

Shining Beyond
Expectation
Growing Beyond
Boundaries



**20
20**

Laporan Keberlanjutan
Sustainability Report

Tema Theme

Shining Beyond Expectation Growing Beyond Boundaries

Pandemi Covid-19 memiliki dampak yang luar biasa, tak hanya bagi kesehatan manusia, tetapi juga berdampak pada bisnis dan industri di seluruh dunia, tak terkecuali industri pembangkitan dan ketenagalistrikan. Dengan semangat *"Power Beyond Boundaries"*, tahun 2020 Indonesia Power mengoptimalkan peluang untuk terus berkarya, berkreasi, berinovasi dan bersinergi untuk menguatkan pondasi bisnis di tengah tantangan pandemi.

Komitmen Indonesia Power untuk terus mengukuhkan langkah di sektor Energi Baru Terbarukan (EBT) kian dikuatkan dengan strategi dan upaya yang dilakukan secara berkesinambungan dalam mendukung program pemerintah guna menyediakan solusi energi masa depan, yakni energi listrik yang ramah lingkungan dan berkelanjutan. Penciptaan peluang-peluang bisnis baru *"Revenue Beyond kWh"* juga kian memantapkan Indonesia Power menuju *Second Curve Opportunity* untuk melangkah maju mengukir sejarah di tingkat global.

Keseriusan langkah yang dijalankan Indonesia Power selama tahun 2020 ini sejalan dengan transformasi PLN *"Power Beyond Generation"*, yakni *Lean, Green, Innovative, and Customer Focused* untuk terus memberikan manfaat bagi pembangunan berkelanjutan *"Memancarkan energi listrik, Menerangi hingga ke pelosok negeri, Melintasi batas-batas negara"*.

The Covid-19 pandemic has had a tremendous impact, not only on human health, but also on businesses and industries around the world, including the power generation and electricity industry. In 2020, Indonesia Power optimizes opportunities to keep working, creating, innovating, and synergizing to strengthen business foundations amid the challenges of a pandemic under the slogan *"Power Beyond Boundaries"*.

Indonesia Power's commitment to strengthening its steps in the New and Renewable Energy (NRE) sector is increasingly reinforced by strategies and efforts conducted on an ongoing basis in supporting government programs to provide future energy solutions, i.e., environmentally friendly and sustainable electricity. The invention of new business opportunities *"Revenue Beyond kWh"* also reinforced Indonesia Power towards the *Second Curve Opportunity* to move forward to make history globally.

This determined move carried out by Indonesia Power during 2020 is in line with PLN's transformation *"Power Beyond Generation"*, i.e., *Lean, Green, Innovative, and Customer Focused*, to provide benefits for sustainable development *"Emitting electricity, Illuminating up to remote parts of the country, Crossing country's boundaries"*.



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Ikhtisar Kinerja Keberlanjutan

Sustainability Performance Overview

Kinerja Ekonomi

Economic Performance



27.957.650
Rp Juta Million

Distribusi Nilai Ekonomi kepada Pemangku Kepentingan
Distribution of Economic Value to the Stakeholders



1.039.445
Rp Juta Million

Kontribusi pada Penerimaan Negara (Pajak)
Contribution to the Government Revenues (Taxes)



**PLTGU Add On
Grati (47 MW)**

Proyek Energi yang Beroperasi Komersial
(Commercial Operation Date - COD)
Commercially Operational Energy Projects
(Commercial Operation Date/COD)



Dampak Ekonomi Tidak Langsung Indirect Economic Impact

- Pembangunan Infrastruktur Pembangkitan
- Peningkatan Keterampilan dan Penciptaan Peluang Usaha Masyarakat Sekitar
- Penyerapan 75 Tenaga Kerja Lokal
- Pengoptimalan Pelibatan Penyedia Lokal
- Power Plant Infrastructure Development
- Enhancing Skills and Creating Business Opportunities in Surrounding Communities
- 75 Recruited Local Manpower
- Optimization of Local Manpower Involvement



84,84%

Skor Kepuasan Pelanggan
Customer Satisfaction Score

Indikator Indicator	Satuan Unit	2018	2019	2020
Kinerja Produksi dan Operasi Production and Operations Performance				
Produksi Energi Listrik Pembangkit Milik Sendiri Electricity Generated by Existing Power Plants	GWh	41.944,56	39.112,86	34.771,54
Penjualan Energi Listrik Electricity Sales	GWh	40.082,53	37.535,45	33.264,98
Kapasitas Daya Terpasang Jawa-Bali (Grid dan Embedded) Installed Capacity in Java-Bali (Grid and Embedded)	MW	8.644	8.954	9.093
Kinerja Ketersediaan dan Keandalan Pembangkit Availability and Reliability Performance of Power Plants				
Equivalent Availability Factor (EAF)	%	87,94	90,52	94,10
Scheduled Outage Factor (SOF)	%	5,88	7,22	4,31
Equivalent Forced Outage Rate (EFOR)	%	7,35	1,61	1,96
Sudden Outage Frequency (SdOF)	kali times	2,96	1,65	1,18
Efisiensi Thermal Thermal Efficiency	%	33,15	34,07	33,79
Tara Kalor Netto Net Heat Rate	kCal/kWh	2.594,05	2.524,55	2.544,82
Kinerja Keuangan Financial Performance				
Pendapatan Usaha Operating Revenues	Rp Juta million	43.038.300	42.583.849	38.740.449
Labar Tahun Berjalan Income for the Year	Rp Juta million	3.501.624	7.370.309	10.224.071
Distribusi Nilai Ekonomi kepada Pemangku Kepentingan Distribution of Economic Value to the Stakeholders	Rp Juta million	39.085.170	34.384.965	27.957.650
Pelibatan Penyedia Lokal (Nasional) Local (National) Suppliers				
Jumlah Penyedia Nasional National Suppliers	Penyedia Suppliers	1.644	1.714	1.567
Persentase Penyedia Nasional National Suppliers Percentage	%	98,68	98,90	98,73%
Nilai Pengadaan Penyedia Nasional Procurement Value of National Suppliers	Rp Juta million	17.108.868,38	19.084.065,85	15.087.869,17

Kinerja Sosial Social Performance



Aspek Sumber Daya Manusia Human Resources Aspect

- Menyelenggarakan total 354.584 jam pelatihan dengan rata-rata jam pelatihan per pegawai adalah 84 jam
- Menyelenggarakan Human Resources Satisfaction & Engagement (HRSE) dengan hasil indeks kepuasan mencapai 84,1% dan indeks keterikatan mencapai 82,7%
- Held 354,584 hours of training, with an average training hour per employee of 84 hours
- Held Human Resources Satisfaction & Engagement (HRSE) with 84.1% satisfaction index and 82.7% engagement index.



Aspek Keselamatan dan Kesehatan Kerja Occupational Health and Safety Aspect

- Menyelenggarakan Sertifikasi K3 kepada 158 Personel dan Pelatihan K3 kepada 506 Personel
- Total Hari Kerja Hilang - 0
- Total Jam Kerja 31.062.463 juta jam
- Rasio Kecepatan Cidera (FR) Pegawai - 0
- Rasio Kecepatan Cidera (FR) Mitra Kerja: 0,032
- Held OHS Certification for 158 Personnel and OHS Training for 506 Personnel
- Total Lost Working Days - 0
- Total Working Hours 31,062,463 million hours
- Employees Injury Frequency Ratio (FR) - 0
- Partners Injury Frequency Ratio (FR): 0.032

Program InPower Care InPower Care Program



33.935
Rp Juta Million

Investasi Sosial melalui Program CSR
Social Investment through CSR Programs



56

Kelompok Mitra Binaan
Fostered Partner Group



83,39

Indeks Kepuasan Masyarakat
Community Satisfaction Index



Social Return On Investment

- 2,97 untuk Program Sekehe Sрати Yадnya Santhi
- 2,29 Program Galeri Lаpаsаn Sаbіlulungаn
- 2,97 for Sekehe Sрати Yадnya Santhi Program
- 2,29 Lаpаsаn Sаbіlulungаn Gаllеrу Program

Produksi Mitra Binaan Selama Masa Pandemi Production of Fostered Partners During the Pandemic



18.692 pcs
Masker Kain
Cloth Masks



630 pcs
Sabun Cuci Tangan
Hand Soap



3.003 pcs
Minuman Herbal
Herbal Drinks



893 botol bottles
Hand Sanitizer
Hand Sanitizer



6.248 kantong pack
Pupuk Media Tanam
Planting Media Fertilizer

Indikator Indicator	Satuan Unit	2018	2019	2020
Program INPOWER CARE INPOWER CARE				
Penyaluran Dana Program INPOWER CARE INPOWER CARE Program Fund Disbursement	Rp Juta million	36.474	41.241	33.935
Pengelolaan Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management				
Jumlah Pegawai yang Diwakili Dalam P2K3 Employees Represented in P2K3	Orang people	762	849	851
Frequency Rate	Rate	-	2,19	-
Pengelolaan Sumber Daya Manusia Human Resources Management				
Jumlah Pegawai Tetap Permanent Employee	Orang people	4.294	4.320	4.216
Rata-rata Jam Pelatihan Pegawai Average Training Hours Employee	Jam/Pegawai Hours/Employee	160	291	84
Employee Satisfaction Index	%	97,05	80,84	84,1
Employee Engagement Index	%	82,38	84,19	82,7

Kinerja Lingkungan Environmental Performance

Ikhtisar Kinerja Keberlanjutan
Sustainability Performance Overview



Proper Emas
Gold Proper

2

PLTDG Pesanggaran
PLTP Kamojang-Darajat POMU
DGPP Pesanggaran
GPP Kamojang-Darajat POMU

Proper Hijau
Green Proper

11



Proper Biru
Blue Proper

6



18,61%
(6.471,91 GWh)

Porsi Energi Baru Terbarukan Dalam Bauran Energi Perusahaan
Proportion of New Renewable Energy in the Company's Energy Mix



83.434.918,55
Gigajoule

Efisiensi Energi melalui Implementasi Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME)
Energy Efficiency by Implementing Energy Efficiency Management Enhancement and Cultivation Program (PPME)



99.405.609,78
Ton CO₂

Berhasil dikurangi melalui Program Penurunan Emisi
Successfully reduced through Emission Reduction Program



547.351,45
m³

Air Didaur Ulang untuk Digunakan Kembali
Recycled Water to be Reutilized



1.040,63
Ton

Limbah Fly Ash dan Bottom Ash dimanfaatkan untuk Batako dan Paving Block
Fly Ash and Bottom Ash waste as Brick and Paving Blocks

Konservasi Keanekaragaman Hayati Biodiversity Conservation



Elang Jawa, Jalak Bali, Penyu Lekang, Sapi Putih Taro, Tukik, Rusa Timor, Badak Jawa, Mangrove, Terumbu Karang, Pohon Endemik dan Tanaman Langka
Javan Hawk-eagle, Bali Myna, Olive Ridley Sea Turtle, White Taro Ox, Hatchlings, Javan Rusa, Javan Rhinoceros, Mangrove, Coral Reef, Endemic Tree, and Rare Plant

Indikator Indicator	Satuan Unit	2018	2019	2020
Pengelolaan Energi Energy Management				
Penggunaan Energi Energy Consumption	GJ	504.585.640	464.711.748	426.191.504
Intensitas Energi Energy Intensity	GJ/GWh	12.029,82	11.881,30	12.256,91
Jumlah Efisiensi Energi Energy Efficiency	GJ	50.749.282,20	55.731.727,22	83.434.918,55
Pengelolaan Emisi Emission Management				
Inventaris Gas Rumah Kaca (Scope 1 dan 2) Greenhouse Gas Inventory (Scope 1 and 2)	Ton CO ₂ e	59.585.581,58	65.938.756,68	59.760.183,98
Intensitas Emisi GRK GHG Emissions Intensity	Kg CO ₂ e/kWh	0,81	0,95	0,83
Jumlah Penurunan Emisi Emission Reduction	Ton CO ₂	242.868.103,16	250.066.259,28	99.405.609,78
Pengelolaan Sumber Daya Air Water Resources Management				
Jumlah Pengambilan/Penarikan Air Water Withdrawal	megaliter	2.900.150,76	3.238.714,13	2.870.527,00
Jumlah Penggunaan Air Water Consumption	megaliter	13.326,67	14.730,09	8.031,55
Jumlah Efluen (Air Limbah) Effluent (Wastewater)	megaliter	2.886.824,09	3.223.984,04	2.862.495,46
Jumlah Konservasi Air Water Conservation	m ³	917.436,49	684.716,25	547.351,45
Pengelolaan Limbah Waste Management				
Jumlah Limbah B3 yang Dihasilkan B3 Waste Generated	Ton	504.065,38	1.243.964,62	1.213.455,60
Jumlah Limbah B3 yang Dimanfaatkan B3 Waste Utilized	Ton	739,55	822,49	1.040,63
Jumlah Limbah B3 yang Disimpan dan Keluar B3 Waste Stored and Disposed	Ton	503.325,83	1.243.142,13	1.212.414,97
Jumlah Limbah Non B3/Sampah yang Dihasilkan Non-B3 Waste/Trash Generated	Ton	7.631,72	5.974,78	5.203,87
Jumlah Limbah Non B3/Sampah yang Dimanfaatkan Non-B3 Waste/Trash Utilized	Ton	111,47	51,07	261,65
Pengelolaan Perlindungan Keanekaragaman Hayati Biodiversity Protection Management				
Hasil Indeks Keanekaragaman Hayati Biodiversity Index Results	Indeks Index	1.036,39	1.383,72	1.306,50
Pengelolaan Energi Baru Terbarukan New Renewable Energy Management				
Porsi Energi Baru Terbarukan Dalam Bauran Energi Perusahaan Proportion of New Renewable Energy in the Company's Energy Mix	%	14,67	15,02	18,62

Sambutan Direktur Utama [GRI 102-14]

President Director's Statement [GRI 102-14]

Sambutan Direktur Utama
President Director's
Statement

Semangat juang yang tinggi tersirat dari sepak terjang insan Indonesia Power dalam upaya menyediakan sekaligus menjaga keandalan pasokan listrik bagi masyarakat, hingga memancarkan energi listrik yang mampu menerangi seluruh pelosok negeri. Perusahaan akan terus bertanggung jawab untuk tetap menjaga dan memastikan agar keandalan serta keamanan pembangkit bisa tercukupi sehingga pasokan listrik bisa diterima dengan baik oleh masyarakat.

Indonesia Power's personnel's high passion to survive is implied in their actions to provide and maintain the reliability of electricity supply for the community, and emit electricity that illuminates all corners of the country. The Company shall strive to be responsible for maintaining and ensuring the fulfillment of reliability and safety of the power plant so that the community has good electricity supply.



Para pemangku kepentingan yang budiman,

Dengan memanjatkan puji syukur atas rahmat Tuhan Yang Maha Pengasih, Kami persembahkan Laporan Keberlanjutan PT Indonesia Power 2020 ini kepada para pemangku kepentingan.

Tak dipungkiri, tahun 2020 menjadi tahun penuh perjuangan. Pandemi Covid-19 telah mengajarkan kepada kita semua arti pentingnya perjuangan, keluarga dan kesabaran. Pandemi menumbuhkan rasa empati yang menguatkan rasa kebersamaan di antara kita semua. Perjuangan, kesabaran dan kepedulian terhadap sesama itulah yang membuat Indonesia Power mampu melalui tahun 2020 dengan baik.

Dear distinguished stakeholders,

As We express our gratitude to the Almighty God, We present the 2020 Sustainability Report of PT Indonesia Power to the stakeholders.

It is undeniable that 2020 was a year full of struggles. The Covid-19 pandemic has taught us the importance of struggle, family, and patience. The pandemic fosters a sense of empathy that strengthens a sense of community among all of us. Indonesia Power was able to get through 2020 well thanks to the struggle, patience, and concern for others.





Di masa pandemi Covid-19 ini, begitu besar tantangan yang dihadapi Indonesia Power untuk terus mengukuhkan langkah di sektor Energi Baru Terbarukan (EBT) dalam mendukung program pemerintah guna menyediakan solusi energi masa depan, yakni energi listrik yang ramah lingkungan dan berkelanjutan. Indonesia Power harus bekerja lebih keras dengan semua *stakeholder*-nya untuk menciptakan peluang-peluang bisnis baru "*Revenue Beyond kWh*" agar kian memantapkan diri menuju *Second Curve Opportunity* untuk melangkah maju mengukir sejarah di tingkat global. Dengan semangat "*Power Beyond Boundaries*", selama tahun 2020 Indonesia Power bergerak sejalan dengan transformasi PLN "*Power Beyond Generation*", untuk terus memberikan manfaat bagi pembangunan berkelanjutan "Memancarkan energi listrik, Menerangi hingga ke pelosok negeri, Melintasi batas-batas negara".

Dengan pertolongan Tuhan Yang Maha Kuasa dan kerja keras Perusahaan dengan seluruh *stakeholder* internal dan eksternalnya, di tengah pandemi tahun 2020 ini, Indonesia Power mampu menorehkan berbagai pencapaian dalam bidang ekonomi, sosial, dan lingkungan, serta tata kelola dengan gemilang.

Dengan Laporan ini, Kami ingin menegaskan Kembali bahwa Laporan Keberlanjutan 2020 ini bukan hanya sebagai tradisi namun juga sebagai bukti keseriusan Kami dalam menunjukkan transparansi dan tanggung jawab sebagai sebuah perusahaan pembangkit listrik kelas dunia yang ingin tumbuh dan berkembang bersama masyarakat dan hidup harmonis dengan alam lingkungan yang lestari.

During the Covid-19 pandemic, Indonesia Power faced enormous challenges in strengthening its steps in the New and Renewable Energy (NRE) sector to support the government programs to provide future energy solutions, i.e., environmentally friendly and sustainable electricity. Indonesia Power shall work harder with all its stakeholders to create new business opportunities "*Revenue Beyond kWh*" to further establish itself towards the *Second Curve Opportunity* in order to move forward to make history at the global level. With the spirit of "*Power Beyond Boundaries*", during 2020, Indonesia Power moves in line with PLN's transformation "*Power Beyond Generation*", to provide benefits for sustainable development "Emitting electricity, illuminating up to remote parts of the country, Crossing country's boundaries".

Due to the grace of God Almighty and the Company's hard work with all internal and external stakeholders, amid the 2020 pandemic, Indonesia Power was able to make brilliant achievements in the economic, social, and environmental, and governance sectors.

We reaffirmed that the 2020 Sustainability Report is not only a tradition, but also proof of Our commitment to demonstrating the transparency and responsibilities as a world-class power plant company that wants to grow and develop with the community, and live harmoniously with the sustainable environment.

Pencapaian demi pencapaian berhasil ditorehkan Perusahaan meliputi berbagai kinerja keberlanjutan, yaitu:

The Company recorded many achievements, which include various sustainability performance:

Kinerja Ekonomi Economic Performance

Di tahun 2020 ini, Perusahaan menghadapi tantangan di bidang ekonomi, khususnya berupa perlambatan pertumbuhan ekonomi akibat pandemi Covid-19 yang berdampak pada penurunan *demand* energi listrik dan adanya kebijakan pembatasan pendanaan pengembangan PLTU batubara dari beberapa Lembaga Keuangan Global di bidang perbankan dan asuransi sebagai komitmen terhadap *Paris Agreement*. Hal ini membuat Perusahaan berstrategi untuk menghadapi tantangan-tantangan ini, diantaranya:

1. Meningkatkan efisiensi pembangkit melalui perbaikan tata kelola pembangkit yang unggul;
2. Melakukan sinergi Indonesia Power dengan Anak Perusahaan Indonesia Power untuk melakukan percepatan pengembangan pembangkit, termasuk dalam mencari sumber pendanaan pengembangan pembangkit;
3. Fokus pada pengembangan pembangkit EBT sebagai penghasil listrik dengan energi bersih yang ramah lingkungan; dan
4. Mengembangkan portofolio bisnis baru yang terkait dengan sektor kelistrikan sebagai sumber *revenue* yang baru.

In 2020, the Company faced challenges in the economic field, especially in the slower economic growth due to the Covid-19 pandemic, which impacted the decreasing demand for electricity and the policy of limiting funding for coal-fired SPP development from several Global Financial Institutions in banking and insurance, as a commitment to Paris Agreement. Therefore, the Company has strategy to face these challenges, including:

1. Increasing plant efficiency through improved governance of excellent power plants;
2. Synergizing Indonesia Power with its subsidiaries to accelerate power plant development, including in seeking financing sources for power plant development;
3. Focusing on developing NRE generators as electricity producers with clean and environmentally friendly energy; and
4. Developing a new business portfolio related to electricity as a new source of revenue.

Di tahun 2020 ini, Kami berhasil membukukan pendapatan usaha sebesar Rp38.740.449 juta. Kami juga sangat bangga dan bersyukur kehadiran Tuhan Yang Maha Kuasa atas laba tahun berjalan yang naik 38,72%, dari Rp7.370.309 juta di tahun 2019 menjadi Rp10.224.071 juta pada tahun 2020 ini. Dari nilai tersebut, Kami dapat mendistribusikan nilai ekonomi kepada pemangku kepentingan sebesar Rp27.957.650 juta dan kontribusi pada penerimaan negara dari sektor pajak sebesar Rp1.039.445 juta.

In 2020, We have successfully booked operating revenues of Rp38,740,449 million. We express our gratitude for the Almighty God as profit for the year increased by 38.72%, from Rp7,370,309 million in 2019 to Rp10,224,071 million in 2020. We were able to distribute economic value to stakeholders amounted to Rp27,957,650 million and contribution to Government Revenues in tax of Rp1,039,445 million from the profit.

Hal lain yang membanggakan Kami adalah peresmian pengembangan dan pemasangan PLTS Atap (PLTSA) dengan total daya sebesar 226 kWp pada tanggal 24 Februari 2020. PLTSA ini akan mampu mereduksi emisi karbon hingga 41 ton CO₂. Ini merupakan bukti nyata dari upaya berkesinambungan Indonesia Power untuk membangun dan mengembangkan pembangkit berbasis EBT sebagai komitmen Kami dalam mendorong tercapainya target 23% EBT dalam bauran energi primer di tahun 2025 mendatang.

We are also proud of the inauguration of the development and installation of Rooftop SoPP with a total power of 226 kWp on 24 February 2020. This Rooftop SoPP will be able to reduce carbon emissions by up to 41 tonnes of CO₂. This is clear evidence of Indonesia Power's continuous efforts to build and develop NRE-based power plants as our commitment to bolstering the achievement of the 23% NRE target in the primary energy mix by 2025.

Keberadaan Perusahaan di tengah-tengah masyarakat juga membawa dampak ekonomi positif yang tidak hanya dirasakan oleh Perusahaan tapi juga masyarakat setempat dengan adanya pembangunan infrastruktur ketenagalistrikan dan sarana/prasarana masyarakat yang merata, peningkatan keterampilan dan penciptaan peluang usaha masyarakat sekitar, penyerapan 75 tenaga kerja lokal selama tahun 2020, dan juga pelibatan 98,73% penyedia lokal.

Selain itu, nilai kepuasan pelanggan yang disurvei oleh pihak independen memberikan hasil yang membanggakan. Hasil nilai indeks kepuasan pelanggan untuk pembangkit eksisting tahun 2020 ini sebesar 84,84% dan nilai indeks kepuasan pelanggan untuk pembangkit jasa O&M sebesar 82,05%.

The Company's presence in the community also has a positive economic impact, not only for the Company but also for the local community, through the development of electricity infrastructure and equitable community facilities/ infrastructure, skills improvement, and the creation of business opportunities for the surrounding community, absorption of 75 local workers during 2020, and 98.73% of local suppliers' involvement.

In addition, the customer satisfaction survey by an independent party provided encouraging results. The customer satisfaction index for the existing power plant in 2020 is 84.84% and the customer satisfaction index for the O&M service power plant is 82.05%.

Aspek Tata Kelola, Transparansi dan Anti Korupsi Governance, Transparency, and Anti-Corruption aspects

Sebagaimana tahun-tahun sebelumnya, Indonesia Power secara rutin melaksanakan sosialisasi dan pelatihan praktik Anti Korupsi kepada pegawai dan mitra kerja sebagai bagian dari komitmen 3T (Tidak Gratifikasi, Tidak *Fraud*, Tidak Suap) yang merupakan komitmen GCG untuk menjadikan Indonesia Power bebas Korupsi, Kolusi dan Nepotisme. Program Tolak Gratifikasi dengan slogan "Tolak, Kembalikan, Laporkan" juga terus Kami jalankan bersama *Integrity Note* untuk menumbuhkan dan meningkatkan budaya integritas perusahaan yang sehat.

Implementasi Sistem Manajemen Anti Penyuapan (SMAP) di Indonesia Power merupakan upaya Perusahaan untuk meningkatkan tata kelola perusahaan yang bersih dari praktik korupsi. Tak berhenti sampai di sini, untuk menguatkan sekaligus menegaskan komitmen tersebut, Indonesia Power pun telah mengantongi Sertifikat ISO 37001:2016 yang merupakan standar mutu SMAP. Dengan demikian, Indonesia Power menjadi perusahaan pertama di bidang ketenagalistrikan yang mendapatkan Sertifikat ISO 37001:2016.

Indonesia Power juga terus melaksanakan Survei Perilaku Etis secara rutin kepada mitra kerja dengan lebih terarah untuk melihat indeks penerapan GCG dan mendeteksi kemungkinan munculnya perilaku *fraud* dari mitra kerja. Penerapan *Enterprise Risk Management* yang terintegrasi dalam keseluruhan proses bisnis juga Kami upayakan secara berkesinambungan.

As in previous years, Indonesia Power carries out anti-corruption practice dissemination and training to employees and partners as part of 3T Commitment (No Gratuities, No Fraud, No Bribery), a GCG commitment to establishing Indonesia Power that is free of Corruption, Collusion, and Nepotism. We conduct a Reject Gratification program with the slogan "Refuse, Return, Report", and Integrity Note program to foster and enhance a healthy corporate integrity culture.

The Anti-Bribery Management System (SMAP) at Indonesia Power is implemented as an effort to improve corporate governance that is free from corruption. In addition, to strengthen and simultaneously reaffirm this commitment, Indonesia Power has also obtained the ISO 37001:2016 Certificate as the SMAP quality standard. Therefore, Indonesia Power became the first company in the electricity sector to receive the ISO 37001:2016 Certificate.

Indonesia Power carries out regular Ethical Behavior Surveys to business partners focusing on the GCG implementation index and possible fraud behavior detection in partners. We strive to implement integrated Enterprise Risk Management in all business processes.

Aspek Sosial

Social Aspect

Dengan jumlah pegawai yang bertambah sebanyak 25 orang menjadi total 4.216 pegawai di tahun 2020 ini, Kami memiliki tekad mendigitalisasi semua proses bisnis yaitu *IP Academy* untuk peningkatan kinerja pegawai sehingga Kami mampu menjadi *smart people, smart organization*. Indonesia Power juga turut berkomitmen untuk mewujudkan *Human Capital Excellence* untuk menyiapkan Generasi Pembangkitan yang Kompeten dan Profesional dalam proses akselerasi pengembangan bisnis pembangkitan berbasis EBT. Segala proses ini didukung oleh *IP Academy* sebagai Pusat Pengembangan Kompetensi dan Keahlian Pegawai.

Jumlah rata-rata jam pelatihan pegawai adalah 84 jam pelatihan per pegawai. Kepuasan pegawai juga selalu diukur. Saat ini *Employee Satisfaction Index* adalah 84,1% dan *Employee Engagement Index* sebesar 82,7%. Program Kesehatan dan Keselamatan Kerja tidak hanya dilakukan bagi pegawai Indonesia Power tapi juga bagi kontraktor. Berbagai pencapaian gemilang di bidang K3 juga diraih Indonesia Power sehingga semakin memacu Kami untuk meningkatkan kapabilitas pegawai terkait K3 melalui *Fire & Safety Academy*.

Untuk mewujudkan kemandirian masyarakat, Kami menerapkan *InPower Care (Indonesia Power Community Assistance, Relation and Empowerment)* sebagai panduan pelaksanaan program CSR Indonesia Power yang terintegrasi dengan unit-unit Perusahaan yang mencakup Bakti Pelayanan pada Masyarakat, Bakti Pembinaan Hubungan dan Bakti Pemberdayaan Masyarakat. Tahun ini, Kami berhasil menyalurkan dana Program *InPower Care* sebesar Rp33.935 juta. Indonesia Power juga turut mendukung upaya Pemerintah dalam menanggulangi pandemi Covid-19. Beberapa program didesain untuk mengatasi berbagai persoalan sehingga mampu memberikan keuntungan ekonomi dan meningkatkan kesejahteraan masyarakat di masa pandemi Covid-19 ini.

With additional 25 employees to a total of 4,216 employees in 2020, We are determined to digitize all business processes, the *IP Academy*, to enhance employee performance so We shall become smart people, smart organization. Indonesia Power is also committed to realizing *Human Capital Excellence* to prepare a Competent and Professional Power Plant Generation in the accelerated process of developing the NRE-based power plant business. All these processes are supported by *IP-Academy* as an Employee Competency and Expertise Development Center.

The average employee training hour reached 84 hours of training per employee. We always measure the employees' satisfaction. Currently, the *Employee Satisfaction Index* is 84.1%, and *Employee Engagement Index* is 82.7%. Occupational Health and Safety program is not only conducted for Indonesia Power's employees, but also contractors. Indonesia Power also obtained various achievements in the OHS field, thus motivating Us to enhance the OHS capability of employees through *Fire & Safety Academy*.

We implement *InPower Care (Indonesia Power Community Assistance, Relations, and Empowerment)* as a guide to Indonesia Power's CSR program, which is integrated with the Company's units which cover Community Assistance, Community Relations, and Community Empowerment Services to realize community independence. This year, We disbursed Rp33,935 million to *InPower Care* Program. Indonesia Power also supported the Government's efforts to mitigate the Covid-19 pandemic. Several programs were designed to overcome various problems to provide economic benefits and improve community welfare during the Covid-19 pandemic.

Berbagai kegiatan Kami laksanakan dalam kerangka InPower Care ini, misalnya:

1. Bakti Pelayanan Masyarakat dengan Program Pusat Pelayanan Sakit Jiwa (Satya Gawa), dengan melakukan pelatihan pembuatan *face shield*, menjahit, dan pembuatan masker kain;
2. Bakti Pembinaan Hubungan dengan Program IP Pintar, dengan melakukan Program Sertifikasi Profesi, *Man Power Planing Recruitment*, *On Boarding Training* Terintegrasi; dan
3. Bakti Pemberdayaan Masyarakat dengan 56 Kelompok Mitra Binaan, Program IPreneur (dengan pelaksanaan pelatihan, pembinaan dan pendampingan pengembangan UMKM), dan Program AdiPertiwi (dengan melakukan Pelestarian dan Ekowisata Lembu Putih Taro, pelestarian seni-budaya daerah, dan pengembangan Kampung Kembang Mayang dengan produk khusus yakni kain batik).

We carry out various activities in regard to InPower Care:

1. Community Assistance, with the Mental Illness Service Center Program (Satya Gawa), by conducting training to make face shield, cloth masks, and sewing;
2. Community Relations, with IP Pintar Program, by conducting Professional Certification Program, Manpower Planning Recruitment, Integrated On-Boarding Training; and
3. Community Empowerment Service with 56 Fostered Partner Groups, the IPreneur Program (with training, financing, and assistance for the MSMEs development), and the AdiPertiwi Program (by conducting Taro White Ox Conservation and Ecotourism, preservation of local arts and culture, and the development of Kembang Mayang Village with special products, i.e., batik).

Aspek Lingkungan Environmental Aspect

Dalam aspek lingkungan, Indonesia Power juga menghadapi tantangan berat yaitu dengan adanya kebijakan standar baku mutu emisi semakin ketat dan juga ketentuan teknis pengendalian emisi, pemantauan dan pelaporan untuk semua pembangkit listrik tenaga thermal, sesuai dengan Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.15/MENLHK/SETJEN/KUM.1/14/2019. Oleh karena itu, Indonesia Power harus meningkatkan tata kelola pembangkit milik Perusahaan, agar dapat beroperasi dengan baik sehingga menghasilkan emisi gas buang di bawah standar baku mutu yang ditetapkan Pemerintah. Menghadapi hal ini, Indonesia Power melakukan upaya:

1. Peningkatan tata Kelola pembangkit sehingga pembangkit termal yang dikelola dapat memenuhi standar baku mutu emisi yang ditetapkan; dan
2. Pengukuran baku emisi pembangkit secara berkala, baik secara manual maupun dengan menggunakan Sistem Pemantauan Emisi Berkelanjutan/*Continuous Emission Monitoring Systems* (CEMS).

In terms of environment, Indonesia Power also faces serious challenges, i.e., the existence of increasingly strict emission-quality standard policies and emission control technical provisions, and monitoring and reporting for all thermal power plants, in accordance with the Minister of Environment and Forestry Regulation No. P.15/MENLHK/SETJEN/KUM.1/14/2019. Therefore, Indonesia Power must improve the governance of the Company's existing power plants to operate properly in order to produce exhaust gas emissions that are below the quality standards set by the Government. Thus, Indonesia Power conducted efforts to:

1. Improve the power plant governance so that the thermal generator managed by the power plant meets the targeted emission-quality standards; and
2. Assess the generator emission standards regularly, either manually or by using a Continuous Emission Monitoring System (CEMS).

Upaya-upaya tersebut sangat terbantu dengan adanya penerapan Sistem Manajemen Lingkungan yang mengacu kepada ISO 14001:2015 yang terintegrasi dengan Indonesia Power *Integrated Management System* (IP IMS) yang sudah Kami lakukan sejak lama.

Beragam pencapaian luar biasa di bidang pengelolaan lingkungan ditorehkan Indonesia Power pada tahun 2020 ini. Di tahun ini, Kami berhasil mencatatkan peningkatan 49,71% nilai efisiensi energi melalui implementasi Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME) dari 55.731.727,22 Gigajoule menjadi 83.434.918,55 Gigajoule. Selain itu, Indonesia Power juga berhasil mengurangi jumlah emisi yang dikeluarkan sebesar 9,37% dari 65.938.756,68 ton CO₂e menjadi 59.760.183,98 ton CO₂e.

Begitupun dalam hal pengelolaan limbah, sebanyak 1.040,63 ton Limbah *Fly Ash & Bottom Ash* (FABA) berhasil Indonesia Power manfaatkan untuk menjadi batako dan *paving block*. Sama halnya dengan pengelolaan air, melalui kegiatan *reduce, reuse, recycle* (3R), Indonesia Power berhasil melakukan daur ulang air untuk dimanfaatkan/digunakan kembali sebesar 547.351,45 m³.

Beberapa program konservasi Keanekaragaman Hayati juga Kami lakukan di 2020 ini, diantaranya yaitu konservasi Elang Jawa, Jalak Bali, Penyu Lekang, Sapi Putih Taro, Tukik, Rusa Timor, Badak Jawa, *Mangrove*, Terumbu Karang, Pohon Endemik dan Tanaman Langka.

Berkat berbagai upaya di bidang lingkungan dan sosial, Indonesia Power berhasil mendapatkan 2 PROPER Emas untuk Unit PLTDG Pesanggaran dan PLTP Kamojang-Darajat POMU. Secara total untuk seluruh unit, Indonesia Power meraih 2 PROPER Emas, 11 PROPER Hijau dan 6 PROPER Biru.

These efforts have been greatly assisted by the implementation of the Environmental Management System which refers to ISO 14001:2015, integrated with Indonesia Power Integrated Management System (IP IMS) that has been applied for quite a while.

Indonesia Power inscribed various outstanding achievements in environmental management in 2020. This year, We recorded a 49.71% increase in energy efficiency through the Energy Efficiency Management Enhancement and Cultivation Program (PPME) from 55,731,727.22 Gigajoule to 83,434,918.55 Gigajoule. In addition, Indonesia Power reduced the amount of emissions released by 9.37% from 65,938,756.68 tonnes of CO₂e to 59,760,183.98 tonnes of CO₂e.

Likewise, in terms of waste management, Indonesia Power successfully utilized 1,040.63 tonnes of Fly Ash & Bottom Ash (FABA) waste as bricks and paving blocks. Similar to water management, through the reduce, reuse, recycle (3R) activities, Indonesia Power recycled water for use/reuse by 547,351.45 m³.

We carry out several Biodiversity Conservation programs in 2020, i.e., the conservation of Javan Hawk-eagle, Bali Myna, Olive Ridley Sea Turtle, White Taro Ox, Hatchlings, Javan Rusa, Javan Rhinoceros, Mangrove, Coral Reef, Endemic Tree, and Rare Plant.

Because of various environmental and social efforts, Indonesia Power obtained 2 Gold PROPERs for DGPP Pesanggaran and the GPP Kamojang-Darajat POMU. In total, Indonesia Power won 2 Gold PROPERs, 11 Green PROPERs, and 6 Blue PROPERs.

Menjawab Tantangan Masa Depan Responding to Future Challenges

Para pemangku kepentingan yang budiman,

Kami menyadari bahwa pandemi Covid-19 menjadikan Indonesia Power menyiapkan langkah strategis sebagai bentuk antisipasi dan penanggulangan atas dampak pandemi terhadap kelangsungan bisnis. Masa depan yang penuh tantangan harus Kami sikapi dengan cerdas dan bijaksana. Namun Kami yakin bahwa Indonesia Power akan sanggup menghadapi berbagai tantangan dengan kerjasama yang erat antara Perusahaan dan pemangku kepentingan.

Semangat juang yang tinggi tersirat dari sekap terjang insan Indonesia Power dalam upaya menyediakan sekaligus menjaga keandalan pasokan listrik bagi masyarakat, hingga memancarkan energi listrik yang mampu menerangi seluruh pelosok negeri. Perusahaan akan terus bertanggung jawab untuk tetap menjaga dan memastikan agar keandalan serta keamanan pembangkit bisa tercukupi sehingga pasokan listrik bisa diterima dengan baik oleh masyarakat.

Perjuangan kita untuk melewati masa pandemi dan berdamai dengan Covid-19, akan menjadi bagian sejarah panjang negeri ini dan Indonesia Power siap mengambil peran besar dalam hal ini. Dengan kerja keras bersama dan kesabaran yang dilandasi dengan keyakinan akan pertolongan Tuhan Yang Maha Pengasih, semua ini akan berlalu.

Sebagai penutup, segenap manajemen dan pegawai Indonesia Power menyampaikan apresiasi setinggi-tingginya atas dukungan seluruh pemangku kepentingan. Semoga nilai-nilai keberlanjutan yang sudah dicapai sangat baik di 2020 dapat kita tingkatkan kembali di 2021 sehingga impian kita bersama untuk menjadikan Indonesia Power "Menjadi Perusahaan Energi Terbaik yang Tumbuh Berkelanjutan" dapat kita raih dengan sukses.

Dear distinguished stakeholders,

We understand that with the Covid-19 pandemic, Indonesia Power has prepared strategic steps to anticipate and handle the impact of the pandemic on business continuity. Our future is full of challenges to overcome smartly and wisely. However, We believe Indonesia Power can face the challenges by close cooperation between the Company and the stakeholders.

Indonesia Power's personnel's high passion to survive is implied in their actions to provide and maintain the reliability of electricity supply for the community, and emit electricity that illuminates all corners of the country. The Company shall strive to be responsible for maintaining and ensuring the fulfillment of reliability and safety of the power plant so that the community has good electricity supply.

Our efforts to get through the pandemic and adapt with Covid-19, will be part of the country's long history, and Indonesia Power is ready to take a big role in this. With hard work and patience, based on the belief in the grace of God, all of this will pass.

Finally, the management and all employees of Indonesia Power expressed their highest appreciation for the support of all stakeholders. We hope that the sustainability values that have been achieved very well in 2020 can be enhanced in 2021, thus our common dream to make Indonesia Power "the Best Energy Company that Develop Sustainably" can be achieved successfully.

Direktur Utama
President Director



M. Ahsin Sidqi

Tentang Laporan Ini

On The Report

Laporan Keberlanjutan PT Indonesia Power Tahun 2020 merupakan laporan tahun kesepuluh yang diterbitkan Perusahaan. Laporan ini merupakan sebuah media untuk menyampaikan informasi kepada segenap pemangku kepentingan terkait pencapaian, kinerja, komitmen, inisiatif program dan pengelolaan dampak dari kegiatan operasi Perusahaan di tahun ini dalam rentang 1 Januari 2020 hingga 31 Desember 2020, data tahun yang telah lalu, juga gagasan dan strategi keberlanjutan di masa mendatang sebagai peran Kami mencapai Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals* – SDGs). Laporan sebelumnya diterbitkan pada tanggal 29 Mei 2020. Indonesia Power berkomitmen menerbitkan Laporan Keberlanjutan setiap tahun bersamaan dengan Laporan Tahunan. [\[GRI 102-50, 102-51, 102-52\]](#)

The 2020 Sustainability Report of PT Indonesia Power is the tenth report published by the Company. This report is a media to convey information to all stakeholders regarding the achievements, performance, commitment, program initiatives, and impact of the Company's operational management for the period of 1 January 2020 up to 31 December 2020, past years' data, as well as ideas and future sustainability strategies as our role in achieving the Sustainable Development Goals (SDGs). The previous report was published on 29 May 2020. Indonesia Power is committed to publishing a Sustainability Report annually, together with the Annual Report.

[\[GRI 102-50, 102-51, 102-52\]](#)

Perkembangan Laporan Keberlanjutan Indonesia Power

Development of Indonesia Power's Sustainability Report



Boundary [GRI 102-45]

- Kantor Pusat
- 4 Power Generation Unit (PGU)
- 13 Operation and Maintenance Services Unit (OMU)
- 5 Power Generation and O&M Services Unit (POMU)
- 1 Maintenance Service Unit (MSU)
- Khusus untuk data keuangan bersifat konsolidasi dengan Anak Perusahaan
- Head Office
- 4 Power Generation Unit (PGU)
- 13 Operation and Maintenance Services Unit (OMU)
- 5 Power Generation and O&M Services Unit (POMU)
- 1 Maintenance Service Unit (MSU)
- Specifically for consolidated financial data with Subsidiaries

Standar Penyusunan Laporan [GRI 102-54] Report Preparation Standards [GRI 102-54]

Laporan Keberlanjutan Indonesia Power Tahun 2020 disusun sesuai dengan GRI Standards opsi "Comprehensive" dan menyertakan Pengungkapan Sektor Utilitas Listrik (*Electric Utilities Sector Disclosures*).

The 2020 Indonesia Power Sustainability Report is prepared in accordance with the "Comprehensive" GRI Standards option and includes Electric Utilities Sector Disclosures.



Laporan Keberlanjutan Indonesia Power Tahun 2020
2020 Sustainability Report of Indonesia Power

Dalam menentukan isi dan kualitas Laporan Keberlanjutan ini, Indonesia Power berpedoman pada prinsip pelaporan keberlanjutan GRI, yaitu:

In determining the content and quality of this Sustainability Report, Indonesia Power refers to the principles of GRI sustainability reporting:

GRI Reporting Principles [GRI 102-46] GRI Reporting Principles [GRI 102-46]

Isi Content

- | | |
|-------------------------------------|-----------------------------|
| - Keterlibatan Pemangku Kepentingan | - Stakeholder Inclusiveness |
| - Konteks Keberlanjutan | - Sustainability Context |
| - Materialitas | - Materiality |
| - Kelengkapan | - Completeness |

Kualitas Quality

- | | |
|-------------------|-----------------|
| - Kejelasan | - Clarity |
| - Komparabilitas | - Comparability |
| - Keseimbangan | - Balance |
| - Akurasi | - Accuracy |
| - Keandalan | - Reliability |
| - Ketepatan Waktu | - Timeliness |

Prinsip-prinsip pelaporan keberlanjutan tersebut diimplementasikan ke dalam 5 (lima) langkah penyusunan laporan keberlanjutan sebagai berikut:

The principles of sustainability reporting are implemented into five (5) phases of preparing a sustainability report, as follows:

5 (Lima) Langkah Penyusunan Laporan Keberlanjutan [GRI 102-46]

Five (5) Phases of Sustainability Report Compilation [GRI 102-46]





Daftar Topik Material dan *Boundary* Laporan

List of Report Material Topics and Boundaries

Dari hasil Survei Perilaku Etis kepada Pemasok dan penyebaran kuesioner *Materiality Assessment* kepada Pegawai, Pemerintah, Pemegang Saham (PT PLN (Persero)), Anak Perusahaan dan Masyarakat/Komunitas/Mitra Binaan, diperoleh topik-topik material yang penting bagi Perseroan maupun Pemangku Kepentingan serta *boundary* laporan ini adalah sebagai berikut:

The Ethical Behavior Survey for Suppliers and the distribution of Materiality Assessment questionnaires to Employees, Government, Shareholders (PT PLN (Persero)), Subsidiaries, and Community/Fostered Partners, the Company obtained material topics and boundaries that are important to the Company and Stakeholders for this report, as follows:

Daftar Topik Material dan *Boundary* Laporan [GRI 102-47, 103-1]

Material Topics and Boundary of the Report [GRI 102-47, 103-1]

Topik Material Material Topics	Disclosure	Kenapa Topik Ini Material Why the Topic is Material	Boundary		
			Kantor Pusat Head Office	Unit Pembangkit Generating Unit	Anak Perusahaan Subsidiaries
Ekonomi Economy					
Kinerja Ekonomi Economic Performance	GRI 201-1, 201-2, 201-3, 201-4	Berdampak signifikan bagi pemangku kepentingan Have significant impacts on the stakeholders	√	√	√
Keberadaan Pasar Market Existence	GRI 202-1, 202-2	Berdampak signifikan bagi pegawai Have significant impacts on the employees	√	√	-
Dampak Ekonomi Tidak Langsung Indirect Economic Impact	GRI 203-1, 203-2	Berdampak signifikan bagi pemangku kepentingan Have significant impacts on the stakeholders	√	√	√
Anti Korupsi Anti-Corruption	GRI 205-1, 205-2, 205-3	Berdampak signifikan bagi keberlangsungan bisnis Perusahaan Have significant impacts on the Company's business continuity	√	√	-
Penelitian dan Pengembangan Pembangkit Power Plant Research and Development	EU8	Berdampak signifikan bagi pembangunan dan keberlangsungan bisnis Perusahaan Have significant impacts on the Company's development and business continuity	-	√	-
Lingkungan Environment					
Energi Energy	GRI 302-1, 302-2, 302-3, 302-4, 302-5	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat Have significant impacts on the sustainability of the environment and the community	√	√	-
Sumber Daya Air Water Resources	GRI 303-1, 303-2, 303-3, 303-4, 303-5	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat Have significant impacts on the sustainability of the environment and the community	√	√	-
Keanekaragaman Hayati Biodiversity	GRI 304-1, 304-2, 304-3, 304-4, EU13	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat Have significant impacts on the sustainability of the environment and the community	-	√	-

Topik Material Material Topics	Disclosure	Kenapa Topik Ini Material Why the Topic is Material	Boundary		
			Kantor Pusat Head Office	Unit Pembangkit Generating Unit	Anak Perusahaan Subsidiaries
Emisi Emission	GRI 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat Have significant impacts on the sustainability of the environment and the community	√	√	-
Limbah Waste	GRI 306-1, 306-2, 306-3, 306-4, 306-5	Berdampak signifikan bagi keberlanjutan lingkungan dan kesehatan masyarakat Have significant impacts on the sustainability of the environment and the community	√	√	-
Sosial Social					
Kepegawaian Employment	GRI 401-1, 401-2, 401-3, EU14, EU15, EU16, EU17, EU18	Berdampak signifikan bagi pegawai dan mitra kerja Have significant impacts on the employees and partners	√	√	-
Pengelolaan Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management	GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	Berdampak signifikan bagi pegawai dan mitra kerja (kontraktor) Have significant impacts on the employees and partners (contractors)	√	√	-
Pengembangan Kompetensi dan Karir Pegawai Employee Competency and Career Development	GRI 404-1, 404-2, 404-3	Berdampak signifikan bagi pegawai Have significant impacts on the employees	√	√	-
Keberagaman dan Kesetaraan Peluang Diversity and Equal Opportunities	GRI 405-1, 405-2	Berdampak signifikan bagi pegawai Have significant impacts on the employees	√	√	-
Pemberdayaan Masyarakat Community Empowerment	GRI 413-1, 413-2, EU19, EU20 EU22	Berdampak signifikan bagi masyarakat Have significant impacts on the community	√	√	-
Perencanaan dan Tanggap Darurat/Bencana Disaster Emergency Planning and Response	EU21	Berdampak signifikan bagi masyarakat Have significant impacts on the community	√	√	-

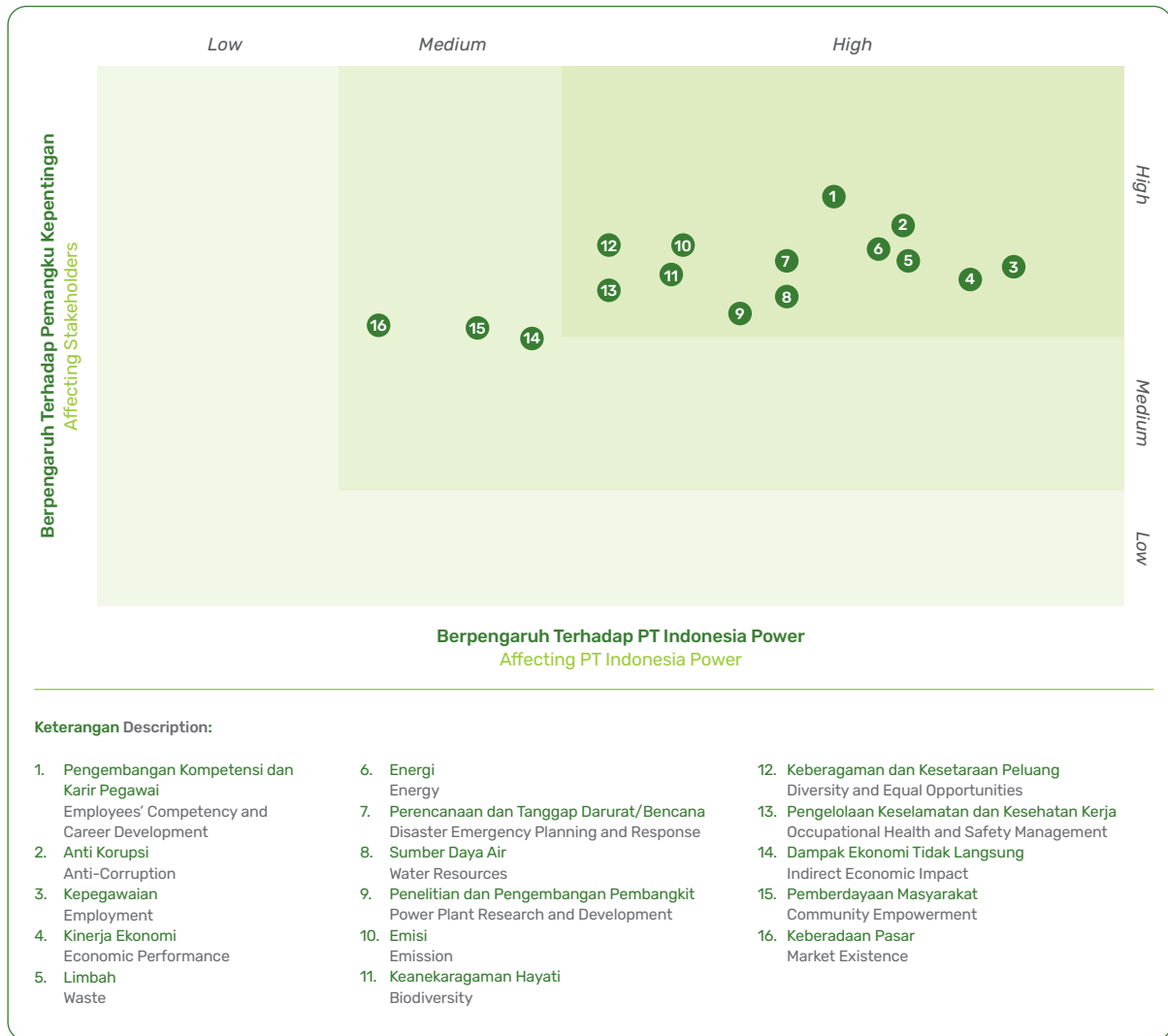
Selanjutnya, topik-topik material tersebut diprioritaskan menjadi tiga tingkatan, yaitu *High*, *Medium* dan *Low* yang dapat dilihat pada grafik berikut ini.

Further, the material topics are prioritized into three levels, i.e. High, Medium, and Low, as shown in the following graph.



Grafik Materialitas [GRI 102-47]

Graph: Materiality [GRI 102-47]



Berdasarkan hasil *materiality assessment*, pada tahun ini jumlah topik material sama (tidak berbeda) dengan tahun sebelumnya, yakni 16 topik. Untuk meningkatkan kualitas laporan, terdapat beberapa penyajian ulang (*restatement*) atas informasi tahun sebelumnya, yaitu mengenai perhitungan jumlah efisiensi energi dan jumlah penurunan emisi Gas Rumah Kaca (GRK) Perusahaan dikarenakan di tahun 2020 terdapat penambahan Unit yang melakukan program-program efisiensi energi dan penurunan emisi GRK.

The materiality assessment resulted that this year, the material topics are the same (not different) from the previous year, i.e., 16 topics. To improve the report's quality, there were several restatements of the previous year's information, i.e., the calculation of the energy efficiency and the reduction amount in the Company's Greenhouse Gas (GHG) emissions, because, in 2020, there were additional Units that carried out energy efficiency and GHG emission reduction programs.

Selain itu, juga terdapat penyajian ulang data Emisi GRK yang dijual melalui skema CDM di Unit Gunung Salak karena adanya penyesuaian dengan *invoice* hasil penjualan emisi dari pihak ketiga yang baru disampaikan di tahun 2019 dan menjadi pelaporan tahun 2020 serta penyajian ulang data volume air limbah yang didaur ulang karena terdapat *reduce* pemakaian air dari Unit Suralaya yang masuk ke dalam 3R air limbah. [GRI 102-48, 102-49]

In addition, there is also a restatement of GHG Emissions data sold through the CDM scheme at Gunung Salak Unit due to an adjustment to the invoice from the sale of emissions from a third party, which was submitted in 2019 and reported in 2020, as well as a restatement of the volume of recycled wastewater because there is a reduction in the water consumption from the Suralaya Unit that was considered in wastewater 3R. [GRI 102-48, 102-49]

Kontak Informasi

Contact Information

Untuk meningkatkan kualitas Laporan Keberlanjutan ini, seluruh pemangku kepentingan dan pembaca dapat menyampaikan pertanyaan, saran, ide, kritik dan tanggapan melalui Lembar Umpan Balik yang dapat ditemukan pada bagian akhir Laporan ini atau dengan menghubungi: [GRI 102-53]

To improve the quality of this Sustainability Report, all stakeholders and reader may submit their questions, suggestions, ideas, critics, and feedbacks through the Feedback Form which can be found in the last chapter of this report, or via contact to: [GRI 102-53]



PT Indonesia Power

Manager of CSR PT Indonesia Power
PT Indonesia Power

Jl. Jend Gatot Subroto Kav. 18 Jakarta Selatan | South Jakarta 12950

☎ (021) 5267666 📠 (021) 5251923, 5252623

🌐 www.indonesiapower.co.id ✉ kontak-ip@indonesiapower.co.id

Pernyataan Dewan Komisaris dan Direksi Tentang Tanggung Jawab atas Laporan Keberlanjutan PT Indonesia Power Tahun 2020

Statement of Accountability of the Board of Commissioners and Board of Directors to the 2020 Sustainability Report of PT Indonesia Power

Kami selaku Dewan Komisaris dan Direksi PT Indonesia Power telah melakukan evaluasi atas konten Laporan Keberlanjutan ini serta menyatakan bahwa laporan telah mencakup seluruh topik keberlanjutan yang material bagi Perusahaan dan Pemangku Kepentingan Perusahaan. Kami bertanggung jawab atas kebenaran isi Laporan Keberlanjutan ini.

[GRI 102-32]

We, as the Board of Commissioners and Directors of PT Indonesia Power, have performed evaluation on the content of this Sustainability Report, and declared that this report has covered all material sustainability aspects for the Company and the Company's Stakeholders. We are fully accountable for the accuracy of the content in this Sustainability Report. [GRI 102-32]

Jakarta, 28 Mei 2021

Jakarta, May 28, 2021

Dewan Komisaris Board of Commissioners



Mohamad Oemar
Komisaris Utama
President Commissioner



F. X. Sutijastoto
Komisaris
Commissioner



Miftahul Jannah
Komisaris
Commissioner



Munir Ahmad
Komisaris
Commissioner



Iskandar Simorangkir
Komisaris
Commissioner



Ulil Abshar
Komisaris Independen
Independent Commissioner

Direksi Board of Directors



M. Ahsin Sidqi
Direktur Utama
President Director



M. Hanafi Nur Rifai
Direktur Operasi I
Operations Director I



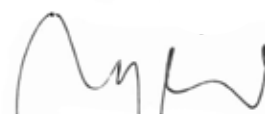
R. Bambang Anggono
Direktur Operasi II
Operations Director II



Khusnul Mubien
Direktur Keuangan
Financial Director



Harlen
Direktur Pengembangan dan Niaga
Development and Commerce Director



Bagus Setiawan
Direktur Sumber Daya Manusia dan Administrasi
Human Resources and Administration Director



Prestasi dan Reputasi Tahun 2020

Achievements and Reputation in 2020

Penghargaan Tahun 2020 [GRI 102-12]

Awards in 2020 [GRI 102-12]

Kinerja Lingkungan Environmental Performance



01  **8 Januari 2020**
8 January 2020

Anugerah PROPER 2019 dari Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia, dengan perolehan:

- **2 Proper Emas:** PLTDG Pesanggaran, PLTP Kamojang-Darajat
- **11 Proper Hijau:** PLTGU Priok, PLTU Suralaya 1-7, PLTU Pelabuhan Ratu, PLTP Gunung Salak, PLTU Suralaya 8, PLTGU Tambak Lorok, PLTG Gilimanuk, PLTGU Grati, PLTG Pemaron, PLTU Lontar, PLTU Labuan
- **6 Proper Biru:** PLTGU Cilegon, PLTU Adipala, PLTA Saguling, PLTU Jeranjang, PLTA PB Soedirman, PLTA Wonogiri

2019 PROPER Award from the Ministry of Environment and Forestry of the Republic of Indonesia, with the following achievement:

- **2 Gold PROPER:** DGPP Pesanggaran, GPP Kamojang-Darajat
- **11 Green PROPER:** CCPP Priok, SPP Suralaya 1-7, SPP Pelabuhan Ratu, GPP Gunung Salak, SPP Suralaya 8, CCPP Tambak Lorok, GTPP Gilimanuk, CCPP Grati, GTPP Pemaron, SPP Lontar, SPP Labuan
- **6 Blue PROPER:** CCPP Cilegon, SPP Adipala, HPP Saguling, SPP Jeranjang, HPP PB Soedirman, HPP Wonogiri

02  **19 November 2020**
19 November 2020

Winner of The Special Submission - Energy Management in Building Category dalam ajang ASEAN Energy Awards 2020 dari ASEAN Center for Energy (ACE)

Winner of the Special Submission - Energy Management in Building Category in the 2020 ASEAN Energy Awards from the ASEAN Center for Energy (ACE)

02  **14 Desember 2020**
14 December 2020

Anugerah PROPER 2020 dari Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia, dengan perolehan:

- **2 Proper Emas:** PLTDG Pesanggaran, PLTP Kamojang-Darajat
- **11 Proper Hijau:** PLTGU Priok, PLTU Suralaya, PLTU Pelabuhan Ratu, PLTU Banten 1 Suralaya, PLTU Banten 3 Lontar, PLTGU Cilegon, PLTP Gunung Salak, PLTGU Tambak Lorok, PLTGU Grati, PLTG Pemaron, PLTG Gilimanuk
- **6 Proper Biru:** PLTU Banten 2 Labuan, PLTU Adipala, PLTA Mrica, PLTA Wonogiri, PLTA Saguling, PLTU Jeranjang

2020 PROPER Award from the Ministry of Environment and Forestry of the Republic of Indonesia, with the following achievement:

- **2 Gold PROPER:** DGPP Pesanggaran, GPP Kamojang-Darajat
- **11 Green PROPER:** CCPP Priok, SPP Suralaya, SPP Pelabuhan Ratu, SPP Banten 1 Suralaya, SPP Banten 3 Lontar, CCPP Cilegon, GPP Gunung Salak, CCPP Tambak Lorok, CCPP Grati, GTPP Pemaron, GTPP Gilimanuk
- **6 Blue PROPER:** SPP Banten 2 Labuan, SPP Adipala, HPP Mrica, HPP Wonogiri, HPP Saguling, SPP Jeranjang



Kinerja Sosial Social Performance

(Kinerja Keselamatan dan Kesehatan Kerja, Sumber Daya Manusia dan Sosial Kemasyarakatan)
(Performance of Occupational Health and Safety, Human Resources, and Community)

01



02



03



01



11 Juni 2020
11 June 2020

Penghargaan Indonesia Future HR Leader 2020 diperoleh Manager of Change Management and Corporate Culture Indonesia Power dari Majalah SWA

The Indonesia Future HR Leader 2020 award was obtained by Indonesia Power's Manager of Change Management and Corporate Culture from SWA Magazine

02



2 Juli 2020
2 July 2020

Peringkat 6 dalam Top 10 Indonesia Young Woman Future Business Leader 2020 dari Majalah SWA

6th out of Top 10 of 2020 Indonesia Young Woman Future Business Leader from SWA Magazine

03



13 Oktober 2020
13 October 2020

Penghargaan di bidang K3 dari Kementerian Ketenagakerjaan Republik Indonesia dengan kategori:

1. Zero Accident kepada 18 unit kerja
2. P2HIV-AIDS kepada 8 unit kerja
3. SMK3 kepada 5 unit kerja

Award in the OHS sector from the Ministry of Manpower of the Republic of Indonesia in the category:

1. Zero Accident to 18 work units
2. P2HIV-AIDS to 8 work units
3. OHSMS to 5 work units



04



05



06



04


20 Oktober 2020
20 October 2020

PLTU Banten 3 Lontar meraih Juara 1 dalam Kategori 5S Kategori Unit PLTU Batubara milik PLN dalam ajang Kompetisi Unit Terbaik 2020 dari PT PLN (Persero)

SPP Banten 3 Lontar won 1st place in the 5S Category for the Coal SPP owned by PLN in the 2020 Best Unit Competition from PT PLN (Persero)

05


4 November 2020
4 November 2020

CSR PLN Award Tahun 2020 dari PT PLN (Persero) dengan perolehan:

1. Program Indonesia Power Jeranjang OMU "Jeranjang Olah Sampah Setempat (JOSS)" berhasil meraih Juara 1 dalam kategori Program Yang Mendukung Kinerja PLN
2. Marheno Jayanto, *Local Hero* Kelompok Batik Alam Malon Binaan Indonesia Power Semarang PGU berhasil meraih Juara 3 Kategori *Local Hero*

2020 CSR PLN Award from PT PLN (Persero) with the following achievement:

1. Indonesia Power's Jeranjang OMU program "Jeranjang Olah Sampah Setempat (JOSS) or Local Waste Processing by Jeranjang" won 1st place in the category of Programs Supporting PLN's Performance
2. Marheno Jayanto, a Local Hero of the Natural Malon Batik Group fostered by Indonesia Power Semarang PGU, won 3rd place in the Local Hero Category

06


7 November 2020
7 November 2020

Indonesian CSR Awards (ICA) Tahun 2020 dari Corporate Forum for Community Development (CFCD) dengan perolehan:

1. *Platinum Award* oleh Kamojang POMU melalui Program Budidaya Ikan Nila
2. *Gold Award* oleh Bali PGU melalui Program Pengembangan *Aco Fuel Pellet* dan Priok POMU melalui Program PAUD Inklusi

2020 Indonesian CSR Awards (ICA) from the Corporate Forum for Community Development (CFCD) with the following award:

1. Platinum Award obtained by Kamojang POMU from the Tilapia Cultivation Program
2. Gold Award obtained by Bali PGU from the Aco Fuel Pellet Development Program and Priok POMU from the ECED Inclusion Program

Kinerja Ekonomi dan Tata Kelola Economic and Governance Performance

01



02



03



01



12 Maret 2020
12 March 2020

PLTGU Grati memperoleh penghargaan Tata Kelola Pembangkit dengan Maturity Level Terbaik kategori Pembangkit Bahan Bakar Gas dalam acara *Workshop dan Forum Group Discussion (FGD) Tata Kelola Pembangkitan* dari PT PLN (Persero)

CCPP Grati received the Best Maturity Level for Power Plant Governance award in the Gas Fuel Generation category in the Workshop and Forum Group Discussion (FGD) of Power Plant Governance from PT PLN (Persero)

02



1 September 2020
1 September 2020

Credit Rating idAAA dari Pemeringkat Efek Indonesia (PEFINDO)

Credit Rating idAAA from PT Pemeringkat Efek Indonesia (PEFINDO)/Credit Rating Agency

03



7 Oktober 2020
7 October 2020

TOP GRC Awards 2020 dari Majalah TopBusiness, dengan perolehan:

1. TOP GRC 5 Star Level/ Tertinggi atas Sistem, Infrastruktur dan Implementasi GRC
2. *The Most Committed GRC Leader* kepada Direktur Utama Indonesia Power M. Ahsin Sidqi

2020 TOP GRC Award from TopBusiness Magazine, with the following achievement:

1. 5 Star TOP GRC for GRC System, Infrastructure, and Implementation
2. The Most Committed GRC Leader awarded to the President Director of Indonesia Power, M. Ahsin Sidqi

Kinerja Keberlanjutan Lainnya Other Sustainability Performance

01



April 2020
April 2020

Penghargaan Public Relation Indonesia Awards (PRIA) 2020 dari PR Indonesia, dengan perolehan:

- Bronze Winner Sub Kategori E-Magazine
- Kategori Anak Usaha BUMN di Media 2019

2020 Public Relations Indonesia Awards (PRIA) from PR Indonesia, with the following:

- Bronze Winner of E-Magazine Sub Category
- Category of SOE Subsidiaries in 2019 Media

02



Agustus 2020
Agustus 2020

Top 100 Worldwide Rank Vision Award Sustainability Report Tahun 2019 pada ajang Vision Award dari League of American Communications Professionals (LAPC)

Top 100 Worldwide Rank Vision Award Sustainability Report in 2019 at the Vision Award from the League of American Communications Professionals (LAPC)

04



04


21 Oktober 2020
21 October 2020

Juara 1 pada Kategori Proses Bisnis Manajemen, dengan Judul "Revolusi Digital Tata Kelola Inventori Pembangkitan dengan *Smart Inventory Management System*" dalam acara Learning, Innovation, Knowledge, and Exhibition (LIKE) 2020 dari PT PLN (Persero)

1st Place in the Business Process Management, "Digital Revolution of Power Plant Inventory Governance with Smart Inventory Management System" in the 2020 Learning, Innovation, Knowledge, and Exhibition (LIKE) event from PT PLN (Persero)

05



05


25 November 2020
25 November 2020

Penghargaan OPEXCON Project Competition 2020 dari SHIFT Indonesia, dengan perolehan:

1. *Gold Achievement* kategori *Fast Track Solution*
2. *Silver Achievement* kategori *Protagonis*

OPEXCON Project Competition 2020 Award from SHIFT Indonesia, with the following achievement:

1. Gold in the Fast-Track Solution category
2. Silver in the Protagonist category

06



06


27 November 2020
27 November 2020

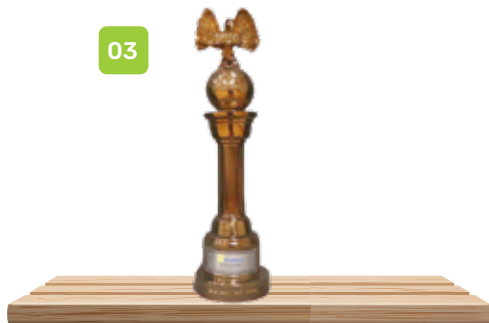
Penghargaan "WOW DIAMOND" (*Declaring Idea, Magnetizing cOncept, Delivering innovative product*) PLN dalam ajang Innovative Idea Competition dari PT PLN (Persero) pada kategori:

1. *Design Thinking* dengan judul *Integrated Close House Farm (I-CHF)*
2. *Business Continuity* dengan judul *Smart Electric Vehicle Charge Station (SEV-CAS)*

PLN's "WOW DIAMOND" (Declaring Idea, Magnetizing cOncept, Delivering innovative product) award in the Innovative Idea Competition from PT PLN (Persero) in the categories:

1. Design Thinking, entitled Integrated Close House Farm (I-CHF)
2. Business Continuity, entitled Smart Electric Vehicle Charge Station (SEV-CAS)

03



03


16 Desember 2020
16 December 2020

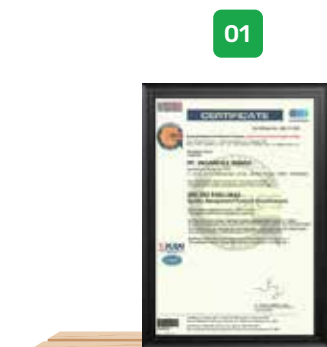
Platinum Rank untuk *Sustainability Report* (Laporan Keberlanjutan) 2019 pada ajang Asia Sustainability Reporting Rating (ASRRAT) 2020 dari National Center for Sustainability Reporting (NCSR)

Platinum Rank for 2019 Sustainability Report at the Asia Sustainability Reporting Rating (ASRRAT) 2020 from the National Center for Sustainability Reporting (NCSR)

Sertifikasi Tahun 2020 [GRI 102-12]

Certification in 2020 [GRI 102-12]

Prestasi dan Reputasi
Tahun 2020
Achievements and
Reputation in 2020



01



PT Sucofindo



14 Februari 2020
14 February 2020



13 Februari 2023
13 February 2023

ISO 9001:2015
Sistem Manajemen Mutu
Quality Management System

- | | |
|--------------------|--------------------|
| 1. Kantor Pusat | 1. Head Office |
| 2. Suralaya PGU | 2. Suralaya PGU |
| 3. Priok POMU | 3. Priok POMU |
| 4. Saguling POMU | 4. Saguling POMU |
| 5. Kamojang POMU | 5. Kamojang POMU |
| 6. Semarang PGU | 6. Semarang PGU |
| 7. Mrica PGU | 7. Mrica PGU |
| 8. Grati POMU | 8. Grati POMU |
| 9. Bali PGU | 9. Bali PGU |
| 10. MSU | 10. MSU |
| 11. Suralaya 8 OMU | 11. Suralaya 8 OMU |
| 12. Labuan OMU | 12. Labuan OMU |
| 13. Lontar OMU | 13. Lontar OMU |
| 14. Pel. Ratu OMU | 14. Pel. Ratu OMU |
| 15. Adipala OMU | 15. Adipala OMU |
| 16. Cilegon OMU | 16. Cilegon OMU |

02



PT Sucofindo



14 Februari 2020
14 February 2020



13 Februari 2023
13 February 2023

ISO 14001:2015
Sistem Manajemen Lingkungan
Environmental Management System

- | | |
|--------------------|--------------------|
| 1. Kantor Pusat | 1. Head Office |
| 2. Suralaya PGU | 2. Suralaya PGU |
| 3. Priok POMU | 3. Priok POMU |
| 4. Saguling POMU | 4. Saguling POMU |
| 5. Kamojang POMU | 5. Kamojang POMU |
| 6. Semarang PGU | 6. Semarang PGU |
| 7. Mrica PGU | 7. Mrica PGU |
| 8. Grati POMU | 8. Grati POMU |
| 9. Bali PGU | 9. Bali PGU |
| 10. MSU | 10. MSU |
| 11. Suralaya 8 OMU | 11. Suralaya 8 OMU |
| 12. Labuan OMU | 12. Labuan OMU |
| 13. Lontar OMU | 13. Lontar OMU |
| 14. Pel. Ratu OMU | 14. Pel. Ratu OMU |
| 15. Adipala OMU | 15. Adipala OMU |
| 16. Cilegon OMU | 16. Cilegon OMU |

03



PT Sucofindo



Menunggu Sertifikat Terbit
Certificate to be Issued



Menunggu Sertifikat Terbit
Certificate to be Issued

ISO 45001:2018
Occupational Health and Safety
Management Systems
Occupational Health and Safety
Management Systems

- | | |
|--------------------|--------------------|
| 1. Kantor Pusat | 1. Head Office |
| 2. Suralaya PGU | 2. Suralaya PGU |
| 3. Priok POMU | 3. Priok POMU |
| 4. Saguling POMU | 4. Saguling POMU |
| 5. Kamojang POMU | 5. Kamojang POMU |
| 6. Semarang PGU | 6. Semarang PGU |
| 7. Mrica PGU | 7. Mrica PGU |
| 8. Grati POMU | 8. Grati POMU |
| 9. Bali PGU | 9. Bali PGU |
| 10. MSU | 10. MSU |
| 11. Suralaya 8 OMU | 11. Suralaya 8 OMU |
| 12. Labuan OMU | 12. Labuan OMU |
| 13. Lontar OMU | 13. Lontar OMU |
| 14. Pel. Ratu OMU | 14. Pel. Ratu OMU |
| 15. Adipala OMU | 15. Adipala OMU |
| 16. Cilegon OMU | 16. Cilegon OMU |

04

05



04



PT Sucofindo


14 Februari 2020
14 February 2020

13 Februari 2023
13 February 2023

**ISO 28000:2007/
SNI ISO 28000:2009**
**Sistem Manajemen Keamanan
Pada Rantai Pasokan**
**Supply Chain Security
Management System**

- | | |
|--------------------|--------------------|
| 1. Kantor Pusat | 1. Head Office |
| 2. Suralaya PGU | 2. Suralaya PGU |
| 3. Priok POMU | 3. Priok POMU |
| 4. Saguling POMU | 4. Saguling POMU |
| 5. Kamojang POMU | 5. Kamojang POMU |
| 6. Semarang PGU | 6. Semarang PGU |
| 7. Mrica PGU | 7. Mrica PGU |
| 8. Grati POMU | 8. Grati POMU |
| 9. Bali PGU | 9. Bali PGU |
| 10. Suralaya 8 OMU | 10. Suralaya 8 OMU |
| 11. Labuan OMU | 11. Labuan OMU |
| 12. Lontar OMU | 12. Lontar OMU |
| 13. Pel. Ratu OMU | 13. Pel. Ratu OMU |
| 14. Adipala OMU | 14. Adipala OMU |
| 15. Cilegon OMU | 15. Cilegon OMU |

05



PT Sucofindo


Berbeda per unit
Different based on unit

Berbeda per unit
Different based on unit

**Sistem Manajemen Keselamatan
dan Kesehatan Kerja (SMK3)**
**Safety and Health Management
System (SMK3)**

(4 PGU, 4 POMU, MSU, 6 OMU FTP-1 Jawa)
(4 PGU, 4 POMU, MSU, 6 OMU FTP-1 Jawa)

06



PT Sucofindo


Sedang Ditangguhkan*
Suspended*

Sedang Ditangguhkan*
Suspended*

Sistem Manajemen Pengamanan (SMP)
Security Management System (SMP)

(8 unit eksisting)
(8 existing units)

* terkait Perubahan Perkab POLRI Nomor 24 Tahun 2007, maka untuk sementara, Sistem Manajemen Pengamanan (SMP) dari lembaga sertifikasi (PT Sucofindo) ditangguhkan sampai ada kejelasan kembali untuk di sertifikasi kembali

* Related to the Amendment to the Police Chief Regulation No. 24 of 2007, for the time being, the Security Management System (SMP) from the certifying agency (PT Sucofindo) is suspended until further notice for recertification



07



08



09



07



PT BSI Group Indonesia



13 November 2018
13 November 2018



26 Oktober 2021
26 October 2021

ISO 55001:2014

Sistem Manajemen Asset
Asset Management System

- | | |
|--------------------|--------------------|
| 1. Kantor Pusat | 1. Head Office |
| 2. Suralaya PGU | 2. Suralaya PGU |
| 3. Priok POMU | 3. Priok POMU |
| 4. Saguling POMU | 4. Saguling POMU |
| 5. Kamojang POMU | 5. Kamojang POMU |
| 6. Semarang PGU | 6. Semarang PGU |
| 7. Mrica PGU | 7. Mrica PGU |
| 8. Grati POMU | 8. Grati POMU |
| 9. Bali PGU | 9. Bali PGU |
| 10. MSU | 10. MSU |
| 11. Suralaya 8 OMU | 11. Suralaya 8 OMU |
| 12. Labuan OMU | 12. Labuan OMU |
| 13. Lontar OMU | 13. Lontar OMU |
| 14. Pel. Ratu OMU | 14. Pel. Ratu OMU |
| 15. Adipala OMU | 15. Adipala OMU |
| 16. Cilegon OMU | 16. Cilegon OMU |

08



PT Sucofindo



15 Juli 2019
15 July 2019



20 Agustus 2021
20 August 2021

ISO 50001:2011

Sistem Manajemen Energi
Energy Management System

- | | |
|--------------------|--------------------|
| 1. Kantor Pusat | 1. Head Office |
| 2. Suralaya PGU | 2. Suralaya PGU |
| 3. Priok POMU | 3. Priok POMU |
| 4. Saguling POMU | 4. Saguling POMU |
| 5. Kamojang POMU | 5. Kamojang POMU |
| 6. Semarang PGU | 6. Semarang PGU |
| 7. Mrica PGU | 7. Mrica PGU |
| 8. Grati POMU | 8. Grati POMU |
| 9. Bali PGU | 9. Bali PGU |
| 10. MSU | 10. MSU |
| 11. Suralaya 8 OMU | 11. Suralaya 8 OMU |
| 12. Labuan OMU | 12. Labuan OMU |
| 13. Lontar OMU | 13. Lontar OMU |
| 14. Pel. Ratu OMU | 14. Pel. Ratu OMU |
| 15. Adipala OMU | 15. Adipala OMU |
| 16. Cilegon OMU | 16. Cilegon OMU |

09



PT BSI Group Indonesia



18 Agustus 2017
18 August 2017



17 Agustus 2020
17 August 2020

ISO 27001:2013

Sistem Manajemen
Keamanan Informasi
Information Security
Management System

(Division of Information Technology
Kantor Pusat)
(Division of Information Technology of
the Head Office)

10



11



12



10



PT BSI Group Indonesia


5 Februari 2018
5 February 2018

4 Februari 2021
4 February 2021

ISO 22301:2012
Business Continuity
Management System
Business Continuity
Management System

(Kantor Pusat dan Priok POMU)
(Head Office and Priok POMU)

11


Komite Akreditasi Nasional
National Accreditation Committee

November 2018
November 2018

November 2022
November 2022

ISO 17025
Standar Akreditasi Laboratorium
Pengujian dan Kalibrasi
Accreditation Standards for Testing and
Calibration Laboratories

(Suralaya 8 PGU, Labuan OMU, Pelabuhan
Ratu OMU dan Adipala OMU)
(Suralaya 8 PGU, Labuan OMU, Pelabuhan
Ratu OMU, and Adipala OMU)

12



DNV-GL


3-7 Desember 2018
3-7 December 2018

6 Desember 2019
6 December 2019

International Sustainability Rating
System (ISRS7) Level 4

(PLTU Banten 3 Lontar OMU)
(SPP Banten 3 Lontar OMU)

Peristiwa Penting Keberlanjutan Tahun 2020

Important Sustainability Events in 2020

Peristiwa Penting
Keberlanjutan Tahun 2020
Important Sustainability
Events in 2020



17 Januari 2020
17 January 2020

Penandatanganan Nota Kesepahaman antara Indonesia Power - Nindya Karya - Kospo terkait Pengembangan PLTA Maung.

