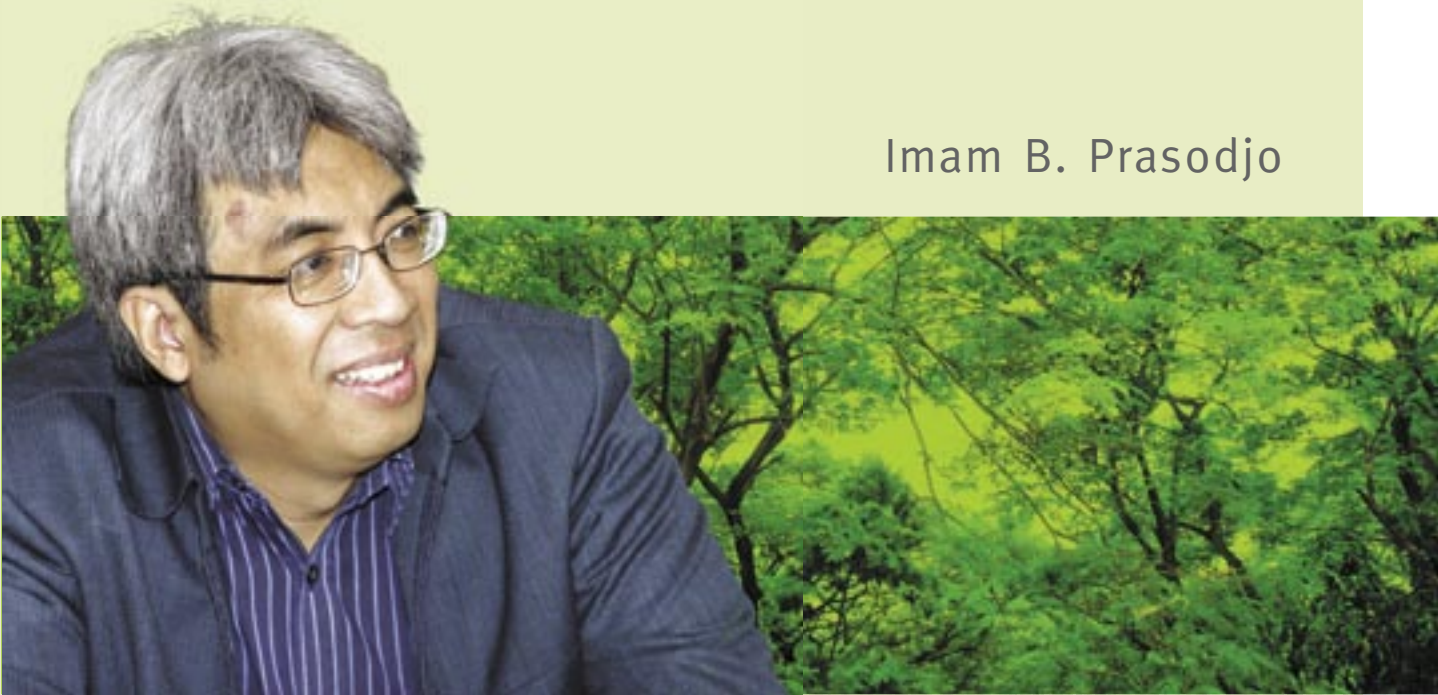
Jakarta, April 2008

Michael D. Ruslim
Presiden Direktur
President Director

Opini Tokoh CSR

Opinion of A CSR Figure

Imam B. Prasodjo



Imam B. Prasodjo adalah seorang pakar di bidang Corporate Social Responsibility di Indonesia. Beliau adalah pengajar di Jurusan Sosiologi FISIP Universitas Indonesia. Selain itu beliau menjabat sebagai Direktur di *Center for Research on Intergroup Relations and Conflict Resolution (CERIC)* FISIP UI. Beliau juga menjabat sebagai Ketua Yayasan Nurani Dunia, Mantan Anggota Komisi PEMILU, dan pernah menjadi kolumnis berbagai majalah dan surat kabar.

Imam B. Prasodjo is an expert on Corporate Social responsibility in Indonesia. He is a Professor of Sociology at the University of Indonesia (UI). He is the Director at the Center for Research on Intergroup Relations and Conflict Resolution (CERIC) of the Faculty of Social and Political Sciences, UI. He also serves as Head of Nurani Dunia Foundation, a formerly member of the General Election Commission, and he was a columnist of several magazines and newspapers.

CSR programs are not carried out for the benefit of the community and the environment per se, but for the sustainability of the company as well.

Tanggung Jawab Sosial Perusahaan (CSR) secara relatif merupakan hal baru di Indonesia, baik dari segi konsep maupun praktik. Dengan demikian, perusahaan-perusahaan diharapkan berupaya lebih keras, serta memiliki kepedulian lebih besar terhadap pengembangan masyarakat dan pelestarian lingkungan melalui penerapan program-program CSR yang efektif dan efisien.

Corporate Social Responsibility is a relatively new subject in Indonesia, both in terms of concept and practice as such corporations are expected to place more efforts and concerns over the development of communities and preservation of the environment, through the implementation of effective and efficient CSR programs.

Sebagai contoh, perusahaan-perusahaan dapat mengawali inisiatif ini dengan membentuk divisi khusus yang terdiri dari para profesional dengan berfokus pada penerapan pengembangan masyarakat dan program-program lingkungan. Unit ini diharapkan menciptakan inovasi, mengembangkan program, membuat jaringan, dan melaksanakan tugas secara profesional dan efisien. Program-program CSR tidak dilaksanakan demi kepentingan masyarakat dan lingkungan semata, melainkan juga demi keberlanjutan perusahaan.

Sebagai elemen-elemen dari lingkungan; perusahaan, para karyawan, produk, material, masyarakat, pasar, dan sebagainya, semuanya saling terintegrasi dan saling mempengaruhi, baik langsung maupun tidak langsung.

Pengembangan yang berkelanjutan merupakan konsep bagaimana seharusnya bisnis-bisnis bertumbuh, berkembang, berproduksi, serta mampu mengamankan masyarakat dan lingkungannya secara berkelanjutan. Ini merupakan tanggung jawab dan kewajiban kita semua untuk memelihara keseimbangan ekosistem tersebut.

Sementara itu, saat ini terdapat keprihatinan cukup besar menyangkut pemanasan global, yang telah dibahas secara intensif belakangan ini oleh banyak pakar, kemudian mendorong perusahaan-perusahaan menunjukkan inisiatif mereka dalam memelihara keberlanjutan. Dalam hal ini, Astra diharapkan menjadi salah satu pemimpin yang mampu menginspirasi perusahaan-perusahaan lain, bahwa selain memperoleh keuntungan bisnis, di saat yang sama pelestarian lingkungan tetap berlangsung melalui penerapan program-program CSR yang cerdas, efektif, dan efisien.

For example, corporations can begin this initiative by establishing a special division consisting of dedicated professionals, who focus on the implementation of community development and environmental programs. The unit is expected to create innovations, develop programs, establish networks, and execute tasks proficiently. CSR programs are not carried out for the benefit of the community and the environment per se, but for the sustainability of the company as well.

As part of the environment, corporations, workers, products, materials, communities, markets, and such, we are all integrated and affect one another, both directly and indirectly.

Sustainable development is a concept on which businesses should ideally grow, evolve, produce and able to protect the community and environment in a sustainable manner. It is therefore the responsibility of all of us to maintain that ecosystem balance.

In the meantime, there is currently, a growing concern over global warming, which has been an intense point of debate and discussion among experts of various background. This has forced corporations to demonstrate their initiatives in maintaining sustainability. In this case, Astra is expected to act as a role model in inspiring others, showing that businesses could indeed achieve profits while also preserving the environment, through the implementation of smart, effective and efficient CSR programs.

Astra, sebagai perusahaan dengan teknologi canggih, diharapkan secara bertahap mampu menghasilkan produk-produk ramah lingkungan, karena produk-produk Astra cukup banyak jumlahnya dan beragam jenis, dan untuk menghasilkan produk hampir pasti akan dihasilkan pula produk sampingan, antara lain berupa limbah dan polusi. Saya berharap, program-program CSR Astra yang berkelanjutan mampu mengatasi situasi ini secara efektif dan terus mendukung keberlanjutan para pemangku kepentingannya, sehingga masalah-masalah kontra-produktif tersebut dapat diantisipasi dengan baik sebelumnya.

Berkenaan dengan undang-undang perusahaan yang baru, terutama tentang pasal-pasal yang menyangkut panduan CSR, jelaslah bahwa perusahaan-perusahaan diharapkan memperhatikan keberlanjutan lingkungan dan masyarakatnya. Saya berkeyakinan, Astra dapat mengembangkan dan menerapkan praktik-praktik CSR dengan lebih baik.

Inisiatif-inisiatif CSR harus diterapkan dan dilaksanakan oleh seluruh masyarakat dan dirancang untuk jangka panjang, sehingga keberlanjutan terpelihara. Astra diharapkan menjadi teladan dalam memberi inspirasi kepada pihak lain untuk inovasi dan pencarian pengembangan-pengembangan di masa depan.

Salam,
Sincerely,

Imam B. Prasodjo

Tokoh CSR
CSR Figure

With its technological prowess Astra can be expected to gradually develop environmentally friendly products. Since Astra produces a wide variety of products, there is bound to be a significant amount of byproducts with their associated waste and pollution. However, there are economically feasible technologies today that are capable of treating these wastes and pollutants. I hope that the sustainable CSR programs of Astra will overcome these conditions effectively, in addition to anticipating any counter-productive developments in environmental issues in advance.

With respect to the new Company Act, in particular regarding the articles on CSR, it is now clear that corporations are expected to propagate the sustainability of the environment and communities in which they operate. I believe that Astra can develop and implement CSR programs in much better ways.

CSR initiatives should be implemented and carried out by the whole community, and planned out on a sustainable, long-term basis. Astra has thought out its long-term CSR programs thoroughly and comprehensively. It is now up to the Group to generate public interest and participation in carrying out these programs.

Profil Astra International

Astra International Profile

As to Corporate Social Responsibility (CSR), Astra is one of the first corporations to consistently implement CSR programs.

PT Astra International Tbk memulai bisnis tahun 1957 sebagai perusahaan perdagangan umum di Jakarta. Ketika didirikan, Astra awalnya bergerak dalam bidang perdagangan pertanian. Sekarang, Perusahaan telah tumbuh dan berkembang selama bertahun-tahun, menjadi salah satu kelompok bisnis yang paling beraneka ragam dan terkemuka di Indonesia. Saat ini, bidang usahanya telah meluas meliputi: Otomotif (kendaraan roda empat, roda dua, dan industri komponen), Jasa Keuangan, Alat Berat dan Pertambangan, Agribisnis, Teknologi Informasi, dan Infrastruktur.

Perusahaan Astra dibawah divisi otomotif memiliki hubungan bisnis cukup lama dengan perusahaan-perusahaan internasional terkemuka seperti Toyota, Honda, Daihatsu, Isuzu, BMW, Peugeot dan Nissan Diesel. Sedangkan unit bisnis lainnya, memiliki aliansi strategis dengan perusahaan-perusahaan terkenal seperti Komatsu (alat berat), Fuji-Xerox (*document solution*), dan GE Finance (jasa keuangan). Grup Astra juga berkecimpung dalam bidang usaha kontraktor pertambangan, yang memberikan *captive market*.

PT Astra International Tbk started its business in 1957 as a general trading company, based in Jakarta. At the time, it was engaged initially in agricultural trade. Today, the Company has evolved and grown over the years to become one of the leading and most diversified business groups in Indonesia. The Group now operates in six main business lines, namely automotive, agribusiness, heavy equipment and mining, information technology, financial services, and infrastructure.

Astra companies under the automotive division have a longstanding partnership with leading international corporations such as Toyota, Honda, Daihatsu, Isuzu, BMW, Peugeot and Nissan Diesel. While other Astra business units have strategic alliances with well known companies such as Komatsu (heavy equipment), Fuji-Xerox (document solution), and GE Finance (financial services). The Group is also engaged in mining contracting business, which provides a captive market for Astra's heavy equipment business line.



Astra International melakukan penawaran saham perdananya (*Initial Public Offering / IPO*) di Bursa Efek Jakarta dan Bursa Efek Surabaya (sekarang Bursa Efek Indonesia) pada tanggal 4 April 1990. Saat ini, per 31 Desember 2007, mayoritas saham Astra (50,11%) dimiliki oleh pemegang saham utama, Jardine Cycle & Carriage Limited; 25,10% dimiliki oleh pemegang saham institusional lainnya, sedangkan sisanya (24,79%) dimiliki oleh publik. Saat akhir tahun 2007, Grup Astra mengkaryakan 116.867 orang di sekitar 130 perusahaan.

Sebagai perusahaan publik, Astra International senantiasa menerapkan praktik Tata Kelola Perusahaan (*Good Corporate Governance*) yang mencakup transparansi, akuntabilitas, tanggung jawab, independensi, dan keadilan. Dari sisi Tanggung Jawab Sosial Perusahaan (CSR), Astra adalah salah satu perusahaan pertama yang menerapkan program-program keberlanjutan CSR jangka panjang, mengutamakan komitmen grup terhadap perkembangan yang berlanjut.

Dalam merayakan hari peringatan yang ke 50 pada tahun 2007, Astra telah menjadi bagian dari perkembangan Indonesia yang dinamis, sejak 5 dekade, dan saat ini telah menjadi aset bangsa.

Astra International undertook an Initial Public Offering of shares at the Jakarta Stock Exchange and Surabaya Stock Exchange (now Indonesia Stock Exchange) on April 4th, 1990. Currently, as at December 31, 2007, a majority of the shares of Astra (50.11%) were held by the controlling majority shareholder, Jardine Cycle & Carriage Limited; 25.10% were held by other institutional shareholders, while the rest of the shares (24.79%) were held by the public. As at year end 2007, the Astra Group employed 116,867 people, in around 130 companies.

Being a publicly listed company, Astra International adheres to Good Corporate Governance practices, espouses transparency, accountability, responsibility, independency, and fairness. As to the subject of Corporate Social Responsibility (CSR), Astra is also one of the first companies in Indonesia to undertake long term and sustainable corporate social responsibility (CSR) programs, underscoring the Group's commitment to sustainable growth and development.

Celebrating its 50th anniversary in 2007, Astra has been part of the dynamic development of Indonesia, for the last 5 decades, and it is currently considered by many as an asset to the nation.

Sekilas Kinerja Astra 2007

2007 Astra Performance Overview

Tahun 2007 merupakan tahun yang cukup sulit bagi Perusahaan, namun Astra mampu mengatasi berbagai tantangan yang dihadapi selama tahun ini. Pendapatan pada tahun 2007 naik secara signifikan sebesar 26% mencapai Rp 70.183 milyar dibandingkan Rp 55.709 milyar pada tahun 2006. Sedangkan laba usaha naik 100% dari Rp 4.243 milyar menjadi Rp 8.501 milyar. Dengan demikian sepanjang tahun 2007 Astra membukukan laba bersih Rp 6.519 milyar, naik 76% dibandingkan Rp 3.712 milyar tahun 2006.

The year 2007 proved to be quite challenging for the Company, albeit, not beyond the ability of Astra to cope with. The revenue increased significantly in 2007 by 26% to Rp 70,183 billion compared to Rp 55,709 billion in 2006. While operating income increased by 100%, from Rp 4,243 billion to Rp 8,501 billion, as a result, Astra posted net income of Rp 6,519 billion in 2007, an increase of 76% from Rp 3,712 billion in 2006.

Laporan Laba Rugi Konsolidasian

Consolidated Income Statement

	2007	2006	% Chg	
Dalam Milyar Rupiah				In Billion Rupiah
Pendapatan	70,183	55,709	26%	Revenue
Laba Kotor	16,489	12,323	34%	Gross Profit
Laba Usaha	8,501	4,243	100%	Operating Income
EBITDA	11,163	6,395	75%	EBITDA
Penghasilan Lain-lain	302	341	-11%	Other Income
Ekuitas	1,831	1,360	35%	Equity Income
Beban Pajak Penghasilan	(2,663)	(1,453)	n.a	Income Tax Expenses
Hak Minoritas	(1,451)	(779)	n.a	Minority Interests
Laba Bersih	6,519	3,712	76%	Net Income

Untuk informasi lebih terperinci dapat dilihat pada Laporan Tahunan 2007 PT Astra Internasional Tbk.

For more detailed information please refer to PT Astra International Tbk 2007 Annual Report.

Pendapatan Divisi

Divisional Revenue

	2007	2006	% Chg	
Dalam Milyar Rupiah				In Billion Rupiah
4W	26,760	20,260	32%	4W
2W	7,202	6,501	11%	2W
Komponen	4,175	3,359	24%	Components
Agribisnis	5,961	3,758	59%	Agribusiness
Jasa Keuangan	7,238	7,504	-4%	Financial Services
Alat Berat	18,112	13,692	32%	Heavy Equipment
Lain-lain	735	635	16%	Others
Jumlah	70,183	55,709	26%	Total

Struktur Bisnis

Business Structure

Automotive

Automobile: Toyota, Daihatsu, Isuzu, Nissan Diesel, Peugeot, BMW; **Motorcycle:** Honda; **Components:** PT Astra Otoparts Tbk; **Others:** AstraWorld, PT Serasi Autoraya



Financial Service

Automobile Financing: Astra Credit Companies, PT Toyota Astra Financial Services; **Motorcycle Financing:** PT Federal International Finance; **Heavy Equipment Financing:** PT Komatsu Astra Finance, PT Surya Artha Nusantara Finance; **Banking:** PT Bank Permata Tbk; **General Insurance:** PT Asuransi Astra Buana



Heavy Equipment

Construction Machinery: PT United Tractors Tbk, PT Traktor Nusantara; **Mining Contractor & Mining:** PT Pamapersada Nusantara



Agribusiness

Crude Palm Oil
PT Astra Agro Lestari Tbk



Information Technology

Document Solution: PT Astra Graphia Tbk;
IT Solution: PT SCS Astragraphia Technologies



Infrastructure

General Infrastructure:
PT Astratel Nusantara, PT Intertel Nusaperdana





Nilai-nilai Dasar Astra

Astra Basic Values

Cita-cita Perusahaan

Sejahtera bersama Bangsa.

Catur Dharma

1. Menjadi Milik yang Bermanfaat bagi Bangsa dan Negara.
2. Memberikan Pelayanan Terbaik kepada Pelanggan.
3. Menghargai Individu dan Membina Kerja Sama.
4. Senantiasa Berusaha Mencapai yang Terbaik.

Visi

1. Menjadi salah satu perusahaan dengan pengelolaan terbaik di Asia Pasifik dengan penekanan pada pembangunan kompetensi melalui pengembangan sumber daya manusia, struktur keuangan yang solid, kepuasan pelanggan dan efisiensi.
2. Menjadi perusahaan yang mempunyai tanggung jawab sosial dan ramah lingkungan.

Corporate Aim

Prosper with the Nation.

Catur Dharma

1. To be an Asset to the Nation.
2. To Provide the Best Service to Our Customers.
3. To Respect Individuals and Promote Teamwork.
4. To Continually Strive for Excellence.

Our Vision

1. To be one of the best managed corporations in Asia Pacific with emphasis on building competence through people development, solid financial structure, customer satisfaction and efficiency.
2. To be a socially responsible and environmentally friendly corporation.



Tanggung Jawab Sosial Perusahaan

Corporate Social Responsibility

Our CSR concept is based on the Catur Dharma philosophy.

Ukuran keberhasilan Perusahaan tidak semata-mata dinilai dari seberapa baik kinerja keuangan, tetapi juga dari seberapa baik dalam menjalankan tanggung jawab sosial kepada masyarakat dan lingkungan (CSR). Demikian pula konsep bisnis yang telah dianut Astra selama 50 tahun, bersumber dari filosofi Catur Dharma, yang menggariskan bahwa Astra akan selalu memberikan nilai tambah tidak hanya bagi pemegang saham, tetapi juga bagi pemangku kepentingan secara keseluruhan sehingga memberikan manfaat bagi masyarakat dan negara.

