



RUMAH
ATSIRI
INDONESIA

INTELLECTUAL PROPERTY OF ATSIRI

Essence of Change:

The Rumah Atsiri Impact Report 2022

“At Rumah Atsiri, we’ve embarked on a journey glued by a shared vision.”



A vision born from a dream to conserve and promote the richness of Indonesia’s essential oils and aromatic plants. As we progressed, our belief in Rumah Atsiri’s capacity to drive significant change amplified. Our mission is not merely about preserving and nurturing Indonesia’s aromatic and wellness ecosystems. It extends further, aiming to inspire lifestyles centered on wellness, catalysed by the transformative power of aromatic experiences and storytelling.

Our efforts are directed towards sculpting a future that embodies sustainability, inclusivity, and well-being. Our approach to sustainability pervades our product development, encouraging us to embrace a circular

mindset, allowing us to renew and sustain our aromatic resources. In parallel, we are driven by our dedication to empower individuals within the hospitality industry, particularly those residing around the area of Rumah Atsiri.

Beyond our immediate community, our work extends into collaborations with artists, amplifying the crucial narrative of circularity. Creativity is the cornerstone of our constant innovation, breathing life into our programmes, spaces, and activations. We believe these engaging efforts are essential to drawing more people to our cause, exposing them to the importance of wellness. As we stand today, our mission holds steady. We are not just an organisation rooted in aromatics and wellness; we are a united force, striving for a future that shines brighter, operates sustainably, and promotes well-being for all.

About this report....

Rumah Atsiri 2022 Impact Report provides an overview of our company's sustainable business activity.



In this Impact Report, we present the sustainability performance and initiatives of Rumah Atsiri for the fiscal year 2022, covering the period from January 1 to December 31, 2022. The data and content for this report were provided by our business units and operational divisions.

Our report follows the established frameworks of the B Impact Assessment by B Lab, ensuring a comprehensive representation of our sustainability practices.

Rumah Atsiri is proud to be a signatory of the following initiatives, reflecting our commitment

to responsible business practices: We have incorporated the Six Principles of the UN Global Compact into our business operations. To ensure the accuracy and credibility of the sustainability data, disclosures, and claims presented in this report, we use consistent and comparable metrics and engaging stakeholder to provide stakeholders with opportunities to ask questions, provide feedback, and hold the company accountable for its sustainability performance.

At Rumah Atsiri, we remain committed to transparency, accountability, and continuous improvement on our sustainability journey. We believe that by sharing our progress and initiatives, we can contribute to a more sustainable future for all.



About Rumah Atsiri

How our journey started...



In 1963, Indonesia's first president, Soekarno, had a grand vision to establish the biggest essential oil factory in Asia. Collaborating with Bulgaria, Soekarno initiated the Citronella Factory in Plumbon, Tawangmangu, Central Java. Due to the political situation at that time, the ownership of the Citronella Factory changed several times. Then, one day, the founders of Rumah Atsiri Indonesia stumbled upon an abandoned building with an unusual façade and decided to delve deeper into its history. Captivated by its long story and underlying dreams, in 2015, the official ownership of the Citronella Factory area was transferred to PT Rumah Atsiri Indonesia.

We have always believed that the Citronella Factory, which has served as a silent witness to the collaboration between these two nations,

is a reminder of Indonesia's diversity and abundant potential that plays a vital role in the global economy. Rumah Atsiri Indonesia has now transformed into an aromatic wellness destination, continuously developing derivative products of essential oils and providing hospitality facilities to support the harmonization of the body, mind, and spirit through aromatic experiences. Since 2018, the

full integration of a museum, classes, aromatic shop, laboratory, garden, and glamping has catered to domestic and international guests.

Our goal is to provide visitors with a unique and immersive experience that highlights aroma and wellness. By revitalising this historic factory, we have created a space that combines a vision and innovation, allowing us to showcase the best of Indonesia's past and present. We are proud to be contributing to the growth of sustainable tourism in the region while also preserving the country's cultural heritage.

Our Vision



**Inspiring wellness lifestyles
through meaningful aromatic
experiences.**

Our Mission

To enrich, educate, and inspire individuals through the power of unique aromatic experiences, mirroring the spirit of place, signature fragrances, creative craftsmanship, and sustainable methods that **make ours the industry's leading wellness destination.**



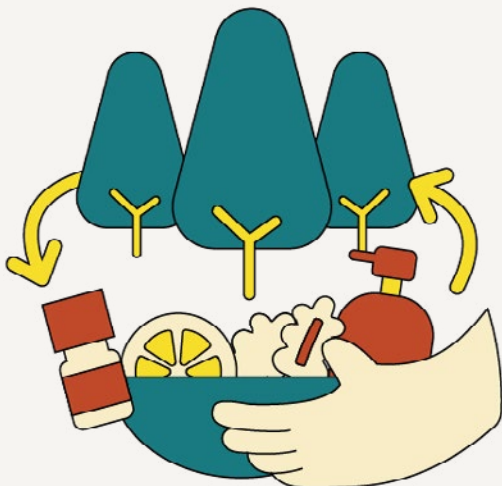
Aroma

As the DNA of the place, the identity & the spirit of place of Rumah Atsiri, it is taken from the history of the building.



Wellness

Our core content, the backbone and the why we are doing what we are doing. We focus on exploring five essential elements of wellness that include aroma, food and nutrition, herbs, physical activities, and therapies.



Sustainability

Our business is highly dependent on natural system balance. Therefore, we believe that we need to build and comply with progressive sustainable development roadmap.

Our corporate philosophy at Rumah Atsiri Indonesia can be summed up in the phrase “**Experience The Essence.**”



We embrace the philosophy of essential oils, which involves distilling only the essence of the highest-quality ingredients. We apply this same philosophy to our work, collaborating with passionate and dedicated individuals who share our commitment to achieving essential results. These results are impactful and meaningful, providing essential experiences for everyone we work with.

How are we delivering them?

We offer an **authentic, immersive visiting experience** that celebrates the **rich history** of our place and the aromatic industry in Indonesia, while being responsible and care for the **sustainable aspects**. This goal is incorporated through **Education, Hospitality, and Wellness Product.**



Edu-recreation

Education & recreation can be an exciting and fascinating way for people to learn and educate themselves about aromatic wellness. We also aim to be the hub for local and international essential oils key players who are interested in production, skill-sharing, research, and development.



Hospitality

As an ethical tourism site, we invest in the wellbeing of the culture, environment, and society of where we operate, Plumbon Village, by providing aromatherapy wellness programs, treatment services, and MICE facilities.



Wellness Products

Providing an inspiring and sustainable marketplace or retail complex that stimulates creativity and innovation for essential oils and wellness products.

Business Model

Since 2018, Rumah Atsiri has transformed into an integrated aromatic wellness destination, guided by our core values of Aroma, Wellness, and Sustainability. Committed to long-term environmental and social responsibility, our aim is to create a purposeful destination that inspires well-being and promotes sustainable living for our visitors.

To achieve this, our business model and delivery methods are categorised into three areas:

Edu-Recreation

Tours & Exhibition

Rumah Atsiri Museum

Entrance & tour fee
Temporary Exhibition

Aromatic Garden

Entrance & tour fee
Cultivation for the production house

Classes & Education

Rumah Atsiri Class

Daily workshops creating DIY essential-oil-based products

Aromatic Garden

Entrance & tour fee
Cultivation for the production house

Atsiri Herbal Class

Learning about herbal plants & making herbal drinks workshop

Aromatic Garden

Entrance & tour fee
Cultivation for the production house

KOSARA**

Waste Management Cooperative run by the locals.

*no direct revenue

**run by locals & Rumah Atsiri

Hospitality & Programs

Glamping

Room rates & program bundling

Travel Pattern & Outdoor Activities

Travel agent, activity provider

Atsiri EAT

Restaurant & food products

Well-Club

Wellness program, therapies, spa and activities

Artist Residency*

Our artist residency program invites artists to create art and conduct workshops related to the environment

Aroma & Wellness Festival

Conference, talks, workshops, music, exhibition and more activities related to wellness. An annual event

Wellness Products

Production House & R&D

Room rates & program bundling

Atsiri Shop

Atsiri retail shop, including custom hampers



Rumah Atsiri ESG Approach

Atsiri's Stakeholder

Engaging with these business stakeholders is critical for a sustainable corporate as it facilitates the integration of ESG into consideration and decision making.

