



From the Editor

Welcome to CLG 2021 quarterly Newsletter. This is a part of our strategic program in enhancing engagement as well as to advocate our core value among our key stakeholders

We also intent to make this newsletter into a multiple way communication platforms especially with our employees with a dedicated Voice of Employee column.

We hope you enjoy this issue. Feel free to share with your team and business partners where you find appropriate.

We also welcome articles contributions.

Yours sincerely

Peter / Wendy

This issue we started with our two townhalls events , followed by a special reunion dinner held in Vietnam during the eve of the Lunar New year.

We also take this opportunity to appreciate the effort of our ERT and our sustainability team program. We end with our employee's voice on CLG Core value.

TOWNHALL MEETING



As a part of CLG employee continuous engagement program, we held 2 townhalls in December 2020 and in January 2021. This is the first time we conducted a full online townhall.

In the December' 20 townhall , hosted by Peter, head of Strategy and Communication, our president Kelly shared the 2020 business update and her vision for 2021. 2020 has been a challenging year but with the right strategy and mindset, CLG will come up stronger than ever.



CLG 2021 Strategic Initiatives were shared during the townhall held in January 2021 with 4 guests sponsors, Brian (Planning), Phor (HR), Wai Hon (MEG) and Chris (SCM). The respective sponsors shared their view on the important of these initiatives in driving CLG into a more sustainable and efficient manufacturing partner for the future.



Message from Kelly

Dear Readers,

We heard you loud and clear! Our employees and our amazing teams would like more engagement and communication at an organizational level this year.

I would like to give a special thanks to the Strategy and Communication team for putting together this CLG Newsletter as a part of our continuous employee engagement initiative and the promotion of our core values.

As Ching Luh grows and transforms, it is critical to have open and multiple communication channels to update all our employees on the latest developments within the Ching Luh Group across Vietnam and Indonesia and to get feedback from our teams. I hope you all enjoy reading this 1st issue of CLG newsletter. Your feedback is always welcomed.

I also want to send out a quick congratulations to our HSE teams for all their achievements in safety we have seen recently and my sincerest appreciation to the cross functional ERT teams in both Vietnam and Indonesia, for their constant hard work during this pandemic period in ensuring the safety and well-being of all of our team members. A true representation of Employees are Family.

Yours,

Kelly Wheeler

WHAT'S NEW



CNY/TET Holiday

Employees are family is a core value CLG held closely to our heart. Due to the current pandemic, there are many employees who are not able to return to their hometown to celebrate with their love ones.

This year, CLG Vietnam held a special "reunion" dinners during the New Year Eve for those who remained in Vietnam. It has been a memorable nights with games and lucky draws. Again, we would like to take this opportunity to wish everyone a Happy and Healthy Year of the Ox.



Continuous Partnership Engagement

As part of the "Jumat Keliling" and "Warung Jumat" Program under the Polda Banten's Pendekar Banten Program, on Friday, 26 February 2021, PT Victory Chingluh Indonesia received a visit from the Tangerang Police, Banten Regional Police, along with village leaders and community leaders.

The management of PT Victory Chingluh Indonesia warmly welcomed the presence of the Tangerang Police Chief, Kombes Pol Wahyu Sri Bintoro, the main officials of the Tangerang Police, the Pasar Kemis Police Chief, village leaders and community leaders and fully supported the implementation of the "Jumat Keliling" and "Warung Jumat" programs within the Company.



SUSTAINABILITY

Our ERT

We make safety our pride. Our employee's health and safety is our top priority.

During the pandemic time, we set up an ERT team who has been working vigorously to ensure the safety of all our employees across Vietnam and Indonesia.

The team has developed a thorough prevention and emergency program for different scenario level to ensure speedy and smooth action are implemented.

As part of corporate social responsibility, CLG Indonesia also supported the governments and communities in preventing the spread of Covid-19 in our surroundings by providing masks, hand sanitizer, and disinfectant to local governments and communities.

Special thanks to our ERT



Our Safety Journey

We all know that establishing a safety mindset is not as simple as setting up safety rules for workplace. Therefore, our Safety team has developed a 5-year Safety roadmap, aiming to cultivate a proactive culture of Safety First through various reinforcement activities all year around to maintain the good safety habits.

As planned, we kicked off the key safety events as such as Safety Day, monthly Safety newsletter, and Workplace Safety Facilitator, etc., VH is our first factory, and the 3rd one among Nike's suppliers in Vietnam achieved CoSMA L3 in 2019, followed by JV's certification in 2020. This year, we will keep carrying out the good safety practices and expanding to VH2 and JV2 and expect to reach CoSMA L5 for VH by 2025.



Honoring One Planet, CLG Indonesia launched "No Single-Use Plastic Usage" Program

CLG Indonesia started the new year 2021 with a tribute to the mother earth as it launched the "No Single-Use Plastic Usage" program. The sustainability program aimed to reduce the environmental degradation from plastic waste by limiting single-use plastic usage in all facilities. From January 1, single-use plastic usage was prohibited, and employees were encouraged to limit plastic use in all processes.

As part of the commitment to support the eco-friendly lifestyle, the Company distributed a reusable water bottle and tote bag to all employees.



Voice of Employees

Every issue we will talk to several employees on their view on certain topics.

In this issue, we talk about our core value AND what does this mean to them.

CLG's CORE VALUES & ME



I think "**Ensure Product Precision**" is the most important core value to me. The more we focus on developing and producing high quality products at work, the better chance we will use the same method to improve our live and develop our capabilities.

Tran Huynh Duc (A11, VH2)



"**Work Smart**" is the most important core value for me. Working in production, having a "work smart" mindset is vital to ensure all processes work well. A "work smart" mindset combined with "work smart" action will create the best quality product.

Puji Lestari (GL Cutting, JV)

Work Smart

Ensure Product Precision

Honor One Planet
Lift as We Rise



"**Lift as We Rise**" is the most important and meaningful core value for me. It has driven us to tackle challenges together so that CLG continue to benefit employees and contribute to the economy and society.

Eko Budi Santoso (HR, JVB)



I think "**Employees are Family**" is the most important and fundamental one. Not only company should treat employees like family, and we should also treat our colleagues like family, then we can build an open, transparent and honest working environment for all.

Le Thi Nhu Quynh (SM, VH)

Employees are Family

Our People: Our Foundation, Our Future

More than a Manufacturer

Share the Benefits, Part the Burdens



The core value most valuable for me is "**More than a Manufacturer.**" CLG's commitment and accountability to sustainability helped create a better world. I'm proud that CLG is living the spirit to take good care of the environment and community.

Fitri Irianti S. (GL SB, JV2)