The success of a Company is not measured merely from the achievement of its financial performance per se, but also on how the Company carry out its Corporate Social and Environmental Responsibility. The same applies to Astra's business concept that have been carried out for 50 years, which is based on the Catur Dharma philosophy, underlining that Astra will always provide added value not only to its shareholders, but also to the whole of its stakeholders, thus, providing benefit to the society and the country.

Surat Presiden Direktur 2008

President Letter 2008



Astra is faced with only one choice; that is to launch a comprehensive business transformation for the sake of consistency in short-term and long-term strategies as well as a balanced economic, environmental, and social performance.

Astra baru saja memperingati ulang tahun ke-limapuluhnya pada 2007. Sebuah perjalanan relatif panjang dengan aneka ragam tantangan dan prestasi yang telah kita lalui bersama. Puji syukur kepada Tuhan YME harus kita panjatkan karena atas rahmat dan karunia-NYA, Astra masih dapat tetap eksis dan berkarya dengan baik di berbagai bidang.

Untuk memenuhi semua kebutuhan *stakeholders* dan juga niat tulus untuk mewujudkan keinginan “Sejahtera Bersama Bangsa”, maka tidak ada pilihan lain bagi Astra yaitu: Astra harus “*growth*”, berkembang dan “*sustain*” dalam setiap bisnis yang sedang atau akan ditekuninya.

Astra recently commemorated its 50th Anniversary in 2007. The road to success has been long journey marked by a myriad challenges as well as the achievements which the company has shared. We should give our praise and thanks to God Almighty for all His blessings and grace that help Astra to remain in existence and performing well in various fields.

In order to meet shareholders' demands and to fulfill our sincere wish - to Prosper with the Nation - Astra has no other choice but to grow and sustain both its existing and developing businesses.

Kehidupan yang saling dan berhubungan harus kita jadikan salah satu faktor “*opportunity*” bagi pengembangan bisnis Astra. Saya yakin bila bisnis Astra mampu menimbulkan “*snow ball effect*” terhadap peningkatan pendapatan dan kesejahteraan masyarakat, maka hal positif tersebut akan membawa kebaikan pula bagi Astra.

Akan tetapi perlu disadari bahwa “*business environment*” dan “*rule of the game*” sudah ber-revolusi dengan cepat sehingga cara-cara berbisnis yang membuahkan sukses di masa lalu, belum tentu menjadi jaminan sukses di masa kini dan mendatang.

Faktor politik, ekonomi, sosial, budaya, keamanan dan teknologi berpengaruh sangat kuat terhadap perubahan pasar, perilaku konsumen hingga siklus hidup produk dan layanan, yang pada akhirnya mengubah cara berkompetisi di pasar yang bebas, serta mengakibatkan banyak perusahaan berguguran sebelum mencapai usia matangnya.

Mencermati semuanya, maka tiada pilihan lagi bagi kita di Astra selain harus melakukan transformasi bisnis yang komprehensif, agar terjadi kesesuaian strategi jangka pendek dan panjang, serta keseimbangan kinerja Ekonomi, Lingkungan dan Sosial.

Dalam melakukan transformasi bisnis, maka kita harus mampu untuk :

1. Menjaga pola pengembangan dan implementasi dari “3 W (*Winning Concept, Winning Systems, dan Winning Team*)”, agar selalu dapat menjawab tantangan bisnis yang dihadapi.
2. Membangun bisnis yang bersifat interdependensi regional, dengan antara lain me-*leverage* sinergi antar *value-chain* Astra yang terkait agar dapat “*growth*” secara “*organic*” maupun “*non-organic*”. Pembangunan *multichannel*, optimalisasi industri hulu, maupun pengembangan produk dan layanan yang berbasis pada sumberdaya lokal merupakan alternatif aktifitas bisnis yang dapat diterapkan, dan akan membuat Astra lebih berperan serta dalam bisnis dari hulu ke hilir serta membuat ‘*complementarities*’ dalam “*Value Chain*” bisnis Astra, yang pada akhirnya akan menjadi *competitive advantage* yang sulit ditiru oleh rival kita.

The interdependence and interconnected nature of life should be taken as one of the opportunity factors to developing Astra businesses. I believe that in producing a “snow ball effect” on improving the income and welfare of the people, company activities will generate positives for Astra just the same.

Nonetheless, we need to realize that business environment and rule of the game have evolved in high speed, thus ways of doing business that led us to success in the past do not guarantee the same success today and in the distant future.

Politics, the economy, social and cultural upheaval, security, and technology continually influence market trends, consumer behavior as well as the life cycles of products and services. Thee all affect how business players compete in the open market. The ever-changing environment will continue to present opportunities as well as threats within the business landscape.

Being aware of those factors, Astra is faced with only one choice that is to launch a comprehensive business transformation for the sake of consistency in short-term and long-term strategies as well as a balanced economic, environmental, and social performance.

In launching business transformation, Astra should be able to:

1. Maintain the development and Implementation patterns of 3 W (*Winning Concept, Winning Systems, and Winning Team*) so as to be always ready to meet business challenge.
2. Develop regional interdependent businesses by way of leveraging the synergy among related Astra value chains so as to attain organic and non-organic growth. Multi-channel development, upstream industry optimization, as well as product and service developments based on local resources, which are alternatives for applicable business activities that will boost Astra’s participation in upstream and downstream businesses and create ‘*complementarities*’ in Astra’s business Value Chain that will finally serve as a source of a hard-to-copy competitive advantage.

3. “Menciptakan” pasar yang baru (*create a new market*), dan bila perlu dengan aturan bermainnya yang unik. Pengembangan bisnis Astra yang merata di daerah akan meningkatkan pemerataan ekonomi dan sekaligus dapat berkontribusi aktif dalam program peningkatan daya beli masyarakat, dimana hal ini akan menjadi “*social value*” yang sangat bermakna bagi Indonesia. Penduduk di daerah yang selama ini bukan target market kita akan menjadi potensi pasar yang luar biasa besar bila ditangani dengan tepat seperti yang telah dibuktikan oleh Muhammad Yunus, Bangladesh, dengan *micro financing*-nya. Tantangannya adalah bagaimana kita dapat mengembangkan produk dan mengemas layanan yang fit dengan kondisi kedaerahan dan tentunya termasuk “*cost structure*” serta “*human structure*”-nya.

Modal pokok yang sangat penting dan harus dimiliki oleh setiap insan Astra untuk melakukan hal tersebut di atas adalah: “*can do mindset*”. Saya anggap penting hal ini karena bila kita memilikinya, maka akan mewarnai “*action*” kita yang “*inovatif*” yang pada akhirnya akan menentukan “*result*” yang akan kita peroleh. Sebidang lahan gersang akan terlihat sebagai ‘gurun pasir’ bagi kelompok “*loser*”, namun akan terlihat sebagai lahan potensi untuk “kebun sawit” bagi kelompok “*can do mindset*”.

Proses inovasi tersebut akan tumbuh subur bila kita menerapkan “*open system*”, yang membuat orang-orang muda yang kreatif merasa bebas untuk mengeluarkan ide mereka tanpa merasa takut akan dihakimi. Selain itu, kita juga harus mengembangkan sistem apresiasi dan penghargaan (*what’s in it for me*) yang lebih mendorong berkembangnya kreatifitas dalam berinovasi, serta memacu orang-orang terbaik Astra untuk terus berkarya tanpa mengesampingkan *accountability*.

Guna mempertahankan keunggulan bisnis Astra, maka saya minta kepada seluruh jajaran eksekutif untuk selalu melakukan perbaikan implementasi yang berkesinambungan dari beberapa elemen yang fundamental, yaitu:

A. Yang berdampak pada kinerja Ekonomi Astra: Pembinaan *business model; marketing mix (product, price, place, promotion)* yang lebih sesuai dengan target *segment; cost effectiveness; competence development; organizational effectiveness; learning organization* dan lain sebagainya, melalui penerapan yang “*excellent*” dari *Astra Management System (AMS)* serta *Astra Human Resource Management (AHRM)*.

3. Create a new market with unique rules of engagement if necessary. An evenly balanced development of Astra business in the regions will improve an even economic distribution and at the same time Astra can actively contribute to consumer buying power enhancement program, a practice that will serve as a meaningful social value to the nation. When attended to properly, residents of the regions who have not been our target market will become a super large market potential, as is evident in the experience of Muhammad Yunus of Bangladesh with his micro financing scheme. The challenge lies in identifying ways to develop products and services package that fit the regional condition, not to mention its cost structure and human structure.

To meet the above objective, the most essential basic capital ought to be possessed by each member of Astra community is the “can do mindset”. I regard this as crucial, for once we have such mindset it will accentuate our innovative action which will lead us to results. A barren land will be perceived as a ‘desert’ by the losers, but those with the “can do mindset” will see it as a land with the potential to become ‘oil palm plantation’.

The innovation process will flourish lavishly when we apply the open system, which will offer creative young people a sense of freedom to express their ideas without the fear of being judged. Furthermore, we need to promote appreciation and a reward system (*what’s in it for me*) that will further encourage creativity in innovating and drive Astra’s best people to perform continuously without ignoring *accountability*.

For the sake of preserving Astra’s business excellence, I hereby appeal to all Astra executives to consistently improve the implementation of several fundamental elements:

A. With impact on Astra’s Economic Performance: Business model revamp; marketing mix (product, price, place, promotion) that are more suitable for target segment; cost effectiveness; competence development; organizational effectiveness; learning organization, etc. through excellent implementation of *Astra Management System (AMS)* and *Astra Human Resource Management (AHRM)*.

B. Yang berdampak pada kinerja Sosial dan Lingkungan Astra:
Penerapan yang “*excellent and proper*” dari Astra *Good Corporate Governance* (GCG), *Astra Green Company* (AGC) serta *Astra Friendly Company* (AFC).

Pondasi dari semua yang telah saya sebutkan di atas adalah: *Values System* Astra yang bernama Catur Dharma. Oleh sebab itu saya minta pada setiap karyawan Astra agar dapat lebih menghayati dan menerapkan nilai-nilai yang terkandung didalamnya dengan baik pada kehidupan profesional sehari-hari. Saya yakin kita akan mendapatkan ‘*meaning*’ dalam bekerja yang lebih dari sekedar memiliki ‘*penghasilan*’. Hal ini akan membantu kita semua untuk menghilangkan sekat-sekat organisasi serta memudahkan penyesuaian *value-chain* kita.

Value System yang diterapkan dengan baik akan membentuk ‘budaya perusahaan’ yang kokoh, namun hanya dapat terwujud melalui keteladanan dari para pemimpinnya. Astra membutuhkan pemimpin yang berani mengambil inisiatif, mampu memberikan alternatif solusi meski di tengah ketidakjelasan ‘*guidance*’ atasan, serta berani mengambil keputusan, karena implementasi strategi dan berbagai kebutuhan bisnis tidak sudi menunggu birokrasi. Pemimpin Astra harus mampu menginspirasi anggota timnya, mengembangkan mereka menjadi tim yang solid, serta meng-*empower* mereka untuk melakukan perubahan dalam rangka membangun bisnis Astra yang lebih kokoh dan berkelanjutan, minimal lima puluh tahun ke depan.

Selamat bekerja. Semoga Tuhan Yang Maha Kuasa senantiasa memberkati semua usaha kita bersama.

Jakarta, 17 September 2007



Michael D. Ruslim
Presiden Direktur
President Director

B. With impact on Astra’s Social and Environmental Performance:
Excellent and proper implementation of Astra *Good Corporate Governance* (GCG), *Astra Green Company* (AGC), and *Astra Friendly Company* (AFC).

The foundation of all the above is: Astra Value System, the Catur Dharma. Therefore, I call for all Astra employees to intensively instill and practice the Catur Dharma values in professional life on a daily basis. I am confident that we will experience meaning at work that is more than just having an income. It will help us all in eliminating organizational barriers and synchronizing our value chain.

A well implemented Value System will help shape a strong corporate culture which can only be achieved through good examples set by its leaders. Astra needs leaders who dare to take initiatives, able to provide alternative solution despite the vague guidance from the superior, and have the courage to make decisions, for strategy implementation and various business needs would not wait for bureaucracy. Astra leaders must have the ability to inspire their team members, cultivate them to become solid teams and empower them to make changes so as to build a stronger and sustainable Astra business, at least for the next fifty years.

I wish you success in your work. May God Almighty always bless our shared endeavor.

Kebijakan Keamanan, Lingkungan
dan Tanggung Jawab Sosial 2008

Corporate Security, Environment and Social Responsibility Policy 2008



To establish Winning Concept, Winning System, and Winning Team (3-W), all companies should increase internal and external quality of communications.

Memasuki tahun 2008 ini, Astra telah menunjukkan kinerja yang baik dalam bidang ekonomi, sosial dan lingkungan. Berbagai penghargaan dalam skala nasional maupun internasional yang telah diterima oleh Astra, menunjukkan besarnya pengakuan terhadap komitmen Astra untuk menuju bisnis yang berkelanjutan.

Entering the year 2008, Astra continues to demonstrate positive performance in the economic, social and environment sectors. The Company has received several awards which have provided both domestic as well as international honors. These awards serve as true recognition of Astra's commitment to become a sustainable corporation.

Namun perlu disadari secara makro kondisi sosial ekonomi dunia belum sepenuhnya pulih, hal ini ditunjukkan dengan harga minyak bumi yang cenderung tidak stabil, berbagai bencana alam yang terjadi di beberapa wilayah Indonesia dan isu pemanasan global yang semakin gencar diperbincangkan. Situasi keamanan Indonesia juga akan memasuki masa kritis mengingat tahun 2008 adalah tahun persiapan PEMILU 2009. Hal ini dikhawatirkan dapat menimbulkan gangguan keamanan di wilayah Indonesia.

Keadaan tersebut memberikan tantangan bagi operasional bisnis Astra yang harus terus tumbuh dan berkembang. Untuk dapat mewujudkan hal tersebut dituntut proses transformasi bisnis Astra dengan upaya perbaikan implementasi yang berkesinambungan dan didukung oleh budaya serta filosofi perusahaan yang kuat.

Dalam mewujudkan *Winning Concept, Winning System, dan Winning Team (3-W)* seluruh perusahaan perlu meningkatkan kualitas komunikasi internal dan eksternal. *Sharing Best Practices* antar perusahaan baik perusahaan Grup Astra maupun di luar Astra dan dialog terbuka dua arah dengan seluruh *stakeholders* akan menjadi pondasi kuat untuk mewujudkan komitmen untuk bersinergi dalam menghadapi tantangan yang ada.

Beberapa target operasional yang dapat dijadikan tolok ukur keberhasilan dalam menciptakan sinergi yang positif antar perusahaan dan *stakeholders* lainnya adalah :

A. Bidang Security

1. Sistem pengamanan tidak bisa lagi hanya mengandalkan *Guard* saja, melainkan harus sudah dikombinasikan dengan *Devices* sesuai ancamannya.
2. Perlu adanya standarisasi pengamanan *Showroom* dan Pabrik.
3. Mempertajam kemampuan *Rescue* di setiap perusahaan.
4. Perlunya pemahaman yang merata tentang *Astra Security Management System* dan implementasinya.
5. Komunikasi dengan aparat keamanan sekitar perusahaan.

It must however be noted that global macro-economic condition are continuing to pose grave challenges for the road ahead. This is reflected by the unstable price of oil as well as a continuing focus on the issue of global warming which is now being discussed more intensely than ever before. The Indonesian security situation will also enter into a critical phase, as preparations commence for PEMILU 2009 - the Nation's General Elections.

These circumstances have provided a challenge to Astra's growing and developing business operations. To be able to materialize such progress, Astra's businesses demand the Company transform its processes through continued sustainable implementation of CSR activities and supported by a strong corporate culture and philosophy.

To establish Winning Concept, Winning System, and Winning Team (3-W), all companies within the Astra Group should increase the internal and external quality of their communications. Sharing Best Practices. The Astra Group, needs to create a two way open dialog with all of stakeholders including those in the broader community who are affected by our operations, This will create a strong foundation to realize commitment and synergize existing challenges.

Several operation targets are measures of success. They create positive synergy between the corporation and its stakeholders. These measures are:

A. Security

1. Security systems should not only rely on security guards. The system should provide up-to-date devices depending on the threat.
2. Showroom and plant security should be standardized.
3. Rescue unit capability should be enhanced, in every company.
4. Astra Security Management System and its implementation should be uniformly understood.
5. Establish communications with local security authorities.

B. Bidang *Environment, Health & Safety*

1. Pencapaian peringkat “Green” *Astra Green Company*.
2. Pengurangan penggunaan sumber daya alam kurang lebih sebesar 10% dibanding tahun 2007.
3. Mengembangkan program pengurangan emisi dan limbah sebagai bentuk kepedulian terhadap isu lingkungan global.
4. Pencapaian *Zero Workplace Accident* (Angka Kecelakaan Kerja Nol).
5. Peningkatan budaya K3 di luar pekerjaan (*off the job safety*).

C. Bidang *Social Responsibility*

1. Pencapaian peringkat “*three star*” *Astra Friendly Company*.
2. Memiliki program sosial yang fokus pada bidang pendidikan dan *Income Generating Activities* di sekitar perusahaan, sebagai bentuk kepedulian pada pengentasan kemiskinan.
3. Ruang lingkup program sosial mengutamakan karyawan, keluarga karyawan dan masyarakat.
4. Antisipasi tuntutan *stakeholders* terkait dengan berlakunya Undang-Undang Perseroan tentang kewajiban tanggung jawab sosial.

Selamat berkarya, semoga Tuhan Yang Maha Kuasa senantiasa memberikan rahmat dan berkah-Nya kepada kita semua. Amin.

Jakarta, 13 Desember 2007

*Corporate Security, Environment
& Social Responsibility*



Arief Istanto
Chief

B. *Environment, Health and Safety*

1. “Green” ratings of *Astra Green Company* achievement.
2. Reductions on the use of natural resources approximately by 10% compare to 2007.
3. Develop emission and waste reduction programs, having care towards global environmental issues.
4. Zero Workplace Accident should be reached.
5. Increase culture on “Health and Safety at Work” (K3) outside the job (*off the job safety*).

C. *Social Responsibility*

1. “Three Star” *Astra Friendly Company* ratings should be achieved.
2. Should possess a social program focusing on education and *Income Generating Activities* within the company, having care toward the elimination of poverty.
3. Scope of social program to prioritize employees, their immediate families, and the community.
4. Anticipate stakeholders demand related to the Company Act regarding social responsibility.

Great success on your work, May God will always give His blessings to all of us. Amen.

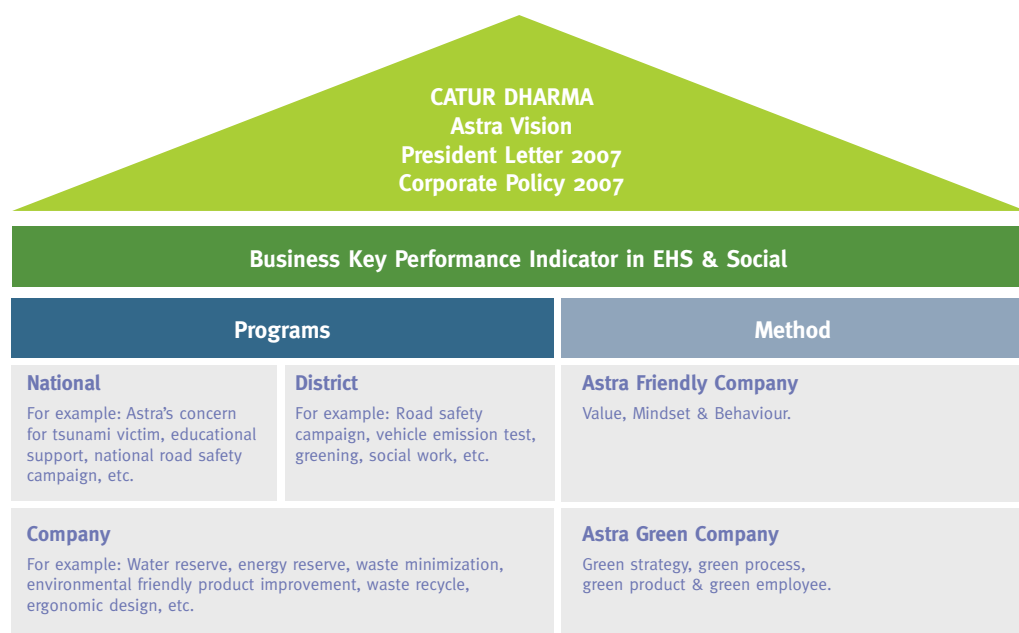
Struktur Implementasi CSR

CSR Implementation Structure

Astra's CSR methodology has been fact proven, and has created a positively significant impact upon the stakeholders and the environment.