By addressing the interests and concerns of various stakeholders, Rumah Atsiri enable to create long-term value while contributing positively to society and the environment.



As a leading wellness destination, we operate our business in more **sustainable ways**, aligned with the Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) provide the framework for defining our priorities, integrating our sustainability activities in a unified approach, and setting targets. Our SDG focuses are:



ESG Baseline Highlights

Governance

Integrity Code

Non-discrimination policy, Environmental Policy, Open door Policy, Anti-Bribery and Corruption launched internally

Confidential and Non-Disclosure policy

Including customers data privacy launched internally

Governance, Ethics and Compliance

Launched internally

Social

Workers

Health & Wellness

>50 hours training available for workers

Worker Empowerment

Strengthen employee's involvement and commitment to work

Communities

Local & Women Worker

Employing 90% local workers
50% Women works in Atsiri
>50% leader position is led by women

Educational Program

Providing more educational programs for visitors and vocational students

Local Economy

>90% food and beverages ingredients are sourced locally

Environment

Air and Climate

Greenhouse Gas Inventory

2022 is our starting point for tracking and monitoring changes in GHG emissions over time and provides a reference for setting emission reduction targets

Water Conservation

Optimise Water Usage

Tracking our water usage per 1 million rupiahs generated

Waste

Waste

6.2 ton recyclable waste have been distributed to recycling facilities

Biodiversity

Aromatic Plant Collection

Growing and conserving aromatic plants (at least 6 new species annually)

Rumah Atsiri ESG Approach

Governance

This particular part is related to SDGs:



Governance

At Rumah Atsiri, our ESG team is developing a system aimed at bringing systemic change to our corporate conduct and culture.

Site & Building Optimization

- Sustainable building planning
- Energy efficiency
- Waste management
- Water stewardship
- Greenhouse gas inventory

Legal

- Corporate governance
- Internal policies and Training

Social Engagement

- Stakeholders' Impact
- Inclusivity

Marketing & Brandcom

- Ethical marketing code of conduct
- Sustainable brand awareness



Human Resources

- Promote professionalism
- Wellness culture
- Sustainability values

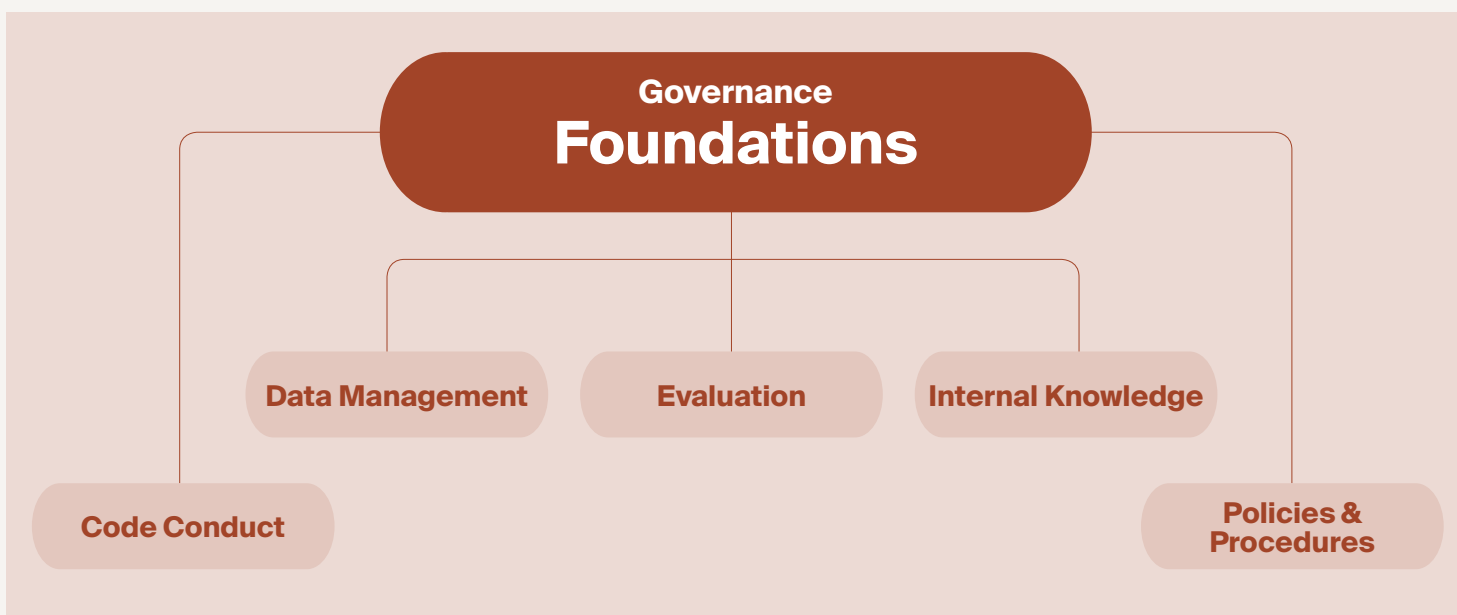
Finance & Investment

- Established a code of conduct to control decision-making related to spending and investment
- Local and sustainable sourcing
- Financial auditing

In 2022, we embarked on a significant transformation of our value framework, pivoting to focus intensively on Environmental, Social, and Governance (ESG) issues. With the global pandemic acted as the catalyst, we constructed a manageable, measurable plan to track our ESG progression effectively. We integrated these redefined values into our governance foundation system and management processes, endeavoring to work collaboratively with our stakeholders, including Board Directors and Operational Teams, to assure their insights are reflected in our decision-making.

We strengthen accountability and optimize efficiency by frequent monitoring, engaging external consultants for expert guidance and evaluation. The disclosure and external reporting are aimed at informing stakeholders about updated ESG progress.

Furthermore, our corporate guidelines serve as advocate for wellness and safety, ascertain compliance with relevant laws and regulations, and establish accountability through a system underscored by transparency. Our commitment to ethics and integrity reside our ESG objectives and key results, woven into the fabric of our key business departments.



Frequent Monitoring

Consultation

Third-party Audit

Disclosure & Reporting

Globally used reporting standard
UN SDG & B Corp Reporting Standard



Rumah Atsiri ESG Approach

Social

This particular part is related to SDGs:

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION





Customer's Highlights

37622
Museum Visitors

6190
Atsiri Class Participants

68,061
Products Sold*
BPOM Certified Product

**17 Options of Wellness Therapy
& Outdoor Activities***
Health and Wellness based Service

**14 Menu Set, 77 Nutritious Foods
& 7 Beverages***

Customer's Highlights

58%
Women Leader

50%
Women Wellforce

97%
Local Wellforce

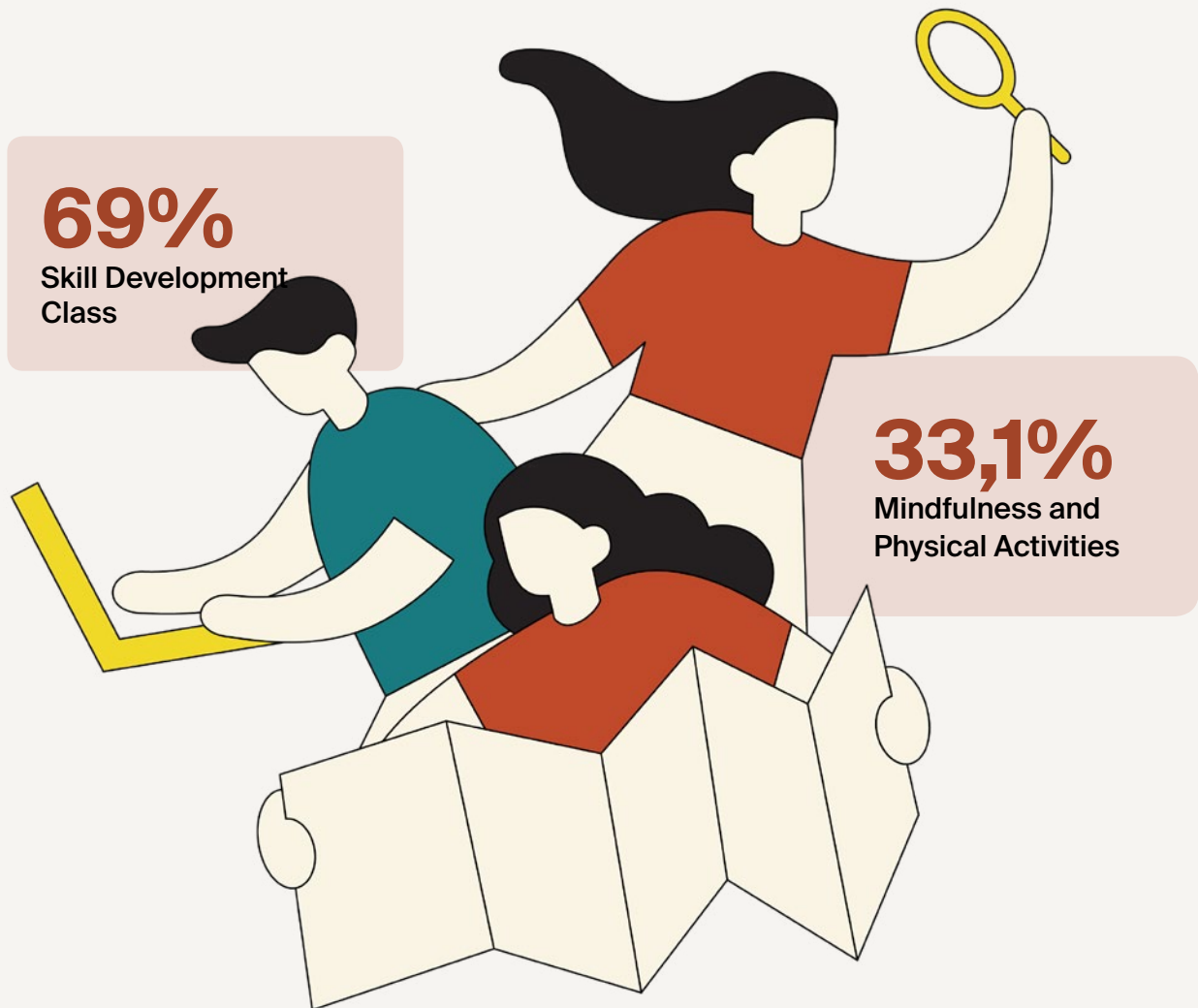
43,36%
Youth Wellforce under
24 years old

3,784 Glamping Guests

70,710 Annual Visitors

524 Group Reservations

Internal Program Wellforce



We recognise that our most valuable asset is our team, the Atsiri Wellforce. We began as a small team of 8 people and grew to 120 people. The pandemic presented significant challenges to our growth and development, especially that we are in the hospitality industry. However, we are grateful for our resilience and determination, and we remain committed to creating a culture of health and wellness for our team.

We see that integrating mindfulness into the working culture is not just a trend. By incorporating mindfulness into the company culture, organisations send a message that they care about their employees' well-being and want to create a positive and supportive work environment. This can improve employee morale and engagement. Along 2022, we provided 54.5 hours of training and activities for our wellforce team, including 41 hours of mindfulness-related classes and physical activities. We take our mission of being an aromatic wellness destination seriously, and we understand that our vision requires us to transform our workforce into a healthy and engaged Atsiri Wellforce.

At Rumah Atsiri, employee engagement is prioritized through worker empowerment initiatives.

One of the key practices adopted is Open Book Management. Through this approach, the company not only shares periodic financial reports but also provides weekly access to financial and operational data to all departments. By being transparent about the company's performance, challenges, and opportunities, employees gain a deeper understanding of how their work contributes to the organization's success.

This sense of transparency instills a feeling of ownership and accountability among the workforce, as they can see the direct impact of their efforts on the company's performance. We also take employees' consideration into decision-making processes and encouraging them to participate in setting individual or departmental goals fosters a culture of collaboration and shared responsibility. Employees could align their personal aspirations with the company's objectives, reinforcing a strong sense of belonging to their work and creating a greater sense of purpose in their roles. Fostering a sense of ownership and commitment. Our robust feedback and complaint mechanism ensures open communication and resolves concerns promptly. By implementing these strategies, Rumah Atsiri is expected to cultivated a highly engaged workforce with a strong sense of belonging to their jobs, leading to improved overall performance and success.

"The management has been receptive to the majority of the suggestions I have put forward regarding my workplace performance. They have shown a willingness to listen and have taken steps to implement the recommendations I have made."

Nikolas Baruna Citraka - [Edu-Recreation]



Devoted Education

6,190

visitors actively participated in these enriching programs.

Education has been at the core of our mission from the very beginning, and it remains one of our foundational pillars at Rumah Atsiri. We are committed to offering a wide range of highly educational activities and classes through our RA Class. In the past year alone, **6,190** visitors actively participated in these enriching programs. Our museum is an integral part of our educational platform, which is designed to increase knowledge about essential oil usage to support wellness and therapy.

18,041

Visitors from various educational backgrounds.

Furthermore, we have extended our commitment to education beyond formal programs by opening our doors to educational institutions for study visits and welcomed **18,041** visitors from various educational backgrounds. We believe that these study visits contribute to a broader and more holistic learning experience for students and scholars alike.

32

have graduated from vocational training in hospitality.

As part of our efforts to supporting local talent and potential, **we provide vocational training in hospitality to fresh graduates**, and we are proud to have graduated **32** vocational students by 2022. Moreover, we take pride in collaborating with multiple national universities, welcoming **25** students for research and internship opportunities that allow them to gain valuable hands-on experience in their respective fields.



