

Optimization of Corporate CSR Supervision in the Framework of Preventing Human Trafficking Crimes in Supply Chain Industries

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ABSTRACT

Corporate Social Responsibility (CSR) is a strategic instrument that not only functions as a form of corporate social responsibility, but also as a means of preventing various human rights violations, including human trafficking in the industrial supply chain. This study aims to analyze the role and effectiveness of CSR implementation supervision in preventing labor exploitation and human trafficking in the industrial sector, as well as identifying legal and policy challenges that hinder its implementation in Indonesia. The research method used is a normative juridical approach by examining related laws and regulations, legal doctrines, and case studies of companies with extensive supply chains. The results of the study indicate that CSR implementation oriented towards fulfilling the principle of human rights due diligence can be an early prevention mechanism against human trafficking practices. However, the weak government oversight system and the lack of company transparency in supply chain reporting cause the effectiveness of CSR to be less than optimal. Therefore, strengthening regulations and independent audit mechanisms are needed to ensure the integration of humanitarian aspects into companies' CSR policies. In conclusion, optimizing CSR oversight is a strategic step towards building an industrial ecosystem that is ethical, just, and free from human trafficking practices.

Keywords: CSR, Surveillance, Human Trafficking, Industrial Supply Chain, Human Rights

INTRODUCTION

Economic globalization and increasingly rapid industrial development in the modern era have brought complex consequences to the social, economic, and legal structures in various countries, including Indonesia (Alamsyah et al., 2025). On the one hand, industrial development is the main driver of the national economy by creating jobs, encouraging investment, and increasing state revenue. However, on the other hand, the dynamics of a competitive and cost-efficiency-oriented industry often give rise to serious social and humanitarian problems, especially related to the practice of labor exploitation and human trafficking *in* the industrial supply chain (Nola, 2023).

The phenomenon of human trafficking in the context of modern industry often appears in new forms such as *forced labor*, *child labor*, and modern slavery. These forms of exploitation are generally hidden behind the complexity of the global supply chain involving various parties from upstream to downstream (Nurhana et al., 2022). Large companies that are centers of production or distribution are often unaware or even ignore that suppliers at the bottom of their supply chain employ workers in ways that violate human rights. This situation is a major challenge for the business world, government, and society in ensuring that industrial activities run according to ethical and humanitarian principles (Raihansah et al., 2025).

In this context, *Corporate Social Responsibility* (CSR) plays a strategic role. CSR is not only interpreted as a moral obligation, but also as part of the legal obligations regulated in Law Number 40 of 2007 concerning Limited Liability Companies, specifically Article 74 which requires every company engaged in and/or related to natural resources to implement social and environmental responsibilities (Arifudin, 2021). Furthermore, CSR principles are also reflected in various international policies such as *the United Nations Guiding Principles on Business and Human Rights* (UNGPs) and the OECD Guidelines for Multinational Enterprises, which emphasize the importance of human rights due diligence in every business activity (Fadhil & Luthfan, 2019).

Through CSR implementation based on the principle of human rights due diligence, companies are expected to be able to identify, prevent, and address the risk of human rights violations, including human trafficking, throughout their supply chains. Thus, CSR is not only a promotional tool or a positive corporate image, but also a tangible instrument in realizing a just and sustainable *business* (Zaenudin et al., 2025).

However, the reality on the ground shows that CSR implementation in Indonesia still faces various challenges. Many companies still view CSR as merely an administrative obligation or a philanthropic program, such as providing social assistance to the community, without considering the social impact of their own production activities (Herdiansyah et al., 2022). As a result, oversight of the implementation of humanitarian principles in the industrial supply chain is weak. The government, as regulator, also does not yet have a fully effective oversight mechanism for CSR implementation, particularly regarding labor protection and the prevention of human trafficking.

In addition, the absence of standard standards and a transparent CSR reporting system makes it difficult for the public to assess the extent to which companies have carried out their social responsibilities properly. In fact, human exploitation practices in the supply chain are often hidden behind layers of subcontractors and small suppliers who are not touched by large corporate policies. This condition shows the need for more integrated supervision between the government, independent institutions, and civil society to ensure that CSR implementation runs in accordance with the principles of good corporate governance and respect for human rights (Priyo & Haryanto, 2022).

Therefore, optimizing oversight of corporate CSR implementation is a strategic and urgent step in preventing human trafficking in the industrial sector. Strong oversight serves

not only as a control mechanism but also as a learning tool and a means of improving corporate governance. With a comprehensive oversight system, the government can ensure that CSR policies are truly oriented towards social sustainability and the protection of vulnerable groups, such as migrant workers, women, and children.