Dalam menjaga keberlanjutan perusahaan, Astra menyusun kerangka panduan untuk mengembangkan inisiatif Tanggung Jawab Sosial Perusahaan. Kerangka ini didasarkan filosofi Perusahaan Catur Dharma dan visi Perusahaan. Setiap tahun, *President Letter* dan Kebijakan Perusahaan diterbitkan dan dipakai sebagai penetapan sasaran utama dalam mengembangkan program-program CSR di masa depan. *President Letter* merupakan pedoman umum bagi setiap karyawan dan perusahaan Astra dalam melaksanakan kewajibannya sepanjang tahun. Kebijakan Perusahaan bersifat lebih rinci dan deskriptif, terutama dalam aspek Tanggung Jawab Keamanan, Lingkungan, dan Sosial.

To maintain the sustainability of the company, Astra has established the guideline framework for Corporate Social Responsibility initiatives. This framework is based on the corporate philosophy Catur Dharma, as well as the corporate vision of Astra. Each year, the President's Letter and Corporate Policy on Security, Environment and Social Responsibility (SESR) are issued and used as the key goal setting framework for the CSR programs of the current year. The President's Letter provides a general direction for every employee of the Astra Group to follow through out the year, where as the Corporate Policy on SESR gives a more detailed and descriptive guidelines to follow, specifically in the areas of Security, Environment & Social Responsibility.



Program-program CSR Astra dikelompokkan dalam dua kategori berbeda, yakni *Astra Friendly Company*, yang mencakup masalah-masalah masyarakat dan sosial; serta *Astra Green Company*, yang meliputi aspek-aspek lingkungan, kesehatan, dan keselamatan kerja (LK3). Agar penerapan program-program CSR-nya berhasil, Astra selalu memprioritaskan pemangku kepentingan terdekatnya, dalam hal ini adalah para karyawan, keluarga dekat mereka, diikuti masyarakat di mana Perusahaan menjalankan bisnisnya. Namun, Astra tidak berhenti di sini. Perusahaan juga mengelola program-program CSR yang melampaui batasnya sendiri, yakni dengan melayani publik lebih luas seperti masyarakat Aceh dan Yogyakarta, ketika mereka diterjang bencana alam beberapa tahun silam. Saat itu Astra melakukan kegiatan CSR yang signifikan.

Perusahaan-perusahaan yang tergabung dalam Grup Astra didukung untuk mengembangkan dan menerapkan program-program CSR sesuai tantangan yang mereka hadapi. Kemudian, setiap tahun program-program ini dievaluasi, dipresentasikan, dan dinilai oleh tim penilai. Perusahaan-perusahaan yang memiliki program-program CSR yang baik akan dianugerahi penghargaan *Astra Green Company* dan penghargaan *Astra Friendly Company*. Mekanisme ini mendorong pengembangan praktik-praktik CSR terbaik dalam Grup Astra.

Astra akan terus meningkatkan pengembangan program-program lingkungan, pendidikan, peningkatan kesejahteraan masyarakat, dan kesehatan demi memelihara keberlanjutan Perusahaan dan para pemangku kepentingannya.

The Astra's CSR programs are classified into two different categories, which are the Astra Friendly Company programs, that covers the community and social issues, and the Astra Green Company programs, that encompasses environment, health, and safety (EHS) aspects. Astra makes it a point to treat all stakeholders fairly. This includes the group employees and their immediate families, the communities in which the Company operates, shareholders, business partners, and every other stakeholders whose interest are connected to the company in one way or another. The Group also manages CSR programs beyond its own boundaries, serving the general public on a nationwide scale. An example of this, are Astra's broad-based contributions to victims of national-scale disaster such as the Aceh Tsunami and the Yogyakarta earthquake some years ago.

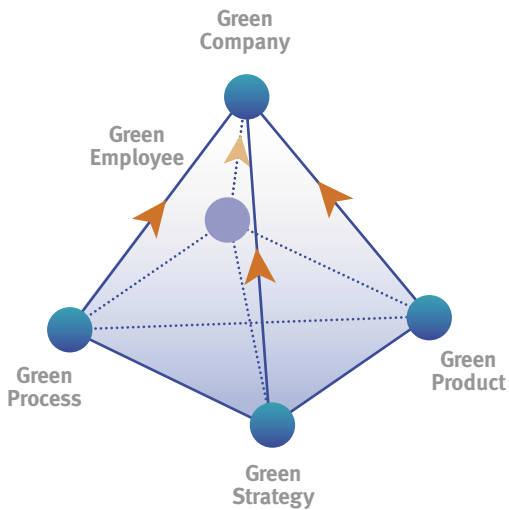
Within the Astra Group, each company is encouraged to develop and implement their respective CSR programs in accordance with their priority needs. Each year, these programs are evaluated, presented and assessed by a Jury Committee. Companies with leading CSR programs are awarded with the Astra Green Company Awards and the Astra Friendly Company Awards. These awards stimulate and accelerate the development of best CSR practices within the Astra Group of Companies.

Astra will continue to enhance the development of environmental, educational, health and community welfare, as part of the Group's sustainability efforts for Astra and its stakeholders.

Astra Green Company

AGC

The implementation of Astra Green Company as a fundamental element of growth, is continuously being enhanced, in order to maintain the sustainability of Astra's businesses.





Astra berupaya menjadi korporasi terkemuka di Indonesia yang ramah lingkungan, memiliki komitmen tinggi terhadap pelestarian lingkungan, serta memberi perlindungan terhadap kesehatan dan keselamatan kerja para karyawannya.

Hal itu diwujudkan melalui penerapan standar Sistem Manajemen LK3, di dalam program *Astra Green Company* (AGC). AGC memberikan panduan kepada manajemen seluruh perusahaan Astra tentang pengelolaan LK3 yang berfokus pada strategi, proses, produk, dan karyawan dalam kegiatan operasional sehari-hari. AGC direfleksikan dalam empat pilar yang menopangnya, yakni:

Green Strategy

Green Strategy secara konsisten memberi perlindungan dan pengembangan lingkungan, kesehatan, dan keselamatan kerja di setiap jenjang organisasi. Dengan menerapkan strategi tersebut, seluruh tahap implementasi suatu program, mulai dari tahap perencanaan hingga evaluasi, dapat dilakukan secara konsisten sehingga menunjang keberlanjutan bisnis Perusahaan. Penerapan Sistem Manajemen LK3 ini sesuai standar nasional dan internasional, seperti ISO 14001, OHSAS 18001, NOSA, SMK3, Ekolabel dan banyak lagi.

Green Process

Green Process memperhitungkan pelayanan dan proses produksi yang ramah lingkungan dan aman, memiliki dampak negatif terkecil terhadap LK3. Persyaratan ini tidak hanya berlaku bagi setiap perusahaan Astra, namun para pemasok juga diharapkan mematuhi peraturan dan standar yang telah ditetapkan Astra. Melalui penerapan konsisten *Green Process* di setiap perusahaan, akan dicapai efisiensi operasional yang tinggi, sehingga dapat tercapai sasaran “zero emission” dan “zero accident.”

Astra strives to become a leading green company in Indonesia, and is highly committed to preserving the environment, and providing protection on health and safety to its employees.

This is shown through the standard implementation of EHS Management System, under the Astra Green Company (AGC). AGC provides the guidelines to the management of each company within Astra, with respect to the implementation of EHS that focuses on strategy, process, products, and employees in the day-to-day operations. AGC is reflected in the four pillars of support, namely:

Green Strategy

The Green Strategy is consistently provides environmental, health and safety protection and development at every level of the organization. By applying the strategy, the implementation of any given program, from planning to evaluation, could be done consistently, in order to support the sustainability of the Company's business. The implementation of the EHS Management System complies with the international standards such as ISO 14001, OHSAS 18001, NOSA, SMK3, Ecolable and more.

Green Process

The Green Process takes into account the service and production processes which are environmentally friendly and safe, with the least negative impact on EHS. These requirements are not only mandatory for Astra Companies, but suppliers are also expected to comply with the requirements and standards that are upheld by Astra. Through the consistent application of Green Process in every Astra company, a high degree of operational efficiency could be achieved, meeting the objectives of “zero emission” and “zero accident”.



Program kerja sama dengan pemerintah daerah Bekasi dalam program penghijauan.

Tree planting program in cooperation with local government of Bekasi.

Green Product

Green Product memastikan produk yang ditawarkan maupun pelayanan yang diberikan adalah aman bagi para pelanggan dan ramah lingkungan.

Green Employee

Green Employee adalah anggota organisasi yang mempraktikkan Sistem Manajemen LK3. Di Astra, semua karyawan, mulai dari manajemen eksekutif hingga ke tingkat produksi, dibekali pengetahuan dan pelatihan yang memadai untuk memastikan pola pikir dan sikap kerja mereka selaras norma-norma LK3. Karena itu, *Green Employee* sangat mendukung dan memperkuat fondasi ketiga pilar lainnya. Untuk memperluas penyebaran pengetahuan dan praktik terbaik penerapan AGC, serta menunjang pembekalan kompetensi seluruh karyawan terkait LK3, Astra telah merilis beberapa buku, antara lain *Green Company*, Panduan Kriteria Penilaian AGC, *Green Building Management Standard*, Standar Fasilitas LK3, dan lain-lain.

Upaya berkelanjutan senantiasa menjadi pendorong dalam penerapan *Astra Green Company*. Untuk itu secara berkala dilakukan penilaian (*assessment*) terhadap pemenuhan standar AGC, yang dilakukan oleh anak perusahaan sendiri (*self assessment*), grup (*group assessment*), maupun korporasi (*corporate assessment*).

Perusahaan-perusahaan ditinjau dan diberi peringkat warna Emas, Hijau, Biru, Merah, atau Hitam. Warna-warna ini menunjukkan tingkat yang dicapai perusahaan untuk memenuhi standar yang telah ditetapkan.

Green Product

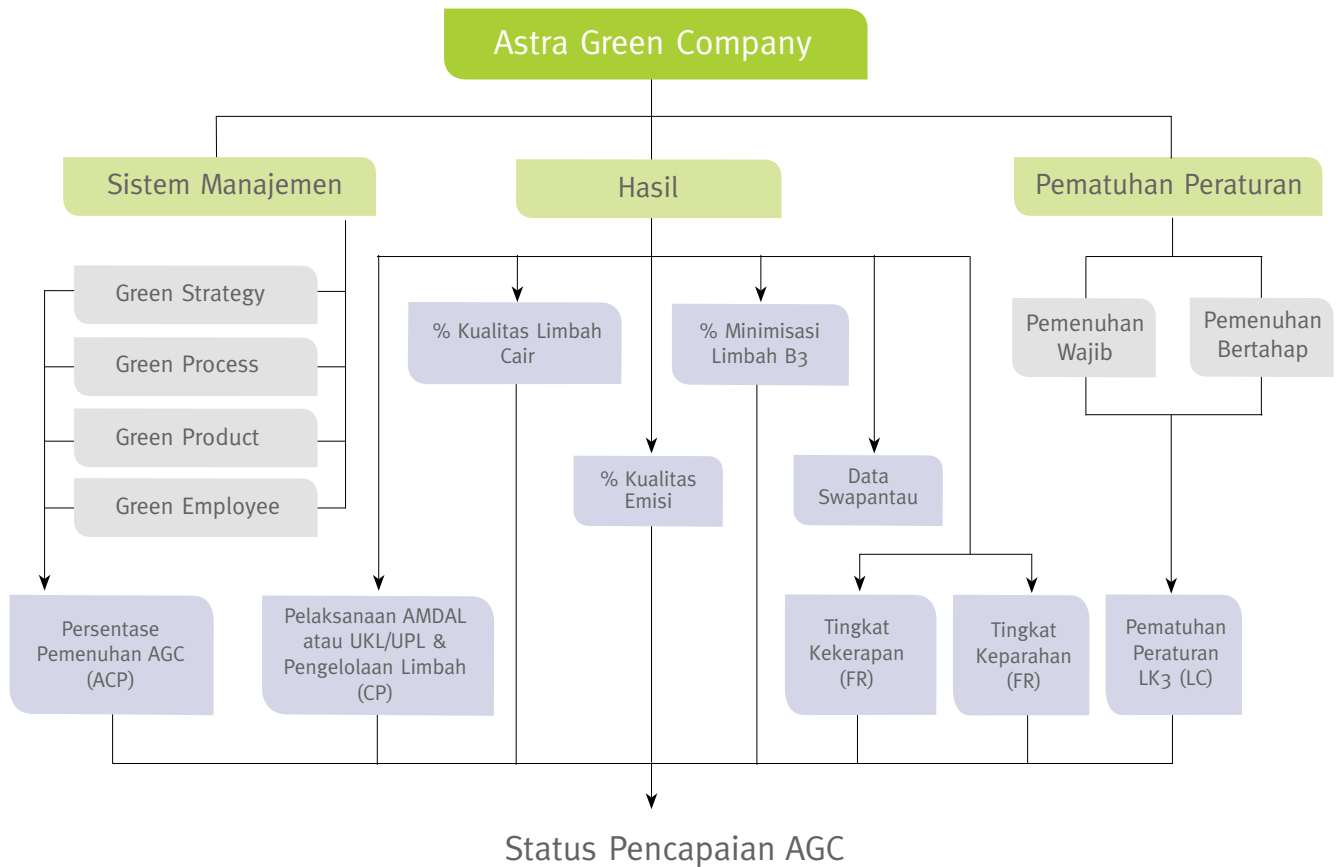
Green Product ensures that both the products offered and the services rendered are safe to the customers and friendly to the environment.

Green Employee

A Green Employee is a member of an organization who practices sound EHS Management System. At Astra, all employees, from the executive management to the production line personnel are equipped with the appropriate knowledge and training to ensure that their way of thinking and work attitude are in line with the norms of EHS. Therefore, Green Employees are regarded as the most important of the Green Company's four pillars, contributing to the foundation and strength of the other three. To extend the propagation of knowledge and best practice standards in the implementation of AGC, as well as to instill greater awareness and competence among all employees with respect to EHS, Astra has published several books including 'the Green Company', guidelines on assessment criteria for AGC, 'Green Building Management Standard', EHS facility standards, and others.

Sustainability efforts have become the drive behind the Astra Green Company. To that end, Astra undertakes periodical assessment on the fulfillment of the AGC standard, through self assessment by subsidiary companies, as well as Group and Corporate assessment undertaken at the respective levels.

Companies are reviewed and given color ratings of Gold, Green, Blue, Red, or Black. These colors show the level of achievement of the respective companies in complying with applicable standards.



Konvensi *Security, Environment & Social Responsibility* (SESR) diselenggarakan setiap tahun, membahas kinerja yang dicapai perusahaan-perusahaan Grup Astra dalam bidang-bidang tersebut. Konvensi ini dihadiri perwakilan dari semua perusahaan dalam Grup. Sebanyak 13 delegasi berpartisipasi dalam pameran yang diselenggarakan bersamaan dengan konvensi SESR 2007 yang bertema “Implementasi Sistem Keamanan dan CSR sebagai Bentuk Komitmen terhadap Para Pemangku Kepentingan Menuju Keberlanjutan Bisnis.”

Selain itu Perusahaan memberi penghargaan kepada instalasi Grup Astra atas pencapaian kinerja terbaik dalam bidang LK3. Penyerahan penghargaan disampaikan oleh pimpinan Astra dalam forum yang dihadiri oleh para eksekutif Grup Astra.

A convention on the Security, Environment, & Social Responsibility (SESR) is organized every year, to discuss the performance of the Astra group of companies in these areas. The convention is attended by representatives of all companies in the group. A number of 13 delegates participated in the exhibition that was held along with the 2007 SESR convention under the theme of “The Implementation of Security System and CSR as a Form of Commitment to the Stakeholders and Towards the Sustainability of the Business”.

In addition, Astra present awards to its member companies with the best installation or programs related to EHS achievement. These awards are presented by the Management of Astra in an awards ceremony attended by Astra Group executives.

Astra Friendly Company

AFC



The development of Astra CSR programs are proactive, structured, sustainable and provide resolution to business challenges.

Berdasarkan filosofi Catur Dharma dan visi perusahaan untuk “Menjadi perusahaan yang mempunyai tanggung jawab sosial dan ramah lingkungan,” Astra memiliki komitmen tinggi terhadap pengembangan masyarakat dan komunitas melalui penerapan program-program CSR yang terpadu. Salah satu tonggak kegiatan CSR Astra adalah penerbitan Panduan Kriteria *Assesment Astra Friendly Company*, buku yang berisi standar pengembangan dan penerapan CSR.

Melalui standar *Astra Friendly Company* (AFC), perusahaan-perusahaan Grup Astra diharapkan dapat mengintegrasikan aspek sosial dalam setiap keputusannya dengan berlandaskan Catur Dharma, dan melaksanakan program kerja sistematis sesuai “kontrak sosial”-nya yakni memenuhi hak-hak pemangku kepentingan. Dengan demikian, Astra senantiasa memilih langkah yang membawa dampak negatif terkecil bagi kepentingan masyarakat serta komunitas.

Based on the corporate philosophy of Catur Dharma and the corporate vision, “To be a socially responsible and environmentally friendly corporation,” Astra is highly committed to community development and society progress through its implementation of the integrated CSR programs. One of the milestones of Astra’s CSR activities is the publication of the Guidelines on Assesment Criteria for Astra Friendly Company, containing the applicable standards used in the development and implementation of CSR.

Pursuant to the standards, the Astra group of companies are expected to integrate social aspect into every business decision, based upon Catur Dharma, and undertakes a systematic working program in accordance with the “social obligation” towards the rights and interest of the stakeholders. In this way Astra ensures that its action carries the least negative impact upon public interest and those of the communities.



Manajemen Astra menyalami anak-anak peserta khitanan massal.
Astra management greeted the children who are participating in the mass circumcission program.



IGA Pembuatan kompos di daerah Sungai Bambu, Sunter, Jakarta Utara.
Compost products by IGA program at Sungai Bambu, Sunter, North Jakarta.

Standar AFC memberi pedoman konstruktif untuk meningkatkan kualitas hubungan Perusahaan dengan para pemangku kepentingan, termasuk para karyawan, keluarga dekat mereka, para pemegang saham, pelanggan, pemasok, komunitas, pemerintah, lingkungan, dan masyarakat umum. Hubungan yang seimbang dan harmonis harus dikembangkan dan dipelihara, agar tercipta kemitraan saling menguntungkan dengan semua pemangku kepentingan.

Standar yang ditetapkan dalam AFC mengatur Sistem Manajemen, program-program CSR, dan Indikator Kinerja Utama bagi penerapan inisiatif-inisiatif CSR.

Sistem Manajemen AFC memiliki tiga komponen utama, yakni:

- 1. Value**
Memastikan seluruh program CSR sesuai dengan filosofi perusahaan ‘Catur Dharma’ dan etika bisnis atau etika kerja.
- 2. Mindset**
Memastikan seluruh program CSR diterapkan secara sistematis dan diukur sesuai Sistem Manajemen Astra.
- 3. Behaviour**
Memastikan seluruh program CSR dapat membantu Perusahaan dalam memenuhi hak para pemangku kepentingan.

The AFC standards provide constructive direction to improve the Group’s relationships with stakeholders, including employees and their immediate families, shareholders, customers, suppliers, communities, government, and the general public. A balanced and harmonious relationships should be developed and maintained with each and every one of the stakeholders in the interest of our business continuity and sustainability.

The standards set by the AFC, apply to Management System, CSR programs and Key Performance Indicators for the implementation of CSR initiatives.