Signing of a Memorandum of Understanding between Indonesia Power - Nindya Karya - Kospo in terms of HPP Maung Development



21 Januari 2020
21 January 2020

Go live aplikasi i-Track.
Go live of i-Track apps.



24 Februari 2020
24 February 2020

Peresmian pengembangan dan pemasangan PLTS Atap dengan total daya sebesar 226kWp di kompleks perkantoran Bali PGU.

Inauguration of the Rooftop SoPP development and installation with a total 226kWp in the Bali PGU office complex



24 Februari 2020
24 February 2020

Launching Pemaron Centre of Excellence sebagai pusat pelatihan tenaga ahli pemeliharaan dan enjiniring dengan memanfaatkan peralatan yang ada di unit PLTG Pemaron.
Launching of Pemaron Center of Excellence as a training center for maintenance and engineers by utilizing the available equipment in the Pemaron GTTP unit



18 April 2020
18 April 2020

Sertifikasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan
ISO 37001:2016 Anti-Bribery Management System Certification



27 April 2020
27 April 2020

Penandatanganan Nota Kesepahaman antara Indonesia Power dengan Perusahaan Umum (Perum) Kehutanan Negara Tentang Kerjasama Penyediaan Biomassa untuk Co-firing PLTU.
Signing of a Memorandum of Understanding between Indonesia Power and Perusahaan Umum (Perum) Kehutanan Negara on the Cooperation in the Biomass Provision for Co-firing SPP.



19 Mei 2020
19 May 2020

Peresmian *Boiler Centre of Excellence* berlokasi di *Maintenance Service Unit* KS Tubun oleh Direktur Utama Indonesia Power.
Inauguration of Boiler Center of Excellence located at the Maintenance Service Unit of KS Tubun by the President Director of Indonesia Power.



27 Juni 2020
27 June 2020

Peresmian Program TOSS (Tempat Olah Sampah Sungai) Gerakan Ciliwung Bersih.
Inauguration of Ciliwung Bersih TOSS (River Waste Processing Site) Program



21 Juli 2020
21 July 2020

Penandatanganan kerjasama antara PLTU Jeranjang OMU dengan Dinas Lingkungan Hidup dan Kehutanan (LHK) Provinsi Nusa Tenggara Barat (NTB) mengenai program penelitian dan pengembangan pengelolaan sampah menjadi energi melalui *co-firing* PLTU Jeranjang OMU menggunakan pelet RDF.

The signing of the collaboration between SPP Jeranjang OMU with the West Nusa Tenggara (NTB) Environment and Forestry Service Office (LHK) regarding a research and development program for waste-to-energy management through co-firing of SPP Jeranjang OMU using RDF pellets.



11 September 2020
11 September 2020

Penandatanganan Komitmen Bersama antara Indonesia Power dan Gerakan Ciliwung Bersih tentang Pengembangan dan Pelatihan Tempat Olahan Sampah Sungai di Sumbernya.

Signing of a Joint Commitment between Indonesia Power and Ciliwung Bersih Movement on the Development and Training of River Waste Processing at its Source.



27 Oktober 2020
27 October 2020

Penandatanganan Kontrak Komersial Biomassa antara PLTU Jeranjang OMU dengan PT Artha Daya Coalindo. Signing of the Biomass Commercial Contract between SPP Jeranjang OMU and PT Artha Daya Coalindo.



10 November 2020
10 November 2020

Launching komersial *co-firing* di PLTU Jeranjang dan PLTU Suralaya Unit 1-4 serta uji coba *co-firing* PLTU Pelabuhan Ratu dan PLTU Lontar.

Launching of commercial co-firing at SPP Jeranjang and SPP Suralaya Units 1-4, and co-firing trials of SPP Pelabuhan Ratu and SPP Lontar.



16 November 2020
16 November 2020

Penandatanganan Perjanjian Jual Beli Gas (PJBG) untuk program gasifikasi PLTMG Sorong 50 MW antara Indonesia Power dan PT Malamoi Olom Wobok (PT MOW).
Signing of the Gas Purchase Agreement (PJBG) for the 50 MW GTPP Sorong gasification program between Indonesia Power and PT Malamoi Olom Wobok (PT MOW).



30 Desember 2020
30 December 2020

IP launching Asset Performance Management (APM) Excellence School untuk perkuat Asset Management.
IP Launched Asset Performance Management (APM) Excellence School to strengthen Asset Management.





Sekilas Tentang Indonesia Power

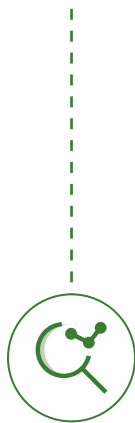
About Indonesia Power

Mengusung tagline *#EnergyOfThings*, Indonesia Power bertransformasi di seluruh aspek bisnis dengan membawa semangat *Power Beyond Boundaries* untuk memberikan solusi energi yang andal, inovatif, ramah lingkungan sebagai solusi energi masa depan serta mampu melampaui harapan pelanggan.

Leading under the tagline *#EnergyOfThings*, Indonesia Power is transforming in all business aspects by the spirit of *Power Beyond Boundaries* to provide reliable, innovative, environmentally friendly energy solutions as future energy solutions, as well as to be able to exceed customer expectations.

Visi, Misi, Motto, Kompetensi Inti dan Budaya Perusahaan [GRI 102-10, 102-16]

Vision, Mission, Motto, Core Competency, and Corporate Culture [GRI 102-10, 102-16]



Tahun ini, Indonesia Power telah melakukan perubahan visi, misi dan kompetensi inti Perusahaan untuk menguatkan langkah menuju Perusahaan Energi Terbaik yang Tumbuh Berkelanjutan.

This year, Indonesia Power changed the Company's vision, mission, and core competencies to strengthen the steps towards the Best Energy Company that Develops Sustainably.

Visi Vision



Menjadi Perusahaan Energi Terbaik yang Tumbuh Berkelanjutan

To Become the Best Energy Company that Develops Sustainably

Misi Mission



Menyediakan Solusi Energi yang Andal, Inovatif, Ramah Lingkungan dan Melampaui Harapan Pelanggan

Providing Reliable, Innovative, Environmentally Friendly Energy Solutions, and Exceeding Customer Expectations

Motto Perusahaan Company's Motto

Membangun kesadaran kepada Pelanggan dan *Stakeholder* bahwa setiap aktivitas membutuhkan energi dan Indonesia Power memiliki keunggulan dalam penyediaan solusi energi, baik di bidang penyediaan tenaga listrik (kWh) maupun *beyond kWh*.

#EnergyofThings

Building awareness to customers and stakeholders that every activity requires energy and Indonesia Power is excellent in providing energy solutions, both in the electricity supply (kWh) and beyond kWh.

Kompetensi Inti Perusahaan

Core Competence of the Company



Operasi dan Pemeliharaan Pembangkit Power Plant Operation and Maintenance

Pengelolaan pembangkit dengan kekuatan pada pengoperasian dan pemeliharaan berdasarkan tata kelola sesuai praktik terbaik (*best practice*) dan metode rekayasa (*engineering method*) yang ekselen.

Power plant management with focus on operation and maintenance based on governance in accordance with the best practice and excellent engineering methods.



Pengembangan Bisnis Solusi Energi Energy Solution Business Development

Pengembangan bisnis penyediaan solusi energi yang meliputi bisnis penyediaan tenaga listrik atau kWh maupun bisnis *beyond kWh*.

Business development of energy solution provisions, which includes the business of providing electricity or kWh and businesses beyond kWh.

Budaya Perusahaan [GRI 102-10, 102-16]

Corporate Culture [GRI 102-10, 102-16]

Sejalan dengan salah satu prioritas Presiden Republik Indonesia tahun 2019-2021 yaitu Pengembangan Sumber Daya Manusia (SDM) menuju era teknologi dan informasi, BUMN telah mencanangkan *Human Capital Transformation* yang bertujuan untuk meningkatkan daya saing BUMN menjadi pemain global. Dalam *Human Capital Transformation* terjadi perubahan peran BUMN yang sebelumnya *active shareholder* menjadi *strategic architect*. Salah satu *architecture Human Capital* adalah penetapan AKHLAK sebagai *Core Value* BUMN pada 1 Juli 2020, bersamaan dengan acara peluncuran logo BUMN. BUMN perlu sebuah fondasi yang kuat, sebuah nilai untuk menjadi panduan BUMN untuk bergerak, termasuk PLN.

In line with one of the priorities of the President of the Republic of Indonesia for 2019-2021, i.e., Human Resource Development (HR) towards the technology and information era, SOE has launched Human Capital Transformation with the objective to increase the competitiveness of SOEs to be global actors. In Human Capital Transformation, there is a change to the role of SOEs, from previously as an active shareholder to a strategic architect. One of the Human Capital architectures is the establishment of AKHLAK as the SOEs Core Value on 1 July 2020, in conjunction with the launch of the SOEs logo. SOE needs a strong foundation, a value to drive such SOE to move, including PLN.

AKHLAK sebagai *Core Values* PLN Group telah dicanangkan pada tanggal 28 September 2020 melalui terbitnya Perdir PT PLN (Persero) Nomor 0073.P/DIR/2020 tentang Budaya Perusahaan, bersamaan dengan *Performance Business Review*. Sebagaimana tertuang dalam Surat Edaran Menteri BUMN Nomor 7/MBU/07/2020 tentang Nilai-Nilai Utama (*Core Values*) Sumber Daya Manusia Badan Usaha Milik Negara, setiap BUMN wajib menerapkan *Core Values* menjadi Budaya Perusahaan dan menjadi dasar pembentukan karakter SDM di Lingkungan BUMN, Anak Perusahaan, serta Perusahaan Afiliasi Terkonsolidasi. Penerapan *Core Values* diimplementasikan secara utuh tanpa pengurangan atau penambahan *Core Values* lainnya pada seluruh grup BUMN. Untuk itu, Indonesia Power sebagai Anak Perusahaan PLN telah menerapkan *Core Values* AKHLAK sesuai arahan surat dari *Executive Vice President Change Management Office* PT PLN (Persero) tanggal 7 Oktober 2020 perihal Permohonan Komitmen Penerapan *Core Values* AKHLAK dan surat dari Direktur Perencanaan Korporat PT PLN (Persero) tanggal 14 Oktober 2020 perihal Ratifikasi Tata Nilai PLN "AKHLAK" di Anak Perusahaan PT PLN (Persero).

Tata Nilai PLN "AKHLAK" telah masuk dalam pembaharuan Rencana Jangka Panjang (RJP) PT Indonesia Power Tahun 2020 - 2024 yang ditetapkan tanggal 27 Oktober 2020, dan pada tanggal 8 Desember 2020 Indonesia Power me-launching Tata Nilai AKHLAK sebagai *Core Values* PT Indonesia Power.

Adapun Tata Nilai merupakan salah satu bagian dalam Rencana Jangka Panjang Perusahaan (RJPP) yang merupakan salah satu dari *blue print* Perusahaan. RJPP dan *blue print* Perusahaan sebagaimana diatur dalam SKB Direksi Nomor 43.K/020/IP/2018 dan Dewan Komisaris Nomor 003.SK/DEKOM-IP/2018 tentang Pedoman Kerja Direksi dan Dewan Komisaris (*Board Manual*) PT Indonesia Power, merupakan Perbuatan Direksi yang memerlukan tanggapan tertulis Dewan Komisaris dan persetujuan dari RUPS, maka Penerapan *Core Values*: AKHLAK di Lingkungan PT Indonesia Power mengacu pada hasil RUPS tanggal 29 Januari 2021. Penerapan *Core values* AKHLAK diperkuat dengan terbitnya Surat Keputusan Direksi Nomor 22.K.010.IP.2021 tanggal 12 Maret 2021 tentang Tata Nilai PT Indonesia Power.

AKHLAK, as PLN Group's Core Values, was announced on 28 September 2020 through the issuance of PT PLN (Persero)'s Perdir No. 0073.P/DIR/2020 on the Corporate Culture, in line with the Performance Business Review. As stated in the Circular of the Minister of SOEs No. 7/MBU/07/2020 on the Core Values of Human Resources of State-Owned Enterprises, every SOE shall implement the Core Values to be its Corporate Culture and the basis for shaping the HR character within the SOEs' Environment, Subsidiaries, and Consolidated Affiliates. The Core Values is implemented wholly without reducing or adding other Core Values to the entire SOEs group. Therefore, Indonesia Power as a PLN's subsidiary has implemented the AKHLAK Core Values, in accordance with the letter from the Executive Vice President Change Management Office of PT PLN (Persero) dated 7 October 2020 on the Request for Commitment to Implement AKHLAK Core Values, and a letter from the Director of Corporate Planning of PT PLN (Persero) dated 14 October 2020 on the Ratification of the PLN "AKHLAK" Values at the Subsidiary of PT PLN (Persero).

PLN's "AKHLAK" Core Values have been included in the renewal of PT Indonesia Power's 2020-2024 Long-Term Plan (RJP), which was set forth on 27 October 2020, and on 8 December 2020, Indonesia Power launched the AKHLAK Values as the Core Values of PT Indonesia Power.

The Values are part of the Company's Long-Term Plan (RJPP), which is one of the Company's blueprints. The Company's RJPP and blueprint, as stipulated in the Board of Directors' Decree No. 43.K/020/IP/2018, and the Board of Commissioners' Decree No. 003.SK/DEKOM-IP/2018 on the Board Manual of the Board of Directors and Board of Commissioners of PT Indonesia Power, are the Directors' Actions which require a written response from the Board of Commissioners and approval from the GMS. Thus, the Implementation of Core Values: AKHLAK within PT Indonesia Power, refers to the GMS resolution dated 29 January 2021. AKHLAK core values implementation is strengthened by the issuance of the Board of Directors' Decree No. 22.K.010.IP.2021 dated 12 March 2021 on the PT Indonesia Power's Values.

Panduan Perilaku Code of Conduct



AMANAHAH BELIEF	Memegang teguh kepercayaan yang diberikan Upholding the trust given	- Memenuhi janji dan komitmen - Bertanggung jawab atas tugas, keputusan dan tindakan yang dilakukan - Berpegang teguh kepada nilai moral dan etika	- Keeping promises and commitments - Being responsible for the duties, decisions, and actions - Upholding moral and ethical values
KOMPETEN COMPETENT	Terus belajar dan mengembangkan kapabilitas Striving to learn and develop capabilities	- Meningkatkan kompetensi diri untuk menjawab tantangan - Membantu orang lain belajar - Menyelesaikan tugas dengan kualitas terbaik	- Improving self-competence to answer challenges - Assisting others to learn - Completing tasks with the highest quality
HARMONIS HARMONIOUS	Saling peduli dan menghargai perbedaan Caring for each other and respecting differences	- Menghargai setiap orang apapun latar belakangnya - Suka menolong orang lain - Membangun lingkungan kerja yang kondusif	- Respecting everyone regardless of their background - Fond to assist others - Establishing a conducive work environment
LOYAL	Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara Dedicated and prioritizing the interests of the Nation and the State	- Menjaga nama baik sesama karyawan, pimpinan, BUMN dan Negara - Rela berkorban untuk mencapai tujuan yang lebih besar - Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika	- Maintaining the good name of fellow employees, leaders, SOEs, and the State - Willing to sacrifice to achieve a greater goal - Complying with the leadership as long as it is not against the law and ethics
ADAPTIF ADAPTIVE	Terus berinovasi dan antusias dalam mengerjakan ataupun menghadapi perubahan Striving to innovate and be enthusiastic in driving or facing changes	- Cepat menyesuaikan diri untuk menjadi lebih baik - Terus menerus melakukan perbaikan mengikuti perkembangan teknologi - Bertindak proaktif	- Quickly adapting to be better - Continuously making improvements according to technological developments - Being proactive
KOLABORATIF COLLABORATIVE	Membangun kerjasama yang sinergis Establishing synergistic cooperation	- Memberi kesempatan kepada berbagai pihak untuk berkontribusi - Terbuka dalam bekerjasama untuk menghasilkan nilai tambah - Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama	- Providing opportunities for various parties to contribute - Being open in collaborating to generate added value - Driving the use of various resources for common goals

Identitas Perusahaan

Corporate Identity



Nama Perusahaan [GRI 102-1]
Company Name [GRI 102-1]



Tanggal Pendirian
Date of Establishment

PT Indonesia Power



3 Oktober 1995
3 October 1995



Kegiatan, Merek, Produk dan Jasa Perusahaan [GRI 102-2]
Company's Activities, Brands, Products, and Services [GRI 102-2]

Indonesia Power bergerak di bidang pembangkitan tenaga listrik dengan produk dan layanan sebagai berikut:

Indonesia Power is engaged in electricity generation with the following products and services:

Produk Product			
<i>Power Generation Unit (PGU)</i>	<i>Operation and Maintenance Services Unit (OMU)</i>	<i>Power Generation and O&M Services Unit (POMU)</i>	<i>Maintenance Service Unit (MSU)</i>
Fungsi pembangkitan tenaga listrik melalui 4 PGU dengan total kapasitas terpasang sebesar 5.582,87 MW. Electricity generation function through 4 PGUs with 5,582.87 MW installed capacity in total.	Fungsi pengoperasian dan pemeliharaan pembangkit melalui 12 OMU dengan total kapasitas terpasang sebesar 5.281,00 MW. The power plant operation and maintenance function through 12 OMUs with a total installed capacity of 5,281.00 MW.	Fungsi pembangkitan tenaga listrik dan pengelolaan jasa O&M melalui 5 POMU (5 pembangkit milik sendiri dan 5 jasa O&M) dengan total kapasitas terpasang sebesar 5.707,39 MW. The power generation and O&M services management through 5 POMUs (5 existing generators and 5 O&M services) with a total installed capacity of 5,707.39 MW.	Usaha-usaha yang dikembangkan lainnya sebagai penyedia jasa <i>engineering</i> dan <i>technical services</i> dalam berbagai aspek pembangunan pembangkit listrik dan juga pengoperasian serta pemeliharaannya melalui satu MSU. Engineering and technical services provider in many aspects of power plant development and operation and maintenance through 1 MSU.
Layanan Services			
<i>Program Pengembangan Pembangkit</i> Power Plant Development Program	<i>Penjualan Tenaga Listrik</i> Electricity Sales	<i>Keahlian (Expertise) dalam Jasa Pemeliharaan</i> Expertise in Maintenance Services	<i>Jasa Operasi dan Pemeliharaan</i> Operation and Maintenance Services

Selama tahun 2020, tidak terdapat produk dan layanan Perusahaan yang dilarang dari pasar.

During 2020, there were no products and services of the Company that were prohibited in the market.



Bentuk Hukum dan Kepemilikan [GRI 102-5]
Legal Form and Ownership [GRI 102-5]

<i>Status Perusahaan</i> Company's Status	<i>Kepemilikan Saham</i> Shareholdings	<i>Dasar Hukum Pendirian</i> Legal Basis of Establishment
Anak Perusahaan PT PLN (Persero) A Subsidiary of PT PLN (Persero)	- PT PLN (Persero): 99,99% - Yayasan Pendidikan dan Kesejahteraan PT PLN (Persero): 0,01% - PT PLN (Persero): 99,99% - Foundation for Education and Welfare of PT PLN (Persero): 0,01%	- Akta Pendirian PT PLN Pembangkitan Tenaga Listrik Jawa-Bali I (PT PLN PJB I) tanggal 3 Oktober 1995 - Akta Perubahan Nama dari PT PLN PJB I menjadi PT Indonesia Power tanggal 3 Agustus 2000, dibuat dihadapan notaris Siti Pertiwi Henny Singgih, SH dengan Akta Nomor 8 tanggal 3 Agustus 2000 - Deed of Establishment of PT PLN Pembangkitan Tenaga Listrik Jawa-Bali I (PT PLN PJB I) dated 3 October 1995 - Deed of Change of Name from PT PLN PJB I to PT Indonesia Power dated 3 August 2000, made before a Notary Siti Pertiwi Henny Singgih, S.H., under Deed No. 8 dated 3 August 2000



Kantor Pusat [GRI 102-3]
Head Office [GRI 102-3]

Jl. Jenderal Gatot Subroto Kav. 18
Jakarta Selatan, 12950
(Efektif tanggal 13 April 2021)
Tel. : (62-21) 5267666 (hunting)
Faks. : (62-21) 525 1923, 525 2623
Website : www.indonesiapower.co.id

Jl. Jenderal Gatot Subroto Kav. 18
South Jakarta, 12950
(Effective on April 13, 2021)
Phone : (62-21) 5267666 (hunting)
Fax. : (62-21) 525 1923, 525 2623
Website : www.indonesiapower.co.id

Skala Organisasi Perusahaan [GRI 102-7]

Company's Organizational Scale [GRI 102-7]

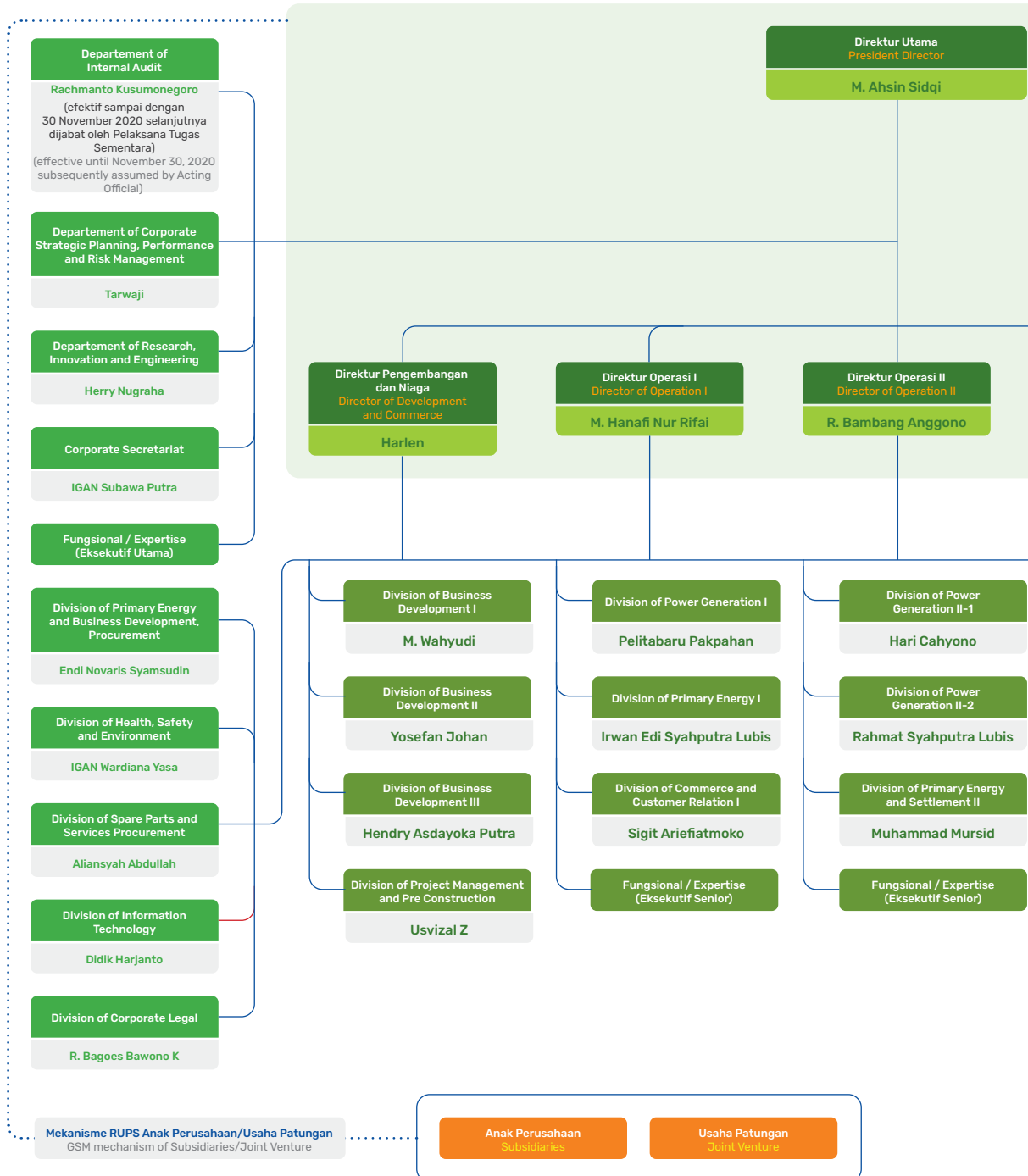
Uraian Description	Satuan Unit	Tahun Year			
		2017	2018	2019	2020
Jumlah Pegawai Employees	Orang people	4.209	4.209	4.320	4.216
Jumlah Pendapatan Usaha Total Revenues	Rp Juta million	39.436.418	43.038.300	42.583.849	38.740.449
Laba Tahun Berjalan Income for the Year	Rp Juta million	3.232.323	3.501.624	7.370.309	10.224.071
Jumlah Aset Total Assets	Rp Juta million	218.339.042	196.133.125	189.705.596	200.011.263
Jumlah Liabilitas Total Liabilities	Rp Juta million	9.208.877	8.095.689	7.712.397	16.067.595
Jumlah Ekuitas Total Equity	Rp Juta million	209.130.165	188.037.436	181.993.199	183.943.668
Jumlah Kapasitas Daya Terpasang Jawa-Bali (Grid dan Embedded) Installed Capacity in Java-Bali (Grid and Embedded)	MW	8.783	8.644	8.954	9.093
Kapasitas O&M O&M Capacity	MW	6.039	6.954	7.109	7.478
Kepemilikan Saham Shareholdings					
PT Perusahaan Listrik Negara (PLN) (Persero)	%	99,99%	99,99%	99,99%	99,99%
Yayasan Pendidikan dan Kesejahteraan (YPK) PT PLN (Persero) Foundation for Education and Welfare (YPK) PT PLN (Persero)	%	0,01%	0,01%	0,01%	0,01%

Struktur Organisasi Perusahaan [GRI 102-18]

Company's Organizational Structure [GRI 102-18]



Sekilas Tentang Indonesia Power
About Indonesia Power



Direksi (Board of Director)

Direktur Keuangan
Director of Finance
Khusnul Mubien

Direktur Sumber Daya Manusia dan Administrasi
Director of Human Capital and Administration
Bagus Setiawan

Division of Budgeting
Andri Febriyanto

Division of Treasury and Tax
Tuti Purwaningsih

Division of Accounting and Insurance
Moch. Choirul
(efektif sampai dengan 31 Juli 2020, selanjutnya dijabat oleh Pelaksana Tugas Sementara)
(effective until July 31, 2020 subsequently assumed by Acting Official)

Division of Subsidiaries and Corporate Funding
Arief Syafarianto
(efektif sampai dengan 30 Juni 2020)
(effective until June 30, 2020)
Juniasari Harahap
(efektif sejak 1 Agustus 2020)
(effective since August 1, 2020)

Division of Human Capital and Change Management
Teuku Yusuf

Division of Human Capital Development
Furqan Tanzala
(efektif sampai dengan 31 Agustus 2020 selanjutnya dijabat oleh Pelaksana Tugas Sementara)
(effective until August 31, 2020 subsequently assumed by Acting Official)

Division of Talent Management
Imam Adi Prihantoro

Division of Industrial Relation and Remuneration
Asep Yanyan Herdiyana

GM of Suralaya Power Generation Unit
Rachmad Handoko

GM of Priok Power Generation and O&M Service Unit
Suparlan

GM of Semarang Power Generation Unit
Mulyadi

GM of PLTGU Cilegon Operation & Maintenance Service Unit
Muhammad Imaduddin

GM of Saguling Power Generation and O&M Service Unit
Rusdiansyah

GM of Mrica Power Generation Unit
Slamet Suwardi

GM of Bali Power Generation Unit
Flavianus Erwin Putranto

GM of Kamojang Power Generation and O&M Service Unit
Ibnu Agus Santosa

GM of Grati Power Generation and O&M Service Unit
Buyung Arianto

GM of Maintenance Service Unit
Tri Tjahjonoputro

GM of Project Unit
IGN. Agung S.

GM of PLTU Jawa Barat 2 Pelabuhan Ratu Operation & Maintenance Service Unit
Rolly

GM of PLTU Banten Lontar 3 Pelabuhan Ratu Operation & Maintenance Service Unit
Rita Triani

GM of PLTU Jawa Tengah 2 Adipala Operation & Maintenance Service Unit
Kukuh Pambudi

GM of PLTU Banten 1 Suralaya Operation & Maintenance Service Unit
Hendra

GM of PLTU Banten 2 Labuan Operation & Maintenance Service Unit
I Dewa Made Suci DAP

GM of PLTU Pangkalan Susu Operation & Maintenance Service Unit
Rizqi Priatna

Manager of PLTU Barru Operation & Maintenance Service Unit
Arry Pribadi

Manager of PLTU Jeranjang Operation & Maintenance Service Unit
Melky Victor Borsalino

Manager of PLTU Sintang Operation & Maintenance Service Unit
Tantan Rustandi

Manager of PLTU Sanggau Operation & Maintenance Service Unit
Agung Prasetyo

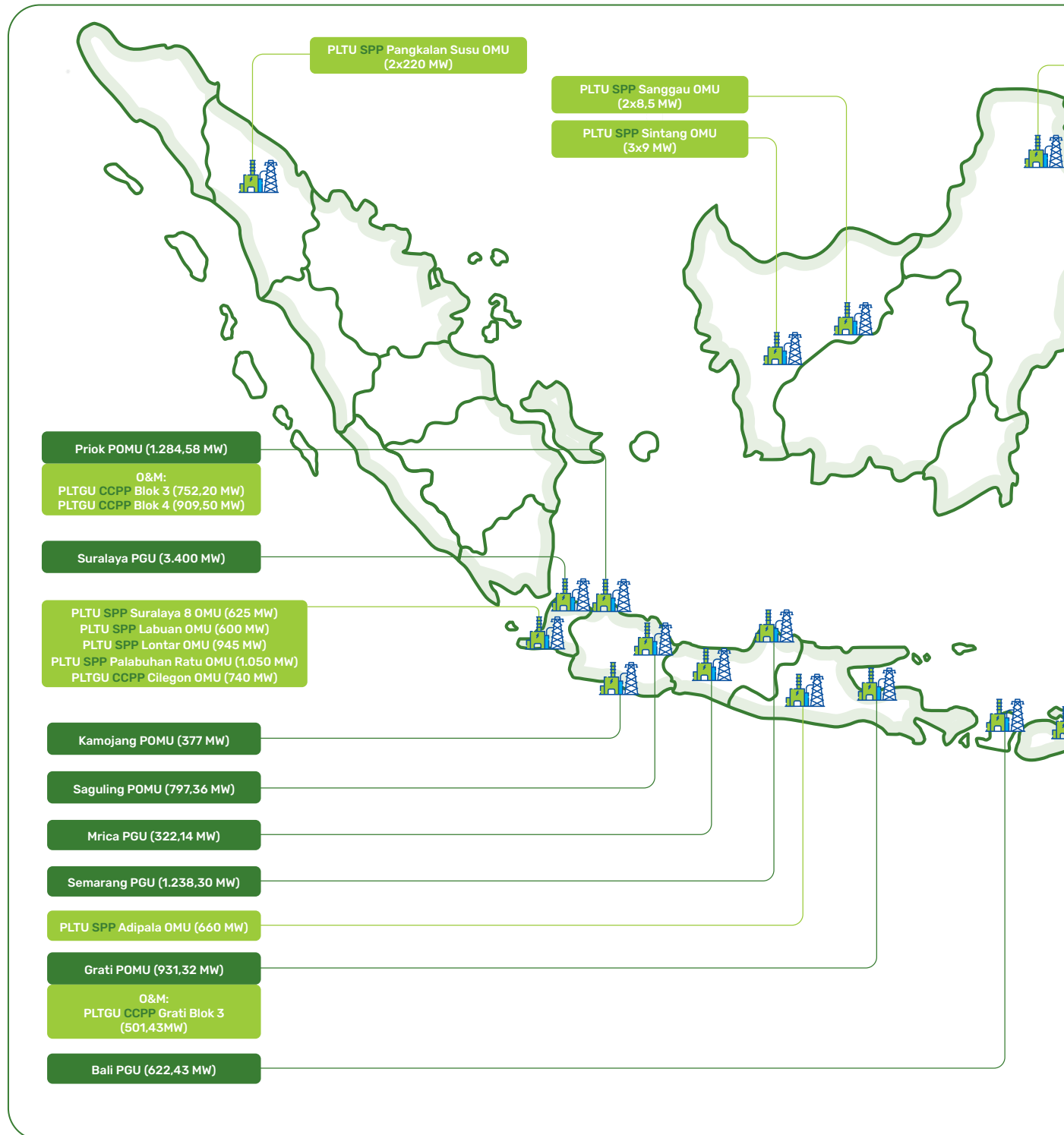
Manager of Holtekamp Power Generation and Operation & Maintenance Service Unit
Rian Kuspratomo

Manager of PLTU Berau Operation & Maintenance Service Unit
Irwan Firmanto Nainggolan

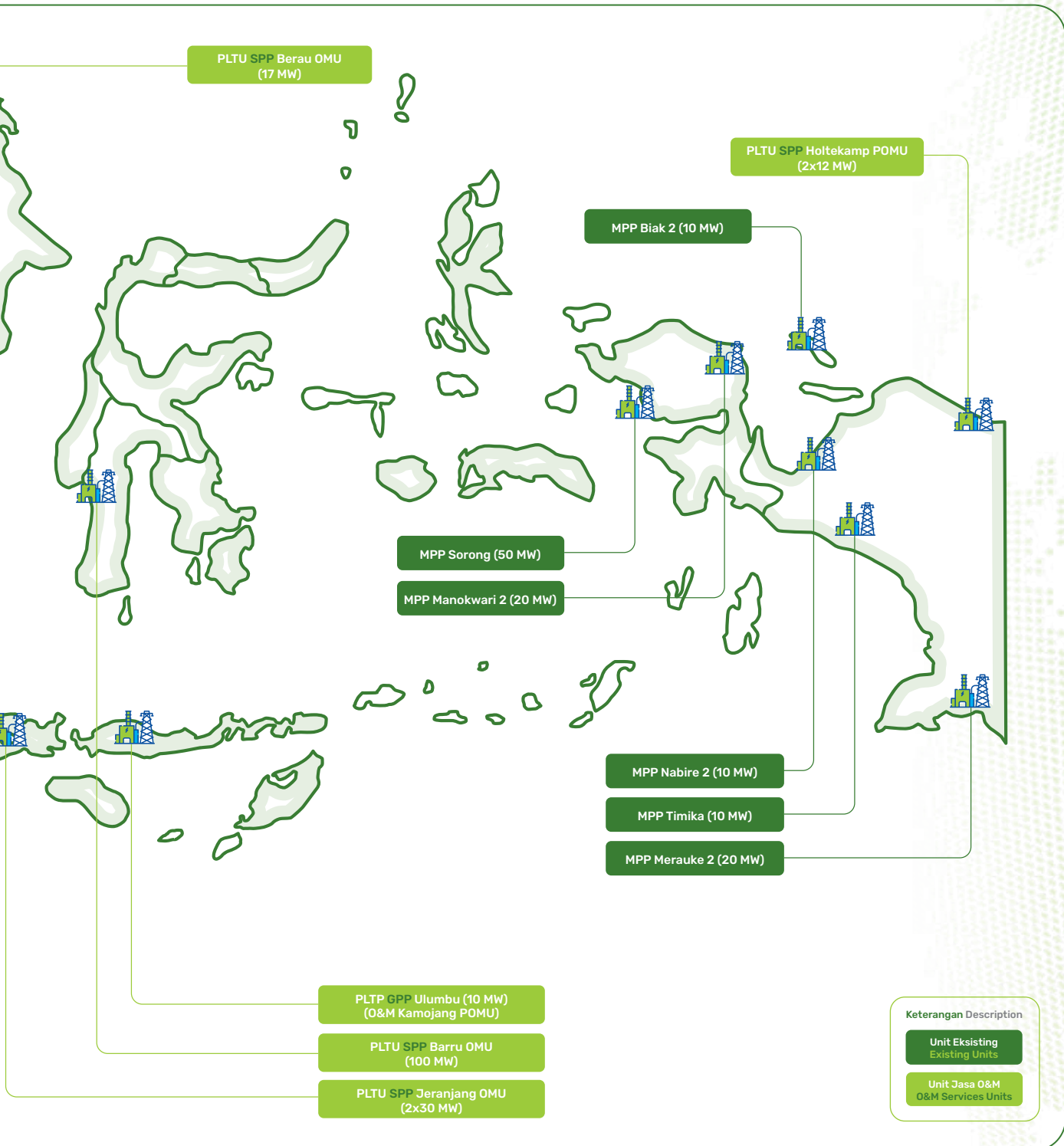
Wilayah Kerja Perusahaan

Company's Working Area

Indonesia Power berkantor pusat di Jl. Jend. Gatot Subroto Kav. 18 Jakarta Selatan 12950, Indonesia (Efektif tanggal 13 April 2021). Wilayah operasi Perusahaan tersebar di seluruh Indonesia, diantaranya Pulau Sumatera, Kalimantan, Jawa, Bali, Sulawesi, Nusa Tenggara dan Papua. [GRI 102-3, 102-4, 102-6]



Indonesia Power is headquartered at Jl. Jend. Gatot Subroto Kav. 18 South Jakarta 12950, Indonesia (Effective on April 13, 2021). The Company's operational areas spread across Indonesia, including the islands of Sumatra, Kalimantan, Java, Bali, Sulawesi, Nusa Tenggara, and Papua. [GRI 102-3, 102-4, 102-6]



Pangsa Pasar

Market Share

Energi listrik wilayah Jawa-Bali dipasok oleh beberapa perusahaan yaitu Indonesia Power, Pembangkitan Jawa Bali, Unit Pembangkitan Tanjung Jati B (UB Tanjung Jati B), pembangkit milik PLN dan pembangkit listrik swasta (*Independent Power Producer/IPP*). Untuk pembangkit milik PLN dikelola oleh Indonesia Power dan Pembangkitan Jawa Bali melalui bisnis jasa O&M.

Realisasi energi listrik di wilayah Jawa Bali pada tahun 2020 menunjukkan angka sebesar 187.718 GWh, menurun 3,51% dari tahun 2019 yaitu sebesar 194.539 GWh. Dari total pasokan tersebut, Indonesia Power memasok sebesar 17,64% atau sebesar 33.117 GWh, dimana hasil produksi ini dijual kepada induk Perusahaan yaitu PT Perusahaan Listrik Negara (Persero) sebagai *single buyer*. Jumlah tersebut menurun 11,43% dari tahun 2019 yaitu sebesar 37.391 GWh. Begitu pula dengan kontribusi pembangkit O&M Indonesia Power tahun 2020 menurun dari sebelumnya 17,45% ditahun 2019 menjadi 17,23% ditahun 2020.

Penurunan pasokan energi listrik Indonesia Power tersebut antara lain disebabkan adanya penurunan kebutuhan sistem akibat pandemi Covid-19 serta terdapat gangguan pasokan gas di Tambak Lorok (Semarang). Untuk itu, Indonesia Power melakukan upaya untuk meningkatkan pangsa pasar antara lain dengan cara sebagai berikut:

1. Program *coal-switching* sebagai upaya peningkatan *merit order* PLTU Suralaya 1-7;
2. Optimalisasi pengoperasian PLTGU dengan pola operasi yang lebih efisien;
3. Renegosiasi harga uap PLTP untuk meningkatkan *Capacity Factor* (CF) PLTP;
4. Optimalisasi waduk PLTA;
5. Program perang EFOR untuk meningkatkan keandalan pembangkit; dan
6. Pemantauan dan pengendalian efisiensi dan *reliability* pembangkit secara *real time*.

Electricity in the Java-Bali region is supplied by several companies, i.e., Indonesia Power, Pembangkitan Jawa Bali, Tanjung Jati B Generation Unit (UB Tanjung Jati B), PLN-owned power plants, and Independent Power Producers (IPP). PLN-owned plants are managed by Indonesia Power and Pembangkitan Jawa Bali through the O&M services business.

The electricity actualization in the Java Bali region in 2020 was recorded at 187,718 GWh, decreased by 3.51% from 2019, which was 194,539 GWh. Of the total supply, Indonesia Power supplied 17.64% or 33,117 GWh, in which the production is sold to the parent company, i.e., PT Perusahaan Listrik Negara (Persero) as a single buyer. The number decreased by 11.43% from 2019, which was 37,391 GWh. Similarly, the contribution of Indonesia Power's O&M plant in 2020 decreased, from 17.45% in 2019, to 17.23% in 2020.

The decrease in Indonesia Power's electricity supply is, among others, due to a decline in system requirements because of Covid-19 pandemic and gas supply disruption in Tambak Lorok (Semarang). Thus, Indonesia Power makes efforts to increase market share, among others, with the following measures:

1. Coal-switching program as an effort to enhance the merit order of SPP Suralaya 1-7;
2. Optimization of CCPP's operation with a more efficient operational pattern;
3. Renegotiation of SPP's steam price to increase SPP Capacity Factor (CF);
4. HPP reservoir optimization;
5. EFOR war program to enhance plant reliability; and
6. Monitoring and controlling the efficiency and reliability of the plant in real-time.

Pangsa Pasar Energi Listrik Jawa Bali Tahun 2017-2020 [GRI 102-6]

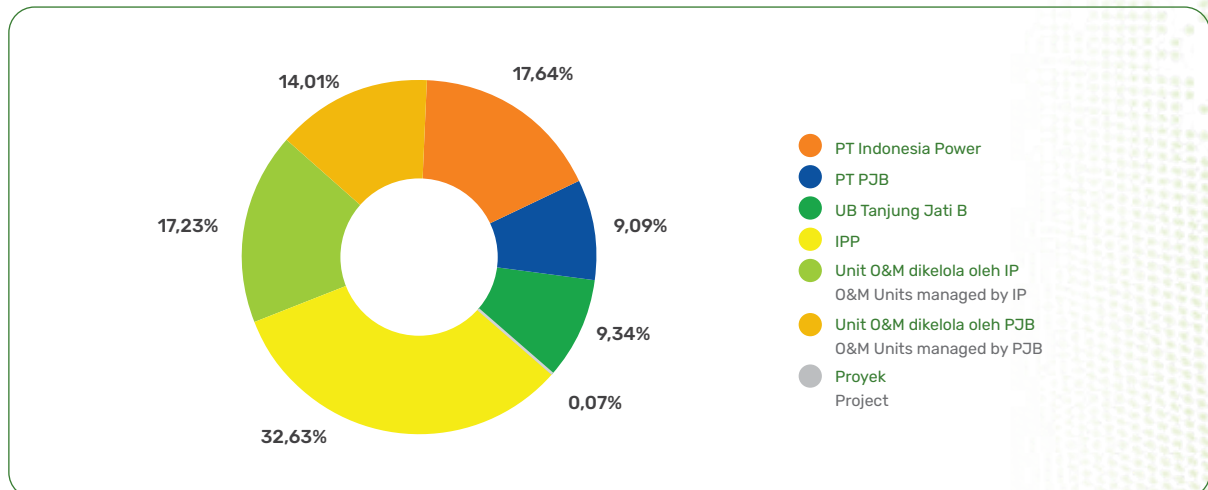
Market Share of Java-Bali Electricity in 2017-2020 [GRI 102-6]

Perusahaan Company	2017		2018		2019		2020	
	GWh	(%)	GWh	(%)	GWh	(%)	GWh	(%)
PT Indonesia Power*	40.387	22,53	40.151	21,40	37.391	19,22	33.117	17,64
Pembangkitan Jawa Bali	23.834	13,30	24.825	13,23	22.338	11,48	17.055	9,09
UB Tanjung Jati B	18.132	10,12	19.529	10,41	20.390	10,48	17.532	9,34
IPP	46.625	26,01	48.322	25,76	51.553	26,50	61.244	32,63
Unit O&M dikelola Indonesia Power O&M units managed by Indonesia Power	26.335	14,69	28.466	15,17	33.947	17,45	32.341	17,23
Unit O&M dikelola Pembangkitan Jawa Bali O&M units managed by Pembangkitan Jawa Bali	23.938	13,35	25.932	13,82	28.574	14,69	26.294	14,01
Proyek Projects	-	-	379	0,20	346	0,18	135	0,07
Sistem Jawa Bali Java Bali System	179.250	100,00	187.605	100,00	194.539	100,00	187.718	100,00

* Jumlah pasokan energi listrik Indonesia Power didapat dari penjualan listrik pembangkit milik sendiri dan pembelian tenaga listrik yang tersambung dalam jaringan interkoneksi Jawa-Bali.
Total Indonesia Power's electricity supply is calculated based on the electricity sales from existing power plants and electricity purchase that is connected to the Java-Bali interconnection network.

Pangsa Pasar Indonesia Power [GRI 102-6]

Indonesia Power's Market Share [GRI 102-6]



Rantai Pasokan Perusahaan [GRI 102-9]

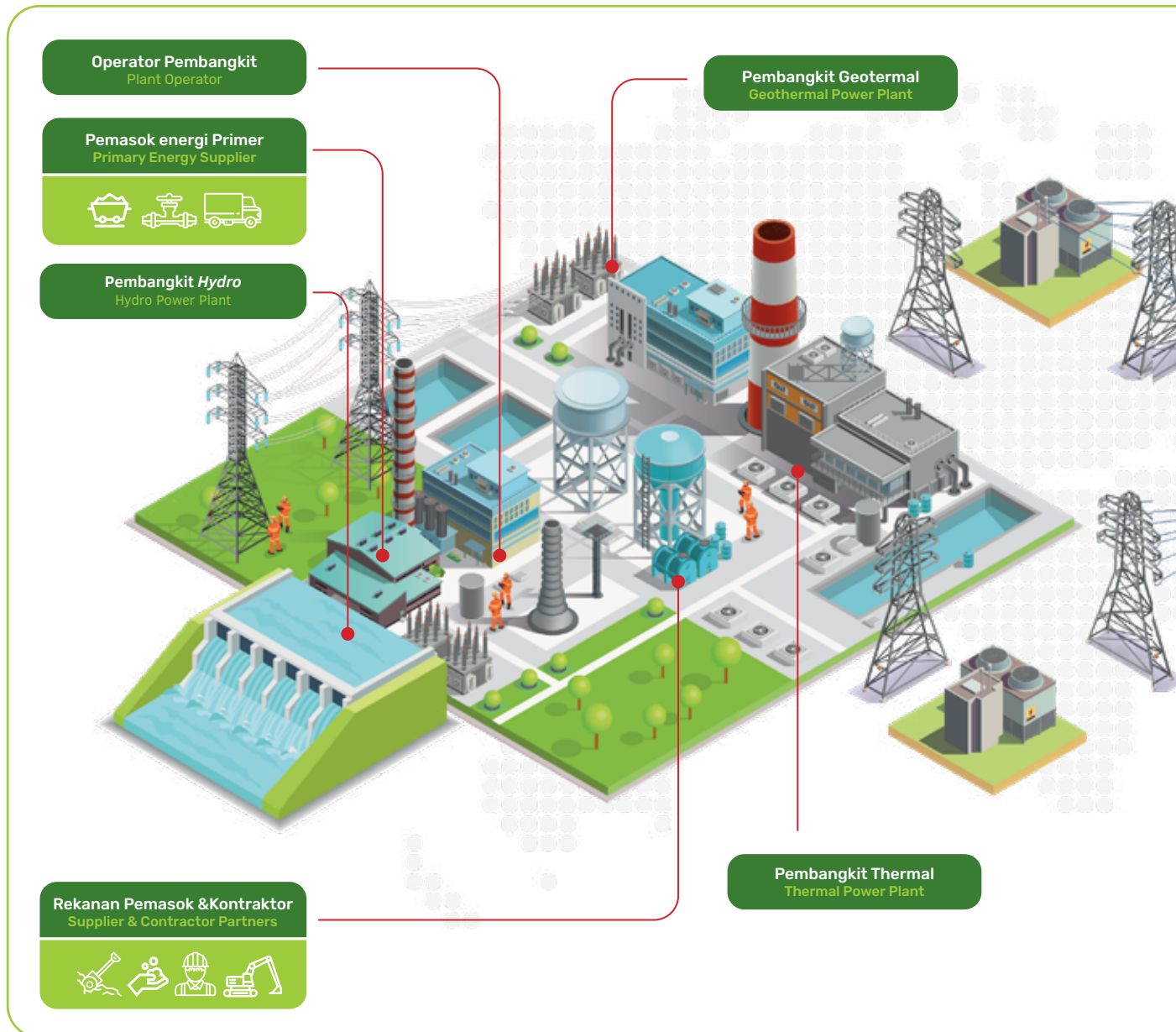
Company's Supply Chain [GRI 102-9]

Proses bisnis penyediaan energi listrik terdiri dari tiga bagian, yaitu pembangkitan, transmisi dan distribusi, dimana Indonesia Power berada pada bagian pembangkitan. Tenaga listrik yang diperlukan oleh konsumen akhir dihasilkan oleh pembangkit listrik (pembangkit milik sendiri maupun dari pembangkit milik pihak lain yang dikelola oleh Perusahaan) yang disalurkan melalui sistem penyaluran (transmisi) dan didistribusikan melalui jaringan distribusi oleh PT PLN (Persero) sebagai klien utama Perusahaan.

The electricity supply business process consists of three parts, i.e., generation, transmission, and distribution, in which Indonesia Power's role is in the generation section. The electricity needed by the end consumer is generated by power plants (existing plants or from third-party-owned plants managed by the Company), which are channeled through the transmission system and distributed through the distribution network by PT PLN (Persero) as the Company's main client.

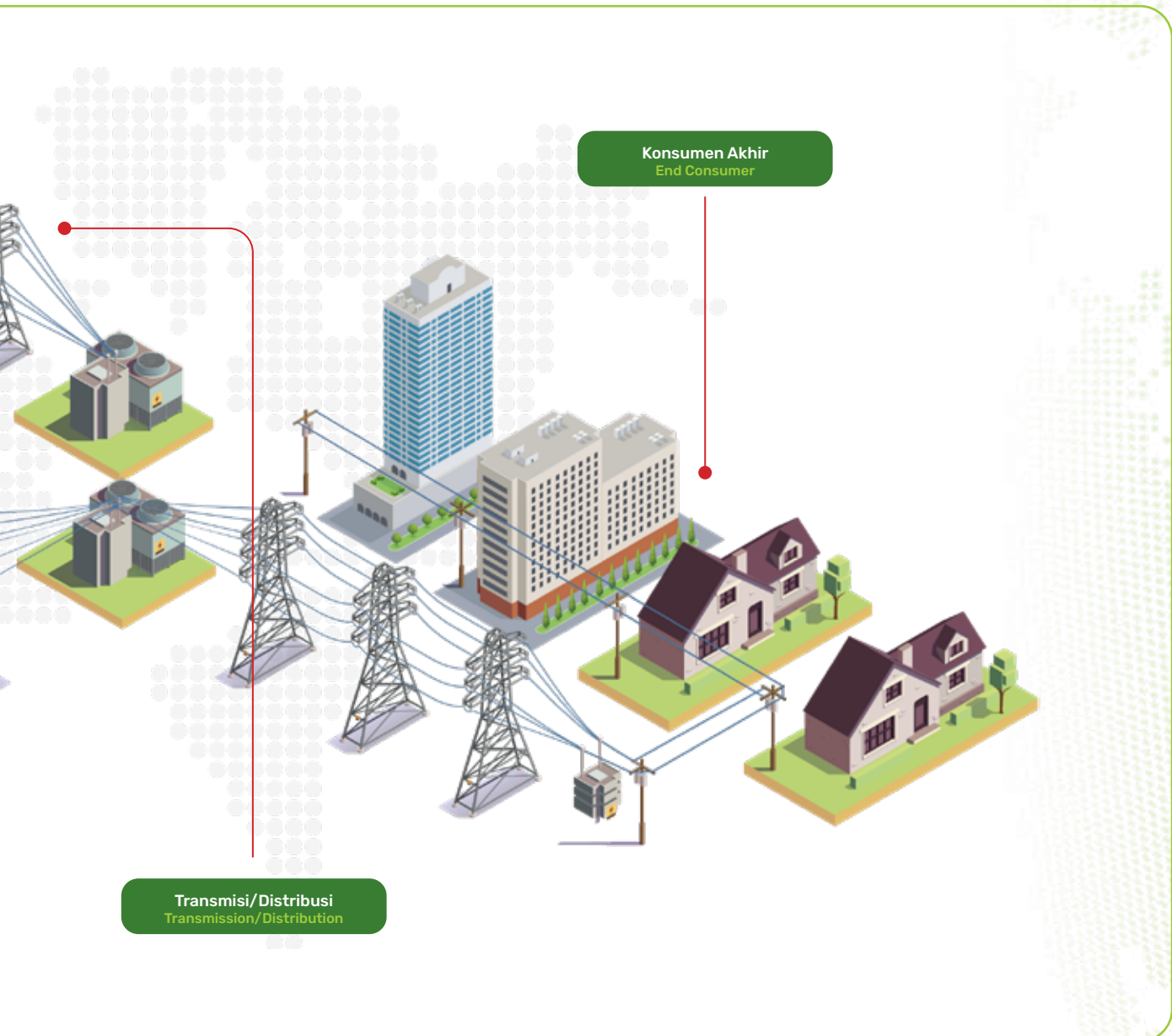
Skema Distribusi Tenaga Listrik Kepada Pelanggan

Scheme: Electricity Distribution Mechanism to the Customer



Untuk menjalankan operasional Perusahaan, Indonesia Power membutuhkan kerjasama dengan pemasok (penyedia barang/jasa) antara lain pemasok energi primer (batubara, gas, panas bumi) dan pemasok suku cadang yang semuanya disinergikan sehingga energi listrik dapat dibangkitkan dan disalurkan kepada klien.

Indonesia Power requires collaboration with suppliers (goods/services providers), including primary energy suppliers (coal, gas, geothermal) and spare parts suppliers to run the Company's operations. All collaborations are synergized so that electricity can be generated and distributed to clients.



Selama tahun 2020, Indonesia Power bekerjasama dengan berbagai kelompok jenis penyedia barang/jasa sebanyak 1.595 penyedia yang terdiri dari penyedia batubara, investasi dan operasi. Lokasi geografis penyedia barang/jasa tersebut berasal dari Indonesia maupun luar negeri yaitu Jepang, Swiss, China, Jerman, Korea, Belanda, USA, dan Italia dengan rincian sebagai berikut:

In 2020, Indonesia Power collaborated with various groups of goods/service providers, consisting of 1,595 coal providers, investors, and operators. The goods/service providers originate from various geographical locations, local and international, i.e., Japan, Switzerland, China, Germany, Korea, the Netherlands, USA, and Italy, with the following details:

Rantai Pasokan Indonesia Power Tahun 2020 [GRI 102-9]

Indonesia Power's Supply Chain in 2020 [GRI 102-9]

No	Jenis Penyedia Provider Type	Lokasi Penyedia Location	Jumlah Penyedia Number of Providers	Nilai Purchase Order (PO) (Rp Juta) Purchase Order (PO) Value (Rp million)
1	Batubara Coal	Indonesia	8	8.414.284,33
2	Capex	Indonesia, Jepang, Swiss, China, Jerman, Korea, Belanda, USA dan Italia Indonesia, Japan, Switzerland, China, Germany, Korea, the Netherlands, the USA, and Italy	1.587	4.562.985,21
3	Opex (exclude Batubara) Opex (exclude Coal)	Indonesia	1.587	4.048.032,12
Jumlah Total			1.595	17.025.301,66



Perubahan Signifikan Tahun 2020 [GRI 102-10]

Significant Changes in 2020 [GRI 102-10]

Transformasi yang dijalankan Indonesia Power untuk memberikan solusi energi yang andal, inovatif, ramah lingkungan sebagai solusi energi masa depan serta mampu melampaui harapan pelanggan, menghadirkan berbagai perubahan signifikan yang terjadi di tahun 2020, diantaranya yaitu:

1. Perubahan Visi, Misi, Kompetensi Inti dan Budaya Perusahaan;
2. Restrukturisasi organisasi Perusahaan yang ditetapkan dalam Keputusan Direksi Nomor: 075.K/010/IP/2020 Tanggal 4 Juni 2020 tentang Organisasi PT Indonesia Power. Hal ini bertujuan untuk mendukung pencapaian sasaran utama Perusahaan, proyeksi pertumbuhan Perusahaan dalam kurun waktu 2020-2024 yang cukup dinamis sehingga membutuhkan penyesuaian struktur organisasi pada fungsi pengembangan bisnis, mendukung program SOLID di lingkungan PLN Group, serta untuk mendukung pengembangan bisnis non pembangkit;
3. Pengembangan sayap bisnis baru sebagai penyedia produk dan jasa di lini bisnis solusi energi di luar penjualan tenaga listrik yakni 'Program *Beyond kWh*';
4. Perubahan jumlah OMU dari 11 OMU di tahun 2019 menjadi 12 OMU di tahun 2020, yaitu terdapat penambahan PLTU Berau OMU;
5. *Commercial Operation Date* (COD) PLTGU Add On Grati 183 MW; dan
6. Peresmian pengembangan dan pemasangan PLTS Atap dengan total daya sebesar 226 kWp.

Indonesia Power transforms to provide reliable, innovative, environmentally friendly energy solutions as future energy solutions, and to be able to exceed customer expectations, by presenting various significant changes that occurred in 2020:

1. Changes in Vision, Mission, Core Competencies, and Corporate Culture;
2. The restructuring of the Company's organization as stipulated in the Board of Directors' Decree No. 075.K/010/IP/2020 dated 4 June 2020 on the Organization of PT Indonesia Power. The objective is to support the achievement of the Company's main goal. The Company's projected growth for the period 2020-2024 is quite dynamic, thus it requires adjustments to the organizational structure of the business development function to support the SOLID program within PLN Group, and the development of non-generating businesses;
3. The new business development as a product and service provider in the energy solution sector in addition to the electricity sales, i.e., the '*Beyond kWh Program*';
4. Changes in the number of OMUs, from 11 OMUs in 2019 to 12 OMUs in 2020, with the addition of SPP Berau OMU;
5. Commercial Operation Date (COD) of CCPP Add On Grati 183 MW; and
6. Inauguration of the development and installation of Rooftop SoPP with a total power of 226 kWp.

