

ESG REPORT

Jan 2020- June 2022

(COVID-19 PERIOD)



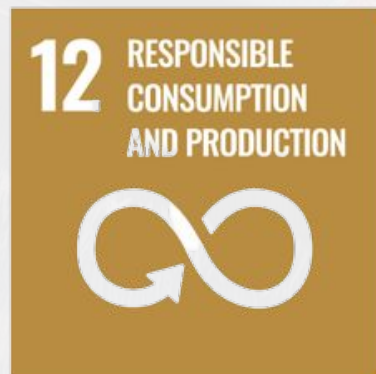
TORAJAMELO

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TORAJAMELO

From one small initiative to now an award-winning social enterprise, TORAJAMELO remains committed to its core missions: empowering impoverished rural women, preventing the breakdown of families by preventing outward migration, rejuvenating Indonesia's declining weaving art, and protecting the environment. TORAJAMELO redefines value for enterprise, placing cultural, social, and environmental sustainability at the same level as economic.



Founded	2008 in Toraja
Stage	Seed
Reach	Working with 1100+ weavers across the archipelago as of 2022
Purpose	Address the socio-economic problems behind female migration, poverty, and domestic violence in rural areas of Indonesia
Solution	Hone women's pre-existing skills and expand a female-dominated industry, weaving; offering them access to the Indonesian and international markets; empowering them via greater financial independence
Focus	Isolated rural areas with high emigration rates for young women; areas with little or no support from government programs and/or donor agencies; areas that have weavers, weaving culture, and/or weaving capacity

The background is a collage of three images. The left side shows a field of tall, thin reeds or bamboo stalks. The center shows a group of people, including children, wearing traditional patterned clothing and face masks. The right side shows a field of rice with distinct rows. The text is overlaid on the center image.

**VISION,
MISSION, &
VALUES**

VISION, MISSION, & VALUES

Vision

Alleviation of poverty by creating a sustainable ecosystem focussed around women in indigenous communities

Mission

Work towards establishing a sustainable economy in indigenous communities via an intersection of cultural, social, and environmental approaches.

Our Values

Collaborate with **Community**, Uphold **Quality**, Practice **Integrity**, Take actions with a **Purpose**, and Believe in **Compassion**.



**OUR PURPOSE
VIA
OUR LOGO**

OUR PURPOSE CONVEYED VIA OUR LOGO



Inspired by a Torajan traditional pattern, the innermost circle signifies our willingness to work with a kind heart to preserve the richness of Indonesia's heritage



The second circle, signifies the message of hope and assurance to the society



The outer circle, in its true essence, signifies an outward focus towards progress and the will to sustain Indonesia's indigeneous heritage across future generations



BUSINESS MODEL:

3Cs

THREE PILLARS of TORAJAMELO

COMMUNITY COLLABORATION

TORAJAMELO conducts capacity building activities and are currently helping our communities start community-based tourism and regenerative farming on top of weaving to diversify their revenue streams.

COMMERCE

TORAJAMELO is a B2B and B2C company that showcases high quality handmade modern fashion, accessories, and home decor.

CONSULTANCY

TORAJAMELO offers consultancy services to help large corporations align closer to UN SDGs and their respective ESG goals. Due to our first-hand experience in this field, we are able to provide innovative yet feasible solutions.



**OUR
PARTNER
COMMUNITIES**

OUR PARTNER COMMUNITIES



We work with 1100+ weavers across Indonesia (NTT and Sulawesi)



TORAJA

Toraja is located in South Sulawesi. TORAJAMELO has trained around 250 weavers. A weavers cooperative “Sa’dan Siangkaran” was established in 2015. Their products are sold in the local markets, in To’barana’ weaving centre.



MUNA

Muna is located in Southeast Sulawesi. The weavers in Muna district are spread into 2 villages: Desa Masalili and Desa Labungkari. Muna are known for using natural dyes such as sappanwood, mango, and pandan leaves, and many more. Currently, in Desa Masalili itself, there are at least 250 weavers.



MAMASA

Mamasa is located in West Sulawesi. Mamasa has a cooperative with around 350 members was established in February 2018. Mamasa is the only area in Indonesia, where the weavers create beautiful tablet weaving.