37,622

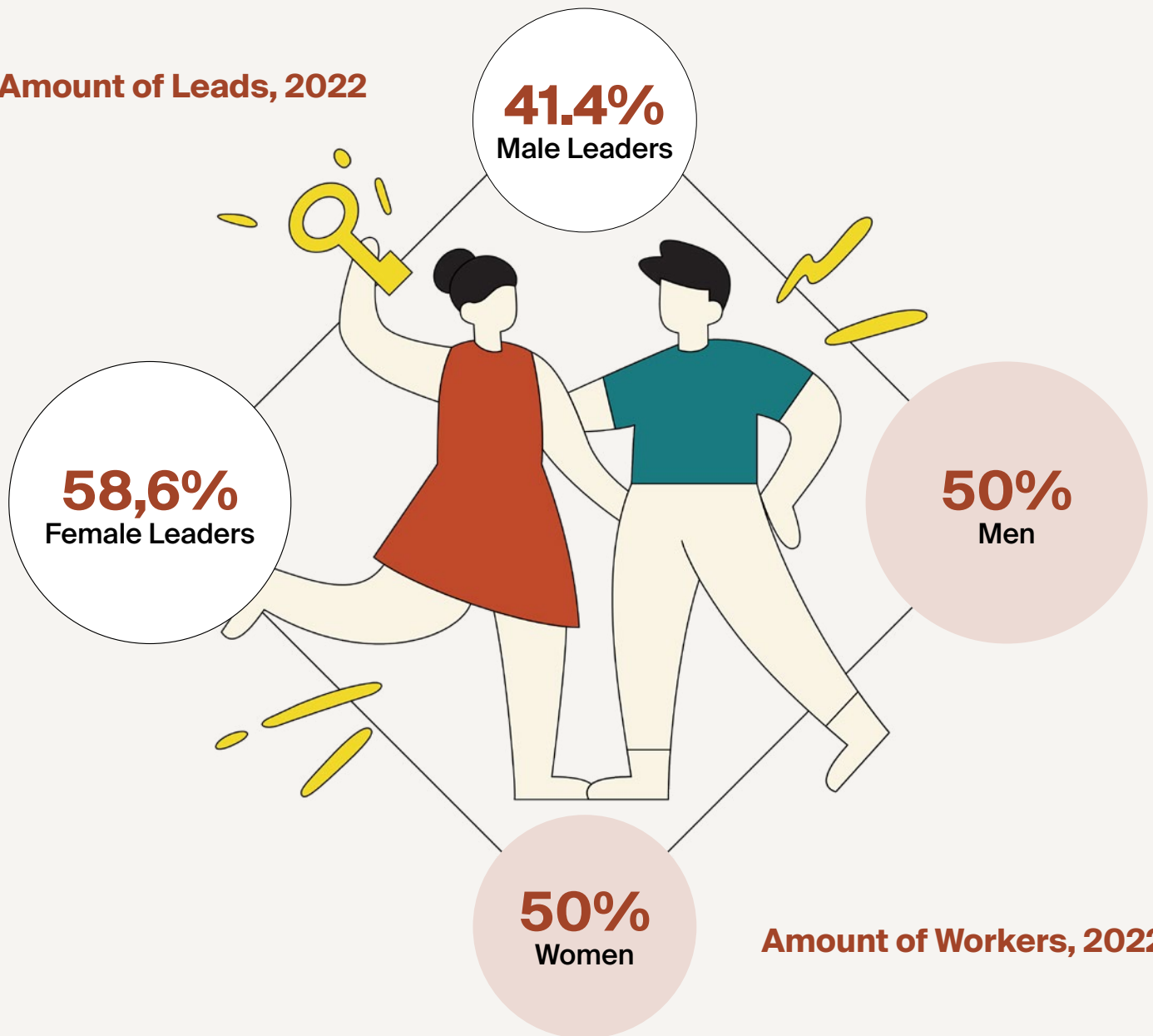
museum tourists.

Our primary objective is to deepen knowledge and understanding of aroma and wellness, and we have achieved this by offering engaging museum tours that have captivated a remarkable **37,622** tourists. This museum provides a comprehensive look into the history, origin, process, and safe usage of essential oils.

Women Empowerment

At Rumah Atsiri Indonesia, we firmly stand for **equal rights for women and men.**

Amount of Leads, 2022

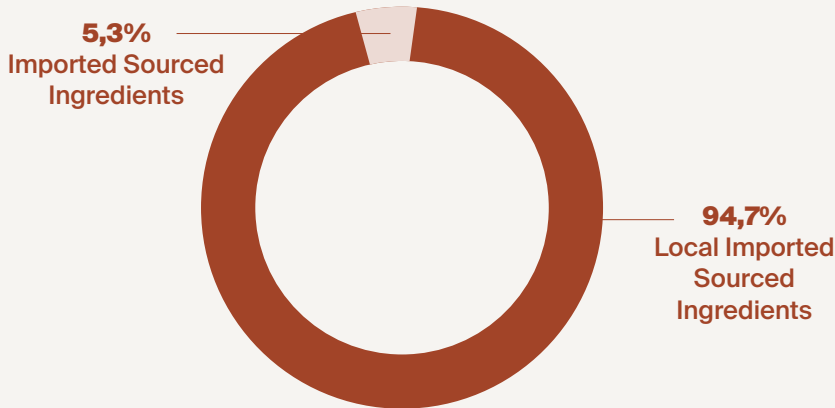
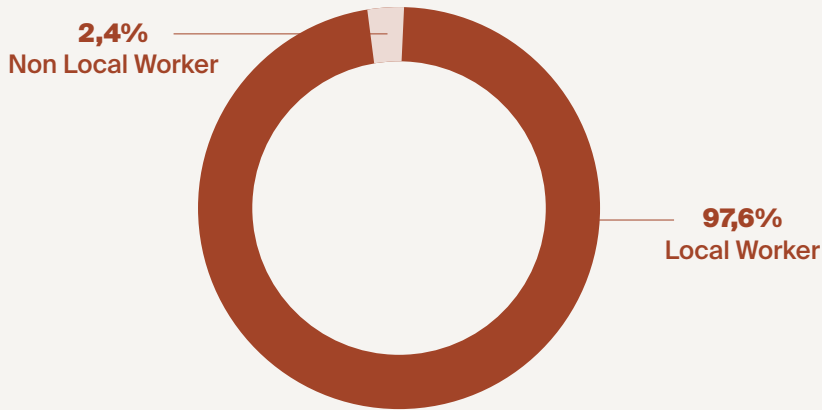


We are committed to joining forces for women and girls' empowerment and have **zero tolerance for sexual abuse and harassment**. Our commitment to creating a healthy and safe workplace extends to everyone in our community, and we strive to create a **mindful and effective work environment where women feels valued and respected**. We recognize the significant role that women play in nurturing their households and communities, and we are committed to providing **equal opportunities for all members of our team**. As part of our effort to create a diverse and inclusive workplace, we prioritize **women as a key group for employment**. We believe that providing women with sufficient economic access can ensure their families are well-nourished, leading to better health outcomes for children and a stronger community.

Local Economy Support

97,6%

of our workforce consists of local residents from the surrounding villages and Surakarta city.



94,7%

of the ingredients used in our food and beverages are locally sourced.

The company recognize the critical role that the local community plays in our success. From the start, we have prioritized involving the community in our business, believing that the locals are the best hosts for their own village. We have collaborated with local community groups to build the village as a destination for sustainable tourism. Approximately **97.6% of our workforce consists of local residents from the surrounding villages and Surakarta city**. About **43.36%** of our wellforce are in young group age under 24. We are committed to providing them with decent work and wages, which we believe is essential for promoting local economic development. Additionally, we strive to have a positive impact on the local economy by sourcing high-quality ingredients from local suppliers. As a result, **94.7% of the ingredients used in our food and beverages are locally sourced**.

Putri Solekhah - Outlet Shop Lead at Rumah Atsiri

As a local resident working at Rumah Atsiri, the environment in the workplace has fostered my personal growth in ways I never imagined. I started my career in 2019 as a youth intern at Rumah Atsiri's Aromatic Garden, then I worked as a daily worker at Atsiri Shop before I got promoted to full staff. After that, the company sent me to help set up the new Jakarta branch and also to learn many different and exciting things for one full year. Now I'm back working at Rumah Atsiri Indonesia Plumbon with upgraded skills and expanded responsibilities. Our company cultivates a culture that encourages creativity, innovation, and the sharing of ideas. My voice is not only heard but valued, and I am consistently encouraged to contribute my unique perspectives to the collective vision. I also have been able to expand my skill set, deepen my knowledge, and acquire valuable insights into professional working culture.



Customers' Health and Wellness

At Rumah Atsiri, we are passionate about **prioritizing the health and wellness** of our customers above all else. Our commitment to offering high-quality food and services is unwavering, as we believe it is essential to achieving our goal.



To ensure that our products meet the customers health and wellness standard, we equipped our team with an in-house nutritionist and a skillful chef. The product manufacture is managed aligned with ISO, Halal and GMP standards that are under certification process. With their help, we offered 168 carefully supervised food and beverage menus in 2022 that were healthy and nutritious, as determined by our nutritionist.

We understand that safety is a top priority for our customers, which is why we want to assure them that our personal care products are 100% BPOM certified. This certification ensures that our products have undergone rigorous testing and are safe for use. Our team of experts is dedicated to monitoring the safety of our products and ensuring that they continue to meet the highest standards.

We believe that exceptional customer experiences are key to our success, It become our main reason to seriously implement a customer stewardship programme that is both online and offline that we trace the progress weekly. For our glamping guests in particular, we personalize the customer experience by asking for their preferences and offering tailored recommendations. We provide numerous workshops at our destination, with knowledgeable and well trained hosts and shop attendants ready to provide educational resources to help customers learn more about our products and services.