The AFC Management System has three main components, which are:

- 1. Value**
Ensure that all CSR programs are in line with the corporate philosophy ‘Catur Dharma’ and business ethics / work ethics.
- 2. Mindset**
Ensure that all CSR programs are implemented systematically, and measured according to the Astra Management System.
- 3. Behaviour**
Ensure that all CSR programs assist the company to meet the rights of the stakeholders.



Pemberian bantuan mesin dan komponen untuk kegiatan pengajaran di sekolah kejuruan.

Engine and component donation for educational purposes to schools.



Keceriaan keluarga karyawan mengikuti Program Family Day Astra.

The happy faces of employee family participating in the Astra Family Day Program.

AFC memberi pedoman bagi perusahaan-perusahaan Grup Astra dalam menentukan prioritas terhadap setiap program CSR, menyangkut minat para pemegang saham. Setiap program CSR ditujukan untuk memberi solusi terhadap masalah yang muncul di masyarakat sebagai akibat kegiatan bisnis. Solusi ini difasilitasi dalam program pengembangan masyarakat dengan memakai penilaian kebutuhan, pemetaan sosial, dan studi kelayakan sebagai acuan.

Indikator Kinerja Utama (*Key Performance Indicators* atau KPI) dipakai sebagai alat ukur untuk mengevaluasi target yang dicapai setiap program CSR. KPI merupakan metode evaluasi obyektif tentang keberhasilan Perusahaan dalam memenuhi kebutuhan pemangku kepentingan.

Kinerja AFC dari perusahaan-perusahaan Grup Astra dipetakan melalui mekanisme penilaian. Penilaian AFC pada tahun 2007 dilakukan terhadap 47 perusahaan, naik sebesar 51,61% dibandingkan 31 perusahaan pada tahun 2006. Dari segi kualitas, ada peningkatan signifikan dalam kinerja AFC. Sepanjang tahun 2007, pencapaian tertinggi diperoleh 11 perusahaan dengan penghargaan lima bintang, dibandingkan hanya 5 perusahaan pada tahun 2006. Sementara itu, jumlah perusahaan yang mendapat penghargaan empat bintang dan tiga bintang bertambah pula, yakni 10 perusahaan (peningkatan 25% untuk jumlah perusahaan dengan penghargaan empat bintang), dan 21 perusahaan (peningkatan 91% untuk jumlah perusahaan dengan penghargaan tiga bintang). Perusahaan-perusahaan yang menerima dua bintang sebanyak 5 perusahaan dan tidak ada perusahaan yang memperoleh satu bintang.

AFC provides direction to Astra Companies in determining the priorities for each CSR program in line with the interest of stakeholders. Each CSR programs is aimed at solving issues that arise in the community as a result of business activity. These solutions are built into the community development programs, using need assessment, social mapping, and feasibility studies as benchmarks.

Meanwhile, Key Performance Indicators (KPI) are used as a measurement to evaluate the achievement of each CSR programs. These KPIs are also an objective evaluation method that determines the Company's success in meeting stakeholder expectations.

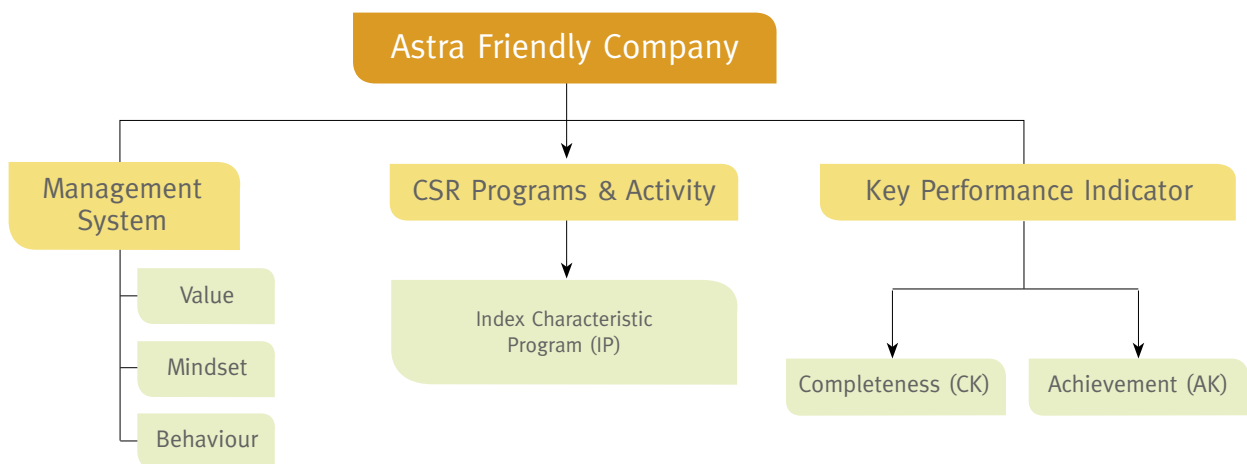
The AFC achievements of the Astra companies are mapped out for assessment purposes. AFC assessments in 2007 were applied to 47 companies, an increase of 51.61% from 31 companies in 2006. In terms of quality, there is a significant increase in AFC achievement. Throughout 2007, the highest achievement were accorded to 11 companies with five star awards, compared to only five companies in 2006. Meanwhile, the number of companies that received four-star and three-stars awards also increased, to 10 companies which receive the four-star awards (a 25% increase from the previous year), and to 21 companies that receive the three-star awards (representing a 91% increase from those of last year). There were five companies that receive the two-star awards, with none receiving the one-star awards.

Peningkatan kinerja AFC di Grup Astra disebabkan semakin tingginya tingkat kesadaran dan pemahaman tentang CSR dari manajemen dan karyawan. Program-program peningkatan kompetensi di bidang CSR menyangkut AFC semakin banyak dilaksanakan selama tahun 2007. Hal ini membuat semakin banyak instalasi Grup Astra yang menerapkan AFC melalui program-program sosial, antara lain program kemasyarakatan tentang Kegiatan Menghasilkan Pendapatan (*Income Generating Activity* atau IGA).

Pada prinsipnya, penerapan program-program CSR yang dilaksanakan oleh perusahaan-perusahaan Grup Astra sesuai dengan persyaratan dasar, baik dari segi peraturan maupun pemenuhan hak-hak para pemangku kepentingan.

Improvements in the AFC achievement can be attributed to an increased awareness among management employees of CSR activities. Enhanced competency programs in CSR with regards to AFC also play a role in 2007. This has increased the number of entities within the Astra Group that has implemented the AFC concept in various social programs, including community programs that focus on income generating activities (IGA).

In essence, the implementation of CSR programs by Astra Companies have complied with the core requirements, both in terms of complying with regulations and fulfilling the rights of the stakeholders.

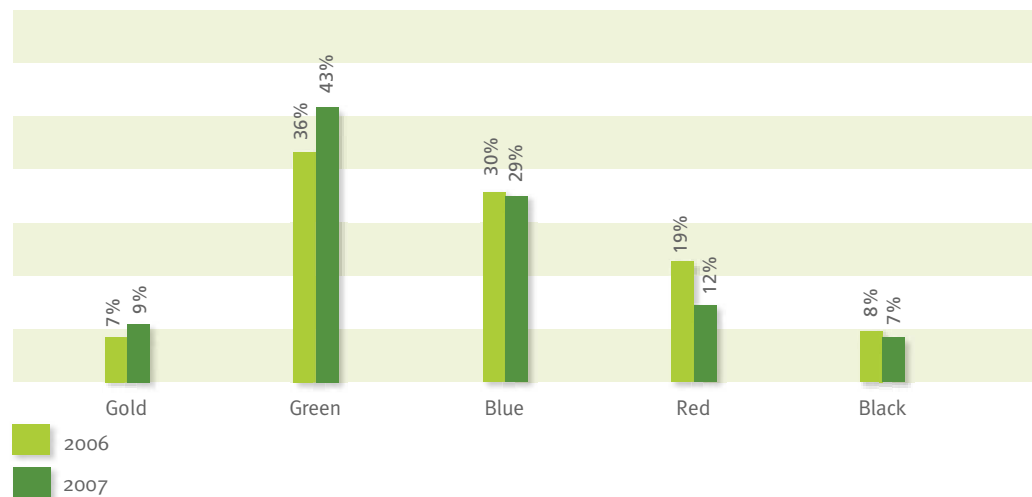


Pencapaian Kinerja AGC 2007

2007 AGC Performance Achievement

More companies successfully implemented AGC programs in 2007, with more companies obtaining “Gold” and “Green” status, as opposed to “Black” and “Red” status.

Pencapaian AGC Astra Group
AGC ASTRA GROUP ACHIEVEMENT
2006 – 2007



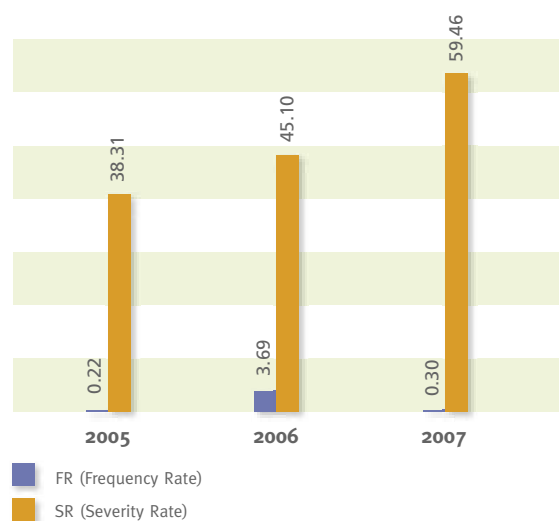
Pada tahun 2007, program-program penilaian AGC telah diperluas sehingga menjangkau 347 instalasi di dalam perusahaan-perusahaan Grup Astra, naik sebesar 11,22% dibandingkan 312 instalasi pada tahun 2006. Jumlah perusahaan yang menerima penilaian berperingkat “Emas” sebesar 9% tahun 2007, naik 2% jika dibandingkan tahun sebelumnya (2006).

Kenaikan persentase ini mencerminkan peningkatan kesadaran akan kebutuhan untuk menerapkan standar AGC. Pada tahun 2006 terjadi perubahan standar AGC yang menyangkut standar kualitas dan pengurangan limbah untuk memenuhi peraturan PROPER (Keputusan Menteri Negara Lingkungan Hidup No. 127 tahun 2002 tentang Program Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup).

In 2007, AGC assessment programs were broadly extended to cover a total of 347 installations within the Astra Group, an increase of 11.22% compared to 312 installations in 2006. Number of companies to receive “Gold” rated assessments reached 9% in 2007, an increase of 2% compared to 2006.

The percentage increase reflected a greater awareness on the requirements for AGC standards application. In 2006, there had been change to the AGC standards related to the quality standard for waste minimization to comply with the PROPER requirements (with respect to the decree of the Minister of Environment No. 127 year 2002 regarding Corporate Performance Assessment Program on Environment).

Pencapaian FR & SR Astra Group
FR & SR ASTRA GROUP ACHIEVEMENT
 2005 - 2007



Standar PROPER yang diterapkan menyangkut kualitas *End of Pipe* limbah cair, emisi gas, pengurangan limbah bahan beracun dan berbahaya (B3). Untuk mencapai tingkat kepatuhan “Emas,” perusahaan harus menerapkan kurang dari 5% Baku Mutu Limbah (BML) pada setiap parameter analisa emisi udara dan limbah cair. Perusahaan juga harus memenuhi kriteria pengurangan limbah B3 lebih dari 95%, dibandingkan jumlah limbah B3 yang dihasilkan tahun sebelumnya.

Secara umum dapat dikatakan, kinerja AGC perusahaan-perusahaan Grup Astra pada tahun 2007 mengalami kenaikan dibandingkan tahun 2006. Peningkatan kinerja tahun 2007 dibandingkan tahun 2006 dapat dilihat melalui semakin banyaknya jumlah perusahaan yang mendapat status “Emas” dan “Hijau” (secara total meningkat dari 43% menjadi 52%), stabilnya jumlah perusahaan yang mendapat penilaian “Biru”, serta semakin berkurangnya jumlah perusahaan yang memperoleh status “Hitam” (menurun dari 8 % menjadi 7 %) dan “Merah” (menurun dari 19% menjadi 12 %).

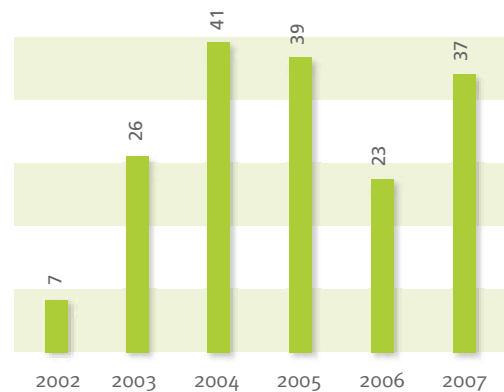
The applicable PROPER standard relate to the End-of-Pipe quality of liquid waste and gas emission, and the reduction of hazardous waste (B3). To receive a “Gold” rating, a company should achieve less than 5% of waste material (BML) on every air parameter of air emission and liquid waste analysis. Companies should also meet the criteria of B3 material reduction of more than 95%, compared to the B3 waste produced during the previous year.

In general, the AGC achievement of Astra Companies in 2007, improved significantly compared to those of 2006. This is shown by more companies that received the “Gold” and “Green” ratings (totally increasing from 43% to 52%), a steady number of companies that receive “Blue” ratings and fewer companies that receive the “Black” ratings (decreasing from 8% to 7%) and “Red” rating (decreasing from 19% to 12%).

AGC Joint Certification

The AGC Joint Certification, AFAQ-ASCERT, is an international recognition for satisfactory results achieved by Astra Companies on the implementation of their EHS programs.

AGC JOINT CERTIFICATION
(Jumlah Perusahaan/Number of Companies)



Sejak tahun 2002, PT Astra International Tbk menjalin kerja sama dengan PT AFAQ-ASCERT International Indonesia dalam Program *Joint Certification* untuk kinerja Lingkungan, Kesehatan, dan Keselamatan Kerja (LK3), sesuai standar AGC. AGC *Joint Certification* diberikan kepada perusahaan-perusahaan yang minimal telah mencapai status “Biru” dalam AGC.

Perusahaan-perusahaan yang telah memperoleh hasil yang baik dalam peringkat AGC didukung untuk mendaftarkan diri dalam program AGC *Joint Certification*. Program-program LK3 yang diterapkan oleh setiap perusahaan akan dinilai oleh tim auditor AGC yang telah diakreditasi oleh Astra dan AFAQ-ASCERT.

Selama tahun 2007, sebanyak 37 perusahaan telah memperoleh pengakuan AGC *Joint Certification*, setelah mengikuti penilaian yang dilakukan dalam bulan Juli hingga November. Perusahaan-perusahaan yang dinilai pada tahun tersebut adalah perusahaan-perusahaan yang termasuk divisi otomotif, peralatan berat, perkantoran, dan jasa keuangan.

Keberhasilan 37 perusahaan tersebut menambah jumlah keseluruhan 173 perusahaan yang telah diakreditasi melalui AGC *Joint Certification* sejak tahun 2002.

Since 2002, PT Astra International Tbk has cooperated with PT AFAQ-ASCERT International Indonesia, in a Joint Certification Program on the subject of Environment, Health and Safety (EHS) performances, based on the AGC standards. This AGC Joint Certifications is awarded to companies with a minimum of “Blue” ratings.

Companies that have achieved good results on AGC ratings, are endorsed for the AGC Joint Certification program. EHS programs implemented by each company are to be assessed by the AGC auditor’s team, accredited by Astra and AFAQ-ASCERT.

During 2007, a total of 37 companies had earned AGC Joint Certification recognitions, after a series of evaluations conducted during the month of July to November. Companies evaluated during the year included those that bare engaged in the automotive, heavy equipment, information technology and financial services sectors.

The success of these 37 companies brought the total number of Astra Companies, that have been accredited with the AGC Joint Certification since 2002 to 173 companies.

Penghargaan AGC & AFC 2007

2007 AGC & AFC Award

The 2007 AGC & AFC Awards recognize the consistency in the actual implementation of AGC & AFC on the ground.

Astra Green Company dan *Astra Friendly Company Award* merupakan penghargaan kepada instalasi Grup Astra yang memiliki pengelolaan Lingkungan, Kesehatan & Keselamatan Kerja (LK3) serta *Social Responsibility* (SR) terbaik. Kompetisi tahunan ini diikuti oleh seluruh instalasi Astra di seluruh Indonesia. Setiap Grup Bisnis mengajukan instalasi terbaiknya di setiap kategori penilaian. Penghargaan ini merupakan bentuk apresiasi Astra kepada anak-anak perusahaannya yang melakukan praktik-praktik terbaik dalam bidang tersebut.

The *Astra Green Company* and *Astra Friendly Company Award* recognize the Astra Group entities with the best management on Environment, Health & Safety (EHS) and Social responsibility (SR). This annual competition is participated by every entity of the Astra Group throughout Indonesia. Each business group proposes their best programs for each category. The Awards itself represents an appreciation from Astra to its subsidiaries with the best practices in the EHS and SR field.

Para Pemenang Penghargaan AGC 2007:

Pencapaian Terbaik dalam Grup Astra untuk Program Konservasi dan Pencegahan Polusi

Kategori A

-> PT Showa Indonesia Manufacturing

Kategori B

-> PT Astra International Tbk – Toyota Cabang Ahmad Yani, Surabaya

Penerapan AGC dengan Peningkatan Kinerja Terbaik 2007

Kategori: Usaha Kecil Menengah

-> PT Nandya Karya Perkasa

Penjelasan:

A: Perusahaan dengan kompleksitas tinggi

B: Perusahaan dengan kompleksitas medium

Winners of the AGC Awards in 2007 were:

The Best Achievement within Astra Group in Conservation and Pollution Prevention Program

Category A

-> PT Showa Indonesia Manufacturing

Category B

-> PT Astra International Tbk – Toyota Ahmad Yani Branch, Surabaya

AGC Implementation with Best Increased Performance 2007

Category: Small Medium Enterprise

-> PT Nandya Karya Perkasa

Description:

A: Company with high complexity

B: Company with medium complexity



Para Pemenang Penghargaan AFC 2007:

Kontribusi Terbesar dalam Grup Astra untuk Peningkatan Mutu Pendidikan secara Universal

Kategori A

-> PT Surya Indah Nusantara Pagi, anak perusahaan PT Astra Agro Lestari Tbk

Kategori B

-> PT Astra Honda Motor

Kontribusi Terbesar dalam Grup Astra untuk Penyelenggaraan Program Ekonomi Produktif

Kategori A

-> PT Pamapersada Nusantara Jobsite Adaro

Penjelasan:

A: Perusahaan yang mengeksplorasi sumber daya alam

B: Perusahaan yang berlokasi di area non industri (berbatasan langsung dengan masyarakat sekitar)

Winners of AFC Award 2007 are:

The Most Contribution within Astra Group for Achieving Universal Primary Education

Category A

-> PT Surya Indah Nusantara Pagi, subsidiary of PT Astra Agro Lestari Tbk

Category B

-> PT Astra Honda Motor

The Most Contribution within Astra Group for Conducting Income Generating Activities Program

Category A

-> PT Pamapersada Nusantara Adaro Jobsite

Description:

A: Company exploring Natural Resources

B: Company located in non industrial areas (surrounding community)



Pemangku Kepentingan

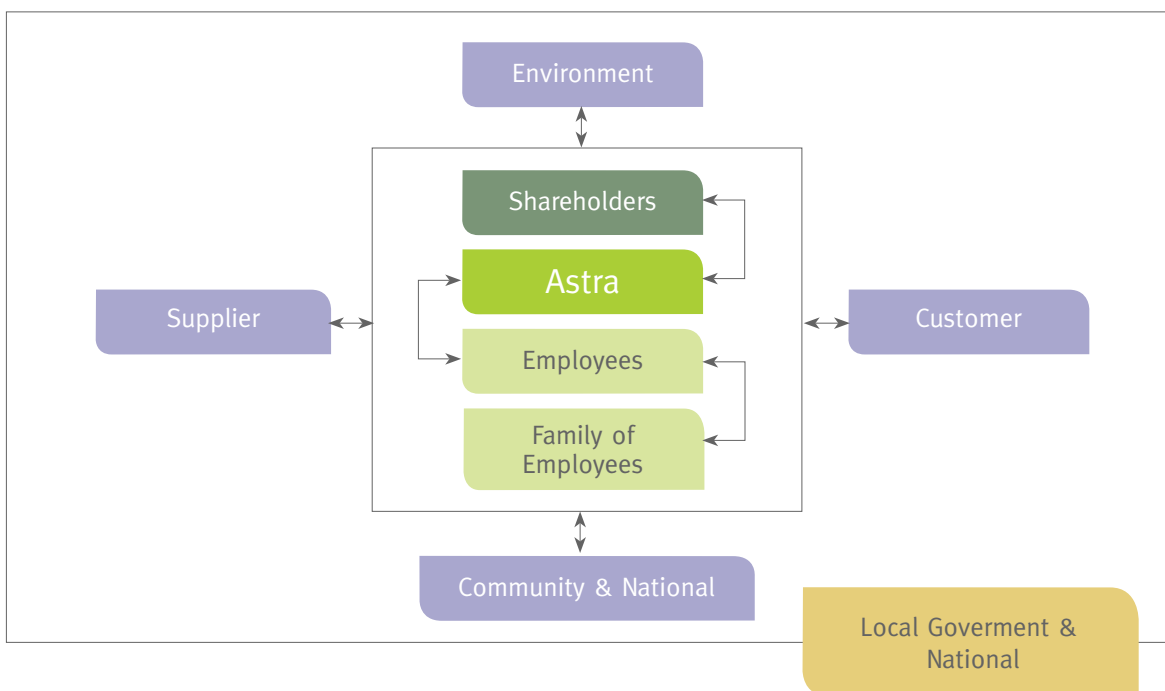
Stakeholders



Astra continues to meet stakeholders expectation by creating sustainable development programs, as well as businesses.