Unit-Unit Indonesia Power [EU1]

Indonesia Power's Units [EU1]

Power Generation Unit (PGU) Indonesia Power

Power Generation Unit (PGU) of Indonesia Power

No	Unit	Jumlah Unit Number of Units	Kapasitas Terpasang (MW) Installed Capacity (MW)	Jenis Pembangkit Type of Power Plant	Lokasi Location
1	Suralaya PGU	7	3.400,00	Thermal (Batubara) Thermal (Coal)	Cilegon (Banten) Cilegon (Banten)
2	Mrica PGU	30	322,14	Hydro	Banjarnegara (Jawa Tengah) Banjarnegara (Central Java)
3	Semarang PGU	11	1.238,30	Thermal (Gas/Minyak) Thermal (Gas/Oil)	Semarang (Jawa Tengah) Semarang (Central Java)
4	Bali PGU	29	622,43	Thermal (Gas/Minyak) Thermal (Gas/Oil)	Denpasar (Bali) Denpasar (Bali)

Power Generation and O&M Services Unit (POMU) Indonesia Power

Power Generation and O&M Services Unit (POMU) of Indonesia Power

No	Unit	Existing			Jasa O&M O&M Services			Lokasi Location
		Jumlah Unit Number of Units	Kapasitas Terpasang (MW) Installed Capacity (MW)	Jenis Pembangkit Type of Power Plant	Jumlah Unit Number of Units	Kapasitas Terpasang (MW) Installed Capacity (MW)	Jenis Pembangkit Type of Power Plant	
1	Priok POMU	14	1.284,58	Thermal (Gas)	-	-	-	Tanjung Priok (Jakarta)
	Priok Blok 3 Priok Block 3	-	-	-	3	752,20	Thermal (Gas)	Tanjung Priok (Jakarta)
	Priok Blok 4 Priok Block 4	-	-	-	3	909,50	Thermal (Gas)	Tanjung Priok (Jakarta)
2	Saguling POMU	29	797,36	Hydro	-	-	-	Bandung (Jawa Barat) Bandung (West Java)
3	Kamojang POMU	7	377,00	Geothermal	-	-	-	Garut (Jawa Barat) Garut (West Java)
	Ulumbu	-	-	-	4	10,00	Geothermal	Ulumbu (Nusa Tenggara Timur) Ulumbu (East Nusa Tenggara)
4	Grati POMU	8	931,32	Thermal (Gas/Minyak) (Gas/Oil)	-	-	-	Pasuruan (Jawa Timur) Pasuruan (East Java)
	Grati Blok 3 Grati Block 3	-	-	-	3	501,43	Thermal (Gas)	Pasuruan (Jawa Timur) Pasuruan (East Java)
5	Holtecamp POMU	-	-	-	2	24,00	Thermal (Batubara) Thermal (Coal)	Jayapura (Papua)
	MPP Papua	6	120,00	Thermal (Gas/Minyak) (Gas/Oil)	-	-	-	Papua dan Papua Barat Papua and West Papua

Operation and Maintenance Services Unit (OMU) Indonesia Power

Operation and Maintenance Services Unit (OMU) of Indonesia Power

No	Unit	Jumlah Unit Number of Units	Kapasitas Terpasang (MW) Installed Capacity (MW)	Jenis Pembangkit Type of Power Plant	Lokasi Location
1	PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	1	625,00	Thermal (Batubara) Thermal (Coal)	Cilegon (Banten) Cilegon (Banten)
2	PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	2	600,00	Thermal (Batubara) Thermal (Coal)	Pandeglang (Banten) Pandeglang (Banten)
3	PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	3	945,00	Thermal (Batubara) Thermal (Coal)	Tangerang (Banten) Tangerang (Banten)
4	PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	3	1.050,00	Thermal (Batubara) Thermal (Coal)	Sukabumi (Jawa Barat) Sukabumi (West Java)
5	PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	1	660,00	Thermal (Batubara) Thermal (Coal)	Cilacap (Jawa Tengah) Cilacap (Central Java)
6	PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	2	440,00	Thermal (Batubara) Thermal (Coal)	Medan (Sumatera Utara) Medan (North Sumatera)
7	PLTGU Cilegon OMU CCPP Cilegon OMU	3	740,00	Thermal (Gas) Thermal (Gas)	Cilegon (Banten) Cilegon (Banten)
8	PLTU Barru OMU SPP Barru OMU	2	100,00	Thermal (Batubara) Thermal (Coal)	Barru (Sulawesi Selatan) Barru (South Sulawesi)
9	PLTU Jeranjang OMU SPP Jeranjang OMU	2	60,00	Thermal (Batubara) Thermal (Coal)	Lombok Barat (Nusa Tenggara Barat) Lombok Barat (West Nusa Tenggara)
10	PLTU Sanggau OMU SPP Sanggau OMU	2	17,00	Thermal (Batubara) Thermal (Coal)	Sanggau (Kalimantan Barat) Sanggau (West Kalimantan)
11	PLTU Sintang OMU SPP Sintang OMU	3	27,00	Thermal (Batubara) Thermal (Coal)	Sintang (Kalimantan Barat) Sintang (West Kalimantan)
12	PLTU Berau OMU SPP Berau OMU	2	17,00	Thermal (Batubara) Thermal (Coal)	Berau (Kalimantan Timur) Berau (East Kalimantan)

Pembangkit Milik Perusahaan di Area Sumatera

Existing Power Plants in Sumatra Area

Pembangkit Power Plant	Kapasitas Terpasang (MW) Installed Capacity (MW)	Jenis Pembangkit Type of Power Plant	Lokasi Location
Keramasan	20,10	Thermal (Gas) Thermal (Gas)	Palembang (Sumatera Selatan) Palembang (South Sumatera)
Jambi	20,10	Thermal (Gas) Thermal (Gas)	Batanghari (Jambi) Batanghari (Jambi)
Indralaya 1	48,80	Thermal (Gas) Thermal (Gas)	Palembang (Sumatera Selatan) Palembang (South Sumatera)

Keanggotaan Asosiasi [GRI 102-13]

Association Membership [GRI 102-13]

Indonesia Power menjalin kemitraan strategis dengan berbagai asosiasi nasional, yang bertujuan untuk memperluas jaringan kemitraan strategis terkait bisnis pembangkitan tenaga listrik dan mengembangkan strategi bisnis Perusahaan yang disesuaikan dengan perkembangan lingkungan bisnis.

Indonesia Power has established strategic partnerships with various national associations to expand the network of strategic partnerships related to the power generation business and develop the Company's business strategies that are tailored to the development of the business environment.

Keanggotaan Asosiasi Indonesia Power

Indonesia Power's Association membership

Masyarakat Ketenagalistrikan (MKI) The Indonesian Electrical Power Society (MKI)	Komite Nasional Indonesia untuk Bendungan Besar (KNI-BB) Indonesian National Committee on Large Dams (INACOLD)	Asosiasi Perusahaan Penyedia Listrik Nasional (APPELIN) National Electricity Provider Association (APPELIN)
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Forum Komunikasi Satuan Pengawas Intern (FKSPI) Komisariat Bidang Energi dan Sumber Daya Mineral Internal Supervisory Unit Communication Forum (FKSPI) for the Energy and Mineral Resources Commissariat	Indonesia Gas Association (IGA)	Ikatan Akuntan Indonesia (IAI) Institute of Indonesia Chartered Accountants (IAI)
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Institute of Electrical and Electronic's Engineers (IEEE)	Electric Power Research Insitute (EPRI)	Majelis Pembimbing Mabisaka Kalpataru (Mabisaka) Supervising Council of Mabisaka Kalpataru (Mabisaka)
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Masyarakat Energi Biomassa Indonesia (MeBi) Indonesian Biomass Energy Society (MeBi)	Danareksa Sekuritas	Justika Siar Mustika
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	Position: Member Scope: National
Mitra Pajakku		
Posisi: Anggota Lingkup: Nasional	Position: Member Scope: National	







Pengelolaan Keberlanjutan

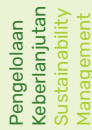
Sustainability Management

Indonesia Power telah merumuskan dan menjalankan berbagai strategi inisiatif terkait isu keberlanjutan yang dituangkan dalam *Roadmap Keberlanjutan Indonesia Power*. Hal ini merupakan langkah nyata dalam dukungan Indonesia Power untuk mewujudkan Tujuan Pembangunan Berkelanjutan.

Indonesia Power has formulated and implemented various strategic initiatives related to sustainability issues, as outlined in the Indonesia Power's Sustainability Roadmap. This is a concrete step in Indonesia Power's support to actualizing the Sustainable Development Goals.

Pendekatan, Strategi dan Target Keberlanjutan

Approaches, Strategies, and Targets of Sustainability



Sebagai salah satu negara yang mendeklarasikan Tujuan Pembangunan Berkelanjutan (SDGs), Indonesia telah memberikan langkah nyata dalam dukungannya untuk mewujudkan tujuan tersebut, salah satunya adalah dengan mengeluarkan Peraturan Presiden Republik Indonesia Nomor 59 Tahun 2017 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan. Dalam Perpres tersebut disebutkan bahwa tujuan pembangunan berkelanjutan adalah untuk menjaga peningkatan kesejahteraan ekonomi masyarakat secara berkesinambungan, menjaga keberlanjutan kehidupan sosial masyarakat, kualitas lingkungan hidup dan pembangunan yang inklusif dan terlaksananya tata kelola yang mampu menjaga peningkatan kualitas kehidupan dari satu generasi ke generasi berikutnya.

Sebagai Perusahaan energi terbaik yang tumbuh berkelanjutan, Indonesia Power mendukung penuh pencapaian tujuan pembangunan berkelanjutan di tingkat global dan nasional. Untuk mencapai hal tersebut, Indonesia Power telah merumuskan dan menjalankan strategi inisiatif terkait isu keberlanjutan yang dituangkan dalam *Roadmap Keberlanjutan Indonesia Power*.

Roadmap Keberlanjutan Indonesia Power merupakan suatu rencana dan strategi untuk mencapai tujuan keberlanjutan Perusahaan. Tujuan utama dari *roadmap* ini adalah untuk mendukung pencapaian tujuan pembangunan berkelanjutan yang dilaksanakan secara holistik di seluruh unit Perusahaan dan menciptakan nilai positif bagi seluruh pemangku kepentingan yang relevan.

As one of the countries that declared the Sustainable Development Goals (SDGs), Indonesia has taken concrete steps in its support to actualizing these goals, one of which is by issuing Presidential Regulation of the Republic of Indonesia No. 59 of 2017 on the Implementation Achievement of Sustainable Development Goals. The Presidential Regulation stipulates that the objective of sustainable development is to maintain the improvement of the people's economic welfare in a sustainable manner, to maintain the sustainability of the community's social life, the quality of the environment, and inclusive development, and to implement governance that shall maintain the improvement of the quality of life from one generation to the next.

As the best sustainable energy Company, Indonesia Power fully supports the achievement of sustainable development goals globally and nationally. Indonesia Power has formulated and implemented strategic initiatives related to sustainability issues, as outlined in the Indonesia Power's Sustainability Roadmap to achieve these targets.

The Indonesia Power Sustainability Roadmap is a plan and strategy to achieve the Company's sustainability goals. The main objective of this roadmap is to support the achievement of sustainable development goals that are implemented holistically in all Company's units and create positive value for all relevant stakeholders.

Karakteristik *Roadmap Keberlanjutan Indonesia Power*

Characteristics of the Indonesia Power Sustainability Roadmap





Untuk mendukung keberlanjutan Perusahaan, Indonesia Power telah menjabarkan makna keberlanjutan Perusahaan menjadi lima pilar utama, yaitu:

Indonesia Power has translated corporate sustainability into five main pillars to support the Company's sustainability



Melalui lima pilar tersebut, pendekatan Kami terhadap pencapaian SDGs di berbagai bidang termasuk ekonomi, kelestarian lingkungan, sumber daya manusia, keselamatan dan kesehatan kerja, kesejahteraan dan pembangunan sosial serta tata kelola menjadi lebih terintegrasi di seluruh organisasi kami.

Through these five pillars, Our approach to achieving SDGs in various fields, including economics, environmental sustainability, human resources, occupational health and safety, welfare and social development, as well as governance, has become more integrated throughout our organization.

Fokus Tujuan Pembangunan Berkelanjutan Indonesia Power's SDGs Focus



Kami mengintegrasikan berbagai isu dan strategi keberlanjutan Perusahaan yang relevan ke dalam program dan aktivitas Perusahaan untuk menyukseskan pencapaian tujuan pembangunan berkelanjutan.

We integrate various relevant issues and Company sustainability strategies into the Company's programs and activities to achieve the sustainable development goals successfully.

Integrasi Program Keberlanjutan Indonesia Power terhadap SDGs

Integration of the Indonesia Power Sustainability Program into SDGs

Isu dan Strategi Keberlanjutan Kami Our Sustainability Issues and Strategies	Program Inisiatif Unggulan Flagship Initiative Program	Capaian Program Tahun 2020 Performance Achievement in 2020	GRI Standards dan Pengungkapan Sektor Utilitas Listrik GRI Standards and Electrical Utilities Sector Disclosures	SDGs	Halaman Page
Melanjutkan pencapaian kinerja guna menciptakan nilai bagi seluruh pemangku kepentingan dan mendukung pertumbuhan ekonomi nasional Striving to achieve performance to create value for all stakeholders and support national economic growth	Menyelesaikan pembangunan proyek strategis pembangkit listrik nasional hingga beroperasi secara komersial (Commercial Operation Date – COD) Completed the construction of the power plant national strategic project to commercially operate (Commercial Operation Date – COD)	COD PLTGU Add On Grati dengan kapasitas 183 MW tanggal 31 Juli 2020 COD of CCPP Add On Grati with a capacity of 183 MW on 31 July 2020	GRI 203-1	 	130-131
	Pemenuhan pembangkit listrik untuk kemandirian energi di Indonesia Timur Completion of power plants for energy independence in Eastern Indonesia	Proyek Beroperasi: MPP Nabire 2 (10 MW), MPP Manokwari 2 (20 MW) dan MPP Timika (10 MW) Projects Operating: MPP Nabire 2 (10 MW), MPP Manokwari 2 (20 MW), and MPP Timika (10 MW)	GRI 203-1	 	130-131
	Peningkatan keterampilan dan penciptaan peluang usaha masyarakat sekitar Enhancing skills and creating business opportunities in surrounding communities	Pelaksanaan salah satu Program InPower Care: "Batik Alam Malon" dengan total omzet kelompok selama tahun 2020 sebesar Rp600 juta/tahun One of the InPower Care Programs: "Batik Alam Malon" with a total group turnover of Rp600 million/year in 2020	GRI 203-2	   	135
	Pendistribusian nilai ekonomi yang dihasilkan kepada pemangku kepentingan Distribution of the economic value generated to stakeholders	Rp27.957.650 juta Rp27,957,650 million	GRI 201-1	  	123-125



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Isu dan Strategi Keberlanjutan Kami Our Sustainability Issues and Strategies	Program Inisiatif Unggulan Flagship Initiative Program	Capaian Program Tahun 2020 Performance Achievement in 2020	GRI Standards dan Pengungkapan Sektor Utilitas Listrik GRI Standards and Electrical Utilities Sector Disclosures	SDGs	Halaman Page
	<i>Program Sustainable Research and Development (R&D)</i> Sustainable Research and Development (R&D) Program	- Program Pengembangan Teknologi Energi Terbarukan, salah satunya Program <i>Co-firing</i> PLTU dengan biomassa - Program Pengembangan Teknologi Lainnya, salah satunya Program Desain <i>Scale Up Solid Recovered Fuel (SRF) Plant</i> - Renewable Energy Technology Development Program, such as the SPP with biomass Co-firing Program - Other Technology Development Programs, such as the Scale Up Solid Recovered Fuel (SRF) Plant Design Program	GRI 201-2 EU8		156-157
Menjaga kelestarian dan ekosistem lingkungan Maintaining environmental sustainability and ecosystems	Peningkatan dan Pembudayaan manajemen efisiensi energi Energy efficiency management Improvement and Cultivation	- Peningkatan Total Efisiensi Energi melalui Implementasi Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME) berhasil menciptakan efisiensi energi sebesar 83.434.918,55 GJ - Penggunaan energi primer yang berasal dari Energi Baru Terbarukan (EBT) sebesar 22.731.131 GJ - Increasing Total Energy Efficiency by Implementing Energy Efficiency Management Enhancement and Cultivation Program (PPME), which succeeded in generating energy efficiency of 83,434,918.55 GJ - The primary energy utilization derived from New Renewable Energy (NRE) amounted to 22,731,131 GJ	GRI 302-1 GRI 302-2 GRI 302-3 GRI 302-4 GRI 302-5		174-181
	Kontribusi penurunan emisi untuk mengatasi dampak perubahan iklim Contribution of emission reduction to address the impacts of climate change	- Pengurangan Emisi sebesar 99.405.609,78 ton CO₂e salah satunya dengan melakukan uji coba penggunaan bahan bakar biomassa untuk menggantikan batubara pada pembangkit PLTU - Tidak menggunakan bahan <i>refrigerant</i> dan AC yang mengandung bahan-bahan perusak lapisan ozon - Melakukan <i>Clean Development Mechanism (CDM)</i> pada Unit PLTP Gunung Salak - Emission reduction of 99,405,609.78 tonnes of CO₂e, one of which is by conducting trials on the biomass fuel utilization to replace coal in SPP. - Not using refrigerant and AC that contain ozone-depleting substances - Conducting Clean Development Mechanism (CDM) at Gunung Salak GPP Unit	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5 GRI 305-6 GRI 305-7 EU5		189-192
	Melindungi sumber daya air Protecting water resources	- Konservasi air sebanyak 547.351,45 m³ melalui program <i>Reduce, Reuse, Recycle (3R)</i> - Water conservation of 547,351.45 m³ through the Reduce, Reuse, Recycle (3R) program	GRI 303-1 GRI 303-3		200-201

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	Pengelolaan dan pemanfaatan limbah Waste management and utilization	- Pemanfaatan 1.040,63 ton Fly Ash dan Bottom Ash (FABA) - Program penggiat bank sampah (Program Tempat Olah Sampah Setempat - TOSS) yang dapat mereduksi timbulan sampah sebesar 6 ton/hari di Kecamatan Dawan - Utilization of 1,040.63 tonnes of Fly Ash and Bottom Ash (FABA) - The garbage bank activator program (Local Trash Can Program - TOSS), which reduces waste generation by 6 tonnes/day in Dawan Sub-District	GRI 306-2	   	211-212 237-238
	Melindungi ekosistem daratan dan perairan Protecting terrestrial and aquatic ecosystems	- Tidak menggunakan air yang bersumber dari badan air yang berada di kawasan lindung dan badan air yang berada di lokasi-lokasi daerah <i>water-stressed area</i> - Perlindungan keanekaragaman hayati berbagai satwa langka dan endemik (Konservasi Elang Jawa, Jalak Bali, Penyu Lekang, Sapi Putih Taro, Tukik, Rusa Timor, Badak Jawa, Mangrove dan Terumbu Karang, serta Pohon Endemik dan Tanaman Langka) - Program Kawan Hijaunesia Power dengan jumlah penanaman pohon sebanyak 52.548 pohon - Memperhatikan kualitas air limbah sesuai baku mutu sebelum dialirkan ke badan air, dengan hasil pengukuran kualitas air limbah tahun 2020: seluruh unit 100% telah "TAAT" dari seluruh parameter yang diukur - Tidak terjadi insiden tumpahan batubara, minyak/pelumas maupun bahan kimia yang digunakan - Not using water sourced from water bodies in protected areas and water bodies in water-stressed areas - Biodiversity conservation of endangered animals and endemic plants (Conservation of Javan Hawk-eagle, Bali Myna, Olive Ridley Sea Turtle, White Taro Ox, Hatchlings, Javan Rusa, Javan Rhinoceros, Mangrove, Coral Reef, Endemic Tree, and Rare Plant) - The Kawan Hijaunesia Power Program planted 52,548 trees - Focusing on the quality of wastewater in line with the quality standards before flowing them to water bodies, 2020 wastewater quality was assessed, and all units were 100% "COMPLIED" with all measured parameters - There were no incidents of coal, oil/lubricant, or chemicals spills	GRI 303-2 GRI 304-1 GRI 304-2 GRI 304-3 GRI 304-4 GRI 306-1 GRI 306-3 GRI 306-4 GRI 306-5 EU13	   	197-226



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	Pengembangan dan penyediaan pembangkit Energi Baru Terbarukan (EBT) Provision and development of New and Renewable Energy (NRE) power plant	Pengembangan Pembangkit Listrik dari Sumber EBT: - Pembangkit Listrik Tenaga Air (PLTA) - Pembangkit Listrik Tenaga Mini Hidro (PLTM) - Pembangkit Listrik Tenaga Panas Bumi (PLTP) - Pembangkit Listrik Hybrid - Pembangkit Listrik Tenaga Surya Atap (PLTSA) Kerjasama terkait Pengembangan EBT: - Kerjasama dengan Dinas Lingkungan dan Kehutanan (LHK) Provinsi Nusa Tenggara Barat mengenai program penelitian dan pengembangan pengelolaan sampah menjadi energi - Kerjasama dengan Perusahaan Umum (Perum) Kehutanan Negara tentang penyediaan biomassa untuk <i>co-firing</i> PLTU Development of NRE-Sourced Power Plants: - Hydroelectric Power Plant (HPP) - Mini-Hydro Power Plant (MHPP) - Geothermal Power Plant (GPP) - Hybrid Power Plant - Rooftop Solar Power Plant (Rooftop SoPP) Collaboration in NRE Development: - Collaboration with the West Nusa Tenggara Environment and Forestry Service (LHK) for research and development programs of waste-to-energy management - Cooperation with Perusahaan Umum (Perum) of National Forestry regarding the biomass provision for <i>co-firing</i> SPP	EU8	  	228-239
Meningkatkan kualitas penerapan prinsip tata kelola yang baik dengan memerangi dan mencegah segala bentuk praktik korupsi dan penyalahgunaan wewenang (<i>Fraud</i>) Improving the quality of good governance principles by battling and preventing all forms of corruption and abuse of authority (<i>Fraud</i>) practices	Anti korupsi Anti-corruption	- Pionir penerapan ISO 37001 di sektor ketenagalistrikan - Pelatihan anti korupsi kepada 153 insan Perusahaan - Pencanangan komitmen 3T (Tidak Gratifikasi, Tidak <i>Fraud</i>, Tidak Suap) - Tidak terjadi insiden korupsi atau pelanggaran yang bersifat fraud yang dilakukan insan Perusahaan - Sosialisasi pengendalian gratifikasi kepada mitra kerja - Peringatan Hari Anti Korupsi Sedunia (HAKORDIA) - Pioneer of ISO 37001 in the electricity sector - Anti-Corruption training to 153 Company's personnel - Declaration of 3T Commitment (No Gratuities, No Fraud, No Bribery) - There were no incidents of corruption or fraudulent violations committed by the Company's personnel - Gratification control socialization to partners - World Anti-Corruption Day (HAKORDIA)	GRI 205-1 GRI 205-2 GRI 205-3		104-110
Pencegahan dan penanganan benturan kepentingan Prevention and handling of conflicts of interest		- Adanya Pedoman Benturan Kepentingan Dalam Keputusan Direksi Nomor 018.K/10/IP/2020 - Dewan Komisaris maupun Direksi tidak memiliki hubungan keluarga dan keuangan dengan sesama anggota Dewan Komisaris, Direksi dan Pemegang Saham Utama dan/atau Pengendali - Conflict of Interest Guidelines in the Board of Directors' Decree No. 018.K/10/IP/2020 - The Board of Commissioners and the Board of Directors have no familial and financial relations with fellow members of the Board of Commissioners, the Board of Directors, and Major and/or Controlling Shareholders	GRI 102-16 GRI 102-17 GRI 102-25		101-103

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	Peningkatan pengetahuan dan kompetensi pejabat eksekutif terkait topik keberlanjutan Enhanced knowledge and competence of executive officers related to sustainability	Terlaksananya seminar, <i>conference</i> dan <i>workshop</i> manajemen kunci terkait topik keberlanjutan Seminars, conferences, and workshops for key management on the sustainability topic	GRI 102-27		99
Mewujudkan <i>smart people, smart organization</i> melalui penciptaan lingkungan kerja yang adil dan layak Actualizing smart people, smart organization through the creation of a fair and decent work environment	Peningkatan kompetensi dan keahlian pegawai Employee competency and expertise development	- Program pelatihan pegawai dengan rata-rata jam pelatihan mencapai 84 jam/pegawai - Pendidikan formal - Program sertifikasi tenaga ahli - Akselerasi kompetensi bidang O&M - Program <i>operational development</i> - The average hour of employees' training reached 84 hours of training per participant - Formal education - Expert certification program - Competence acceleration in O&M - Operational development program	GRI 404-1 GRI 404-2 EU14	 	272-276
	Penyediaan lapangan pekerjaan yang adil/setara Provision of fair/equitable employment	Rekrutmen 25 pegawai baru (23 pegawai pria dan 2 pegawai wanita) Recruitment of 25 new employees (23 men and 2 women)	GRI 401-1	 	256-257
	Keberagaman dan kesetaraan dalam komposisi badan tata kelola dan komposisi pegawai perusahaan Diversity and equality in the composition of corporate governance and company's employees	- Terdapat 48 pegawai wanita yang menduduki jabatan eksekutif - Terdapat total 430 orang pegawai wanita - There are 48 female employees who hold executive positions - There are a total of 430 female employees	GRI 102-22 GRI 102-24 GRI 405-1	  	250-255
	Pemberian remunerasi dan fasilitas pegawai yang setara Provision of equal employee remuneration and facilities	- Kepatuhan terhadap upah minimum dengan rasio gaji pegawai <i>entry level</i> dengan upah minimum: 2.39 - Memastikan hak-hak pegawai tetap maupun tidak tetap sesuai standar peraturan ketenagakerjaan yang berlaku - Kesetaraan remunerasi pegawai wanita dan pria dengan rasio 1:1 - Compliance with minimum wages, proven by the ratio of entry-level employee salaries to minimum wage of 2.39 - Ensuring the rights of permanent and non-permanent employees are in accordance with prevailing labor regulations - Equal remuneration for men and women employees with a 1:1 ratio	GRI 202-1 GRI 401-2 GRI 401-3 GRI 405-2	   	260-262


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Isu dan Strategi Keberlanjutan Kami Our Sustainability Issues and Strategies	Program Inisiatif Unggulan Flagship Initiative Program	Capaian Program Tahun 2020 Performance Achievement in 2020	GRI Standards dan Pengungkapan Sektor Utilitas Listrik GRI Standards and Electrical Utilities Sector Disclosures	SDGs	Halaman Page
	Kesetaraan dalam pengembangan karir pegawai Equality in employee career development	- Sebanyak 34 pegawai wanita mendapatkan promosi jabatan - 34 female employees were promoted	GRI 404-3		277
	Menaati setiap peraturan dan kebijakan terkait hak asasi manusia Complying with every regulation and policy regarding human rights	- Mencegah praktik diskriminasi, kerja paksa dan pekerja anak - Memberikan kebebasan kepada setiap pegawai untuk berkumpul/berserikat - Preventing practice of discrimination, forced labor, and child labor - Providing freedom to every employee to gather/associate	GRI 102-41		263
Meningkatkan budaya <i>safety</i> yang memenuhi standar kelas dunia Promoting a safety culture that meets world-class standards	Perlindungan keselamatan dan kesehatan bagi pegawai Safety and health protection for employees	- Implementasi <i>International Sustainability Rating System</i> (ISRS) - Adanya Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) di tiap unit - Tersusunnya <i>risk mapping</i> area pembangkit beserta program pencegahan dan penanganan dalam menghadapi risiko K3 - Tercantumnya hak dan kewajiban penerapan K3 dalam Perjanjian Kerja Bersama (PKB) - Terlaksananya program sertifikasi dan pelatihan K3 kepada 664 personel - Pelaksanaan tindakan <i>corrective</i> atas evaluasi kinerja K3 - Implementation of the <i>International Sustainability Rating System</i> (ISRS) - Existence of Occupational Health and Safety Management Committee (P2K3) in each unit - Formulation of risk mapping of the power plant area, with prevention and treatment programs to handle OHS risks - The stipulation of rights and obligations of OHS implementation in the Collective Labor Agreement (CLA) - OHS certification and training program for 664 personnel - Corrective actions on OHS performance evaluation	GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 EU16		284-316
	Perlindungan keselamatan dan kesehatan bagi kontraktor Safety and health protection for contractors	- Penerapan <i>Contractor Safety Management System</i> (CSMS) di PLTU Banten 3 Lontar OMU dan PLTGU Cilegon OMU - Pelaksanaan pelatihan dan simulasi tanggap darurat dan <i>safety briefing</i> kepada seluruh tenaga kerja kontraktor - Implementation of a Contractor Safety Management System (CSMS) at SPP Banten 3 Lontar OMU and CCPP Cilegon OMU - Emergency response training and simulations and safety briefings for all contractors' employees	EU17 EU18		308-309

Isu dan Strategi Keberlanjutan Kami Our Sustainability Issues and Strategies	Program Inisiatif Unggulan Flagship Initiative Program	Capaian Program Tahun 2020 Performance Achievement in 2020	GRI Standards dan Pengungkapan Sektor Utilitas Listrik GRI Standards and Electrical Utilities Sector Disclosures	SDGs	Halaman Page
	Perlindungan keselamatan dan kesehatan bagi masyarakat sekitar Safety and health protection for the surrounding communities	Mengelola sistem pengamanan Perusahaan baik dari sisi darat maupun dari sisi laut yang melibatkan unsur manajemen, tenaga kerja, kondisi dan lingkungan kerja yang secara profesional terintegrasi untuk mencegah dan mengurangi kerugian akibat ancaman, gangguan dan/atau bencana serta mewujudkan tempat kerja yang aman, sehat, nyaman, efisien dan produktif Managing the Company's security system in land and at sea, that involves professionally integrated elements of management, manpower, conditions, and work environment to prevent and reduce losses due to threats, disturbances, and/or disasters, and create a safe, healthy, and comfortable, efficient, and productive workplace	EU21		310-311
Mendorong kemandirian masyarakat Encouraging community independence	Menginspirasi sekaligus melatih masyarakat dalam merancang dan menjalankan usaha kecil melalui program pemberdayaan masyarakat Inspiring and providing training to the community in designing and running small businesses through community empowerment programs	- Membina 56 kelompok mitra binaan melalui 56 program pemberdayaan yang berbeda - Pelaksanaan Program TOSS menambah pendapatan ekonomi kelompok hingga ±Rp49,74 juta/bulan - Fostering 56 groups of fostered partners through 56 different empowerment programs - TOSS Program increased the economic income of group members to ±Rp49.74 million/month	GRI 413-1 GRI 413-2	 	80-82 328-341
	Program peningkatan kualitas kesehatan masyarakat Community health quality improvement program	- Pelayanan kesehatan melalui Klinik Bakti Indonesia Power, pusat layanan bagi orang dengan gangguan jiwa, pemberian makanan tambahan bagi balita, pemeriksaan kesehatan dan pengobatan gratis, pembangunan sarana sanitasi, donor darah, khitan massal dan peningkatan <i>skill</i> tenaga medis melalui Jumpa Bakti Desa Siaga - Health services through the Indonesia Power's Bakti Clinic, a service center for people with mental disorders, supplementary feeding for toddlers, free medical examinations and treatment, construction of sanitation facilities, blood donation, mass circumcision, and skill enhancement of medical personnel through the Jumpa Bakti Desa Siaga	GRI 413-1		337-338
	Peningkatan kompetensi dan keahlian SDM di bidang ketenagalistrikan melalui program IP Pintar dan <i>Employee Voluntary Program</i> Improvement of HR competencies and expertise in the electricity sector through the IP Pintar Program and the Employee Voluntary Program	- Kerjasama dengan 12 SMK, sebanyak 25 siswa lulus sertifikasi - Berbagi pengetahuan, wawasan dan keterampilan kepada 565 siswa Sekolah Dasar s.d SLTA - Cooperating with 12 vocational schools, and 25 students passed the certification - Sharing knowledge, insights, and expertise to 565 students from elementary school up to high school	GRI 413-1		336
	Pembangunan infrastruktur pembangkitan yang bertanggung jawab Development of responsible generation infrastructure	Tidak terdapat penduduk/masyarakat yang terkena dampak <i>displacement</i> (pemukiman kembali) There were no communities that were impacted by the displacement/resettlement	EU20 EU22		82
	Pengelolaan dampak operasi terhadap masyarakat lokal secara berkelanjutan Management of operational impacts on local communities in a sustainable manner	Terlaksananya analisa dampak kegiatan Perusahaan terhadap masyarakat lokal, baik pada tahap perencanaan hingga pembangunan dan pengoperasian Analysis of the impact of the Company's activities on local communities, starting from the planning phase up to the construction and operation phase	EU19	 	90-94

Pengelolaan Risiko dan Menangkap Peluang Keberlanjutan [GRI 102-11]

Risk Management and Seizing Sustainability Opportunities [GRI 102-11]

Pengelolaan risiko yang efektif diselaraskan dengan tujuan Perusahaan dalam mewujudkan prinsip korporasi yang sehat, akuntabel dan mampu mengoptimalkan nilai tambah bagi segenap pemangku kepentingan. Dalam menjalankan operasional bisnisnya, Indonesia Power memiliki potensi risiko yang perlu terus diidentifikasi dan diukur yang dipengaruhi oleh berbagai faktor internal maupun eksternal. Komitmen Kebijakan Pengelolaan manajemen risiko PT Indonesia Power sudah tertuang dalam Keputusan Direksi Nomor 193. K/010/IP/2018, Surat keputusan ini menjadi landasan bagi seluruh insan Indonesia Power dalam proses manajemen risiko yang berkesinambungan.

Indonesia Power mengimplementasikan Sistem Manajemen Risiko sesuai dengan *framework* ISO 31000:2018 untuk menghasilkan praktik manajemen risiko dengan perspektif lebih luas, mudah dipahami, terukur serta mendukung koordinasi dan integrasi antar unit kerja di Perusahaan. Penerapan Sistem Manajemen Risiko di Perusahaan terdiri dari tahapan pengelolaan risiko yang sistematis.

Pengawasan penerapan manajemen risiko dilakukan oleh Dewan Komisaris dengan dukungan dari Komite Manajemen Risiko, yang meninjau efektivitas Direksi dalam mengidentifikasi, menilai dan memitigasi risiko Perusahaan. Komite juga memiliki kewajiban mengawasi dan memberikan nasihat kepada Direksi tentang isu-isu manajemen risiko dan kepatuhan yang potensial terjadi, termasuk terkait dengan topik ekonomi, lingkungan dan sosial. Dewan Komisaris dan Direksi juga mendapatkan masukan dari para pemangku kepentingan dalam bentuk laporan-laporan berkala. [GRI 102-29]

Kebijakan manajemen risiko Perusahaan dilengkapi dengan Dokumen Manajemen Risiko (DMR) untuk mengatur efektivitas manajemen risiko pada masing-masing pemilik program atau pemilik proses sebagai pemilik risiko (*risk owner*). DMR berisi berbagai kajian mengenai topik ekonomi, lingkungan dan sosial yakni meliputi Kajian Kelayakan Operasi, Kajian Kelayakan Lingkungan, Kajian Hukum, Kajian Kelayakan Finansial dan Kajian Risiko. Kajian risiko tersebut memberikan gambaran risiko-risiko yang teridentifikasi, baik yang dapat menghambat pencapaian sasaran maupun menjadi peluang/nilai tambah bagi Perusahaan.

Effective risk management is aligned with the Company's objective to actualize healthy, accountable corporate principles, and optimization of added value for all stakeholders. In carrying out its business operations, Indonesia Power has risk potentials that are continuously identified and measured, which are influenced by internal and external factors. PT Indonesia Power's Risk Management Policy Commitment has been stated in the Board of Directors' Decree No. 193.K/010/IP/2018. This decree is the basis for all Indonesia Power's personnel in the sustainable risk management process.

Indonesia Power implements a Risk Management System in accordance with the ISO 31000:2018 framework to generate risk management with a broader, easily understandable, and assessed perspective, and support coordination and integration between work units in the Company. The Company's Risk Management System consists of phases of systematic risk management.

The risk management implementation is supervised by the Board of Commissioners, with the support of the Risk Management Committee, who reviews the effectiveness of the Board of Directors in identifying, assessing, and mitigating the Company's risks. The Committee also has the obligation to supervise and provide advice to the Board of Directors on potential risk management and compliance issues, including economic, environmental, and social topics. The Boards of Commissioners and Board of Directors also receive input from stakeholders in the form of regular reports. [GRI 102-29]

The Company's risk management policy is equipped with a Risk Management Document (DMR) to regulate the effectiveness of the risk management of each risk owner. DMR contains various studies on economic, environmental, and social topics, which cover Operational Feasibility Studies, Environmental Feasibility Studies, Legal Analysis, Financial Feasibility Studies, and Analysis. The risk assessment provides an overview of the identified risks, which have the risk to hinder the target achievement or become opportunities/added value for the Company.

Departemen *Corporate Strategic Planning, Performance and Risk Management* (SPR) sebagai organ pendukung Direksi dalam pengelolaan risiko ditugaskan untuk memberikan *coaching, mentoring* dan verifikasi atas DMR yang disusun oleh Satuan Kerja, Divisi maupun Unit Perusahaan. Selain itu, Departemen SPR juga melaksanakan berbagai kajian risiko strategis dalam mendukung pengambilan keputusan Direksi dan proses permohonan persetujuan Dewan Komisaris atau RUPS. Dewan Komisaris juga dapat meminta kepada Direksi untuk menyampaikan laporan berkala setiap tahun terkait perkembangan pelaksanaan manajemen risiko. Melalui pendekatan ini, maka seluruh keputusan yang diambil telah berbasis risiko. [GRI 102-30, 102-31]

The Department of Corporate Strategic Planning, Performance, and Risk Management (SPR), as a supporting organ of the Board of Directors in risk management, is assigned to provide coaching, mentoring, and verification of DMR prepared by the Work Units, Divisions, and the Company's Units. In addition, the SPR Department conducts various strategic risk analysis to support the decision-making of the Board of Directors and the process for requesting approval from the Board of Commissioners or GMS. The Board of Commissioners may request the Board of Directors to submit periodic reports annually in relation to the risk management development. With this approach, all decisions made will be risk-based. [GRI 102-30, 102-31]

Adapun daftar dan tindakan mitigasi risiko keberlanjutan Perusahaan terkait topik ekonomi, lingkungan dan sosial beserta upaya pengelolaannya adalah sebagai berikut.

The Company's sustainable risk mitigation list and actions are related to economic, environmental, and social topics, and their management efforts are as follows.

Upaya Mitigasi terhadap Risiko Keberlanjutan [GRI 102-15, 102-34]

Mitigation to Sustainability Risks [GRI 102-15, 102-34]

Risiko Potensial Potential Risks	Mitigasi	Mitigation
 Pencemaran Lingkungan Environmental Pollution	Pemenuhan kepatuhan tata kelola lingkungan meliputi: - Melakukan identifikasi dan pemasangan <i>Continuous Emission Monitoring System</i> (CEMS); - Membuat <i>workshop</i> dan kelengkapan dokumen PROPER - Pengelolaan <i>Fly Ash</i> dan <i>Bottom Ash</i> (FABA) terintegrasi - Pengadaan dan pemasangan <i>Data Acquisition System</i> (DAS) - Pemenuhan Baku Mutu Lingkungan (BML) dan inovasi pemanfaatan emisi, air limbah dan pengurangan limbah B3 untuk peningkatan nilai PROPER - Pengadaan dan pemasangan <i>flow measurement with ultrasonic flow meter CEMS-Flow Monitor Flow Switch</i> - Pengadaan <i>upgrade</i> CEMS HRSG - Peningkatan pengelolaan PROPER <i>Beyond Compliance</i>	Compliance with environmental governance, including: - Identifying and installing Continuous Emission Monitoring System (CEMS) - Conducting workshops and completing PROPER documents - Managing integrated Fly Ash and Bottom Ash (FABA) - Procurement and installation of Data Acquisition System (DAS) - Fulfillment of Environmental Quality Standards (BML) and innovation in the utilization of emissions, wastewater, and reduction of B3 waste to increase the PROPER value - Procurement and installation of flow measurement with ultrasonic flow meter CEMS - Flow Monitor Flow Switch - Procurement of CEMS HRSG upgrades - Improved PROPER Beyond Compliance management
 Kesehatan dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)	Implementasi <i>Roadmap</i> K3 meliputi: - Melakukan <i>workshop</i>, simulasi tanggap darurat, sosialisasi dan <i>safety briefing</i> penerapan SMK3 - Membangun <i>tools system management</i> terkait K3 - Perbaikan jalur <i>hydrant</i> dan automasi pompa FF <i>Upgrade system control firefighting system</i>	The OHS Roadmap implementation, which includes: - Conducting workshops, emergency response simulation, socialization, and safety briefing on the OHSMS implementation - Establishing tools system management related to OHS - Hydrant line repair and FF pump automation - Upgrading firefighting control system



Risiko Potensial Potential Risks	Mitigasi	Mitigation
 Sumber Daya Manusia Human Resources - Kompetensi SDM Perusahaan belum memenuhi standar <i>best practice</i> - Kebutuhan <i>human capital</i> belum memenuhi formasi jabatan - The Company's HR competencies have yet to meet best practice standards - Human capital has yet to meet the formation of positions	- Implementasi COMET 2.0 (<i>shortcourse</i>, pendidikan formal, magang DN/LN, pertukaran <i>sister company</i>) - Peningkatan kompetensi pegawai untuk menutup <i>Gap Kompetensi</i> (diklat pembedaan) - Sertifikasi mandatori dan keahlian - Memelihara kompetensi pegawai untuk mendukung peningkatan kinerja (diklat korporat berbasis <i>Learning Need Analysis</i> (LNA) korporat) - Peningkatan kompetensi pegawai dengan pendidikan formal - Sertifikasi Manajemen Risiko (ERMCP, QRMP, QRMO dll) bagi <i>Risk Officer</i> - Pengembangan kepemimpinan IP di setiap tingkatan sesuai desain <i>Leadership Development Program</i> - Pelaksanaan evaluasi kebijakan <i>Expertise</i> - Pelatihan dan sertifikasi <i>coaching, mentoring</i> dan <i>counseling</i> untuk pejabatan struktural <i>Workshop talent management</i> - Sertifikasi <i>expertise</i> - Pelaksanaan evaluasi kebijakan <i>talent management</i>	- COMET 2.0 (short course, formal education, DN/LN internship, sister company exchange) - Increasing employee competence to close the Competency Gap (field training) - Mandatory certifications and expertise - Maintaining employee competence to support performance improvement (corporate training and education based on Learning Need Analysis (LNA)) - Increasing employees' competence with formal education - Risk Management Certification (ERMCP, QRMP, QRMO, etc.) for Risk Officers - IP leadership development at every level in accordance with the Leadership Development Program design - Expertise policy evaluation - Coaching, mentoring, and counseling training and certification for structural officials - Talent management workshop - Certification of expertise - Talent management policy evaluation
 Efisiensi Efficiency Kehilangan potensi pendapatan atau penambahan biaya Loss of potential revenue or additional costs	- Pengaturan pola operasi pembangkit yang paling optimal - Pengadaan dan perbaikan peralatan atau komponen yang terkait dengan efisiensi pembangkit seperti misalnya: - Pengadaan <i>Element</i> APH - Pengadaan <i>coal balancing orifice valve</i> <i>Replacement</i> ARV BFP	- Setting the most optimal generator operating pattern - Procurement and repair of equipment or components related to generator efficiency, such as: - Procurement of APH Element - Procurement of coal balancing orifice valve - Replacement of ARV BFP
 Tata Kelola Governance Implementasi tata kelola pembangkit secara <i>best practice</i> belum optimal Best practice power plant management is not yet optimal	- Implementasi <i>business continuity management system</i> di seluruh unit pembangkit - Penyempurnaan kualitas Tata Kelola <i>Asset Management</i> - Penajaman program <i>Lifecycle Management</i> (LCM) <i>Level asset</i>	- Business continuity management system in all generating units - Refinement of the Asset Management Governance quality - Sharpening of Lifecycle Management (LCM) program at the asset level
 Kelangsungan Usaha Business Continuity Terancamnya keberlangsungan usaha Perusahaan The threat to the Company's business continuity	- Menyusun <i>Roadmap</i> pengembangan pembangkit EBT - Pengembangan pembangkit <i>thermal</i> - Pengembangan pembangkit <i>renewable</i> - Pengembangan bisnis jasa O&M - Pengembangan bisnis baru untuk memaksimalkan peluang bisnis Perusahaan (<i>Beyond KWH</i>) - Melakukan Program <i>Co-Firing</i> PLTU Batubara - Penetapan peran Anak Perusahaan untuk mendukung bisnis Perusahaan - Program peningkatan Tingkat Kandungan Dalam Negeri (TKDN) di Perusahaan - Memastikan <i>regulatory compliance</i>	- Preparing a Roadmap for the NRE power plant development - Thermal power plant development - Renewable power plant development - O&M service business development - New business development to maximize the Company's business opportunities (<i>Beyond KWH</i>) - Conducting the Coal-Fired Power Plant (PLTU Batubara) <i>Co-Firing</i> Program - Determination of the Subsidiaries' role to support the Company's business - Domestic Content Level (DCL) Improvement Program in the Company - Ensuring regulatory compliance

Catatan: Daftar jenis risiko di atas bukanlah daftar lengkap jenis risiko yang dikelola Indonesia Power. Informasi rinci mengenai manajemen risiko Perusahaan dapat ditemui dalam Laporan Tahunan 2020 PT Indonesia Power di bagian Tata Kelola Perusahaan – Manajemen Risiko.

Note: The list of types of risks above is not a comprehensive list of types of risks managed by Indonesia Power. Detailed information on the Company's risk management can be referred to in the 2020 Annual Report of PT Indonesia Power in the Corporate Governance – Risk Management section.

Upaya Penanggulangan Dampak Lingkungan Hidup

Environmental Impact Mitigation Efforts

Sejalan dengan pendekatan manajemen risiko dalam tata kelola perusahaan yang berkelanjutan, Indonesia Power menerapkan sistem manajemen lingkungan yang mencakup upaya penanggulangan potensi dampak yang signifikan khusus untuk mengelola dampak lingkungan hidup dari kegiatan operasional Perusahaan, yang mencakup area risiko seperti energi, emisi, sumber daya air, limbah dan keanekaragaman hayati.

In line with the risk management approach to sustainable corporate governance, Indonesia Power implements an environmental management system that includes efforts to mitigate significant potential impacts, specifically the environmental impacts of the Company's operations, which cover areas of risk, such as energy, emissions, water resources, waste, and biodiversity.

Upaya Penanggulangan Dampak Lingkungan Hidup [GRI 102-15, 201-2, 304-2]

Environmental Impact Mitigation Efforts [GRI 102-15, 201-2, 304-2]

Dampak Potensial Teridentifikasi Identified Potential Impacts	Kegiatan Operasi Perusahaan Company's Operations	Mitigasi Mitigation
Pencemaran udara Air pollution	Pembakaran bahan bakar fosil pembangkit Burning of fossil fuel generators	- Pengendalian operasi dan pengendalian baku mutu emisi - Pemantauan emisi gas buang secara <i>continue</i> melalui <i>Continuous Emission Monitoring System</i> (CEMS) dan periodik melalui pemantauan laboratorium akreditasi - Pengendalian kualitas bahan baku/bahan bakar batubara yang masuk ke dalam pembakaran boiler melalui proses pencampuran/<i>mixing/blending</i> batubara - Kajian perencanaan investasi dan pemasangan alat pengendali emisi terhadap unit yang memiliki potensi ketidaktaatan dalam pemenuhan baku mutu emisi - Peningkatan peluang inovasi pengembangan pembangkit Energi Baru Terbarukan (EBT) dan pengembangan teknologi yang menghasilkan efisiensi energi secara <i>continue</i> di seluruh Unit - Operation control and emission-quality standards control - Continuous monitoring of exhaust emissions through Continuous Emission Monitoring System (CEMS) and regularly through accreditation laboratories monitoring - Control of the quality of raw materials/coal fuel used in the boiler combustion through the process of mixing/blending coal - Study of investment planning and installation of emission control devices for units with the potential of non-compliance to meet the emission-quality standards - Increasing opportunities for innovation in the New Renewable Energy (NRE) Plants development and technology development that results in continuous energy efficiency in all Units
Pencemaran air Water pollution	Operasional siklus uap air pembangkit Steam generator cycle operation	- Pengendalian operasi dan pengelolaan limbah cair - Pemantauan secara rutin baku mutu limbah cair - Operational control and liquid waste management - Regular monitoring of liquid waste quality standards
Pencemaran limbah B3 B3 waste pollution	Penggunaan B3 untuk pengendalian operasional Pembangkit B3 utilization for Power Plant operational control	- Pengelolaan limbah B3 sesuai dengan syarat dan ketentuan di dalam izin maupun sesuai dengan peraturan yang berlaku - Upaya 3R limbah B3 dengan mengajukan izin pemanfaatan limbah B3 - B3 waste management is in accordance with the terms and conditions in the permit, or in accordance with prevailing regulations 3R efforts of B3 waste by submitting a request for B3 waste utilization permit
Pencemaran habitat sekitar: Kerusakan ekosistem laut dan habitat terumbu karang Pollution of the surrounding habitat: Damage to marine ecosystems and coral reef habitats	Pembuangan air pendingin kondensor ke laut Disposal of condenser cooling water into the sea	- Pengendalian temperatur operasional - Pemantauan dan pengukuran secara rutin sesuai pemenuhan baku mutu - Konservasi <i>mangrove</i> dan terumbu karang - Operational temperature control - Routine monitoring and measurement in accordance with the quality standards - Conservation of mangrove and coral reefs

Pengelolaan Dampak Operasi Terhadap Masyarakat Lokal Secara Berkelanjutan [GRI 413-2]

Sustainable Operational Impact Management on Local Communities [GRI 413-2]

Selain mengelola risiko bisnis utama dan risiko dampak lingkungan, Indonesia Power juga berkomitmen untuk mengelola dampak operasi terhadap kehidupan masyarakat lokal di sekitar wilayah operasi. Untuk itu, Indonesia Power telah menganalisis risiko potensial yang terjadi akibat dari kegiatan operasional Perusahaan yang dapat memberikan dampak potensial yang penting terhadap masyarakat lokal, baik pada tahap perencanaan, pembangunan hingga pengoperasian. Kegiatan ini dikelompokkan menjadi tahap pra-konstruksi, konstruksi dan operasi. Identifikasi dan evaluasi pengelolaan dampak diuraikan di bawah ini:

In addition to managing main business and environmental impact risks, Indonesia Power is also committed to managing the operational impact on the local communities surrounding the operating area. Therefore, Indonesia Power has analyzed the potential risks arising from the Company's operations that could have potential impacts on local communities, during the planning, construction, up to operation phases. These activities are grouped into the pre-construction, construction, and operation phases. The identification and evaluation of impact management are described below:

Identifikasi dan Evaluasi Dampak Potensial [GRI 102-15, 413-2]

Potential Impacts Identification and Evaluation [GRI 102-15, 413-2]

Tahap Phase	Dampak Potensial Potential Impact	Upaya Penanggulangan Dampak Countermeasure
Tahap Pra Konstruksi Pre-Construction Phase		
Pengurusan perizinan Licensing	Sikap dan persepsi masyarakat tentang rencana kegiatan Community's attitudes and perceptions about the planned activity	Sosialisasi dan penyampaian informasi terkait upaya pengelolaan dan pemantauan lingkungan yang akan dilakukan termasuk prosedur tanggap darurat yang akan dilakukan selama proses kegiatan. Socialization and dissemination of information related to environmental management and monitoring efforts that will be conducted, including emergency response procedures during the activity.
Pembebasan lahan Land acquisition	Sikap dan persepsi masyarakat Community's attitudes and perceptions	Melakukan musyawarah dan pendekatan kepada warga untuk mencapai kesepakatan atas penggantian tanah yang akan dibebaskan. Carrying out deliberation and approach the residents to reach an agreement on the replacement of the land to be acquired.
Tahap Konstruksi Construction Phase		
Penerimaan tenaga kerja Manpower recruitment	- Tersedianya kesempatan kerja - Terbukanya peluang usaha - Job opportunities availability - Opening business opportunities	Membuka kesempatan kepada penduduk setempat untuk meningkatkan pendapatan melalui proses penerimaan tenaga kerja lokal dan peluang usaha dengan menyediakan kebutuhan (warung, tempat makan, toko dan sebagainya) bagi pekerja proyek. Opportunities for residents to increase income by recruiting local workers, and business opportunities by providing necessities (stalls, places to eat, shops, etc.) for project workers.
Mobilisasi peralatan dan material konstruksi Mobilization of construction equipment and materials	Kemacetan jalur akses transportasi darat dan kerusakan jalan selama proses kegiatan Congestion of land transportation access and road damage during the activity	- Melakukan pengaturan lalu lintas di jalur mobilisasi sehingga tidak menimbulkan kemacetan yang tidak terkontrol; - Melakukan peningkatan dan kapasitas jalan dan pemasangan fasilitas perlengkapan Lalu Lintas dan Angkutan Jalan (LLAJ) lainnya yang dikoordinasi oleh Dinas terkait; dan - Melakukan berbagai upaya pengelolaan kerusakan seperti berpartisipasi dalam kegiatan rehabilitasi jalan, membatasi jumlah dan beban kendaraan pengangkut, dan sebagainya. - Managing traffic on the mobilization route to prevent any uncontrolled congestion; - Improving the road capacity and installing other Traffic and Road Transport (LLAJ) equipment facilities, coordinated by the relevant Office; and - Conducting various damage management, such as participating in road rehabilitation activities, limiting the number and load of transport vehicles, etc.

Tahap Phase	Dampak Potensial Potential Impact	Upaya Penanggulangan Dampak Countermeasure
Penyiapan dan pematangan lahan serta Pembangunan Fisik Land preparation and maturation, and Physical Development	- Kebisingan akibat proses kegiatan - Polusi udara, khususnya partikulat (debu) akibat proses kegiatan - Peningkatan debit air larian (<i>run off</i>) - Penurunan kuantitas dan kualitas air permukaan - Noise due to activity - Air pollution, especially particulates (dust) due to the activity - Increase in runoff water discharge - Decrease in the quantity and quality of surface water	- Melakukan pengukuran parameter kebisingan agar tidak melebihi 70 dB(A) sesuai dengan Keputusan Menteri Lingkungan Hidup Nomor 48 tahun 1996 tentang Baku Tingkat Kebisingan; - Melakukan pemantauan kualitas udara ambien selama 24 jam berdasarkan literatur terkait dan data teknis perencanaan untuk membandingkan dengan baku mutu kualitas udara sesuai dengan peraturan yang berlaku; - Membuat saluran drainase darurat yang terintegrasi dengan saluran drainase/badan air penerima, menanam dan memelihara tanaman yang memiliki daya resap air tinggi dan membuat sumur resapan air hujan; dan - Melakukan pemantauan terhadap penurunan kualitas air pada badan air dan melakukan pengelolaan air limbah dengan IPAL sesuai karakteristik limbah sebelum dibuang ke badan air. - Measuring noise parameters not to exceed 70 dB(A), in line with the Minister of Environment's Decree No. 48 of 1996 on Noise Level Standard; - Monitoring ambient air quality for 24 hours based on related literature and planning technical data, with comparison to air quality standards, in accordance with prevailing regulations; - Developing emergency drainage channels that are integrated with drainage channels/receiving water bodies, planting and maintaining plants with high water absorption capacity, and constructing rainwater infiltration wells; and - Monitoring the decline in water quality in water bodies and managing wastewater with WWTP based on the characteristics of the waste before discharging it to water body.
Tahap Operasi Operation Phase		
Penerimaan tenaga kerja Manpower recruitment	- Tersedianya kesempatan kerja - Terbukanya peluang usaha - Job opportunities availability - Opening business opportunities	Memprioritaskan penerimaan tenaga kerja yang berasal dari penduduk setempat sesuai persyaratan secara transparan dan membuka peluang usaha bagi penduduk dengan menyediakan kebutuhan bagi pekerja proyek. Prioritizing the employees' recruitment from residents, in accordance with the requirements in terms of transparency, and opening business opportunities for residents by providing for the project workers' needs.
Pengoperasian dan pemeliharaan pembangkit Power plant operation and maintenance	- Peningkatan tingkat kebisingan akibat proses operasi - Penurunan kualitas udara akibat gas buang dari proses operasi - Penurunan kualitas air akibat timbulan air limbah domestik - Penurunan sanitasi lingkungan akibat timbulan sampah domestik - Gangguan estetika dan kebersihan akibat timbulan sampah domestik - Increased noise level due to operation - Decrease in air quality due to exhaust gases from the operation - Decrease in water quality due to the domestic wastewater generated - Decrease in environmental sanitation due to domestic waste generated - Aesthetic and hygiene disruption due to domestic waste generated	- Melakukan pengukuran parameter kebisingan agar tidak melebihi 70 dB(A) sesuai dengan Keputusan Menteri Lingkungan Hidup Nomor 48 tahun 1996 tentang Baku Tingkat Kebisingan; - Melakukan pemeliharaan peralatan pembangkit secara rutin; - Melakukan pemantauan kualitas udara ambien selama 24 jam berdasarkan literatur terkait dan data teknis perencanaan untuk membandingkan dengan baku mutu kualitas udara sesuai dengan peraturan yang berlaku; - Melakukan pemantauan kualitas air sehingga memenuhi baku mutu peraturan Pemerintah RI Nomor 82 tahun 2001 tentang Pengendalian Pencemaran Air; dan - Melakukan pendekatan sosial dan budaya kepada masyarakat sekitar. - Measuring noise parameters not to exceed 70 dB(A), in line with the Minister of Environment's Decree No. 48 of 1996 on Noise Level Standard; - Performing routine maintenance of power plant equipment; - Monitoring ambient air quality for 24 hours based on related literature and planning technical data, with comparison to air quality standards, in accordance with prevailing regulations; - Monitoring water quality to meet the quality standards of the Government of Indonesia Regulation No. 82 of 2001 on Water Pollution Control; and - Conducting a social and cultural approach to the surrounding community.

Dalam setiap pembangunan infrastruktur pembangkitan, Indonesia Power mencatat tidak ada proyek Perusahaan yang mengakibatkan perpindahan atau pemukiman kembali penduduk. Sehingga tidak terdapat data pengelolaan dampak *displacement* (pemukiman kembali) dan jumlah orang yang terkena dampak hingga pemberian kompensasi akibat kegiatan *displacement* yang dapat disajikan di tahun 2020. [EU20, EU22]

Indonesia Power menyadari keberadaan Perusahaan di tengah-tengah masyarakat memiliki konsekuensi sosial yang harus dikelola baik positif maupun negatif. Namun demikian, kami berkomitmen untuk terus memfokuskan diri pada upaya menyebarkan nilai-nilai keseimbangan kehidupan ekonomi, sosial dan lingkungan. Di masa datang kami akan menggunakan pendekatan praktik terbaik dan perbaikan strategi pelaksanaan program dan pengelolaan dampak, agar dapat memberikan manfaat yang lebih besar kepada masyarakat sekitar.

In every development of the power plant infrastructure, Indonesia Power recorded that there are no Company's projects which resulted in people displacement/resettlement. Therefore, there was no data regarding management of displacement/resettlement impact, or several people who were displaced/resettled, or provision of compensation due to displacement, to be presented in 2020. [EU20, EU22]

Indonesia Power realizes that the Company's existence in society has positive and negative social consequences that must be managed. However, we are committed to focusing on efforts to provide balanced values in economic, social, and environmental life. In the future, we will use a best practice approach and enhance our programs' strategy and impact management, to provide greater benefits to the surrounding community.



Keterlibatan Pemangku Kepentingan dalam Implementasi Program Keberlanjutan

Stakeholders' Engagement in Sustainability Program

Salah satu hal penting dalam pelaksanaan tata kelola keberlanjutan adalah pelibatan pemangku kepentingan. Masing-masing pemangku kepentingan mendorong Indonesia Power untuk membangun relasi dan kerja sama melalui bentuk komunikasi tertentu. Tujuannya adalah untuk memastikan Perusahaan dapat mengetahui harapan terkini para pemangku kepentingan dan menyelaraskannya dengan program-program kerja dan strategi bisnis Perusahaan. Interaksi dan komunikasi yang dilakukan juga dapat membantu Indonesia Power dalam menentukan keputusan dan menjalankan bisnis dengan penuh tanggung jawab.

Identifikasi pemangku kepentingan dilakukan sesuai dengan pedoman AA1000 *Stakeholder Engagement Standard* tahun 2015. Berdasarkan standar tersebut, Perusahaan telah mengidentifikasi pemangku kepentingan ke dalam lima atribut, yakni: **[GRI 102-42]**

1. *Dependency* – Individu atau kelompok yang memiliki ketergantungan baik langsung atau tidak langsung terhadap aktivitas perusahaan atau sebaliknya;
2. *Responsibility* – Individu atau kelompok yang mana Perusahaan memiliki tanggung jawab secara legal, komersial dan/atau etika;
3. *Tension* – Individu atau kelompok yang membutuhkan perhatian segera dari Perusahaan terkait isu ekonomi, sosial dan lingkungan;
4. *Influence* – Individu atau kelompok yang memiliki pengaruh terhadap Perusahaan atau strategi dan kebijakan pemangku kepentingan lain;
5. *Diverse Perspectives* – Individu atau kelompok yang memiliki pandangan berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya.

Berdasarkan hasil identifikasi, Indonesia Power membagi pemangku kepentingan ke dalam enam kelompok, yaitu: (1) Pemegang Saham; (2) Pemerintah; (3) Pegawai; (4) Pelanggan; (5) Pemasok; (6) Komunitas. Dibawah ini adalah ringkasan bagaimana Perusahaan melakukan pembinaan hubungan dengan masing-masing pemangku kepentingan:

One of the important things in implementing sustainable governance is the stakeholders' engagement. Each stakeholder encourages Indonesia Power to establish relationships and cooperation through specific forms of communication. The objective is to ensure that the Company understands the current expectations of the stakeholders and aligns them with the Company's work programs and business strategies. Indonesia Power is also assisted by interaction and communication to make decision and conduct responsible business.

The stakeholders are identified in accordance with the 2015 AA1000 *Stakeholders' Engagement Standard*. Based on this standard, the Company has identified its stakeholders into five attributes: **[GRI 102-42]**

1. *Dependency* – Individuals or groups who have direct or indirect dependence on the company's activities or vice versa;
2. *Responsibility* – Individuals or groups to which the Company has legal, commercial, and/or ethical responsibilities;
3. *Tension* – Individuals or groups who need immediate attention from the Company related to economic, social, and environmental issues
4. *Influence* – Individuals or groups who influence the strategies and policies of the Company or other stakeholders; and
5. *Diverse Perspectives* – Individuals or groups who have different views that can influence the situation and encourage action that was not planned.

Based on the identification results, Indonesia Power categorizes stakeholders into six groups: (1) Shareholders; (2) Government; (3) Employees; (4) Customers; (5) Suppliers; and (6) Community. Below is a summary of how the Company fosters relationships with each stakeholder:

Identifikasi dan Pendekatan Keterlibatan Pemangku Kepentingan Perusahaan [GRI 102-21]

Identification and Approach to Company's Stakeholders Engagement [GRI 102-21]

Pemangku Kepentingan Stakeholders [GRI 102-40]	Ekspektasi pada Perusahaan Expectations to the Company [GRI 102-43]	Metode Pelibatan Method of Engagement [GRI 102-43]	Frekuensi Pertemuan Frequency of Meetings [GRI 102-43]	Informasi Kunci kepada Pemangku Kepentingan Key Information to Stakeholders [GRI 102-44]	Media [GRI 102-43]
Pemegang Saham Shareholders	1. Pemenuhan kontrak manajemen 2. Tingkat kesehatan Perusahaan yang diukur melalui pencapaian <i>Key Performance Indicator</i> (KPI) 1. Management contract fulfillment 2. Company's soundness, assessed by the achievement of Key Performance Indicators (KPI)	1. RUPS 1. GMS	1. 7 kali setahun: - RUPS RKAP 2020 tanggal 29 Januari 2020 - RUPS Pengangkatan dan Pemberhentian Dewan Komisaris tanggal 18 Maret 2020 - RUPS Pengangkatan dan Pemberhentian Direksi tanggal 12 Juni 2020 - RUPS LPT 2019 tanggal 23 Juni 2020 - RUPS Pengangkatan dan Pemberhentian Dewan Komisaris tanggal 15 Juli 2020 - RUPS Pengangkatan dan Pemberhentian Dewan Komisaris dan Direksi tanggal 12 November 2020 - RUPS Pengangkatan dan Pemberhentian Direksi tanggal 8 Desember 2020 1. Held 7 times: - GMS for 2020 WP&B on 29 January 2020 - GMS for Appointment and Dismissal of the Board of Commissioners on 18 March 2020 - GMS for Appointment and Dismissal of the Board of Directors on 12 June 2020 - GMS for 2019 LPT on 23 June 2020 - GMS for Appointment and Dismissal of the Board of Commissioners on 15 July 2020 - GMS for Appointment and Dismissal of the Board of Commissioners and the Board of Directors on 12 November 2020 - GMS for Appointment and Dismissal of the Board of Directors on 8 December 2020	1. Perkembangan Perusahaan dan pembangkit listrik (termasuk pengembangan usaha, proyek baru, dan sebagainya), 2. Kinerja manajemen dan pembangkit listrik 3. Acara dan kebijakan korporat, dan prestasi korporat. 1. The development of the Company and power plant (including business development, new projects, etc.), 2. Management and power plant performance 3. Corporate events and policies, and corporate achievements.	Tatap muka, Laporan manajemen, <i>annual report</i> , <i>sustainability report</i> dan media komunikasi lainnya. Face to face, Management report, annual report, sustainability report, and other communication media.

Pemangku Kepentingan Stakeholders [GRI 102-40]	Ekspektasi pada Perusahaan Expectations to the Company [GRI 102-43]	Metode Pelibatan Method of Engagement [GRI 102-43]	Frekuensi Pertemuan Frequency of Meetings [GRI 102-43]	Informasi Kunci kepada Pemangku Kepentingan Key Information to Stakeholders [GRI 102-44]	Media [GRI 102-43]
		2. Rapat Internal Dewan Komisaris 2. Board of Commissioners' Internal Meeting 3. Rapat Gabungan Dewan Komisaris dan Direksi 3. Joint Meetings of the Board of Commissioners and the Board of Directors 4. Rapat ALCO (Asset Liability Committee) 4. ALCO (Asset Liability Committee) Meeting	2. 2 kali setahun pada tanggal 4 agustus 2020 dan 20 Oktober 2020 2. Held 2 times on 4 August 2020 and 20 October 2020 3. 11 kali setahun pada 30 Januari, 8 Januari, 24 Februari, 12 Maret, 9 April, 14 Mei, 8 Juni, 4 Agustus, 29 September, 27 Oktober, 2 Desember dan 29 Desember 2020 3. Held 11 times, on 30 January, 8 January, 24 February, 12 March, 9 April, 14 May, 8 June, 4 August, 29 September, 27 October, 2 December, and 29 December 2020 4. 12 kali setahun pada tanggal 17-18 Januari, 20 Februari, 20 Maret, 20 April, 27 Mei, 18 Juni, Juli, 31 Agustus, 01 Oktober, 26 Oktober, 26 November dan 17 Desember 2020 4. Held 12 times, on 17-18 January, 20 February, 20 March, 20 April, 27 May, 18 June, July, 31 August, 1 October, 26 October, 26 November, and 17 December 2020		
Pemerintah (Pusat dan Daerah) Government (Central and Regional)	Ketaatan atau kepatuhan pada peraturan dan perundang- undangan Compliance with laws and regulations	Pelaporan terkait pengelolaan lingkungan, kepegawaian, perizinan usaha pembangkitan dan proyek Reporting related to environmental management, employment, business licensing of generation and projects	Periodik Periodically	Proses pembangkit listrik, dampak lingkungan, wajib laporan tenaga kerja, perizinan atas usaha pembangkitan dan proyek Power generation process, environmental impact, mandatory workforce reports, licensing of generation and project	Pelaporan dan koordinasi sesuai bidang masing-masing, berita di media masa, website dan majalah InPower Reporting and coordinating in line with respective fields, news in the mass media, website, and InPower magazine



Pemangku Kepentingan Stakeholders [GRI 102-40]	Ekspektasi pada Perusahaan Expectations to the Company [GRI 102-43]	Metode Pelibatan Method of Engagement [GRI 102-43]	Frekuensi Pertemuan Frequency of Meetings [GRI 102-43]	Informasi Kunci kepada Pemangku Kepentingan Key Information to Stakeholders [GRI 102-44]	Media [GRI 102-43]
Pegawai Employee	- Peningkatan kepuasan dan kesejahteraan pegawai - Keberlanjutan bisnis Perusahaan - Keselamatan dan Kesehatan Kerja - Siaga dan Tanggap Kondisi Darurat Bencana	- Coffee morning - Pertemuan periodik - Employee dan Family Gathering - Perayaan Hari Ulang Tahun Perusahaan - Survei HRSE - Simulasi Tanggap Darurat Bencana	7 kali setahun - Minimal sekali dalam 1 semester 1 kali setahun pada tanggal 7 November 2020 1 kali setahun pada tanggal 3 Oktober 2020 1 kali setahun pada tanggal 3-13 Desember 2020 1 kali setahun pada tanggal 21 Oktober 2020	- Sosialisasi program, kebijakan, dan kinerja Perusahaan - Kegiatan dan prestasi Perusahaan	Email, media sosial, buletin bulanan, poster, intranet dan lain-lain. Email, social media, monthly bulletins, posters, intranets, etc.
Pelanggan Customer	- Keandalan - Kesiapan Pembangkit - Ketepatan Jadwal Pemeliharaan - Harga yang Ekonomis - Kontinuitas Pasokan - Keselamatan dan Kesehatan pelanggan - Pemenuhan deployment sebagai persyaratan dalam menjalankan O&M pembangkit - Pemenuhan kinerja pembangkit sesuai kontrak (keandalan dan ketepatan waktu)	Program Mendengarkan Suara Pelanggan/ Forum Komunikasi Pelanggan/Customer Gathering	- Periodik : - Diskusi Peningkatan Pelayanan Pelanggan tanggal 22 Desember 2020 - Vicon Diskusi Pelanggan tanggal 30 Juli 2020 - Agenda Management Gathering 2020 dengan Pelanggan tanggal 13 Desember 2020 dengan tajuk Powering To Make Things "Reel" - Agenda Simulasi Tanggap Darurat Bulan K3 Nasional dengan pelanggan tanggal 18 Februari 2020 - Regular : - Customer Service Improvement Discussion on 22 December 2020 - Vicon Customer Discussion on 30 July 2020 2020 Management Gathering with Customers on 13 December 2020, with the theme Powering to Make Things "Reel" - National OHS Month Emergency Response Simulation with customers on 18 February 2020	- Kinerja manajemen dan pembangkit listrik, kebijakan, peraturan, dan prosedur yang berlaku di lingkungan Indonesia Power - Laporan perencanaan pembangkit listrik, Proses keuangan dan konfirmasi hutang.	Laporan HDKP (Harian Deklarasi Ketidaksiapan Pembangkit), majalah InPower, website, annual report, sustainability report, email, media sosial, whatsapp, telepon dan sebagainya. HDKP (Daily Statement on Plant Unpreparedness) Reports, InPower magazine, website, Annual Report, Sustainability Report, email, social media, WhatsApp, phone, etc.