This study on optimizing CSR oversight in the context of preventing human trafficking is crucial to provide an empirical and normative overview of the effectiveness of the existing system and to propose a more ideal and adaptive oversight model. This research is expected to contribute to the development of public policies and legislation that can strengthen the role of CSR as an instrument for preventing human trafficking crimes in the industrial supply chain in Indonesia. Thus, the implementation of CSR is no longer merely a formal legal obligation, but rather a moral and social commitment of companies to uphold human dignity and support the creation of an ethical, transparent, and just industry (Rahayu et al., 2025).

Framework of Thought

The implementation of *Corporate Social Responsibility* (CSR) is a form of corporate social responsibility towards society and the environment, which is part of the principles of good corporate governance. In the complex and multi-layered context of modern industry, this responsibility is not limited to the company's external environment but must also encompass the human aspects throughout the supply *chain*.

However, in practice, various human rights violations such as labor exploitation, forced labor, child labor, and human trafficking are still frequently found at the lower levels of the industrial supply chain. This phenomenon shows that the implementation of CSR in Indonesia has not been fully effective in preventing human trafficking. The main causes include a weak monitoring system, low transparency, and a lack of company commitment to implementing the principle of *human rights due diligence* (Fadhil & Luthfan, 2019).

From the regulatory side, Law Number 40 of 2007 concerning Limited Liability Companies, Law Number 21 of 2007 concerning the Eradication of the Crime of Human Trafficking (TPPO), and Government Regulation Number 47 of 2012 concerning the Social and Environmental Responsibility of Limited Liability Companies have provided a legal basis for the implementation and supervision of CSR. However, the implementation is still facing both structural and technical obstacles, especially in terms of inter-agency coordination and cross-sector industrial supervision (Arifudin, 2021).

Therefore, more systematic, transparent, and integrated CSR oversight is needed. This oversight should involve various stakeholders, such as the government, independent institutions, civil society organizations, and the media, to ensure that every CSR policy and activity is truly oriented towards preventing human rights violations in the industrial supply chain.

With an effective CSR monitoring system, it is hoped that companies can implement the principles of social sustainability and ensure that all business activities do not involve human trafficking, either directly or indirectly. This optimization can be done through:

1. Enforcement of regulations and legal supervision by the government.
2. Independent social and supply chain audits to detect potential exploitation.
3. Transparency and sustainability reporting as a tool of public control.
4. Increased awareness and internal company training on the risks of human trafficking in business (Sibarani & Jayamahe, nd).

Figure 1. Thinking Framework



Hypothesis

In empirical or normative legal research that focuses on the effectiveness of CSR policies and implementation, hypotheses are formulated to explain the alleged relationship between the implementation of CSR supervision and the prevention of human trafficking. The hypotheses that can be formulated are as follows:

1. General Hypothesis

There is a significant relationship between the level of supervision of the implementation of *Corporate Social Responsibility* (CSR) of companies and the effectiveness of preventing human trafficking crimes in the industrial supply chain in Indonesia.

2. Specific Hypothesis

- a. The more optimal the supervision of the company's CSR implementation, the lower the potential for labor exploitation and human trafficking practices in the industrial supply chain.
- b. The implementation of CSR based on human rights principles significantly contributes to reducing the number of violations related to forced labor and human trafficking.
- c. Weaknesses in the government oversight system and the lack of transparency in CSR reporting are the main factors that hinder the effectiveness of preventing human trafficking crimes in the industrial sector.
- d. Collaboration between the government, independent institutions, and civil society in monitoring CSR implementation can increase the effectiveness of supervision and strengthen protection for workers in the supply chain.

3. Explanation of Hypothesis Logic

The above hypothesis is based on the theoretical assumption that CSR implementation serves not only as a social activity but also as a preventive mechanism against human rights violations. If CSR oversight is carried out optimally through independent audits,

strict regulations, and public involvement, the opportunity for human trafficking crimes in the industrial supply chain will be reduced. Conversely, if CSR oversight is merely a formality, then human exploitation practices will continue to occur hidden behind industrial activities (Retnaningsih, 2024).

METHOD

This research employs a normative-juridical approach supported by an empirical approach (*socio-legal approach*). The normative-juridical approach is used to analyze the legal provisions governing the implementation and oversight of *Corporate Social Responsibility* (CSR) and their relevance to efforts to prevent human trafficking (TPPO) in the industrial supply chain. Meanwhile, an empirical approach is used to examine the effectiveness of CSR oversight implementation in the field through interviews and case studies in specific industrial sectors.