Bagi Astra, seluruh pemangku kepentingan adalah aset berharga yang mempunyai kontribusi berarti terhadap keberlanjutan Perusahaan. Oleh karena itu, dengan kehadiran Astra di tengah – tengah masyarakat, Perusahaan berkomitmen untuk memberikan nilai tambah bagi seluruh pemangku kepentingan, baik bagi entitas pemangku kepentingan yang berkaitan langsung dengan bisnis Perusahaan (pemegang saham, karyawan & keluarga karyawan, pelanggan, serta pemasok) ataupun entitas pemangku kepentingan dengan ruang lingkup yang lebih luas (masyarakat, pemerintah, dan lingkungan).

Astra perceives its stakeholders as precious asset that provide meaning contribution to the sustainability of the Company. Thus, with Astra's presence in the society, the Company is highly committed to provide added value to its stakeholders, both stakeholder entity directly related to the Company's business (shareholders, employees & the family, customers, suppliers) and stakeholder entity at a wider scope (community, government, and environment).



Pemegang Saham

Shareholders

The Company strives to increase its values, sustain its business, and provide added value to its shareholders.

Sebagai perusahaan yang bertanggung jawab, Astra senantiasa terbuka dan transparan kepada para pemegang saham. Karena itu, setiap periode tertentu (kuartal dan tahunan), Perusahaan menyampaikan informasi seputar kinerjanya dalam bentuk laporan operasional atau laporan keuangan dan informasi lain menyangkut isu penting di Perusahaan.

Transparansi kinerja perusahaan Astra terbukti dengan meraih penghargaan “*The Best Practices in Corporate Governance No 1 in Indonesia*” dari The Asset Magazine pada bulan April 2007.

Sepanjang tahun 2007 Perusahaan menunjukkan kinerja positif, dengan hasil usaha yang menggembirakan para pemegang saham dari segi pertumbuhan dan kondisi keuangan perusahaan. Namun, yang terpenting adalah bisnis Astra yang berkesinambungan, hal mana tercermin dari peningkatan harga saham dari perusahaan-perusahaan Astra pada tahun 2007.

PT Astra International Tbk telah tercatat di Bursa Efek Jakarta (BEJ) dan Bursa Efek Surabaya (BES) pada tahun 1990, dengan kode ASII. Astra termasuk salah satu perusahaan *blue chip* di lantai bursa. Saat ini BEJ dan BES melebur menjadi Bursa Efek Indonesia. Pada tahun 2007, nilai kapitalisasi pasar saham PT Astra International Tbk tercatat sebesar Rp 110,5 triliun.

Sedangkan anak-anak perusahaan Astra yang telah menjadi perusahaan terbuka adalah PT United Tractors Tbk yang bergerak di bidang alat berat, PT Astra Agro Lestari Tbk di bidang agribisnis, PT Astra Graphia Tbk di bidang teknologi informasi, PT Astra Otoparts Tbk memproduksi suku cadang otomotif, dan PT Bank Permata Tbk yang bergerak di bidang jasa keuangan.

As a responsible company, Astra is always open and transparent in disseminating information to shareholders. Periodically (quarterly and annually), Astra provides information with regards to its results of operations and financial condition, and other material information regarding the company.

Astra's transparency has been vindicated by yet another award, “The Best Practice in Corporate Governance No.1 in Indonesia” from The Asset Magazine in April 2007.

Astra performed positively in 2007, with results of operations that are rewarding to shareholders in terms of the company's growth and financial condition. Nevertheless, what is more important was the sustainability of Astra's businesses, as reflected in the increasing value of shares of the Astra companies in 2007.

PT Astra International Tbk has been listed on the Jakarta Stock Exchange (BEJ) and the Surabaya Stock Exchange (BES) since 1990, with the code of ASII. In 2007, BEJ and BES merged to become the Indonesia Stock Exchange (IDX). Astra is one of the blue chip companies in IDX, with a capitalization of Rp 110.5 trillion as of year end 2007.

Astra's subsidiaries who have themselves become publicly listed companies are PT United Tractors Tbk involving in heavy equipment, PT Astra Agro Lestari Tbk in agribusiness, PT Astra Graphia Tbk in information technology, PT Astra Otoparts Tbk in automotive spare parts manufacturing, and PT Bank Permata Tbk in banking and financial services.



Kegiatan *Analyst Gathering* yang diselenggarakan di PT Astra International Tbk.

An *Analyst Gathering* activity held by PT Astra International Tbk.



Kunjungan Jardine dan BOD Astra ke perkebunan kelapa sawit Astra di Kumai, Kalimantan Tengah.

CPO Plantation visit by Jardine Group and Astra Directors at Kumai, Central Kalimantan.

Hubungan Investor

Astra menjalin hubungan yang erat dengan para pemegang saham dan investor melalui berbagai pertemuan berkala, baik formal maupun non-formal, sebagai sarana bertukar pikiran dan menampung berbagai aspirasi para pemegang saham. Kegiatan ini dikelola oleh *Investor Relations Division*, yang bernaung di bawah *Corporate Communication*. Tugas utama Divisi ini adalah memberi informasi tentang kinerja Perusahaan secara transparan. Dalam manajemen anak perusahaan Grup Astra, tugas ini dilakukan oleh *Corporate Secretary*.

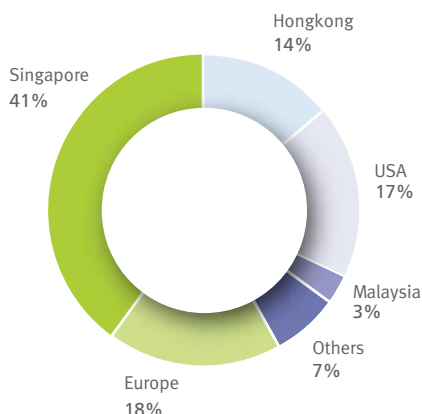
Untuk memenuhi ketentuan Bapepam, Astra International dan anak perusahaan yang telah menjadi perusahaan publik secara rutin menyampaikan informasi terkini tentang kinerja perusahaan kepada para pemegang saham, *fund managers*, analis pasar modal, dan media massa. Informasi yang disebarluaskan melalui Rapat Umum Pemegang Saham adalah laporan keuangan tahunan, siaran pers, serta laporan pengelolaan lingkungan dan sosial.

Investor Relations

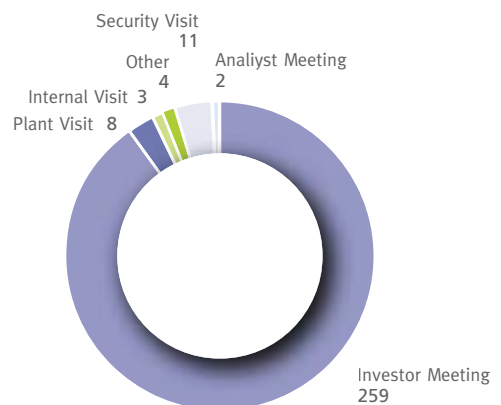
Astra maintains close relations with shareholders and investors, through periodical meetings, both formal and informal, as a means to exchange views and accommodate the aspirations of the company's shareholders. These activities are managed by the investor relation division, under the Corporate Communication. The main duty of the Division is to provide transparent information regarding the performance of the Company. Within Astra subsidiaries companies, this role is carried out by the Corporate Secretary.

In complying with Capital Market regulation regulations, Astra International and its listed subsidiaries regularly submit up-to-date information regarding their performances to the shareholders, fund managers, capital market analysts, and the mass media. Information that are disseminated through the General Meeting of Shareholders are the annual financial reports, press releases, and environmental and social reports.

Asal Investor
INVESTOR BY ORIGIN
%



Kegiatan *Investor Relations* – Pertemuan
INVESTOR RELATIONS ACTIVITY – MEETINGS



Manajemen Astra melakukan pertemuan rutin yang disebut *Analyst Gathering* setiap tiga atau empat bulan sekali. Pertemuan ini ditujukan bagi para investor dan analis pasar modal. Memberikan mereka gambaran terkini mengenai Astra dan rencana ke depan serta langkah perusahaan menghadapi berbagai hambatan dan tantangan yang ada.

Astra menerbitkan buletin *Investor Update* setiap triwulan dan beberapa buletin lain yang diterbitkan anak perusahaan. Selain itu, para pemegang saham memiliki akses terhadap situs resmi Perusahaan, www.astra.co.id, mengenai informasi dan perkembangan terkini Astra Group. Melalui situs ini, Astra memelihara *mailing list* para pemegang saham dan investor untuk penyampaian informasi.

Jumlah kegiatan yang dilakukan *Investor Relations Division* pada tahun 2007 sebanyak 518 kegiatan, 307 di antaranya merupakan pertemuan investor dan analis. Selain itu, *Investor Relations* (IR) juga menjalin komunikasi melalui *e-mail*, telepon, dan telepon konferensi.

The Astra Management conduct regular meetings with analysts, the *Analyst Gathering*, once in every three or four month period. These meetings are devoted to investors and market analysts. Providing them with an updated picture of Astra and its future plans, and how the group manages current obstacles and challenges.

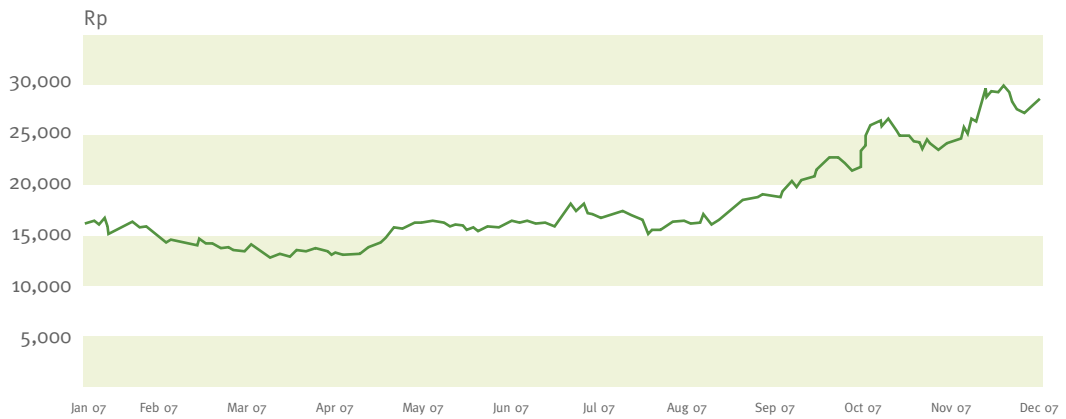
Astra publishes a quarterly bulletin called the “*Investor Update*” and several other bulletins published by its subsidiaries. In addition to this, shareholders have access to the company’s official website, www.astra.co.id, for updated information on the development of the Astra Group. Through this website Astra maintains a mailing list of shareholders and investors for instant information dispatch.

The number of activities conducted by the *Investor Relations* (IR) Division in 2007 reached 518 activities, including 307 meetings with investors and analysts. In addition, IR also communicated through emails, telephones, and conference calls.



Kegiatan RUPS tanggal 23 Mei 2007.
A General Meeting of Shareholders held on 23 May 2007.

Pergerakan Harga Saham 2007
2007 SHARE PRICE MOVEMENT



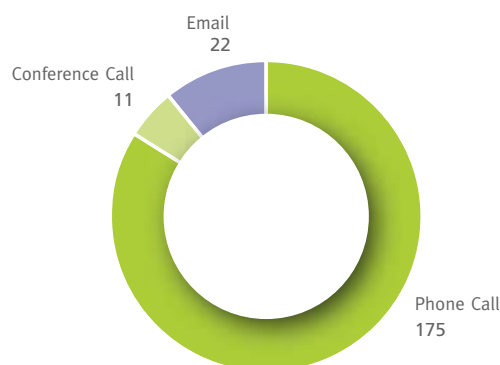
Kegiatan lain yang dilaksanakan IR adalah *road show*, dan kunjungan pabrik. Sepanjang tahun 2007, manajemen Astra telah melakukan enam kali *road show* dan menghadiri enam konferensi di dalam dan luar negeri. Di antaranya adalah *road show* dan konferensi yang difasilitasi ABN, BNP Paribas, Citigroup, CLSA, CSFB, DBS Vickers, Goldman Sachs, Macquarie, dan UBS.

Hal-hal yang ingin diketahui para Investor dan *fund managers* terutama adalah kondisi bisnis Perusahaan, tantangan yang dihadapi, dan langkah strategis untuk mengatasinya, serta perluasan bisnis baru. Berdasarkan evaluasi, hasil pertemuan-pertemuan tersebut menunjukkan kepuasan para investor dan manajer pembiayaan. Umumnya, mereka memberi kesan positif pada Astra.

Other activities conducted by IR included road shows, and plant visits. During 2007 the management of Astra conducted three road shows and six conferences domestically and overseas. Among the road shows and conferences were facilitated by ABN, BNP Paribas, Citigroup, CLSA, CSFB, DBS Vickers, Goldman Sachs, Macquarie, and UBS.

During these road shows, shareholders, analysts and fund managers were mainly interested in knowing the progress of the Company, its challenges, and strategies for future expansion. Based on evaluations of these exchanges, the prevailing sentiments of the shareholders and analysts on Astra International are generally positive and bullish on the Company's future growth.

Kegiatan *Investor Relations*–Komunikasi
INVESTOR RELATIONS ACTIVITY–COMMUNICATIONS





Forum Wartawan Industri 2007 dalam kegiatan workshop.
2007 Industry Journalists Forum on workshop activity.



Forum Wartawan Pasar Modal 2007 dalam kegiatan *outbound*.
2007 Capital Market Journalist Forum in *outbound* activity.

Hubungan Publik

Seiring dengan program transparansi kinerja Perusahaan, Astra membangun dan mengembangkan silaturahmi dan komunikasi yang terbuka dan efektif dengan publik media massa, khususnya komunitas wartawan. Astra melalui *Corporate Communication* menyelenggarakan *Workshop* Wartawan Pasar Modal pada bulan Agustus 2007 di Ciater, Lembang dan *Workshop* Wartawan Industri pada bulan November 2007 yang berlangsung di Bandung, Jawa Barat.

Acara yang diselenggarakan untuk meng-*up date* informasi kinerja keuangan, bisnis serta teknologi Grup Astra ini dihadiri masing-masing oleh kurang lebih 40 wartawan dari berbagai media. Dalam kesempatan ini, Direksi anak-anak perusahaan bertindak sebagai narasumber, yaitu perusahaan yang *go public*, seperti PT Astra Agro Lestari Tbk, PT United Tractors Tbk, PT Astra Graphia Tbk, PT Astra Otoparts Tbk dan PT Astra International Tbk, sedangkan penerbit obligasi adalah PT Federal International Finance, PT Astra Sedaya Finance, PT Serasi Autoraya dan PT PAM Lyonnaise Jaya (PALYJA). Sementara itu, yang memaparkan perkembangan industri, bisnis dan teknologinya adalah PT Toyota-Astra Motor, PT Astra Daihatsu Motor, PT Astra Honda Motor, PT Astra Agro Lestari Tbk, PT United Tractors Tbk dan PT Pamapersada Nusantara.

Public Relations

In line with the Company's performance transparency program, Astra has developed an open and effective communications to the public through the mass media, especially the journalist community. Through the Corporate Communication division, Astra have conducted Media Workshops for the Capital Market Journalists on August 2007 at Ciater, Lembang and for the Industry Journalists on November 2007 at Bandung, West Java.

The event was held to up-date information on Astra Group's financial, business and technological performances. Around 40 journalists from various media participated at the event. During the activity, directors of the Company's public listed subsidiaries acted as speakers, which includes PT Astra Agro Lestari Tbk, PT United Tractors Tbk, PT Astra Graphia Tbk, PT Astra Otoparts Tbk and PT Astra International Tbk. As the issuer of bonds, directors of PT Federal International Finance, PT Astra Sedaya Finance, PT Serasi Autoraya and PT PAM Lyonnaise Jaya (PALYJA) acted as speakers. Meanwhile, as presenters on the development of industry, business and technology were PT Toyota-Astra Motor, PT Astra Daihatsu Motor, PT Astra Honda Motor, PT Astra Agro Lestari Tbk, PT United Tractors Tbk and PT Pamapersada Nusantara.

Selain itu, Astra juga menyelenggarakan serangkaian kegiatan *media relations* lainnya, yakni mengadakan dialog dengan topik tentang keterbukaan dan hubungan harmonis antara seluruh kepala cabang Grup Astra dan para pimpinan media massa di Semarang, Jawa Tengah pada bulan Februari 2007 dan pertemuan yang sama di Denpasar, pada Agustus 2007 untuk pimpinan media Bali dan Grup Astra di Pulau Dewata tersebut.

Aktivitas keterbukaan juga dilaksanakan dengan melakukan berbagai acara *press conference* dan *public expose* tentang *corporate action* yang dilakukan Grup Astra serta kunjungan dan silaturahmi antara Direksi Astra dan pimpinan media massa, seperti ke harian Kompas dan Grup MNC serta ke kantor pimpinan Persatuan Wartawan Indonesia (PWI).

In addition, Astra also held a series of other media relations activities, such as dialogs with the topic on disclosure and harmonious relationships among all heads of Astra Group branches and leaders of the mass media in Semarang, Central Java on February 2007 and a similar activity held in Denpasar on August 2007, for the leaders of the mass media and Astra Group in Bali.

Disclosure activities were also held by conducting several press conferences and public exposes on corporate action done by Astra Group, and media visits by Directors of Astra to the leaders of the mass media such as Kompas and MNC Group, and to the office of the Indonesian Journalists Association.



Kegiatan komunikasi publik antara Perusahaan dan media massa pada bulan Agustus 2007 di Denpasar, Bali.

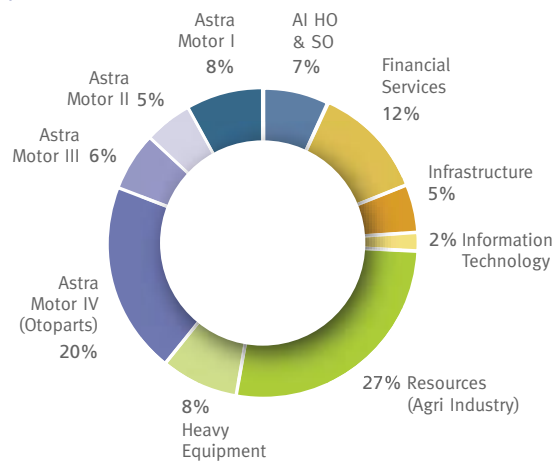
A Public Communication Activity between Astra and mass media, was held on August 2007, at Denpasar, Bali.