Pemangku Kepentingan Stakeholders [GRI 102-40]	Ekspektasi pada Perusahaan Expectations to the Company [GRI 102-43]	Metode Pelibatan Method of Engagement [GRI 102-43]	Frekuensi Pertemuan Frequency of Meetings [GRI 102-43]	Informasi Kunci kepada Pemangku Kepentingan Key Information to Stakeholders [GRI 102-44]	Media [GRI 102-43]
		2. Rapat Alokasi Energi 2. Energy Allocation Meeting	2. Sekali dalam sebulan 2. Once a month		
		3. Kunjungan Pelanggan 3. Customer Visit	3. Periodik : Kunjungan PLTU Labuan ke PLN UP2B Jakarta & Banten tanggal 4 Februari dan 3 Maret 2020 3. Regular: SPP Labuan visitation to PLN UP2B Jakarta & Banten on 4 February and 3 March 2020		
		4. Aplikasi Harian Deklarasi Ketidaksiapan Pembangkit (HDKP) 4. Daily Statement on Plant Unpreparedness (HDKP)	4. Jika Diperlukan 4. If Necessary		
		5. Rapat Operasi Sistem Jawa Bali 5. Java Bali System Operations Meeting	5. Periodik 5. Periodic		
		6. Survei Kepuasan Pelanggan 6. Customer Satisfaction Survey	6. Sekali dalam setahun yang dilaksanakan pada tanggal 10 Agustus s.d 10 September 2020 6. Once a year, held from 10 August to 10 September 2020		



Pemangku Kepentingan Stakeholders [GRI 102-40]	Ekspektasi pada Perusahaan Expectations to the Company [GRI 102-43]	Metode Pelibatan Method of Engagement [GRI 102-43]	Frekuensi Pertemuan Frequency of Meetings [GRI 102-43]	Informasi Kunci kepada Pemangku Kepentingan Key Information to Stakeholders [GRI 102-44]	Media [GRI 102-43]
Penyedia Suppliers	1. Fleksibilitas pembayaran 2. Transparansi dan kewajaran 3. Kelangsungan bisnis jangka panjang 1. Payment flexibility 2. Transparency and fairness 3. Long-term business sustainability	1. <i>Vendor Gathering</i> 1. Vendor Gathering	1. Minimal 1 Kali setahun yang dilaksanakan pada tanggal 27 Desember 2020 1. At least once a year, held on 27 December 2020	1. Pemutusan hubungan kerja ketika terjadi fraud, corruption & bribery 2. Kebijakan, peraturan dan prosedur pengadaan barang dan jasa yang berlaku di lingkungan Indonesia Power 3. Informasi kegiatan bisnis dan peluang kerja sama, pengumuman terkait pelelangan pengadaan barang dan jasa serta informasi terkait kepatuhan terhadap etika bisnis yang berlaku di Perusahaan.	Pertemuan periodik, event masing-masing korporat, seminar, email, pameran energi. Regular meeting, individual corporate events, seminars, emails, energy exhibition.
		2. <i>Business Review Meeting</i>	2. Minimal 1 Kali setahun sesuai kebutuhan 2. At least once a year as necessary	1. Termination of employment when fraud, corruption, and bribery occur	
		3. <i>Survei Perilaku Etis atau survey lainnya</i> 3. Ethical Behavior Survey or other surveys	3. Minimal 1 Kali setahun untuk masing - masing kriteria dilaksanakan sejak tanggal 27 Desember 2020 -22 Februari 2021 3. At least once a year for each of the criteria implemented, held from 27 December 2020 to 22 February 2021	2. Policies, regulations, and procedures for the procurement of goods and services that are enforced within Indonesia Power	
		4. <i>Sales Engineering Support berupa Assessment, Inspection, Consultation</i> 4. Sales Engineering Support in the form of Assessment, Inspection, Consultation	4. Sesuai kebutuhan masing-masing Unit 4. In accordance with each Unit's necessity	3. Information on business activities and cooperation opportunities, announcements related to the tenders of procurement of goods and services, and information related to compliance with business ethics applicable in the Company.	

Pemangku Kepentingan Stakeholders [GRI 102-40]	Ekspektasi pada Perusahaan Expectations to the Company [GRI 102-43]	Metode Pelibatan Method of Engagement [GRI 102-43]	Frekuensi Pertemuan Frequency of Meetings [GRI 102-43]	Informasi Kunci kepada Pemangku Kepentingan Key Information to Stakeholders [GRI 102-44]	Media [GRI 102-43]
Komunitas Penduduk Sekitar Pembangkit: Masyarakat di Wilayah Binaan, LSM Lokal & Internasional, Tokoh Masyarakat, Institusi/ Lembaga Profesi dan Media Community Around the Power Plant: Community in the Fostered Area, Local & International NGOs, Public Figures, Professional Institutions/ Institutions, and the Media	1. Dukungan perusahaan terhadap pemberdayaan masyarakat (ekonomi, pendidikan, kesehatan, dan keamanan) 2. Bebas dari pencemaran lingkungan 3. Informasi mengenai Proses pembangkitan listrik serta dampaknya terhadap lingkungan 4. Informasi mengenai tata kelola perusahaan yang baik dan tanggung jawab sosial perusahaan. 5. Kebijakan peraturan dan prosedur yang berlaku 6. Kerjasama antar institusi 7. <i>Knowledge sharing</i> antar institusi 1. Company's support on the community empowerment (economy, education, health, and safety) 2. Free from environmental pollution 3. Information about the electricity generation process and its impact on the environment 4. Information on good corporate governance and corporate social responsibility. 5. Regulatory policies and procedures in force 6. Collaboration between institutions 7. Knowledge sharing between institutions	1. Forum Kemitraan Polisi Masyarakat 1. Community Police Partnership Forum 2. Program CSR yang difokuskan pada pemberdayaan masyarakat. 2. CSR programs focused on community empowerment. 3. Kegiatan CSR (<i>Charity</i>) 3. CSR activities (<i>Charity</i>) 4. Forum Warga 4. Community Forum	1. Minimal sekali dalam setahun 1. At least once a year 2. Minimal 4x dalam setahun sejak perencanaan, implementasi <i>monitoring</i> sampai dengan evaluasi program 2. At least 4 times a year since planning, monitoring, implementation, up to program evaluation 3. Minimal sekali dalam setahun 3. At least once a year 4. Forum Warga 4. Community Forum	Peran Perusahaan dalam penanganan isu-isu sosial pengembangan masyarakat antara lain 1. Dukungan Perusahaan terhadap pemberdayaan masyarakat (ekonomi, pendidikan, kesehatan, dan keamanan). 2. Informasi tanggung jawab sosial perusahaan. 3. Kebijakan peraturan dan prosedur yang berlaku. 4. Kerjasama antar institusi. 5. <i>Knowledge sharing</i> antar institusi. The Company's role in handling social issues in community development, such as 1. Company's support on the community empowerment (economy, education, health, and safety). 2. Information on corporate social responsibility. 3. Regulatory policies and procedures in force. 4. Collaboration between institutions. 5. Knowledge sharing between institutions.	Website, buletin iklan di media masa, majalah, <i>annual report</i> , <i>sustainability report</i> , tatap muka dan sebagainya. Website, advertising bulletin in mass media, magazines, Annual Report, Sustainability Report, face-to-face, etc.

Keterlibatan Pemangku Kepentingan Dalam Perencanaan Pengembangan Pembangkit

Stakeholders' Engagement in Power Plant Development Planning

Dalam proses perencanaan pengembangan pembangkit, Indonesia Power senantiasa melibatkan peran pemangku kepentingan, termasuk pemerintah, pemegang saham, masyarakat sekitar, perangkat desa, maupun Lembaga Swadaya Masyarakat (LSM). Metode pelibatan mencakup kegiatan konsultasi dan partisipasi pemangku kepentingan untuk mengetahui masukan/input dari pemangku kepentingan sebelum keputusan terkait perencanaan pengembangan proyek atau pembangkit diambil. Berkenaan dengan proses keterlibatan pemangku kepentingan, Indonesia Power mendelegasikan tugas dan tanggung jawab tersebut kepada *Division of Business Development*, *Division of Project Management and Pre Construction* dan *Project Unit*, di bawah pengawasan dari Direktur Pengembangan dan Niaga.

Ringkasan proses keterlibatan pemangku kepentingan, isu strategis yang dibahas beserta metode pelibatan dan penanggung jawab dari masing-masing kegiatan adalah sebagai berikut:

In the power plant development planning process, Indonesia Power engages with stakeholders, including the government, shareholders, surrounding communities, village officials, and non-governmental organizations (NGOs). The engagement method includes stakeholder consultation and participation to obtain input from the stakeholders before deciding on the project or power plant development planning. In terms of stakeholders' engagement process, Indonesia Power delegates these duties and responsibilities to the Division of Business Development, Division of Project Management and Pre-Construction and Project Units, under the supervision of the Director of Development and Commerce.

The summary of the stakeholders' engagement process, strategic issues discussed, methods of engagement, and person in charge for each activity are as follows:

Keterlibatan Pemangku Kepentingan dalam Perencanaan Pembangkit [EU19]

Stakeholders' Engagement in Power Plant Development Planning [EU19]

Bidang atau Tahapan Perencanaan Field or Phase of Planning	Pemangku Kepentingan Stakeholders	Informasi yang Didiskusikan Information	Metode Pelibatan Method of Engagement	Penanggung Jawab Person in Charge
Proyeksi permintaan energi Energy Demand Projection	PT PLN (Persero)	Besaran kapasitas daya terpasang yang dibutuhkan Installed Capacity Required	Sosialisasi, konsultasi dan rapat koordinasi Socialization, Consultation, and coordination meetings	Direktur Pengembangan dan Niaga Director of Development and Commerce
Izin lokasi Location permit	Dinas Pekerjaan Umum dan Perumahan Rakyat Public Works and Public Housing Office	Surat informasi pemanfaatan ruang Space Utilization letter	Konsultasi dan rapat koordinasi Consultation and coordination meeting	<i>Division of Project Management and Pre Construction</i> Division of Project Management and Pre Construction
	Pemerintah Daerah Local Government	Surat rekomendasi kesesuaian tata ruang Spatial Conformity Recommendation Letter	Konsultasi dan rapat koordinasi Consultation and coordination meeting	
	Badan Pertanahan Nasional National Land Agency	Pertimbangan teknis Technical considerations	Konsultasi dan rapat koordinasi survei lapangan Consultation and coordination meeting Field Survey	

Bidang atau Tahapan Perencanaan Field or Phase of Planning	Pemangku Kepentingan Stakeholders	Informasi yang Didiskusikan Information	Metode Pelibatan Method of Engagement	Penanggung Jawab Person in Charge
Izin lingkungan Environmental Permit	Badan Koordinasi Penanaman Modal dan Pelayanan Terpadu Satu Pintu Investment Coordinating Board and One-Stop Integrated Service Center	Izin lokasi efektif Effective Location Permit	Konsultasi dan rapat koordinasi Consultation and coordination meeting	Division of Project Management and Pre Construction
	Pemerintah Pusat (Badan Pertanahan Nasional, Badan Koordinasi Penanaman Modal, Badan Geologi, Kementerian Keuangan, Kementerian Lingkungan Hidup dan Kehutanan, Kementerian Energi dan Sumber Daya Mineral Direktorat Jenderal Ketenagalistrikan dan lainnya) Central Government (National Land Agency, Investment Coordinating Board (BKPM), Geological Agency, Ministry of Finance, Ministry of Environment and Forestry (KLHK), Ministry of Energy and Mineral Resources (MEMR), Directorate General of Electricity (DJK), etc.)	Memfasilitasi tinjauan dan persetujuan Izin Usaha Penyediaan Tenaga Listrik, dokumen AMDAL, UKP-UPL, Izin Lokasi, Izin Mendirikan Bangunan Facilitating IUPTL review and approval of AMDAL documents, UKP-UPL, Location Permit, IMB	Konsultasi dan rapat koordinasi Consultation and coordination meeting	Division of Business Development, Division of Project Management and Pre Construction dan Project Unit Division of Business Development, Division of Project Management and Pre-Construction, and Project Unit
	Pemerintah Daerah (Dinas Lingkungan Hidup dan Kebersihan, Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu) Local Government (Environmental and Sanitation Office (DLHK), Investment Office, and One-Stop Service (DPM PTSP))	Potensi risiko lingkungan dan sosial, pengurusan perizinan Potential environmental and social risks, Permit Management	Konsultasi dan rapat koordinasi Consultation and coordination meeting	Dinas Lingkungan Hidup Kabupaten Regency Environmental Agency
	Pemimpin masyarakat Community Leaders	Potensi risiko lingkungan dan sosial khususnya risiko kesehatan masyarakat Potential environmental and social risks, especially public health	Pertemuan Konsultasi Consultation Meeting	Pimpinan masyarakat yaitu Camat dan Kepala Desa Community leaders, i.e., Sub-District Head and Village Head
	Masyarakat pemilik tanah Land Owner	Informasi dokumen kepemilikan tanah Information on Land Ownership Documents	Pertemuan dan rapat koordinasi Coordination meetings	Pemilik tanah Land Owner
	Masyarakat sekitar proyek Community around the project	Potensi permasalahan sosial masyarakat Potential community social problems	Sosialisasi, konsultasi Socialization, Consultation	Masyarakat sekitar proyek Community around the project



Bidang atau Tahapan Field or Phase of Planning	Pemangku Kepentingan Stakeholders	Informasi yang Didiskusikan Information	Metode Pelibatan Method of Engagement	Penanggung Jawab Person in Charge
	Perum Perhutani (Persero) PERUM PERHUTANI (Persero)	Dokumen Izin Lokasi dan Izin Lingkungan menjadi salah satu persyaratan pengajuan pengurusan Izin Pinjam Pakai Kawasan Hutan Location Permit and Environmental Permit documents are many of the requirements to request for IPPKH	Pelaporan Reporting	Division of Project Management and Pre Construction Division of Project Management and Pre Construction
Izin Mendirikan Bangunan (IMB) Building Permits (IMB)	Dinas Pekerjaan Umum dan Perumahan Rakyat Public Works and Public Housing	KRK (Keterangan Rencana Kota) RTRW (Rencana Tata Ruang Wilayah) Advice Planning KRK (City Plan) RTRW (Regional Spatial Plan) Advice Planning	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Construction Division of Project Management and Pre Construction
	Pemerintah Daerah Local Government	Izin peruntukan penggunaan tanah IPPT (Land Use Allocation Permit)	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Construction Division of Project Management and Pre Construction
	Pelayanan Terpadu Satu Pintu One-Stop Integrated Service Center	Izin mendirikan bangunan Building Permits	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Construction Division of Project Management and Pre Construction
Izin Pinjam Pakai Kawasan Hutan (IPPKH) Borrow-Use Permits for Forest Areas (IPPKH)	Dinas Pekerjaan Umum dan Perumahan Rakyat Public Works and Public Housing	Informasi pemanfaatan ruang Space Utilization information	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Construction Division of Project Management and Pre Construction
	Dinas Lingkungan Hidup dan Kehutanan Department of Environment and Forestry	Surat rekomendasi kehutanan Forestry Recommendation Letter	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Construction Division of Project Management and Pre Construction
	Balai Pemantapan Kawasan Hutan (BPKH) Forest Area Stabilization Center (BPKH)	Pertimbangan teknis Kepala Balai Pemantapan Kawasan Hutan Technical Considerations of Head of BPKH	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Construction Division of Project Management and Pre Construction
	Pemerintah Daerah Local Government	Surat Rekomendasi Gubernur Governor Recommendation Letter	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Construction Division of Project Management and Pre Construction

Bidang atau Tahapan Field or Phase of Planning	Pemangku Kepentingan Stakeholders	Informasi yang Didiskusikan Information	Metode Pelibatan Method of Engagement	Penanggung Jawab Person in Charge
	Perum Perhutani (Persero) PERUM PERHUTANI (Persero)	Pertimbangan Teknis Kawasan Hutan Technical Considerations of Forest Areas	Konsultasi dan rekomendasi Consultations and Recommendations	Division of Project Management and Pre Costruction Division of Project Management and Pre Costruction
	Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Ministry of Environment and Forestry (KLHK)	Surat Keputusan Izin Pinjam Pakai Kawasan Hutan belum definitif pemenuhan komitmen dan kewajiban PAK (Penetapan Areal Kerja) IPPKH definitif SK IPPKH is not yet definitive Fulfillment of Commitments and Responsibilities PAK (Establishment of Working Area) Definitive IPPKH	Konsultasi dan rekomendasi pelaporan Consultations and Recommendations Reporting	Division of Project Management and Pre Costruction Division of Project Management and Pre Costruction
Inventarisasi lahan Land Inventory	Masyarakat pemilik tanah Land Owner	Informasi dokumen kepemilikan tanah Information on Land Ownership Documents	Survei dan/atau wawancara pemilik lahan Land Owner Survey and/or Interview	Division of Business Development, Division of Project Management and Pre Costruction dan Project Unit Division of Business Development, Division of Project Management and Pre-Construction, and Project Unit
	Masyarakat sekitar proyek Community around the project	Informasi harga lahan sekitar Information on the Surrounding Land Price	Survei dan/atau wawancara pemilik lahan Land Owner Survey and/or Interview	Division of Business Development, Division of Project Management and Pre Costruction dan Project Unit Division of Business Development, Division of Project Management and Pre Costruction and Project Unit
	Pemimpin masyarakat Community Leaders	Sosialisasi rencana kebutuhan tanah atau lahan untuk pengembangan proyek Dissemination of Plans for land requirements for Project Development	Konsultasi dan rapat koordinasi Consultation and coordination meeting	Division of Business Development, Division of Project Management and Pre Costruction dan Project Unit Division of Business Development, Division of Project Management and Pre Costruction dan Project Unit
	Pemerintah Daerah Local Government	Status fungsi lahan, dan alih fungsi lahan Land Function Status, and Land Function Transfer	Konsultasi dan rapat koordinasi Consultation and coordination meeting	Division of Business Development, Division of Project Management and Pre Costruction dan Project Unit Division of Business Development, Division of Project Management and Pre Costruction dan Project Unit

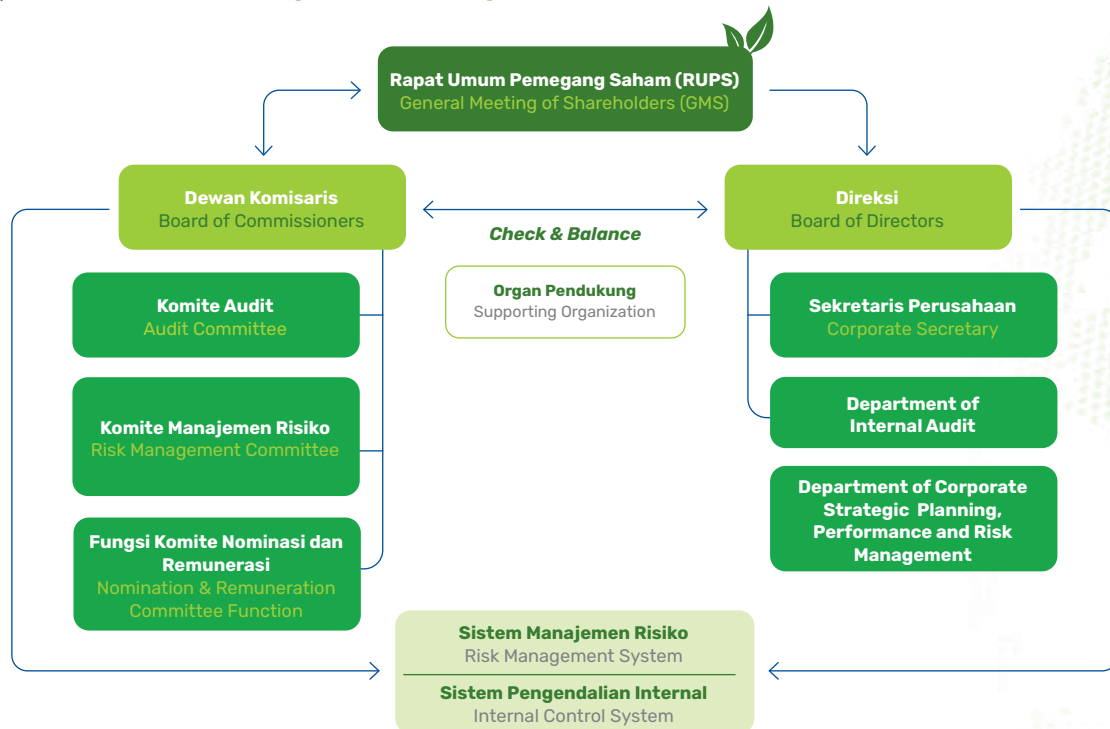


Bidang atau Tahapan Field or Phase of Planning	Pemangku Kepentingan Stakeholders	Informasi yang Didiskusikan Information	Metode Pelibatan Method of Engagement	Penanggung Jawab Person in Charge
	Tim pengadaan tanah Land Procurement Team	Data inventarisasi lahan, verifikasi data-data kepemilikan lahan Land Inventory Data, Verification of land ownership data	Survei dan/atau wawancara pemilik lahan Land Owner Survey and/or Interview	Division of Business Development, Division of Project Management and Pre Construction dan Project Unit Division of Business Development, Division of Project Management and Pre Construction and Project Unit
Pembebasan lahan Land Acquisition	Masyarakat pemilik tanah Land Owner	Informasi dokumen kepemilikan tanah Information on Land Ownership Documents	Survei dan/atau wawancara pemilik lahan Land Owner Survey and/or Interview	Division of Business Development, Division of Project Management and Pre Construction dan Project Unit Division of Business Development, Division of Project Management and Pre Construction and Project Unit
	Masyarakat sekitar area proyek Community around the project	Proses akuisisi lahan, kompensasi, pemukiman/ restorasi kembali, proses penanganan pengaduan masyarakat Land acquisition process, compensation, resettlement, public complaint handling	Pertemuan konsultasi dan rapat koordinasi Consultation and coordination meetings	Division of Business Development, Division of Project Management and Pre Construction dan Project Unit Division of Business Development, Division of Project Management and Pre Construction and Project Unit
	Pemimpin masyarakat Community Leaders	Potensi risiko lingkungan dan sosial, dll Potential environmental and social risks, etc.	Pertemuan konsultasi Consultation meeting	Division of Business Development, Division of Project Management and Pre Construction dan Project Unit Division of Business Development, Division of Project Management and Pre Construction and Project Unit
	Pemerintah Daerah Local Government	Data-data pendukung kepemilikan lahan Supporting Data for land ownership	Konsultasi dan rapat koordinasi Consultation and coordination meeting	Division of Business Development, Division of Project Management and Pre Construction dan Project Unit Division of Business Development, Division of Project Management and Pre Construction and Project Unit

Penerapan Tata Kelola Keberlanjutan

Sustainability Governance Implementation

Struktur Tata Kelola Perusahaan [GRI 102-18, 102-22]
Corporate Governance Structure [GRI 102-18, 102-22]



Di tengah kondisi usaha yang dinamis, disatu sisi Perusahaan dituntut untuk senantiasa fleksibel dan mampu merespon perubahan pasar dengan cepat, terlebih dalam menghadapi pandemi Covid-19 seperti saat ini, namun disisi lain Perusahaan juga dituntut untuk mampu secara konsisten menerapkan tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*).

Amid the dynamic business conditions, the Company shall always be flexible and able to respond to market changes quickly, especially in the midst of the current Covid-19 pandemic, but on the other hand, the Company must be able to consistently implement Good Corporate Governance (GCG).

Struktur tata kelola Perusahaan yang terdiri atas tiga organ utama yakni, RUPS, Dewan Komisaris dan Direksi memiliki peran penting dalam penerapan tata kelola Perusahaan yang baik secara efektif dan efisien sehingga keberlanjutan bisnis dapat terjamin.

The corporate governance structure, which consists of three main organs, i.e., GMS, the Board of Commissioners, and the Board of Directors, has an important role in implementing effective and efficient good corporate governance to ensure business sustainability.

RUPS merupakan lembaga tertinggi Perusahaan yang menjadi wadah bagi para Pemegang Saham untuk mengambil keputusan penting yang kewenangannya tidak diberikan kepada Direksi dan Dewan Komisaris sesuai yang ditentukan dalam Anggaran Dasar dan peraturan perundang-undangan yang berlaku. Dalam struktur badan tata kelola Perusahaan, badan tata kelola tertinggi terdiri dari dua tingkatan yakni Dewan Komisaris sebagai Dewan Pengawas dan Direksi sebagai Dewan Eksekutif. Sebagai badan tata kelola tertinggi, Dewan Komisaris dan Direksi bertanggung jawab untuk mengambil keputusan mengenai topik-topik keberlanjutan yang mencakup topik ekonomi, lingkungan dan sosial.

The GMS is the Company's highest institution, which is a forum for Shareholders to make important decisions with authority that is not granted to the Board of Directors and the Board of Commissioners, as stipulated in the Articles of Association and prevailing laws and regulations. In the structure of the corporate governance body, the highest governance body consists of two levels, i.e., the Board of Commissioners as the Supervisory Board, and the Board of Directors as the Executive Board. As the highest governance body, the Board of Commissioners and Board of Directors are responsible for making decisions on sustainability topics which cover economic, environmental, and social topics.

Dewan Komisaris Board of Commissioners

Dalam penerapan aspek keberlanjutan, Dewan Komisaris bertugas untuk melakukan pengawasan dan memberikan nasihat kepada Dewan Direksi dengan memastikan bahwa Perusahaan telah menjalankan seluruh aspek ekonomi, lingkungan, sosial dan tata kelola secara efektif dan berkelanjutan.

Dalam melaksanakan tugasnya, Dewan Komisaris dibantu oleh organ pendukung yakni Komite Audit, Komite Manajemen Risiko dan Fungsi Komite Nominasi dan Remunerasi. Sampai dengan akhir tahun 2020, Dewan Komisaris Indonesia Power terdiri dari lima orang, yakni satu orang Komisaris Utama, tiga orang Komisaris dan satu orang Komisaris Independen.

In implementing the sustainability aspect, the Board of Commissioners has the responsibility to supervise and provide advice to the Board of Directors by ensuring that the Company implements economic, environmental, social, and governance aspects effectively and sustainably.

In carrying out its duties, the Board of Commissioners is assisted by supporting organs, i.e., the Audit Committee, the Risk Management Committee, and the Nomination and Remuneration Committee Functions. As of the end of 2020, there are five Commissioners in the Indonesia Power's Board of Commissioners, consisting of one President Commissioner, three Commissioners, and one Independent Commissioner.

Susunan Keanggotaan Dewan Komisaris Periode Tahun 2020

Composition of the Board of Commissioners in 2020

Nama Name	Jabatan Position	Dasar Hukum Penunjukan Pertama Kali Legal Basis of First Appointment	Periode Jabatan Term of Office
Mohamad Oemar	Komisaris Utama President Commissioner	RUPS Sirkuler Pemegang Saham tanggal 18 Maret 2020 Shareholders' Circular GMS dated 18 March 2020	2020-2024
F. X. Sutijastoto	Komisaris Commissioner	RUPS Sirkuler Pemegang Saham tanggal 18 Maret 2020 Shareholders' Circular GMS dated 18 March 2020	2020-2024
Munir Ahmad	Komisaris Commissioner	RUPS Sirkuler Pemegang Saham tanggal 12 November 2020 Shareholders' Circular GMS dated 12 November 2020	2020-2024
Miftahul Jannah	Komisaris Commissioner	RUPS Sirkuler Pemegang Saham tanggal 15 Juli 2020 Shareholders' Circular GMS dated 15 July 2020	2020-2024
Ulil Abshar	Komisaris Independen Independent Commissioner	RUPS Sirkuler Pemegang Saham tanggal 23 September 2019 Shareholders' Circular GMS dated 23 September 2019	2020-2023

Pengungkapan informasi secara lengkap mengenai Dewan Komisaris beserta organ komite di bawah Dewan Komisaris disampaikan dalam Laporan Tahunan Indonesia Power tahun 2020 yang diterbitkan terpisah dari Laporan ini.

Comprehensive disclosure of information regarding the Board of Commissioners and committees reporting directly to the Board of Commissioners can be referred to in the 2020 Annual Report of Indonesia Power, which is published separately from this Report.

Direksi

Board of Directors

Anggota Direksi bertanggung jawab secara kolegal atas pengelolaan Perusahaan untuk kepentingan Perusahaan sesuai dengan maksud dan tujuan Perusahaan, Anggaran Dasar, undang-undang dan peraturan yang berlaku serta prinsip-prinsip keberlanjutan dan tata kelola perusahaan yang baik. Hingga akhir periode tahun 2020, segala hal yang berkaitan dengan pelaksanaan aspek keberlanjutan yakni terkait pengelolaan isu lingkungan, sosial dan tata kelola, dilakukan secara kolegal sesuai pembagian tugas dan kewenangan masing-masing anggota Direksi.

Agar bekerja secara efektif dan efisien yang mencerminkan prinsip akuntabilitas maka Indonesia Power juga telah membentuk organ pendukung di bawah Direksi yakni Sekretaris Perusahaan, *Department of Internal Audit dan Department of Corporate Strategic Planning, Performance and Risk Management*. Sampai dengan akhir tahun 2020, Direksi Indonesia Power terdiri dari enam orang dengan susunan sebagai berikut:

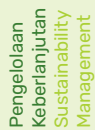
The members of the Board of Directors are collectively responsible for the Company's management for the benefit of the Company, in accordance with the Company's goals and objectives, the Articles of Association, prevailing laws and regulations, as well as the sustainability and good corporate governance principles. As of the end of the 2020 period, all matters relating to the sustainability aspects, i.e., environmental, social, and governance management, are carried out collectively in accordance with the segregation of duties and authorities of each member of the Board of Directors.

Indonesia Power established supporting organs under the Board of Directors, i.e., the Corporate Secretary, the Department of Internal Audit, and the Department of Corporate Strategic Planning, Performance, and Risk Management to work effectively and efficiently reflecting the accountability principle. As of the end of 2020, there are six Directors of Indonesia Power's Board of Directors, under the following composition:

Susunan Keanggotaan Direksi Periode Tahun 2020

Composition of the Board of Directors in 2020

Nama Name	Jabatan Position	Dasar Hukum Penunjukan Pertama Kali Legal Basis of First Appointment	Periode Jabatan Term of Office
M. Ahsin Sidqi	Direktur Utama President Director	RUPS Sirkuler Pemegang Saham tanggal 19 Juni 2019 Shareholders' Circular GMS dated 19 June 2019	2019-2023
Hanafi Nur Rifai	Direktur Operasi I Operation Director I	RUPS Sirkuler Pemegang Saham tanggal 24 Januari 2018 Shareholders' Circular GMS dated 24 January 2018	2018 - 2022
R. Bambang Anggono	Direktur Operasi II Operation Director II	RUPS Sirkuler Pemegang Saham tanggal 04 Januari 2019 Shareholders' Circular GMS dated 4 January 2019	2019-2023
Harlen	Direktur Pengembangan dan Niaga Director of Development and Commerce	RUPS Sirkuler Pemegang Saham tanggal 8 Desember 2020 Shareholders' Circular GMS dated 8 December 2020	2020-2024
Khusnul Mubien	Direktur Keuangan Director of Finance	RUPS Sirkuler Pemegang Saham tanggal 12 Juni 2020 Shareholders' Circular GMS dated 12 June 2020	2020-2024
Bagus Setiawan	Direktur SDM dan Administrasi Director of Human Resources and Administration	RUPS Sirkuler Pemegang Saham tanggal 12 Juni 2020 Shareholders' Circular GMS dated 12 June 2020	2020-2024



Sebagai anggota badan eksekutif, Direktur Utama berperan sebagai pengambil keputusan tertinggi yang bertanggung jawab untuk mengkoordinasikan kegiatan Direksi dalam menjalankan tugas dan tanggung jawabnya. Dalam kaitannya dengan konteks keberlanjutan, Direksi Indonesia Power telah memiliki Divisi/Departemen khusus untuk menangani isu-isu terkait dengan topik ekonomi, lingkungan dan sosial diantaranya yaitu Direktorat Sumber Daya Manusia dan Administrasi; *Division of Health, Safety and Environment*; Departemen Bidang Komunikasi yang berada dibawah Corporate Secretariat; dan Section Power Generation Technology and Renewable Energy Research. [GRI 102-19, 102-20, 102-23]

Dalam proses penyempurnaan strategi keberlanjutan Perusahaan, Indonesia Power melakukan serangkaian aktivitas komunikasi dengan pemangku kepentingan untuk dapat memberikan pandangan dan harapannya sebagai bagian dari komitmen terhadap pertumbuhan Perusahaan yang berkelanjutan. Sebagai badan tata kelola tertinggi, salah satu tugas Direksi adalah untuk memperhatikan isu keberlanjutan dalam memformulasikan strategi Perusahaan, menentukan, mengawasi sekaligus memantau pengelolaan faktor-faktor *Environmental, Social and Governance* (ESG) yang penting bagi Perusahaan. [GRI 102-26]

Pengungkapan informasi secara lengkap mengenai Direksi Perusahaan, organ-organ dibawahnya dan hal-hal lain yang berkaitan dengan pelaksanaan tugas dan tanggung jawab Direksi disampaikan dalam Laporan Tahunan Indonesia Power tahun 2020 yang diterbitkan terpisah dari Laporan ini.

Menominasikan dan Memilih Badan Tata Kelola Tertinggi

Nominating and Selecting the Highest Governance Agency

Pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi Perusahaan dilakukan melalui RUPS dengan memperhatikan ketentuan dan mekanisme yang telah ditetapkan, serta telah melalui proses *fit and proper* test sesuai peraturan perundang-undangan yang berlaku dan ketentuan GCG dengan mempertimbangkan aspek keragaman dan tanpa diskriminasi. Penetapan Dewan Komisaris dan Direksi Indonesia Power dilakukan dengan komposisi keanggotaan yang berimbang dalam hal latar belakang profesionalitas, pendidikan, pengalaman, kewarganegaraan dan jenis kelamin. Keahlian dan pengalaman masing-masing calon anggota badan tata kelola yang berkaitan dengan topik ekonomi, lingkungan dan sosial juga menjadi kriteria yang dipertimbangkan. [GRI 102-24]

As a member of the executive body, the President Director has the power as the highest decision-maker who is responsible for coordinating the Board of Directors' activities in carrying out its duties and responsibilities. In terms of sustainability, Indonesia Power's Board of Directors has established Division/Department specifically to deal with issues related to economic, environmental, and social topics, i.e., the Directorate of Human Resources and Administration; Division of Health, Safety, and Environment; the Communication Department, which is under the Corporate Secretariat; and Section Power Generation Technology and Renewable Energy Research. [GRI 102-19, 102-20, 102-23]

In the process of refining the Company's sustainability strategy, Indonesia Power carries out a series of communication forums with stakeholders to be able to provide their views and expectations as part of a commitment to the Company's sustainable growth. As the highest governance body, one of the duties of the Board of Directors is to take into account the sustainability issues in formulating the Company's strategy, determining, supervising, and monitoring the management of Environmental, Social, and Governance (ESG) factors that are important to the Company. [GRI 102-26]

Comprehensive disclosure of information regarding the Company's Board of Directors and organs reporting directly to the Board of Directors, and other relevant matters to the Board of Directors' duties and responsibilities can be referred to in the 2020 Annual Report of Indonesia Power, which is published separately from this Report.

The GMS appoints and dismisses members of the Company's Board of Commissioners and Board of Directors, with due regards to the predetermined requirements and mechanism, and the selected members have passed the process of fit and proper test in accordance with prevailing laws and regulations and GCG provisions, with due regards to the diversity and free of discrimination. The appointment of Indonesia Power's Board of Commissioners and Board of Directors is carried out with a balanced composition of professional background, education, experience, nationality, and gender. The expertise and experience of each prospective member of the governance body relating to economic, environmental, and social topics are also considered. [GRI 102-24]

Pengembangan Kompetensi Badan Tata Kelola Tertinggi [GRI 102-27]

Competency Development of the Highest Governance Body [GRI 102-27]

Indonesia Power berkomitmen untuk melaksanakan operasi secara berkelanjutan yang berarti bahwa pejabat eksekutif Perusahaan telah memiliki pengetahuan dan kompetensi yang sesuai untuk penerapan praktik keberlanjutan. Untuk itu, secara berkala Indonesia Power mengikutsertakan Direksi dan Dewan Komisaris Perusahaan dalam berbagai program yang berorientasi keberlanjutan seperti, seminar, diskusi, konferensi maupun program pelatihan.

Indonesia Power is committed to operating in a sustainable manner, which means that the Company's executive officers have the appropriate knowledge and competencies to implement sustainable practices. Therefore, Indonesia Power regularly engages the Company's Board of Directors and Board of Commissioners in various sustainability-oriented programs, such as seminars, discussions, conferences, and training.

Pada tahun 2020, Direksi Perusahaan terlibat sebagai pembicara pada beberapa seminar yang menyangkut topik keberlanjutan, sebagai berikut:

In 2020, the Company's Board of Directors was involved as speakers at several seminars on sustainability, as follows:

Program Pengembangan Kompetensi Manajemen Kunci Perusahaan

Competency Development Program for the Company's Key Management

Nama Name	Pelatihan/Seminar Training/Seminar	Penyelenggara Organizer	Tanggal Date
M. Ahsin Sidqi	<i>Road Map</i> PT Indonesia Power Dalam Energi Baru Nuklir Sebagai Salah Satu Pilihan Road Map of PT Indonesia Power in Nuclear Energy as an Option	Indonesian Nuclear Society HIMNI Indonesian Nuclear Society HIMNI	14 Juli 2020 14 July 2020
	Kebijakan Ketenagalistrikan dan Peran BUMN dalam Pembangunan Pembangkit Energi Baru Terbarukan Electricity Policy and SOEs' Role in the Development of New and Renewable Energy Power Plants	Badan Tenaga Nuklir Nasional Pusat Teknologi Bahan Bakar Nuklir National Nuclear Energy Agency, Center for Nuclear Fuel Technology	5 Agustus 2020 5 August 2020
	Mewujudkan Sinergi dan Integrasi Potensi EBT dan Non EBT pada Industri Ketenagalistrikan Realizing Synergy and Integration of the NRE and Non-NRE Potentials in the Electricity Industry	Masyarakat Ketenagalistrikan Indonesia (MKI) Indonesian Electrical Power Society (IEPS)	21 Desember 2020 21 December 2020
Fahmi El Amruzi	Peranan Masyarakat di sepanjang Aliran Sungai Ciliwung, Tempat Olahan Sampah Sungai (TOSS) Community's Role along the Ciliwung River, River Waste Processing Sites (TOSS)	Kementerian ESDM Ministry of Energy and Mineral Resources	27 Juni 2020 27 June 2020

Kebijakan Remunerasi

Remuneration Policy

Kebijakan pemberian remunerasi kepada Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-01/MBU/05/2019 tentang Perubahan Keempat atas Peraturan Menteri BUMN Nomor PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara. Kebijakan penetapan penghasilan berupa honorarium/gaji, tunjangan dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan capaian kinerja tahun berjalan, skala usaha, inflasi, serta kondisi dan kemampuan Perusahaan. Sedangkan penetapan penghasilan yang berupa tunjangan dan tantiem dilakukan dengan mempertimbangkan penilaian kinerja mandiri, pencapaian target, kemampuan keuangan serta faktor-faktor lain yang relevan dan berlaku umum dalam industri sejenis. [GRI 102-35]

The policy for remuneration provision of the Board of Commissioners and Board of Directors refers to the Minister for State-Owned Enterprises Regulation No. PER-01/MBU/05/2019 on the Fourth Amendment to the Minister of SOEs Regulation No. PER-04/MBU/2014 on the Guidelines for Determining the Income of Board of Directors, Board of Commissioners, and Supervisory Board of the State-Owned Enterprises. The remuneration policy in the form of honorarium/salary, allowances, and facilities, that are inherent are implemented by taking into account the current year's performance achievement, business scale, inflation, as well as the Company's conditions and capabilities. The income in the form of allowances and tantiem is determined by considering independent performance assessments, target achievement, financial capacity, and other relevant factors that are generally accepted in similar industries. [GRI 102-35]

Proses penetapan remunerasi Dewan Komisaris dan Direksi Indonesia Power melalui mekanisme sebagai berikut:

The process of determining the remuneration of the Board of Commissioners and Board of Directors of Indonesia Power is based on the following mechanism:

Skema Penetapan Remunerasi Dewan Komisaris dan Direksi [GRI 102-36]

Scheme: Remuneration Determination for the Board of Commissioners and Board of Directors [GRI 102-36]



Besaran remunerasi yang diterima Dewan Komisaris dan Direksi ditetapkan oleh RUPS dengan memperhatikan usulan Dewan Komisaris dengan sebelumnya mendapatkan rekomendasi dari Fungsi Nominasi dan Remunerasi. Rekomendasi Fungsi Nominasi dan Remunerasi tersebut diserahkan kepada Dewan Komisaris dan disampaikan kepada RUPS untuk mendapatkan persetujuan. Indonesia Power hingga saat ini belum melibatkan konsultan independen terkait penentuan remunerasi Dewan Komisaris dan Direksi. [GRI 102-36, 102-37]

The amount of remuneration of the Board of Commissioners and Board of Directors is set forth in the GMS by taking into account the input from the Board of Commissioners, with prior recommendation from the Nomination and Remuneration Function. The recommendation from the Nomination and Remuneration Function is submitted to the Board of Commissioners and is delivered to the GMS in order to get approval. Indonesia Power currently does not involve independent consultants in regards to the determination of remuneration for the Board of Commissioners and Directors. [GRI 102-36, 102-37]

Pada tahun 2020, rasio kompensasi tahunan antara total kompensasi Direktur Utama dibanding dengan total kompensasi seluruh pegawai (tidak termasuk Direktur Utama) adalah 11:1 (11 kali). Sedangkan pada tahun 2020, tidak ada kenaikan pada kompensasi individu dengan bayaran tertinggi, sehingga data persentase kenaikan pada total rasio kompensasi total tahunan individu dengan bayaran tertinggi terhadap nilai tengah persentase kenaikan kompensasi tahunan untuk semua pegawai tidak dapat disajikan pada laporan ini. [GRI 102-38, 102-39]

In 2020, the ratio between the total annual compensation of the President Director to the total compensation of all employees (excluding the President Director) was 10 to 1. The ratio of the total annual compensation raise between the raise of the President Director and the raise of the employees was 3 to 1. [GRI 102-38, 102-39]

Benturan Kepentingan

Conflict of Interest

Indonesia Power menetapkan pedoman penanganan benturan kepentingan yang tertuang pada Keputusan Direksi Nomor 018.K/10/IP/2020 tanggal 11 Februari 2020 tentang Benturan Kepentingan di Lingkungan Perusahaan. Untuk menghindari terjadinya konflik kepentingan, Perusahaan membuat pembagian yang jelas dan tegas antara kepentingan pribadi dan kepentingan Perusahaan serta menghindari situasi apapun yang dapat mengakibatkan atau dianggap sebagai konflik kepentingan antara kepentingan Perusahaan dan pribadi. Hal ini berlaku bagi seluruh anggota Dewan Direksi dan Dewan Komisaris. Selama tahun 2020, baik Dewan Komisaris maupun Direksi Indonesia Power tidak memiliki hubungan keluarga dan keuangan dengan sesama anggota Dewan Komisaris, Direksi dan Pemegang Saham Utama dan/atau Pengendali. Hubungan afiliasi antara anggota Direksi, Dewan Komisaris dan pemegang saham pengendali disampaikan selengkapnya dalam Laporan Tahunan Indonesia Power tahun 2020. [GRI 102-25]

Indonesia Power establishes guidelines for handling conflicts of interest, which are stated in the Decree of the Board of Directors No. 018.K/10/IP/2020 dated 11 February 2020 on the Conflicts of Interest within the Company. The Company has clear segregation between personal interests and the Company's interests, and avoids any situation that may result in or be perceived as a conflict of interest between the Company's and personal interests to avoid any conflicts of interest. This applies to all members of the Board of Directors and Board of Commissioners. During 2020, both the Board of Commissioners and the Board of Directors of Indonesia Power have no familial and financial relations with fellow members of the Board of Commissioners, members of the Board of Directors, and Major and/or Controlling Shareholders. Affiliates between fellow members of the Board of Directors, Board of Commissioners, and controlling shareholders, are fully disclosed in the 2020 Annual Report of Indonesia Power. [GRI 102-25]

Evaluasi atas Kinerja Badan Tata Kelola Tertinggi [GRI 102-28]

Performance Evaluation of the Highest Governance Body [GRI 102-28]

Penilaian kinerja Dewan Komisaris dan Direksi telah diatur dalam Pedoman kerja Dewan Komisaris dan Direksi (*Board Manual*) Perusahaan, yang menjelaskan mengenai ukuran kinerja utama (*Key Performance Indicators/KPI*) sebagai ukuran-ukuran tertentu yang menjadi target yang harus dicapai oleh Dewan Komisaris dan Direksi dalam melaksanakan fungsi pengawasan dan pengurusan Perusahaan.

Penilaian kinerja Dewan Komisaris dilakukan secara kolegal melalui pelaksanaan *self assessment* dan oleh RUPS berdasarkan indikator penilaian kinerja tahun sebelumnya. Realisasi capaian KPI Dewan Komisaris pada tahun 2020 sebesar 94,449% dengan kategori "Sangat Baik".

Indonesia Power menetapkan kriteria penilaian kinerja Direksi didasarkan pada rencana kerja Direksi yang telah disepakati bersama dalam kontrak manajemen berdasarkan KPI Direksi yang mencakup aspek finansial dan operasional. Hasil kinerja Direksi secara kolegal dilaporkan oleh Dewan Komisaris kepada RUPS di dalam Laporan Tugas Pengawasan Dewan Komisaris setiap tahunnya.

The performance assessment of the Board of Commissioners and Board of Directors has been regulated in the Company's Guidelines of the Board of Commissioners and Board of Directors (*Board Manual*), which regulates the Key Performance Indicators (KPI) as certain targets that must be achieved by the Board of Commissioners and the Board of Directors in carrying out the supervisory and management functions of the Company.

The Board of Commissioners' performance is assessed collectively through self-assessment and by the GMS based on the previous year's performance assessment indicators. In 2020, the Board of Commissioners achieved KPI of 94.449% or "Very Good" category.

Indonesia Power set the criteria for the Board of Directors' performance assessment based on the work plan of the Board of Directors that has been mutually agreed in the management contract, based on the Board of Directors' KPI, which includes financial and operational aspects. The Board of Commissioners' performance is reported collectively by the Board of Commissioners in the GMS in the Board of Commissioners' Supervisory Report annually.

Standar Etika dan Integritas [GRI 102-16]

Code of Conduct and Integrity [GRI 102-16]

Penerapan prinsip-prinsip GCG dalam lingkungan Indonesia Power dimaknai sebagai sebuah pemahaman yang melandasi setiap kegiatan dan proses bisnis yang dijalankan Perusahaan. Indonesia Power menyadari pentingnya keselarasan perilaku dan tindakan dari seluruh insan Perusahaan yang sesuai dengan maksud dan tujuan Perusahaan. Pemahaman tersebut yang menjadi landasan dibentuknya Pedoman Etika Bisnis dan Tata Perilaku (*Code of Conduct*).

GCG Principles within Indonesia Power is implemented as the basis of understanding that underlies every activity and business process carried out by the Company. Indonesia Power understands the importance of aligning the behavior and actions of all Company personnel in accordance with the Company's goals and objectives to actualize the GCG principles. This understanding is the basis for the establishment of the Code of Business Ethics (*Code of Conduct*).



Code of Conduct menjadi acuan bagi seluruh insan Indonesia Power dalam bekerja dan berinteraksi dengan segenap pemangku kepentingan. Pokok-pokok kode etik Indonesia Power secara garis besar memuat lima bagian utama yaitu:

1. Pernyataan Visi dan Misi;
2. Pentingnya Pedoman Etika Perusahaan;
3. Nilai Budaya;
4. Petunjuk Pelaksanaan Pedoman Etika Perusahaan; dan
5. Kebijakan Etika Perusahaan dan Kebijakan Etika Pegawai.

Indonesia Power berupaya menegakan *Code of Conduct* dalam bentuk sikap, perbuatan, dan komitmen yang dilakukan dengan penuh kesadaran melalui beberapa kegiatan yaitu, Pernyataan Kepatuhan terhadap Pedoman Etika, Pernyataan Bebas Benturan Kepentingan dan Pakta Integritas.

Sosialisasi nilai-nilai *Code of Conduct* dilakukan secara berkala melalui berbagai media yang dimiliki Perusahaan, termasuk melalui berbagai *platform* teknologi informasi yang dapat diakses oleh seluruh insan Perusahaan secara mudah seperti *e-mail*, *website*, *intranet*, visual manajemen dan forum lainnya.

Indonesia Power berkomitmen untuk terus berupaya melakukan penegakkan *Code of Conduct* sebagai salah satu langkah penerapan prinsip-prinsip GCG. Perusahaan menyediakan fasilitas bagi pengaduan terhadap pelanggaran Pedoman Etika tersebut. Pegawai dapat melaporkan dugaan pelanggaran atas Pedoman Etika Perusahaan tersebut kepada atasan, Pejabat Yang Berwenang Menindak (PYBM) serta melalui mekanisme *Whistle Blowing System* (WBS). Seluruh laporan tersebut harus disertai data dan/atau bukti-bukti akurat sehingga pelanggaran dapat diproses lebih lanjut. Setiap pelanggaran atas Pedoman Etika Perusahaan akan dikenakan sanksi sesuai dengan peraturan yang berlaku dan pengenaan sanksi tersebut tidak bersifat diskriminatif. [GRI 102-17]

Code of Conduct is a reference for all Indonesia Power personnel in working and interacting with all stakeholders. The main points of Indonesia Power's code of conduct contain five main sections:

1. Statement of Vision and Mission;
2. The Importance of Company's Code of Conduct;
3. Culture Values;
4. Guidelines for Implementing the Company's Code of Conduct; and
5. Company's Ethics Policy and Employee's Ethics Policy.

Indonesia Power strives to uphold the Code of Conduct in the form of attitudes, actions, and commitments which are carried out in full awareness in several activities, i.e., Statement of Compliance with Code of Conduct, Statement of Absence of Conflict of Interest, and Integrity Pact.

The Code of Conduct values is disseminated regularly through various media owned by the Company, including various information technology platforms that are easily accessible by all Company personnel, such as e-mail, website, intranet, visual management, and other forums.

Indonesia Power is committed to enforcing the Code of Conduct as one of the steps in implementing GCG principles. The Company provides facilities for complaints against violations of the Code of Conduct. Employee may report alleged violations of Company's Code of Conduct to supervisor, Authorized Officials (PYBM), and through Whistleblowing System (WBS) mechanism. Every report must be accompanied by data and/or accurate proof so that the violation may be processed further. Every violation of the Company's Code of Conduct shall be subject to sanctions in accordance with the prevailing regulations, and the imposition of such sanctions is not discriminatory. [GRI 102-17]

Program Anti Korupsi Anti-Corruption Program



Pendekatan Manajemen: Topik Anti Korupsi [GRI 103-1, 103-2, 103-3]

Management Approach to Anti-Corruption [GRI 103-1, 103-2, 103-3]

Sektor ketenagalistrikan merupakan salah satu sektor yang rawan terdapat tindak korupsi dan *fraud* di sepanjang rantai bisnisnya. Untuk itu, Indonesia Power berkomitmen penuh untuk menerapkan praktik bisnis yang bersih dari suap dan korupsi. Komitmen ini diperkuat dengan Sertifikasi ISO 37001:2016 yang merupakan standar mutu Sistem Manajemen Anti Penyuapan (SMAP). Dengan penerapan SMAP ini diharapkan Indonesia Power dapat lebih berfokus pada tugas pokok di bidang ketenagalistrikan yang tidak diganggu oleh praktik korupsi dan penyuapan sehingga perusahaan dapat berjalan lebih efektif dan efisien.

Electricity is one of the sectors that is prone to corruption and fraud along its business chain. Therefore, Indonesia Power is fully committed to implementing business practices that are free from bribery and corruption. This commitment is strengthened by ISO 37001:2016 Certification, which is the quality standard for the Anti-Bribery Management System (SMAP). By applying SMAP, Indonesia Power shall focus more on the main tasks in the electricity sector free from corruption and bribery practices. Thus, the Company runs more effectively and efficiently.



Kebijakan

Policy

Kebijakan Perusahaan

- Kebijakan Direksi Nomor 161.K/020/IP/2014 tentang Pedoman Indonesia Power Bersih
- Keputusan Direksi No. 019.K/010/IP/2020 tentang Pedoman Pengendalian Gratifikasi Di PT Indonesia Power tanggal 11 Februari 2020
- Edaran Direksi NO.09.E/012/IP/2020 tanggal 6 Maret 2020 tentang Pemberian dan Penerimaan Gratifikasi
- Surat Keputusan Direksi Nomor 235.K/010/IP/2018 tentang Pedoman Laporan Harta Kekayaan Pejabat di Lingkungan PT Indonesia Power
- Keputusan Bersama Direksi dan Dekom No. 249.K/010/IP/2019 dan 021.SK/DEKOM-IP/2019 tentang Kebijakan Umum Penerapan ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP) di Lingkungan PT IP Tanggal 13 Desember 2019
- Keputusan Direksi No. 204.K/010/IP/2019 tentang Kebijakan Anti Penyuapan PT Indonesia Power tanggal 22 Oktober 2019
- Keputusan Direksi No. 014.K/010/IP/2020 tentang Kebijakan Fraud di Lingkungan PT Indonesia Power tanggal 05 Februari 2020

Ketentuan Umum

- Undang-Undang Nomor 20 Tahun 2001 tentang Perubahan atas UU Nomor 31 tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi

Company's Policies

- Board of Directors' Policy No. 161.K/020/IP/2014 on Indonesia Power Bersih Guidelines
- Board of Directors' Decree No. 019.K/010/IP/2020 on the Gratification Control Guidelines at PT Indonesia Power dated 11 February 2020
- Board of Directors' Circular No. 09.E/012/IP/2020 dated 6 March 2020 on Granting and Accepting Gratuity
- Board of Directors' Decree No. 235.K/010/IP/2018 on the Guidelines for Report of Assets of Officials within PT Indonesia Power
- Joint Decree of the Board of Directors and Board of Commissioners No. 249.K/010/IP/2019 and 021.SK/DEKOM-IP/2019 on the General Policy for the Implementation of ISO 37001:2016 Anti-Bribery Management System (SMAP) within PT IP dated 13 December 2019
- Board of Directors' Decree No. 204.K/010/IP/2019 on the PT Indonesia Power's Anti-Bribery Policy dated 22 October 2019
- Board of Directors' Decree No. 014.K/010/IP/2020 on the PT Indonesia Power's Anti-Fraud Policy dated 5 February 2020

General Provisions

- Law No. 20 of 2001, on the Amendment to Law No. 31 of 1999 on the Corruption Eradication

Komitmen	Commitment	
1. Komitmen Bersama Pengendalian Gratifikasi dan Sistem Manajemen Anti Penyuapan ditandatangani oleh Dewan Komisaris, Direksi dan Senior Leader Pada Tanggal 17-18 Januari 2020 2. Pakta Integritas ditandatangani oleh Seluruh Pegawai pada Aplikasi IP PRO GCG pada bulan Januari - Februari 2020	1. The Joint Commitment on Gratification Control and the Anti-Bribery Management System was signed by the Board of Commissioners, Board of Directors, and Senior Leaders on 17-18 January 2020 2. The Integrity Pact was signed by All Employees on IP PRO GCG Application in January-February 2020	
Sasaran dan Target	Goals and Targets	
Sertifikasi SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan	SNI ISO 37001:2016 Anti-Bribery Management System Certification	
Realisasi	Realization	
PT Indonesia Power resmi meraih sertifikasi SNI ISO 37001:2016 dari Lembaga Sertifikasi Mutu International pada tanggal 18 April 2020	PT Indonesia Power officially obtained SNI ISO 37001:2016 certification from the International Quality Certification Institute on 18 April 2020	
Program/Inisiatif	Program/Initiative	
1. Pencanangan Komitmen 3T (Tidak Gratifikasi, Tidak <i>Fraud</i> , Tidak Suap) 2. Implementasi Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016 3. Penerapan Prinsip 4NO's PLN Group 4. Penandatanganan MOU dengan TII dan ICW dalam penanganan korupsi 5. Sosialisasi HAKORDIA	1. Declaration of 3T Commitment (No Gratuities, No Fraud, No Bribery) 2. Implementation of SNI ISO 37001:2016 Anti-Bribery Management System 3. Implementation of the 4NO's Principles of PLN Group 4. Signing of MOU with TII and ICW on corruption handling 5. Dissemination of HAKORDIA	
Evaluasi	Evaluation	
- Pelaksanaan kegiatan sosialisasi dan pelatihan anti korupsi; dan - Pelaporan melalui <i>Whistle Blowing System</i> .	- Implementation of anti-corruption socialization and training; and - Reporting through the Whistleblowing System.	
Penanggung Jawab	Person in Charge	
- Head of Compliance and Consultation selaku Fungsi Kepatuhan - Head of Corporate Risk Management selaku Koordinator Risk Assessment - Head of GCG and Corporate Information selaku Pengelola Kegiatan Kepatuhan GCG	- Head of Compliance and Consultation as Compliance Function - Head of Corporate Risk Management as the Coordinator of Risk Assessment - Head of GCG and Corporate Information as Manager of GCG Compliance Activities	

Sebagaimana ungkapan, “kejahatan tidak semata lahir karena adanya niat, tapi karena adanya kesempatan”, maka untuk menghadirkan tata kelola organisasi yang jauh dari suap, *fraud* dan gratifikasi, Indonesia Power melakukan langkah-langkah antisipatif dengan menerapkan ISO 370001 – SMAP (Sistem Manajemen Anti Penyuapan) sesuai *roadmap* GCG yang telah ditetapkan. Tujuan implementasi SMAP di Indonesia Power ini adalah untuk meningkatkan kredibilitas dan reputasi Perusahaan di tingkat nasional, regional, maupun internasional; mencegah, mendeteksi dan merespon risiko suap, serta menciptakan kultur antisuap di sektor ketenagalistrikan.

Sebagai bentuk komitmen anti korupsi, Indonesia Power telah melaksanakan program antara lain:

With reference to the saying, “crime is born not only because of an intention, but opportunity”, Indonesia Power takes anticipatory steps by implementing ISO 370001 – SMAP (Anti-Bribery Management System), in accordance with the established GCG roadmap to actualize organizational governance that is free from bribery, fraud, and gratification. In Indonesia Power, SMAP is implemented to enhance the Company’s credibility and reputation at the national, regional, and international levels; prevent, detect, and respond to the risk of bribery, and create an anti-bribery culture in the electricity sector.

As a form of anti-corruption commitment, Indonesia Power has implemented several programs including:

Program Anti Korupsi Tahun 2020 Anti-Corruption Program in 2020

Tanggal Pelaksanaan Date	Kegiatan Activity
17 - 18 Januari 2020 17 - 18 January 2020	Penandatanganan Komitmen Bersama Pengendalian Gratifikasi Oleh Jajaran Manajemen (Dewan Komisaris, Direksi dan <i>Senior Leader</i>) Signing of the Joint Commitment on Gratification Control by the Management (Board of Commissioners, Board of Directors, and Senior Leaders)
Januari - Februari 2020 January - February 2020	Penandatanganan Pakta Integritas secara digital oleh Seluruh Pegawai melalui Aplikasi IP PRO GCG Digital Integrity Pact signing by all employees at IP PRO GCG application
17 Januari 2020 17 January 2020	Penandatanganan MOU dalam Hal Penyediaan Modul Gratifikasi <i>Online</i> bersama ICW dan TII Signing of the MOU on the Provision of an Online Gratuity Module with ICW and TII
Oktober - November 2020 October - November 2020	Pengembangan Fitur Pelaporan Gratifikasi pada Aplikasi IP PRO GCG dan IPKU Development of the Gratification Reporting Feature on the IP PRO GCG and IPKU Applications
30 September 2020 30 September 2020	Seminar <i>Integrity Talk</i> (Menjadi Milenial Berintegritas) dengan menghadirkan pembicara dari ICW dan KPK Integrity Talk Seminar (Becoming a Millennial with Integrity) by presenting speakers from ICW and KPK
TW I dan TW III Tahun 2020 Q I and Q III of 2020	Sosialisasi Gratifikasi, SMAP dan <i>Fraud</i> Socialization of Gratification, SMAP, and Fraud
TW II dan TW IV Tahun 2020 Q II and Q IV of 2020	Survei Pemahaman Integritas Integrity Understanding Survey
1 - 9 Desember 2020 1 - 9 December 2020	Lomba dalam Rangka HAKORDIA Tahun 2020 HAKORDIA Competition in 2020

Untuk meningkatkan kesadaran dari setiap pegawai terkait pentingnya menghindari tindak pidana korupsi, Indonesia Power secara berkala melakukan sosialisasi dan pelatihan anti korupsi setiap tahunnya. Media sosialisasi yang digunakan juga menyasar kepada pihak eksternal Perusahaan terutama kepada *stakeholder*. Berikut media yang digunakan selama tahun 2020:

1. Sosialisasi tatap muka (pegawai dan mitra kerja) melalui Program Gerakan Tolak Gratifikasi;
2. Publikasi *Desktop* (seluruh pegawai);
3. Publikasi *website* <https://supplier.indonesiapower.co.id/supplier/> (seluruh supplier/mitra kerja);
4. Publikasi *standing banner* dan poster (pegawai dan mitra kerja);
5. Sosialisasi melalui *e-mail* oleh agen perubahan (seluruh pegawai unit kerja);
6. Buletin mingguan *Inpower Weekly News* (seluruh pegawai);
7. Majalah Indonesia Power (pegawai, mitra kerja dan *stakeholders*); dan Materi *Code of Conduct* (CoC) (seluruh pegawai).
8. Kegiatan seminar *CEO talk with integrity* menjadi millennial berintegritas pada tanggal 30 September 2020;
9. *Vendor gathering* tanggal 20 Desember 2020;
10. *Email* dan media sosial Indonesia Power *daily news share (Idea)* pada bulan Agustus 2020; dan
11. Sosialisasi HAKORDIA melalui lomba foto dan video antar unit pada Desember 2020.

Sosialisasi terkait anti korupsi diberikan kepada pegawai Perusahaan tanpa terkecuali di seluruh jenjang jabatan dan unit Perusahaan. Seluruh anggota badan tata kelola yang terdiri dari anggota Dewan Komisaris dan Direksi yang berjumlah 11 orang dan pegawai yang berjumlah 4.320 orang telah 100% dikomunikasikan mengenai kebijakan dan prosedur anti-korupsi organisasi melalui media internal Perusahaan. [GRI 205-2]

Pelatihan anti-korupsi di Indonesia Power diberikan khususnya kepada pegawai pada bagian tata kelola perusahaan yakni Group of GCG and Corporate Information, Group of Compliance and Consultation dan Group of Corporate Risk Management. Untuk itu, pada tahun 2020 sebanyak 153 insan Indonesia Power di seluruh jenjang jabatan dan unit bisnis Perusahaan termasuk *head office* telah mengikuti pelatihan anti korupsi. Jumlah ini mewakili 4% dari total pegawai Perusahaan yang berjumlah 4.320 orang.

Indonesia Power annually conducts anti-corruption socialization and training to increase the awareness of every employee on the importance of avoiding corruption acts. The Company also uses socialization media to target external parties, especially the stakeholders. The following media are used during 2020:

1. Face-to-face socialization (employees and partners) through the Anti-Gratification Movement Program;
2. Desktop Publication (all employees);
3. Publication on website <https://supplier.indonesiapower.co.id/supplier/> (all suppliers/partners);
4. Publication of standing banners & posters (employees and partners);
5. Dissemination via e-mail by the agent of change (all work unit employees);
6. Inpower Weekly Newsletter (all employees);
7. Indonesia Power Magazine (employees, partners, and stakeholders); and Code of Conduct (CoC) material (all employees).
8. CEO talk with integrity seminar, to become a millennial with integrity, on 30 September 2020;
9. Vendor gathering on 20 December 2020;
10. Email and social media for Indonesia Power daily news share (Idea) in August 2020; and
11. HAKORDIA dissemination through competition photo and video between units in December 2020.

Anti-corruption is disseminated to the Company's employees without exception at all Company's levels and units. The governance body consists of 11 members of the Board of Commissioners and Directors, and 4,320 employees, all of whom have received 100% communication in relation to the organization's anti-corruption policies and procedures through the Company's internal media. [GRI 205-2]

Anti-corruption training in Indonesia Power is provided specifically to employees in the corporate governance section, i.e., Group of GCG and Corporate Information, Group of Compliance and Consultation, and Group of Corporate Risk Management. Therefore, in 2020, 153 people of Indonesia Power's personnel from all Company's positions and business units, including the head office, attended anti-corruption training. The number represents 4% of the total Company's employees, which amounted to 4,320 people.

Adapun terdapat empat pelatihan/workshop anti korupsi yang dilaksanakan sepanjang tahun 2020 yakni *E-Learning ISO 37001:2016 Anti Bribery Management System Batch 1* pada tanggal 10-13 November 2020, *E-Learning Seminar Milenial Berintegritas* pada tanggal 30 September 2020, *Public Training Pencegahan Korupsi dengan Implementasi Sistem Manajemen Anti Penyuapan (SMAP) di BUMN* tanggal 3 November 2020, dan *Virtual Training (VA), Penguatan Peran Direksi dan Dewan Komisaris dalam Penerapan GCG* tanggal 18 November 2020. Berikut ini rincian informasi realisasi pelaksanaan pelatihan anti-korupsi pegawai yang disajikan berdasarkan *level* jabatan dan unit bisnis.

There were four anti-corruption training/workshop in 2020, i.e., *E-Learning ISO 37001:2016 Anti-Bribery Management System Batch 1* on 10-13 November 2020, *E-learning of Millennial with Integrity Seminar* on 30 September 2020, *Corruption Prevention Public Training with the Anti-Bribery Management System (SMAP) in SOEs* on 3 November 2020, and *Virtual Training (VA), Strengthening the Roles of the Board of Directors and the Board of Commissioners in GCG Implementation* on 18 November 2020. The following is detailed information on the realization of employees' anti-corruption training by position level and business unit.

Jumlah Pegawai yang Mengikuti Pelatihan Anti Korupsi [GRI 205-2]

Employees Participating in Anti-Corruption Training [GRI 205-2]

Unit Bisnis Business Unit	Jumlah Peserta Pelatihan Number of Training Participants					
	Eksekutif Utama Chief Executive	Eksekutif Senior Senior Executive	Eksekutif Executive	Penyelia Supervisor	Pelaksana Practitioner	Jumlah Total
Head Office	7	28	17	20	10	82
Suralaya PGU	-	-	-	8	-	8
Priok POMU	-	-	-	11	-	11
Saguling POMU	-	-	-	3	-	3
Kamojang POMU	-	-	-	3	-	3
Semarang PGU	-	-	-	3	-	3
Mrica PGU	-	-	-	3	-	3
Grati POMU	-	-	-	10	-	10
Bali PGU	-	-	-	3	-	3
MSU	-	-	-	11	-	11
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	-	-	-	2	-	2
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	-	-	-	2	-	2
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	-	-	-	-	-	-
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	-	-	-	2	-	2
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	-	-	-	2	-	2
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	-	-	-	2	-	2
PLTGU Cilegon OMU CCPP Cilegon OMU	-	-	-	2	-	2
PLTU Barru OMU SPP Barru OMU	-	-	-	-	-	-
PLTU Jeranjang OMU SPP Jeranjang OMU	-	-	-	-	-	-
PLTU Sanggau OMU SPP Sanggau OMU	-	-	-	-	-	-
PLTU Sintang OMU SPP Sintang OMU	-	-	-	-	-	-
Holtekamp POMU	-	-	-	-	-	-
PLTA Orya Genyem OMU HPP Orya Genyem OMU	-	-	-	-	-	-
Project Unit	1	-	-	3	-	4
Jumlah Total	8	28	17	90	10	153

Selain kepada pihak internal Perusahaan, Indonesia Power juga telah mengkomunikasikan kebijakan anti korupsi tersebut kepada seluruh penyedia yang terlibat dalam proses pengadaan barang dan jasa di lingkungan Indonesia Power yang dilakukan melalui metode antara lain *vendor gathering*, *business review meeting*, *deployment* pada proses pengadaan dan *website supply chain management* Perusahaan.