OUR PARTNER COMMUNITIES



SOE

Soe is located in East Nusa Tenggara. In Soe, we have around 55 weavers. They specialized in weaving motifs called Mollo and Amanatun. Weavers sell their product to TORAJAMELO and local markets.



MANGGARAI

Manggarai is located on the island of Flores, East Nusa Tenggara. Manggarai has 110 active weavers. They are constantly making Cibal and Ringgit Wecak motifs. Their weaving are sold to Ruteng city. They also take special order.



LEMBATA

Lembata is located in East Nusa Tenggara. Lembata has been known for its beautiful ikat weaving. TORAJAMELO works with weavers in their two centers, (Desa Lamawara & Desa Lamagute).



KEFAMENANU

Kefamenanu is located in East Nusa Tenggara, specializing in Insana and Biboki motifs. Currently, there are 66 active weavers. They sell their product to TORAJAMELO and local markets.



ADONARA

Adonara is located in East Nusa Tenggara. TORAJAMELO works with weavers in their two centers, i.e. in Lodan Doe, Desa Hinga and Senitawa, Desa Ile Boleng. In Adonara and Lembata there is a total of around 850 weavers.



**OUR
ENVIRONMENTAL
COMMITMENT**

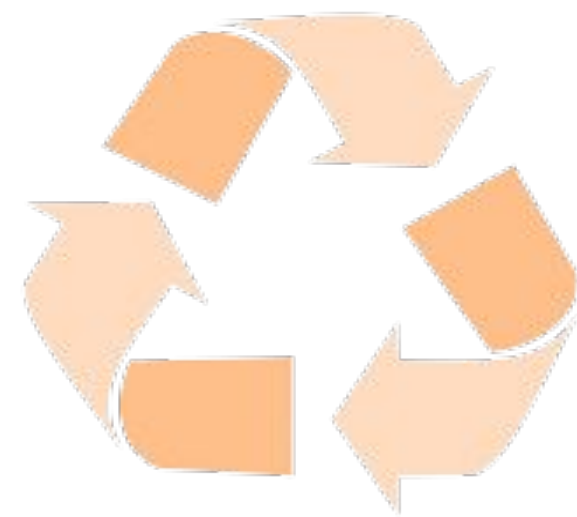
ENVIRONMENTAL IMPACT as of MAY 2022



35% of TORAJAMELO's product uses biodegradable raw materials

44% of TORAJAMELO's products are being made with 100% naturally sourced materials

Since 2019, **100%** of our new yarns used are natural fibers



59% of products made are recyclable

34% of packagings used are recyclable

6% of raw materials used are from recycled materials

Our trash is segregated to different parties for responsible disposal



Warung Lestari Program

In 2021, we collaborated with Carbon Ethics to run educational counseling to two food stalls in Jakarta to reduce single use plastic for six months.



100% carbon neutral for all trip

Every official trip that we made, we have offsetted our footprint through various green projects

TORAJAMELO globally follows **Meatless Mondays** as a pledge towards a better planet and sustainable future

The background is a collage of three images. The left image shows a field of tall sugarcane stalks. The middle image shows a group of people, including children and adults, in traditional patterned clothing, standing in front of a building with a stone wall. The right image shows a terraced field with rows of crops.

**OUR
SOCIAL &
COMMUNITY
COMMITMENT**

SOCIAL & COMMUNITY IMPACT as of MAY 2022



Women Empowerment

53% of our women weavers are heads of their families

30% of our suppliers are women-led

280 women weavers attended 12 TORAJAMELO trainings between January 2020 to May 2022



Financial Freedom

17% of former emigrants are now working as weavers

15% of weavers are now debt-free due to working with TORAJAMELO

90% of our sourcing partners are MSMEs



Partnerships

From January-May 2022 TORAJAMELO has done advocacy through **180 targeted social media posts**

From January 2020 until May 2022, TORAJAMELO's leadership team had been involved in thought leadership with extended business and impact communities on **9 occasions**