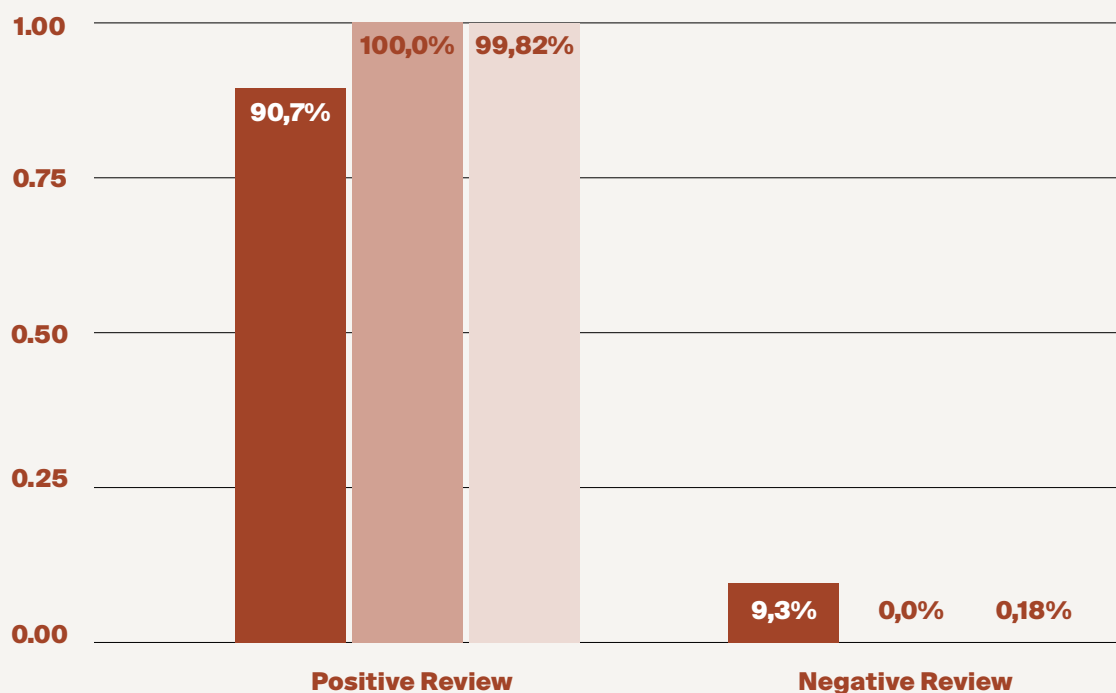
With the effectiveness of our approach demonstrated by the 6190 customers who joined our Atsiri class and workshop in 2022, we are more determined than ever to continue providing exceptional experiences and earning the trust and loyalty of our customers.

Customers' Satisfaction

We are proud to announce that we have received **90.7%** positive reviews for food quality, **100%** satisfaction for our service, and **99.82%** positive feedback for our products. These excellent ratings are a testament to our commitment to providing exceptional experiences and products that meet the highest standards.

Customer and Guest Reviews

■ Food Quality ■ Service ■ Product



Customers satisfaction is paramount to our success. To ensure that we are meeting the needs and expectations of our customers, we conduct regular customer satisfaction surveys to gather feedback and identify areas for improvement. By engaging with our customers on social media and offering personalised recommendations, we strive to enhance their experience with us and create a deeper connection. We also recognise the importance of education in building trust and loyalty among our customers. That is why we offer

various workshops and other educational resources to help our visitors learn more about essential oils and how they can be used in their daily lives. By providing valuable resources and information, we aim to empower our customers and deepen their understanding of our products and services. At Rumah Atsiri, customer feedback is a critical consideration for our business development. Throughout the year, we gather direct feedback from our customers, including glamping guests, activity participants, museum and restaurant visitors.

Art as a Messenger for Sustainable Lifestyle and Culture

127

Messenger tour
exhibition participants




In the end of 2022, our organization collaborated with Tactic Plastic to present an artist residency program that aimed to spread positive messages to both the natural environment and social communities. Through this initiative, we provided a platform for artists to express their creativity and innovative ideas through their works and designs, while also encouraging them to advocate for good values and benefits to the wider public.

The program, known as “Tutor Tinular,” was designed to foster a sense of community among participating artists and facilitate the sharing of knowledge and ideas through social media platforms. Through this collaborative effort, artists were able to strengthen their abilities to inspire and motivate others to take action towards achieving goals of spreading awareness and promoting good deeds towards the natural environment and social communities.



“Art involves creating engaging works that transmit emotions about oneself or the environment. It can raise awareness about sustainability and shape culture, leading to a more responsible lifestyle. The creative process uplifts the human psyche and can help build civilization”

Tactic Plastic



Rumah Atsiri ESG Approach

Environment

This particular part is related to SDGs:

3 GOOD HEALTH
AND WELL-BEING



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION

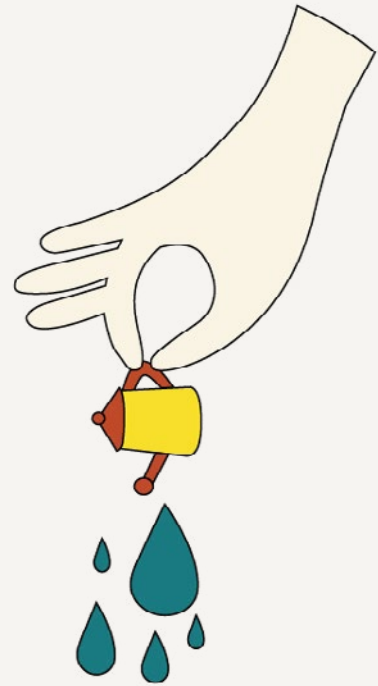


Environmental Highlights



161.8 ton

CO₂e Reduced 71.6%
Waste to Landfill



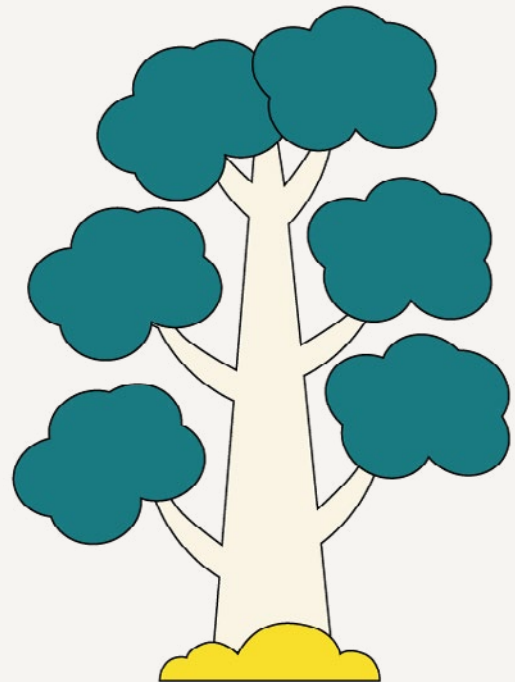
0.33 M/m²

Water used to support
the business annually



6.2 ton

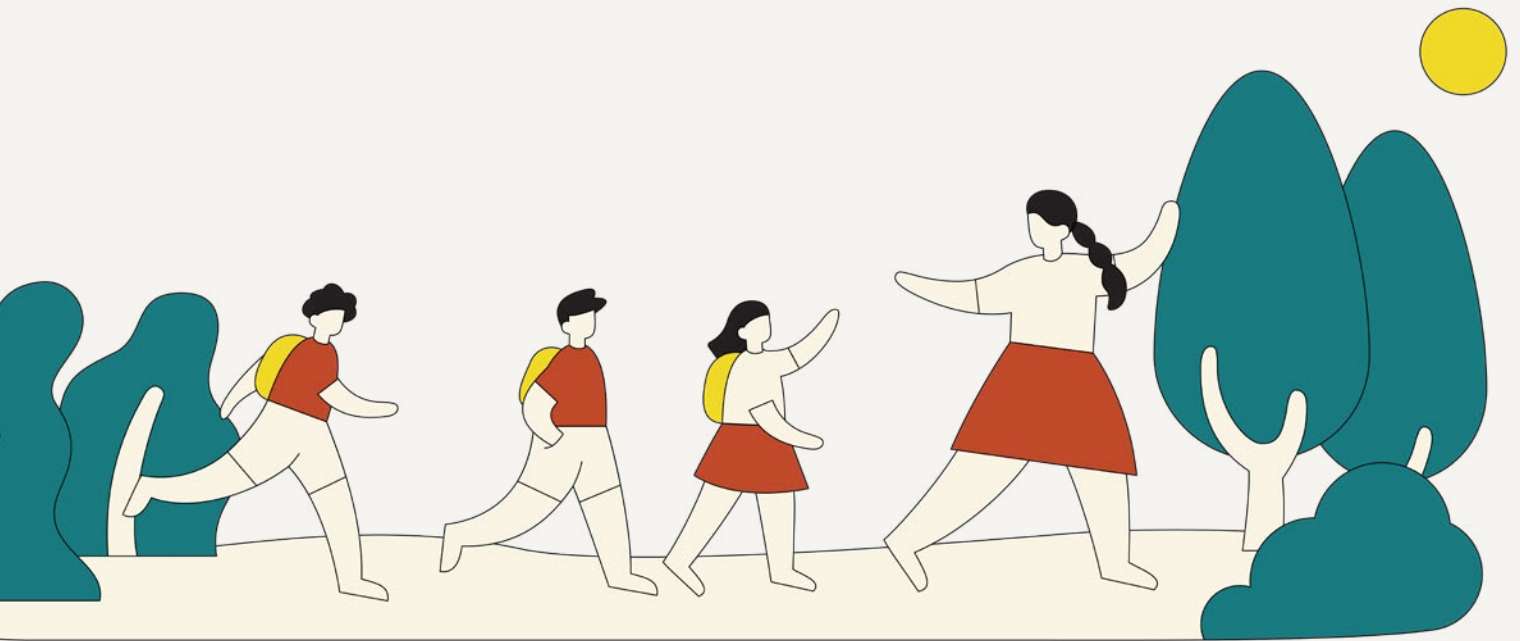
recyclable waste has
been distributed to
recycling facilities



102

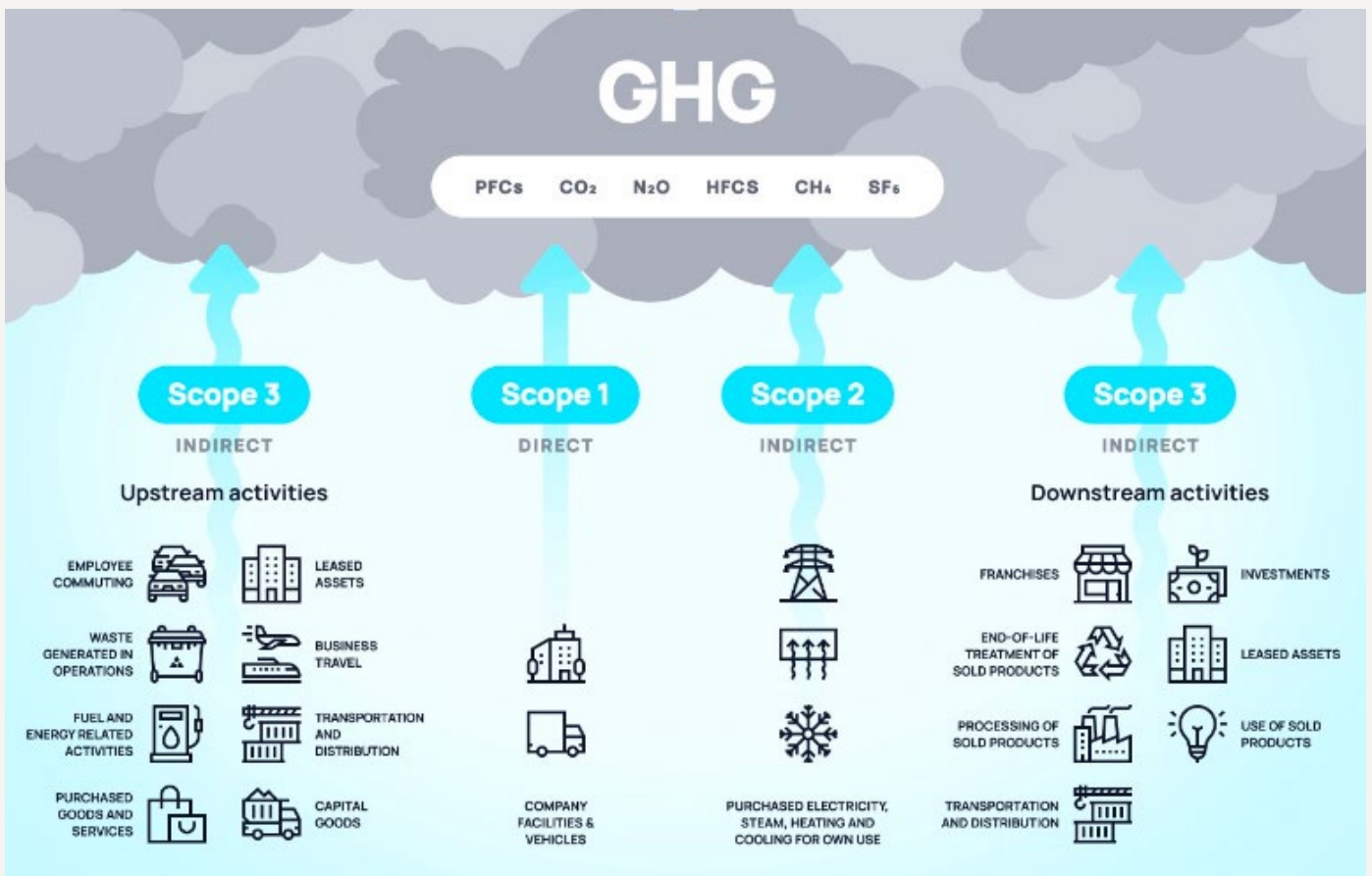
Aromatic plant
species collected,
including Indonesian
endemic plants

At Rumah Atsiri Indonesia, we recognize the **essential interrelation between humans and nature** as a part of eight dimension of wellness.