Pada tahun 2020, sosialisasi *vendor gathering* diadakan pada tanggal 27 Desember 2020. Dalam acara ini juga dilakukan penandatanganan komitmen pengendalian gratifikasi dan komitmen sistem manajemen anti penyuapan oleh seluruh *vendor* yang hadir dari seluruh unit Perusahaan. Adapun jumlah peserta *vendor* yang hadir mengikuti sosialisasi ini sebanyak 287 peserta.

Dalam rangka mencegah terjadinya korupsi di Perusahaan, Indonesia Power melakukan proses identifikasi risiko *fraud* dan penyuapan (*fraud risk assessment* dan *bribery risk assessment*) yang dilakukan oleh tim kepatuhan bekerja samadengantim manajemen risiko. Berdasarkan hasil proses identifikasi tersebut, yang paling berpotensi terjadinya kejadian *fraud* dan penyuapan adalah Divisi Pengadaan, Divisi Keuangan dan Manajemen Pengembangan Proyek. Untuk itu, Perusahaan memberikan perhatian penuh dan memprioritaskan mitigasi/rekomendasi pengendalian pada unit kerja tersebut. [GRI 205-1]

Indonesia Power juga melakukan survei Perilaku Etis atas aspek pencegahan korupsi yang dinilai oleh penyedia barang dan jasa. Adapun pada tahun 2020, hasil pada aspek tersebut dinilai melalui aspek *independency* dengan skor *independency* 82 % dengan indeks tertinggi (95%) terkait tidak adanya indikasi permintaan uang/barang/jasa selama proses pekerjaan berlangsung.

Hingga akhir tahun 2020, Indonesia Power belum melakukan *assessment* untuk mengidentifikasi tahapan operasional yang berisiko terjadinya tindak pidana korupsi. Namun, Perusahaan memberikan perhatian penuh terhadap mekanisme pengelolaan rantai pasokan, yang berpotensi menimbulkan penyimpangan, korupsi dan benturan kepentingan lainnya. Sehingga selama tahun pelaporan, Indonesia Power mencatat tidak terjadi insiden korupsi dan tidak ada kasus hukum terkait korupsi yang dilakukan oleh pegawai Perusahaan dan mitra kerja. [GRI 205-3]

In addition to the Company's internal parties, Indonesia Power also disseminated the anti-corruption policy to all suppliers involved in the procurement of goods and services within Indonesia Power, through various methods, including *vendor gatherings*, *business review meetings*, *deployment* in the procurement process, and *supply chain management website* of the Company.

In 2020, *vendor gathering* socialization was held on 27 December 2020. In this event, all vendors from all Company's units who attended also signed the gratuity control commitment and anti-bribery management system commitment. There were 287 vendors who attended this socialization.

Indonesia Power conducted a fraud risk assessment and bribery risk assessment, carried out by the compliance team in collaboration with the risk management team to prevent corruption in the Company. Based on the identification results, the divisions with the most potential for fraud and bribery are the Procurement Division, and Division of Finance and Project Development Management. Therefore, the Company focuses its full attention and prioritizes control mitigation/recommendations for those work units. [GRI 205-1]

Indonesia Power also conducted an Ethical Behavior survey on the aspects of corruption prevention assessed by goods and services provider providers. As for 2020, the assessed aspect resulted in 82% independence (highest score of 95%), in relation to no indication of demand for money/goods/services during the work process.

As of the end of 2020, Indonesia Power has not conducted an assessment to identify operational phases with the risk of corruption. However, the Company focuses on the supply chain management mechanism, which has the potential to cause deviations, corruption, and other conflicts of interests. Therefore, during the reporting period, Indonesia Power recorded no incidents of corruption and no legal cases related to corruption, committed by the Company's employees and partners. [GRI 205-3]



Indonesia Power: Pionir ISO 37001 di Sektor Ketenagalistrikan

Indonesia Power: Pioneer of ISO 37001 in the Electricity Sector

Inisiasi Penerapan Sistem Manajemen Anti Penyuapan di Indonesia Power telah dimulai sejak tahun 2019 sesuai kepada Arahan dari Direktur Utama Perusahaan saat itu, mengacu kepada Inpres Nomor 10 Tahun 2016 tentang Aksi Pencegahan dan Pemberantasan Korupsi Tahun 2016 dan Tahun 2017 dan PERMA Nomor 13 Tahun 2016 tentang Pidana Korporasi. Dilanjutkan dengan proses Set Up dan Implementasi selama tahun 2019-2020 mulai dari pembentukan Tim *Set Up*, Pencanangan Komitmen Manajemen, Penyusunan Perangkat dan Kebijakan, Sosialisasi dan Internalisasi kepada Pegawai, Identifikasi Risiko Penyuapan dan Monitoring Mitigasi kemudian dilanjutkan dengan Audit Internal dan *Bribery Self Assessment*. Pada Bulan Maret-April dilakukan proses Sertifikasi oleh Lembaga Sertifikasi Mutu International, dimana proses audit dan verifikasi dokumen dilakukan secara *remote audit* (*virtual*). Indonesia Power resmi mendapatkan sertifikasi SMAP pada tanggal 18 April 2020, sebagai perusahaan pertama di bidang ketenagalistrikan di Indonesia yang mendapatkan sertifikasi SMAP SNI ISO 37001:2016.

The Implementation of the Anti-Bribery Management System at Indonesia Power was initiated in 2019, in accordance with the Direction of the Company's President Director at that time, with reference to the Presidential Instruction No. 10 of 2016 on the Action to Prevent and Eradicate Corruption in 2016 and 2017, and PERMA No. 13 of 2016 on Corporate Crime. Further, the Company followed by the Set-Up and Implementation process during 2019-2020, starting from the establishment of a Set-Up Team, Declaration of Management Commitment, Tools and Policy Formulation, Socialization and Internalization to Employees, Bribery Risk Identification, and Mitigation Monitoring, and afterward Internal Audit and Bribery Self-Assessment. In March-April, a Certification process is carried out by the International Quality Certification Agency, where the audit process and document verification are carried out remotely (*virtual*). Indonesia Power officially obtained the SMAP certification on 18 April 2020, as the first company in the electricity sector in Indonesia to receive SNI ISO 37001:2016 SMAP certification.

Whistle Blowing System [GRI 102-33, 103-2, 103-3]

Whistle Blowing System [GRI 102-33, 103-2, 103-3]

Sebagai bagian dari penerapan kebijakan pencegahan dan penindakan yang tegas terhadap tindak kecurangan *fraud*, Indonesia Power menyediakan media pengaduan melalui *Whistle Blowing System* (WBS). Tujuan penyediaan media pengaduan ini adalah untuk mendorong peran serta insan Perusahaan dan pihak lain dalam melaporkan, mencegah dan menangani pelanggaran terkait tindak kecurangan/*fraud* secara efektif dan efisien.

Indonesia Power menyediakan kemudahan akses melalui berbagai media pelaporan dengan tetap mengutamakan *kerahasiaan* dan jaminan perlindungan terhadap Pelapor. Sarana pelaporan yang dapat digunakan diantaranya dengan mengirimkan pengaduan secara langsung ke alamat email atau alamat resmi Perusahaan, melalui sambungan telepon atau pesan singkat dan dengan mengunjungi alamat *website* resmi Perusahaan.

As part of implementing fraud prevention and firm action, Indonesia Power provides a means of complaints through the Whistleblowing System (WBS). The purpose of the WBS system is to encourage the participation of Company personnel and other parties in reporting, preventing, and handling violations related to fraud effectively and efficiently.

Indonesia Power provides easy access through various reporting media while still prioritizing confidentiality and guaranteed protection for the Whistleblower. The report can be submitted via various channels, including sending complaints directly to the Company's e-mail address or official address, by telephone or short message, and visiting the Company's official website.



Whistle Blowing System

Laporkan pelanggaran disiplin Perusahaan melalui: Report the violations of Company's discipline through:



Email
pengaduan@indonesiapower.co.id



Website
<http://www.indonesiapower.co.id>



Surat Resmi Letter
u.p. Tim Pengelola Pengaduan Pelanggaran
u.p. Violation Reporting Management Team
Jl. Jend. Gatot Subroto Kav. 24 & 25
Jakarta 12930



Pesan Singkat/Telepon SMS/phone
081 1979 8888

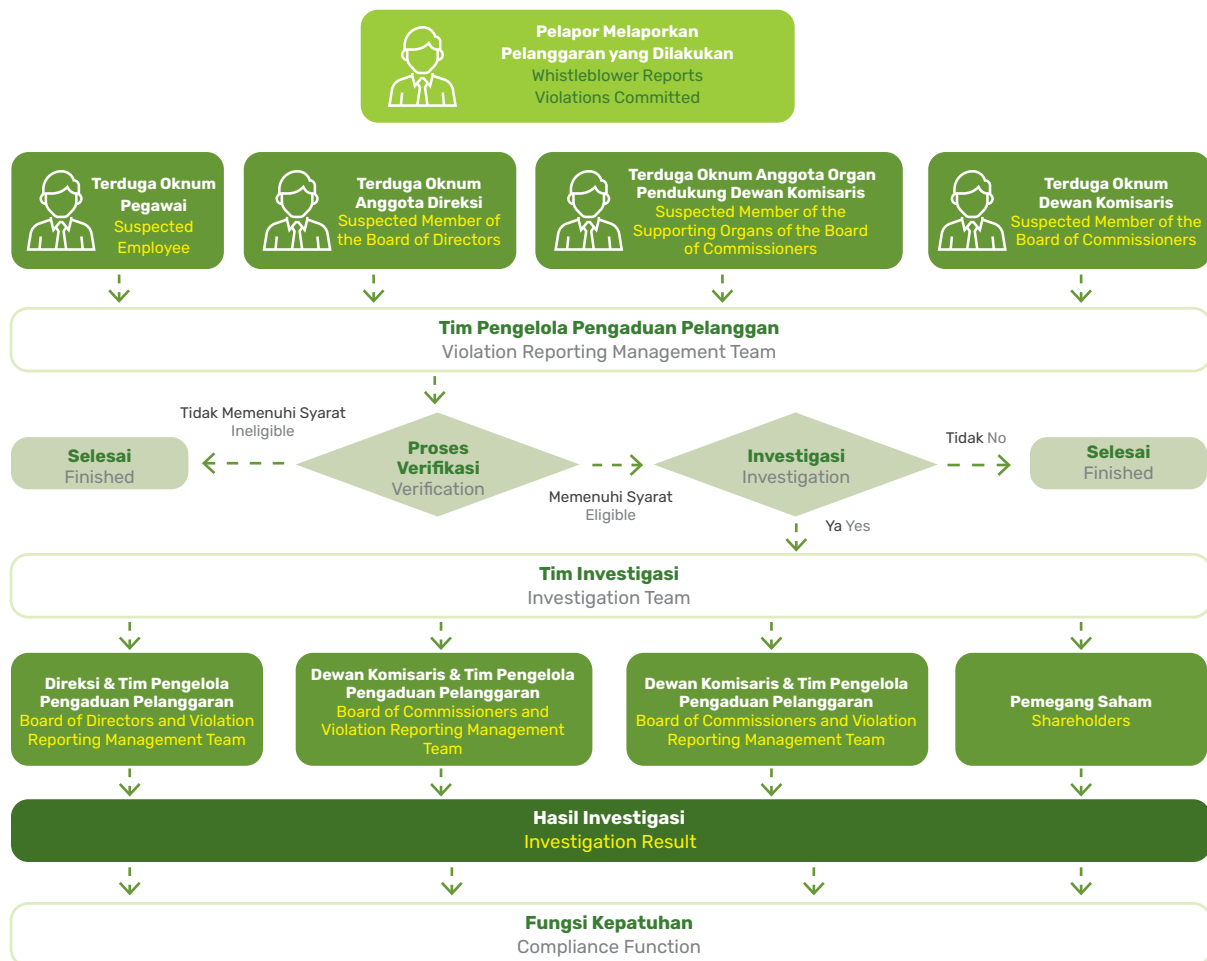


Drop box:
Lobby Kantor Pusat
Jl. Jend. Gatot Subroto Kav. 24 & 25
Jakarta 12930

Seluruh laporan yang memiliki bukti awal yang valid mengenai terjadinya tindak pelanggaran akan segera ditindak lanjuti dengan pelaksanaan investigasi mendalam. Mekanisme pelaporan dan penanganan pengaduan secara lengkap dapat dilihat pada alur berikut:

All reports with valid initial evidence of the occurrence of violations will be immediately followed up with an indepth investigation. The complete reporting and complaint handling mechanism can be seen in the flow as follows:

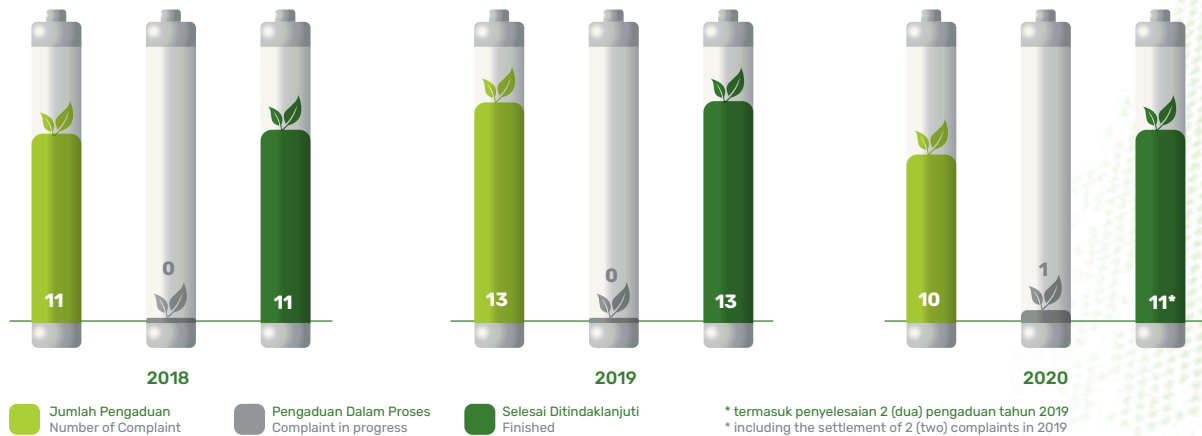
Mekanisme Pelaporan dan Penanganan Pengaduan Report Mechanism and Complaint Handling



Selama tahun 2020, jumlah pengaduan yang masuk pada WBS adalah sebanyak 10 pengaduan, dimana sebanyak 9 pengaduan telah selesai ditindaklanjuti dan sisanya masih dalam proses penyelesaian. Pada tahun yang sama, Indonesia Power juga telah selesai menindaklanjuti 2 pengaduan yang masuk diakhir tahun 2019. Sehingga jumlah pengaduan yang telah selesai ditindaklanjuti tahun 2020 adalah sebanyak 11 pengaduan dan 1 masih dalam proses tindak lanjut karena pengaduan masuk diakhir tahun 2020 sebagaimana yang dapat dilihat pada grafik berikut:

During 2020, the number of complaints entered in WBS is as many as 10 complaints, of which 9 complaints have been completed and the rest are still in the process of completion. In the same year, Indonesia Power has also completed following up 2 complaints that came in at the end of 2019. So the number of complaints that have been completed followed up in 2020 is as many as 11 complaints and 1 is still in the process of follow-up because the complaint came in at the end of 2020 as can be seen in the following chart:

Jumlah Pengaduan dan Status Pengaduan Report Mechanism and Complaint Handling



Adapun rincian pengaduan WBS dan tindak lanjut atas pelaporan pelanggaran selama tahun 2020 adalah sebagai berikut:

The details of WBS complaints and follow-up on violation reporting during 2020 are as follows:

Pengaduan WBS dan Penanganannya pada Tahun 2020 [GRI 102-34] WBS Complaints and Handling in 2020 [GRI 102-34]

Tanggal Date	Pelapor Whistleblower	Kategori Laporan Pelanggaran Violation Report Category	Penanganan Handling
27 Desember 2019 December 29, 2019	Perorangan Individual	Indikasi pelanggaran proses pengadaan Indication of procurement process violations	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
12 Desember 2019 December 12, 2019	Perorangan Individual	Indikasi penyalahgunaan aset Indication of misuse of assets	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
14 Januari 2020 January 14, 2020	Perorangan Individual	Indikasi pelanggaran proses pengadaan Indication of procurement process violations	Verifikasi pihak terkait dan tindak lanjut oleh Tim Auditor Verification to related party and follow-up by the Auditor Team
4 Februari 2020 February 4, 2020	Perorangan Individual	Indikasi pelanggaran proses pengadaan Indication of procurement process violations	Verifikasi dan sudah ditindaklanjuti pihak terkait Verified and followed-up by related parties
11 Maret 2020 March 11, 2020	Perorangan Individual	Indikasi Pelanggaran gratifikasi Indication of gratuity violation	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
12 Maret 2020 March 12, 2020	Perorangan Individual	Indikasi pelanggaran proses pengadaan Indication of procurement process violation	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
11 Mei 2020 May 11, 2020	Perorangan Individual	Indikasi pelanggaran etika Indication of violation of Code of Conduct	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
	Perorangan Individual	Indikasi pelanggaran etika Indication of violation of Code of Conduct	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
7 Juli 2020 July 7, 2020	Perorangan Individual	Indikasi pelanggaran etika Indication of violation of Code of Conduct	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
7 Agustus 2020 August 7, 2020	Perorangan Individual	Non WBS	Verifikasi pihak terkait dan pembinaan terhadap pelapor Verification to related party and mentoring for the whistleblower
02 September 2020 September 2, 2020	Perorangan Individual	Indikasi pelanggaran proses pengadaan Indication of procurement process violations	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report
24 Desember 2020 December 24, 2020	Perorangan Individual	Indikasi pelanggaran proses pengadaan Indication of procurement process violations	Verifikasi pihak terkait dan merespon laporan pelapor Verification to related party and responding to the whistleblower's report





Komitmen Melanjutkan Pencapaian Kinerja, Bangkitkan Ekonomi Nasional

Commitment To Achieving Performance,
Reviving The National Economy

Di tengah berbagai tantangan masa pandemi Covid-19 saat ini, Indonesia Power bergerak dinamis dengan bertransformasi mengoptimalkan peluang untuk terus berkarya, berkreasi, berinovasi dan bersinergi untuk menguatkan pondasi bisnis. Penciptaan peluang-peluang bisnis baru "*Revenue Beyond kWh*" juga kian memantapkan Indonesia Power menuju *Second Curve Opportunity* untuk melangkah maju mengukir sejarah di tingkat global menuju Perusahaan Energi Terbaik yang Tumbuh Berkelanjutan. Komitmen dan keseriusan yang dijalankan selama tahun 2020 membuahkan hasil, dimana Indonesia Power tetap eksis dan *survive*, bahkan berhasil mengukir prestasi, pencapaian dan karya untuk bangkitkan ekonomi negeri.

In the midst of various challenges during the current Covid-19 pandemic, Indonesia Power is advancing dynamically by transforming to optimize opportunities, by working, creating, innovating, and synergizing to strengthen the business foundations. The invention of new business opportunities "*Revenue Beyond kWh*" also reinforced Indonesia Power towards the *Second Curve Opportunity* to move forward to make history globally towards the Best Energy Company that Develops Sustainably. The commitment and seriousness in 2020 provided achievement, in which Indonesia Power exists and survives, and managed to engrave several accomplishment, achievements, and creations to revive the country's economy.



Pendekatan Manajemen: Topik Kinerja Ekonomi [GRI 103-1, 103-2, 103-3]

**Management Approach:
Economic Performance**
[GRI 103-1, 103-2, 103-3]

Topik Kinerja Ekonomi menjadi topik yang penting bagi Indonesia Power karena di tengah tantangan pandemi Covid-19 yang memberikan dampak yang luar biasa yang mengancam kesehatan manusia hingga bisnis dan industri di seluruh dunia, Indonesia Power berusaha untuk terus bergerak dinamis menunjukkan keseriusannya dalam menguatkan pondasi bisnis untuk tetap eksis dan *survive* dalam menciptakan kinerja operasi dan keuangan yang positif. Hal ini bertujuan untuk menjamin keberlangsungan bisnis Perusahaan, dan lebih dari itu, hal ini merupakan komitmen Indonesia Power untuk terus berkarya menciptakan nilai dan manfaat bagi seluruh pemangku kepentingan Perusahaan dan berperan untuk membangkitkan kembali perekonomian nasional.

Economic Performance is an important topic for Indonesia Power because in the midst of the Covid-19 pandemic challenged the Company tremendously, which threatens human health, and businesses and industries around the world. Indonesia Power strives to advancing dynamically to mirror its seriousness in strengthening the business foundation to exist and and survive in creating positive operational and financial performance. The objective is to ensure the sustainability of the Company's business. In addition, this is Indonesia Power's commitment to creating value and benefits for all of the Company's stakeholders and playing a role in reviving the national economy.

Kebijakan

Policy

Kebijakan Perusahaan

- Rencana Jangka Panjang Perusahaan (RJPP)
- Rencana Kerja dan Anggaran Perusahaan (RKAP)
- *Key Performance Indicator* (KPI)

Company's Policies

- Company's Long-Term Plan (RJPP)
- Company's Work Program and Budget (WP&B)
- Key Performance Indicators (KPIs)

Ketentuan Umum

- Rencana Usaha Penyediaan Tenaga Listrik PT PLN (Persero) 2019 – 2028

General Provisions

- 2019 – 2028 Electricity Power Supply Business Plan of PT PLN (Persero)

Komitmen

Commitment

- Menurunkan Biaya Pokok Penyediaan
- Meningkatkan efisiensi biaya
- Melakukan optimalisasi sinergi antar anak perusahaan PT PLN (Persero)
- Menjaga *Commercial Operation Date* (COD) tepat waktu, biaya dan mutu

- Lowering Production Cost
- Improving cost efficiency
- Optimizing the synergy between the subsidiaries of PT PLN (Persero)
- Maintaining the Commercial Operation Date (COD) on time, at cost, and with high quality

Sasaran dan Target	Goals and Targets
- Volume produksi energi listrik 27.776,28 GWh - Volume penjualan energi listrik 26.469,65 GWh - Pendapatan usaha Rp43.284.809 juta - Laba tahun berjalan Rp6.386.246 juta	- Electricity production volume of 27,776.28 GWh - Electricity sales volume of 26,469.65 GWh - Operating revenues of Rp43,284,809 million - Profit for the year of Rp6,386,246 million
Realisasi	Realization
- Volume produksi energi listrik sebesar 34.771,54 GWh, dengan pencapaian 125,18% dari target RKAP - Volume penjualan energi listrik sebesar 33.264,98 GWh, dengan pencapaian 125,67% dari target RKAP - Pendapatan usaha sebesar Rp38.740.449 juta, dengan pencapaian 89,50% dari target RKAP - Laba tahun berjalan sebesar Rp10.224.071 juta, dengan pencapaian 160,10% dari target RKAP	- The volume of electricity generated is 34,771.54 GWh, or 125.18% of the WP&B target - The volume of electricity sold is 33,264.98 GWh, or 125.67% of the WP&B target - Operating revenues of Rp38,740,449 million, or achieved 89.50% of the WP&B target - Profit for the year amounted to Rp10,224,071 million, or achieved 160.10% of the WP&B target
Program/Inisiatif	Program/Initiative
- <i>Commercial Operation Date (COD)</i> PLTGU Add On Grati dengan kapasitas 183 MW tanggal 30 Juli 2020 - Proyek Beroperasi: MPP Nabire 2 dengan kapasitas 10 MW, MPP Manokwari 2 dengan kapasitas 20 MW dan MPP Timika dengan kapasitas 10 MW	- Commercial Operation Date (COD) of CCPP Add On Grati with a capacity of 183 MW on 30 July 2020 - Projects Operating: MPP Nabire 2 with a capacity of 10 MW, MPP Manokwari 2 with a capacity of 20 MW, and MPP Timika with a capacity of 10 MW
Evaluasi	Evaluation
- Melaksanakan <i>monitoring</i>, pencatatan dan analisa sebagai bagian dari evaluasi kinerja keuangan di tahun 2020 - Melaksanakan proyek investasi pengembangan usaha sesuai dengan proses bisnis yang ditetapkan Perusahaan, menjaga keandalan pembangkit dan berkoordinasi aktif dengan pelanggan sebagai bagian dari evaluasi kinerja operasi di tahun 2020	- Monitoring, recording and analyzing, as part of the financial performance evaluation in 2020 - Investing in business development projects in accordance with the business processes set by the Company, maintaining generator reliability, and actively coordinating with customers as part of operational performance evaluation in 2020
Penanggung Jawab	Person in Charge
- Vice President of Accounting and Insurance - Vice President of Treasury and Tax - Vice President of Budgeting - Vice President of Commerce and Customer Relation I - Vice President of Primary Energy and Settlement II - Vice President of Project Management and Pre-Construction	- Vice President of Accounting and Insurance - Vice President of Treasury and Tax - Vice President of Budgeting - Vice President of Commerce and Customer Relations I - Vice President of Primary Energy and Settlement II - Vice President of Project Management and Pre-Construction



Ikhtisar Pencapaian Kinerja

Performance Achievement Highlight



Sebagai komitmen melanjutkan pencapaian kinerja di tengah tantangan pandemi Covid-19, Indonesia Power bergerak dinamis dengan melakukan berbagai transformasi menghadirkan pencapaian kinerja keuangan dan operasi sebagai peran Indonesia Power untuk membangkitkan kembali perekonomian nasional.

As a commitment to achieving performance amidst the challenges of the Covid-19 pandemic, Indonesia Power is advancing dynamically by carrying out various transformations to provide financial and operational performance achievements, as its role to revive the national economy.



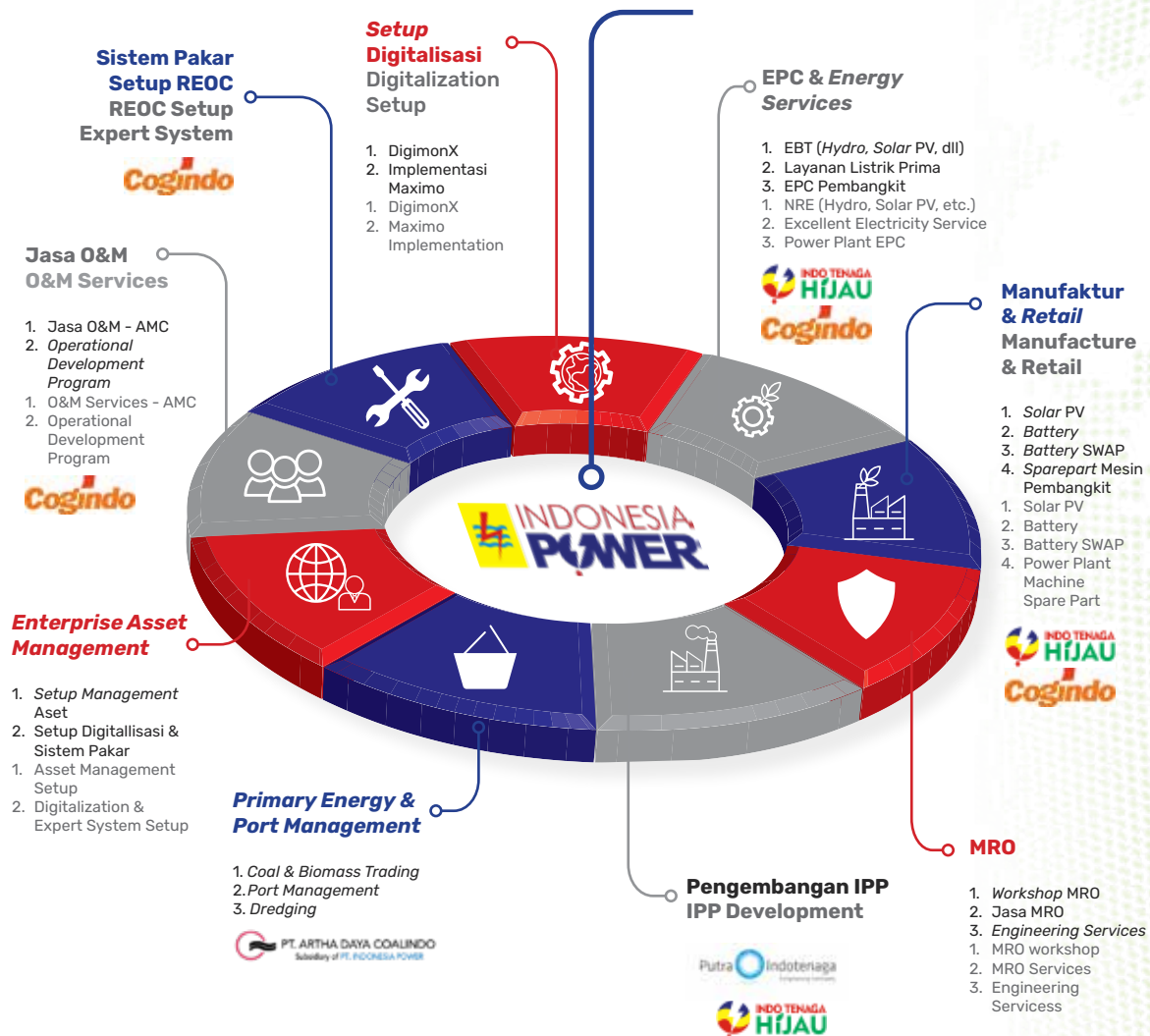
Pesatnya pertumbuhan *Independent Power Producer* (IPP) turut mendorong ketersediaan energi listrik bagi masyarakat yang juga menghadirkan peluang bisnis potensial bagi sektor kelistrikan. Pada tahun 2020 ini, Indonesia Power pun menyambut peluang tersebut sebagai sebuah potensi bisnis baru dengan mengembangkan sayap bisnis sebagai penyedia produk dan jasa di lini bisnis solusi energi di luar penjualan tenaga listrik yang dikemas dalam Program *Beyond kWh*. Terdapat lebih dari 19 produk *Beyond kWh* yang sebagian besar merupakan produk jasa yang disediakan bagi beragam konsumen, mulai dari IPP, industri migas, industri petrokimia, hingga masyarakat.

The rapid growth of the *Independent Power Producer* (IPP) also encourages the availability of electricity for the community, which presents potential business opportunities for the electricity sector. In 2020, Indonesia Power welcomes this new business opportunity by developing its business as a provider of products and services in the energy solution business line in addition to the electricity sales, which is stipulated as the *Beyond kWh* Program. There are more than 19 *Beyond kWh* products, most of which are service products provided to various multifaceted consumers, from IPP, oil and gas industry, petrochemical industry, to the community.

Program Beyond kWh IP Grup

Kompetensi Inti Core Competency

Operasi Pemeliharaan pembangkit dan
Pengembangan Bisnis Solusi Energi
Power Plant Maintenance Operations and
Energy Solutions Business Development



Pencapaian demi pencapaian pun berhasil dibukukan Indonesia Power selama tahun 2020. Dari sisi pengembangan proyek yang meningkatkan kapasitas produksi listrik nasional, Indonesia Power telah menyelesaikan pembangunan pembangkit PLTGU *Add On* Grati 183 MW hingga pembangkit tersebut beroperasi secara komersial (*Commercial Operation Date* – COD). Di tahun 2020, juga tercatat telah beroperasinya MPP Nabire 2 10 MW, MPP Manokwari 2 20 MW dan MPP Timika 10 MW.

Pada tanggal 24 Februari 2020 juga telah dilakukan peresmian pengembangan dan pemasangan PLTS Atap dengan total daya sebesar 226 kWp. PLTSA ini dibangun di dua lokasi, yaitu di Pembangkit Listrik Tenaga Diesel dan Gas (PLTDG) Pesanggaran sebesar 130 kWp dan PLTG Pamaran sebesar 96 kWp. Hadirnya PLTSA ini akan mampu mereduksi emisi karbon hingga 41 ton CO₂ dan membantu memenuhi kebutuhan energi sendiri sehingga meningkatkan efisiensi unit.

Di tengah tantangan pandemi, Indonesia Power berhasil mencatatkan realisasi produksi tenaga listrik yang melebihi target rencana yang telah ditetapkan, yaitu sebesar 34.771,54 GWh dengan pencapaian 125,18% dari target Rencana Kerja dan Anggaran Perusahaan (RKAP) yaitu sebesar 27.776,28 GWh. Begitu pun dengan realisasi penjualan tenaga listrik berhasil melebihi target rencana yang telah ditetapkan, yaitu sebesar 33.264,98 GWh dengan pencapaian 125,67% dari target Rencana Kerja dan Anggaran Perusahaan (RKAP) yaitu sebesar 26.469,65 GWh.

Indonesia Power also recorded various achievements in 2020. In terms of project development to increase national electricity production capacity, Indonesia Power has completed the construction of the 183 MW CCPP *Add On* Grati to operate commercially (*Commercial Operation Date* – COD). In 2020, MPP Nabire 2 10 MW, MPP Manokwari 2 20 MW, and MPP Timika 10 MW also operate.

On 24 February 2020, the development and installation of Rooftop SoPP with a total power of 226 kWp was inaugurated. This Rooftop SoPP was developed in two locations, i.e., the Diesel and Gas Power Plant (DGPP) Pesanggaran of 130 kWp and GTTP Pamaran of 96 kWp. This Rooftop SoPP will be able to reduce carbon emissions by up to 41 tonnes of CO₂ and will meet its own energy needs, thereby increasing the unit's efficiency.

In the midst of the pandemic challenges, Indonesia Power recorded electricity generation that exceeded the predetermined target of 34,771.54 GWh or 125.18% of the Company's Work Program and Budget (WP&B) target, which was 27,776.28 GWh. Likewise, the electricity sales realization of 33,264.98 GWh exceeded the predetermined target, or 125.67% of the Company's Work Program and Budget (WP&B) target of 26,469.65 GWh.

Ikhtisar Pencapaian Kinerja Operasi

Highlight of Operational Performance Achievement

Proyek Pembangunan Pembangkit Listrik Nasional

National Power Plant Development Project

Proyek Beroperasi Komersial

Commercial on Date - COD

- PLTGU Add On Grati dengan kapasitas 183 MW
- CCPP Add On Grati with a capacity of 183 MW

Proyek Beroperasi

Projects Operating

- MPP Nabire 2 dengan kapasitas 10 MW
- MPP Manokwari 2 dengan kapasitas 20 MW
- MPP Timika dengan kapasitas 10 MW
- MPP Nabire 2 with a capacity of 10 MW
- MPP Manokwari 2 with a capacity of 20 MW
- MPP Timika with a capacity of 10 MW

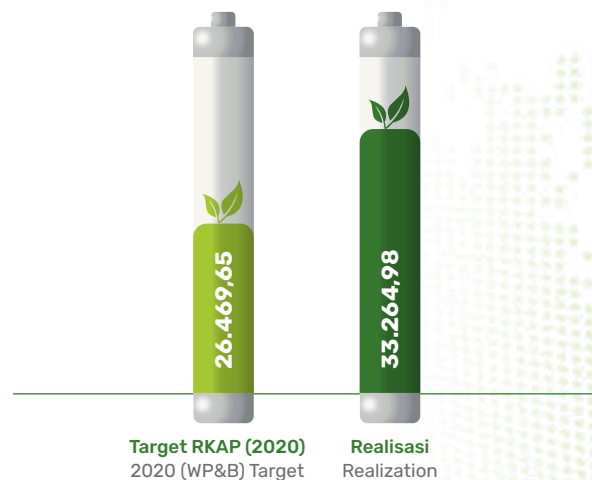
Produksi Energi Listrik Indonesia Power (GWh)

Indonesia Power's Electricity Generation (GWh)



Penjualan Tenaga Listrik Indonesia Power (GWh)

Indonesia Power's Electricity Sales (GWh)



Indonesia Power berhasil mencatatkan pencapaian yang maksimal pada kinerja keuangan tahun 2020. Laba bersih tahun berjalan berhasil tercapai 160,10% dari target RKAP yaitu sebesar Rp10.224.071 juta. Pencapaian tersebut terutama dipengaruhi oleh pelampauan kWh Jual, efisiensi *fix cost* dan adanya penambahan pendapatan luar operasi atas penjualan lahan. Selanjutnya, pendapatan usaha tercapai 89,50% dari target RKAP yaitu sebesar Rp38.740.449 juta. Hal ini disebabkan karena adanya pengaruh *variable cost* yaitu harga energi primer (batubara dan gas) yang lebih rendah dari RKAP serta pendapatan jasa O&M lebih rendah dikarenakan dalam RKAP mengakomodir luncuran *disbursed* investasi 2019 sedangkan pengakuan pendapatan hanya untuk pekerjaan yang dilakukan di tahun 2019 sesuai *progress* fisik.

Indonesia Power recorded maximum achievements of financial performance in 2020. Net profit for the year was Rp10,224,071 million, which is 160.10% of the WP&B target. This achievement was mainly influenced by the exceed in kWh sales, the efficiency of fixed costs, and the addition of other income from land sales. Further, operating revenues amounted to Rp38,740,449 million, which is 89.50% of the WP&B target. This is due to the variable costs, i.e., the price of primary energy (coal and gas) which was lower than the WP&B, and lower O&M service revenues because WP&B accommodated the 2019 disbursed investment, while revenue only recognized the work carried out in 2019 in accordance with the physical progress.

Ikhtisar Pencapaian Kinerja Keuangan

Highlight of Financial Performance Achievement

Pendapatan Usaha (Rp Juta)
Operating Revenues (Rp million)



Laba Tahun Berjalan (Rp Juta)
Income for the Year (Rp Million)



Perolehan dan Pendistribusian Nilai Ekonomi

Economic Value Acquisition and Distribution



Informasi terkait perolehan dan pendistribusian nilai ekonomi Indonesia Power disesuaikan dengan pedoman GRI Standards. Sepanjang tahun 2020, Indonesia Power berhasil mencatatkan kinerja ekonomi yang positif dengan perolehan nilai ekonomi yang dihasilkan sebesar Rp39.657.628 juta yang dihasilkan dari pendapatan usaha (pendapatan tenaga listrik, pendapatan konsesi jasa dan pendapatan jasa) dan pendapatan di luar operasional. Sebagian dari pendapatan yang diperoleh tersebut (67,28%), Indonesia Power didistribusikan kepada pemangku kepentingan Perusahaan yakni kepada Pemerintah melalui pembayaran pajak, biaya kepegawaian dan biaya pemberdayaan masyarakat dengan nilai sebesar Rp27.957.650 juta. [GRI 201-1]

Information related to the acquisition and distribution of economic value for Indonesia Power is in accordance with the GRI Standards. During 2020, Indonesia Power recorded a positive economic performance, acquiring economic value of Rp39,657,628 million generated from operating revenues (electricity income, service concession revenues, and service revenues) and non-operational revenues. Indonesia Power distributed part of the revenue earned (67.28%) to the Company's stakeholders, i.e., to the Government through tax payment, personnel expenses, and community empowerment costs, which amounted to Rp27,957,650 million. [GRI 201-1]

Nilai Ekonomi Indonesia Power [GRI 201-1]

Indonesia Power's Economic Value [GRI 201-1]

Nilai Ekonomi Economic Value	Jumlah (Rp juta) Amount (Rp million)			
	2018			
	Kantor Pusat Head Office	PGU	OMU	Total
Nilai Ekonomi Langsung yang Dihasilkan Economic Value Generated				
Pendapatan Usaha Operating Revenues				
Pendapatan Tenaga Listrik Electricity Revenues	-	23.781.264	-	23.781.264
Pendapatan dari Konsesi Jasa Service Concession Revenues	534.371	14.757.643	-	15.292.014
Pendapatan Jasa Service Revenues	314.539	49.805	3.600.677	3.965.021
Pendapatan di Luar Operasional Non-Operational Revenues				
Penghasilan Keuangan Financial Income	269.195	1	-	269.196
Keuntungan Kurs Mata Uang Asing - Bersih Gain on Foreign Exchange - Net	(29.594)	(32.044)	(499)	(62.136)
Lain-lain Others	(273.656)	-	-	(273.656)
Jumlah Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated	814.855	38.556.669	3.600.178	42.971.703
Nilai Ekonomi yang Didistribusikan Economic Value Distributed				
Beban Usaha * Operating Expenses *	707.936	31.840.756	3.051.574	35.600.265
Biaya Kepegawaian Personnel Expenses	693.509	958.240	524.418	2.176.167
Pengeluaran untuk Pemerintah (Pajak, Retribusi, dan lain-lain) Expenditures to the Government (Taxes, Levies, etc.)	1.271.239	-	-	1.271.239
Pengeluaran untuk Masyarakat Community Expenses	13.713	19.283	4.504	37.499
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	2.686.396	32.818.279	3.580.495	39.085.170
Nilai Ekonomi yang Ditahan Economic Value Retained				
Jumlah Nilai Ekonomi yang Ditahan Total Economic Value Retained	(1.871.541)	5.738.391	19.683	3.886.533

* Beban Usaha di luar Beban Kepegawaian
Total Economic Value Retained

Jumlah (Rp juta) Amount (Rp million)								
	2019				2020			
	Kantor Pusat Head Office	PGU	OMU	Total	Kantor Pusat Head Office	PGU	OMU	Total
	-	23.970.771	-	23.970.771	-	21.011.210	-	21.011.210
	232.464	14.628.268	-	14.860.732	218.838	14.040.321	-	14.259.159
	320.162	9.915	3.422.269	3.752.345	247.522	298.101	2.924.457	3.470.080
	164.426	1	843	165.270	14.475	38.323	1.091	53.889
	(10.037)	19.844	334	10.141	(14.238)	4.089	597	(9.553)
	91.855	336.009	52.759	480.623	29.302	841.472	2.069	872.843
	798.869	38.964.809	3.476.205	43.239.883	495.899	36.233.515	2.928.214	39.657.628
	328.948	29.388.945	1.117.913	30.835.805	81.302	21.759.279	2.690.919	24.531.500
	846.762	927.431	573.190	2.347.383	723.996	1.294.296	334.478	2.352.770
	1.159.376	-	-	1.159.376	1.039.445	-	-	1.039.445
	13.916	23.051	5.433	42.401	7.713	21.485	4.738	33.935
	2.349.002	30.339.427	1.696.536	34.384.965	1.852.456	23.075.060	3.030.135	27.957.650
	(1.550.133)	8.625.381	1.779.669	8.854.917	(1.356.557)	13.158.456	(101.921)	11.699.978

Kontribusi Bagi Negeri

Contribution to the State



Kinerja Ekonomi
Economy Performance

Setoran pajak merupakan perwujudan dari kewajiban kenegaraan dan peran serta wajib pajak untuk secara langsung dan bersama-sama melaksanakan kewajiban perpajakan untuk pembiayaan negara dan pembangunan nasional. Selama tahun 2020 Indonesia Power tidak terdapat keterlambatan pembayaran kewajiban pajak, baik PPh Karyawan, PPh Badan, PPN Masa dan PBB. Selain itu juga tidak terdapat keterlambatan penyampaian dokumen kewajiban perpajakan Surat Pemberitahuan (SPT) tahunan dan bulanan, serta tidak terdapat keterlambatan penyampaian dokumen kewajiban pada lembaga regulator.

Pada tahun 2020, setoran pajak Indonesia Power kepada negara sebesar Rp1.039,445 juta, lebih rendah 10,34% dibandingkan tahun 2019 sebesar Rp1.159,376 juta. Hal tersebut dikarenakan terdapat Optimasi Anggaran Investasi Indonesia Power tahun 2020.

Paying tax is the realization of state obligation and role, as well as being a taxpayer directly and collectively to carry out the tax obligation for state financing and national development. During 2020, Indonesia Power did not experience any delays in tax payment, for Employee Income Tax, Corporate Income Tax, Period VAT, and Land and Building Tax. In addition, there was no delay in submitting the annual and monthly Tax Return (SPT) documents, and there was no delay in submitting the documents to the regulatory agency.

In 2020, Indonesia Power paid taxes to the state of Rp1,039,445 million, 10.34% lower than in 2019, which was Rp1,159,376 million. This was mainly because of an Optimization of the 2020 Indonesia Power Investment Budget.

Kontribusi Pajak Indonesia Power kepada Negara (Rp Juta) [GRI 201-1]

Indonesia Power's Tax Payment to the State (Rp Million) [GRI 201-1]

Jenis Pajak Type of Tax	2017	2018	2019	2020
PPN Pungut Collected VAT	613.801	864.583	845.121	733.256
PPN Impor PPN Import	28.081	108.735	60.216	41.622
Bea Masuk Import Duty	58.947	107.238	23.661	24.757
PPH 21 Income Tax 21	165.501	166.218	191.631	146.199
Pajak Badan Corporate Income Tax	-	-	-	-
PBB, Materai dan Retribusi Land and Building Tax, Stamp Duty and Retribution	37.142	24.464	38.747	93.611
Total Pajak Total Tax	903.472	1.271.239	1.159.376	1.039.445

Pada tahun 2020, Indonesia Power mendapatkan bantuan finansial dari Pemerintah melalui fasilitas pembebasan nilai pajak sebesar Rp663.008 juta sesuai Kebijakan Pengajuan Pembebasan (PPH 22 Impor/PPN Impor/PPH 22/PPH 23) untuk memanfaatkan fasilitas yang diberikan oleh Direktorat Jendral Pajak sesuai Peraturan Menteri Keuangan (PMK) Nomor 268/PMK.03/2015 & PER - 1/PJ/2011 jo PER - 21/PJ/2014 tentang Tata Cara Pengajuan Permohonan Pembebasan dari Pemotongan dan/atau Pemungutan Pajak Penghasilan oleh Pihak Lain serta PMK Nomor 268/PMK.03/2015 tentang Tata Cara Pemberian Fasilitas Dibebaskan dari Pengenaan Pajak Pertambahan Nilai atas Impor dan/atau Penyerahan Barang Kena Pajak Tertentu yang Bersifat Strategis dan Tata Cara Pembayaran Pajak Pertambahan Nilai Barang Kena Pajak Tertentu yang Bersifat Strategis yang telah Dibebaskan serta Pengenaan Sanksi. [GRI 201-4]

In 2020, Indonesia Power received financial assistance from the Government through a tax exemption amounted to Rp663,008 million, in accordance with the Exemption Submission Policy (Income Tax Art. 22 Import/Import VAT/Income Tax Art. 22/Income Tax Art. 23) by taking advantage of the facilities provided by the Directorate General of Taxes, in accordance with the Minister of Finance Regulation (PMK) No. 268/PMK.03/2015 and PER-1/PJ/2011, in conjunction with PER-21/PJ/2014 on the Procedures for Submitting Request for Exemption from Withholding and/or Collection of Income Tax by Other Parties, as well as PMK No. 268/PMK.03/2015 on the Procedures for Providing Exemption of Value Added Tax on the Import and/or Delivery of Certain Strategic Taxable Goods and Payment Procedures for Value Added Tax on Certain Strategic Taxable Goods which have been Exempted as well as Imposition of Sanctions.

[GRI 201-4]



Pendekatan Manajemen: Topik Pengelolaan Dampak Ekonomi Tidak Langsung [GRI 103-1, 103-2, 103-3]

**Management Approach:
Indirect Economic
Impact Management**
[GRI 103-1, 103-2, 103-3]

Topik Pengelolaan Dampak Ekonomi Tidak Langsung menjadi topik yang penting bagi Indonesia Power karena Indonesia Power meyakini kehadiran Perusahaan senantiasa menciptakan manfaat bagi pemangku kepentingan karena telah memberikan perubahan perekonomian yang berpengaruh pada kondisi sosial ekonomi masyarakat yakni meningkatnya kesejahteraan masyarakat sekitar wilayah operasi Perusahaan maupun pemangku kepentingan lainnya.

The Indirect Economic Impact Management is an important topic for Indonesia Power because the Company believes that its presence creates benefits for stakeholders as it provides economic changes that affect the socio-economic conditions of the community, i.e., increasing the community welfare surrounding the Company's operational areas and other stakeholders.

Kebijakan

Policy

Kebijakan Perusahaan

- Keputusan Direksi Nomor 25.K/010/IP/2014 tentang Pedoman Tanggung Jawab Sosial dan Lingkungan Perusahaan tanggal 11 Februari 2014
- Keputusan Direksi Nomor 26.K/010/IP/2014 tentang Pedoman Pelaksanaan InPower CARE di Lingkungan PT Indonesia Power tanggal 11 Februari 2014
- Keputusan Direksi No No 180.K/010/IP/2018 tentang Komitmen *Community Development* melalui Program Inspirasi Perempuan, tanggal 22 November 2018
- Keputusan Direksi Nomor 56.K/010/IP/2019 tentang Pengelolaan Program Unggulan *Community Development* di Lingkungan PT Indonesia Power, tanggal 28 Mei 2019
- Keputusan Direksi Nomor 218.K/010/IP/2016 tentang Pedoman Penggunaan Barang/Jasa PT Indonesia Power Bab VIII Pendayagunaan Produk dalam Negeri

Company's Policies

- The Board of Directors' Decree No. 25.K/010/IP/2014 on the Guidelines for Corporate Social and Environmental Responsibility dated 11 February 2014
- The Board of Directors' Decree No. 26.K/010/IP/2014 on the Guidelines for the InPower CARE within PT Indonesia Power dated 11 February 2014
- The Board of Directors' Decree No. 180.K/010/IP/2018 on the Community Development Commitment through Women's Inspiration Program dated 22 November 2018
- The Board of Directors' Decree No. 56.K/010/IP/2019 on the Management of Community Development Flagship Programs within PT Indonesia Power dated 28 May 2019
- The Board of Directors' Decree No. 218.K/010/IP/2016 on the Guidelines for Procurement of Goods/Services in PT Indonesia Power Chapter VIII Utilization of Domestic Products

Ketentuan Umum

- Peraturan Pemerintah Nomor 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas
- Peraturan Menteri Tenaga Kerja Dan Transmigrasi Republik Indonesia Nomor 19 Tahun 2012 Tentang Syarat-Syarat Penyerahan Sebagian Pelaksanaan Pekerjaan Kepada Perusahaan Lain
- Peraturan Menteri Perindustrian Republik Indonesia Nomor 54/M-IND/PER/3/2012 tentang Pedoman Penggunaan Produk Dalam Negeri Untuk Pembangunan Infrastruktur Ketenagalistrikan

General Provisions

- Government Regulation No. 47 of 2012 on the Corporate Social Responsibility of Limited Liability Companies
- The Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No 19 of 2012 on the Requirements for Subcontracting Partial Work to Other Companies
- The Regulation of the Minister of Industry of the Republic of Indonesia No. 54/M-IND/PER/3/2012 on the Guidelines for the Utilization of Domestic Products for Electricity Infrastructure Development

Komitmen - Melaksanakan target program pembangunan infrastruktur pembangkit tenaga listrik dan pembangunan infrastruktur bagi masyarakat sekitar - Meningkatkan efektivitas program pelibatan dan pengembangan komunitas untuk mendukung pencapaian kemandirian masyarakat - Meningkatkan pendapatan dan peluang usaha masyarakat - Mengembangkan pendayagunaan produksi dalam negeri untuk kebutuhan yang masuk kategori <i>leverage</i> dan <i>critical</i>	Commitment - Achieving target of the power plant infrastructure development program and infrastructure development for the surrounding community - Enhancing the effectiveness of community involvement and development programs to achieve community independence - Increasing the income and business opportunities of the community - Developing the efficient use of domestic production for leverage and critical categories needs
Sasaran dan Target - Pelaksanaan pembangunan infrastruktur ketenagalistrikan yang bersifat komersial sesuai dengan RJPP Perusahaan dan RUPTL PT PLN (Persero) serta pembangunan infrastruktur yang bersifat bantuan di wilayah Ring I yang berpotensi terkena dampak kegiatan operasi Perusahaan - Merumuskan kegiatan dan program <i>Community Involvement Development</i> (CID) - <i>Blanket contract</i> dengan penyedia dalam negeri	Goals and Targets - Construction of commercial electricity infrastructure in accordance with the Company's RJPP and PT PLN (Persero)'s RUPTL, as well as assisted infrastructure development in the Ring I area that has the potential to be impacted by the Company's operations. - Formulated Community Involvement Development (CID) activities and programs - Blanket contracts with domestic providers
Realisasi - terselesaikannya pembangunan pembangkit PLTGU Add On Grati Blok 2, MPP Timika dan MPP Manokwari - Terlaksananya kegiatan dan program <i>Community Involvement Development</i> (CID) - Terlaksananya rekrutmen tenaga kerja lokal sebanyak 75 orang - <i>Blanket contract</i> dengan penyedia Batubara, Gas, <i>Bag Filter</i>, <i>Inlet Air Filter</i>, <i>Chemical</i> dan <i>Belt Conveyor</i> produksi dalam negeri	Realization - Construction completion of CCPP Add On Grati Block 2, MPP Timika, and MPP Manokwari - Community Involvement Development (CID) activities and programs - Recruited 75 local workers - Blanket contract with domestic suppliers of Coal, Gas, Bag Filters, Inlet Air Filters, Chemical, and Belt Conveyors
Program/Inisiatif - Pelaksanaan program pembangunan infrastruktur nasional dan daerah yang bersifat komersial maupun bantuan - Program <i>Community Involvement Development</i> (CID) - <i>Sourcing</i> atas kemungkinan material, <i>spare part</i> atau <i>equipment</i> yang dapat disuplai dari dalam negeri - Sosialisasi bisnis dan potensi <i>market</i> kepada penyedia barang/jasa dalam negeri - Proses <i>tender</i> dan negosiasi terhadap penyedia barang/jasa dalam negeri	Program/Initiative - Implementation of national and regional infrastructure development programs commercially and as assistance - Community Involvement Development (CID) Program - Sourcing on the possibility of materials, spare parts, or equipment that can be supplied domestically - Dissemination of business and market potential to domestic goods/service providers - Tender and negotiation process with domestic goods/service providers
Evaluasi - Melaksanakan <i>Study</i> Indeks Kepuasan Masyarakat, <i>Social Return on Investment</i> serta <i>Business Review Meeting</i> sebagai bagian dari evaluasi pengelolaan dampak ekonomi tidak langsung di tahun 2020	Evaluation - Carrying out the Community Satisfaction Index Study, Social Return on Investment, and Business Review Meeting, as part of the evaluation of indirect economic impact management in 2020
Penanggung Jawab - Head of Corporate Communication yang berada di bawah Corporate Secretariat - Vice President of Budgeting - Vice President of Project Management and Pre-Construction - Vice President of Human Capital and Change Management - Vice President of Primary Energy and Business Development dan Spare Parts and Services Procurement	Person in Charge - Head of Corporate Communication reporting directly to the Corporate Secretariat - Vice President of Budgeting - Vice President of Project Management and Pre-Construction - Vice President of Human Capital and Change Management - Vice President of Primary Energy and Business Development and Spare Parts and Services Procurement



Pengelolaan Dampak Ekonomi Tidak Langsung

Management of Indirect Economic Impacts

Keberadaan Indonesia Power diharapkan dapat memberikan dampak ekonomi tidak langsung yang merupakan perubahan perekonomian yang berpengaruh pada kemandirian dan kesejahteraan masyarakat maupun pemangku kepentingan lainnya akibat dari berlangsungnya operasi Perusahaan. Sebagai perusahaan yang bergerak di bidang pembangkitan, Indonesia Power berkomitmen untuk memberikan manfaat bagi pembangunan berkelanjutan "Memancarkan energi listrik, Menerangi hingga ke pelosok negeri". Selama tahun 2020, Indonesia Power melakukan pembangunan infrastruktur ketenagalistrikan yang merata; melakukan bantuan pembangunan sarana dan prasarana umum bagi masyarakat; melakukan peningkatan kualitas hidup masyarakat dengan program peningkatan keterampilan dan penciptaan peluang usaha masyarakat; melakukan penyerapan tenaga kerja lokal; serta mengoptimalkan pelibatan pemasok/penyedia lokal.

Indonesia Power's existence shall have an indirect economic impact, which is a change in the economy that affects the independence and welfare of the community and other stakeholders as a result of the Company's ongoing operations. As a company engaged in the power generation sector, Indonesia Power is committed to providing benefits for sustainable development "Emitting electricity, Illuminating up to remote parts of the country". In 2020, Indonesia Power developed equal electricity infrastructure; provided assistance for the construction of public facilities and infrastructure; improved the quality of life of the community through skills improvement programs, and created business opportunities for the community; absorbed local manpower; as well as optimized the involvement of local suppliers/providers.

Pembangunan Infrastruktur yang Merata [GRI 203-1]

Equitable Infrastructure Development [GRI 203-1]

Dalam rangka mendorong percepatan dan pemerataan pembangunan infrastruktur untuk menyediakan pasokan energi listrik yang cukup dan merata, pada tahun 2020 Indonesia Power telah menyelesaikan pembangunan pembangkit PLTGU Add On Grati 183 MW, MPP Timika kapasitas 10 MW dan MPP Manokwari 2 kapasitas 20 MW. Ketersediaan energi listrik yang cukup hingga ke pelosok daerah ini diharapkan dapat mendukung pertumbuhan industri, baik industri besar maupun kecil di daerah sekitar.

In 2020, Indonesia Power has completed the construction of the CCPP Add On Grati 183 MW, MPP Timika with a capacity of 10 MW, and MPP Manokwari 2 with a capacity of 20 MW to encourage the acceleration and distribution of infrastructure development to provide a sufficient and equal supply of electricity. The availability of sufficient electricity to remote areas shall support industrial growth, both large and small industries, in the surrounding area.

Untuk menunjang kelancaran aktivitas masyarakat dan meningkatkan kualitas kehidupan masyarakat, selama tahun 2020 Indonesia Power juga melakukan pembangunan infrastruktur yang bersifat bantuan seperti pembangunan Rumah Tidak Layak Huni (RTLH), pembangunan sarana ibadah dan pembangunan sarana pendidikan.

During 2020, Indonesia Power also conducted assistance-based infrastructure development, such as the construction of Inhabitable House (RTLH), religious facilities, and educational facilities to support the community's activities and improve the quality of community life.

Pembangunan Infrastruktur Indonesia Power Tahun 2020 [GRI 203-1]

Indonesia Power's Infrastructure Development in 2020 [GRI 203-1]

No	Program	Wilayah Operasi Operational Area	Nilai Investasi (Rp Juta) Value of Investment (Rp million)	Sifat Nature	Dampak Impact
1	PLTGU Add On Grati Blok 2 CCPP Add On Grati Block 2	Pasuruan, Jawa Timur Pasuruan, East Java	2.233.527	Komersial Commercial	- Mendorong pembangunan infrastruktur nasional - Memperkuat sistem kelistrikan Jawa – Bali - Meningkatkan keandalan sistem kelistrikan Jawa – Bali - Encouraging the development of national infrastructure - Strengthening the Java-Bali electricity system - Improving the reliability of the Java-Bali electricity system
2	MPP Timika kapasitas 10 MW MPP Timika with a capacity of 10 MW	Timika, Papua	378.798	Komersial Commercial	- Mendorong pembangunan infrastruktur nasional - Memenuhi kebutuhan listrik di Indonesia Timur - Encouraging the development of national infrastructure - Meeting the electricity needs in Eastern Indonesia
3	MPP Manokwari 2 kapasitas 20 MW MPP Manokwari 2 with a capacity of 20 MW	Manokwari, Papua	369.003	Komersial Commercial	- Mendorong pembangunan infrastruktur nasional - Memenuhi kebutuhan listrik di Indonesia Timur - Encouraging the development of national infrastructure - Meeting the electricity needs in Eastern Indonesia
4	Pembangunan dan perbaikan sarana sanitasi Construction and repair of sanitation facilities	Adipala OMU	87.650	Bantuan Assistance	- Mendukung program Desa Sehat Bebas Buang Air Besar Sembarangan (BABS) - Meningkatkan kualitas kesehatan masyarakat - Supporting the Healthy Village Free from Open Defecation (BABS) program - Improving the public health quality
5	Pembangunan dan perbaikan Rumah Tidak Layak Huni (RTLH) Construction and repair of Inhabitable House (RTLH)	Palabuhan Ratu OMU, Mrica PGU, Suralaya PGU	147.450	Bantuan Assistance	- Mendorong pembangunan infrastruktur nasional - Meningkatkan keswadayaan dalam peningkatan rumah - Encouraging the development of national infrastructure - Increasing self-sufficiency in home improvement
6	Pembangunan dan perbaikan sarana pendidikan Construction and repair of education facilities	6 Unit Indonesia Power 6 Indonesia Power's Units	72,722	Bantuan Assistance	- Mendorong pembangunan infrastruktur nasional - Meningkatkan kualitas sarana pendidikan - Encouraging the development of national infrastructure - Improving the quality of educational facilities
7	Pembangunan dan perbaikan sarana ibadah Construction and repair of worship facilities	17 Unit Indonesia Power 17 Indonesia Power's Units	476.656	Bantuan Assistance	- Mendorong pembangunan infrastruktur nasional - Meningkatkan kualitas sarana ibadah - Encouraging the development of national infrastructure - Improving the quality of worship facilities

Peningkatan Keterampilan dan Penciptaan Peluang Usaha Masyarakat Sekitar

Enhancing Skills and Creating Business Opportunities in Surrounding Communities

Sebagai bentuk komitmen mendorong kemandirian masyarakat, selama tahun 2020 Indonesia Power melakukan program peningkatan keterampilan dan penciptaan peluang usaha masyarakat sekitar. Program yang dijalankan ini merupakan program yang berkesinambungan sebagai komitmen Indonesia Power menciptakan dampak ekonomi tidak langsung yang mampu mendorong kemandirian dan kesejahteraan hidup masyarakat.

As a form of commitment to encouraging community independence, during 2020, Indonesia Power carried out a program to enhance skills and create business opportunities in surrounding communities. This program is a continuous program as part of Indonesia Power's commitment to creating an indirect economic impact that is able to encourage self-reliance and the welfare of people's lives.