Karyawan

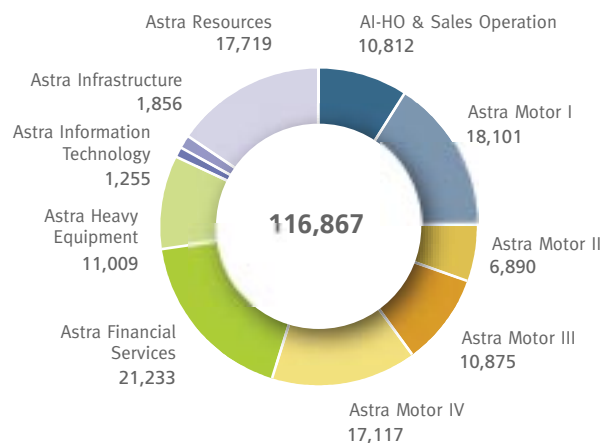
Employee

We strive to provide fair, safe and conducive working environment, to all of our employees.

Grup Astra Berdasarkan Unit Bisnis
ASTRA GROUP BY BUSINESS UNIT
 (December 2007)
 %



Grup Astra Berdasarkan Jumlah Karyawan
ASTRA GROUP BY NUMBER OF EMPLOYEE
 (December 2007)



Astra memandang karyawan sebagai *Capital*, dan oleh sebab itu, senantiasa menyediakan berbagai program pelatihan dan rotasi karyawan dari satu divisi ke divisi lain atau mutasi antar perusahaan Grup Astra sesuai kebutuhan, yang bertujuan untuk pengembangan karyawan serta organisasi, peningkatan kompetensi dan keterampilan karyawan.

Grup Astra menerapkan kebijakan ketenagakerjaan sesuai Peraturan Ketenagakerjaan Indonesia berikut peraturan pelaksanaannya dan konvensi *International Labor Organization*, yang telah disusun oleh *Corporate Organization & Human Capital Development Division*, khususnya *Industrial Relations Department*, Kebijakan yang diterapkan antara lain: Perusahaan berkomitmen menghormati hak-hak karyawan termasuk hak untuk berserikat serta tidak mempekerjakan tenaga kerja dibawah umur.

Astra perceives its employees as *Capital*, therefore, the Company continues to provide various training and employee rotations from one unit to another or mutations between companies of Astra Group, which is aimed to develop the employee and the organization, to increase competency and increase employee skills.

Astra Group applies work force policy according to the Indonesian Man Power regulations, along with the rules and its implementations, and according to the International labor Organization convention, which are arranged by the Corporate Organization & Human Capital Development Division, especially the Industrial Relations Department. Policies applied includes: the Company's commitment to respect the rights of the employees including their rights to form a union, and not to hire the underaged.

Profil Karyawan

Mayoritas karyawan Grup Astra hingga akhir tahun 2007 yang terdiri dari sekitar 130 perusahaan, kurang lebih 70% karyawan berada pada usia produktif puncak antara 18-35 tahun.

Iklim Kerja yang Harmonis

Astra memahami bahwa iklim kerja merupakan faktor penting untuk memelihara sumber daya manusia yang potensial, oleh karena itu perlu diciptakan iklim kerja yang harmonis. Iklim kerja yang harmonis tercermin dari sinergi antara Manajemen dengan Organisasi Pekerja dalam berbagai kegiatan kekaryawanan.

Untuk membantu Perusahaan memonitor iklim kerja, secara berkala Perusahaan melakukan *Employee Opinion Survey* (EOS) atau Survei Pendapat Karyawan. Hasil dari EOS menjadi masukan bagi Perusahaan dalam menentukan kebijakan yang menyangkut sumber daya manusia. Indeks EOS Grup Astra tahun 2007 menunjukkan tingkat kepuasan kerja karyawan adalah memuaskan.

Komunikasi dengan Karyawan

Setiap tahun Presiden Direktur Astra menuliskan hasil kerja yang telah dicapai dan target yang akan diraih ditahun berikutnya dalam *President Letter*. Surat ini juga menjadi pedoman bagi karyawan dalam melakukan pekerjaan di tahun berikutnya.

Employee Profile

The majority of the employees of Astra Group as of end of 2007 in around 130 companies, about 70% of the employees are at the productive age, between 18-35 years.

Harmonious Working Climate

Astra understands that working climate is an important factor to maintain potential human resources, thus, a harmonious working climate should be established. A working climate that reflects by the synergy between the Management and the Employee Union in several employee activities.

To help the Company monitor a working climate, periodically the Company conducts an *Employee Opinion Survey* (EOS). Results of the EOS becomes an input to the Company in establishing policies related to human resiuurces. The EOS index of Astra Group in 2007 have shown an increase level of working satisfactory.

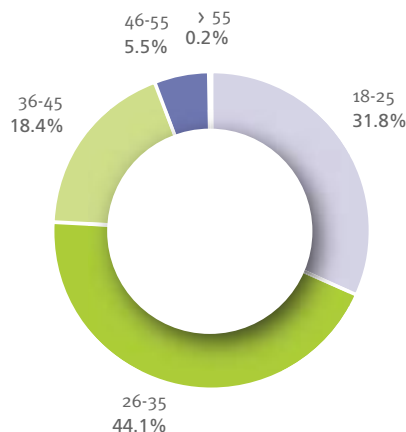
Employee Relations

Each year, Astra's President Director addresses the Company results of operations of the previous year and the targets for the coming year, this address is presented through the *President Letter*. The letter is also serves as a guide for employees to carry out their duties in the following year.

Grup Astra Berdasarkan Umur

ASTRA GROUP BY AGE
(December 2007)

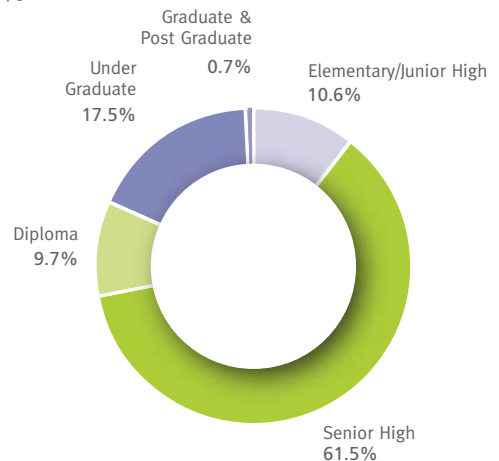
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Grup Astra Berdasarkan Latar Belakang Pendidikan

ASTRA GROUP BY EDUCATIONAL BACKGROUND
(December 2007)

%





Agus Nardianto

Ketua Ikatan Karyawan
Astra International (IKASI)

Head of Ikatan Karyawan
Astra International (IKASI)

“Manajemen dan karyawan saling menghargai dan bersinergi untuk selalu memberikan yang terbaik. Semua ini tumbuh dan berkembang secara berkesinambungan. IKASI mendorong terciptanya suasana kerja yang kondusif. Karyawan dapat menunaikan tanggungjawabnya, leluasa berinovasi mengekspresikan potensinya serta memperoleh *reward* dan benefit yang semakin baik sesuai kinerjanya.”

“The employee perceives Astra as their second home, thus we continue to maintain good relations with the company, and we very much appreciate all company efforts in maintaining conducive working climate, by regarding our rights as employees”

Untuk meningkatkan semangat kerja di setiap unit, para pimpinan perusahaan dan jajaran eksekutif berkeliling ke daerah-daerah melakukan Gemba, tatap muka dan dialog dengan para kepala cabang di seluruh Indonesia.

To increase working drive at every unit, Company leaders and executives regularly travel to the regions to conduct Gemba, a direct contact and dialog with heads of branches all over Indonesia.

Komunikasi dengan karyawan secara berkala dan konsisten dilakukan melalui Lembaga Kerja Sama Bipartit (LKS Bipartit) yang berfungsi sebagai wadah komunikasi antara karyawan dan Perusahaan dalam meningkatkan produktivitas yang berdampak pada kesejahteraan karyawan.

Communications with the employees are periodically and consistently conducted through Lembaga Kerja Sama Bipartit (LKS Bipartit) which functions as a communications medium between the employees and the Company to increase productivity which effects the welfare of the employees.

Perusahaan tetap menjaga harmonisasi hubungan dengan karyawan melalui forum dialog antara Manajemen dan karyawan yang dilakukan secara berkala.

The Company maintains a harmonious relations with the employees through dialog forums between the Management and the employees, which are done periodically.

Media komunikasi internal juga dipublikasikan secara berkala dalam bentuk cetak maupun elektronik. Publikasi ini bertujuan untuk memperlancar arus informasi yang berkaitan dengan berbagai perkembangan dalam Grup Astra, disamping sebagai media komunikasi antara karyawan dan Perusahaan.

An internal communications media are published periodically, both print and electronic. The publication is aimed to speed-up the flow of information related to the developments in Astra Group, aside from being a communications media between the employee and the Company.

“Hubungan antar karyawan di Perusahaan ini juga sangat baik. Tidak ada kesenjangan antara pimpinan dan staf, sehingga sebagai staf saya merasa nyaman berkomunikasi langsung dengan pimpinan tentang pekerjaan atau hal lain. Komunikasi yang lancar membuat setiap penugasan pimpinan diterima dengan jelas dan dilaksanakan dengan mudah.”

“Relationship between employees in this Company is excellent. There is no gap between management and staff, and as a staff I feel at ease communicating directly with my superiors about work or other matters. Open communications make assignments from superiors easier to grasp and carry out.”



Iwan Awaludin

Karyawan Teladan
PT Astra International Tbk Tahun 2007
2007 Best Employee of
PT Astra International Tbk

Komunikasi antar Karyawan

Perusahaan memberikan kebebasan berserikat bagi karyawan melalui Ikatan Karyawan Astra International (IKASI) sebagaimana tertuang dalam Peraturan Perusahaan. Ikatan Karyawan berfungsi sebagai wadah untuk menyampaikan aspirasi serta melindungi hak-hak karyawan sesuai dengan peraturan ketenagakerjaan yang berlaku.

Untuk menjaga hubungan baik antar karyawan dan antar keluarga karyawan, Perusahaan mengadakan kegiatan-kegiatan seperti *employee gathering*, *family gathering*, peringatan ulang tahun Astra, pekan olahraga dan perayaan hari besar keagamaan.

Communications among Employees

The Company provides a freedom of union to the employees through Ikatan Karyawan Astra International (IKASI) as outlined in the Company regulations. The IKASI acts as a medium to address their aspirations and to protect the rights of the employees according to the applied regulations of work force.

To maintain good relations among the employees and family employees, the Company hold activities such as employee gathering and family gathering, Astra anniversary, sports weekends and religious festivities.



Dialog terbuka antara pimpinan perusahaan dan karyawan yang selalu dilakukan untuk menjaga hubungan kerja yang harmonis.

Open Dialogue between the management and the employees are always conducted to maintain harmonious working relationship.



Family Day sebagai salah satu program untuk menjalin hubungan baik antar karyawan, keluarga dan perusahaan.

A Family Day activity as one of the programs to maintain relationships between the employee, the family and the Company.

Program Kesejahteraan Karyawan

Dalam menetapkan upah karyawan, terdapat 2 (dua) faktor penting yang menjadi pertimbangan bagi Grup Astra yaitu (i) Upah Minimum Propinsi (UMP) yang berlaku dan (ii) kondisi perekonomian setempat.

Perusahaan juga memperhatikan kesejahteraan karyawan melalui program-program yang mencakup pemberian kompensasi, *benefit*, dan fasilitas yang diantaranya adalah :

1. Program kepemilikan mobil/motor

Program kepemilikan kendaraan diberikan kepada karyawan dengan batasan jenjang tertentu. Hal ini dilakukan sebagai bentuk penghargaan Perusahaan atas prestasi kerja yang dicapai dan dukungan yang diberikan.

2. Fasilitas kesehatan dan rumah sakit

Fasilitas kesehatan berupa *medical check-up* yang dilakukan secara berkala dan biaya pengobatan rumah sakit yang diberikan kepada seluruh karyawan.

3. Program dana pensiun

Program dana pensiun diberikan bagi karyawan yang memasuki usia purnabhakti, melalui Dana Pensiun Astra sebagai wujud kepedulian Perusahaan kepada karyawan yang telah menyelesaikan masa kerjanya di Grup Astra.

4. Masa Persiapan Pensiun

Perusahaan memberikan kesempatan kepada karyawan untuk mengikuti program pelatihan sebagai persiapan menghadapi masa pensiun. Dalam pelatihan yang dikelola oleh Perusahaan, diberikan pengetahuan bisnis dan persiapan mental, sehingga karyawan yang memasuki masa pensiun mempunyai usaha yang dapat memberi nilai tambah bagi kehidupannya.

Setiap tahun Perusahaan menganugerahkan berbagai penghargaan, antara lain penghargaan karyawan teladan dan karyawan yang telah mengabdikan selama masa kerja tertentu. Penghargaan tersebut dapat berupa materi maupun non-materi. Penghargaan diberikan untuk meningkatkan semangat produktivitas dan motivasi kerja karyawan.

Employee Welfare Program

In determining employee salary, there are 2 (two) important factors as considerations by Astra Group (i) applied Provincial Minimum Wage and (ii) local economic condition.

The Company maintains employee welfare through programs by providing compensations covering, benefits, and facilities which include :

1. Car/motorcycle ownership program

A vehicle ownership benefit, provided to employees of certain level. The program is offered also as a form of recognition of achievement and personal dedication to the company.

2. Health and hospital facilities

A health care benefit in the form of medical check-up is conducted periodically and medicine and hospital expenses, provided to all employees.

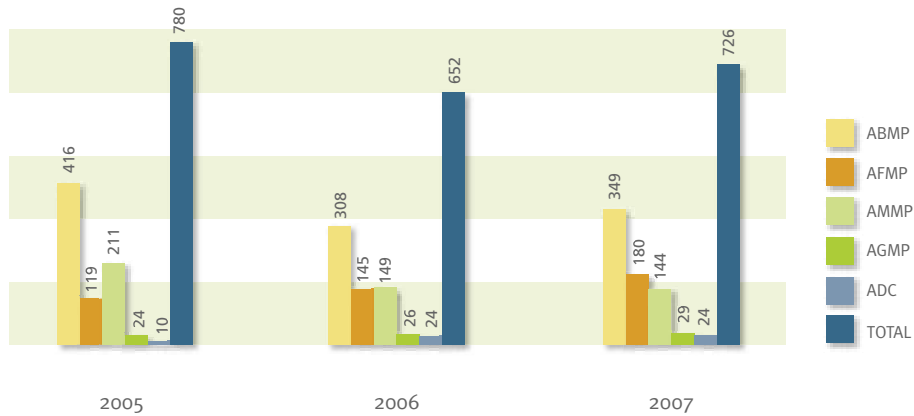
3. Pension fund program

A pension fund program to employees who have entered their retirement period, provided through the Dana Pensiun Astra, as a form of Company care to the employees who have completed their duties in Astra Group.

4. Pre-Retirement training

The Company provides opportunities to the employees to follow training programs as preparations to enter retirement. In the trainings, which are managed by the Company, business knowledge and mental preparations are given, so that employees who enter retirement have a business that can provide added value to their lives.

Annually, the Company provides several awards, including best employee and number of years in services awards. These awards are given either as material rewards or non material recognitions. They are awarded to stimulate productivity and motivation of employees.



Pengembangan *Human Capital*

Pengembangan Sumber Daya Manusia (SDM) Astra dilakukan sesuai pola berkelanjutan yang berpedoman pada *Astra Human Resource Management* (AHRM). Ini merupakan standar pengembangan perusahaan dalam Grup Astra, dimana Perusahaan dapat mempersiapkan SDM-nya lebih baik untuk menjawab berbagai tantangan bisnis di masa depan.

Sementara itu, *Astra Management Development Institute* (AMDI) dibentuk untuk menyediakan berbagai pendidikan peningkatan karier dan menyiapkan pemimpin perusahaan di masa depan. Visi utama AMDI adalah “menjadi Penyedia Solusi Pilihan Pertama dalam Pengembangan *Human Capital*” melalui program Pengembangan Pemimpin Bisnis, Pengembangan Organisasi, dan *Knowledge Management*.

Program AMDI memakai pendekatan “berbasis kompetensi” yang mencakup kompetensi kepemimpinan, kompetensi dasar, dan kompetensi fungsional. Program ini dilakukan secara sistematis dan berjenjang, mulai dari staf, manajer, dan eksekutif.

Di jenjang operasional, terdapat program *Astra Basic Management Program* (ABMP) yang ditujukan bagi para karyawan baru. Sedangkan *Astra First Line Management Program* (AFMP) merupakan persiapan menjadi *supervisor*, dan *Astra Middle Management Program* (AMMP) untuk persiapan menjadi manajer.

Human Capital Development

Astra Human Resources development is conducted according to the model of sustainability referring to the Astra Human Resources Management (AHRM) program, which is the standard of development through out the Astra Group. Through this, Astra companies could develop their HR assets in response to future business challenges.

Meanwhile, the Astra Management Development Institute (AMDI) has been established to provide various career development trainings, and to prepare future company leaders. The core vision of AMDI is “to become the First Choice Solution Provider in Human Capital Development” through Business Leader Development, Organization Development and Knowledge Management programs.

AMDI programs use a “competence-based” approach covering: leadership competence, basic competence and functional competence. This program is carried out systematically and gradually, starting from staff personnel to managers, and senior executives.

At the operational level, the Astra Basic Management Program (ABMP) is provided for new employees. while the Astra First Line Management Program (AFMP) prepares candidates for supervisors, and the Astra Middle Management Program (AMMP) for would be managers.



Pada jenjang manajerial, tersedia *Astra General Management Program* (AGMP) bagi para *general manager*. Selain itu, program *Astra Development Center* (ADC) telah diadakan sebagai salah satu proses untuk menyiapkan kader-kader pimpinan Astra di masa mendatang. Perusahaan juga menyediakan berbagai pelatihan fungsional seperti pelatihan di bidang SDM, keuangan, pajak, lingkungan, dan tanggung jawab sosial.

Untuk mengembangkan potensi inovasi karyawan, Perusahaan menciptakan program *InnovAstra*. Program ini bertujuan merangsang kreativitas dan potensi inovasi karyawan, sehingga dapat meningkatkan produktivitas, kompetensi, dan daya saing Perusahaan. Hasil inovasi di setiap jenjang karyawan kemudian dikompetisikan dan diapresiasi dalam ajang *Astra Quality Convention* (AQC) yang diselenggarakan setiap tahun. Ada tiga kegiatan utama dalam AQC, yakni kompetisi hasil inovasi (*QIT Competition*), pameran hasil inovasi (*QIT Exhibition*), dan proses pembelajaran inovasi (*Seminar Innovastra*). Setiap tahun diselenggarakan kompetisi *Astra Award* di tingkat Perusahaan, untuk mengukur hasil inovasi dan *improvement* proses bisnis secara keseluruhan.

Sampai sekarang, Astra masih dipandang sebagai pemimpin dalam pengembangan Sumber Daya Manusia. Berbagai penghargaan pernah diterima Astra, seperti penghargaan “Perusahaan Idaman 2007” oleh majalah *Swa* pada bulan Oktober 2007.

At the managerial level, the *Astra General Management Program* (AGMP) is provided to general managers. In addition, *Astra Development Center* (ADC) program were held as one of the process to prepare cadets of Astra’s future leaders. While at the strategic level, the *Astra Executive Program* is provided to executives in preparation to be future leaders of the Company. The Company also provides several functional trainings such as Human Resource, Finance, Tax, Environmental, and Social Responsibility.

To develop employee potential to innovate, the Company has developed the *InnovAstra* program, a program that could stimulate the creativity and innovation of a person, thus, employees could increase their productivity, competency, and thereby the Company’s competitiveness. Results of employee innovation, are entered into competition then appreciated through an event called *Astra Quality Convention* (AQC), held annually. There are three main activities in the AQC, namely *Innovation Competition* (QIT Competition), *Innovation Exhibition* (QIT Exhibition), and innovation learning process (*Innovastra Seminar*). Each year, at company level, an event named *Astra Award* also held, measuring the results of innovation and improvements of entire business process.