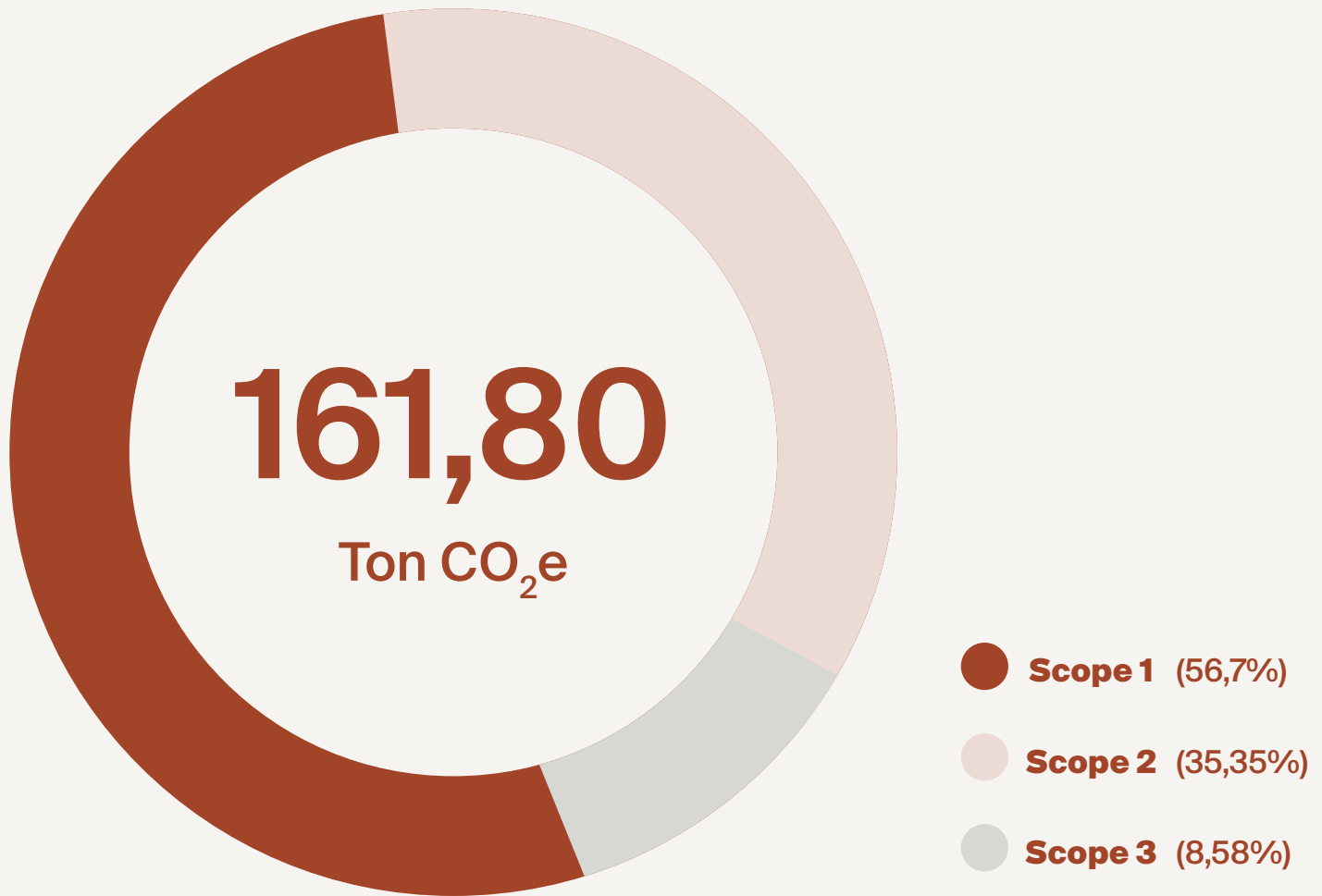


Research has shown that individuals' connection to nature is associated with psychological well-being and personal growth, and we believe that maintaining a stable natural environment and ecosystem is crucial for this connection. Therefore sustainable tourism destination concept also led us to an obligation to maintain ecological support in the long run. Keeping that mission in mind, we are committed to conduct iterative improvement pathways along business process with smaller environmental footprint as expected outcome.

One of our primary action in managing our environmental impact started with Carbon footprint inventory. Firstly we identified the sources of our greenhouse gas emissions across all three scopes. To better understand and manage our environmental footprint, we have categorized our emissions into three scopes based on their source.



We recognize the importance of mitigating climate change and promoting responsible business practices that prioritise the health of our planet.



Scope 1 and 2 emissions are those over which we have direct control and influence, such as our offices and company vehicles. In 2022, we discovered that these emissions accounted for 43.93% of our total carbon footprint.

The largest source of emissions is from **Scope 3** indirect combustion that is not owned by the company. To process our product, we used a significant amount of LPG, making Scope 1 emissions the second largest emitter in Rumah Atsiri.

In 2022, we implemented an energy efficiency strategy to reduce our energy usage and carbon emissions. We also had challenging discussions with our finance and operational teams to devise solutions for improving LPG efficiency in our kitchen. Our biggest challenge is managing shipping issues to send bulk logistics by sea freight in order to avoid emitting more carbon through air travel.

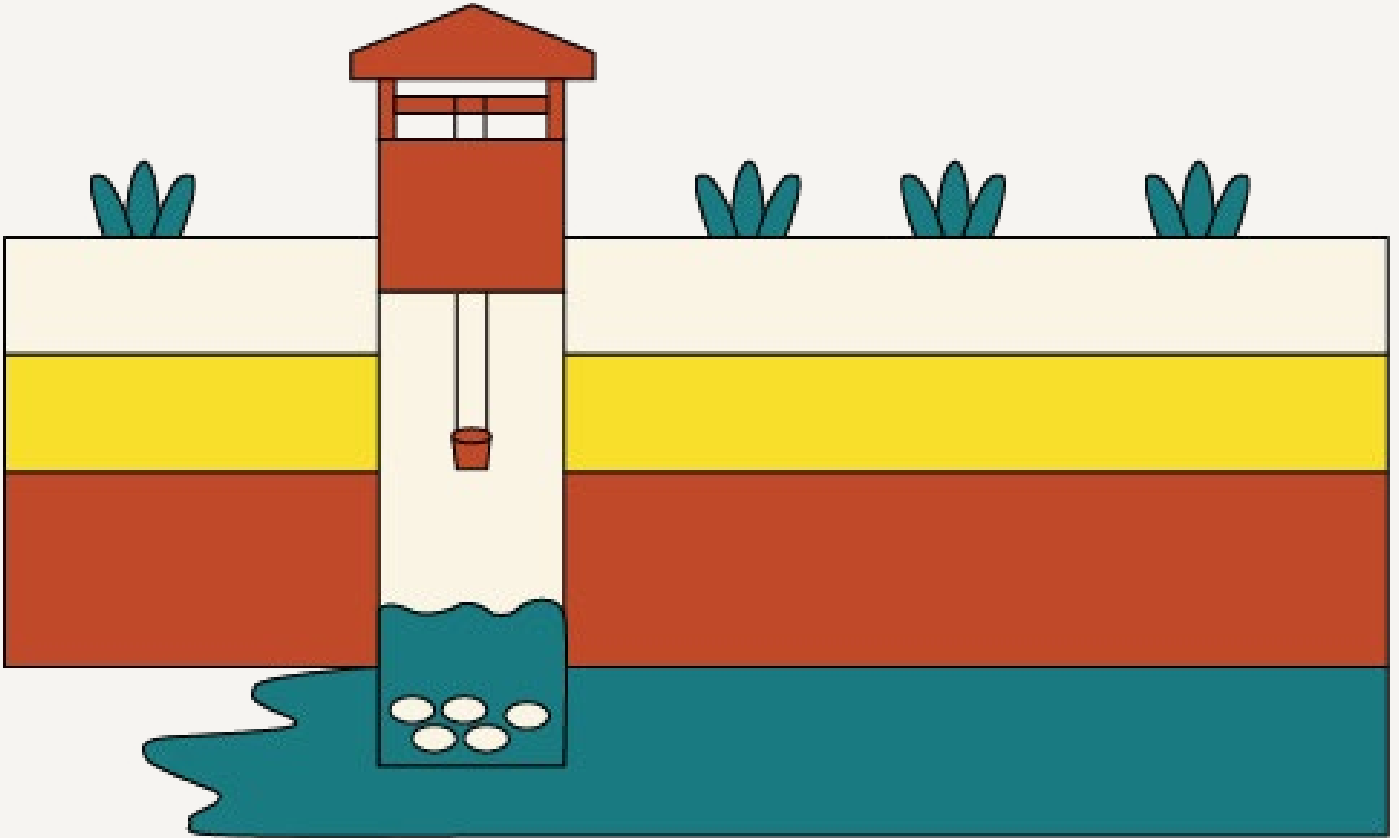
Water Conservation

0,33 M

Clean water used per
meter square annually

49

Water wells



At Rumah Atsiri Indonesia, we recognize the critical role that natural systems, including watersheds, play in sustaining the health and well-being of our planet. We are committed to preserving these systems and take a thoughtful approach to considering them in all of our buildings and assets. We have policy to minimise water used to support the business. Along the year 2022, **we only used 0.33 M clean water per meter square annually.**

To ensure the preservation of water catchment areas, the facilities area are designed to not cut the water bodies, which allows farmland to remain well irrigated and communities to continue accessing their water resources. **We have 49 water wells covering an area of around 245 square meters in the heart of our destination area.** We believe that it is our responsibility to give back to the system, including through water stewardship, and to allow communities and nature to meet their basic needs.