Program Peningkatan Keterampilan dan Penciptaan Peluang Usaha Masyarakat Sekitar Tahun 2020 [GRI 203-2]

Community Skills Development and Business Opportunity Creation Programs in 2020 [GRI 203-2]

No	Program	Hasil dan Perkembangan Result and Progress
1	Program Tempat Olah Sampah Setempat (TOSS) di Kabupaten Klungkung – Bali Program pengelolaan sampah berbasis masyarakat menjadi energi untuk <i>co-firing</i> di PLTU. Local Waste Management Program (TOSS) at Klungkung Regency – Bali Community-based program to manage waste into energy by <i>co-firing</i> at SPP.	- Reduksi timbulan sampah sebesar 6 Ton/Hari di Kecamatan Dawan - Pendapatan ekonomi kelompok meningkat menjadi Rp36,3 Juta/bulan (Rp1,2 juta/orang) - Menghemat pengeluaran bahan bakar untuk kebutuhan rumah tangga sebesar Rp14.000/hari - 33 jiwa dari 79 warga miskin telah mampu mengolah sampah dengan metode TOSS - 7.890 warga menjadi <i>supplier</i> sampah untuk TOSS - 310 KK sudah melakukan pemilahan sampah di tingkat rumah tangga - Reduction of waste generation by 6 Tonnes/day in Dawan Sub-District - Group economic income increased to Rp36.3 million/month (Rp1.2 million/person) - Savings on fuel expenditure for household needs by Rp14,000/day - 33 out of 79 poor people have been able to process waste using the TOSS method - 7,890 residents become waste suppliers for TOSS - 310 Households sorts waste at the household level
2	Kelompok Dukungan Sebaya (KDS) Sekar Jempiring Merupakan wadah bagi masyarakat dengan HIV/AIDS (ODHA) di Lingkungan Denpasar. Sekar Jempiring Peer Support Group (KDS) Peer support group is a forum for people living with HIV/AIDS (PLWHA) in Denpasar.	- Memproduksi 2.425 pcs masker kain dan 146 pcs <i>face shield</i> - Dana di Koperasi Sekar Jempiring di tahun Rp2,7 juta (2019) menjadi Rp37,32 juta (Oktober 2020) - Penjualan: • Masker kain: 2.425 pcs (Rp32 juta) • <i>Face shield</i>: 146 pcs (Rp1,3 juta) • Bendera 300 pcs (Rp2,1 juta) - Produced 2,425 pcs of cloth masks and 146 pcs of face shields - Sekar Jempiring Cooperative funds for the year increased to Rp37.32 million (as of October 2020) from Rp2.7 million in 2019 - Sales: • Cloth masks: 2,425 pcs (Rp32 million) • Face shields: 146 pcs (Rp1.3 million) • 300 pcs of flags (Rp2.1 million)

No	Program	Hasil dan Perkembangan Result and Progress
3	Taman Hatinya Sunter Program pengembangan kawasan hijau di wilayah perkotaan di DKI Jakarta Priok POMU berupa pembuatan produk UKM yaitu minuman herbal, roti buaya, <i>snack box</i>, sayuran organik, bank sampah dan pupuk kompos. Taman Hatinya Sunter (Sunter Heart Park) The green area development program in urban areas in Priok POMU DKI Jakarta is in the form of making SMEs products, such as herbal drinks, crocodile bread, snack boxes, organic vegetables, waste banks, and compost.	- Omzet setahun: Rp373 juta - Penghasilan Anggota: Rp4,5 juta/bulan - Annual turnover: Rp373 million - Member's Income: Rp4.5 million/month
4	Rumah Kreatif Merupakan program pemberdayaan masyarakat yang bekerjasama dengan BNNK Jakarta Utara untuk pemberdayaan klien pasca rehabilitasi yang memiliki kegiatan ekonomi kreatif. Creative House Creative House is a community empowerment program in collaboration with North Jakarta BNNK to empower post-rehabilitation clients who have creative economic activities.	- Produksi <i>hand sanitizer</i> dan masker kain dengan omzet Rp52.40/tahun - Production of hand sanitizers and cloth masks with a turnover of Rp52.40/year
5	Budidaya Jangkrik Memanfaatkan potensi pasar sekitar dimana banyak masyarakat yang gemar memelihara burung kicau dan sering adanya festival burung kicau di wilayah Garut membuat 11 orang pemuda pengangguran di Desa Sukakarya memulai budidaya jangkrik. Crickets Cultivation Utilizing the potential of the surrounding market where many people like to keep birds as pets and frequent chirping festivals in the Garut area, 11 unemployed youths in Sukakarya Village started cultivating crickets.	- Omzet: Rp14,4 juta/bulan - Peningkatan pendapatan anggota: Rp800 ribu - 1 juta/bulan - 155kg/bulan limbah sayur di dimanfaatkan untuk pakan jangkrik - 60 kg/bulan limbah kopi dimanfaatkan untuk pakan jangkrik - Turnover: Rp14.4 million/month - Member's income increase: Rp800 thousand - Rp1 million per month - 155Kg/month of vegetable waste is utilized to feed crickets - 60 kg/month of coffee waste is utilized to feed crickets
6	Bank Sampah Dukuh Lestari Berfokus pada pengelolaan lingkungan yang berbasis pada pengolahan limbah organik dan anorganik yang ada di sekitar masyarakat. Limbah ini dikelola oleh kelompok agar memiliki nilai ekonomi lebih untuk membantu perekonomian masyarakat. Dukuh Lestari Waste Bank Focusing on environmental management based on the organic and inorganic waste processing from the surrounding community. This waste is managed by the group to provide more economic value to assist the community's economy.	- Omzet setahun: Rp61,2 juta - Peningkatan pendapat: Rp850 ribu - Rp1,4 juta/ orang - 150 kg limbah anorganik dikelola - 263 kg limbah organik rumah tangga dimanfaatkan - Annual turnover: Rp61.2 million - Increased income: Rp850 thousand - Rp1.4 million per person - managed 150 kg of inorganic waste - 263 kg of household organic waste is utilized
7	Kelompok Tani Gunung Kamojang Kelompok usaha yang bergerak di bidang budidaya dan pengembangan produk turunan kopi. Tujuan kelompok ini yaitu dapat menghasilkan bibit kopi, kopi <i>green-bean</i> maupun kopi siap seduh dan produk-produk turunan kopi yang berkualitas. Mount Kamojang Farmers Group A business group engaged in the cultivation and development of coffee derivative products. The group's objective is to produce coffee seeds, green-bean coffee, and ready-to-brew coffee and coffee derivative products with high quality.	- Panen 250 ton kopi - Omzet: Rp40 juta/bulan atau Rp480 juta/tahun - Penghasilan anggota: Rp800.000/bulan - Juara 1 Lomba Kontes Kopi Spesialti Indonesia XII Tahun 2020 yang diselenggarakan oleh PUSLITKOKA [GRI 102-12] - Pengolahan limbah Kopi menjadi <i>hand sanitizer</i>, sabun dan <i>disinfectant</i> - Harvested 250 tonnes of coffee - Turnover: Rp40 million/month or Rp480 million/year - Member's income: Rp800,000/month - 1st Winner of the XII Indonesian Specialty Coffee Contest in 2020 organized by PUSLITKOKA [GRI 102-12] - Processing of coffee waste into a hand sanitizer, soap, and disinfectant

No	Program	Hasil dan Perkembangan Result and Progress
8	Mitra Pelagio Café Galeri lapisan sabilulungan merupakan program yang berfokus pada pemasaran produk-produk mitra binaan CSR Kamojang POMU. Program ini berbentuk kafe yang bertujuan agar masyarakat dapat menikmati produk-produk mitra binaan lebih lama, terutama produk kopi. Partner's Pelagio Café The lapisan sabilulungan gallery is a program that focuses on marketing the products of Kamojang POMU's CSR partners. This program is in the form of a café, with the objective to ensure that people enjoy the products of the fostered partners longer, especially coffee.	- Omzet: Rp11,4 juta/bulan atau Rp136,8 juta/tahun - Penghasilan anggota: Rp1,2 juta/bulan - Turnover: Rp11.4 million/month or Rp136.8 million/year - Member's income: Rp1.2 million/month
9	Rumah Pupuk Kompos "Power Green" Desa Ranuklindungan Merupakan salah satu program pemberdayaan CSR Grati POMU yang berbasis lingkungan yang memanfaatkan sampah organik berupa daun dan ranting-ranting pohon diolah menjadi pupuk kompos daun dan media tanam. "Power Green" Compost Fertilizer House in Ranuklindungan Village It is an environmental-based CSR empowerment program at Grati Pomu that utilizes organic waste (leaves and tree branches) to be processed into leaf compost and planting media.	- Omzet: Rp30 juta/tahun - Penghasilan anggota: Rp300.000/bulan/anggota - Jumlah produk terjual: • Kompos daun: 360 kantong • Kompos media tanam: 9.600 kantong - Turnover: Rp30 million/year - Member's income: Rp300,000/month/member - Products sold: • Leaf compost: 360 packages • Planting media compost: 9,600 packages
10	Bungkoh Batik Desa Pasinan Program CSR pemberdayaan perempuan wilayah Kecamatan Lekok dengan memajukan kerajinan pembuatan batik khas Lekok yang menjadi daya tarik tersendiri bagi pemasaran produk batik. Bungkoh Batik at Pasinan Village The CSR program for women empowerment in Lekok Sub-District by advancing the Lekok batik craft, which is the main attraction for batik products marketing.	- Omzet setahun: Rp21 juta - Penghasilan anggota: Rp200.000/bulan/anggota - Jumlah produk terjual: • Kain batik: 204 pcs • Masker: 5000 pcs - Annual turnover: Rp21 million - Member's income: Rp200,000/month/member - Products sold: • Batik fabric: 204 pcs • Face mask: 5,000 pcs
11	Omah Kreteg Anggana (Olahan Makanan Khas Sambel Kreteg Suralaya) Program mengembangkan Sambel Kreteg, kuliner khas yang biasanya tersedia di acara hajatan masyarakat saja. Omah Kreteg Anggana (Kreteg Sambel Processed Food as Suralaya Specialty) The program develops Sambel Kreteg, a special culinary that is usually only available at community events.	- Peningkatan omzet penjualan Rp36 juta pada tahun 2019 menjadi Rp48 juta di tahun 2020 - Jumlah produk terjual: 1.700 bungkus - Pemanfaatan minyak jelantah menjadi sabun cuci - Increased sales turnover from Rp36 million in 2019 to Rp48 million in 2020 - Products sold: 1,700 packs - Utilization of used cooking oil to laundry soap
12	Kampung Batik Adipala Kelompok batik Seloka merupakan salah satu binaan UMKM PT Indonesia Power Jateng 2 Adipala OMU yang memproduksi batik tulis dan batik cap khas Cilacap. Adipala Batik Village Seloka batik group is one of the MSMEs fostered by PT Indonesia Power Central Java 2 Adipala OMU, which produces hand-drawn batik and batik stamps typical of Cilacap.	- Omzet: Rp99,34 juta - Penghasilan anggota Rp700.000/bulan untuk 5 anggota yang berada di galeri dan Rp60.000/hari untuk anggota yang lain - Terjual 5.102 Produk Batik seloka - Turnover: Rp99.34 million - Income of Rp700,000/month for 5 members who are in the gallery and Rp60,000/day for other members - Sold 5,102 Seloka Batik Products
13	Kelompok "MAWAR" Perempuan Olahan Pangan Memanfaatkan sumber daya alam lokal, seperti pisang, sukun, kacang tanah, ikan bandeng, ikan teri, bawang merah, singkong. Processed Food by 'MAWAR' Women's Group Utilizing local natural resources, such as bananas, breadfruit, peanuts, milkfish, anchovies, shallots, cassava.	- Omzet: Rp65 juta/tahun - Penghasilan Anggota: Rp250.000/bulan/anggota - Jumlah produk terjual: 5.398 pcs - Turnover: Rp65 million/year - Member's Income: Rp250,000/month/member - Products sold: 5,398 pcs

No	Program	Hasil dan Perkembangan Result and Progress
14	Pengembangan <i>Home Industry</i> Sabuk Ukir Program pendampingan pemulihan ekonomi kelompok sabuk kulit ukir Argawana akibat pandemi sehingga terciptanya peluang usaha baru (pembuatan <i>face shield</i> kulit ukir) tanpa menghilangkan ciri khas dari bisnis sebelumnya. Carved Belt Home Industry Development The economic recovery assistance program for the Argawana carved leather belt group due to the pandemic to create new business opportunities (making leather carved face shields) without losing the characteristics of the previous business.	- Omzet: Rp15-20 juta/bulan atau Rp180 juta – 240 juta/tahun - Jumlah produk terjual: 150 pcs <i>face shield</i> dan 200 sabuk ukir/bulan - Turnover: Rp15 million up to Rp20 million per month or Rp180 million up to Rp240 million per year - Products sold: 150 pcs of face shields and 200 carved belts per month
15	Desa Kopi Konservasi “Tanaman Kopi Anti Erosi” Program peningkatan keterampilan bagi petani kopi arabika dan keterampilan bagi barista di Desa Pegundungan, Mrica PGU. “Anti-Erosion Coffee Plants” Conservation Village Skills improvement program for Arabica coffee farmers and baristas in Pegundungan Village, Mrica PGU.	- Penjualan 2.000 kg kopi arabika bentuk <i>greenbean</i>, senilai Rp180 juta - Pembuatan DUM (penjemuran kopi) - Sales of 2,000 kg of green bean arabica coffee, valued at Rp180 million - DUM (coffee drying) production
16	Batik Alam Malon KUB Batik Alam Malon Sejahtera yang merupakan mitra binaan Semarang PGU, berhasil mengembangkan <i>sociopreneur</i> ke lingkungan sekitar. Sehingga pada tahun 2017, Kampung Alam Malon ditetapkan Pemerintah Kota Semarang sebagai Kampung Tematik Sentra Batik Alam. Malon Natural Batik Malon Sejahtera Natural Batik KUB, which is a fostered partner of Semarang PGU, has succeeded in developing sociopreneurs for the surrounding environment. Thus, in 2017, Malon Natural Village was designated by the Semarang Municipal as the Natural Batik Center Thematic Village.	- Omzet: Rp600 juta/tahun - Penghasilan Anggota: Rp2 juta/bulan - Jumlah produk terjual: 2.400 lembar batik alam dan 4.800 masker batik - Turnover: Rp600 million/year - Member's Income: Rp2 million/month - Products sold: 2,400 pieces of natural batik and 4,800 batik masks
17	Rojali (Program Kesejahteraan Lingkungan dan Seni) di Ancol Program pemberdayaan masyarakat yang berfokus pada kesenian dan memiliki kegiatan ekonomi kreatif dan produktif untuk menunjang perekonomian masyarakat sekitar Rojali (Environmental Welfare and Arts Program) at Ancol Community empowerment program that focuses on the arts and has creative and productive economy to support the surrounding community's economy	- 50 kg/3 bulan pemanfaatan barang bekas untuk alat perkusi - Rp57,25 juta/tahun Pemasukan UKM - Membuka 3 (tiga) kesempatan kerja - Terbentuknya kelompok Perkusi (10 orang) - Terbentuknya kelompok produksi sabun cair (15 orang) - Terbentuknya kelompok menjahit (4 orang) - 50 kg per 3 months of used goods utilization for percussion instruments - Rp57.25 million/year of SME's income - Opened three (3) job opportunities - Establishment of percussion group (10 people) - Establishment of a liquid soap production group (15 people) - Establishment of sewing group (4 people)

Penyerapan Tenaga Kerja Lokal [GRI 202-2, 203-2]

Local Manpower Absorption [GRI 202-2, 203-2]

Pada tahun 2020, Indonesia Power melalui Anak Perusahaan yaitu PT Cogindo DayaBersama kembali melakukan rekrutmen tenaga kerja lokal. Tenaga kerja lokal didefinisikan sebagai pekerja yang berdomisili di sekitar unit Perusahaan. Hal ini bertujuan untuk mewujudkan pemerataan kesempatan kerja kepada masyarakat sekitar unit Perusahaan, sehingga akan memberikan dampak ekonomi berupa meningkatnya kemampuan ekonomi dan kesejahteraan masyarakat. Selama tahun 2020, Perusahaan merekrut sebanyak 75 orang tenaga kerja lokal untuk mengisi posisi dari mulai operator hingga Staf.

Dalam pemberian remunerasi kepada tenaga kerja lokal, Perusahaan memberikan upah di atas ketentuan/standar Upah Minimum Kabupaten/Kota (UMK) daerah setempat. Selain itu, tenaga kerja lokal juga mendapatkan benefit dan fasilitas yang terdiri dari Kompensasi Lembur, Uang Pelepasan, Tunjangan Hari Tua, Jaminan Kesehatan, Tunjangan Kecelakaan Kerja, Pendidikan Formal, Pelatihan, Bantuan Pemakaman dan Dukacita, Bantuan Bencana Alam, *Family Gathering*, Pakaian Kerja/OR, Kendaraan Operasional, Perjalanan Dinas, Rumah Jabatan, Alat Penunjang, Alat Komunikasi (khusus untuk Supervisor dan Manajer Unit) serta Fasilitas Sewa Rumah dan Kendaraan Dinas (khusus Manajer Unit).

In 2020, Indonesia Power, through its subsidiary, PT Cogindo Daya Bersama, recruited local workers. Local workers are employees who are domiciled in the vicinity of the Company's units. The objective is to achieve equal distribution of employment opportunities to the community surrounding the Company's units, which shall have an economic impact by increasing economic capacity and community welfare. In 2020, the Company recruited 75 local employees to fill various positions, ranging from operators to staff.

In providing remuneration to the local employees, the Company provides wages above the provisions/standards of the local Regency/City Minimum Wage (UMK). In addition, local employees also have benefits and facilities, consisting of Overtime Compensation, Layoff Money, Old Age Benefits, Health Insurance, Work Accident Benefits, Formal Education, Training, Funeral and Grief Assistance, Natural Disaster Assistance, Family Gathering, Work Uniforms/ Sports Clothes, Operational Vehicles, Business Trip, Tenure House, Supporting Equipment, Communication Equipment (especially for Supervisors and Unit Managers), House and Vehicle Rental Facilities (specifically for Unit Managers).

Jumlah Rekrutmen Tenaga Kerja Lokal

Total Local Manpower Recruited

Unit	Jumlah Rekrutmen per Level Jabatan Recruitments by Position					Jumlah Total
	Operator Operator	Teknisi Technician	Staf Staff	Supervisor Supervisor	Manajer Unit Unit Manager	
Semarang PGU	-	2	2	-	-	4
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	1	1	-	-	-	2
PLTU Jeranjang OMU SPP Jeranjang OMU	20	9	1	-	-	30
PLTU Sintang OMU SPP Sintang OMU	-	4	-	-	-	4
PLTU Berau OMU SPP Berau OMU	7	9	3	-	-	19
Holtekamp POMU	3	7	5	-	-	15
MPP Nias	1	-	-	-	-	1
Jumlah Total	32	32	11	-	-	75

Untuk posisi level Manajemen Senior, selama tahun 2020 belum ada tenaga kerja lokal yang direkrut Perusahaan untuk mengisi posisi tersebut, namun tidak menutup kesempatan apabila di kemudian hari Perusahaan memberikan kesempatan yang sama dengan menempatkan tenaga kerja lokal untuk mengisi posisi sebagai manajemen senior.

In 2020, the Company did not recruit any local manpower for Senior Management positions. However, this is not a precedent. In the future, the Company shall provide the same opportunity for any local manpower to fill the positions as senior management.



Pengoptimalan Pelibatan Penyedia Lokal [GRI 203-2]

Optimization of Local Supplier Involvement [GRI 203-2]

Menjalankan komitmen menciptakan dampak ekonomi tidak langsung juga dilakukan Indonesia Power melalui pengoptimalan pelibatan pemasok/penyedia lokal dalam rantai pasokan Perusahaan. Berdasarkan Peraturan Menteri Perindustrian Republik Indonesia Nomor 54/M-IND/PER/3/2012 tentang Pedoman Penggunaan Produk Dalam Negeri untuk Pembangunan Infrastruktur Ketenagalistrikan, telah ditetapkan Tingkat Komponen Dalam Negeri (TKDN) barang/jasa yang harus dipatuhi dalam proses pengadaan Indonesia Power. Sebagai bentuk kepatuhan akan peraturan tersebut, Indonesia Power telah menerbitkan Keputusan Direksi Nomor 218.K/010/IP/2016 tentang Pedoman Pengadaan Barang/Jasa PT Indonesia Power Bab VIII Pendayagunaan Produk dalam Negeri.

Selama tahun 2020, Indonesia Power bekerja sama dengan 1.567 Penyedia Nasional (98,73% dari total Penyedia) dengan nilai pengadaan Penyedia Nasional sebesar Rp15.087.869,17 juta (88,62% dari total nilai pengadaan). Jumlah dan Nilai Pengadaan Penyedia Nasional tahun 2020 ini mengalami penurunan dari tahun 2019 yang terutama disebabkan karena penurunan konsumsi listrik sebagai dampak dari adanya pandemi Covid-19.

Indonesia Power carries out the commitment to creating an indirect economic impact by optimizing the involvement of local suppliers/providers in the Company's supply chain. The Regulation of the Minister of Industry of the Republic of Indonesia No. 54/M-IND/PER/3/2012 on the Guidelines for the Utilization of Domestic Products for Electricity Infrastructure Development stipulates that Indonesia Power's procurement process shall comply with the Domestic Component Level (DCL) of goods/services. As a form of compliance with these regulations, Indonesia Power has issued the Board of Directors' Decree No. 218.K/010/IP/2016 on the Guidelines for Procurement of Goods/Services in PT Indonesia Power Chapter VIII Utilization of Domestic Products.

In 2020, Indonesia Power collaborated with 1,567 National Providers (98.73% of total Providers) with a National Provider procurement value of Rp15,087,869.17 million (88.62% of the total procurement value). The Procurement Value and Number of National Providers in 2020 decreased from 2019, which was mainly due to a decline in electricity consumption as a result of the Covid-19 pandemic.

Pengadaan Energi Primer dan Pengembangan Usaha serta Pengadaan Sparepart dan Jasa

Procurement of Primary Energy and Business Development, and Spare Part and Services

Tahun Year	Jumlah Penyedia Number of Providers			Persentase Penyedia Nasional National Suppliers Percentage	Nilai Pengadaan (Rp Juta) Procurement Value (Rp Million)			Persentase Nilai Pengadaan Penyedia Nasional Percentage of National Suppliers Procurement Value
	Penyedia Nasional National Suppliers	Penyedia Internasional International Suppliers	Total		Penyedia Nasional National Suppliers	Penyedia Internasional International Suppliers	Total	
2017*	1.657	13	1.670	99,22%	7.706.034,26	2.283.929,60	9.989.963,86	77,14%
2018	1.644	22	1.666	98,68%	17.108.868,38	5.644.192,38	22.753.060,76	75,19%
2019	1.714	19	1.733	98,90%	19.084.065,85	2.149.437,89	21.233.503,74	89,88%
2020	1.567	20	1.587	98,73%	15.087.869,17	1.937.432,49	17.025.301,66	88,62%

* tidak termasuk pengadaan batubara not including coal procurement

Produksi dan Penjualan Tenaga Listrik

Electricity Generation and Sales



Jumlah produksi tenaga listrik Indonesia Power pada tahun 2020 sebesar 34,771.54 GWh menurun 11,10% dibandingkan tahun 2019 sebesar 39,112,86 GWh. Begitu pun dengan jumlah penjualan tenaga listrik mengalami penurunan 11,38% dari 37,535,45 GWh di tahun 2019 menjadi 33,264,98 GWh di tahun 2020. Penurunan jumlah produksi dan penjualan ini dikarenakan:

- Penurunan kebutuhan sistem akibat pandemi COVID-19;
- Pengoperasian Priok Blok 4 dan Grati Blok 3 yang lebih dioptimalkan dikarenakan lebih efisien daripada PLTGU Priok Blok 1-2; dan
- Penurunan gas Tambak Lorok (Semarang).

Atas penurunan ini, Indonesia Power melakukan *action plan* untuk meningkatkan produksi dan penjualan tenaga listrik di tahun selanjutnya sebagai berikut:

- Program *coal-switching* sebagai upaya peningkatan merit order PLTU Suralaya 1-7;
- Optimalisasi pengoperasian PLTGU dengan pola operasi yang lebih efisien;
- Renegosiasi harga uap PLTP untuk meningkatkan CF PLTP;
- Optimalisasi waduk PLTA;
- Program perang EFOR untuk meningkatkan keandalan pembangkit; dan
- Pemantauan dan pengendalian efisiensi dan *reliability* pembangkit secara *real time*.

Indonesia Power generated electricity of 34,771.54 GWh in 2020, decreased by 11.10% compared to 2019, which was 39,112.86 GWh. Likewise, the electricity sales decreased by 11.38% from 37,535.45 GWh in 2019 to 33,264.98 GWh in 2020. The decrease in the amount of generation and sales was due to:

- System requirements decrease due to the COVID-19 pandemic;
- Priok Block 4 and Grati Block 3 operations were optimized because of their higher efficiency compared to CCPP Priok Block 1-2; and
- Gas reduction in Tambak Lorok (Semarang).

Because of this decline, Indonesia Power conducted an action plan to increase production and sales in the following years as follows:

- Coal-switching program as an effort to enhance the merit order of SPP Suralaya 1-7;
- Optimization of CCPP's operation with a more efficient operational pattern;
- Renegotiation of SPP's steam price to increase SPP CF;
- HPP reservoir optimization;
- EFOR war program to enhance plant reliability; and
- Monitoring and controlling the efficiency and reliability of the plant in real-time.

Total Produksi Energi Listrik Pembangkit Milik Sendiri Berdasarkan Jenis Pembangkit (GWh) [EU2] Total Electricity Generated by Existing Power Plants based on Type of Power Plant (GWh) [EU2]

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
Pembangkit EBT NRE Power Plant				
PLTA Hydro Power Plant (HPP)	4.318,71	3.284,31	3.133,74	3.692,89
PLTP Geothermal Power Plant (GPP)	2.781,27	2.869,27	2.738,94	2.778,15
Total Produksi Pembangkit EBT Total NRE Power Plant Generation	7.099,98	6.153,58	5.872,68	6.471,04
Pembangkit Energi Fosil Fossil Energy Power Plant				
PLTU Batubara Coal-Fired SPP	23.894,44	24.776,14	24.506,85	22.661,32
PLTU Gas Gas-Fired SPP	-	111,52	2,27	-
PLTGU Gas Gas-Fired Combined Cycle Power Plant (Gas-Fired CCPP)	9.949,29	9.099,39	7.344,00	4.507,37
PLTGU Bahan Bakar Minyak Oil Fuel-Fired Combined Cycle Power Plant (Oil Fuel-Fired CCPP)	3,94	221,78	56,15	47,13
PLTG Gas Gas-Fired GTPP	263,97	396,41	256,81	52,16
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	4,34	276,37	31,12	19,17
PLTD Gas Gas-Fired DPP	899,75	648,50	962,10	938,61
PLTD Bahan Bakar Minyak Oil Fuel-Fired DPP	30,57	190,03	29,36	74,74
Total Produksi Pembangkit Energi Fosil Total Fossil Energy Power Plant Generation	35.046,30	35.720,40	33.188,66	28.300,50
Jawa - Bali Grid & Embedded Jawa - Bali Grid & Embedded	42.146,28	41.873,74	39.061,34	34.771,54
Pembelian Listrik di Area Bali Electricity Purchase in Bali Area	74,12	70,82	51,52	-
Total	42.220,40	41.944,56	39.112,86	34.771,54

Total Produksi Energi Listrik Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (GWh) [EU2] Total Electricity Generated by Existing Power Plants based on Generating Unit (GWh) [EU2]

Unit Pembangkit Generating Unit	2017	2018	2019	2020
Suralaya PGU	23.894,44	24.776,14	24.506,85	22.661,32
Priok POMU	2.982,78	4.168,24	3.690,16	1.820,00
Saguling POMU	3.154,53	2.393,85	2.356,51	2.813,25
Kamojang POMU	2.781,27	2.869,27	2.738,94	2.778,15
Mrica PGU	1.164,18	890,46	777,22	879,64
Semarang PGU	4.267,08	3.782,77	2.752,08	851,10
Grati POMU	2.967,35	1.937,52	1.235,73	1.938,55
Bali PGU	934,65	1.055,48	1.003,84	1.029,54
Jawa - Bali Grid & Embedded Jawa - Bali Grid & Embedded	42.146,28	41.873,74	39.061,34	34.771,54
Pembelian Listrik di Area Bali Electricity Purchase in Bali Area	74,12	70,82	51,52	-
Total	42.220,40	41.944,56	39.112,86	34.771,54

Total Penjualan Energi Listrik Indonesia Power Berdasarkan Jenis Pembangkit (GWh) Total Indonesia Power's Electricity Sales by Type of Power Plant (GWh)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
Pembangkit EBT NRE Power Plant				
PLTA Hydro Power Plant (HPP)	4.293,84	3.262,62	3.121,33	3.675,97
PLTP Geothermal Power Plant (GPP)	2.654,48	2.734,99	2.619,64	2.635,85
Total Produksi Pembangkit EBT Total NRE Power Plant Generation	6.948,32	5.997,61	5.740,97	6.311,82
Pembangkit Energi Fosil Fossil Energy Power Plant				
PLTU Batubara Coal-Fired SPP	22.480,60	23.339,32	23.198,17	21.404,79
PLTU Gas Gas-Fired SPP	-	99,44	2,10	-
PLTU Bahan Bakar Minyak Oil Fuel-Fired SPP	(7,41)	-	-	-
PLTGU Gas Gas-Fired Combined Cycle Power Plant (Gas-Fired CCGP)	9.636,83	8.873,62	7.229,01	4.435,74
PLTGU Bahan Bakar Minyak Oil Fuel-Fired Combined Cycle Power Plant (Oil Fuel-Fired CCGP)	3,85	216,92	50,77	45,42
PLTG Gas Gas-Fired GTPP	262,87	395,50	256,56	51,85
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	(2,27)	269,61	31,05	19,08
PLTD Gas Gas-Fired DPP	883,17	632,95	946,61	922,68
PLTD Bahan Bakar Minyak Oil Fuel-Fired DPP	29,98	188,74	28,71	73,61
Total Penjualan Pembangkit Energi Fosil Total Fossil Energy Power Plant Sales	33.287,62	34.016,11	31.742,98	26.953,17
Jawa - Bali Grid & Embedded Jawa - Bali Grid & Embedded	40.235,94	40.013,72	37.483,93	33.264,98
Pembelian Listrik di Area Bali Electricity Purchase in Bali Area	71,46	68,80	51,52	-
Total	40.307,40	40.082,53	37.535,45	33.264,98

Total Penjualan Energi Listrik Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (GWh) Total Electricity Sales by Existing Power Plants based on Generating Unit (GWh)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
Suralaya PGU	22.480,60	23.339,32	23.198,17	21.404,79
Priok POMU	2.909,22	4.089,52	3.637,31	1.795,95
Saguling POMU	3.148,00	2.388,09	2.352,93	2.808,09
Kamojang POMU	2.654,48	2.734,99	2.619,64	2.635,85
Mrica PGU	1.145,84	874,54	768,40	867,88
Semarang PGU	4.096,08	3.669,75	2.684,49	833,65
Grati POMU	2.890,23	1.884,85	1.235,13	1.906,26
Bali PGU	911,49	1.032,67	987,87	1.012,52
Jawa - Bali Grid & Embedded Jawa - Bali Grid & Embedded	40.235,94	40.013,72	37.483,93	33.264,98
Pembelian Listrik di Area Bali* Electricity Purchase in Bali Area	71,46	68,80	51,52	-
Total	40.307,40	40.082,53	37.535,45	33.264,98

* Tahun 2020 pencatatan produksi PLTD E Nusa Penida dimasukkan ke dalam Bali PGU (produksi sendiri)

* For 2020, production from DPP E Nusa Penida was recorded in Bali PGU (self-production)

Peningkatan Ketersediaan, Keandalan dan Efisiensi Pembangkit

Improvement of Availability, Reliability, and Efficiency of Plant

Kinerja Ekonomi Economy Performance

Strategi produktivitas terus dijalankan Indonesia Power untuk menjadikan aset yang dimiliki bisa menghasilkan lebih banyak lagi. Parameter yang dijadikan acuan dari strategi produktivitas adalah efisiensi pembangkit semakin baik, gangguan semakin menurun dan *Equivalent Availability Factor* (EAF) semakin tinggi yang dapat meningkatkan produksi. Hal ini dapat berkontribusi terhadap pembangunan berkelanjutan karena adanya pengurangan biaya dan pengurangan emisi yang dihasilkan akibat adanya pengurangan volume minyak/gas dan bahan bakar lain yang dibutuhkan untuk pembangkit listrik. Selain itu, hal ini juga dapat mempengaruhi keamanan energi nasional. Untuk itu, Indonesia Power senantiasa mengelola dengan baik faktor ketersediaan dan keandalan unit pembangkit. Indikator kinerja pembangkit tersebut mencakup faktor ketersediaan, gangguan, efisiensi *thermal* (efisiensi *thermal netto*) dan tara kalor *netto*.

Indonesia Power conducts strategy for productivity to enhance its existing assets. The productivity refers to several parameters as references, i.e. better efficiency of the power plant, lower disturbance, and higher Equivalent Availability Factor (EAF), which lead to increase in production. This contributes to sustainable development by reducing costs and emissions resulting from the reduction in the volume of oil/gas and other fuels required for electricity generation. In addition, this may affect national energy security. Therefore, Indonesia Power properly manages the availability and reliability of generating units. The power plant performance indicators cover availability, disruption, net thermal efficiency, and net heat rate.

Faktor Ketersediaan Availability Factor

Faktor ketersediaan unit pembangkit diukur berdasarkan indikator *Equivalent Availability Factor* (EAF) dan *Scheduled Outage Factor* (SOF).

The availability factor of the power plan is measured based on Equivalent Availability Factor (EAF) and Scheduled Outage Factor (SOF) indicators.

Equivalent Availability Factor (EAF)

EAF menunjukkan tingkat kesiapan suatu pembangkit untuk beroperasi menghasilkan tenaga listrik. Nilai EAF berfungsi untuk mengetahui faktor ketersediaan pembangkit untuk beroperasi dengan Daya Mampu *Netto* (DMN) pada periode tertentu. Dengan demikian, **semakin tinggi nilai EAF menunjukkan tingkat kesiapan pembangkit lebih baik.**

EAF shows the readiness level of a power plant to operate and produce electricity. EAF functions to determine the availability of the power plant corporately to operate with Net Power Capacity (DMN) in certain periods. Thus, a **higher EAF value indicates a better level of plant readiness.**

Kinerja EAF Indonesia Power merupakan kinerja pembangkit milik sendiri, pembangkit jasa O&M Jawa dan pembangkit jasa O&M Luar Jawa. Pada tahun 2020, EAF Pembangkit Milik Sendiri adalah sebesar 94,10% meningkat 3,95% dibandingkan tahun 2019 sebesar 90,52%..

EAF performance of Indonesia Power consists of the performance of existing power plants, O&M service power plants in Java, and O&M service power plants outside Java. EAF for Existing Power Plants in 2020 amounted to 94.10%, an increase of 3.95% compared to 2019, which was 90.52%.

Peningkatan tersebut terutama disebabkan oleh kinerja unit yang lebih andal dan gangguan pembangkit yang lebih sedikit khususnya pembangkit PLTGU.

This was mainly due to improved reliability of units and fewer outages particularly in CCPPs.

Nilai EAF Pembangkit Milik Sendiri Berdasarkan Jenis Pembangkit (%)

EAF Value of Existing Power Plants by Type of Power Plant (%)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
PLTA Hydro Power Plant (HPP)	96,69	98,09	95,78	96,18
PLTU Batubara Coal-Fired SPP	91,26	89,05	92,02	90,11
PLTU Gas Gas-Fired SPP	-	70,32	99,86	99,95
PLTGU Gas Gas-Fired CCPP	88,10	81,83	83,09	97,02
PLTP Geothermal Power Plant (GPP)	92,93	89,55	89,86	95,08
PLTG Gas Gas-Fired GTPP	97,00	85,23	98,73	98,94
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	99,55	92,72	99,05	-
PLTD Gas Gas-Fired DPP	94,31	95,62	92,51	94,25
PLTD Bahan Bakar Minyak Oil Fuel-Fired DPP	-	-	100,00	100,00
Total	92,07	87,94	90,52	94,10%

Nilai EAF Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (%)

EAF Value of Existing Power Plants by Generating Unit (%)

Unit Pembangkit Generating Unit	2017	2018	2019	2020
Suralaya PGU	91,26	89,05	92,02	90,11
Priok POMU	93,61	82,19	78,58	97,84
Saguling POMU	96,35	97,73	96,49	95,99
Kamojang POMU	92,93	89,55	89,86	95,08
Mrica PGU	97,57	99,10	93,93	96,64
Semarang PGU	81,84	82,83	89,06	97,77
Grati POMU	96,18	78,97	91,29	95,76
Bali PGU	97,65	93,77	96,68	97,40
Total	92,07	87,94	90,52	94,10

EAF pembangkit jasa O&M Jawa pada tahun 2020 sebesar 89,80% meningkat 6,00% dibandingkan pada tahun 2019 sebesar 84,72%. Peningkatan ini menunjukkan tingkat kesiapan pembangkit jasa O&M Jawa pada tahun 2020 lebih baik yang terutama disebabkan oleh kinerja unit yang lebih andal serta gangguan yang lebih sedikit dari tahun sebelumnya.

EAF pembangkit jasa O&M Luar Jawa pada tahun 2020 sebesar 78,61% meningkat 54,20% dibandingkan pada tahun 2019 sebesar 50,98%. Peningkatan ini menunjukkan tingkat kesiapan pembangkit jasa O&M Luar Jawa pada tahun 2020 lebih baik yang terutama disebabkan oleh:

1. Terlaksananya investasi sesuai dengan target 2020, *improvement* di beberapa peralatan serta *overhaul* unit 1 sesuai jadwal dan *scope* pada Pangkalan Susu OMU;
2. Terlaksananya optimalisasi pemantauan parameter operasi melalui implementasi program *maintenance* rutin yaitu *First Line Maintenance* (FLM), *Preventive Maintenance* (PM) dan *Predictive Maintenance* (PDM) untuk keandalan unit pada Sanggau OMU; dan
3. Adanya program keandalan pada *Holtecamp* POMU.

In 2020, EAF of O&M Service Power Plants in Java was 89.80%, increased by 6.00% compared to 2019, which was 84.72%. This improvement reflects a better level of readiness of Java's O&M service power plant in 2020, which was mainly because of more reliable unit performance and fewer disruptions compared to the previous year.

In 2020, EAF of O&M Service Power Plants outside Java was 78.61%, increased by 54.20% compared to 2019, which was 50.98%. This increase shows the level of readiness of O&M service power plants Outside Java in 2020 was better, which was mainly due to:

1. Investment, in accordance with the 2020 target, improvement in several equipment, and overhaul of unit 1 in line with the schedule and scope at Pangkalan Susu OMU;
2. Optimization of operational parameter monitoring by regular maintenance programs, i.e., First Line Maintenance (FLM), Preventive Maintenance (PM), and Predictive Maintenance (PDM) for unit reliability at Sanggau OMU; and
3. A reliability program at *Holtecamp* POMU.

Scheduled Outage Factor (SOF)

SOF digunakan untuk mengukur tingkat pembangkit keluar sistem karena pemeliharaan terencana, yaitu *Planned Outage Hour* dan *Maintenance Outage Hour* yang sudah direncanakan sebelumnya. Dengan demikian, **semakin rendah nilai SOF maka ketepatan perencanaan pemeliharaan pembangkit lebih baik.**

Kinerja SOF Indonesia Power merupakan kinerja pembangkit milik sendiri, pembangkit jasa O&M Jawa dan pembangkit jasa O&M Luar Jawa. Pada tahun 2020, SOF Pembangkit Milik Sendiri adalah sebesar 4,31% lebih rendah 40,30% dibandingkan tahun 2019 sebesar 7,22%. Penurunan ini menunjukkan tingkat ketepatan perencanaan pemeliharaan pembangkit milik sendiri pada tahun 2020 lebih baik yang terutama disebabkan oleh adanya beberapa revisi jadwal pemeliharaan akibat *cost cutting* dan pandemi Covid-19 yaitu beberapa PLTGU di *Reserve Shutdown* (RS) dan Suralaya 5 mundur di 2021.

SOF demonstrates the level of system outage because of planned maintenance, i.e., Planned Outage Hour and Maintenance Outage Hour that have been planned before. Thus, a **higher SOF value indicates a better accuracy of plant maintenance.**

SOF performance of Indonesia Power consists of the performance of existing power plants, O&M service power plants in Java, and O&M service power plants outside Java. SOF for Existing Power Plants in 2020 amounted to 4.31%, decreased by 40.30% compared to 2019, which was 7.22%. This decrease shows that the accuracy of the maintenance planning of existing power plants in 2020 was better, which was mainly due to several revisions to the maintenance schedule due to cost-cutting and the Covid-19 pandemic, i.e., several CCPPs in Reserve Shutdown (RS) and Suralaya 5 was postponed in 2021.

Nilai SOF Pembangkit Milik Sendiri Berdasarkan Jenis Pembangkit (%)

SOF Value of Existing Power Plants by Type of Power Plant (%)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
PLTA Hydro Power Plant (HPP)	3,13	1,89	4,14	3,76
PLTU Batubara Coal-Fired SPP	6,78	7,59	6,40	6,59
PLTU Gas Gas-Fired SPP	-	18,16	-	0,05
PLTGU Gas Gas-Fired CCPP	5,91	4,92	11,69	2,25
PLTP Geothermal Power Plant (GPP)	2,30	1,23	8,38	4,54
PLTG Gas Gas-Fired GTPP	2,39	14,25	1,20	0,99
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	0,44	1,64	0,77	-
PLTD Gas Gas-Fired DPP	5,14	4,08	7,41	5,68
Total	5,21	5,88	7,27	4,31

Nilai SOF Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (%)

SOF Value of Existing Power Plants by Generating Unit (%)

Unit Pembangkit Generating Unit	2017	2018	2019	2020
Suralaya PGU	6,78	7,59	6,40	6,59
Priok POMU	4,01	4,28	14,78	1,53
Saguling POMU	3,40	2,18	3,44	3,93
Kamojang POMU	2,30	1,23	8,38	4,54
Mrica PGU	2,42	1,08	5,94	3,34
Semarang PGU	7,87	8,34	7,80	1,76
Grati POMU	2,81	7,92	5,91	3,29
Bali PGU	2,14	2,52	3,19	2,51
Total	5,21	5,88	7,22	4,31

SOF pembangkit jasa O&M Jawa pada tahun 2020 sebesar 5,50% lebih rendah 26,76% dibandingkan pada tahun 2019 sebesar 7,51%. Penurunan ini menunjukkan tingkat ketepatan perencanaan pemeliharaan pembangkit jasa O&M Jawa pada tahun 2020 lebih baik yang terutama disebabkan oleh adanya percepatan pelaksanaan pemeliharaan pembangkit dan mundurnya pemeliharaan akibat optimasi anggaran.

In 2020, SOF of O&M service power plants in Java was 5.50%, decreased by 26.76% compared to 2019, which was 7.51%. This decrease indicates that the accuracy of plant maintenance of the O&M service power plant in Java was better in 2020, which was mainly due to accelerated plant maintenance and delayed maintenance due to budget optimization.

SOF pembangkit jasa O&M Luar Jawa pada tahun 2020 sebesar 12,44% lebih rendah 44,98% dibandingkan tahun 2019 sebesar 22,61%. Penurunan ini menunjukkan tingkat ketepatan perencanaan pemeliharaan pembangkit jasa O&M Luar Jawa pada tahun 2020 lebih baik yang terutama disebabkan oleh terlaksananya *overhaul* sesuai jadwal dan *scope* di unit luar Jawa.

In 2020, SOF of O&M service power plants outside Java was 12.44%, decreased by 44.98% compared to 2019, which was 22.61%. This decrease indicates that the accuracy of plant maintenance of O&M service power plant outside Java was better in 2020, which was mainly due to implementation of scheduled overhaul and units' scope outside Java.

Faktor Gangguan Disruption Factor

Untuk mengetahui faktor gangguan mesin pembangkit diukur berdasarkan indikator *Equivalent Forced Outage Rate* (EFOR) dan *Sudden Outage Frequency* (SdOF).

Disruption of the power plant machine is measured based on Equivalent Forced Outage Rate (EFOR) and Sudden Outage Frequency (SdOF) indicators.

Equivalent Forced Outage Rate (EFOR)

EFOR digunakan untuk mengukur tingkat mesin pembangkit keluar paksa atau ketidaksiapan unit untuk beroperasi karena gangguan. Dengan demikian, **semakin rendah nilai EFOR menunjukkan penanganan gangguan semakin cepat (unit pembangkit lebih andal).**

EFOR measures the forced outbreak of the engine or the unpreparedness of the unit to operate due to disruption. Thus, a **lower EFOR value indicates faster interference handling (more reliable generating unit).**

Kinerja EFOR Indonesia Power merupakan kinerja pembangkit milik sendiri, pembangkit jasa O&M Jawa dan pembangkit jasa O&M Luar Jawa. Pada tahun 2020, EFOR Pembangkit Milik Sendiri adalah sebesar 1,96% meningkat 21,74% dibandingkan tahun 2019 sebesar 1,61%. Peningkatan ini terutama disebabkan oleh gangguan *boiler* bocor di Unit Suralaya 3, 6 dan 7. Atas peningkatan ini, Indonesia Power melakukan tindak lanjut dengan melaksanakan *assessment boiler*, penggantian pipa dan *stub* yang mengalami penipisan serta mengadakan stok minimum pipa *boiler*.

EFOR performance of Indonesia Power consists of the performance of existing power plants, O&M service power plants in Java, and O&M service power plants outside Java. EFOR for Existing Power Plants in 2020 amounted to 1.96%, an increase of 21.74% compared to 2019, which was 1.61%. The increase was mainly due to a leaky boiler failure in Suralaya Units 3, 6, and 7. Indonesia Power followed up the EFOR increase by carrying out a boiler assessment, replacing thinning pipes and stubs, and procuring a minimum stock of boiler pipes.

Nilai EFOR Pembangkit Milik Sendiri Berdasarkan Jenis Pembangkit (%)

EFOR Value of Existing Power Plants by Type of Power Plant (%)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
PLTA Hydro Power Plant (HPP)	0,30	0,35	0,21	0,12
PLTU Batubara Coal-Fired SPP	1,56	3,47	1,36	2,83
PLTU Gas Gas-Fired SPP	-	26,61	1,48	-
PLTGU Gas Gas-Fired CCGP	5,48	15,79	2,63	1,39
PLTP Geothermal Power Plant (GPP)	4,79	9,15	1,65	0,30
PLTG Gas Gas-Fired GTPP	3,98	2,30	0,08	1,77
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	2,96	4,30	0,12	-
PLTD Gas Gas-Fired DPP	0,87	0,46	0,13	0,10
Total	2,75	7,35	1,61	1,96

Nilai EFOR Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (%)

EFOR Value of Existing Power Plants by Generating Unit (%)

Unit Pembangkit Generating Unit	2017	2018	2019	2020
Suralaya PGU	1,56	3,47	1,36	2,83
Priok POMU	1,00	14,83	2,71	1,18
Saguling POMU	0,42	0,34	0,16	0,15
Kamojang POMU	4,79	9,15	1,65	0,30
Mrica PGU	0,01	0,36	0,34	0,04
Semarang PGU	12,99	10,41	3,45	2,70
Grati POMU	0,61	27,84	0,57	0,42
Bali PGU	0,90	3,38	0,50	0,35
Total	2,75	7,35	1,61	1,96

EFOR pembangkit jasa O&M Jawa pada tahun 2020 sebesar 2,69% lebih rendah 60,50% dibandingkan pada tahun 2019 sebesar 6,81%. Penurunan ini menunjukkan penanganan gangguan pembangkit jasa O&M Jawa semakin cepat yang terutama disebabkan oleh kinerja unit yang lebih andal serta gangguan yang lebih sedikit dari tahun sebelumnya.

In 2020, EFOR of O&M service power plants in Java was 2.69%, decreased by 60.50% compared to 2019, which was 6.81%. The decline reflects a faster disruption handling in Java's O&M service power plant, which was mainly because of more reliable unit performance and fewer disruptions compared to the previous year.

EFOR pembangkit jasa O&M Luar Jawa pada tahun 2020 sebesar 6,16% lebih rendah 78,51% dibandingkan tahun 2019 sebesar 28,67%. Penurunan ini menunjukkan penanganan gangguan pembangkit jasa O&M Luar Jawa semakin cepat yang menandakan unit pembangkit lebih andal yang terutama disebabkan oleh:

1. Terlaksananya investasi sesuai dengan target 2020, improvement di beberapa peralatan serta *overhaul* unit 1 sesuai jadwal dan *scope* pada Pangkalan Susu OMU;
2. Terlaksananya percepatan serta perbaikan kebocoran *Boiler* Unit 1 & 3 dan *Line Outlet Condenser* Unit 3 pada Jeranjang OMU; dan
3. Pengoperasian beban Unit 2 sesuai dengan rekomendasi pabrik, pembentukan tim siaga, manajemen penataan batubara dan *re-tubing* pada Barru OMU.

In 2020, EFOR of O&M service power plants outside Java was 6.16%, decreased by 78.51% compared to 2019, which was 28.67%. This decrease reflects faster handling of disruptions of O&M service power plant outside Java, which indicates a more reliable generating unit. This was mainly caused by:

1. Investment, in accordance with the 2020 target, improvement in several equipment, and overhaul of unit 1 in line with the schedule and scope at Pangkalan Susu OMU;
2. Acceleration and repair of leaky Boiler Units 1 & 3 and Line Outlet Condenser Unit 3 at Jeranjang OMU; and
3. Unit 2 load operation in accordance with the manufacturer's recommendations, the establishment of a standby team, coal arrangement management, and re-tubing at Barru OMU.

Sudden Outage Frequency (SdOF)

SdOF menunjukkan jumlah gangguan yang terjadi dalam periode tertentu, terutama frekuensi terjadinya gangguan yang berulang. Dengan demikian, **semakin rendah nilai SdOF, maka semakin baik pengelolaan operasional Perusahaan dalam mengurangi/ memitigasi gangguan.**

SdOF shows the number of disruptions that happens during a certain period, especially the frequency of repeated disruption. Thus, a **lower SdOF value reflects better Company's operational management in reducing/ mitigating disturbances.**

Kinerja SdOF Indonesia Power merupakan kinerja pembangkit milik sendiri, pembangkit jasa O&M Jawa dan pembangkit jasa O&M Luar Jawa. Pada tahun 2020, SdOF Pembangkit Milik Sendiri adalah sebesar 1,18 kali lebih rendah 24,48% dibandingkan tahun 2019 sebesar 1,65 kali. Penurunan ini menunjukkan semakin baik pengelolaan operasional Pembangkit Milik Sendiri dalam mengurangi/ memitigasi gangguan yang terutama disebabkan oleh berkurangnya gangguan yang terjadi dibandingkan tahun sebelumnya, dimana adanya perubahan signifikan yang terjadi pada Priok POMU yang sebelumnya mengalami sebanyak 66 gangguan menjadi 18 gangguan dan Semarang PGU yang sebelumnya mengalami sebanyak 72 gangguan menjadi 25 gangguan.

SdOF performance of Indonesia Power consists of the performance of existing power plants, O&M service power plants in Java, and O&M service power plants outside Java. SdOF for Existing Power Plants in 2020 amounted to 1.18 times, decreased by 24.48% compared to 2019, which was 1.65 times. This decrease shows better operational management of Existing Power Plants in reducing/mitigating disturbances. This resulted from fewer disturbances that occur compared to the previous year. There were significant changes in Priok POMU, which previously experienced 66 disruptions to 18 disruptions, and Semarang PGU which previously experienced 72 disruptions, to 25 disruptions.

Nilai SdOF Pembangkit Milik Sendiri Berdasarkan Jenis Pembangkit (kali)

SdOF Value of Existing Power Plants by Type of Power Plant (times)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
PLTA Hydro Power Plant (HPP)	0,54	0,42	0,22	0,22
PLTU Batubara Coal-Fired SPP	0,86	1,00	1,00	0,86
PLTU Gas Gas-Fired SPP	-	10,00	2,00	-
PLTGU Gas Gas-Fired CCPP	8,61	9,70	7,17	2,13
PLTP Geothermal Power Plant (GPP)	1,33	2,57	2,29	2,43
PLTG Gas Gas-Fired GTPP	0,67	0,67	0,33	1,65
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	-	-	1,24	-
PLTD Gas Gas-Fired DPP	3,00	3,83	1,25	1,83
Total	2,40	2,96	1,65	1,18

Nilai SdOF Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (kali)

SdOF Value of Existing Power Plants by Generating Unit (times)

Unit Pembangkit Generating Unit	2017	2018	2019	2020
Suralaya PGU	0,86	1,00	1,00	0,86
Priok POMU	5,29	5,75	4,71	1,29
Saguling POMU	0,69	0,45	0,28	0,21
Kamojang POMU	1,33	2,57	2,29	2,43
Mrica PGU	0,17	0,37	0,07	0,23
Semarang PGU	14,00	15,00	8,00	2,78
Grati POMU	1,29	3,57	1,14	1,25
Bali PGU	1,89	3,32	1,16	2,27
Total	2,40	2,96	1,65	1,18

SdOF pembangkit jasa O&M Jawa pada tahun 2020 sebesar 1,55 kali meningkat 3,33% dibandingkan pada tahun 2019 sebesar 1,50 kali. Peningkatan ini terutama disebabkan karena unit beberapa kali mengalami gangguan (*forced outage 1*) yang menyebabkan unit langsung *stop*.

In 2020, SdOF of O&M Service Power Plants in Java amounted to 1.55 times, increased by 3.33% compared to 2019, which was 1.50 times. This increase was mainly because the units experienced several disturbances (*forced outage 1*) which caused the units to stop immediately.

SdOF pembangkit jasa O&M Luar Jawa pada tahun 2020 sebesar 4,26 kali lebih rendah 35,06% dibandingkan tahun 2019 sebesar 6,56 kali. Penurunan ini menunjukkan semakin baik pengelolaan operasional Pembangkit jasa O&M Luar Jawa dalam mengurangi/memitigasi gangguan yang terutama disebabkan oleh:

1. Terlaksananya investasi sesuai dengan target 2020, improvement di beberapa peralatan serta *overhaul* unit 1 sesuai jadwal dan *scope* pada Pangkalan Susu OMU;
2. Terlaksananya percepatan serta perbaikan kebocoran *Boiler Unit 1 & 3* dan *Line Outlet Condenser Unit 3* pada Jeranjang OMU; dan
3. Pengoperasian beban Unit 2 sesuai dengan rekomendasi pabrik, pembentukan tim siaga, manajemen penataan batubara dan *re-tubing* pada Barru OMU.

In 2020, SdOF of O&M Service Power Plants outside Java amounted to 4.26 times, decreased by 35.06% compared to 2019, which was 6.56 times. This decline shows better operational management of O&M Services Power Plants Outside Java in reducing/mitigating disturbances which were mainly because of:

1. Investment, in accordance with the 2020 target, improvement in several equipment, and overhaul of unit 1 in line with the schedule and scope at Pangkalan Susu OMU;
2. Acceleration and repair of leaky Boiler Units 1 & 3 and Line Outlet Condenser Unit 3 at Jeranjang OMU; and
3. Unit 2 load operation in accordance with the manufacturer's recommendations, the establishment of a standby team, coal arrangement management, and re-tubing at Barru OMU.

Efisiensi *Thermal* (Efisiensi *Thermal Netto*) Net Thermal Efficiency

Efisiensi *Thermal* adalah perbandingan energi yang dibangkitkan dengan energi bahan bakar primer dalam periode tertentu. Dengan demikian, **semakin tinggi nilai Efisiensi *Thermal*, maka semakin efisien pembangkit.** Pada tahun 2020, Efisiensi *Thermal* Pembangkit Milik Sendiri adalah sebesar 33,79% menurun 0,80% dibandingkan tahun 2019 sebesar 34,07%. Penurunan ini terutama disebabkan oleh pelaksanaan program *coalswitching* PLTU Suralaya 1-7 dan terjadi penurunan CF PLTGU Priok Blok 1-2.

Thermal efficiency is the ratio of the energy generated to the primary fuel energy in a certain period. Therefore, **higher Thermal Efficiency means better efficiency of a power plant.** Thermal Efficiency for Existing Power Plants in 2020 amounted to 33.79%, decreased by 0.80% compared to 2019, which was 34.07%. This decline was mainly due to the coal switching program at SPP Suralaya 1-7 and a decrease in CF of CCPP Priok Block 1-2.

Nilai Efisiensi *Thermal* Pembangkit Milik Sendiri Berdasarkan Jenis Pembangkit (%)
Thermal Efficiency Rate of Existing Power Plants by Type of Power Plant (%)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
PLTU Batubara Coal-Fired SPP	32,05	32,35	33,31	33,10
PLTU Gas Gas-Fired SPP	-	24,59	24,56	-
PLTGU Gas Gas-Fired CCPP	35,35	36,22	37,03	37,39
PLTGU Bahan Bakar Minyak Oil Fuel-Fired CCPP	38,38	33,99	31,72	36,56
PLTG Gas Gas-Fired GTPP	23,01	23,93	22,75	4,60
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	-	25,17	24,85	17,43
PLTD Gas Gas-Fired DPP	37,66	37,38	37,65	37,77
PLTD Bahan Bakar Minyak Oil Fuel-Fired DPP	31,04	38,39	36,30	35,42
Total	32,95	33,15	34,07	33,79

Nilai Efisiensi *Thermal* Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (%)

Thermal Efficiency Rate of Existing Power Plants by Generating Unit (%)

Unit Pembangkit Generating Unit	2017	2018	2019	2020
Suralaya PGU	32,05	32,35	33,31	33,10
Priok POMU	36,67	36,96	38,17	37,94
Semarang PGU	32,77	34,44	34,79	35,19
Grati POMU	36,20	33,01	34,25	36,38
Bali PGU	37,05	34,23	36,82	36,89
Total	32,95	33,15	34,07	33,79

Tara Kalor *Netto*

Net Heat Rate

Tara Kalor *Netto* mengukur efisiensi pemakaian bahan bakar dalam nilai kalori yang dibutuhkan untuk setiap kWh produksi neto yang dibangkitkan oleh unit pembangkit pada suatu periode. Dengan demikian, **semakin rendah nilai Tara Kalor *Netto*, menunjukkan bahwa pembangkit tersebut semakin efisien.**

Kinerja Tara Kalor *Netto* Indonesia Power merupakan kinerja pembangkit milik sendiri, pembangkit jasa O&M Jawa dan pembangkit jasa O&M Luar Jawa. Pada tahun 2020, Tara Kalor *Netto* Pembangkit Milik Sendiri adalah sebesar 2.544,82 kCal/kWh meningkat 0,80% dibandingkan tahun 2019 sebesar 2.524,55 kCal/kWh. Peningkatan tersebut terutama disebabkan oleh pelaksanaan program *coalswitching* PLTU Suralaya 1-7 dan terjadi penurunan CF PLTGU Priok Blok 1-2.

Net Heat Rate measures the efficiency of fuel consumption in the calorific rate required for each net production kWh generated by the generating unit in a certain period. Thus, **a lower value of Net Heat means a more efficient power plant.**

Net Heat Rate performance of Indonesia Power consists of the performance of existing power plants, O&M service power plants in Java, and O&M service power plants outside Java. In 2020, the Net Heat Rate of Existing Power Plants was 2,544.82 kCal/kWh, increased by 0.80% compared to 2019, which was 2,524.55 kCal/kWh. This increase was mainly due to the coal switching program at SPP Suralaya 1-7 and a decrease in CF of CCPP Priok Block 1-2.

Nilai Tara Kalor *Netto* Pembangkit Milik Sendiri Berdasarkan Jenis Pembangkit (kCal/kWh)

Net Heat Rate of Existing Power Plants by Type of Power Plant (kCal/kWh)

Jenis Pembangkit Type of Power Plant	2017	2018	2019	2020
PLTU Batubara Coal-Fired SPP	2.683,22	2.658,80	2.581,97	2.598,29
PLTU Gas Gas-Fired SPP	-	3.497,28	3.501,65	-
PLTGU Gas Gas-Fired CCPP	2.433,04	2.374,11	2.322,29	2.300,23
PLTGU Bahan Bakar Minyak Oil Fuel-Fired CCPP	2.240,81	2.530,03	2.711,65	2.352,15
PLTG Gas Gas-Fired GTPP	3.737,35	3.593,16	3.779,40	18.702,19
PLTG Bahan Bakar Minyak Oil Fuel-Fired GTPP	-	3.417,04	3.460,56	4.933,19
PLTD Gas Gas-Fired DPP	2.283,51	2.300,60	2.284,11	2.276,70
PLTD Bahan Bakar Minyak Oil Fuel-Fired DPP	2.770,26	2.240,26	2.369,29	2.427,79
Total	2.609,80	2.594,05	2.524,55	2.544,82

Nilai Tara Kalor *Netto* Pembangkit Milik Sendiri Berdasarkan Unit Pembangkit (kCal/kWh)

Net Heat Rate of Existing Power Plants by Generating Unit (kCal/kWh)

Unit Pembangkit Generating Unit	2017	2018	2019	2020
Suralaya PGU	2.683,22	2.658,80	2.581,97	2.598,29
Priok POMU	2.345,07	2.327,00	2.253,10	2.266,90
Semarang PGU	2.624,41	2.497,14	2.471,98	2.443,90
Grati POMU	2.375,42	2.604,93	2.510,87	2.363,87
Bali PGU	2.321,39	2.512,48	2.335,73	2.331,01
Total	2.609,80	2.594,05	2.524,55	2.544,82

Tara Kalor *Netto* pembangkit jasa O&M Jawa pada tahun 2020 sebesar 2.494,81 kCal/kWh meningkat 5,77% dibandingkan tahun 2019 sebesar 2.358,78 kCal/kWh. Peningkatan tersebut terutama disebabkan karena CF unit rendah dan pemakaian HSD untuk *start-stop Reserve Shutdown* (RS).

In 2020, the Net Heat Rate of O&M Service Power Plants in Java amounted to 2,494.81 kCal/kWh, increased by 5.77% compared to 2019, which was 2,358.78 kCal/kWh. The increase was mainly due to the low CF of the units, and the HSD utilization for start-stop Reserve Shutdown (RS).

Tara Kalor *Netto* pembangkit jasa O&M Luar Jawa pada tahun 2020 sebesar 4.904,33Kcal/KWh meningkat 82,83% dibandingkan tahun 2019 sebesar 2.682,44 Kcal/KWh. Hal tersebut disebabkan oleh terlaksananya percepatan penanganan gangguan melalui program *maintenance* rutin yaitu *First Line Maintenance* (FLM), *Preventive Maintenance* (PM) dan *Predictive Maintenance* (PDM) untuk keandalan unit pada Sanggau OMU.

In 2020, the Net Heat Rate of O&M service power plants outside Java was 4,904.33 kCal/kWh, which was an increase by 82.83% than in 2019 at 2,682.44 kCal/kWh. This is due to the acceleration of disruption handling through regular maintenance programs, i.e., First Line Maintenance (FLM), Preventive Maintenance (PM), and Predictive Maintenance (PDM) for unit reliability at Sanggau OMU.



Research and Development Energi Listrik yang Andal dan Berkelanjutan

Research and Development of Reliable and Sustainable Electricity



Pendekatan Manajemen: Topik *Research and Development* [GRI 103-1, 103-2, 103-3]

**Management Approach:
to Research and Development**
[GRI 103-1, 103-2, 103-3]

Topik *Research and Development* (R&D) menjadi topik yang penting bagi Indonesia Power karena untuk menyediakan solusi energi yang andal, inovatif, ramah lingkungan dan melampaui harapan pelanggan guna meningkatkan *performance* unit bisnis dan penguatan lini energi terbarukan sebagai portofolio bisnis baru bagi Perusahaan (*second curve of business*) yang mendukung pencapaian tujuan pembangunan berkelanjutan, dibutuhkan langkah untuk menemukan cara baru yang lebih inovatif dan berkelanjutan melalui kegiatan R&D yang dilakukan secara efektif dan berkesinambungan.

The Research and Development (R&D) is an important topic for Indonesia Power because it provides energy solutions that are reliable, innovative, environmentally friendly, and exceed customer expectations, to improve business unit's performance and strengthen renewable energy lines as the Company's new business portfolio (*second curve of business*) that supports the achievement of sustainable development goals. These achievements shall be supported by finding a new and more innovative and sustainable ways in R&D activities that are carried out effectively and continuously.

Kebijakan

Policy

Kebijakan Perusahaan

- Prosedur Pengelolaan Kegiatan Litbang Teknologi Pembangkit IPM.09.03
- Prosedur Pengelolaan Kegiatan Inovasi IPM.09.05

Company's Policies

- Procedure for R&D Activities Management of Generation Technology, IPM.09.03
- Procedure for Innovation Management IPM.09.05

Ketentuan Umum

- Peraturan Presiden Nomor 22/2017 tentang Rencana Umum Energi Nasional (RUEN)
- Peraturan Menteri ESDM Nomor 4 Tahun 2020 tentang Perubahan Kedua dari Peraturan Menteri ESDM Nomor 50 Tahun 2017 tentang Pemanfaatan Sumber Energi Terbarukan untuk Penyediaan Tenaga Listrik
- Peraturan Direksi PT PLN (Persero) Nomor 001.P/DIR/2020 tentang Pedoman Pelaksanaan *Cofiring* Pembangkit Listrik Tenaga Uap Berbahan Bakar Batubara dengan Bahan Bakar Biomassa
- Peraturan Direksi PT PLN (Persero) Nomor 62.P/DIR/2020 tentang Pembelian Tenaga Listrik dari Pembangkit Energi Baru Terbarukan

General Provisions

- Presidential Regulation No. 22/2017 on National Energy General Plan (RUEN)
- Minister of EMR Regulation No. 4 of 2020 on the Second Amendment to the Minister of EMR Regulation No. 50 of 2017 on the Utilization of Renewable Energy Sources for Electricity Provision
- The Board of Directors' Regulation of PT PLN (Persero) No. 001.P/DIR/2020 on the Guidelines for the Co-firing of Coal-Fired Steam Power Plants Using Biomass Fuels
- The Board of Directors' Regulation of PT PLN (Persero) No. 62.P/DIR/2020 on the Purchase of Electricity from New and Renewable Energy Power Plants

Komitmen	Commitment
- Menggali potensi peningkatan kapasitas pembangkit yang dikelola - Mengeksplorasi kapabilitas bisnis <i>beyond</i> kWh - Meningkatkan target bauran energi baru dan terbarukan dengan tarif yang kompetitif	- Exploring the potential for increasing capacity of existing power plants - Exploring business capabilities beyond kWh - Refining new and renewable energy mix targets at competitive rates
Sasaran dan Target	Goals and Targets
- Pengembangan teknologi berkaitan dengan layanan energi untuk Kontinuitas Bisnis yang Berkelanjutan - Pengembangan pembangkit energi baru dan terbarukan dan bisnis <i>beyond</i> kWh untuk Kontinuitas Bisnis yang Berkelanjutan	- Technology development related to energy services for Sustainable Business Continuity - Development of new and renewable energy power plant and beyond kWh business for Sustainable Business Continuity
Realisasi	Realization
- Terlaksananya potensi bisnis baru dalam pengolahan dan pengelolaan biomassa - Terlaksananya proses <i>competitive and committed market sounding</i> - Terlaksananya inisiasi program-program pengembangan pembangkit EBT	- The actualization of new business potential in biomass processing and management - Competitive and committed market sounding process - Initiation of NRE power plant development programs
Program/Inisiatif	Program/Initiative
- <i>Cofiring</i> PLTU dengan biomassa - Kerja sama pengembangan bisnis pengolahan/ pengelolaan biomassa - Kerja sama dengan potensial <i>partner</i> yang memiliki nilai tambah bagi Indonesia Power	- Co-firing SPP with biomass - Cooperation in the biomass processing/management business development - Cooperation with potential partners who have added value for Indonesia Power
Evaluasi	Evaluation
Melaksanakan evaluasi untuk semakin memperkuat kegiatan R&D di tahun berikutnya dengan: - Pemanfaatan data empiris dari berbagai <i>pilot project</i> untuk validitas data perencanaan <i>project</i> - <i>Review</i> proses bisnis <i>Minimum Viable Product</i> (MVP) untuk mempertajam perencanaan bisnis	Performing evaluations to further strengthen R&D activities in the upcoming year by: - Utilization of empirical data from various pilot projects for the validity of project planning data - Review of Minimum Viable Product (MVP) business process to refine business planning
Penanggung Jawab	Person in Charge
- Head of Research, Innovation and Knowledge Management	- Head of Research, Innovation and Knowledge Management



Dalam rangka mendukung komitmen mengembangkan bisnis solusi energi, Indonesia Power senantiasa mendorong insan Perusahaan untuk menciptakan peluang-peluang bisnis baru dengan menjangkau gagasan kreatif, inovatif, proven dan orisinal sehingga dapat dikembangkan lebih lanjut untuk kontinuitas bisnis yang berkelanjutan. Hal ini diwujudkan dengan melaksanakan *Research and Development* (R&D) energi listrik yang andal dan berkelanjutan, sebagai upaya Perusahaan dalam menangkap peluang mengatasi risiko perubahan iklim untuk mendukung tujuan pembangunan berkelanjutan. [GRI 102-15]

Sepanjang tahun 2020, Indonesia Power melakukan berbagai program R&D, yaitu Program Pengembangan Teknologi Energi Terbarukan dan Program Pengembangan Teknologi Lainnya.

Indonesia Power encourages the Company's personnel to create new business opportunities by capturing creative, innovative, proven, and original ideas to be developed further for sustainable business continuity in order to support the commitment to developing energy solution business. This is realized by conducting reliable and sustainable Research and Development (R&D) of electricity, as part of the Company's efforts to seize opportunities to address climate change risks to support sustainable development goals. [GRI 102-15]

During 2020, Indonesia Power conducted various R&D programs, i.e., the Renewable Energy Technology Development Program and Other Technology Development Programs.



Uji Cofiring Biomassa
Biomass Co-firing Test



Prototype Mobile PV
PV Mobile Prototype



Pengujian CPO di PLTD
CPO Testing at DPP

Program Research and Development (R&D) Tahun 2020 [GRI 201-2, EU8] 2020 Research and Development (R&D) Programs [GRI 201-2, EU8]

No	Program Program	Lokasi Location	Deskripsi dan Tujuan Description and Objectives	Output dan Dampak Program Output and Impact	Biaya (Rp Juta) Cost (Rp million)
Program Pengembangan Teknologi Energi Terbarukan Renewable Energy Technology Development Program					
1	Uji Cofiring Biomassa Biomass Co-firing Test	Seluruh PLTU All SPPs	Rangkaian pengujian cofiring biomassa sebagai substitusi sebagian batubara di berbagai jenis PLTU yang dikelola oleh Indonesia Power The series of biomass co-firing tests as a partial substitution of coal in various types of power plants managed by Indonesia Power	Kesiapan PLTU untuk beroperasi cofiring dengan biomassa yang memberikan dampak menambah kapasitas bauran energi terbarukan tanpa investasi yang besar, dimulai pada komposisi co-firing 1% sampai dengan 5% dan dilakukan pengamatan kompatibilitas bahan bakar terhadap peralatan dan efek kinerja operasional serta lingkungan. The readiness of SPPs to operate co-firing with biomass has the impact of increasing the capacity of the renewable energy mix without a large investment, starting with the co-firing composition of 1% up to 5%, and observing the compatibility of fuel to equipment, and the effects of operational and environmental performance.	1.000

No	Program Program	Lokasi Location	Deskripsi dan Tujuan Description and Objectives	Output dan Dampak Program Output and Impact	Biaya (Rp Juta) Cost (Rp million)
2	Prototype Mobile PV PV Mobile Prototype	Saguling	Membangun <i>prototype mobile</i> PV sebagai laboratorium bergerak pengambilan data iradiasi dan parameter operasi PV di berbagai lokasi Developing a mobile PV prototype as a mobile laboratory to collect irradiation data and PV operating parameters in various locations	Ketersediaan data primer kelayakan program solar PV yang memberikan dampak keakuratan data perencanaan untuk proyek-proyek pengembangan PV di berbagai lokasi. The availability of primary data on the solar PV program feasibility, which impacts the accuracy of data planning for PV development projects in various locations.	250
3	Pengujian Crude Palm Oil (CPO) di PLTD Testing of Crude Palm Oil (CPO) in DPP	PLTD Merawang DPP Merawang	Rangkaian pengujian operasi CPO sebagai pengganti <i>High Speed Diesel</i> (HSD) di PLTD untuk meningkatkan bauran energi terbarukan A series of CPO testing as a substitute for High-Speed Diesel (HSD) at DPP to increase the renewable energy mix	Kajian kelayakan operasi PLTD dengan CPO dalam jangka panjang yang dapat disimpulkan bahwa implementasi penggunaan CPO di PLTD memerlukan mitigasi teknis yang sangat ketat untuk memastikan keandalan operasi PLTD jangka panjang. Under the DPP operational feasibility study, in the long-term, the utilization of CPO at DPP requires very strict technical mitigation to ensure the long-term reliability of DPP's operation.	200
Program Pengembangan Teknologi Lainnya Other Technology Development Programs					
1	Desain <i>Scale Up Solid Recovered Fuel</i> (SRF) Plant Scale Up Solid Recovered Fuel (SRF) Plant Design	Bandung, Payakumbuh	Pemanfaatan sampah sebagai bahan baku SRF untuk mendukung penyediaan biomassa pada program <i>co-firing</i> di PLTU Utilization of waste as SRF raw material to support the biomass supply in the co-firing program at the SPPs	DED SRF Plant pada skala kapasitas 30 TPD dan 100 TPD sebagai referensi potensi pengembangan bisnis SRF dan <i>co-firing</i> di PLTU. DED SRF Plant at a capacity scale of 30 TPD and 100 TPD as a reference for potential SRF business development and co-firing at the SPPs.	100
2	Pengujian produksi dan <i>co-firing</i> woodchip Woodchip production testing and co-firing	PLTU Lontar SPP Lontar	Rangkaian uji produksi woodchip dari kayu log untuk mendukung penyediaan biomassa pada program <i>co-firing</i> di PLTU A series of woodchip production tests from logs to support the biomass supply in the co-firing program at SPPs	Evaluasi Kelayakan produksi woodchip secara teknis dan ekonomis untuk <i>co-firing</i> yang menjadi referensi peluang implementasi <i>co-firing</i> menggunakan woodchip dan potensi biomassa dari olahan kayu hutan tanaman energi. Technical and economic evaluation of the feasibility of woodchip productions as a reference for the opportunity to implement co-firing using woodchips and obtain biomass from processed energy plantation forest.	100

Pelayanan Terbaik Bagi Pelanggan

Best Service For Customers

Proyeksi Jumlah Pelanggan

Customer Projection

Dalam pelaksanaannya, energi listrik Indonesia Power tidak disalurkan secara langsung kepada pelanggan, melainkan melalui jaringan transmisi kepada PT PLN (Persero) yang merupakan pembeli tunggal daya listrik yang diproduksi oleh Indonesia Power. Namun data prospek industri kelistrikan nasional dari sisi proyeksi jumlah pelanggan nasional berdasarkan tipe akun pelanggan adalah sebagai berikut:

In practice, Indonesia Power's electricity is not channeled directly to customers, but through a transmission line to PT PLN (Persero), which is the sole buyer of electricity generated by Indonesia Power. However, the data of national electricity industry prospect in terms of the forecast of national customers based on the type of customer account are as follows:

Proyeksi Jumlah Pelanggan Nasional Berdasarkan Tipe Akun Pelanggan [EU3]

Forecast of National Customers by Customer Account Type [EU3]

Tipe Akun Pelanggan Customer Account Type	2020	2021	2022
Rumah Tangga Households	71.588	72.494	73.357
Bisnis Business	4.201	4.448	4.702
Publik Public	2.250	2.391	2.542
Industri Industry	96	100	105
Jumlah Pelanggan Customer	78.135	79.433	80.706

Sumber: Rencana Usaha Penyediaan Tenaga Listrik (RUPTL) PLN
Source: PLN's Electricity Supply Business Plan (RUPTL)

Survei Kepuasan Pelanggan

Customer Satisfaction Survey

Pada tanggal 10 Agustus sampai dengan 10 September 2020, Indonesia Power melaksanakan survei kepuasan pelanggan yang dilakukan oleh pihak Independen. Survei dilakukan melalui penyebaran kuesioner dengan metode RATER (*Responsiveness, Assurance, Tangible, Empathy dan Reliability*). Aspek yang dinilai dalam survei ini disesuaikan dengan dimensi *requirement* pelanggan yang dibagi berdasarkan unitnya.