1. Types and Approaches of Research

This type of research is descriptive-analytical, with the aim of systematically describing the relationship between CSR implementation and human trafficking prevention efforts. The juridical-normative approach examines primary and secondary legal materials, while the empirical approach is used to understand the practice of CSR implementation by companies (Syahrizal & Jailani, 2023).

2. Data source

The data used consists of:

- a. Primary legal materials: Law Number 40 of 2007 concerning Limited Liability Companies, Law Number 21 of 2007 concerning the Eradication of Criminal Acts of Human Trafficking, and Government Regulation Number 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies.
- b. Secondary legal materials: Books, scientific journals, reports from international institutions (ILO, UNDP, OECD), and previous research results.
- c. Tertiary legal materials: Legal dictionaries, encyclopedias, and statistical data from government agencies or non-governmental institutions (Assayakurrohim et al., 2023).

3. Data Collection Techniques

Data is collected through:

- a. Literature research to obtain relevant theoretical basis and legal norms.
- b. In-depth interviews with government officials, company CSR managers, and representatives of non-governmental organizations working on human rights and labor issues (Syahrizal & Jailani, 2023).

4. Data Analysis Techniques

The analysis was conducted using a descriptive qualitative method by interpreting legal data and empirical facts to find the relationship between CSR supervision and human trafficking prevention. The data were analyzed interactively through three stages:

- a. Data reduction (sorting relevant data);
- b. Data presentation (preparation of narratives and legal analysis tables);
- c. Drawing conclusions deductively based on legal principles and theories.

5. Research Location

The research was conducted in several industrial sectors with labor-intensive supply chains, such as textiles, manufacturing, and plantations in the West Java and East Nusa Tenggara regions, which are areas with a high risk of labor exploitation practices.

The normative-empirical juridical method was chosen because it is able to provide a

comprehensive understanding between normative aspects (legal rules) and empirical aspects (implementation in the field). Through this combination, the research is expected to be able to assess the extent to which the implementation and supervision of CSR plays a role in preventing the crime of human trafficking and provide more effective and equitable policy recommendations (Abduh et al., 2021).

Sample

1. Research Population

The population in this study includes all industrial companies in Indonesia that are required to implement Corporate Social Responsibility (CSR) and potentially have long and complex supply chains. The population also includes government agencies and non-governmental organizations (NGOs) involved in overseeing CSR implementation and preventing human trafficking.

Thus, the research population can be divided into three main groups:

- a. Industrial companies, especially in the textile, manufacturing and plantation sectors, which have large labor supply chains.
- b. Government agencies, such as the Ministry of Manpower, Ministry of Law and Human Rights, and Provincial/District Manpower Services.
- c. Non-governmental organizations (NGOs) and civil society organizations that focus on human rights, migrant worker, and anti-human trafficking issues, such as MigrantCARE, ILO Indonesia, or Komnas HAM.

2. Sampling Technique

This research uses a purposive sampling technique, which is a deliberate sampling technique based on certain criteria that are relevant to the research objectives. This technique was chosen because the focus of the research is not on the large population, but on the depth of analysis of relevant subjects and has a direct relationship with the research topic.

The sample criteria in this study include:

- a. Companies that have had an active CSR program for at least the last 3 years;
- b. Companies that have sustainability reports;
- c. Government agencies that have the function of supervising labor or CSR;
- d. Institutions or organizations involved in advocacy on human trafficking and workers' rights issues.

3. Number and Characteristics of Samples

The number of samples in this study consists of:

- a. large and medium industrial companies, operating in the regions of West Java, Central Java and East Nusa Tenggara;
- b. government agencies, which include one central agency (for example the Ministry of Manpower) and two regional agencies (provincial/district Manpower Office);
- c. non-governmental organizations (NGOs) that are active in the field of human rights monitoring and preventing human trafficking (Rusandi & Rusli, 2019).

The selection of these areas was based on the consideration that the industrial areas of West Java and Central Java have extensive labor-intensive supply chains, while East Nusa Tenggara is an area vulnerable to human trafficking and the sending of migrant workers.

4. Reasons for Selecting the Sample

The sample was selected because:

- a. Has direct relevance to CSR implementation and monitoring practices;
- b. Representing a variety of industrial conditions from developed areas (Java) to areas with high social vulnerability (NTT);
- c. Can provide a comprehensive perspective between business actors, government

- supervisors, and civil society in efforts to prevent human trafficking.
5. Data Collection Techniques on Samples Data
collection from samples is carried out through:
 - a. In-depth interviews with company CSR officials and labor inspection officials;
 - b. Analysis of CSR documents and sustainability reports to assess the integration of human rights principles into company policies;
 - c. Focus group discussions (FGDs) with NGOs and government agencies to understand oversight mechanisms and their constraints.
 6. Purpose of Sample Use
 - a. Through targeted and representative sample selection, this research aims to:
 - b. Assessing the effectiveness of CSR supervision on preventing human trafficking;
 - c. Identify gaps between regulations and field practices;
 - d. Providing recommendations for legal policies and CSR oversight models that are more adaptive to human rights and social justice issues (Syahrizal & Jailani, 2023).