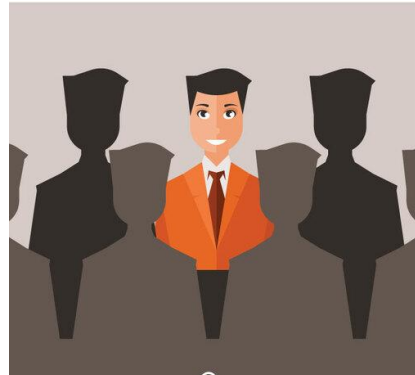
WITTO Corona Campaign

Weaving In The Time of Corona is a campaign held from April-Dec 2020 to support weaving communities to survive during the time of crisis. This campaign offers a special signature art clothes that are not sold in markets and we successfully sold around **30 unique art cloths.**



**OUR
GOVERNANCE
COMMITMENT**

GOVERNANCE IMPACT as on date - 2022



We have kept our staff turnover below 10% **(8%)** every year

We conduct **employee wellbeing** surveys to take feedback on improvement every 6 months

We conduct **“Growing Melons”** learning and development sessions regularly



We have a **“Zero tolerance”** policy to Sexual Harassment and Abuse

We **100%** follow a fair wages policy regulated under our country of operations, Indonesia

We are a **100% equal** employment employer

TORAJAMELO has a **No Single Use Plastic (NSUP) policy**



Insurance & health are covered for all employees

Our supply chain is evaluated under **ESG principles**

We are signed signatory of **UN WEPS**

We are ambassadors for **CIPRI (Cultural and Intellectual Property Initiative)**



ESG - HOW WE DO IT

ESG - HOW WE DO IT

TORAJAMELO offers **consultancy services** to corporations on how they can integrate **ESG and UN Sustainable Development Goals** into their business model



TORAJAMELO has **first-hand experience** in implementing ESG and working towards UN's SDGs, therefore we understand the **complex challenges** (i.e. cost, compliance, competitive, efficiency) business will face when trying to be more sustainable and, as a result, we are able to provide **innovative yet realistic solutions** to our clients.

The background is a collage of three images. On the left is a field of tall, thin stalks, possibly sugarcane. In the center is a group of five women wearing face masks and traditional patterned dresses, standing in front of a stone building. On the right is a field of rows of crops, possibly corn or rice, under a bright sky.

ACHIEVEMENTS

&

AWARDS

(2020-2022)

SOME OF OUR RECENT ACHIEVEMENTS & AWARDS

2022

SME Champion – Gender-Responsive Marketplace at the UN Women 2022 Indonesia WEPS Awards.

2nd Runner Up – Gender-Responsive Marketplace at the UN Women 2022 Indonesia WEPS Awards.

Outstanding Achievement – GGEF Women Eco Game Changer Awards

Impact Hero 2022 Finalist by Earth Company

2021

Winner – UN Women Indonesia (SME Champion for Leadership Commitment)

1st runner up of the UN Women 2021 Asia-Pacific WEPs Awards in the SME Champion Category

- Part of the inaugural “Silverstrand Biodiversity Accelerator” in 2022 for our Regenerative Agriculture approach
- Representation at W20 as an impact business that works on the intersectionality of environmental-social-cultural sustainability



**OUR
FUTURE
PLANS**

OUR FUTURE PLANS

Environment

1. Carbon calculator (crafting a calculator) for tracing carbon footprint for all products
2. Checking commercial viability and utility of using rayon (closed loop rayon) as a raw material
3. 100% elimination of new single use plastic from our office set up
4. Implementation of 100% vegetarian meals policy in events, office, and CBET
5. Per purchase donation to selected eco partners of TM that are working in areas where our communities are located and other outlying areas

Communities - Social

1. Natural fibers and dyes training for all communities before June 2023
2. Continuation of Regenerative agriculture and ethno farming project in Sulawesi
3. Furthering and development of new project in West Sumba
4. Development of ergonomic loom phase 2 for more communities
5. Collaborative Development of tools and equipment (solar dryer and solar decorticator) for the community
6. Offering access to market to at least 10 new communities (artisanal) in 2023 under AHANA

Governance

1. Arranging an external audit by a reputed audit firm
2. Extending more employee benefits post fundraising
3. Working on creating a carbon neutral checkout for all our online sales
4. B Corp Certification
5. CIPRI Ambassadorship
6. Implementing OKR Methodology

We will (Re)Set the Standard for Impact Enterprises

By never compromising our integrity and **commitment**
to improve the livelihoods of our communities for the allure of exponential growth.

We stand for the **People** and our **Planet!**



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THANK YOU!