Indonesia Power conducted a customer satisfaction survey, carried out by an independent party from 10 August to 10 September 2020. The survey was conducted by distributing questionnaires using RATER (*Responsiveness, Assurance, Tangible, Empathy, and Reliability*) method. The survey assessed is adjusted to the customer requirements, which are divided by unit.

Pada hasil survei kepuasan pelanggan tahun 2020 diperoleh nilai indeks kepuasan pelanggan untuk pembangkit eksisting sebesar 84,84%, menurun 1,54% dari tahun 2019 sebesar 86,17%. Meskipun mengalami penurunan, indeks kepuasan pelanggan Perusahaan masih dalam kategori sangat memuaskan. Penurunan ini dikarenakan adanya pandemi Covid-19 yang terjadi sejak awal tahun 2020 sampai dengan saat ini, sehingga kegiatan-kegiatan terkait komunikasi dan hubungan pelanggan secara *face to face* yang rutin dilaksanakan seperti *Customer Gathering*/Kunjungan dan Forum Komunikasi Pelanggan tidak dapat dilaksanakan oleh sebagian besar Unit Perusahaan selama tahun 2020 ini. Selain itu terdapat beberapa parameter operasi yang masih memerlukan peningkatan atau perbaikan untuk meningkatkan kepuasan pelanggan, seperti misalnya permintaan MVAR, *Free Governor*, serta kecepatan dan ketepatan laporan gangguan.

Selanjutnya, nilai indeks kepuasan pelanggan untuk pembangkit jasa O&M sebesar 82,05%, meningkat 2,15% dari tahun 2019 sebesar 79,90%. Hal ini sebagai bentuk komitmen Indonesia Power untuk meningkatkan pelayanan di bidang jasa O&M kepada pelanggan.

In 2020, the customer satisfaction survey resulted in 84.84% of the customer satisfaction index for existing plants, which decreased by 1.54% from 2019 of 86.17%. Despite the decline, the Company's customer satisfaction index is still in the very satisfying category. This decrease is due to the current Covid-19 pandemic since the beginning of 2020. Therefore, activities related to communication and face-to-face customer relationships that were regularly carried out, such as Customer Gatherings/Visits and Customer Communication Forums, were not carried out by most of the Company's Units in 2020. In addition, several operating parameters still require improvement or refinement to enhance customer satisfaction, such as MVAR requests, Free Governor, as well as the speed and accuracy of disturbance reports.

Further, the customer satisfaction index value for O&M service power plants was 82.05%, increased by 2.15% from 2019 of 79.90%. This is a form of Indonesia Power's commitment to enhancing services in O&M services to customers.

Hasil Survei Kepuasan Pelanggan

Result of Customer Satisfaction Survey

	2017	2018	2019	2020
Nilai indeks kepuasan pelanggan untuk pembangkit eksisting (%) Customer satisfaction index for existing power plants (%)	88,88	88,75	86,17	84,84
Nilai indeks kepuasan pelanggan untuk pembangkit jasa O&M (%) Customer satisfaction index for O&M service power plants (%)	81,16	81,99	79,90	82,05

Sebagai tindak lanjut atas hasil survei, Indonesia Power membuat *workshop* evaluasi hasil survei dan menyusun *action plan* OFI (*Opportunity for Improvement*) kepuasan pelanggan bersama dengan unit pembangkit, perwakilan pelanggan dan divisi terkait. Lalu kemudian pada pelaksanaan *action plan* akan di *monitoring* setiap triwulan.

As a follow-up to the survey results, Indonesia Power held a workshop to evaluate the survey results and prepare an OFI (Opportunity for Improvement) action plan for customer satisfaction, in collaboration with the generating unit, customer representatives, and related divisions. Action plan will be implemented and monitored every quarter.

Penanganan Pengaduan Pelanggan Customer Complaint Handling

Sebagai komitmen Perusahaan dalam menjalin hubungan yang baik dengan pelanggan, Indonesia Power telah menyediakan saluran penanganan pengaduan pelanggan. Indonesia Power melakukan tindak lanjut atas setiap keluhan pelanggan yang dikelola oleh *Division of Commerce and Customer Relation I* (DIVCST I) untuk pelanggan eksisting dan *Division of Primary Energy and Settlement II* (DIVPST II) untuk pelanggan jasa O&M, dan dimonitor secara otomatis dalam Aplikasi Harian Deklarasi Ketidaksiapan Pembangkit (HDKP). Selanjutnya, hasilnya dikompilasi dan dievaluasi oleh *Vice President CST I*, *Vice President PST II* dan Unit/Divisi terkait, untuk mendapatkan solusi dari masalah yang dihadapi dan kemudian ditindaklanjuti sesuai dengan yang tercantum dalam IPM.06.07. Mekanisme dalam menangani pengaduan dan keluhan pelanggan adalah sebagai berikut:

As part of the Company's commitment to maintaining good relationships with customers, Indonesia Power provides a channel for handling customer complaints. Indonesia Power follows up on every customer complaint, under the Division of Commerce and Customer Relations I (DIVCST I) for existing customers, and the Division of Primary Energy and Settlement II (DIVPST II) for O&M service customers. Complaint handling is monitored automatically in the Daily Statement on Power Plant Unreadiness (HDKP). Further, the results are compiled and evaluated by the Vice President of CST I, Vice President of PST II, and related Units/Divisions, to find solutions to the problems, and then followed up according to the regulations stipulated in IPM.06.07. The mechanism in handling customer complaints is as follows:

Mekanisme Penanganan Pengaduan Pelanggan Customer Complaint Handling Mechanism



Pelanggan dapat menyampaikan pengaduan melalui media komunikasi Indonesia Power yaitu *email*, telepon, *website*, faksimili, surat dan rapat yang tersedia selama 24 jam sehari dan 7 hari seminggu.

Customers may submit complaints through Indonesia Power's communication media, i.e., email, telephone, website, facsimile, letters, and meetings, which are available 24 hours a day and 7 days a week.

Media Komunikasi Pengaduan Pelanggan Customer Complaint Communication Media

Media Komunikasi Utama Main Communication Media	PLN melalui PLN UI P2B (energi listrik 500kV dan 150 kV) PLN through PLN UI P2B (500kV and 150 kV electricity)	PLN melalui PLN Distribusi (energi listrik ≤20kV) PLN through PLN Distribusi (electricity ≤ 20kV)	PLN pelanggan jasa O&M PLN O&M service customers
 Telepon Phone	Telepon 021-526 7666 - Ext.2222/3333: Operasional <i>real time</i> (ETMC) - Ext.2222/3333: Realisasi kinerja pembangkit Phone 021-526 7666 - Ext.2222/3333: Real-time (ETMC) - Ext.2222/3333: Generator performance realization Harian Deklarasi Ketidaksiapan Pembangkit (HDKP) - WA Group-ROM P2B-IP: Komunikasi ROM - <i>Handphone</i> ETMC 0811 937 740: Kondisi pembangkit dan operasional - <i>Hotline</i> Unit Pembangkit: Naik turun beban, <i>Start-stop</i> pembangkit, kondisi pembangkit Daily Statement on Power Plant Unreadiness (HDKP) - WA Group-ROM P2B-IP: ROM Communication - <i>Handphone</i> ETMC 0811 937 740: Power plant and operational conditions - Generating Unit <i>Hotline</i> : Load fluctuation, power plant start-stop, plant's conditions	- 021-526 7666 - <i>Handphone</i> ETMC: 0811 937 740 - <i>Telepon direct</i> ETMC: 021-522 9813 - 021-526 7666 - <i>Handphone</i> ETMC: 0811 937 740 - <i>Telepon direct</i> ETMC: 021-522 9813	- 021-526 7666: koordinasi, progres, kajian - <i>Telepon personal</i> : koordinasi, progres, kajian - 021-526 7666: coordination, progress, review - <i>Personal phone</i> : coordination, progress, review
 Website	- Aplikasi HDKS: naik turun beban dan <i>start-stop</i> pembangkit - Aplikasi HDKP IKP: ketidaksiapan pembangkit - Aplikasi GAIS: kinerja pembangkit - Aplikasi JBOS Plan: perencanaan pembangkit - Aplikasi ProNIA: kondisi <i>realtime</i> sistem pembangkitan - Aplikasi Neraca Energi: kWh energi - HDKS: load fluctuation and power plant start-stop - HDKP IKP: power plant unreadiness - GAIS: power plant performance - JBOS Plan: power plant planning - ProNIA: real-time condition of the power plant system - Neraca Energi: energy kWh	-	-
 Email	etmc@indonesiapower.co.id perencanaan operasi, operasional <i>real time</i> etmc@indonesiapower.co.id operational planning, real-time operations	E-mail kepada DIV CST I/ personal e-mail: <i>Settlement</i> /kontrak E-mail to DIV CST I/personal e-mail: <i>Settlement</i> /contract	E-mail ke PST II/ personal e-mail E-mail to PST II/ personal e-mail
 Surat Letter	PT Indonesia Power Centennial Tower, Jl. Jend. Gatot Subroto Kav 24-25, Jakarta Selatan, 12950: Settlement/kontrak	PT Indonesia Power Centennial Tower, Jl. Jend. Gatot Subroto Kav 24-25, Jakarta Selatan, 12950: Settlement/kontrak	-
 Rapat Meeting	Rapat Alokasi Energi (RAE) dan Rapat pembahasan Kontrak dan <i>Settlement</i> Energy Allocation Meeting (RAE) and Contract and Settlement discussion	Rapat pembahasan kontrak dan <i>settlement</i> Contract and settlement discussion meeting	Rapat Jasa O&M O&M Services Meeting

Adapun selama tahun 2020, Indonesia Power tidak menerima pengaduan dari pelanggan terkait aspek kesehatan dan keselamatan pelanggan dalam pendistribusian listrik kepada pelanggan dan juga terkait aspek ketidakpatuhan atas penyediaan informasi produk dan komunikasi pemasaran, sehingga Indonesia Power tidak mendapat sanksi moneter maupun non moneter.

During 2020, Indonesia Power did not receive complaints from customers regarding customer's health and safety in the electricity transmission to customers, and regarding non-compliance with the provision of product information and marketing communications. Therefore, Indonesia Power was not sanctioned, monetarily or non-monetarily.





Komitmen Menjaga Ekosistem Lingkungan

Commitment To Preserving The Environmental Ecosystem

Indonesia Power tetap membuktikan konsistensi dalam komitmen menjaga ekosistem lingkungan di tengah pandemi Covid-19.

Indonesia Power berhasil mengukir prestasi dan pencapaian dengan torehan 2 PROPER Emas dengan total raihan 19 PROPER yang menjadi penyumbang terbanyak di lingkungan PLN Group. Langkah pengembangan bisnis di sektor Energi Baru Terbarukan (EBT) juga kian dikuatkan dengan berbagai strategi dan sinergi yang berkesinambungan dalam mendukung program pemerintah, menyediakan solusi energi masa depan. Komitmen yang dijalankan Indonesia Power ini berjalan selaras dengan transformasi PT PLN (Persero) yakni "*Green*", untuk melindungi generasi masa depan dengan menghadirkan energi ramah lingkungan.

Indonesia Power strives to prove consistent commitment to preserving environmental ecosystems in the midst of the Covid-19 pandemic. Indonesia Power succeeded in accomplishing and achieving 2 Gold PROPERs, with a total of 19 PROPERs which were the largest contributions to the PLN Group. The business development in the New Renewable Energy (NRE) sector is increasingly strengthened by various strategies and sustainable synergies to support the government programs in providing future energy solutions. Indonesia Power carries out the commitment, in line with PT PLN (Persero)'s transformation, i.e., "*Green*", to protect future generations, by providing environmentally friendly energy.

Ikhtisar Pencapaian Kinerja

Performance Achievement Highlight

Sebagai komitmen menjaga ekosistem lingkungan, Indonesia Power secara konsisten melakukan berbagai strategi dan inovasi program peningkatan kinerja lingkungan serta semaksimal mungkin mengurangi dampak lingkungan yang dihasilkan dari kegiatan bisnis Perusahaan.

As a commitment to preserving the environmental ecosystem, Indonesia Power consistently implements various strategies and innovations in environmental performance improvement programs and reduces the environmental impact resulting from the Company's business.

Pencapaian Kinerja Lingkungan Indonesia Power 2020

Indonesia Power's 2020 Environmental Performance Achievements



Efisiensi Energi melalui Implementasi Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME)
Total Energy Efficiency by Implementing Energy Efficiency Management Enhancement and Cultivation Program (PPME)

2019
55.731.727,22
Gigajoule

2020
83.434.918,55
Gigajoule



Emisi GRK yang dihasilkan dan Berhasil Menunjukkan Pengurangan
Generated and Reduced GHG Emissions

2019
65.938.756,68
Ton CO₂e

2020
59.760.183,98
Ton CO₂e



Penggunaan Air yang Berhasil Menunjukkan Pengurangan
Successful Water Consumption Reduction

2019
14.730.087,71
m³

2020
8.031.548,45
m³



Pemanfaatan Limbah Fly Ash & Bottom Ash (FABA)
Utilization of Fly Ash and Bottom Ash (FABA) Waste

2019
822,49
Ton

2020
1.040,63
Ton



Investasi dalam Menjaga Komitmen Melindungi Ekosistem Lingkungan
Investing in Maintaining Commitment to Protecting Environmental Ecosystems

2019
63.603,89
Rp Juta Million

2020
91.806
Rp Juta Million

Dengan komitmen Indonesia Power yang kuat dan tak pernah surut dalam upaya pengelolaan lingkungan, berhasil menorehkan prestasi melalui raihan 19 PROPER dan dua di antaranya merupakan penghargaan tertinggi dalam penilaian kinerja pengelolaan lingkungan, yakni PROPER Emas untuk Unit PLTDG Pesanggaran dan PLTP Kamojang-Darajat.

Indonesia Power's strong and unrelenting commitment to environmental management succeeded in achieving 19 PROPERs. Two of the PROPERs are the highest awards in environmental management performance assessment, i.e., the Gold PROPERs for both DGPP Pesanggaran and the GPP Kamojang-Darajat.



PROPER semakin menguatkan peran penting Indonesia Power di hulu sistem kelistrikan nasional. PROPER juga semakin memantapkan langkah Indonesia Power menuju kancah global sebagai penyedia bisnis solusi energi yang andal dan terpercaya.

PROPER further strengthens Indonesia Power's important role in the upstream national electricity system. PROPER also emphasizes Indonesia Power's steps towards the global arena as a reliable and trusted provider of energy solutions business.



Hasil Penilaian PROPER Indonesia Power [GRI 102-12, 103-3]

Indonesia Power's PROPER Assessment [GRI 102-12, 103-3]

Unit Unit	Sertifikasi Sistem Manajemen Lingkungan Environmental Management System Certification	Peringkat Rating									
		2012	2013	2014	2015	2016	2017	2018	2019	2020	
PLTU Suralaya PGU SPP Suralaya PGU	ISO 14001:2015										
PLTGU Priok POMU CCPP Priok POMU	ISO 14001:2015										
PLTGU Semarang Tambak Lorok PGU CCPP Semarang Tambak Lorok PGU	ISO 14001:2015										
PLTGU Grati POMU CCPP Grati POMU	ISO 14001:2015										
PLTDG Pesanggaran DGPP Pesanggaran	ISO 14001:2015										
PLTG Gilimanuk GTPP Gilimanuk	ISO 14001:2015										
PLTG Pemaron GTPP Pemaron	ISO 14001:2015										
PLTP Kamojang-Darajat POMU GPP Kamojang-Darajat POMU	ISO 14001:2015										
PLTP Gunung Salak GPP Gunung Salak	ISO 14001:2015										
PLTU Labuan OMU SPP Labuan OMU	ISO 14001:2015										
PLTU Lontar OMU SPP Lontar OMU	ISO 14001:2015										
PLTU Suralaya 8 OMU SPP Suralaya 8 OMU	ISO 14001:2015										
PLTU Palabuhan Ratu OMU SPP Palabuhan Ratu OMU	ISO 14001:2015										
PLTGU Cilegon OMU CCPP Cilegon OMU	ISO 14001:2015										
PLTA Saguling POMU HPP Saguling POMU	ISO 14001:2015										
PLTU Jawa Tengah 2 Adipala OMU SPP Jawa Tengah 2 Adipala OMU	ISO 14001:2015										
PLTA Mrica PGU HPP Mrica PGU	ISO 14001:2015										
PLTA Mrica PGU - Sub Unit Wonogiri HPP Mrica PGU - Sub Unit Wonogiri	ISO 14001:2015										
PLTU Jeranjang OMU SPP Jeranjang OMU	ISO 14001:2015										

■ Proper Emas
Gold Proper
 ■ Proper Hijau
Green Proper
 ■ Proper Biru
Blue Proper
 ■ Belum
Not yet

Tantangan dan Strategi Pengelolaan Lingkungan [GRI 102-15]

Environmental Management Challenges and Strategies [GRI 102-15]

Indonesia Power dihadapkan pada berbagai tantangan terkait pengelolaan lingkungan, diantaranya yaitu:

1. Tantangan pengendalian perubahan iklim;
2. Adanya pengetaan standar baku mutu emisi dan ketentuan teknis emisi pembangkit sebagaimana dijelaskan pada Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 15 Tahun 2019 dan Peraturan Pemerintah Nomor 41 Tahun 1999; dan
3. Terdapat perubahan kriteria penilaian kinerja PROPER, kesesuaian program efisiensi dan kriteria pengelolaan lingkungan berbasis Kajian Daur Hidup (LCA) pada program *beyond compliance* Unit yang berdampak pada penurunan pencapaian nilai kinerja PROPER (*beyond compliance*).

Untuk menjawab tantangan tersebut, Indonesia Power melakukan serangkaian strategi sebagai berikut:

1. Melakukan inventarisasi, *monitoring*, pelaporan dan verifikasi emisi Gas Rumah Kaca (GRK) yang dihasilkan dan melakukan serangkaian program reduksi emisi GRK;
2. Monitoring dan strategi pola operasi untuk pemenuhan ketaatan emisi pembangkit serta perencanaan pengendalian emisi dan investasi *Continuous Emission Monitoring System* (CEMS);
3. Melakukan pengembangan dan pemanfaatan pembangkit yang bersumber dari panas bumi, air, solar panel dan sumber Energi Baru Terbarukan (EBT) lainnya;
4. *Review* PROPER dan strategi peningkatan kinerja PROPER Unit Pembangkit;
5. Melakukan kajian daur hidup (*Life Cycle Assessment/ LCA*) tahun 2020; dan
6. Mengimplementasikan konsep *Green Power Plant* yaitu pembangkit tenaga listrik yang beroperasi secara andal, aman dan ramah lingkungan sesuai dengan Keputusan Direksi Nomor 249.K/010/IP/2015 tentang Pedoman Penerapan *Green Power Plant* di Lingkungan PT Indonesia Power yang wajib diterapkan di seluruh unit pembangkit Perusahaan.

Indonesia Power faced various challenges related to environmental management, including:

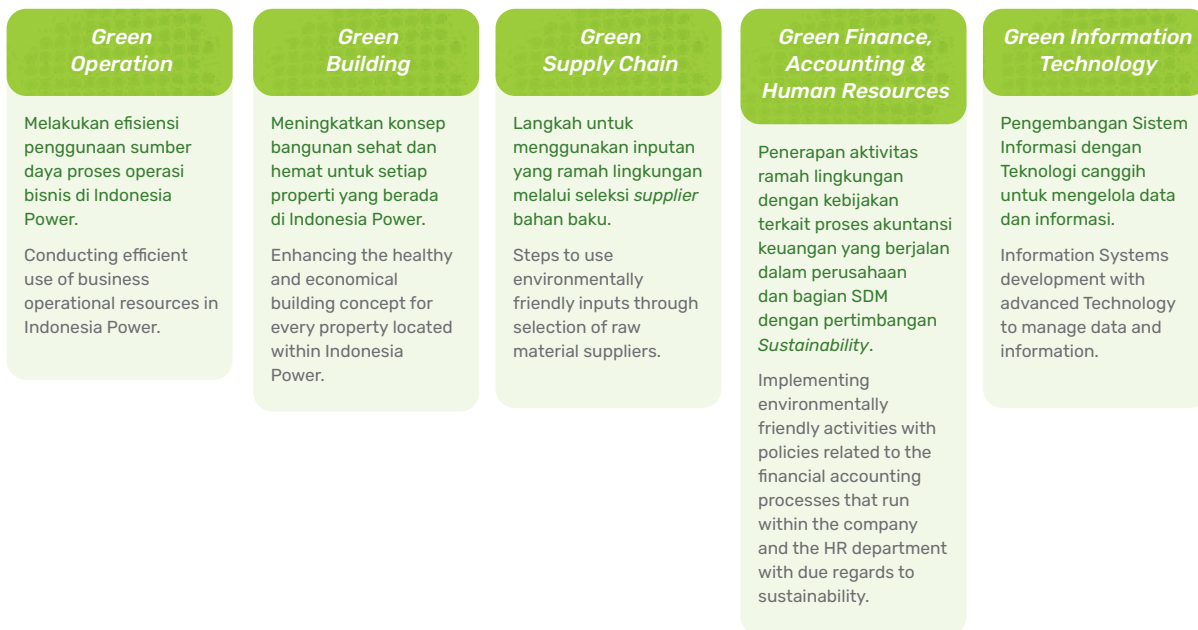
1. Climate change control;
2. Restriction in terms of emission-quality standards and technical provisions for power plant emissions, as described in the Minister of Environment and Forestry Regulation No. 15 of 2019 and Government Regulation No. 41 of 1999; and
3. Changes in PROPER performance assessment criteria, the suitability of the efficiency program, and the environmental management criteria, based on the Life Cycle Assessment (LCA) in the beyond compliance Unit program, which has an impact on the decline of PROPER performance scores (*beyond compliance*).

Indonesia Power carried out a series of strategies to answer these challenges, as follows:

1. Conducting an inventory, monitoring, reporting, and verification of Greenhouse Gas (GHG) emissions produced, and conducting a series of GHG emission reduction programs;
2. Carrying out monitoring and strategy of operating patterns for compliance with generator emissions, as well as emission control planning and investing on Continuous Emission Monitoring System (CEMS);
3. Developing and utilizing New Renewable Energy (NRE) power plants, sourced from geothermal, water, solar panels, etc.;
4. Reviewing PROPER and its strategy for improving the PROPER performance of the Generating Unit;
5. Conducting a Life Cycle Assessment (LCA) in 2020; and
6. Implementing the Green Power Plant concept, i.e., a power plant that operates reliably, safely, and environmentally friendly, in accordance with the Board of Directors' Decree No. 249.K/010/IP/2015 on Guidelines for the Green Power Plants within PT Indonesia Power, which shall be implemented in all Company's generating units.

Konsep Green Power Plant

Green Power Plant Concept



Program *Green Power Plant* yang dilakukan selama tahun 2020 meliputi:

1. Pemantauan, pemeriksaan, evaluasi dan pembinaan pengelolaan lingkungan untuk seluruh PGU, OMU dan Kantor Pusat;
2. Pendampingan, pemeriksaan dan koordinasi dalam penyusunan Dokumen *Comply Regulation* dan *Beyond Compliance*;
3. Melakukan upaya peningkatan kompetensi personil lingkungan dengan pelatihan dan sertifikasi bidang lingkungan;
4. Melakukan penghijauan di lingkungan Unit Pembangkit dengan menanam berbagai jenis pohon endemik yang berdampak untuk mereduksi emisi dan meningkatkan indeks keanekaragaman hayati;
5. Memberikan penghargaan prestasi pengelolaan lingkungan pada Unit yang telah berhasil dalam pencapaian Kinerja Pengelolaan Lingkungan; dan
6. Melakukan kunjungan dan koordinasi kepada pihak eksternal terkait bidang lingkungan melalui acara *Workshop* Lingkungan.

Green Power Plant Programs carried out in 2020 include:

1. Monitoring, inspection, evaluation, and development of environmental management for all PGU, OMU, and Head Office;
2. Assistance, inspection, and coordination in the preparation of *Comply Regulation* and *Beyond Compliance* Documents;
3. Carrying out efforts to enhance the competence of environmental personnel with training and certification in the environmental field;
4. Carrying out reforestation in the Generating Unit's environment by planting various endemic tree species that have an impact on reducing emissions and increasing the biodiversity index;
5. Granting awards for environmental management accomplishment to Units that have succeeded in achieving Environmental Management Performance; and
6. Conducting visits and coordinating with external parties related to the environmental sector through Environmental Workshop events.

Kebijakan dan Sistem Manajemen Lingkungan [GRI 102-12]

Environmental Management System and Policy [GRI 102-12]

Indonesia Power senantiasa melakukan *continuous improvement* dalam pengelolaan kinerja lingkungan melalui penerapan kebijakan dan sistem manajemen lingkungan. *Tools* ini dirancang untuk memastikan semua kegiatan yang dijalankan Indonesia Power mematuhi dan memenuhi semua perundang-undangan dan peraturan yang berlaku, serta sebagai pedoman untuk mengukur dan mengelola program-program Perusahaan terkait perbaikan lingkungan.

Kebijakan lingkungan yang telah dibuat dan diperbaharui oleh Indonesia Power terkait lingkungan adalah sebagai berikut:

1. Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan;
2. Pedoman Penerapan *Green Power Plant*;
3. Manajemen pembangkit terkait Manajemen Efisiensi;
4. Pedoman Manajemen Efisiensi Listrik Pembangkit Thermal;
5. Kebijakan *Integrated Management System* (IMS);
6. Kebijakan Pengelolaan Limbah;
7. Kebijakan Pengelolaan Limbah Unit Jasa Pembangkitan PLTU Batubara FTP-1 Jawa; dan
8. Komitmen Menjaga Ekosistem dan Pelestarian dalam Menjaga Keberlanjutan *Planet*.

Indonesia Power juga telah menerapkan Sistem Manajemen Lingkungan yang mengacu kepada ISO 14001:2015 yang terintegrasi dengan Indonesia Power *Integrated Management System* (IP IMS). Penerapan Sistem Manajemen Lingkungan Indonesia Power selama tahun 2020 adalah sebagai berikut: [GRI 102-12]

1. Memenuhi peraturan perundang-undangan mengenai lingkungan dan persyaratan pelanggan serta standar nasional dan internasional yang berlaku serta berkaitan dengan proses bisnis Perusahaan;
2. Menerapkan dan melaksanakan secara konsisten serta sertifikasi Sistem Manajemen Lingkungan sesuai dengan standar ISO 14001:2015;
3. Melakukan *monitoring*, evaluasi dan audit internal Sistem Manajemen Lingkungan secara periodik;
4. Menjadikan kebijakan lingkungan sebagai dasar dalam menetapkan tujuan dan sasaran dalam melakukan pengelolaan lingkungan;

Indonesia Power strives to continuously improve in environmental performance management by applying environmental management policies and systems. These tools are designed to ensure that all Indonesia Power's activities fulfill and comply with all prevailing laws and regulations, as well as guidelines for measuring and managing the Company's programs related to environmental improvement.

Indonesia Power has established and updated the environmental policies regarding the environment as follows:

1. Occupational Health and Safety Policy as well as Environment Policy;
2. Guidelines for the Green Power Plants;
3. Powerplant management related to Efficiency Management;
4. Thermal Generator Electrical Efficiency Management Guidelines;
5. Integrated Management System (IMS) policy;
6. Waste Management Policy;
7. Policy on Waste Management of Coal-Fired Power Plant FTP-1 Jawa Generating Service Unit; and
8. Commitment to Maintaining Ecosystems and Preservation in Maintaining the Planet's Sustainability.

Indonesia Power has implemented an Environmental Management System with reference to ISO 14001:2015, which is integrated with the Indonesia Power Integrated Management System (IP IMS). Indonesia Power implemented Environmental Management System in 2020 as follows: [GRI 102-12]

1. Complying with laws and regulations regarding the environment and customer requirements, as well as prevailing national and international standards relating to the Company's business processes;
2. Implementing and carrying out consistently the Environmental Management System certification in accordance with ISO 14001:2015 standards;
3. Conducting regular monitoring, evaluation, and internal audit of the Environmental Management System;
4. Setting environmental policies as the basis for setting objectives and targets in environmental management;

5. Mencegah pencemaran terhadap air, tanah dan udara, mendorong adanya sistem pengelolaan lingkungan yang efektif dengan mengutamakan konsep *Reduce, Reuse, Recycle* (3R) limbah padat non B3 (sampah) serta pengurangan dan pemanfaatan limbah B3 mengurangi pemakaian *freon* untuk mengurangi pencemaran udara dan melaksanakan program penghijauan guna menurunkan emisi dan gas rumah kaca, mendorong penggunaan transportasi yang efisien pada semua kegiatan serta melakukan uji emisi kendaraan secara berkala, mengembangkan konservasi sumber daya alam melalui efisiensi energi secara efektif dalam konsumsi energi listrik, melakukan upaya konservasi air dengan menerapkan proses *Reduce, Reuse, Recycle* dan *Recovery* (4R), mengoptimalkan penggunaan air laut untuk sirkulasi air pendingin, mendorong program kepedulian dan pengembangan masyarakat sekitar (*Community Development/CSR*) dan program perlindungan keanekaragaman hayati;
6. Memberikan pemahaman/kepedulian dan pelatihan mengenai lingkungan secara terus menerus kepada seluruh pegawai baik organik maupun mitra kerja;
7. Meningkatkan peran aktif dan menanamkan kepedulian pegawai terhadap lingkungan;
8. Memelihara dan mendokumentasikan dokumen-dokumen terkait Sistem Manajemen Lingkungan;
9. Mengkomunikasikan kebijakan lingkungan kepada seluruh kontraktor/*supplier* atau mitra kerja untuk dapat mengikuti kebijakan serta mengkomunikasikan kepada masyarakat setempat; dan
10. Melakukan perbaikan berkelanjutan, penyempurnaan dan peningkatan secara terus menerus terhadap sasaran organisasi pada setiap proses bisnis masing-masing bidang.

5. Preventing pollution of water, soil and air, encouraging an effective environmental management system by prioritizing the concept of Reduce, Reuse, Recycle (3R) for non-B3 solid waste (garbage), as well as reducing and utilizing B3 waste, reducing the use of freon to reduce air pollution, and implementing reforestation program to reduce emissions and greenhouse gases, encouraging the use of efficient transportation in all activities, and conducting regular periodic vehicle emission tests, developing natural resources conservation through effective energy efficiency in the consumption of electricity, carrying out water conservation efforts by implementing the Reduce, Reuse, Recycle, and Recovery (4R) process, optimizing the use of sea water for cooling water circulation, encouraging community development (CSR) awareness and development programs, and biodiversity protection programs;
6. Providing continuous understanding/care and training regarding the environment to all organic and business partner's employees;
7. Increasing the active role and instilling employee care for the environment;
8. Maintaining and documenting documents related to the Environmental Management System;
9. Communicating environmental policies to all contractors/suppliers or work partners to be able to follow the policy, and communicating to the local community; and
10. Improving, refining, and enhancing continuously to the organizational objective in each business process of each field.



Pengelolaan Penggunaan dan Efisiensi Energi

Energy Consumption and Efficiency Management



Pendekatan Manajemen: Topik Pengelolaan Energi [GRI 103-1, 103-2, 103-3]

Management Approach: Energy Management Topics [GRI 103-1, 103-2, 103-3]

Topik Pengelolaan Energi menjadi topik yang penting bagi Indonesia Power karena sebagai perusahaan energi terbaik yang tumbuh berkelanjutan, Indonesia Power perlu melakukan berbagai hal untuk meningkatkan Kinerja Energi yang melibatkan seluruh pegawai, mengurangi biaya produksi dan pengurangan emisi sehingga dapat melampaui harapan pelanggan.

Energy Management is an important topic for Indonesia Power because as the best energy company that grows sustainably, Indonesia Power shall carry out various things to improve Energy Performance involving all employees, reduce production costs, and reduce emissions, to exceed customer expectations.

Kebijakan

Policy

Kebijakan Perusahaan

- Keputusan Direksi Nomor 41.K/010/IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power
- Keputusan Direksi Nomor 249.K/010/IP/2015 tentang Pedoman Penerapan *Green Power Plant* Di Lingkungan PT Indonesia Power
- Keputusan Direksi Nomor 57.K/010/IP/2010 tentang Manajemen pembangkit yang di dalamnya terdapat pengelolaan energi yaitu Manajemen efisiensi
- Edaran Dieksi Nomor 27.E/012/IP/2014 tentang Pedoman Manajemen Efisiensi Listrik Pembangkit Thermal di Lingkungan PT Indonesia Power

Ketentuan Umum

- Undang - Undang Nomor 30 tahun 2007 tentang Energi
- Peraturan Pemerintah Nomor 79 tahun 2014 tentang Kebijakan Energi Nasional
- Peraturan Menteri ESDM Nomor 14 tahun 2012 tentang Manajemen Energi
- Peraturan Pemerintah Nomor 70 tahun 2009 tentang Konservasi Energi dan *Manager/Auditor* Energi
- Peraturan Gubernur Nomor 45 Tahun 2019 tentang Energi Bersih

Company's Policies

- The Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety within PT Indonesia Power
- The Board of Directors' Decree No. 249.K/010/IP/2015 on Guidelines on *Green Power Plant* within PT Indonesia Power.
- The Board of Directors' Decree No. 57.K/010/IP/2010 on the Power Plant Management, which includes energy management, i.e., Efficiency Management
- The Board of Directors' Circular Letter No. 27.E/012/IP/2014 on the Guidelines on Thermal Generator Electrical Efficiency Management within PT Indonesia Power

General Provisions

- Law No. 30 of 2007 on Energy
- Government Regulation Number 79 of 2014 on National Energy Policy
- Minister of EMR Regulation No. 14 of 2012 on Energy Management
- Government Regulation No. 70 of 2009 on Energy Conservation and Energy Manager/Auditor
- Governor Regulation No. 45 of 2019 on Clean Energy

Komitmen	Commitment
- Perbaikan keandalan dan efisiensi pembangkit melalui program <i>Life Cycle Management</i> (LCM), program peningkatan efisiensi dan konservasi energi sebagai <i>Strategic Initiatives</i> yang tercantum dalam Rencana Jangka Panjang 2020 – 2024 - Menetapkan langkah-langkah peningkatan efisiensi yang diformalkan dalam Sistem Manajemen Terintegrasi dalam pilar Manajemen Efisiensi dan diatur dalam Pedoman Pelaksanaan Manajemen Efisiensi Thermal melalui Surat Edaran Nomor 27.E/012/IP/2014 - Melakukan tindakan perlindungan terhadap lingkungan - Mengelola sumber daya energi yang digunakan secara efisien	- Improvement of power plant reliability and efficiency through the Life Cycle Management (LCM) program, energy efficiency improvement and conservation programs, as Strategic Initiatives listed in the 2020-2024 Long-Term Plan - Establishing efficiency improvement measures, which are formalized in the Integrated Management System in the Efficiency Management pillar and regulated in the Thermal Efficiency Management Guidelines through Circular Letter No. 27.E/012/IP/2014 - Taking action to protect the environment - Managing energy resources to be utilized efficiently
Sasaran dan Target	Goals and Targets
- Meningkatkan efisiensi pembangkit - Hasil efisiensi energi masuk 25% terbaik dalam penilaian PROPER	- Increasing power plants' efficiency - Energy efficiency results in the best 25% of the PROPER rating
Realisasi	Realization
- Implementasi Efisiensi Energi melalui Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME) dengan Efisiensi energi sebesar 83.434.918,55 Gigajoule	- Energy Efficiency of 83,434,918.55 Gigajoules implemented through Energy Efficiency Management Improvement and Cultivation (PPME) Program
Program/Inisiatif	Program/Initiative
- Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME) - Program Audit Energi dan Inovasi Penurunan Emisi - Penerapan <i>Energy Management System</i> sesuai ISO 50001:2018 - Program Sertifikasi ISO 50001:2018	- Energy Efficiency Management Improvement and Cultivation (PPME) Program - Energy Audit and Emission Reduction Innovation Program - Energy Management System implementation in line with ISO 50001:2018 - ISO 50001:2018 Certification Program
Evaluasi	Evaluation
- Melaksanakan pemantauan dan evaluasi program-program Efisiensi Energi dan <i>Efficiency Improvement Performance</i> Pembangkit di tahun 2020 dan melakukan Sertifikasi ISO 50001:2018	- Monitoring and evaluating Energy Efficiency and Power Plant Efficiency Improvement Programs in 2020 and conducting ISO 50001:2018 Certification
Penanggung Jawab	Person in Charge
Kantor Pusat - Bidang Lingkungan yang berada di bawah Vice President Health, Safety and Environment - Head of Research, Innovation and Knowledge Management - Head of Power Generation Engineering - Vice President of Commerce and Customer Relation I - Vice President of Primary Energy I - Vice President of Primary Energy And Settlement I Unit Kerja: Manajer Operasi	Head Office: - Environment Division, which reports directly to the Vice President Health, Safety, and Environment - Head of Research, Innovation and Knowledge Management - Head of Power Generation Engineering - Vice President of Commerce and Customer Relations I - Vice President of Primary Energy I - Vice President of Primary Energy And Settlement I Work Unit: Operations Manager



Penggunaan Energi Primer

Primary Energy Consumption

Indonesia Power menggunakan energi primer yang berasal dari energi fosil dan Energi Baru Terbarukan (EBT) untuk kegiatan proses produksi listrik. Perhitungan dan pengukuran penggunaan energi dilakukan dengan cara menghitung jumlah konsumsi energi fosil dan EBT dalam satuan masing-masing yang kemudian dikonversi ke dalam satuan gigajoule (GJ). Sumber faktor konversi menggunakan *General Converter for Energy* dari International Energy Agency (IEA). Untuk menghimpun atau mengkonsolidasi data penggunaan energi seluruh unit dan kantor Perusahaan, Indonesia Power telah mendelegasikan personel khusus bagian Niaga. Keseluruhan data yang telah di konsolidasi tersebut selanjutnya dimasukkan ke dalam sistem Aplikasi PRONIA, yang merupakan aplikasi resmi dan telah tervalidasi. [GRI 302-1]

Selama tahun 2020, total penggunaan energi pembangkit eksisting Perusahaan sebesar 426.191.504 GJ, meningkat 15,54% dibandingkan tahun 2019 yaitu sebesar 464.711.748 GJ. Penurunan ini disebabkan oleh adanya penurunan produksi Indonesia Power pada tahun 2020.

Indonesia Power uses primary energy derived from fossil energy and New Renewable Energy (NRE) for the electricity generation process. Energy consumption is calculated and measured by calculating the amount of fossil and NRE energy consumption in their respective units, which are then converted into gigajoules (GJ). The conversion factor uses General Converter for Energy from International Energy Agency (IEA). Indonesia Power has delegated special personnel in the Commerce section to collect or consolidate data on energy consumption for all Company's units and offices. All data that has been consolidated is then inputted into the PRONIA Application system, which is an official and validated application. [GRI 302-1]

In 2020, the total Company's energy consumption in existing power plants was 426,191,504 GJ, decreased by 15.54% compared to 2019, which was 464,711,748 GJ. This decrease was due to a decline in Indonesia Power's generation in 2020.



Penggunaan Energi Berdasarkan Jenis Energi [GRI 302-1]

Energy Usage by Type of Energy [GRI 302-1]

Jenis Energi Energy Type	Volume					Gigajoule			
	Satuan Unit	2017	2018	2019	2020	2017	2018	2019	2020
Energi Fosil Fossil Energy									
Batubara Coal	Ton	12.363.517	12.695.811	12.235.690	11.907.798	362.345.011	372.083.750	358.598.708	348.988.995
High Speed Diesel (HSD)	Kliter	24.671	201.965	36.604	27.623	991.716	8.118.514	1.471.394	1.110.390
Marine Fuel Oil (MFO)	Kliter	8.351	28.050	13.980	14.177	335.690	1.127.543	561.963	569.886
Gas Alam Natural Gas	BBTU	104.943	96.396	79.074	50.036	110.721.162	101.703.384	83.427.814	52.791.102
Jumlah Konsumsi Energi Fosil Total Fossil Energy Consumption						474.393.578	483.033.192	444.059.879	403.460.373
Energi Terbarukan Renewable Energy									
Panas Bumi Geothermal	MWh	2.654.480	2.734.994	2.619.638	2.635.845	9.556.128	9.845.978	9.430.697	9.489.042
Air Water	MWh	4.293.840	3.250.178	3.108.095	3.657.599	15.457.824	11.700.641	11.189.142	13.167.356
BioFame	Kliter	-	145	797	1.859	-	5.829	32.030	74.733
Jumlah Konsumsi Energi Terbarukan Total Renewable Energy Consumption						25.013.952	21.552.448	20.651.869	22.731.131
Total						499.407.530	504.585.640	464.711.748	426.191.504

Catatan:

Kompilasi data penggunaan jenis energi hanya untuk pembangkit milik Indonesia Power sendiri (PLTU Suralaya)
Faktor Konversi:

- 1 Ton Ekuivalen Batubara = 29,3076 Gigajoule
- 1 Kliter = 40,1976279848 Gigajoule (Asumsi konversi HSD, MFO dan Biofame disamakan)
- 1 MMBTU = 1,05506 Gigajoule, 1 BBTU = 1,055,06 Gigajoule
- 1 MWh = 3,6 Gigajoule

Note:

The data on the usage of energy types are compiled on Indonesia Power's existing power plant (SPP Suralaya)
Conversion Factor:

- 1 Ton Coal Equivalent = 29.3076 Gigajoules
- 1 Kliter = 40.1976279848 Gigajoules (Assuming the HSD, MFO, and Biofame conversion are equalized)
- 1 MMBTU = 1.05506 Gigajoules, 1 BBTU = 1,055.06 Gigajoules
- 1 MWh = 3.6 Gigajoules

Transportasi bahan bakar yang dibeli Perusahaan, membutuhkan energi *Marine Fuel Oil* (MFO) bagi mesin utama kapal. Hal ini dikendalikan oleh mitra Perusahaan yang dikontrak Perusahaan. Oleh karena itu, pada tahun 2020 Indonesia Power belum menghitung penggunaan energi di luar Perusahaan dikarenakan hal ini tidak termasuk ke dalam kewajiban perhitungan penggunaan energi, adanya kompleksitas dan sumber data yang tidak berada di bawah kendali Perusahaan serta belum adanya sumber daya yang cukup untuk melakukan perhitungan dan validasi data tersebut. [GRI 302-2]

The Company purchased fuel for transportation in the form of *Marine Fuel Oil* (MFO) energy for the ship's main engine. This is managed by the Company's contracted partners. Therefore, in 2020, Indonesia Power has not calculated energy usage outside the Company, because this is not included in the calculation obligation of energy usage, there are complexity and data sources that are not under the Company's control, and there are not enough resources to perform calculations and validate the data. [GRI 302-2]

Intensitas Energi

Energy Intensity

Rasio intensitas energi merupakan parameter untuk mengetahui total energi yang digunakan untuk setiap tenaga listrik yang diproduksi, agar diketahui tingkat efisiensi penggunaan energi. Indonesia Power melakukan perhitungan rasio intensitas energi dengan menggunakan denominator total produksi listrik. Jenis energi yang masuk dalam perhitungan rasio intensitas energi terdiri dari batubara, HSD, MFO, gas alam, panas bumi, air dan BioFame yang merupakan energi yang dikonsumsi dalam Perusahaan sebagai bahan baku dalam proses produksi listrik.

Pada tahun 2020, rasio intensitas energi Perusahaan sebesar 12.256,91 GJ/GWh, meningkat 3,16% dibandingkan tahun 2019 yaitu sebesar 11.881,30 GJ/GWh. Hal ini disebabkan karena adanya program *coal switching* PLTU Suralaya 1-7 dan terjadi penurunan CF pembangkit.

The energy intensity ratio is a parameter to determine the total energy used for each electricity generated to understand the efficiency level of energy use. Indonesia Power calculates the energy intensity ratio using the total denominator of electricity generation. The types of energy included in the calculation of the energy intensity ratio consist of coal, HSD, MFO, natural gas, geothermal, water, and BioFame, which are the types of energy consumed by the Company as raw materials in the electricity generation process.

In 2020, the total Company's energy intensity ratio was 12,256.91 GJ/GWh, increased by 3.16% compared to 2019, which was 11,881.30 GJ/GWh. This is due to the coal switching program of SPP Suralaya 1-7 and a decrease in the generator's CF.

Intensitas Energi Indonesia Power [GRI 302-3]

Indonesia Power's Energy Intensity [GRI 302-3]

	2017	2018	2019	2020
Total Penggunaan Energi (GJ) Energy Consumption (GJ)	498.694.907	504.585.640	464.711.748	426.191.504
Total Produksi (GWh) Production (GWh)	42.220,40	41.944,56	39.112,86	34.771,54
Intensitas Energi (GJ/GWh) Energy Intensity (GJ/GWh)	11.811,70	12.029,82	11.881,30	12.256,91

Catatan:

Pengukuran dilakukan dengan cara membagi total penggunaan energi dengan total produksi.

Remark:

Measurements are made by dividing total energy consumption by total production.

Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME)

Energy Efficiency Management Improvement and Cultivation (PPME) Program

Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME) merupakan salah satu program perwujudan komitmen Indonesia Power dalam melakukan perlindungan lingkungan guna mencapai *environmental excellency*.

The Energy Efficiency Management Improvement and Cultivation Program (PPME) is one of the programs that embody Indonesia Power's commitment to environmental protection to achieve environmental excellence.

Program Peningkatan dan Pembudayaan Manajemen Efisiensi Energi (PPME) atau Program *Enhancing and Embedding Energy Efficiency Excellence* (5E) merupakan program yang dirancang untuk meningkatkan dan membudayakan *Energy Efficiency Excellence* yang diintegrasikan ke dalam *IP Transformation Strategy* di seluruh Unit Pembangkit Perusahaan. Program ini juga sebagai langkah proaktif dalam menghadapi Program *Performance Based Regulatory* (PBR) oleh Pemerintah.

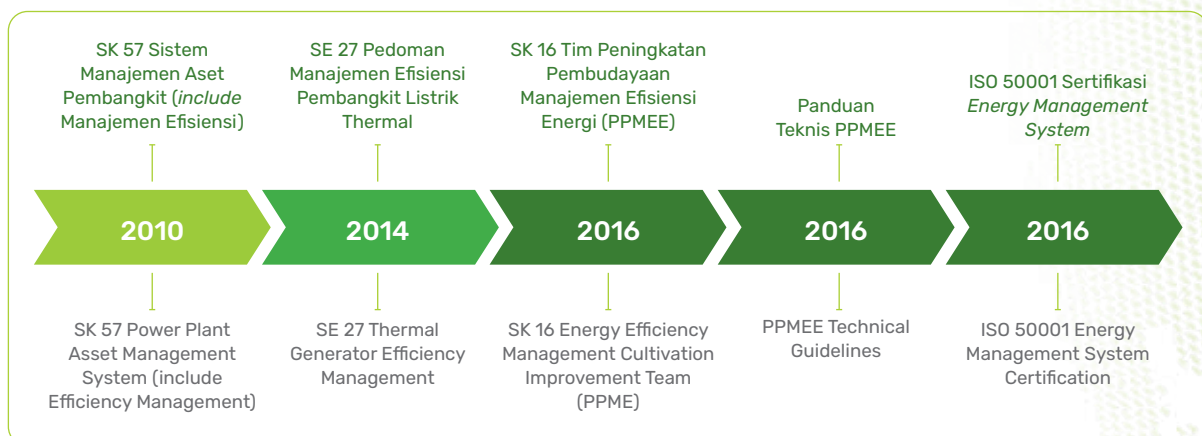
Energy Efficiency Management Improvement and Cultivation (PPME) Program or *Enhancing and Embedding Energy Efficiency Excellence* (5E) Program, is a program designed to improve and cultivate *Energy Efficiency Excellence*, which is integrated into the *IP Transformation Strategy* in all Company's Power Generating Units. This program is also a proactive step in handling the *Performance-Based Regulatory* (PBR) Program by the Government.

Tanggung jawab Indonesia Power untuk mengurangi penggunaan energi diperkuat dengan adanya komitmen dari Manajemen *Top Level* sebagai berikut:

Indonesia Power's responsibility to reduce energy consumption is reinforced by the following commitments from *Top Level* Management:

Komitmen Manajemen *Top Level* Indonesia Power Tentang Manajemen Efisiensi Energi

Indonesia Power's *Top Level* Management Commitment to Energy Efficiency Management



Program PPME memiliki metodologi yang terstruktur dan telah diintegrasikan dengan Aplikasi Maximo (ProEMA) dan REOC (*Reliability Efficiency Optimization Center*) sebagai upaya digitalisasi dokumentasi dan monitoring Program PPME. Hal ini selaras dengan transformasi PT PLN (Persero) yakni “*Innovative*”, yakni mendorong inovasi dengan mendigitalisasi semua proses bisnis dan operasi, adaptif terhadap tuntutan zaman, kreatif menangkap peluang, dan mencari solusi.

The PPME program has a structured methodology and has been integrated with the Maximo (ProEMA) Application and REOC (*Reliability Efficiency Optimization Center*) as an effort to digitize the documentation and monitoring of the PPME Program. This is in line with PT PLN (Persero)’s transformation, i.e., “*Innovative*”, which encourages innovation by digitizing all business processes and operations, being adaptive to the demands of the times, creatively capturing opportunities, and finding solutions.

Pendekatan untuk Perhitungan Efisiensi Energi [GRI 302-4]

Approach to Energy Efficiency Calculation [GRI 302-4]

Jenis Energi Dalam Perhitungan Efisiensi Energi Types of Energy in Energy Efficiency Calculation	Tahun Dasar Perhitungan Efisiensi Energi Energy Efficiency Calculation Base Year	Standar atau Metodologi Perhitungan Efisiensi Energi Energy Efficiency Calculation Standard or Methodology
Bahan bakar atau bahan baku yang digunakan dalam proses produksi listrik, yaitu batubara, HSD, MFO, gas alam, panas bumi, air dan BioFame. Fuel or raw materials used in the electricity generation process, i.e., coal, HSD, MFO, natural gas, geothermal, water, and BioFame.	Tahun 2016 merupakan tahun dasar perhitungan efisiensi energi Indonesia Power dikarenakan pada tahun 2016 adalah tahun awal mulai diimplementasikannya Program PPME di seluruh unit Indonesia Power. The year 2016 is the base year for calculating Indonesia Power’s energy efficiency, because 2016 was the first year the PPME Program began to be implemented in all Indonesia Power’s units.	Mengacu pada standar EPRI (TR-109546 <i>Heatrate Reference Improvement Manual</i>) dan <i>best practice</i> perhitungan statistik penghematan dari <i>improvement</i> parameter operasi atau <i>heatrate</i> (PLTU) sebagai dampak dari program efisiensi yang telah dilaksanakan. Referring to the statistical calculation EPRI (TR-109546 <i>Heatrate Reference Improvement Manual</i>) standard and best practice of savings from the improvement of operating parameters or <i>heatrate</i> (SPP) as a result of the implemented efficiency program.

Selama tahun 2020, melalui Program PPME Indonesia Power berhasil mencatatkan efisiensi energi sebesar 83.434.918,55 GJ, dengan total *saving heatrate* sebesar 2.244,95 kCal/kWh dan berhasil menghemat biaya sebesar Rp85.331.783 juta/tahun. Jumlah ini meningkat secara signifikan yaitu 49,71% dibandingkan tahun 2019 yaitu sebesar 55.731.727,22 GJ.

In 2020, the PPME Program of Indonesia Power recorded an energy efficiency of 83,434,918.55 GJ, with a total heat rate savings of 2,244.95 kCal/kWh, and cost savings of Rp85,331,783 million/year. This number increased significantly, i.e., 49.71% compared to 2019, which was 55,731,727.22 GJ.

Jumlah Efisiensi Energi Indonesia Power [GRI 302-4, 302-5]

Indonesia Power's Energy Efficiency [GRI 302-4, 302-5]

No.	Unit Kerja Work Unit	Jenis Energi Energy Type	Program PPME PPME Program	Nilai Efisiensi Energi Tahunan (Gigajoule) Annual Energy Efficiency (Gigajoules)			
				2017	2018	2019	2020
1	Suralaya PGU	Batubara Coal	- Perbaikan Resirkulasi Valve BFPT 6B - <i>Cleaning Boiler Unit 4</i> - Program inovasi lainnya - Repair of Recirculation Valve BFPT 6B - Cleaning Boiler Unit 4 - Other innovation programs	658.709,48	652.291,85	691.744,64	152.693,02
2	Priok POMU	Gas	- Pemanfaatan listrik tenaga surya untuk gedung K3L dan penerangan area sekitar pembangkit - Pemanfaatan <i>Sealing Water Steam Turbine Vacuum Breaker Valve</i> - Program inovasi lainnya - Utilization of solar electricity for K3L buildings and lighting the area around the plant - Utilization of Sealing Water Steam Turbine Vacuum Breaker Valve - Other innovation programs	62.888,65	76.323,56	62.208,95	44.329,39
3	Kamojang POMU	Panas Bumi Geothermal	- Pengoperasian FCT Unit PLTP KMJ 2&3 mengikuti pola pembebanan ROH dari P2B - Pengurangan Pola operasi pompa Pengisian <i>Storage Pool GAF-03/04</i> dari 8 jam/hari menjadi 4 jam/hari - Program inovasi lainnya - The FCT operation of GPP KMJ 2&3 Units follows the ROH load pattern from P2B - Reduction of pump operation pattern for Filling <i>Storage Pool GAF-03/04</i> from 8 hours/day to 4 hours/day - Other innovation programs	75,18	3.914,00	8.280,00	24.655,00
4	Semarang PGU	HSD, Gas dan BioFame HSD, Gas and BioFame	- <i>Backwash HE Vacuum Pump</i> - Perbaikan Kebocoran HRSG - Program inovasi lainnya - Backwash HE Vacuum Pump - HRSG Leak Repair - Other innovation programs	1.932.709,36	2.485.561,95	6.583.028,15	2.423.973,64
5	Grati POMU	Gas	- Penormalan <i>Exhaust Damper</i> GT 1.3 untuk mengembalikan kinerja efisiensi <i>combine cycle</i> sesuai/mendekati <i>baseline</i> nya - Pemanfaatan <i>Concentrate Water Outlet Electro De-ionization Unit (EDI)</i> sebagai <i>Service Water</i> - Program inovasi lainnya - Normalization of Exhaust Damper GT 1.3 to restore combine cycle efficiency performance according to/close to its baseline - Utilization of Concentrate Water Outlet Electro De-ionization Unit (EDI) as Service Water - Other innovation programs	215.161,83	276.813,72	317.364,89	520.638,07
6	Bali PGU Pesanggaran	HSD, MFO, Gas, dan BioFame HSD, MFO, Gas, and BioFame	- <i>Water injection</i> CAC PLTDG Pesanggaran untuk mengatasi <i>derating</i> unit saat siang hari pada <i>temperature ambient</i> di atas 32°C - Program inovasi lainnya - Water injection CAC to DGPP Pesanggaran to overcome derating units during the day at ambient temperatures above 32°C - Other innovation programs	11.751,22	16.383,76	10.182,59	94.656,89
7	PLTGU Cilegon OMU CCPP Cilegon OMU	Gas	- <i>Off-Line Blade Washing</i> GT 1.1 Compressor before Change Over GT - Optimasi pola operasi menjadi 1 on 1 akibat keterbatasan pasokan gas - Program inovasi lainnya - Off-Line Blade Washing GT 1.1 Compressor before Change Over GT - Optimization of operating pattern to 1 on 1 due to limited gas supply - Other innovation programs	1.866.290,00	2.805.713,65	4.319.574,27	1.587.877,19

No.	Unit Kerja Work Unit	Jenis Energi Energy Type	Program PPME PPME Program	Nilai Efisiensi Energi Tahunan (Gigajoule) Annual Energy Efficiency (Gigajoules)			
				2017	2018	2019	2020
8	PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	Batubara Coal	- Upgrade kWh meter generator brutto, netto dan UAT Unit 2 - Pengujian Air Fuel Ratio (AFR) based on batubara Unit 1 - Program inovasi lainnya - Upgrade kWh meter generator gross, net, and UAT Unit 2 - Testing Air Fuel Ratio (AFR) based on coal Unit 1 - Other innovation programs	-	-	1.119.736,17	270.195,33
9	Banten 1 Suralaya OMU	Batubara Coal	- Pengambilan data coal velocity pada Coal Pipe E - Pemetaan losses panas pada main steam piping system - Program inovasi lainnya - Coal velocity data collection on Coal Pipe E - Mapping of heat losses in the main steam piping system - Other innovation programs	302.704,94	1.753.449,98	1.941.858,17	1.446.055,46
10	Banten 3 Lontar OMU	Batubara Coal	- Taproge Ball Kondensor - Pelepasan steam coil FD Fan - Program inovasi lainnya - Taproge Ball Condenser - FD Fan steam coil discharge - Other innovation programs	12.586.947,00	13.584.756,51	14.073.271,62	13.474.159,98
11	Banten 2 Labuan OMU	Batubara Coal	- Pengadaan Kamera Portable Temperature Measuring System (PTMS) - Penggantian Trash Rack - Program inovasi lainnya - Procurement of Portable Temperature Measuring System (PTMS) Cameras - Trash Rack Replacement - Other innovation programs	214.656,54	234.200,23	258.184,47	1.680.666,66
12	PLTU Palabuhan Ratu OMU SPP Palabuhan Ratu OMU	Batubara Coal	- Unit 1 - Inspeksi dan Improvement Burner Tilting - Optimalisasi Temperature Outlet Mill - Program inovasi lainnya - Unit 1 - Burner Tilting Inspection and Improvement - Outlet Mill Temperature Optimization - Other innovation programs	22.573.128,22	28.858.964,67	25.037.324,39	60.288.220,24
13	PLTU Adipala OMU SPP Adipala OMU	Batubara Coal	- Perbaikan control valve sootblower - Modifikasi Dome Coal Storage - Program inovasi lainnya - Repair of the sootblower control valve - Dome Coal Storage Modification - Other innovation programs	-	-	1.306.889,09	262.930,08
14	PLTU Barru OMU SPP Barru OMU	Batubara Coal	- PERNORMALAN Valve Extraction No. 3 Control Water Valve - ECP Double Screen Intake PLTU Barru - Program inovasi lainnya - Normalization of Valve Extraction No. 3 Control Water Valve - ECP Double Screen Intake of SPP Barru - Other innovation programs	-	-	-	313.224,05
15	PLTU Sanggau OMU SPP Sanggau OMU	Batubara Coal	- Perbaikan Kebocoran Header Inlet Economizer Unit 2 - Kalibrasi Temperature Main Steam Measurement before MSV Abnormal - Program inovasi lainnya - Economizer Unit 2 Inlet Header Leak Repair - Calibration of Temperature Main Steam Measurement before MSV Abnormal - Other innovation programs	-	-	-	55.886,79

No.	Unit Kerja Work Unit	Jenis Energi Energy Type	Program PPME PPME Program	Nilai Efisiensi Energi Tahunan (Gigajoule) Annual Energy Efficiency (Gigajoules)			
				2017	2018	2019	2020
16	Saguling POMU	Air Water	- Migrasi PJU ke <i>Solar Cell</i> PLTA Plengan - Membuat Pola Operasi untuk <i>energize Trafo PS Standby</i> PLTA Kracak - Program inovasi lainnya - PJU migration to HPP Plengan Solar Cell - Making an Operation Pattern to energize the PS Standby Transformer at HPP Kracak - Other innovation programs	1.512,00	908,32	1.775,33	40,95
17	Mrica PGU	Air Water	- Modifikasi CWS PLTA Garung dengan memanfaatkan air dari Pipa Pesat - <i>Change Over</i> PS saat unit <i>standby</i> ke PS PJT - Program inovasi lainnya - Modification of the CWS at HPP Garung by utilizing water from the Pesat Pipe - Change Over PS when the unit is on standby to PS PJT - Other innovation programs	-	-	304,48	80,46
18	PLTU Jeranjang OMU SPP Jeranjang OMU	Batubara Coal	- Penggantian <i>line</i> HPH dan LPH unit #3 - Pemasangan <i>insulating turbine</i> unit #3 - Program inovasi lainnya - Replacement of line HPH and LPH unit #3 - Installation of insulating turbine unit #3 - Other innovation programs	-	-	-	794.635,35
Jumlah Efisiensi Energi Energy Efficiency				40.426.534,42	50.749.282,20	55.731.727,22	83.434.918,55



Pengelolaan dan Penurunan Emisi

Emission Management and Reduction



Pendekatan Manajemen: Topik Pengelolaan Emisi [GRI 103-1, 103-2, 103-3]

Management Approach to Emission Management [GRI 103-1, 103-2, 103-3]

Topik Pengelolaan dan Penurunan Emisi menjadi topik yang penting bagi Indonesia Power sebagai bentuk penataan dan kepatuhan terhadap regulasi baku mutu emisi udara yang semakin ketat sehingga terus memberikan tantangan terhadap komitmen Perusahaan dalam pemenuhan pengelolaan dan pengendalian emisi guna mendukung Pemerintah dalam memenuhi target penurunan emisi dalam *Nationally Determined Contributions* (NDCs).

Emissions Management and Reduction is an important topic for Indonesia Power as a form of fulfillment and compliance with increasingly stringent regulations on air emission quality standards. Thus, it provides challenges to the Company's commitments in fulfilling emission management and control to support the Government in meeting emission reduction targets in the Nationally Determined Contributions (NDCs).

Kebijakan

Policy

Kebijakan Perusahaan

- Keputusan Direksi Nomor 41.K/010/IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power
- Keputusan Direksi Nomor 249.K/010/IP/2015 tentang Pedoman Penerapan *Green Power Plant* Di Lingkungan PT Indonesia Power
- Kebijakan *Integrated Management System* (IMS) PT Indonesia Power tahun 2020

Company's Policies

- The Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety within PT Indonesia Power
- The Board of Directors' Decree No. 249.K/010/IP/2015 on Guidelines on Green Power Plant within PT Indonesia Power.
- PT Indonesia Power's Integrated Management System (IMS) Policy in 2020

Ketentuan Umum

- Peraturan Presiden Nomor 61 tanggal 20 September 2011 tentang Rencana Aksi Nasional Penurunan Emisi Gas Rumah Kaca
- Peraturan Menteri Lingkungan Hidup Nomor P.15/MENLHK/SETJEN/KUM.1/4/2019 tentang Baku Mutu Emisi Pembangkit Tenaga Listrik Thermal

General Provisions

- Presidential Regulation No. 61 dated 20 September 2011 on the National Action Plan for Green House Gas Emission Reduction
- Minister of the Environment Regulation No. P.15/MENLHK/SETJEN/KUM.1/4/2019 on Emission Quality Standards for Thermal Power Plants

Komitmen

Commitment

- Program audit energi dan upaya penurunan emisi serta program pemenuhan kepatuhan dan peningkatan pengendalian emisi sebagai *Strategic Initiatives* (SI) yang tercantum dalam Rencana Jangka Panjang 2020 - 2024.

- Energy audit program, emission reduction efforts, compliance programs, and emission control improvement, as Strategic Initiatives (SI) listed in the 2020-2024 Long Term Plan.

Sasaran dan Target	Goals and Targets
- Pemenuhan ketaatan baku mutu seluruh Unit Pembangkit - Peningkatan Pengendalian Emisi dan Pemasangan Wajib <i>Continuous Emission Monitoring System</i> (CEMS) seluruh Sumber Emisi Pembangkit - Penurunan beban emisi dari tahun 2020	- Fulfillment of compliance with quality standards for all Generating Units - Improved Emission Control and Mandatory Installation of Continuous Emission Monitoring System (CEMS) for all Generating Emission Sources - Reducing emission liabilities from 2020
Realisasi	Realization
- Seluruh pembangkit TAAT dan seluruh parameter Emisi memenuhi baku mutu - Investasi bertahap pemasangan CEMS telah terlaksana di Unit Suralaya 5 dan 7, Suralaya 8, Labuan, Semarang, Cilegon - Uji coba Penggunaan Bahan bakar Biomassa di Unit PLTU Jeranjang dan Lontar - Pengurangan emisi sebesar 99.405.609,78 ton CO₂	- All generators COMPLY and all Emission parameters meet quality standards - Phased investment in CEMS installation has been carried out in Suralaya Units 5 and 7, Suralaya 8, Labuan, Semarang, Cilegon - Trial of the Use of Biomass Fuel at the SPP Jeranjang and Lontar Units - Emission reduction of 99,405,609.78 tonnes CO₂
Program/Inisiatif	Program/Initiative
- <i>Monitoring</i> dan Evaluasi Ketaatan pemantauan Emisi melalui Program Vicon Periodik Bulanan - Program Pemasangan CEMS dan integrasi CEMS ke Kementerian Lingkungan Hidup dan Kehutanan (KLHK) - <i>Clean Development Mechanism</i> (CDM) - Program Perhitungan dan Inventarisasi Emisi Gas Rumah Kaca (GRK) - Pengembangan Pembangkit Energi Baru Terbarukan (EBT) - Program Konversi, <i>Blending</i> Bahan Bakar dan Pengembangan Bahan bakar Biomassa	- Monitoring and Evaluation of Emissions Monitoring Compliance with Monthly Vicon Program - CEMS Installation Program and CEMS integration into the Ministry of Environment and Forestry (MoEF) - Clean Development Mechanism (CDM) - Greenhouse Gas (GHG) Emissions Calculation and Inventory Program - New Renewable Energy (NRE) Power Plant Development - Biomass Fuel Conversion, Blending, and Development Program
Evaluasi	Evaluation
- <i>Monitoring</i> dan evaluasi hasil pengukuran emisi lebih intensif - Identifikasi potensi kegiatan penurunan emisi - Mempersiapkan pemasangan CEMS pada seluruh cerobong (Wajib CEMS) - Persiapan infrastruktur dan data untuk integrasi CEMS ke KLHK	- More intensive monitoring and evaluation of emission measurement results - Identification of potential emission reduction activities - Preparing to install CEMS on all chimneys (Mandatory CEMS) - Infrastructure and data preparation for CEMS integration into MoEF
Penanggung Jawab	Person in Charge
Kantor Pusat - Bidang Lingkungan yang berada di bawah Vice President Health, Safety and Environment - Vice President of Project Management and Pre-Construction - Head of Research, Innovation and Knowledge Management Unit Kerja: Manajer Operasi dan Manajer Administrasi	Head Office: - Environment Division, which reports directly to the Vice President Health, Safety, and Environment - Vice President of Project Management and Pre-Construction - Head of Research, Innovation and Knowledge Management Work Unit: Operations Manager and Administration Manager



Inventarisasi Gas Rumah Kaca [GRI 305-1, 305-2, 305-3] Greenhouse Gas Inventory [GRI 305-1, 305-2, 305-3]

Indonesia Power Berhasil melakukan reduksi emisi GRK yang dihasilkan sebesar 9,37%.

Indonesia Power has succeeded in reducing its GHG emissions by 9.37%.



Kegiatan produksi dalam mengonversi energi primer yang bersumber dari energi fosil menjadi listrik, penggunaan bahan bakar untuk pengoperasian unit pembangkit dan kendaraan operasional Perusahaan menghasilkan emisi Gas Rumah Kaca (GRK) *Scope 1*. Aktivitas kantor seperti penggunaan listrik pada semua bangunan dan kantor yang dimiliki dan dioperasikan oleh Perusahaan yang berasal dari luar pembangkit juga berkontribusi menghasilkan emisi GRK *Scope 2*. Untuk itu, Indonesia Power secara konsisten melakukan monitoring pengendalian emisi melalui Pemasangan *Continuous Emission Monitoring System* (CEMS) dan secara rutin melakukan verifikasi dan inventarisasi emisi GRK agar emisi yang dihasilkan senantiasa memenuhi ketentuan baku mutu emisi sesuai Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.15/MENLHK/SETJEN/KUM.1/4/2019 tentang Baku Mutu Emisi Pembangkit Listrik Tenaga Termal dan peraturan terkait lainnya.

Generating activities in converting primary energy from fossil energy into electricity, and fuel usage for the operation of generating units and the Company's operational vehicles, generate Scope 1 Greenhouse Gas (GHG) emissions. Office activities, such as the use of electricity in all buildings and offices owned and operated by the Company, from outside the power plants, also contribute to Scope 2 GHG emissions. Therefore, Indonesia Power consistently monitors emissions control by installing Continuous Emission Monitoring System (CEMS) and regularly conducting verification and inventory of GHG emissions. Thus, the emissions generated always meet the emission-quality standards, in accordance with the Minister of Environment and Forestry Regulation No. Number P.15/MENLHK/SETJEN/KUM.1/4/2019 on Emission Quality Standards for Thermal Power Generation, and other related regulations.