To date, Astra is still considered as the leader in human resources development. Several awards have been received from external parties, including “*Employer of Choice 2007*” from *SWA Magazine*.

Pemasok

Suppliers

Astra has a strong commitment to develop its local suppliers, as most of them are small and medium enterprises (SME), that have become part of our value chain.

Bagi Astra, para pemasok merupakan bagian penting dari mata rantai produksi Perusahaan. Hal ini diawali dengan didirikannya Yayasan Dharma Bhakti Astra (YDBA) pada tahun 1980, yang bertujuan untuk membina para Usaha Kecil dan Menengah (UKM) menjadi pemasok yang unggul dan memiliki daya saing yang tinggi.

Sejalan dengan filosofi Catur Dharma Astra, “Menjadi Milik yang Bermanfaat bagi Bangsa dan Negara,” dan sebagai wujud tanggung jawab sosial Grup Astra, YDBA melakukan berbagai pembinaan dan pengembangan UKM, sehingga menjadi lebih kreatif, inovatif, dan memiliki daya saing tinggi di pasar. Pembinaan dan pengembangan yang dilakukan antara lain di bidang teknologi dan manajemen; fasilitasi akses pasar, promosi dan teknologi informasi; fasilitasi pembiayaan; nilai dan budaya kerja Astra; serta jaringan pembinaan UKM dengan instansi dan lembaga terkait.

In Astra Group, suppliers are considered an important part of our production value chain. This began with the establishment of Yayasan Dharma Bhakti Astra (YDBA), a non profit organization in 1980, with the special aim to develop SMEs to become competitive leading suppliers.

In line with the Catur Dharma philosophy, “To be an Asset to the Nation”, and as a form of corporate social responsibility, YDBA has conducted several trainings and development for SMEs, So that they become more creative, innovative and highly competent in the market. These trainings cover Technology and Management; Market Access facilities; Promotion and Information Technology; Financing facilities; Astra values and culture of work; and Networking of SME financing with related units and institutions.



Proses produksi di PT Adiwijaya Citra, salah satu pemasok Astra yang dibina oleh YDBA.

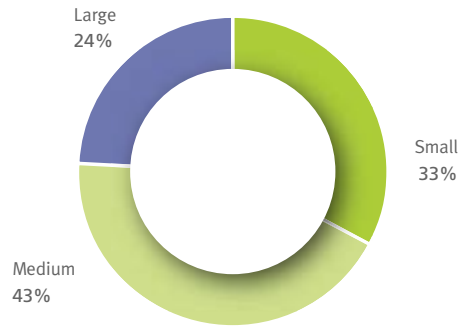
Production process at PT Adiwijaya Citra, one of Astra's supplier, assisted by YDBA.



Kegiatan *manufacturing* di PT Nandya Karya Perkasa, salah satu pemasok Astra yang dibina oleh YDBA.

Manufacturing activity at PT Nandya Karya Perkasa, one of Astra's supplier, assisted by YDBA.

Komposisi Pemasok SUPPLIER COMPOSITION



Hingga tahun 2007, Astra telah menjalin kerja sama dengan 520 pemasok, yang terdiri dari 170 usaha kecil, 226 usaha menengah, dan 124 usaha besar. YDBA telah melakukan pembinaan terhadap 128 pemasok UKM dengan jumlah peserta 385 orang dari perwakilan perusahaan UKM pemasok.

Di tahun yang sama, Grup Astra telah memberikan *order* kepada perusahaan UKM senilai Rp 4,3 triliun, naik sebesar 19,4% dibandingkan dengan *order* pada tahun sebelumnya senilai Rp 3,6 triliun.

Pemilihan Pemasok

Dalam Grup Astra, kerja sama dengan para pemasok dilakukan berdasarkan prinsip Tata Kelola Perusahaan: transparansi, akuntabilitas, tanggung jawab, independensi, dan keadilan. Perusahaan terbuka terhadap setiap calon pemasok, terlepas dari ukuran usahanya. Evaluasi dilakukan berdasarkan kompetensi pemasok masing-masing.

Pemilihan pemasok dilakukan melalui prosedur seleksi pemasok dan didukung penerapan standar internasional ISO 9001-2000. Setiap unit usaha menerapkan kriteria yang jelas dengan melibatkan seluruh bagian terkait untuk menyeleksi pemasok. Kriteria pemilihan berdasarkan atas nilai Kualitas, Biaya, Pengiriman, dan Inovasi (*Quality, Cost, Delivery, & Innovation* atau QCDI), serta memperhatikan aspek LK3.

Upaya *multisourcing* juga diterapkan oleh Grup Astra agar dapat menyediakan pasokan lebih luas bagi kelangsungan produksi. Dengan demikian, produksi tidak bergantung pada satu atau dua pemasok, melainkan tersedia banyak pemasok. Selain itu, prinsip *multisourcing* juga memberikan kesempatan lebih luas bagi para UKM untuk bekerja sama dengan Grup Astra.

Pada pertengahan masa kontrak dilakukan penilaian terhadap para pemasok untuk meninjau pemenuhan kontrak yang sedang berjalan. Selain itu, penilaian juga dilakukan di akhir masa kontrak untuk mengevaluasi kinerja pemasok.

As at year-end 2007, Astra Group has established cooperation with 520 suppliers, comprising 170 small businesses, 226 mid-sized businesses and 124 large corporations. YDBA has conducted training to 128 SME suppliers. A total of 385 participants represented these suppliers.

In the same year, Astra Group has provided orders to SME companies worth Rp 4.3 trillion, an increase of 19.4% compare to orders provided in the previous year worth Rp 3.6 trillion.

Selection of Suppliers

Within Astra Group, working relations with suppliers are conducted based on the Good Corporate Governance principles of transparency, accountability, responsibility, independency, and fairness. We welcome new supplier candidates regardless of the scope of business. Evaluations are conducted based on the competitiveness of each supplier.

Selection of suppliers is done through a standardized procedure, which is supported by the implementation of international standard ISO 9001-2000. Every business unit applies a clear criteria involving all related parties in the selection of suppliers. The selection criteria are based on the values of Quality, Cost, Delivery and Innovation (QCDI). Also EHS aspects are applied.

Multi sourcing efforts are also applied by Astra Group. This is to provide security of supply for continuity of production. Thus, production does not only depend on one or two suppliers, but are available through many suppliers. These multi-sourcing principles provide more opportunities to SMEs to cooperate with the Astra Group.

Assessment of suppliers are conducted within the period of contract, that is by visiting the location of activity. Assessments are also done during completion of activity, to evaluate the performance of each supplier.



Kegiatan Produksi di PT Asalta Mandiri Agung.
A production activity at PT Asalta Mandiri Agung.

Cerita sukses PT Asalta Mandiri Agung

The Success Story of PT Asalta Mandiri Agung

PT Asalta Mandiri Agung (AMA) didirikan oleh Jusman Wikara pada tahun 1978, bergerak di bidang manufaktur komponen otomotif dan elektronik, berlokasi di Nanggung, Bogor.

Pada tahun 1982, AMA mulai mendapat pesanan dari PT Federal Motor (sekarang PT Astra Honda Motor), untuk pekerjaan *pressing* dan *machining parts*.

Untuk meningkatkan kualitas produk, AMA mengikuti program pembinaan YDBA mencakup program pelatihan dan pendampingan.

AMA bersama PT Toyota Motor Manufacturing Indonesia (TMMIN) melakukan *Jishuken project*, program untuk meningkatkan sistem dan penerapan mutu dengan pendekatan Six Sigma.

AMA juga memiliki kepedulian terhadap pengelolaan LK3. Hal ini dibuktikan pada tahun 2007 dengan keterlibatannya dalam proyek *Green Small & Medium Enterprise* bersama YDBA, untuk menerapkan standar *Astra Green Company (AGC)* untuk UKM, guna memperoleh sertifikat lingkungan ISO 14001.

Semua program pembinaan YDBA yang telah diikuti oleh AMA berpengaruh langsung terhadap perkembangan kinerja AMA.

Usahanya terus berkembang, lahan kerjanya bertambah luas dari 150 m² menjadi 1,5 ha, omset usaha terus meningkat dari sekitar Rp 100 juta per bulan di saat awal usaha, saat ini sudah menghasilkan omset lebih dari Rp 4,2 milyar per bulan.

PT Asalta Mandiri Agung (AMA) was founded by Jusman Wikara in 1978. A manufacturer of automotive components and electronics, the company was located in Nanggung, Bogor.

In 1982, AMA started to receive orders from PT Federal Motor (now PT Astra Honda Motor), to produce pressing parts and machining parts.

To increase the quality of the products, AMA followed management programs by YDBA covering trainings and assistance programs.

Along with PT Toyota Motor Manufacturing Indonesia (TMMIN), AMA conducted *Jishuken project*, programs to increase quality systems and applications using Six Sigma approach.

AMA have demonstrated considerable care toward the management of EHS. This is proven in 2007 with the involvement on *Green Small & Medium Enterprise project* with YDBA, to apply *Astra Green Company (AGC)* standards to SMEs, to obtain the ISO 14001 environment certificate.

All YDBA assistance programs followed by AMA have a direct effect on the development of AMA performance.

AMA continues to develop. The area on which it conducts its operations has expanded from 150 m² to 1.5 ha. Concurrently, the business turnover continues to increase from around Rp 100 million per month at its starting point, to the current turnover of more than Rp 4.2 billion per month.

Pengembangan Pemasok

Kerja sama antara Grup Astra dengan para pemasok tidak sebatas pasokan barang saja. Perusahaan turut mengembangkan kelangsungan usaha para pemasok, sehingga rantai produksi dapat terus berlanjut dan berkembang.

Program utama pengembangan para pemasok UKM difokuskan pada tingkat kemampuan para pemasok memenuhi nilai-nilai *Quality, Cost, Delivery, and Innovation* (QCDI). Berdasarkan hasil evaluasi dan pemantauan terhadap pemasok UKM, masih terdapat berbagai kekurangan dalam memenuhi standar QCDI, antara lain di bidang SDM, manajemen, dan kemampuan teknologi.

Beberapa upaya pengembangan yang dilakukan Grup Astra terhadap para UKM adalah:

1. Pelatihan bisnis, lingkungan, kesehatan dan keselamatan kerja, hubungan industrial, personalia, dan peraturan terkait (Proyek *Green Small & Medium Enterprise*).
2. Pemberian kesempatan kepada para UKM lokal (non-distributor) untuk menawarkan barang dan jasanya, terutama kepada cabang anak perusahaan di daerah, seperti PT Pamapersada Nusantara, PT United Tractors Tbk, PT Astra Agro Lestari Tbk, dan lainnya.
3. Program pengembangan kompetensi oleh YDBA menyangkut teknologi, manajemen, fasilitasi pemasaran, fasilitasi permodalan, dan information technology.
4. Peningkatan QCDI melalui berbagai pertemuan seperti forum *vendor gathering* oleh divisi terkait Grup Astra.

Pembayaran pemasok

Metode pembayaran para pemasok diatur oleh setiap anak perusahaan Grup Astra, sesuai pemenuhan hak dan kewajiban pemasok. Rata-rata batas pembayaran aktual masih di bawah batas yang ditetapkan, dengan ketentuan semua kewajiban telah dipenuhi.

Saat ini, berkaitan dengan proses pembayaran, Divisi Keuangan telah menerapkan teknologi informasi SAP (*System Application and Procedure*) yang dapat mengingatkan batas waktu pembayaran pemasok.

Setiap tahun, beberapa perusahaan dalam Grup Astra telah melakukan survei kepuasan pemasok, sehingga catatan ketidakpuasan yang diperoleh dari hasil survei dapat menjadi bagian dari aspek yang diidentifikasi Perusahaan, agar dapat dilakukan peningkatan pada tahun berikutnya.

Development of Suppliers

The Astra Group's engagement with its suppliers, is not limited to the price and supply of goods; the Company also looks for long-term continuity in its relationships with suppliers, thus, expanding and extending the production value chain.

The main development program of SME suppliers, are focused on their ability in complying with the values of Quality, Cost, Delivery and Innovation (QCDI). Based on evaluation and monitoring on SME suppliers, there are still inadequacies in their compliance to the QCDI standard, which includes capabilities in HR, management, and technology areas.

Some development efforts carried out by Astra Group on SMEs include:

1. Trainings on business, environment, safety at work, health, industrial relations, personnel, and related regulations.
2. Opportunities provided to local SMEs (non-distributors), are delivered to offer their goods and services, mainly to local Astra branch in the regions, such as PT Pamapersada Nusantara, PT United Tractors Tbk, PT Astra Agro Lestari Tbk, etc.
3. Empowerment programs by YDBA are related to: technology, management, marketing, capital facilities, and information technology.
4. Development of QCDI is done through several meetings, such as vendor forum gathering.

Payment of Suppliers

Methods of payment to suppliers are managed by each subsidiary, in accordance with the fulfillment of the supplier rights and obligations. On average, payments made within the specified limit, provided that all contractual obligations have been fulfilled. Financial procedures are always being enhanced to speed up payment processes.

Currently, with regard to the payment process, the Financial Division has applied SAP (System Application and Procedure) information technology, with the ability to notify payment time limit to suppliers in advance.

Each year a supplier satisfaction survey is conducted by several of Astra Group's subsidiaries in order to receive feedbacks from suppliers, thereby enabling the company to identify areas that could still be improved further.

Pelanggan

Customers

We develop innovative products and services, which are safe and of high quality and which are based on consumer needs. Herewith, the lives of the people and the nation may be enriched.

Seperti tercantum dalam filosofi Catur Dharma, “Memberikan pelayanan terbaik kepada pelanggan,” maka Perusahaan memiliki komitmen tinggi dalam menghasilkan produk-produk berkualitas yang aman digunakan dan memberi pelayanan memuaskan bagi para konsumennya.

Proses Berkelanjutan

Dalam menjalankan mata rantai produksi, *Astra Management System* mengadopsi konsep keberkelanjutan. Konsumen tidak hanya diartikan sebagai pemakai terakhir (*end use*), suatu proses dapat juga dianggap sebagai konsumen.

As stated in the Catur Dharma philosophy “To Provide the Best Service to Our Customers”, herewith the Company is highly committed in providing products of high quality backed by safe and satisfactory services to its customers.

Sustainability Process

In managing the chain of production, Astra Management System adopts the concept of sustainability. Consumers are not only referred as end users, a process may also be perceived as a consumer.

Memberikan pelayanan yang terbaik kepada pelanggan.
Providing the best services to the customers.





Fasilitas Layanan Gerak bagi pelanggan PT Astra Graphia Tbk.
Mobile Services Facility for customers of PT Astra Graphia Tbk.



Edukasi *safety* pada *customer* melalui simulasi *safety riding*.
Safety education to customers through safety riding simulation.

Berdasarkan konsep tersebut, setiap tahap akan berupaya menghasilkan yang terbaik, karena hasil kerjanya digunakan oleh tahap berikutnya. Inilah konsep berkelanjutan yang sangat mendukung pengembangan proses internal Astra. Melalui konsep ini juga akan dihasilkan produk dan pelayanan terbaik bagi konsumen.

Hak-hak Konsumen

Dalam mengembangkan produk-produk berkualitas bagi konsumen, manajemen senantiasa memperhatikan hak-hak konsumen, seperti tercantum dalam Undang-Undang No. 8 Tahun 1999 tentang perlindungan konsumen dan peraturan terkait lainnya.

Hal-hal penting yang menjadi perhatian utama manajemen antara lain:

Keamanan

Setiap produk dan jasa yang diberikan kepada konsumen harus memenuhi standar keamanan yang telah ditetapkan. Mulai dari bahan baku yang ramah lingkungan, proses produksi yang bersih dengan pengelolaan limbah yang baik, hingga hasil produksi yang memperhitungkan faktor-faktor keamanan bagi konsumen. Salah satu contoh produk otomotif Astra yang ramah lingkungan adalah penggunaan *catalytic converter* pada mesin VVTI Toyota Avanza, penggunaan rem cakram bebas asbes untuk sepeda motor Honda, dan lainnya.

Based on the concept, every phase will try to produce its best results, because its work will be used by the next phase. This is a sustainability concept that very much support Astra's internal development proses. The concept will also provide the best services to the consumers.

Consumer Rights

In developing high quality products for the consumers, the management always put great consideration on the rights of the consumer, as stated in the bill No. 8 Year 1999, regarding consumer protection and other related regulations.

Important issues of concern by the management includes:

Security

Every product and services offered to the consumers should comply the standards of safety already applied. Starting from the raw materials to be used, that should be environmentally friendly, clean production process through fine waste management, until production results that considers safety factors for the consumers. An example of Astra's automotive product which is environmentally friendly is the use of catalytic converter on VVTI Toyota Avanza, the use of asbestos free disc breaks on Honda motorcycles, and others.

Sarana Informasi

Perusahaan selalu memberi informasi dan pengetahuan yang benar dan jelas tentang setiap produk yang dipasarkan kepada konsumen. Penyampaian informasi tentang produk sangat penting, sehingga konsumen memperoleh pengetahuan maksimal tentang penggunaan produk dan memilih produk yang tepat sesuai kebutuhannya.

Informasi pengetahuan produk disampaikan melalui berbagai cara yang tepat dan proporsional, antara lain secara lisan, tulisan, dan melalui kegiatan seperti seminar, pameran, pelatihan, maupun penerbitan buku panduan.

Salah satu pengetahuan produk yang memberi nilai tambah bagi konsumen dan masyarakat umum adalah kampanye “*safety riding*”, yang sering dilakukan Grup Astra terutama PT Astra Honda Motor. Selain memberi informasi pengetahuan produk sepeda motor, kampanye tersebut juga menjadi salah satu wujud nyata tanggung jawab sosial perusahaan.

Pada tahun 2007, beberapa kegiatan telah dilakukan Grup Astra untuk konsumen, antara lain:

Penyelenggaraan *customer gathering* yang dilakukan PT Astra International Tbk - Honda di beberapa kota besar seperti Bengkulu, Palembang, Mataram hingga Jayapura. Acara ini bertujuan meningkatkan pengetahuan produk, sekaligus meningkatkan loyalitas konsumen terhadap merek sepeda motor Honda.

Sementara itu, PT Astra Honda Motor, PT Astra Daihatsu Motor, dan PT Toyota-Astra Motor mengadakan presentasi produk baru bagi para kliennya untuk memperkenalkan keunggulan dan produktivitas produk. Beberapa produk otomotif baru yang diperkenalkan tahun 2007 antara lain Honda Revo, Daihatsu Sirion, dan Toyota New Vios.

Selain memperkenalkan produk kepada konsumen, Grup Astra menggelar *media gathering* bagi para wartawan media massa. Tujuan acara ini adalah memberi informasi terkini tentang perkembangan produk. Salah satu contoh *media gathering* yang dilakukan Grup Astra adalah *Sirion Journalist Test Drive “Being smart with Sirion”* yang diselenggarakan PT Astra Daihatsu Motor seminggu setelah produk Daihatsu Sirion resmi diluncurkan pada bulan April 2007.

Means of Information

The company always provides clear and precise knowledge and information, on every product marketed to the consumers. Delivery of information is very important, so that consumers obtain maximum knowledge regarding the use of products and has the right choice according to their needs.

Product knowledge is addressed through several precise methods, proportionately, which includes by spoken word, writings, and even activities such as: seminars, exhibition, training, and also manual booklets.

One of the product knowledge that provides value added to the consumers and the community is the campaign of “*safety riding*”, frequently conducted by Astra especially by PT Astra Honda Motor. Besides providing information on motorcycle product knowledge, the campaign also has become one of the actual form of corporate social responsibility.

In 2007, several activities have been carried out by the Astra Group, which includes:

The organizing of customer gathering event by PT Astra International Tbk - Honda in several big cities such as Bengkulu, Palembang, Mataram to Jayapura. The event is aimed to increase product knowledge, and to increase consumer loyalty on Honda motorcycle brands.