As a result of this initiative, we have reduced carbon dioxide emissions by **4.4 tons CO₂e**, saving **approximately 99.85%** compared to the unsorted landfill waste mechanism.



**Unsorted Waste
to Landfill 4,492
tons CO₂e**

**KOSARA
Management
7.3 tons CO₂e**



At Rumah Atsiri Indonesia, We believe that Sustainability lies on 360 Degrees of Business process, from designing, planning to waste. Therefore responsible waste management and are crucial for us. In 2021, nearly **99% of the waste generated by our organisation was sent directly to landfills**. To address this issue, we partnered with Parongpong initiative to establish a waste recycling community called KOSARA (Komunitas Sampah Rumah Atsiri). Through this initiative, we managed 21.6 tons of waste annually, resulting in a **71.6%** reduction of waste sent to landfills compared to the previous year. Half of the inorganic waste is directed to recycling systems, while **almost 99%** of organic waste goes to a composting facility.

At Rumah Atsiri Indonesia, **we are dedicated to promoting biodiversity and sustainable cultivation practices.** Our Atsiri Aromatic Garden offers a unique and immersive experience for visitors to explore the world of aromatic plants.



Ryzki Amelia

Local Guide · 102 reviews · 53 photos

★★★★★ 2 months ago

A thematic garden park, a place to calm your mind by enjoying many beautiful flowers. They have a vegan resto, museum and you can join their classes to learn how to create products from the plants. Or you can simply buy their essential oils. ... [More](#)



102 Aromatic plant species

The garden is home to a diverse collection of 102 aromatic plant species, including some that are endemic to Indonesia. It serves as a living showcase of the remarkable biodiversity of aromatic plants found in the region and worldwide. Visitors to Atsiri Aromatic Garden can embark on a captivating tour where they can learn about the fascinating history, cultivation, and uses of various aromatic plants. Our knowledgeable guides provide insights on the different plant species, their distinctive scents, and the traditional and modern applications of their aromatic properties. Visitors can indulge their senses by experiencing the delightful fragrances firsthand,

as they stroll through the meticulously curated pathways of the garden. The aromatic garden tour at Atsiri Aromatic Garden offers a captivating experience for nature enthusiasts, botanists, and those interested in the fascinating world of aromatics. It provides a unique opportunity to appreciate the remarkable diversity of aromatic plants, learn about their cultural significance, and gain a deeper understanding of their sustainable cultivation practices. A visit to Atsiri Aromatic Garden is an enriching and memorable experience for those seeking to immerse themselves in the captivating world of aromatic plants.

Raising Environmental Awareness

At Rumah Atsiri Indonesia, we recognize **the importance of environmental education in creating a more sustainable future.** We prioritize the delivery of educational materials to our internal team and customers to increase awareness and knowledge on various topics, including the environment.



To achieve this goal, we have integrated our efforts with the Health, Safety, and Environment (HSE) and KOSARA teams, who share our commitment to environmental consciousness. Together, we conduct regular training sessions on environmental issues, covering topics such as climate change, conservation, and sustainability. These training sessions not only provide valuable information but also **encourage**

our employees and customers to take action towards a healthier planet. In addition, we organize Plogging activities with guests and KOSARA to promote environmental awareness and reconnect individuals with the natural environment. These activities provide an opportunity to engage with the community and demonstrate our commitment to environmental well-being.



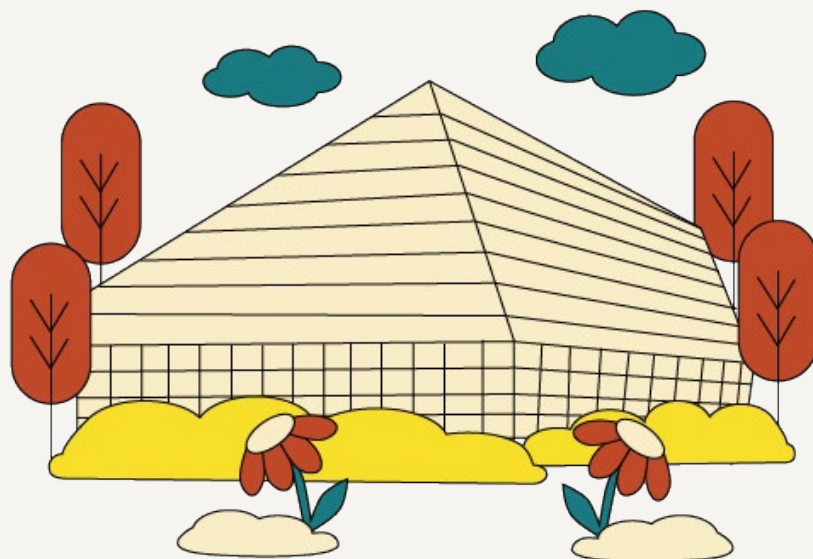
Envisioning Rumah Atsiri 2023

Environment

The unprecedented natural discomfort that we are currently facing worldwide is a clear indication that we must take action to contribute to a positive environmental impact, immediately and seriously.

Rumah Atsiri Indonesia is committed to continue creating a positive impact, minimising environmental footprint.

Therefore we have planned an agenda to improve our composting technology and reduce our greenhouse gas emissions further.



Our goal is to increase our organic waste composting efficiency by 20%, which will enable us to turn waste into usable compost more quickly. This investment demonstrates our dedication to our business and our community, as it helps to reduce waste and promote sustainable business practices. In addition to our composting efforts, we plan to reduce our greenhouse gas emissions from scopes 1 and 2 by 5% in 2023. We also aimed to cultivate 10 more aromatic plant species in the near future, especially endemic ones, that would be part of our program in plant biodiversity conservation. This work would be possible with the support of our skillful botanist, farm and garden team. At Rumah Atsiri Indonesia, we believe that every small step counts when it comes to creating a healthier planet. We are committed to doing our part by making ongoing improvements to our operations and practices, and we are proud to share our progress with our stakeholder.

In the near future, we are thrilled to continue **providing a thoughtful, responsible, and sustainable wellness experience for our clients.** We have identified four key goals for the future that will help us achieve our mission with even greater success:



01

Strengthening our customer stewardship: By providing exceptional service and personalized care, we can ensure that our clients feel valued and supported every step of the way.

02

Internal engagement improvement: We recognize that creating a collaborative and creative work environment is essential to achieving our mission. Therefore, we are dedicated to improving internal engagement in 2023. By fostering a sense of connection and investment among our team members, we can work together more effectively and achieve even greater success.

03

Internal career development program outcomes enhancement: We are committed to enhancing our internal career development program outcomes by 40%. By empowering our team members to develop their skills and advance their careers, we can create a more engaged and empowered workforce that delivers exceptional service to our clients.

04

Primary social engagement program Activations: We recognize the importance of connecting with our community more meaningfully through social media and are excited to activate Messenger. This will enable us to have real-time conversations with our clients, share valuable content, and receive feedback, allowing us to better serve our clients and meet their needs.



As further advance of ESG commitment, we are currently planning to develop a robust wellness policy as well as productive work system that will establish clear guidelines for implementing wellness programs and initiatives. Our People and Culture department would take the lead in promoting and monitoring these programs to ensure their success.

We understand the importance of regularly assessing the effectiveness of our wellness efforts, just as we have been focus on sustainable development goals since 2022. Therefore, we will conduct regular audits to identify areas for improvement and track our progress. By continuously evaluating our system, wellness and sustainability training and

education programs in 2023, we will be able to ensure that we are delivering the best possible experiences for our employees and guests. With our unwavering commitment to providing a mindful, responsible governance, we are confident that our efforts will continue to make a positive impact starting from strong business entities.

Atsiri Impact Milestone



2015-2018

Designing Low Energy Site;
Preserving Heritage Building



2018

Opening Museum and Edu-recreation

Opening Atsiri Class



2020

Establish inhouse Waste Management (Kosara)



2022

Engaging Merdeka Belajar with Kampus Merdeka, Establishment of Vocational Class



2023

Greenhouse Gas Inventory & Impact Reporting



RUMAH
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#ExperienceTheEssence

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