Data collection

1. Objective
Collecting information on the implementation and supervision of Corporate Social Responsibility (CSR) and its relationship to the prevention of human trafficking crimes in the industrial supply chain.
2. Data Types
 - a. Primary data: obtained directly from interviews, observations, and FGDs with companies, government agencies, and NGOs.
 - b. Secondary data: comes from laws and regulations, CSR reports, scientific journals, and official documents.
3. Data collection technique
 - a. Literature study: reviewing legal materials and theories of CSR and human rights.
 - b. In-depth interviews: with government officials, corporate CSR managers, and NGO activists.
 - c. Field observation: observing the implementation of CSR and monitoring systems in industry.
 - d. Documentation: collecting reports, policies, and supporting data .
4. Research Instruments
Interview guidelines, observation sheets, and documentation forms.
5. Data Validity Using triangulation of sources and methods to ensure the accuracy and reliability of data by comparing the results of interviews, observations, and documents.
6. Expected Results Identify gaps between CSR regulations and oversight practices and provide an empirical basis for more effective legal policy recommendations in preventing human trafficking in industrial supply chains (Safrudin et al., 2023).

Data Analysis Techniques

This research uses qualitative analysis with a normative-empirical approach, namely combining written legal studies and field findings so that the results are comprehensive.

1. Normative Data Analysis
 - a. Analyzing legal regulations related to CSR and human trafficking through:
 - b. Inventory and interpretation of regulations (laws, government regulations, and policies related to CSR).
 - c. Analysis of the suitability and effectiveness of law in practice.
2. Empirical Data Analysis
 - a. Processing the results of interviews, observations and documentation through the

following stages:

- b. Data reduction (sorting out important data),
 - c. Categorization (grouping by theme),
 - d. Data presentation (descriptive narrative),
 - e. Drawing conclusions and verification.
3. Analysis Techniques
 - a. Descriptive qualitative: describes the conditions of CSR supervision in the field.
 - b. Comparative legal analysis: assessing differences in effectiveness between regions/industries.
 - c. iterative reduction–presentation–conclusion .
 - d. Data triangulation: testing the validity of various sources and methods.
 4. Purpose of Analysis
 - a. Finding the relationship between the implementation and supervision of CSR and the prevention of human trafficking.
 - b. Identifying weaknesses in regulation and implementation.
 - c. Developing a CSR monitoring model that is more effective and responsive to human rights issues (Sijabat et al., 2024).

Operational Variables

This study has two main variables:

1. Independent Variable (X): Corporate CSR Monitoring
Supervision of the implementation of corporate social responsibility by the government, independent institutions and the community.
Indicator:
 - a. Company CSR policies and regulations
 - b. Reporting and transparency of CSR programs
 - c. CSR audit and evaluation
 - d. Involvement of external supervisors
 - e. Compliance with human rights principles
2. Dependent Variable (Y): Prevention of Human Trafficking Crimes
Systematic efforts to protect workers from exploitation and illegal recruitment practices in the industrial supply chain.
Indicator:
 - a. Labor protection policy
 - b. Oversight of the labor supply chain
 - c. Human rights education for workers
 - d. Law enforcement and sanctions
 - e. Collaboration between parties (government, companies, NGOs)
3. Control Variables (Z): Regulatory Compliance and Corporate Culture
Factors that strengthen or weaken the effectiveness of CSR supervision.
Indicators:
 - a. Corporate values and ethics
 - b. Internal supervision
 - c. Commitment to ESG principles (Zulfikar & Sari, 2024)

RESULTS AND DISCUSSION

Results

The results of the study indicate that the implementation of Corporate Social Responsibility (CSR) in the industrial sector generally refers to the provisions of Law Number 40 of 2007 concerning Limited Liability Companies and Government Regulation Number 47 of 2012 concerning Social and Environmental Responsibility of Limited

Liability Companies. However, its implementation is still dominated by philanthropic activities such as social assistance, scholarships, and environmental greening. CSR has not been fully directed at human rights (HAM)-based programs, especially those related to labor protection and prevention of human exploitation in the industrial supply chain.

This indicates that CSR orientation is still a formality and has not been deeply integrated into the company's management system (Elisa & Rahmadany, 2022).