Meanwhile, PT Astra Honda Motor, PT Astra Daihatsu Motor, and PT Toyota-Astra Motor conduct presentations on new products to its clients to introduce the advantage and productivity of the products. Several new automotive products were introduced in 2007, includes Honda, Revo, Daihatsu Sirion, and Toyota New Vios.

Besides introducing products to the consumers, Astra Group held media gathering to the journalists of the mass media. The objective of the activity is to provide up to date information regarding product developments. An example of the media gathering conducted by Astra Group is the *Sirion Journalist Test Drive “Being smart with Sirion”* which was held by PT Astra Daihatsu Motor one week after the official launch of Daihatsu Sirion on April 2007.

Sarana Komunikasi

Perusahaan menyediakan sarana komunikasi untuk menyampaikan berbagai keluhan konsumen, sehingga dapat dilakukan peningkatan di masa depan.

Sarana komunikasi yang disediakan Perusahaan untuk menampung keluhan konsumen diantaranya, *hotline service* melalui telepon bebas pulsa, yang diberikan oleh anak perusahaan Grup Astra untuk produk tertentu. Keluhan dan tanggapan konsumen juga dapat disampaikan melalui situs Perusahaan, *e-mail*, faksimile, dan yang terkini melalui SMS (*Short Message Service*).

Sebagai contoh, *Honda Customer Care Center*, yang dibentuk oleh setiap penyalur sepeda motor Honda untuk menciptakan hubungan harmonis antara Perusahaan dan konsumen. Selain itu, dilakukan berbagai kegiatan yang berfokus pada konsumen, di mana konsumen diundang untuk memberi opini, kritik, dan saran terhadap pelayanan dan produk motor Honda.

Sarana komunikasi antara perusahaan dan pelanggan dilakukan oleh setiap anak perusahaan Grup Astra dengan cara berbeda sesuai jenis usahanya. Dengan adanya sarana komunikasi, berbagai kemungkinan negatif dapat diantisipasi sebelumnya dan pengembangan dapat ditingkatkan.

Pelayanan Teknis

Pelayanan lain untuk konsumen yang diberikan Grup Astra adalah pelayanan teknis. Seperti pelayanan yang diberikan saat pelanggan mudik pada Hari Raya Lebaran. Sejumlah pos pelayanan maupun penyediaan suku cadang didirikan sepanjang jalur mudik. Pelayanan ini dilakukan Grup Astra melalui program *Astra Holiday Campaign 2007*, yang merupakan hasil kerja sama antara Daihatsu, Isuzu, Peugeot, Nissan Diesel, AstraWorld, dan Garda Siaga.

Means of Communications

The Company provides consumers with a variety of methods or mediums to communicate any suggestions or complaints. This enables the company to make future improvements.

One mediums of communication provided by the Company to receive customer suggestions, is a telephone hotline service. This service is provided free of charge by all Astra Group companies for each of their products. Astra Group companies can access suggestions and complaints through web sites, emails, faxes and more recently by SMS.

One example is, the Honda Customer Care Center, formed by every Honda dealer, to create mutual relationship with consumers. In addition to the hotline services, Customer Focus activities are also carried out, whereas consumers are invited to express their opinions, criticism and also suggestion on the services and products of Honda Motors.

The medium of communication between the company and the customer are done by every Astra subsidiary and are carried out differently according to the line of business of each. Thus, negative possibilities can be anticipated before hand and positive outcomes can be increased.

Technical Service

Astra regularly provides Technical Services to its Indonesian consumers during the annual Lebaran religious festival at the end of the Moslem fasting month of Ramadan. During the holiday Astra regularly sets up several service and spare parts supply posts along main roads. The service is conducted by Astra through the Astra Holiday Campaign 2007, in cooperation with Daihatsu, Isuzu, Peugeot, Nissan Diesel, AstraWorld, and Garda Siaga.



Pelayanan teknis darurat 24 jam bagi pemegang asuransi Astra.

24 hours Emergency Roadside Assistance for Astra insurance holder.



Pelayanan dari ujung ke ujung CALL AstraWorld 24 jam bagi pembeli mobil Astra.

24 hours CALL AstraWorld services for Astra car buyers.

Program pelayanan konsumen lain yang digelar saat mudik Hari Raya Lebaran dilakukan oleh PT Astra Honda Motor melalui "Mudik Bareng Honda 2007." Tujuan program ini adalah memberi pelayanan terbaik dan keselamatan bagi konsumen.

Sementara itu, bagi pembeli mobil berpenumpang di PT Astra International Tbk, secara otomatis akan menjadi anggota AstraWorld. Pelayanan yang diberikan AstraWorld di antaranya bantuan darurat 24 jam di jalan (*Emergency Roadside Assistance* atau ERA), di samping informasi tentang waktu service kendaraan dan informasi produk mobil Grup Astra.

Pelayanan Finansial

Bagi konsumen yang ingin memiliki kendaraan produksi Astra, namun tidak memiliki dana yang cukup, maka Perusahaan menyediakan fasilitas pembiayaan kendaraan. Anak perusahaan dalam Grup yang memberi fasilitas ini antara lain PT Toyota Astra Financial Services yang menyediakan *consumer financing, fleet financing, dan financial leasing*; Astra Credit Company yang memberi pelayanan *leasing*; dan PT Federal International Finance yang melayani kepemilikan sepeda motor secara kredit.

Other customer service programs conducted by PT Astra during the Lebaran Festivities include Astra Honda Motor's "Mudik Bareng Honda 2007." The objective of this program is to provide the best services and safety to consumers.

Meanwhile, car buyers of PT Astra International Tbk, automatically become members of AstraWorld. Services provided by AstraWorld include 24 hour Emergency Roadside Assistance (ERA). Aside from information regarding time of service and car product information of Astra Group.

Financial Services

The Company regularly provides financing facilities to Consumers who wish to own Astra products, but who do not have enough funds. In addition to providing financing packages for consumers, PT Toyota Astra Financial Services, provides consumer financing, fleet financing, and financial leasing; Astra Credit Company, offers leasing services to corporate as well as consumer clients; PT Federal International Finance; provides motorcycle ownership by credits.

Masyarakat

Community

As a good corporate citizen, we are highly committed to developing the community, in which we operate.

Sebagai bagian dari tanggung jawab sosial terhadap pengembangan masyarakat, maka konsep program Tanggung Jawab Sosial Perusahaan (CSR) Astra dibagi dalam beberapa bidang, antara lain Bantuan Kemanusiaan, Mitra Binaan, Pendidikan, Kesehatan, dan Infrastruktur. Sebagian kegiatan CSR Perusahaan pada tahun 2007 diantaranya:

Bantuan Kemanusiaan

Bencana banjir yang melanda Jakarta pada awal Februari 2007 membuat Grup Astra berpartisipasi aktif dalam membentuk posko banjir di delapan titik lokasi banjir di Jakarta. Tim evakuasi juga dibentuk, terdiri dari petugas penyelamat, sekuriti, gugus kerja, dan relawan karyawan Astra sebanyak 182 orang. Tim tersebut memberi berbagai bantuan seperti pertolongan fisik dan moril, bantuan logistik berupa obat-obatan, makanan dan minuman bagi masyarakat yang tertimpa musibah tersebut.

Pada pertengahan tahun, tepatnya di bulan September 2007, terjadi bencana alam gempa bumi yang mengguncang pesisir barat Sumatera. Gempa dengan kekuatan 7,9 Skala Richter (SR) ini dirasakan oleh warga Bengkulu, Sumatera Barat, Sumatera Utara, Jambi, dan Sumatera Selatan. Sebagai wujud kepedulian Astra, posko lapangan didirikan di Bengkulu dan Sumatera Barat. Berbagai bantuan disalurkan kepada masyarakat yang terkena musibah seperti bahan makanan, minuman, dan obat-obatan.

As part of its commitment to CSR, the Company is committed to development of the community, Astra's concept of CSR is classified into several fields, which include humanitarian assistance, partnership programs, education, health, and infrastructure. Some of the activities in 2007 were:

Humanitarian Assistance

Astra Group actively assisted victims of the February 2007 flood disaster by developing First Aid Posts in 8 locations in Jakarta. Evacuation teams were also organized, which consist of rescue, security, task force and volunteers of 182 personnel. The team provided physical and moral supports, and logistic aid such as medicine, food and clean water supplies to communities hit by the flood disaster.

During mid-2007, an earthquake measuring 7.9 on the Richter Scale hit the western coast of Sumatra. Although no Tsunami was triggered by the earthquake much damage to buildings was caused in Bengkulu, West Sumatra, North Sumatra, Jambi and South Sumatra. Many citizens throughout these regions were forced from their residences. Astra's provided care to thousands of victims throughout the area by establishing several first aid posts in Bengkulu and West Sumatra. Various supports were provided to the surrounding community by providing food, drink and medical supplies for the victims of the earthquake.



Penyerahan bantuan kemanusiaan bagi korban gempa Bengkulu.

Submission of humanitarian aid to the victims of Bengkulu earthquake.



Penyerahan bantuan kemanusiaan bagi korban banjir Jakarta.

Submission of humanitarian aid to the victims of the Jakarta flood.

Menutup tahun 2007, Indonesia kembali diguncang bencana banjir besar akibat meluapnya sungai Bengawan Solo. Banjir menerjang beberapa daerah di Jawa Tengah dan Jawa Timur. Di tengah kondisi kritis itu, Astra kembali menunjukkan kepeduliannya terhadap masyarakat dengan membentuk tim evakuasi. Tim yang beranggotakan beberapa karyawan Astra ini bertugas menyelamatkan karyawan dan masyarakat yang dilanda banjir. Berbagai pasokan logistik dan bantuan medis juga disediakan bagi para korban banjir.

Program Mitra Binaan

Untuk meningkatkan pemberdayaan masyarakat sekitar, Astra mencanangkan Sunter Nusa Dua Project (SNDP). Program ini bertujuan mengembangkan dan membina masyarakat sekitar RW 08 & 09, Kelurahan Sungai Bambu, Jakarta Utara, melalui pengolahan kompos, kertas daur ulang, dan kelompok binaan kain majun. Berbagai produk telah dihasilkan mitra binaan Astra tersebut. Pada tahun 2007 kapasitas produksi kompos mitra binaan itu meningkat secara signifikan, dari 60 kg/bulan menjadi 500 kg/bulan. Di samping itu, terdapat penambahan *customer user* untuk produk kompos dan kain majun.

During the close of 2007, hundreds of thousands of Indonesians in Central and Easter Java experience wide scale flooding due to the increased level of Bengawan Solo river. Astra responded to the crisis by forming several evacuation teams, each consisting of concerned Astra employees. The teams were tasked with conducting search and rescue missions in assistance of employees and other civilians from the surrounding community. Several logistical supplies (survival kits) and medical aids were also provided to the flood victims.

Partnership Program

To empower communities in the vicinity of its operations in Jakarta, Astra has implemented the Sunter Nusa Dua Project (SNDP), a program aimed at developing and training the communities of RW 08 & 09, of Sungai Bambu subdistrict, North Jakarta. Through the processing of compost, recycle papers, and majun cloth partnership group. Several products have been produced by Astra's partnership group. In 2007 the program achieved several key benchmarks of progress; namely the community increased its capacity to manage compost from 60 kg/month to 500 kg/month. It also increased customer users for compost and majun cloth products.



Program pembinaan petani karet oleh PAMA Adaro, Kalimantan Selatan.

Rubber farmers assistance program by PAMA Adaro at South Kalimantan.

Produk kompos hasil masyarakat binaan Astra di Sunter.

Compost products by the community, assisted by Astra at Sunter.

Program IGA kain majun di AI - Toyota Sales Operation cabang Sungkono, Surabaya.

IGA majun cloth program at AI - Toyota Sales Operation Sungkono branch, Surabaya.

Selain pembinaan yang dilakukan PT Astra International Tbk, anak perusahaan Grup Astra, baik di perkotaan maupun di *site*, selalu berupaya meningkatkan kesejahteraan masyarakat sekitarnya melalui program binaan *Income Generating Activities* (IGA). Beberapa program binaan masyarakat antara lain:

- Program kerja sama PT Pamapersada Nusantara dan Adaro dengan mendirikan Lembaga Pengembangan Bisnis sebagai wadah pembinaan 1.115 petani karet; pembinaan rotan; lembaga keuangan mikro Banua Bauntung, yang lingkup kegiatannya mencakup 4 kabupaten (Tanjung, Layang, Buntok, Paringin) dan menghasilkan laba hampir mencapai Rp 160 juta pada tahun 2007.
- Program binaan PT Astra International Tbk - Toyota cabang Sungkono berupa program cuci lap majun dan sarung tangan bekas, serta pembuatan singkong dan donat kentang.
- Program binaan PT Federal International Finance di Makassar berupa program pembinaan untuk bisnis pencucian motor dan bisnis penjahitan, dengan memberi bantuan pembekalan kompetensi, sarana, dan prasarana.

Program Kesehatan

Di bidang kesehatan, Astra berusaha meningkatkan kesadaran masyarakat akan pentingnya kesehatan. Salah satu program SNDP untuk peningkatan kesehatan adalah diadakannya Lomba Posyandu tanggal 30 & 31 Juli 2007, di kelurahan Sungai Bambu, Jakarta Utara. Kegiatan tersebut meningkatkan kesadaran masyarakat akan pentingnya kesehatan, yang tercermin dari meningkatnya jumlah bayi yang diperiksa di Posyandu.

PT Astra International Tbk, and Astra Group subsidiaries, always strive to improve surrounding community welfare through partnership assistance programs of *Income Generating Activities* (IGA). These are conducted both in urban as well as at plant sites. During 2007 the Company conducted several community assistance programs including:

- Cooperation with PT Pamapersada Nusantara and Adaro to: forming a local business development council which assisted 1,115 rubber farmers; ratan assistance; micro financial institute of Banua Bauntung, covering activities of four districts (Tanjung, Layang, Buntok, Paringin) and resulting in profit of almost Rp 160 million in 2007.
- Assistance program of PT Astra International Tbk - Toyota, Sungkono branch in a form of majun cleaning cloth and gloves, cassava and potato donut baking.
- Assistance program of PT Federal International Finance at Makassar in the form of assistance for motor cycle washing and tailor businesses, by providing support for competition, facilities and infrastructure.

Health Program

Astra health programs regularly focus on increasing community awareness on the importance of health. One of the Company's CSR SNDP programs to increase health awareness was a clinic competition at Lomba Posyandu – held on 30 & 31 July 2007, in Sungai Bambu subdistrict. The positive impacts of the program have been reflected by an increased number of babies registered for check-ups at the local health clinic in Posyandu.

Program kesehatan yang telah diselenggarakan Grup Astra, di antaranya:

- PT United Tractors Tbk – Kantor Pusat dengan program bantuan pengobatan bagi penduduk prasejahtera di sekitar lokasi perusahaan.
- PT Pamapersada Nusantara bekerja sama dengan Adaro dalam program Pola Penanganan Katarak Terpadu.
- PT Showa Indonesia Manufacturing dengan program pembinaan Posyandu di area sekitarnya (6 Posyandu di desa Harjamekar).

Program Pendidikan

Di bidang pendidikan, pada tahun 2007 Astra telah memberi bantuan beasiswa kepada 630 siswa-siswi berprestasi dari keluarga prasejahtera di lingkungan perusahaan. Mereka adalah anak-anak SD, SMP, dan SMK di kawasan Jakarta Utara. Program ini merupakan upaya mencerdaskan komunitas setempat.

Selain pengembangan masyarakat di sekitar lingkungan Perusahaan, PT Astra International Tbk melalui YABI – program BERNAS juga mengembangkan program pencerdasan masyarakat di daerah prasejahtera. Pada tahun 2007, daerah prasejahtera yang menjadi sasaran program ini adalah Kecamatan Leuwiliang, Bogor (1 SMPN); kecamatan Gedangsari, Gunungkidul (6 SDN); dan kecamatan Pandak, Bantul (3 SDN).

Other Health programs organized by Astra Group include:

- A medical aid programs for less advantages families conducted in conjunction with PT United Tractors Tbk.
- An integrated Cataract service in conjunction with PT Pamapersada Nusantara and Adaro.
- Clinic assistance was provided in Harjamekar village in conjunction with PT Showa Indonesia Manufacturing . Six clinics were established.

Education program

In the field of education, in 2007, Astra has provided scholarship to 630 performing students from less advantaged families living in the surrounding community. The children include students from Elementary Schools, Junior High Schools, Vocational Schools from the North Jakarta region. The program is also engaged in efforts to provide higher education to the local community.

PT Astra International Tbk's YABI - BERNAS program has also conducted an education program. In 2007, less advantaged families in the areas surrounding the Company's operations became the target for programs are in the Leuwiliang district, Bogor (1 Junior High School); the Gedangsari district, Gunungkidul (6 Elementary Schools); and Pandak, Bantul district (3 Elementary Schools).



Tenaga medis memeriksa pasien di Posyandu Kelurahan Sungai Bambu, Tanjung Priok.

Medical support at Kelurahan Sungai Bambu Clinic, Tanjung Priok.



Program Posyandu untuk masyarakat sekitar PT Showa Indonesia Manufacturing di Cibitung – Bekasi.

Clinic program to community around PT Showa Indonesia Manufacturing, Cibitung - Bekasi.

Peran serta Astra lain di bidang pendidikan ialah dengan dibentuknya Politeknik Manufaktur (Polman) Astra oleh Yayasan Astra Bina Ilmu, sebuah program pendidikan teknik (bidang manufaktur, informatika, otomotif, alat berat, dan perkebunan) dengan jenjang Diploma III (D3) untuk umum. Program pendidikan ini didukung dengan fasilitas unit laboratorium produksi yang lengkap sehingga para siswa dapat melatih keterampilan mereka untuk menghasilkan produk-produk yang kompetitif.

Pada tahun 2007, jumlah lulusan Polman Astra adalah 184 orang meningkat dari 113 orang di tahun 2006. Sedangkan untuk komposisi penyaluran lulusan Polman Astra, sekitar 50% dari lulusan diserap oleh anak perusahaan Astra dan selebihnya bekerja di luar Astra atau melanjutkan studinya.

Sementara itu, anak perusahaan Grup Astra yang mengembangkan program pendidikan bagi masyarakat sekitarnya, antara lain PT Surya Indah Nusantara Pagi (PT SINP - grup AAL) dan PT Astra Honda Motor.

PT SINP mengembangkan program pendidikan untuk anak karyawan dan masyarakat sekitar melalui bantuan keuangan, sarana dan prasarana, serta peningkatan mutu pendidikan. Pada tahun 2007, SD Surya Persada yang dibangun SINP menjadi SD terbaik dalam pengembangan kurikulum se- kecamatan. SD ini kemudian menjadi SD percontohan setempat dari segi kurikulum maupun kegiatan kelompok kerja guru.

Another Astra program in the field of education was the formation of the Politeknik Manufaktur (Polman) by Astra Bina Ilmu Foundation. The initiative provides a technical education program (in manufacture, informatics, automotive, heavy equipment, and plantations) on a Diploma III (D3) basis which is open for public. The school facilities are equipped with a complete production unit lab facility. This allows students to enhance their skills by producing competitive products. It also provides skills requires for employment.

In 2007, the number of Astra's Polman graduates reached 184. This was an increase from 113 people in 2006. While the channeling composition of the Astra's Polman graduates, around 50% were hired by Astra's subsidiaries and some of the rest worked in other companies and some continued their studies.

Meanwhile, Astra Group subsidiaries have developed education programs in the surrounding community, which include PT Surya Indah Nusantara Pagi (PT SINP - group AAL) and PT Astra Honda Motor.

PT SINP has developed education programs for children from the community surrounding its operations. The assistance includes funds, facilities and infrastructure all of which have been used to improve the quality of education. In 2007, SD Surya Persada was developed by SINP to become the best elementary school in the district. It has become an example school for the area for its curriculum and teachers activities.



Bantuan sarana pendidikan untuk pelajar oleh PT Surya Indah Nusantara Pagi.
Educational facility aid to students by PT Surya Indah Nusantara Pagi.



Pelatihan guru SD Leuwiliang, Bogor oleh Yayasan Astra Bina Ilmu untuk peningkatan mutu guru.
Teacher's Training Program at SD Leuwiliang, Bogor by Yayasan Astra Bina Ilmu.