Government oversight of CSR implementation has also not been optimal. Supervision is still administrative and unsustainable. Corporate CSR reports are only collected without any evaluation mechanism to assess the social and human rights impacts of CSR implementation. Furthermore, coordination between agencies such as the Ministry of Manpower, the Ministry of Law and Human Rights, and local governments is still weak and has not been integrated into an effective oversight system. This condition is exacerbated by the absence of strict sanctions for companies that ignore human rights principles in CSR programs, so that many companies implement CSR only to fulfill legal obligations, rather than as a moral responsibility to workers and the community (Bustillo-Castillejo et al., 2023).

The role of non-governmental organizations (NGOs) and communities in CSR oversight is beginning to emerge, although it remains limited. Several institutions, such as Migrant Care, the National Commission on Human Rights (Komnas HAM), and local community organizations, actively monitor labor practices, particularly in labor-intensive sectors. They also contribute to uncovering cases of labor exploitation and human trafficking in industrial supply chains. However, this involvement is still not optimal due to limited access to company data, minimal government support, and low transparency in CSR reporting (Syahfuddin et al., 2020).

Field research in several industrial areas such as West Java, Central Java, and East Nusa Tenggara (NTT) shows that most workers in subcontractor and supplier companies are not covered by the main company's CSR policies. Training programs on human rights, occupational safety, and workforce empowerment have not been prioritized in CSR implementation. Even in NTT, the level of vulnerability of female and migrant workers to exploitative practices remains high due to weak government oversight and the lack of local community involvement in the CSR monitoring system.

Discussion

Empirical analysis shows a positive relationship between strong and participatory CSR oversight and a reduced risk of human trafficking. Companies that have internal and external CSR audit mechanisms, prioritize worker rights protection as a key focus of their social responsibility, and involve communities and independent institutions in oversight tend to have a lower risk of labor exploitation. Conversely, companies that implement CSR formally without a clear oversight system are more likely to engage in human rights violations in their supply chains (Bustillo-Castillejo et al., 2023).

Several main factors that hinder the optimization of CSR supervision include weak regulations and legal sanctions for CSR violations, lack of coordination between government agencies, limited transparency of CSR reports, low corporate awareness of human rights issues, and minimal public and media participation in monitoring CSR implementation (Zetta et al., 2021).

To overcome these obstacles, the research results recommend an optimization strategy in the form of developing a human rights-based CSR audit system with measurable indicators, strengthening collaboration between the government, companies, and civil society institutions, increasing public transparency through the publication of CSR reports.

transparency, the application of administrative sanctions and legal incentives for compliant companies, and training for labor supervisors and CSR officers to understand the principles of preventing human trafficking (Arifudin, 2021).

Overall, this study concludes that the implementation of CSR in the Indonesian industry has not been effective as an instrument for preventing human trafficking crimes in the industrial supply chain. Its effectiveness is highly dependent on the strength of supervision, transparency of implementation, and multi-stakeholder participation. Therefore, optimization of CSR supervision must be carried out collaboratively, transparently, and based on human rights in order to be able to create responsible and socially just industrial practices.

CONCLUSION

Based on the results of the research and analysis conducted, it can be concluded that the implementation of Corporate Social Responsibility (CSR) by industrial companies in Indonesia has not been running optimally as an instrument for preventing human trafficking crimes. Although most companies have implemented CSR programs in accordance with the provisions of laws and regulations, the main focus is still limited to philanthropic activities and has not yet led to social responsibility based on human rights (HAM).

Government oversight of CSR implementation remains administrative in nature and lacks substance. CSR reports submitted by companies have not been accompanied by an evaluation of social impacts, particularly regarding labor protection in the supply chain. Weak inter-agency coordination, limited data transparency, and the absence of a firm sanction mechanism have rendered oversight ineffective. Furthermore, the involvement of non-governmental organizations and the public in monitoring CSR implementation remains limited due to minimal government support and limited access to company information. As a result, many potential human rights violations and labor exploitation practices in industrial supply chains remain unreported monitored .

Empirical findings show that companies that implement robust CSR oversight systems, involve external parties, and prioritize worker rights protection have a lower risk of human trafficking. Conversely, companies that only implement CSR as an administrative obligation are more vulnerable to exploitative practices in their production chains.

Therefore, optimizing CSR oversight must be directed at strengthening regulations, implementing a human rights-based audit system, increasing public transparency, and collaborating with governments, companies, and civil society. These efforts are crucial to ensuring that CSR truly functions as a preventative measure against human trafficking and as a form of corporate moral, social, and legal responsibility to the community and workforce.

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