Pendekatan untuk Perhitungan Inventarisasi Emisi GRK Scope 1 dan Scope 2 [GRI 305-1, 305-2]

Approach to Scope 1 and Scope 2 GHG Emission Inventory Calculations [GRI 305-1, 305-2]

Gas yang Masuk Dalam Perhitungan Emisi GRK Gases Included in the GHG Emissions Calculation	Tahun Dasar Perhitungan Emisi GRK GHG Emissions Calculation Base Year	Sumber Faktor Emisi GRK Source of GHG Emission Factors	Standar atau Metodologi Perhitungan Emisi GRK GHG Emissions Calculation Standard or Methodology	Pendekatan Konsolidasi Emisi GRK GHG Emissions Consolidated Approach
- Karbon dioksida (CO₂) - Metana (CH₄) - Nitrogen dioksida (N₂O) - Carbon dioxide (CO₂) - Methane (CH₄) - Nitrogen dioxide (N₂O)	Tahun 2012 merupakan tahun dasar perhitungan emisi GRK Perusahaan dikarenakan pada tahun 2012 baru mulai dilakukan inventarisasi serta verifikasi oleh pihak eksternal. Hasil inventarisasi dan perhitungan diverifikasi hingga memperoleh sertifikasi untuk memvalidasi dan menjadikan data tahun 2012 menjadi <i>database</i> perhitungan emisi GRK. The year 2012 is the base year for calculating the Company's GHG emissions, because in 2012 the inventory and verification by external parties begun. The results of the inventory and calculations are verified to obtain certification to validate and make the 2012 data as a database for GHG emissions calculation.	Perhitungan inventarisasi emisi GRK Perusahaan didasarkan pada data aktivitas dikalikan dengan faktor emisi GRK. - Untuk faktor emisi jaringan menggunakan ketetapan Direktorat Jenderal Ketenagalistrikan - Kementerian ESDM pada system interkoneksi Jawa-Madura-Bali (JAMALI) ex-post - Untuk faktor emisi dan NCV pemakaian bahan bakar menggunakan prosedur standar dan metode dari CO₂ Emission Factor by Fuel IPCC 2006 Guidelines for National Greenhouse Gas Inventories Calculation of the Company's GHG emission inventory is based on activity data multiplied by the GHG emission factor. - Network emission factors use the provisions of the Directorate General of Electricity - Ministry of EMR, on the ex-post Java-Madura-Bali (JAMALI) interconnection system - Emission factors and NCV fuel consumption use standard procedures and methods from CO₂ Emission Factor by Fuel IPCC 2006 Guidelines for National Greenhouse Gas Inventories * Hingga tahun 2020, Indonesia Power belum melakukan perhitungan nilai potensi pemanasan global atau <i>Global Warming Potential</i> (GWP). * As of 2020, Indonesia Power has not calculated the value of the Global Warming Potential (GWP).	Metode pengumpulan data perhitungan inventarisasi emisi GRK Perusahaan dibedakan menjadi tiga, yaitu: - Metode pengumpulan data konsumsi bahan bakar untuk pengoperasian Unit Pembangkit dan <i>Diesel Emergency</i>, diambil dari <i>Coal Feeder</i> untuk Batubara dan <i>Flow Meter</i> untuk HSD/Solar dan Gas - Metode pengumpulan data konsumsi diesel dan bensin pada kendaraan yang dimiliki dan dioperasikan unit dan kantor, diambil dari rekap faktur pembelian bahan bakar yang secara langsung menunjukkan volume yang dibeli - Metode pengumpulan data penggunaan <i>Refrigerant</i> untuk kebutuhan AC dan peralatan pendingin lainnya, dihitung berdasarkan jumlah botol/tabung yang dipakai lalu dikalikan dengan spesifikasi berat/isi yang tercantum dalam tabung <i>refrigerant</i> Data collection methods for calculating the Company's GHG emissions inventory are divided into three: - The fuel consumption data for the operation of the Generating Unit and Diesel Emergency were collected from the Coal Feeder for Coal, and Flow Meters for HSD/Solar and Gas - The diesel and gasoline consumption data on vehicles owned and operated by units and offices, were collected from a recap of fuel purchase invoices, which directly shows the volume purchased - The data for the refrigerant consumption for the needs of air conditioning and other refrigeration equipment is calculated based on the number of bottles/tubes used and then multiplied by the weight/content specifications listed in the refrigerant tube.	Indonesia Power telah mendelegasikan personil khusus bagian Niaga untuk menghimpun atau mengkonsolidasi data emisi GRK seluruh unit dan kantor Perusahaan. Keseluruhan data yang telah di konsolidasi tersebut selanjutnya dimasukkan ke dalam sistem Aplikasi PRONIA, yang merupakan aplikasi resmi dan telah tervalidasi. Indonesia Power has delegated special personnel in Commerce to collect or consolidate GHG emission data for all Company's units and offices. All data that has been consolidated is then inputted into the PRONIA Application system, which is an official and validated application.

Selama tahun 2020, emisi GRK yang dihasilkan Perusahaan sebesar 59.760.183,98 ton CO₂e, menurun 9,37% dibandingkan tahun 2019 yaitu sebesar 65.938.756,68 ton CO₂e. Hal ini menunjukkan keberhasilan Perusahaan dalam melakukan inovasi program sehingga menghasilkan reduksi emisi GRK.

During 2020, the Company's GHG emission generated was 59,760,183.98 tonnes CO₂e, decreased by 9.37% compared to 2019, which was 65,938,756.68 tonnes CO₂e. This shows the Company's success in carrying out program innovations to reduce GHG emission generation.

Inventarisasi Emisi Gas Rumah Kaca (Ton CO₂e) [GRI 305-1, 305-2]

Greenhouse Gas Emissions Inventory (Tonnes CO₂e) [GRI 305-1, 305-2]

Scope	Sumber Emisi Gas Rumah Kaca Source of Greenhouse Gas Emissions		Emisi Gas Rumah Kaca (ton CO ₂ e) Greenhouse Gas Emissions (tonnes CO ₂ e)					
			2015	2016	2017	2018	2019	2020
Scope 1	Konsumsi Bahan bakar yang digunakan untuk pengoperasian Unit Pembangkit dan Kendaraan Operasional	CO ₂	41.865.601,55	51.555.251,81	49.598.518,85	59.274.824,41	65.590.409,22	59.399.846,38
	Fuel consumption to operate Generating Unit and Oprational Vehicles	CH ₄	10.399,30	11.673,96	51.062,67	13.593,34	15.733,65	13.572,14
		N ₂ O	171.719,91	199.461,21	220.669,68	232.198,05	279.303,43	240.516,26
	Total ton CO ₂ e Scope 1		42.047.720,76	51.766.386,97	49.870.251,202	59.520.615,79	65.885.446,30	59.653.934,78
Scope 2	Konsumsi Listrik oleh semua bangunan dan kantor yang dimiliki dan dioperasikan oleh Perusahaan yang berasal dari luar pembangkit	CO ₂	282.679,47	1.410.910,11	1.751.714,964	64.965,79	53.310,38	106.249,20
	Electricity consumption by all buildings and offices owned and operated by the company, witch are located outside of the power plant							
	Total ton CO ₂ e Scope 2		282.679,47	1.410.910,11	1.751.714,964	64.965,79	53.310,38	106.249,20
	Total ton CO ₂ e		42.330.400,23	53.177.297,09	51.621.966,167	59.585.581,58	65.938.756,68	59.760.183,98

Transportasi bahan bakar yang dibeli, pembuangan limbah yang dihasilkan dalam operasi dan perjalanan dinas pegawai Perusahaan juga berkontribusi menghasilkan emisi GRK Scope 3. Namun, hingga akhir tahun 2020 Indonesia Power belum melakukan perhitungan inventarisasi emisi GRK Scope 3 dikarenakan hal ini tidak termasuk ke dalam kewajiban inventarisasi, adanya kompleksitas dan sumber data yang tidak berada di bawah kendali Perusahaan serta belum adanya sumber daya yang cukup untuk melakukan inventarisasi data dan perhitungan ini. [GRI 305-3]

Transportation of purchased fuel, disposal of waste generated in operations, and business trip of the Company's employees contribute to Scope 3 GHG emissions. However, as of the end of 2020, Indonesia Power has not calculated inventory of Scope 3 GHG emissions, outside because this is not included in the calculation obligation of energy usage, there are complexity and data sources that are not under the Company's control, and there are not enough resources to perform calculations and validate the data. [GRI 305-3]

Intensitas Emisi Gas Rumah Kaca

Greenhouse Gas Emission Intensity

Rasio intensitas emisi GRK merupakan parameter untuk mengetahui total beban emisi GRK untuk setiap produksi tenaga listrik, agar diketahui tingkat reduksi emisi GRK. Indonesia Power melakukan perhitungan rasio intensitas emisi GRK dengan menggunakan denominator total produksi bruto pembangkit thermal sebagai faktor yang paling relevan. Jenis emisi yang termasuk dalam perhitungan terdiri dari *scope 1* dan *scope 2* yang meliputi CO₂, CH₄ dan N₂O.

Pada tahun 2020, rasio intensitas emisi GRK Perusahaan sebesar 0,83 ton CO₂e/kWh, menurun 12,56% dibandingkan tahun 2019 yaitu sebesar 0,95 ton CO₂e/kWh. Hal ini menunjukkan keberhasilan Perusahaan dalam melakukan reduksi emisi GRK.

The GHG emission intensity ratio is a parameter to determine the total GHG emission load for each electricity generation to understand the GHG emission reduction. Indonesia Power calculates the GHG emission intensity ratio using the denominator of the total gross production of thermal power plants as the most relevant factor. The types of emissions included in the calculation consist of scope 1 and scope 2, i.e., CO₂, CH₄, and N₂O.

In 2020, the Company's GHG emission intensity ratio was 0.83 tonnes CO₂e/kWh, decreased by 12,56% compared to 2019, which was 0.95 tonnes CO₂e/kWh. This shows the Company's success in reducing GHG emissions.

Intensitas Emisi GRK Indonesia Power [GRI 305-4]

Indonesia Power's GHG Emissions Intensity [GRI 305-4]

Komponen Perhitungan Calculation Components	2015	2016	2017	2018	2019	2020
Total Emisi Gas Rumah Kaca (ton CO ₂ e) Greenhouse Gas Emissions (tonnes CO ₂ e)	42.330.400,23	53.177.297,09	51.621.966,16	59.585.581,58	65.938.756,68	59.760.183,98
Total Produksi Bruto Pembangkit Thermal (kWh) Thermal Power Plant Gross Production (kWh)	53.420.032.394,28	65.545.582.357,19	71.920.404.772,21	73.821.284.793,79	69.548.170.387,80	72.085.282.221,46
Intensitas Emisi (kg CO ₂ e /kWh) Emission Intensity (kg CO ₂ e /kWh)	0,79	0,81	0,72	0,81	0,95	0,83

Catatan:
Pengukuran dilakukan dengan cara membagi total emisi GRK yang dihasilkan dengan total produksi bruto pembangkit thermal

Note:
The emission intensity is calculated by dividing the total GHG emissions generated by the total thermal power plant gross production

Inventarisasi Emisi Gas Buang

Exhaust Gas Emission Inventory

Indonesia Power secara rutin melakukan pengukuran dan perhitungan beban emisi gas buang yang bersumber dari cerobong pembangkit, sesuai dengan Peraturan Menteri Lingkungan Hidup Nomor P.15/MENLHK/SETJEN/KUM.1/4/2019 tentang Baku Mutu Emisi Pembangkit Tenaga Listrik Thermal. Gas yang termasuk ke dalam perhitungan emisi gas buang adalah CO, SO₂, NO, NO_x dan NO₂.

Selama tahun 2020, emisi gas buang yang dihasilkan Perusahaan sebesar 161.458.798,07 kg/tahun, menurun 19,98% dibandingkan tahun 2019 sebesar 201.768.281,91 kg/tahun. Hal ini menunjukkan keberhasilan Perusahaan dalam melakukan reduksi emisi gas buang.

Indonesia Power regularly measures and calculates the gas exhaust emission originating from the power generator's chimney, in accordance with the Minister of the Environment Regulation No. P.15/MENLHK/SETJEN/KUM.1/4/2019 on Emission Quality Standards for Thermal Power Plants. The calculation includes exhaust gas emissions, such as CO, SO₂, NO, NO_x, and NO₂.

In 2020, the Company generated exhaust gas emissions of 161,458,798.07 kg/year, decreased by 19.98% compared to 2019, which was 201,768,281.91 kg/year. This shows the Company's success in reducing exhaust gas emissions.

Inventarisasi Emisi Gas Buang [GRI 305-7]

Exhaust Gas Emission Inventory [GRI 305-7]

Jenis Gas Gas Type	Beban Emisi (kg/tahun) Emission Expense (kg/year)			
	2017	2018	2019	2020
CO	49.521.496,49	19.401.413,27	24.948.796,05	15.008.672,02
SO ₂	43.581.379,95	55.528.195,67	105.173.902,66	58.497.064,96
NO	5.123.090,628	2.426.472,64	6.080.840,22	10.903.682,84
NO _x	25.087.003,99	53.485.179,97	61.547.179,05	68.155.732,37
NO ₂	31.685.653,21	2.684.675,32	4.017.563,93	8.893.645,88
Jumlah Total	154.998.624,27	133.525.936,87	201.768.281,91	161.458.798,07

Intensitas Beban Emisi Gas Buang

Exhaust Gas Emission Load Intensity

Rasio intensitas beban emisi gas buang merupakan parameter untuk mengetahui total beban emisi gas buang untuk setiap produksi tenaga listrik, agar diketahui tingkat reduksi emisi gas buang. Indonesia Power melakukan perhitungan rasio intensitas emisi gas buang dengan menggunakan denominator total produksi bruto pembangkit thermal sebagai faktor yang paling relevan. Jenis emisi yang termasuk dalam perhitungan terdiri dari CO, SO₂, NO, NO_x dan NO₂.

The exhaust gas emission intensity ratio is a parameter to determine the total exhaust gas emission load for each electricity generation to understand the exhaust gas emission reduction. Indonesia Power calculates the exhaust gas emission intensity ratio using the denominator of the total gross production of thermal power plants as the most relevant factor. The emissions included in the calculation consist of CO, SO₂, NO, NO_x, and NO₂.

Pada tahun 2020, rasio intensitas beban emisi gas buang Perusahaan sebesar 0,0022 kg/kWh, menurun 22,79% dibandingkan tahun 2019 yaitu sebesar 0,0029 kg/kWh. Hal ini menunjukkan keberhasilan Perusahaan dalam melakukan reduksi emisi gas buang.

In 2020, the Company's exhaust gas emission load intensity ratio was 0.0022 kg/kWh, decreased by 22.79% compared to 2019, which was 0.0029 kg/kWh. This shows the Company's success in reducing exhaust gas emissions.

Intensitas Beban Emisi Gas Buang Indonesia Power [GRI 305-4] Indonesia Power's Exhaust Gas Emission Load Intensity [GRI 305-4]

	2017	2018	2019	2020
Total Emisi Gas Buang (Kg/Tahun) Exhaust Gas Emission (Kg/Year)	154.998.624,27	133.525.936,87	201.768.281,91	161.458.798,07
Total Produksi Bruto Pembangkit Thermal (kWh) Thermal Power Plant Gross Production (kWh)	71.920.404.772,21	73.821.284.793,79	69.548.170.387,80	72.085.282.221,46
Intensitas Beban Emisi Gas Buang (kg/kWh) Exhaust Gas Emission Load Intensity (kg/kWh)	0,0022	0,0018	0,0029	0,0022

Program Penurunan Emisi Emission Reduction Program

Indonesia telah menyatakan komitmennya pada *Conference of Parties* (COP) 15 tahun 2009 untuk menurunkan emisi GRK. Untuk mendukung hal tersebut, Indonesia Power melakukan berbagai program inovasi untuk mengurangi beban emisi yang dihasilkan dari kegiatan operasi Perusahaan.

Indonesia has stated its commitment at the *Conference of Parties* (COP) 15 of 2009 to reducing GHG emissions. To support this commitment, Indonesia Power carries out various innovations to reduce the load of emissions resulting from the Company's operations.

Pendekatan untuk Perhitungan Penurunan Emisi [GRI 305-5] Approach to Emission Reduction Calculation [GRI 305-5]

Gas yang Masuk Dalam Perhitungan Penurunan Emisi Gases Included in the Emission Reduction Calculation	Scope	Tahun Dasar Perhitungan Penurunan Emisi Emission Reduction Calculation Base Year	Standar atau Metodologi Perhitungan Penurunan Emisi Emission Reduction Calculation Standard or Methodology
- Karbon dioksida (CO₂) - Metana (CH₄) - Nitrogen dioksida (N₂O) - Carbon dioxide (CO₂) - Methane (CH₄) - Nitrogen dioxide (N₂O)	- Scope 1 - Scope 2	Tahun 2012 merupakan tahun dasar perhitungan penurunan emisi Indonesia Power dikarenakan pada tahun 2012 baru mulai dilakukan inventarisasi serta verifikasi oleh pihak eksternal. The year 2012 is the base year for calculating Indonesia Power's emission reduction, because in 2012 the inventory and verification by external parties begun.	Menggunakan metode atau sistem <i>Measurement, Reporting and Verification</i> (MRV) dengan mengacu pada <i>Intergovernmental Panel on Climate Change</i> (IPCC) <i>Guidelines</i> Tahun 2006. Using the <i>Measurement, Reporting, and Verification</i> (MRV) method or system with reference to the 2016 <i>Intergovernmental Panel on Climate Change</i> (IPCC) <i>Guidelines</i>

Selama tahun 2020 Indonesia Power berhasil melakukan penurunan emisi sebesar 99.405.609,78 ton CO₂e melalui program inovasi diantaranya yaitu:

- Rehabilitasi *boiler* dan *uprating* turbin Unit 1&2 PLTU Suralaya 1-7;
- Modifikasi sistem pembakaran *auxiliary boiler* dengan menggunakan bahan Bakar Bio HSD;
- Uji coba Penggunaan Bahan bakar biomassa untuk menggantikan Batubara pada pembangkit PLTU;
- Program Penggantian Bahan Bakar Minyak (HSD) dengan Gas (Gasifikasi) terhadap unit pembangkit PLTGU; dan
- Pengaturan pola operasi untuk meningkatkan efisiensi pembangkit sehingga mengurangi pemakaian sendiri dan menurunkan emisi pembangkit; dan
- Program inovasi penurunan emisi lainnya.

During 2020, Indonesia Power succeeded in reducing emissions by 99,405,609.78 tonnes of CO₂e through innovation programs including:

- Boiler rehabilitation and turbine uprating of Unit 1&2 SPP Suralaya 1-7;
- Modification of the auxiliary boiler combustion system using Bio HSD fuel;
- Trial of using biomass fuel to replace coal in SPPs;
- Program to Replace Oil Fuel (HSD) with Gas (Gasification) for CCPPs units; and
- Operating pattern management to increase generator efficiency to reduce self-use and reduce generator emissions; and
- Other emission reduction innovation programs.

Jumlah Penurunan Emisi GRK Indonesia Power [GRI 305-5]

Indonesia Power's Emission Reduction [GRI 305-5]

No	Unit Pembangkit Generating Unit	Jumlah Penurunan Emisi GRK (ton CO ₂ e) GHG Emission Reduction (tonnes CO ₂ e)			
		2017	2018	2019	2020
1	PLTU Suralaya 1-7 SPP Suralaya 1-7	952.934,31	764.252,68	920.709,41	456.906,00
2	PLTU Banten 1 Suralaya SPP Banten 1 Suralaya	164.712,89	437.818,55	1.023.073,45	976.915,58
3	PLTU Banten 2 Labuan SPP Banten 2 Labuan	16.944,94	17.728,00	0,83	0,19
4	PLTU Banten 3 Lontar SPP Banten 3 Lontar	944.043,86	1.250.771,48	2.281.803,49	617.037,06
5	PLTU Palabuhan Ratu SPP Palabuhan Ratu	302.853,05	413.056,86	403.753,62	97.620,28
6	PLTGU Priok CCPP Priok	925.099,97	868.780,35	1.675.256,37	1.709.605,13
7	PLTGU Cilegon CCPP Cilegon	582.914,90	371.366,18	1.245.550,12	258.426,88
8	PLTGU Semarang CCPP Semarang	2.042.390,03	2.521.519,02	1.742.550,15	312.365,44
9	PLTGU Grati CCPP Grati	11.038,98	11.229,08	71.606,42	70.137,23
10	PLTG Bali Gilimanuk GTPP Bali Gilimanuk	51,64	1.458,01	534,94	273,84
11	PLTG Bali Pemaron GTPP Bali Pemaron	46.244,04	12.659,37	46.343,15	4.623.864,57
12	PLTDG Bali Pesanggaran DGPP Bali Pesanggaran	230.475.048,00	236.186.521,00	240.180.306,00	90.267.508,12
13	PLTP Kamojang-Drajat GPP Kamojang-Drajat	289,18	1.470,07	4.628,80	5.602,74
14	PLTP Gunung Salak GPP Gunung Salak	147.094,06	9.394,00	470.065,20	9.307,90
15	PLTA Mrica PB. Soedirman HPP Mrica PB. Soedirman	20,79	78,52	77,34	38,8
Jumlah Penurunan Emisi GRK GHG Emission Reduction		236.611.680,64	242.868.103,16	250.066.259,28	99.405.609,78

Mekanisme Pembangunan Bersih [EU5]

Clean Development Mechanism [EU5]

Mekanisme Pembangunan Bersih atau *Clean Development Mechanism* (CDM) memiliki tujuan untuk menghasilkan proyek yang dapat menurunkan emisi gas rumah kaca. Indonesia Power telah melakukan CDM pada Unit PLTP Gunung Salak.

Pada tahun 1994, dua unit pembangkit listrik mulai beroperasi dengan kapasitas 2x55 MW. Tiga tahun kemudian satu unit tambahan lagi dapat dioperasikan dengan kapasitas yang sama. Pada tahun 2004, kapasitas pembangkit dinaikkan menjadi 3x60 MW melalui program *Capacity Upgrade*, sehingga produk yang dihasilkan berupa energi listrik dapat disalurkan ke sistem ketenagalistrikan Jawa Bali Madura dengan total kapasitas 180 MW.

Proyek *capacity upgrade* Unit PLTP Gunung salak ini diikutsertakan dalam proyek CDM melalui metode *Voluntary Carbon Standard* (VCS). Verifikasi dan validasi proyek ini selesai pada tahun 2009 dan hingga sekarang Unit PLTP Gunung Salak telah menghasilkan reduksi emisi karbon sebesar 1.603.457,00 ton VCUs.

Clean Development Mechanism (CDM) has the objective to produce projects that can reduce greenhouse gas emissions. Indonesia Power has conducted CDM on the GPP Gunung Salak Unit.

In 1994, two units of the power plants started to operate with a capacity of 2x55 MW. Three years later, an additional unit could be operated with the same capacity. In 2004, the capacity of generators was upgraded to 3x60 MW through Capacity Upgrade Program, hence the product generated is in the form of electricity that is channeled into the electrification system in Java Bali Madura with a total capacity of 180 MW.

The capacity upgrade project for the GPP Gunung Salak Unit was included in the CDM project through the Voluntary Carbon Standard (VCS) method. The verification and validation of this project were completed in 2009 and until now GPP Gunung Salak Unit has produced carbon emission reduction in the amount of 1,603,457.00 tonnes VCUs.

Emisi GRK yang Dijual/Dilelang/Diberikan Melalui Skema CDM di Unit Gunung Salak

GHG Emissions Sold/Auctioned/Given Through the CDM Scheme in Gunung Salak Unit

Tahun Year	Verified Emission Reduction (VER) (Ton VCUs)		
	Verified	Sold	Remain
2009	281,802.00	2,500.00	279,302.00
2010	-	-	258,727.28
2011	261,713.00	21,574.72	361,461.35
2012	203,735.00	158,978.93	453,827.35
2013	-	-	359,591.35
2014	118,763.00	111,369.00	478,256.58
2015	-	-	478,256.58
2016	301,933.00	94,236.00	478,256.58
2017	131,498.00	94.77	478,256.58
2018	-	-	478,256.58
2019	304,016.00	352,255.00	478,256.58
2020	-	-	478,256.58
Total	1,603,457.00	741,008.42	

Catatan:
Update Invoice 20 Desember 2018 (14 Januari 2019)

Remark:
Update Invoice 20 December 2018 (14 January 2019)

Emisi Bahan Perusak Ozon [GRI 305-6] Emissions of Ozone-Depleting Substances [GRI 305-6]

Lapisan ozon merupakan lapisan gas yang berfungsi untuk melindungi bumi dari radiasi sinar ultra violet (UV). Lapisan ozon dapat mengalami penipisan akibat dari penggunaan Bahan Perusak Ozon (BPO) atau *Ozone-Depleting Substances* (ODS) seperti klorofluorokarbon (CFC), hidrofluorokarbon (HFC) dan hidroklorofluorokarbon (HCFC). Sumber emisi BPO seperti CFC, HFC dan HCFC dapat terbentuk dari pemakaian pendingin ruangan (*air conditioner*), lemari pendingin (*freezer*), dan alat pemadam api ringan (*fire extinguisher*).

Sebagai bentuk komitmen mengutamakan perlindungan lingkungan, Indonesia Power mendukung komitmen Pemerintah Indonesia dalam Protokol Montreal untuk melakukan perlindungan lapisan ozon melalui penghapusan BPO. Komitmen ini dibuktikan dengan tidak adanya produk yang di produksi maupun produk yang digunakan Perusahaan yang mengandung BPO, sehingga pada laporan ini tidak terdapat perhitungan volume produksi, impor maupun ekspor BPO. Upaya yang telah dilakukan Indonesia Power dalam mengurangi emisi BPO adalah sebagai berikut:

The ozone layer is a layer of gas that serves to protect the earth from ultraviolet (UV) radiation. The ozone layer can be depleted as a result of the Ozone-Depleting Substances (ODS) consumption, such as chlorofluorocarbons (CFCs), hydrofluorocarbons (HFCs), and hydrochlorofluorocarbons (HCFCs). ODS emissions are sourced from CFCs, HFCs, and HCFCs, which can be formed from the usage of air conditioners, refrigerators (freezers), and fire extinguishers.

As a form of commitment to prioritizing environmental protection, Indonesia Power supports the commitment of the Government of Indonesia in the Montreal Protocol to protect the ozone layer by eliminating ODS. This commitment is evidenced by the fact that there are no products generated or used by the Company that contains ODS. Therefore, this report does not contain the calculation of the volume of production, import, or export of ODS. Indonesia Power has made several efforts in reducing BPO emissions as follows:



1. Tidak menggunakan bahan yang mengandung BPO/ODP pada *chiller* dengan menggunakan alternatif bahan Non CFC dan mengganti *refrigerant* AC dari R-22 yang memiliki ODP dan GWP tinggi menjadi R-32 yang lebih ramah lingkungan;
2. Penetapan kebijakan dalam kontrak kerjasama dengan *vendor* untuk pemakaian pendingin ruangan dengan tidak menggunakan bahan *refrigerant* dan AC yang mengandung BPO; dan
3. Pelaksanaan kampanye peningkatan upaya mitigasi penipisan lapisan ozon melalui peringatan Hari Ozon Sedunia pada September 2020, dengan rangkaian kegiatan sebagai berikut:
 - Lomba program lingkungan untuk mitigasi penggunaan BPO
 - Lomba cerdas cermat
 - Lomba poster dan video kampanye perlindungan ozon
 - Webinar Hari Ozon Sedunia dengan tema "*Unite in Harmony to Save the Planet*" dengan mengundang pakar terkait bidang perlindungan ozon.

1. Not using materials containing BPO/ODP in the chiller, by using alternative non-CFC materials and replacing AC refrigerant from R-22, which has high ODP and GWP, to R-32, which is more environmentally friendly;
2. Determination of policies in cooperation contracts with vendors for the use of air conditioners that do not use refrigerants and/or contain ODS; and
3. Campaign to increase efforts to mitigate the depletion of the ozone layer through the commemoration of World Ozone Day in September 2020, with the following series of activities:
 - Environmental program competition to mitigate ODS usage
 - Quiz contest
 - Ozone protection campaign poster and video contest
 - World Ozone Day Webinar with the theme "Unite in Harmony to Save the Planet" inviting experts in the ozone protection sector.



Melindungi Sumber Daya Air

Protecting Water Resources



Pendekatan Manajemen: Topik Pengelolaan Sumber Daya Air [GRI 103-1, 103-2, 103-3]

Management Approach to Water Resources Management [GRI 103-1, 103-2, 103-3]

Topik Pengelolaan Sumber Daya Air menjadi topik yang penting bagi Indonesia Power karena Indonesia Power adalah perusahaan pembangkit yang menggunakan sumber daya air sebagai salah satu bahan baku proses pembangkit listrik, terutama Pembangkit Listrik Tenaga Thermal dan PLTA. Pengelolaan sumber daya air dilakukan untuk menjaga keberlanjutan dan ketersediaan air yang mendukung proses di dalam Pembangkit.

Water Resources Management is an important topic for Indonesia Power because Indonesia Power is a power generating company that uses water resources as one of the raw materials for power generation processes, especially Thermal and Hydropower Power Plants. Water resources management is carried out to maintain the sustainability and availability of water that supports the processes in Power Plants.

Kebijakan

Policy

Kebijakan Perusahaan

- Keputusan Direksi Nomor 41.K/010/IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power
- Keputusan Direksi Nomor 249.K/010/IP/2015 tentang Pedoman Penerapan *Green Power Plant* Di Lingkungan PT Indonesia Power

Company's Policies

- The Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety within PT Indonesia Power
- The Board of Directors' Decree No. 249.K/010/IP/2015 on Guidelines on Green Power Plant within PT Indonesia Power.

Ketentuan Umum

- Undang-undang Nomor 17 Tahun 2019 tentang Sumber Daya Air
- Peraturan Pemerintah Nomor 121 Tahun 2015 tentang Pengusahaan Sumber Daya Air
- Peraturan Pemerintah Nomor 82 tahun 2001 tentang Pengelolaan Kualitas Air dan Pengendalian Pencemaran Air
- Peraturan Menteri Lingkungan Hidup Nomor 8 Tahun 2009 tentang Baku Mutu Air Limbah bagi Usaha dan/atau Kegiatan Pembangkit Listrik Tenaga Thermal
- Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 68 Tahun 2016 tentang Baku Mutu Air Limbah Domestik

General Provisions

- Law No. 17 of 2019 on Water Resources
- Government Regulation No. 121 of 2015 on Water Resources Exploitation
- Government Regulation No. 82 of 2001 on the Water Quality Management and Water Pollution Control
- Minister of Environment Regulation No. 8 of 2009 on Wastewater Quality Standards for Thermal Power Plant Businesses and/or Activities
- Minister of Environment and Forestry Regulation No. 68 of 2016 on Domestic Wastewater Quality Standards

Komitmen	Commitment
- Pemenuhan kepatuhan pengelolaan dan penggunaan air dalam proses pembangkit - Peningkatan efisiensi dan konservasi penggunaan Air - Pemenuhan kepatuhan limbah cair dan penurunan beban limbah cair (termuat dalam RJP IP 2020 – 2024)	- Fulfillment of compliance with water management and consumption in the power generation process - Water use efficiency improvement and conservation - Fulfillment of liquid waste compliance and reduction of liquid waste load (contained in 2020-2024 IP RJP)
Sasaran dan Target	Goals and Targets
- Penaatan ketentuan pengelolaan sumber daya air dengan melengkapi seluruh aturan, baku mutu dan izin pengambilan air - Seluruh Unit melakukan upaya konservasi air	- Compliance with water resources management provisions by completing all regulations, quality standards, and water extraction permits - All Units conduct water conservation efforts
Realisasi	Realization
- Seluruh Unit TAAT 100% dalam pengelolaan air dan limbah cair - Hasil konservasi air melalui kegiatan <i>Reduce, Reuse and Recycle</i> (3R) sebanyak 547.351,45 m³, dengan rincian untuk proses produksi sebanyak 539.466,64 m³ dan untuk proses domestik sebanyak 7.884,81 m³	- All Units are 100% COMPLIANT in water and liquid waste management - The water conserved through Reduce, Reuse, and Recycle (3R) activities amounted to 547,351.45 m³, consisting of conservation from production process of 539,466.64 m³, and from domestic process of 7,884.81 m³
Program/Inisiatif	Program/Initiative
- Konservasi air melalui kegiatan <i>Reduce, Reuse and Recycle</i> (3R) - Program pemenuhan kepatuhan limbah cair dan penurunan beban limbah cair - Pemanfaatan limbah cair dengan sistem <i>Reverse Osmosis</i> (RO) - <i>Reusing</i> limbah cair PLTU batubara untuk penyiraman <i>stock pile</i>	- Water conservation through Reduce, Reuse, and Recycle (3R) activities - Liquid waste compliance program and reduction of liquid waste load - Liquid waste utilization with a Reverse Osmosis (RO) system - Reusing coal-fired power plant liquid waste for stockpile watering
Evaluasi	Evaluation
- Melaksanakan peningkatan pemanfaatan limbah cair dan upaya pengurangan penggunaan air sebagai bagian dari evaluasi pengelolaan air di tahun 2020.	- Implementing increased use of liquid waste and efforts to reduce water consumption as part of the water management evaluation in 2020.
Penanggung Jawab	Person in Charge
Kantor Pusat - Bidang Lingkungan yang berada di bawah Vice President Health, Safety and Environment - Vice President of Project Management and Pre-Construction Unit Kerja: Manajer Operasi dan Manajer Administrasi	Head Office - Environment Division, which reports directly to the Vice President Health, Safety, and Environment - Vice President of Project Management and Pre-Construction Work Unit: Operations Manager and Administration Manager



Pendekatan Manajemen Identifikasi dan Pengelolaan Dampak Terkait Air [GRI 303-1]

Management Approach to Identification and Management of Water-Related Impacts [GRI 303-1]

Akses air merupakan hal yang sangat penting untuk keberlangsungan bisnis Perusahaan, karena dibutuhkan sebagai salah satu komponen utama untuk proses pendinginan, proses operasi pembangkit dan kegiatan pendukung seperti keperluan domestik/kantor serta pembersihan dan pemeliharaan pembangkit. Untuk itu, Indonesia Power berkomitmen untuk mengelola penggunaan air dengan cara yang lebih efisien dan bertanggung jawab untuk tetap melindungi sumber daya air.

Air yang digunakan Indonesia Power bersumber/diambil dari air tanah, air permukaan dan air PAM/PDAM. Indonesia Power juga memanfaatkan air daur ulang untuk dipakai kembali ke dalam proses operasi dan kegiatan pendukung. Air permukaan yang diambil dari laut atau sungai, kemudian diolah dan digunakan untuk proses pendingin dan operasional Pembangkit. PLTU dan PLTGU menggunakan tekanan uap sebagai penggerak Turbin yang terhubung dengan *Generator*, sehingga menghasilkan produksi listrik yang selanjutnya disalurkan ke dalam jaringan listrik di Indonesia.

Dalam proses pendinginan, air dari laut atau sungai dipompa langsung ke dalam kondensor untuk mendinginkan uap setelah memutar Turbin. Air pendingin ini kemudian keluar/dibuang menuju ke laut atau sungai dengan pengendalian potensi dampak terhadap kenaikan *temperature* dan kandungan klorin bebas dalam air pendingin.

Air yang masuk dalam proses pembangkit dari sisa pengolahan air untuk operasional pembangkit (sisa proses desalinasi dan *blowdown boiler*) dan hasil proses instalasi pengolahan air limbah (IPAL), selanjutnya air dibuang ke sungai atau ke laut dengan pemenuhan ketaatan kualitas air buangan dari sumber proses utama, *blowdown boiler* dan air buangan desalinasi sesuai ketentuan yang berlaku.

Water access is very important for the Company's business continuity, because water access is necessary as one of the main components for the cooling process, plant operation process, and other supporting activities, such as domestic/office needs, as well as power plants cleaning and maintenance. Therefore, Indonesia Power is committed to managing water consumption more efficiently and responsibly to protect the water resources.

Indonesia Power utilizes water sourced/taken from groundwater, surface water, and PAM/PDAM water. Indonesia Power also utilizes recycled water in its operations and supporting activities. Surface water originates from the sea or river, which is then treated and used for the cooling process and operation of the Power Plant. SPPs and CCPPs use steam pressure as a turbine driver connected to a generator, thereby generating electricity, which is then distributed to the electricity grid in Indonesia.

In the cooling process, water from the sea or river is pumped directly into the condenser to cool the steam after rotating the turbine. This cooling water is then discharged into the sea or river by controlling the potential impact on the temperature increase and the free chlorine content in the cooling water.

Water enters the generating process from the water treatment plant for plant operations (residual desalination and boiler blowdown processes) and the results of the wastewater treatment installation process (WWTP). The water is then disposed into rivers or sea by complying with the wastewater quality from the main process source, boiler blowdown, and desalination wastewater, in accordance with prevailing regulations.

Identifikasi dan Penanganan Dampak Terkait Air

Identification and Management of Water-Related Impacts

Identifikasi terhadap aspek dan dampak lingkungan dari proses pengambilan air, penggunaan air dan pembuangan air sisa/limbah dari proses pembangkit dilakukan penilaian sesuai IK atau Prosedur terhadap Penilaian Risiko, Peluang dan Dampak yang tertuang dalam dokumen Identifikasi ASDAM masing-masing unit. Periode identifikasi dan penilaian ASDAM dilakukan setiap tahun sekali terhadap seluruh proses dan termasuk pengelolaan air.

[GRI 303-1, 303-2]

Identification of environmental aspects and impacts of the water consumption process, water consumption, and wastewater disposal from the power generation process, is carried out according to the IK or Procedure for Risk, Opportunity, and Impact Assessment, stipulated in the ASDAM Identification document of each unit. ASDAM identification and assessment are carried out annually for the entire process including water management.

[GRI 303-1, 303-2]

Penanganan terhadap dampak pengambilan dan penggunaan air dilakukan dengan upaya pengendalian dan efisiensi sumber daya air. Dalam hal pengelolaan sumber daya air, keterlibatan pemangku kepentingan terbatas pada penerbitan izin pengambilan air dan tidak ada pengelolaan terkait penggunaan sumber daya air bersama. Dalam proses pembuangan air limbah, keterlibatan pemangku kepentingan adalah sebagai pengawas dan pemenuhan penataan regulasi dalam pengelolaan air limbah. [GRI 303-1]

The handling of the impact of water extraction and consumption is carried out by controlling and ensuring efficient water resources. In terms of water resources management, stakeholders' engagement is limited to the issuance of water extraction permits, and there is no management related to the use of shared water resources. In the process of wastewater disposal, stakeholders were engaged as a supervisor and for compliance with regulations in wastewater management. [GRI 303-1]

Indonesia Power juga telah mengukur bahwa tidak ada dampak signifikan terhadap lingkungan dalam penempatan/penyimpanan air dari pengambilan, penggunaan hingga pembuangan Air. [GRI 303-5]

Indonesia Power has also measured that there is no significant impact on the environment in the placement/storage of water from extraction, consumption, or disposal. [GRI 303-5]

Tujuan dan Target Pengelolaan Air [GRI 303-1]

Water Management Objective and Targets [GRI 303-1]

Bentuk komitmen manajemen Indonesia Power dalam menetapkan tujuan dan target pengelolaan sumber daya air dilakukan melalui penetapan kebijakan dan program pengelolaan sumber daya air sesuai dengan Undang-undang Nomor 17 Tahun 2019 tentang Sumber Daya Air dan Peraturan Pemerintah Nomor 121 Tahun 2015 tentang Pengusahaan Sumber Daya Air adalah sebagai berikut:

1. Penetapan kebijakan, program dan prosedur pengelolaan sumber daya air;
2. Mengurangi jumlah penggunaan air dengan meningkatkan efisiensi/konservasi air di seluruh proses operasi pembangkit Perusahaan;

Indonesia Power's management commitment to determining objectives and targets for water resources management is carried out through the policy establishment and water resources management programs in accordance with Law No. 17 of 2019 on Water Resources, and Government Regulation No. 121 of 2015 on Water Resources Exploitation, as follows:

1. Determination of policies, programs, and procedures for water resources management;
2. Reducing the amount of water consumed by increasing water efficiency/conservation throughout the Company's power plant operations;

3. Mencegah dampak negatif pada ekosistem perairan badan air dengan cara:
 - Pengendalian operasional dan baku mutu pengolahan air;
 - Tidak menggunakan air yang bersumber dari badan air yang berada di kawasan lindung secara nasional maupun internasional;
 - Tidak menggunakan air yang bersumber/diambil dari badan air yang berada di lokasi-lokasi daerah *water-stressed* area dan tidak membuang air limbah ke lokasi-lokasi daerah *water-stressed* area, yaitu daerah-daerah dimana permintaan air melebihi jumlah yang tersedia; dan [GRI 303-3, 303-4, 303-5]
4. Memberikan sosialisasi internal kepada insan Indonesia Power tentang pentingnya melindungi sumber daya air dan menggalakkan aksi penghematan penggunaan air pada keperluan domestik/kantor.

3. Preventing negative impacts on the aquatic ecosystem of water bodies by:
 - Operational control and water treatment quality standards;
 - Not using water extracted from water bodies located in protected areas nationally and internationally;
 - Not using water sourced/extracted from water bodies located in water-stressed areas and not dumping wastewater into water-stressed areas, i.e., areas where the demand for water exceeds the available amount; and [GRI 303-3, 303-4, 303-5]
4. Providing internal socialization to Indonesia Power's personnel about the importance of protecting water resources and promoting actions to save water consumption for domestic/office purposes.

Pengambilan/Penarikan Air Water Withdrawal/Extraction

Indonesia Power melakukan pengukuran dan perhitungan pengambilan/penarikan air dengan melakukan pemantauan flow meter yang dicatat harian serta bulanan dalam *Log book* pengambilan/penarikan air terhadap seluruh sumber pengambilan. Selama tahun 2020, total pengambilan/penarikan air Indonesia Power sebanyak 2.870.527,00 megaliter, menurun 11,37% dibandingkan tahun 2019 yaitu sebanyak 3.238.714,13 megaliter. [GRI 303-3]

Indonesia Power measures and calculates water withdrawal/extraction by monitoring the flow meter, which is recorded daily and monthly, in the Logbook of water withdrawal/extraction from all sources. During 2020, Indonesia Power's total water withdrawal/extraction was 2,870,527.00 megaliters, decreased by 11.37% compared to 2019, which was 3,238,714.13 megaliters. [GRI 303-3]

Pengambilan/Penarikan Air Indonesia Power Berdasarkan Sumber [GRI 303-3]

Indonesia Power Water Withdrawal/Extraction by Source [GRI 303-3]

Sumber Air Water Sources	Volume (m ³)			Volume (megaliter)		
	2018	2019	2020	2018	2019	2020
Air Tanah Groundwater	1.233.638,61	1.492.399,00	2.109.785,46	1.233,64	1.492,40	2.109,76
<i>Freshwater</i> (≤1000 mg/L TDS)	1.233.638,61	1.492.399,00	2.109.785,46	1.233,64	1.492,40	2.109,76
<i>Other Water</i> (>1000 mg/L TDS)	-	-	-	-	-	-
Air Permukaan* Surface Water*	2.896.803.339,85	3.236.008.586,83	2.867.512.437,51	2.896.803,34	3.236.008,59	2.867.512,44
<i>Freshwater</i> (≤1000 mg/L TDS)	-	-	-	-	-	-
<i>Other Water</i> (>1000 mg/L TDS)	2.896.803.339,85	3.236.008.586,83	2.867.512.437,51	2.896.803,34	3.236.008,59	2.867.512,44
Air PAM/PDAM PAM/PDAM Water	2.113.778,84	1.213.146,31	904.781,96	2.113,78	1.213,15	904,78
<i>Freshwater</i> (≤1000 mg/L TDS)	2.113.778,84	1.213.146,31	904.781,96	2.113,78	1.213,15	904,78
<i>Other Water</i> (>1000 mg/L TDS)	-	-	-	-	-	-
Total	2.900.150.757,29	3.238.714.132,14	2.870.527.004,93	2.900.150,76	3.238.714,13	2.870.527,00

Catatan:

* Air Permukaan termasuk lahan basah/rawa, sungai, danau dan laut
TDS = Total Dissolved Solids atau Total Padatan Terlarut
1 m³ = 0,001 megaliter

Remark:

*Surface Water includes wetlands/swamps, rivers, lakes, and sea
TDS = Total Dissolved Solids
1 m³ = 0.001 megaliters

Penggunaan Air Water Consumption

Indonesia Power melakukan pengukuran dan perhitungan penggunaan air dengan melakukan pemantauan *flow meter* yang dicatat harian serta bulanan dalam *Log book* pemakaian air terhadap seluruh sumber pengambilan. Penggunaan air tanah pada tahun 2020 secara signifikan meningkat di Unit PLTA Saguling sebesar 598.369,00 m³ (598,37 megaliter), karena adanya penggantian *flow meter* dan peningkatan kapasitas pompa dari tahun sebelumnya untuk penggunaan/kebutuhan pemakaian di proses produksi dan domestik. Namun secara total, penggunaan air Indonesia Power selama tahun 2020 adalah sebanyak 8.031,55 megaliter, menurun 45,48% dibandingkan tahun 2019 yaitu sebanyak 14.730,09 megaliter. Penurunan ini disebabkan karena inventarisasi penggunaan air Unit PLTGU Priok yang sudah tidak memasukkan penggunaan air pendingin kondensor, dengan kontribusi pemakaian 6-7 juta m³ setiap tahunnya. Penurunan ini menunjukkan keberhasilan Indonesia Power dalam mengimplementasikan efisiensi penggunaan air.

[GRI 303-5]

Indonesia Power measures and calculates water consumption by monitoring the flow meter, which is recorded daily and monthly, in the Logbook of water consumption from all sources. In 2020, the groundwater consumption significantly increased in the HPP PLTA Saguling unit by 598,369.00 m³ (598.37 megaliters) due to the replacement of the flow meter and an increase in pump capacity from the previous year for consumption during production and domestic processes. However, Indonesia Power consumed water with a total of 8,031.55 megaliters in 2020, decreased by 45.48% compared to 2019, which was 14,730.09 megaliters. This decrease was due to the water consumption inventory of CCPP Priok Unit which no longer included the condenser cooling water, with a consumption contribution of 6-7 million m³ annually. This decline shows Indonesia Power's success in implementing efficient water consumption. [GRI 303-5]

Penggunaan Air Indonesia Power Berdasarkan Sumber [GRI 303-5]

Indonesia Power Water Consumption by Source [GRI 303-5]

Sumber Air Water Sources	Volume (m ³)				Volume (megaliter)			
	2017	2018	2019	2020	2017	2018	2019	2020
Air Tanah Groundwater	8.821,00	69.421,25	42.438,50	642.127,90	8,82	69,42	42,44	642,13
<i>Freshwater</i> (≤1000 mg/L TDS)	8.821,00	69.421,25	42.438,50	642.127,90	8,82	69,42	42,44	642,13
<i>Other Water</i> (>1000 mg/L TDS)	-	-	-	-	-	-	-	-
Air Permukaan* Surface Water*	13.458.431,50	11.143.471,70	13.476.207,81	6.487.357,75	13.458,43	11.143,47	13.476,21	6.487,36
<i>Freshwater</i> (≤1000 mg/L TDS)	-	-	-	-	-	-	-	-
<i>Other Water</i> (>1000 mg/L TDS)	13.458.431,50	11.143.471,70	13.476.207,81	6.487.357,75	13.458,43	11.143,47	13.476,21	6.487,36
Air PAM/PDAM PAM/PDAM Water	112.556,00	2.113.778,84	1.211.441,40	902.062,80	112,56	2.113,78	1.211,44	902,06
<i>Freshwater</i> (≤1000 mg/L TDS)	112.556,00	2.113.778,84	1.211.441,40	902.062,80	112,56	2.113,78	1.211,44	902,06
<i>Other Water</i> (>1000 mg/L TDS)	-	-	-	-	-	-	-	-
Total	13.579.808,50	13.326.671,79	14.730.087,71	8.031.548,45	13.579,81	13.326,67	14.730,09	8.031,55

Catatan:

* Air Permukaan termasuk lahan basah/rawa, sungai, danau dan laut
TDS = Total Dissolved Solids atau Total Padatan Terlarut
1 m³ = 0.001 megaliter

Remark:

*Surface Water includes wetlands/swamps, rivers, lakes, and sea
TDS = Total Dissolved Solids
1 m³ = 0.001 megaliters

Intensitas Air

Water Intensity

Rasio intensitas air merupakan parameter untuk mengetahui total penggunaan air untuk setiap produksi tenaga listrik, guna mengetahui tingkat penurunan penggunaan air. Indonesia Power melakukan perhitungan rasio intensitas air dengan menggunakan denominator total produksi bruto pembangkit thermal sebagai faktor yang paling relevan.

Pada tahun 2020, rasio intensitas air Perusahaan sebesar 0,000000111 megaliter/kWh, menurun 47,39% dibandingkan tahun 2019 yaitu sebesar 0,000000212 megaliter/kWh. ini menunjukkan keberhasilan Indonesia Power dalam mengimplementasikan efisiensi penggunaan air.

Water intensity ratio is a parameter to determine the total water consumption for each electricity generation, to determine the decrease in water consumption. Indonesia Power calculates the water intensity ratio using the denominator of the total gross production of thermal power plants as the most relevant factor.

In 2020, the Company's water intensity ratio was 0.000000111 megaliter/kWh, decreased by 47.39% compared to 2019, which was 0.000000212 megaliter/kWh. This shows that Indonesia Power is successful in implementing efficient water consumption.

Intensitas Air Indonesia Power

Indonesia Power's Water Intensity

	2017	2018	2019	2020
Total Pemakaian Air (megaliter) Water Consumption (megaliters)	13.579,81	13.326,67	14.730,09	8.031,55
Total Produksi Bruto (kWh) Gross Production (kWh)	71.920.404.772,21	73.821.284.793,79	69.548.170.387,80	72.085.282.221,46
Intensitas Air (megaliter/kWh) Water Intensity (megaliter/kWh)	0,000000189	0,000000181	0,000000212	0,000000111

Konservasi Sumber Daya Air

Water Resources Conservation

Setiap tahunnya, Indonesia Power melakukan program inovasi konservasi air (*Reduce, Reuse, Recycle-3R*) melalui daur ulang air yang telah dipakai untuk keperluan lain serta daur ulang air limbah dengan instalasi pengolah air. Indonesia Power juga melakukan pemanfaatan limbah cair dengan sistem *Reverse Osmosis* (RO) dan melakukan *reusing* limbah cair PLTU batubara untuk penyiraman *stockpile*. Metode pengukuran 3R dilakukan dengan memantau dan mencatat hasil penunjukan *flow meter* yang telah dipasang di titik yang telah ditetapkan. Selama tahun 2020, Indonesia Power telah melakukan konservasi air sebanyak 547.351,45 m³ dengan rincian sebanyak 539.466,64 m³ untuk proses produksi dan 7.884,81 m³ untuk kebutuhan domestik.

Every year, Indonesia Power conducts a water conservation innovation program (*Reduce, Reuse, Recycle/3R*) through recycling water to be used for other purposes and recycling wastewater with water treatment plants. Indonesia Power also utilizes liquid waste using a *Reverse Osmosis* (RO) system and reusing coal-fired power plant liquid waste for stockpile watering. The 3R is measured by monitoring and recording the results of the flow meter that has been installed at a predetermined point. During 2020, Indonesia Power has conserved 547,351.45 m³ of water, consisting of conservation from the production process of 539,466.64 m³, and from the domestic process of 7,884.81 m³.

Volume Air Indonesia Power yang Didaur Ulang (m³)

Indonesia Power's Recycled Water Volume (m³)

Kegiatan Activity	Proses Produksi Production Process				Kebutuhan Domestik Domestic Use			
	2017	2018	2019	2020	2017	2018	2019	2020
Pemakaian Air Water Consumption	10.561.806,00	10.554.247,91	12.727.815,64	5.716.653,25	4.344.784,50	2.772.423,88	2.002.272,07	2.314.895,20
Kegiatan 3R 3R Activities	Air Limbah Proses Produksi Wastewater of Production Process				Air Limbah Domestik Domestic Wastewater			
Reuse dan recycle sisa proses produksi Reuse and recycle of production residual process	580.748,71	843.353,92	567.606,59	434.052,93	-	-	-	-
Pemanfaatan sisa limbah cair domestik (grey water) Utilization of domestic residual liquid waste (grey water)	-	-	-	-	3.861,31	4.357,51	6.095,89	3.984,54
Penyiraman Stock Pile & Penyiraman Abu Stock Pile and Ash Watering	78.863,92	65.762,43	106.995,97	105.413,71	4.175,28	3.962,63	4.017,80	3.900,27
Jumlah Kegiatan 3R 3R Activities	659.612,63	909.116,35	674.602,56	539.466,64	8.036,59	8.320,14	10.113,69	7.884,81
Persentase (%) Percentage (%)	6,25	8,61	5,30	9,44	0,18	0,30	0,51	0,34

Pengelolaan Dampak Efluen (Air Limbah) Effluent (Wastewater) Impact Management

Dalam mewujudkan *clean water* and sanitation dalam tujuan pembangunan berkelanjutan, Indonesia Power berkomitmen melakukan pengelolaan efluen atau air limbah dengan baik dan benar melalui penetapan kebijakan dan prosedur pengelolaan air sesuai dengan ketentuan regulasi berikut: [\[GRI 303-2\]](#)

1. Peraturan Pemerintah Nomor 82 tahun 2001 tentang Pengelolaan Kualitas Air dan Pengendalian Pencemaran Air;
2. Peraturan Menteri Negara Lingkungan Hidup N0.08 tahun 2009 tentang Baku mutu air limbah bagi kegiatan Pembangkit Listrik Tenaga Thermal;
3. Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 68 Tahun 2016 tentang Baku Mutu Air Limbah Domestik; dan
4. Izin pembuangan Limbah Cair dari KLHK atau DLH setempat, yang dimiliki oleh masing masing Unit Pembangkit.

Indonesia Power is committed to managing effluent or wastewater properly and correctly to actualize clean water and sanitation in the Sustainable Development Goal, through the establishment of policies and procedures for water management in accordance with the following regulatory provisions: [\[GRI 303-2\]](#)

1. Government Regulation No. 82 of 2001 on the Water Quality Management and Water Pollution Control;
2. State Minister of the Environment Regulation No. 8 of 2009 on the Wastewater Quality Standards for Thermal Power Plant Activities;
3. Minister of Environment and Forestry Regulation No. 68 of 2016 on Domestic Wastewater Quality Standards; and
4. Liquid Waste disposal permit from the local MoEF or DLH, which is owned by each Generating Unit.

Komitmen menjalankan pengelolaan efluen atau air limbah dengan baik dan benar ini dikarenakan apabila pelepasan efluen tidak dikelola dengan baik dapat menimbulkan dampak negatif bagi lingkungan dan kesehatan karena dapat memengaruhi badan air tujuan pembuangan dan kualitas pasokan air yang tersedia. Selain itu, juga dapat menciptakan hubungan yang tidak baik antara perusahaan dengan masyarakat dan pengguna air lainnya.

Indonesia Power secara berkala melakukan pemantauan dan pengukuran kualitas air limbah yang dihasilkan dari kegiatan produksi maupun kegiatan domestik. Pengukuran dilakukan setiap satu atau tiga bulan sekali sesuai dengan standar baku mutu yang berlaku dan ketentuan pada Rencana Pengelolaan Lingkungan/Rencana Pemantauan Lingkungan (RKL/RPL) melalui laboratorium yang terakreditasi Komite Akreditasi Nasional (KAN). Hasil dari pengukuran ini telah dilaporkan kepada Pemerintah Daerah dan Kementerian Lingkungan Hidup dan Kehutanan (KLHK) sesuai dengan ketentuan yang telah ditetapkan. Pada tahun 2020, hasil pengukuran kualitas air limbah Indonesia Power dinyatakan bahwa seluruh unit 100% telah "TAAT" kualitas air limbahnya dari seluruh parameter yang diukur. Dengan ini, selama tahun 2020, tidak terdapat insiden ketidakpatuhan terhadap batas pembuangan air limbah Indonesia Power.

[GRI 303-2, 303-4]

The commitment to managing effluent or wastewater properly and correctly is because if the disposal of effluent is not managed properly, it may have negative impacts on the environment and health because it affects the destination water body and the quality of the available water supply. In addition, it may also create a bad relationship between the company and the community and other water users.

Indonesia Power regularly monitors and measures the quality of wastewater generated from production and domestic activities. Assessment is carried out once a month or once every three months in accordance with the applicable quality standards and the provisions of the Environmental Management Plan/Environmental Monitoring Plan (RKL/RPL) through a laboratory accredited by the National Accreditation Committee (KAN). The results of the assessment shall be reported to the Local Government and the Ministry of Environment and Forestry (MoEF) in accordance with the stipulated provisions. In 2020, the assessment of wastewater quality of Indonesia Power stated that all units 100% "COMPLY" with the wastewater quality from all the measured parameters. Therefore, in 2020, there were no incidents of Indonesia Power's non-compliance with wastewater disposal limits.

[GRI 303-2, 303-4]

Pengukuran Kualitas Air Limbah Dari Proses Utama Indonesia Power Tahun 2020 [GRI 303-4]

Indonesia Power's Wastewater Quality from Main Process Measurement in 2020 [GRI 303-4]

Parameter Parameter	Satuan Unit	Baku Mutu Standards	Rata-rata Korporat Corporate Average	Nilai Terendah Lowest Value	Nilai Tertinggi Highest Value	Ketaatan Compliance
PH	-	6-9	7,62	6,00	8,98	Memenuhi baku mutu Meeting quality standards
TSS	mg/L	100,00	16,32	0,10	98,00	
Besi (Fe) Iron (Fe)	mg/L	3,00	0,25	0,0010	2,33	
Tembaga (Cu) Copper (Cu)	mg/L	0,50	0,02	0,0003	0,19	
Kromium Total (Cr) Total Chromium (Cr)	mg/L	0,50	0,03	0,0004	0,33	
Seng (Zn) Zinc (Zn)	mg/L	1,00	0,06	0,0010	0,87	
Phosphat (PO ₄)	mg/L	10,00	0,38	0,0010	3,58	
Klorin Bebas (Cl ₂) Free Chlorine (Cl ₂)	mg/L	0,50	0,06	0,0010	0,28	
Minyak dan Lemak Oil and Grease	mg/L	5,00	1,62	0,0037	4,00	

* Baku mutu mengacu pada Peraturan Menteri Negara Lingkungan Hidup Nomor 08 tahun 2009 tentang Baku Mutu Air Limbah Bagi Kegiatan Pembangkit Listrik Tenaga Thermal

* Quality standards refer to the State Minister of the Environment Regulation No. 8 of 2009 on the Wastewater Quality Standards for Thermal Power Plant Activities

Indonesia Power melakukan pengukuran dan perhitungan pembuangan air limbah dengan melakukan pemantauan *flow meter* yang dicatat harian serta bulanan dalam *Log book* pembuangan air limbah terhadap seluruh titik pembuangan air limbah.

Indonesia Power measures and calculates wastewater disposal by monitoring the flow meter, which is recorded daily and monthly, in the Logbook of wastewater disposal from all points of wastewater disposal.



Pada tahun 2020, total volume air limbah Indonesia Power berhasil ditekan, yakni mengalami penurunan sebesar 11,21%.

In 2020, the total volume of Indonesia Power's wastewater was successfully reduced, or experienced a decrease of 11.21%.

Volume Efluen (Air Limbah) Indonesia Power Berdasarkan Sumber [GRI 303-4]

Indonesia Power's Effluent (Wastewater) Volume by Source [GRI 303-4]

Sumber Air Water Sources	Volume (m ³)			Volume (megaliter)		
	2018	2019	2020	2018	2019	2020
Air Tanah Groundwater	1.164.217,36	1.449.960,50	1.467.657,56	1.164,22	1.449,96	1.467,66
<i>Freshwater</i> (≤1000 mg/L TDS)	1.164.217,36	1.449.960,50	1.467.657,56	1.164,22	1.449,96	1.467,66
<i>Other Water</i> (>1000 mg/L TDS)	-	-	-	-	-	-
Air Permukaan* Surface Water*	2.885.659.868,15	3.222.532.379,02	2.861.025.079,75	2.885.659,87	3.222.532,38	2.861.025,08
<i>Freshwater</i> (≤1000 mg/L TDS)	-	-	-	-	-	-
<i>Other Water</i> (>1000 mg/L TDS)	2.885.659.868,15	3.222.532.379,02	2.861.025.079,75	2.885.659,87	3.222.532,38	2.861.025,08
Air PAM/PDAM PAM/PDAM Water	0,00	1.704,91	2.719,16	0,00	1,70	2,72
<i>Freshwater</i> (≤1000 mg/L TDS)	0,00	1.704,91	2.719,16	0,00	1,70	2,72
<i>Other Water</i> (>1000 mg/L TDS)	-	-	-	-	-	-
Total	2.886.824.085,50	3.223.984.044,43	2.862.495.456,47	2.886.824,09	3.223.984,04	2.862.495,46

Catatan:

* Air Permukaan termasuk lahan basah/rawa, sungai, danau dan laut
TDS = Total Dissolved Solids atau Total Padatan Terlarut
1 m³ = 0.001 megaliter

Remark:

*Surface Water includes wetlands/swamps, rivers, lakes, and sea
TDS = Total Dissolved Solids
1 m³ = 0.001 megaliters

Pengelolaan Efluen (Air Limbah) Indonesia Power [GRI 303-4]

Indonesia Power's Effluent (Wastewater) Management [GRI 303-4]

Unit	Metode Pengelolaan Air Limbah Wastewater Management Method	Badan Air Tujuan Pelepasan Air Limbah Water Body as Destination of Wastewater Disposal	Volume Air Limbah (megaliter) Wastewater Volume (megaliters)			
			2017	2018	2019	2020
Suralaya	<i>Waste Water Treatment Plant:</i> Prinsip Pengolahan Secara Fisika & Kimia <i>Wastewater Treatment Plant:</i> Physical & Chemical Processing Principles	Muara Kanal Canal Estuary	87,17	77,39	75,21	71,27
Banten 1 Suralaya	Instalasi Pengolahan Air Limbah Wastewater Treatment Plant Installation	Laut Sea	7,07	5,61	7,17	9,07
Banten 2 Labuan	Pengendapan - <i>Activated Sludge - Treatment Pond</i> Precipitation - Activated Sludge - Treatment Pond	Laut Sea	8,83	9,74	8,82	8,35
Banten 3 Lontar	<i>Waste Water Treatment Plant</i>	Laut Utara Jawa Java North Sea	771.237,85	446.456,95	787.230,57	819.720,90
Cilegon	<i>Waste Water Treatment Plant</i>	Teluk Banten Banten Bay	101.053,84	99.668,97	79.421,70	78.908,15
	IPAL Domestik Domestic WWTP	Sungai Ragas Ragas River	-	-	1,57	0,68
Priok	<i>Waste Water Treatment Plant</i>	Laut Sea	957.105,61	1.042.051,69	774.975,19	383.250,44
Pelabuhan Ratu	<i>Sistem Once Through (Bahang)</i>	Laut Sea	965.459,84	1.295.026,59	1.579.058,01	1.577.160,00
	<i>Sistem Once Through (RO)</i>	Laut Sea	10.001,49	1.013,95	611,99	87,63
Kamojang	Reinjeksi Reinjection	Sumur Reinjeksi PT Pertamina Reinjection Well of PT Pertamina	802,57	807,75	810,04	822,74
Darajat	Reinjeksi Reinjection	Sumur Reinjeksi SEGD II Reinjection Well of SEGD II	684,56	356,47	639,92	644,92
Gunung Salak	<i>Aerob Anaerob Sewage Treatment Plant</i>	Sungai Cisaketi Cisaketi River	-	-	0,14	2,04
Adipala	<i>Waste Water Treatment Plant:</i> Prinsip Pengolahan Secara Fisika & Kimia <i>Wastewater Treatment Plant:</i> Physical & Chemical Processing Principles	Laut Sea	46,22	28,19	88,42	49,81
Semarang	<i>Waste Water Treatment Plant</i>	Laut Sea	0,39	0,16	0,23	0,63
	<i>Oil Separator</i>	Laut Sea	4,11	7,99	1,08	2,24
Grati	Prinsip Pengolahan Secara Fisika & Kimia Physical & Chemical Processing Principles	Laut Sea	16,73	40,83	82,98	86,92

Unit	Metode Pengelolaan Air Limbah Wastewater Management Method	Badan Air Tujuan Pelepasan Air Limbah Water Body as Destination of Wastewater Disposal	Volume Air Limbah (megaliter) Wastewater Volume (megaliters)			
			2017	2018	2019	2020
Gilimanuk	Waste Water Garden	Tidak dibuang ke badan air, namun dimanfaatkan untuk penyiraman taman Not thrown into water bodies, but used for watering the garden	0,23	0,17	0,39	0,23
Pemaron	Waste Water Treatment Plant	Badan Air Water Body	0,87	0,90	0,36	0,20
Pesanggaran	Separator dan Waste Water Garden Separator and Wastewater Garden	Sungai River	16,58	14,30	12,57	4,01
Pangkalan Susu	Waste Water Treatment Plant	Laut Sea	724,53	666,60	406,14	382,85
Sanggau	Aerob Anaerob	Sungai Kapuas Kapuas River	552,38	589,83	551,89	673,34
Sintang	Aerob Anaerob	Sungai Kapuas Kapuas River	-	-	-	609,82
Jumlah Volume Air Limbah (megaliter) Wastewater Volume (megaliters)			2.807.810,87	2.886.824,09	3.223.984,04	2.862.495,46



Pengelolaan Limbah dan Sampah

Waste Management



Pendekatan Manajemen: Topik Pengelolaan Limbah [GRI 103-1, 103-2, 103-3]

Management Approach to Waste Management [GRI 103-1, 103-2, 103-3]

Topik Pengelolaan Limbah menjadi topik yang penting bagi Indonesia Power karena limbah merupakan sisa dari proses produksi. Limbah dari proses pembangkit terdiri dari limbah cair produksi dan domestik serta Limbah B3 dan Limbah Non B3. Pengendalian dan pengelolaan limbah merupakan salah satu dari Penuaan Regulasi dan salah satu upaya dalam pencegahan terhadap pencemaran lingkungan.

The Waste Management is an important topic for Indonesia Power because waste is a residue from the power generation process. Waste from the power generation process consists of production and domestic liquid waste, as well as B3 Waste and Non-B3 Waste. Waste control and management is one of Regulatory Compliance and one of the efforts to prevent environmental pollution.

Kebijakan

Policy

Kebijakan Perusahaan

- Keputusan Direksi Nomor 41.K/010/IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power
- Keputusan Direksi Nomor 152.K/010/IP/2014 tentang Pengelolaan Limbah di Lingkungan Perusahaan
- Keputusan Direksi Nomor 73.K/010/IP/2016 tentang Pengelolaan Limbah Unit Jasa Pembangkitan PLTU Batubara FTP-1 Jawa
- Keputusan Direksi Nomor 249.K/010/IP/2015 tentang Pedoman Penerapan *Green Power Plant* Di Lingkungan PT Indonesia Power
- Surat Keputusan Direksi Nomor 191.K/010/IP/2019 tentang Pengelolaan Limbah di Lingkungan PT Indonesia Power
- Surat Keputusan Direksi Nomor 55.K/020/IP/2019 tentang Tim Percepatan perolehan Ijin Pemanfaatan Limbah *Fly Ash* dan *Bottom Ash* (FABA) di PT Indonesia Power

Company's Policies

- The Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety within PT Indonesia Power
- The Board of Directors' Decree No. 152.K/010/IP/2014 on Waste Management within the Company
- Directors' Decree Number 73.K/010/IP/2016 on Waste Management in Generating Service Unit of PLTU Batubara FTP-1 Jawa
- The Board of Directors' Decree No. 249.K/010/IP/2015 on Guidelines on Green Power Plant within PT Indonesia Power.
- The Board of Directors' Decree No. 191.K/010/IP/2019 on the Waste Management within PT Indonesia Power
- The Board of Directors' Decree No. 55.K/020/IP/2019 on the Team for Accelerating the Acquisition of Fly Ash and Bottom Ash (FABA) Waste Utilization Permit at PT Indonesia Power

Ketentuan Umum

- Peraturan Pemerintah Nomor 101 Tahun 2014 tentang Pengelolaan Limbah Bahan Berbahaya dan Beracun
- Peraturan Pemerintah Nomor 81 Tahun 2012 tentang Pengelolaan Sampah Rumah Tangga dan Sampah Sejenis Sampah Rumah Tangga

General Provisions

- Government Regulation No. 101 of 2014 on Toxic and Hazardous Material Waste Management
- Government Regulation Number 81 of the year 2012 on Housing Waste Management and Similar Housing Waste Households

Komitmen

Commitment

- Pemenuhan kepatuhan tata kelola lingkungan sebagai *Strategic Initiatives* yang tercantum dalam Rencana Jangka Panjang 2020 - 2024 dalam komitmen pengelolaan Limbah B3 dan Non B3

- Compliance with environmental governance as *Strategic Initiatives* as stipulated in the 2020 - 2024 Long-Term Plan in terms of B3 and Non B3 Waste management commitment

Sasaran dan Target	Goals and Targets
- Petaatan terhadap seluruh pengelolaan limbah B3, limbah non B3 dan ketentuan dokumen dan teknis - Peningkatan serta improvement pengelolaan dan pemanfaatan <i>Fly Ash</i> dan <i>Bottom Ash</i> (FABA)	- Compliance with all B3 waste, non-B3 waste management and document and technical provisions - Improvement and refinement of the Fly Ash and Bottom Ash (FABA) management and utilization
Realisasi	Realization
- Peningkatan dan penambahan jumlah unit yang memiliki izin pemanfaatan LB3 FABA - Jumlah limbah B3 yang dimanfaatkan menjadi batako dan paving block sebanyak 1.040,63 ton - Jumlah limbah non B3 yang dimanfaatkan menjadi kompos sebanyak 261,65 ton - Pemenuhan 100% ketaatan pengelolaan Limbah B3 dan Limbah Non B3	- Improvement and increase the number of units that have permits for the LB3 FABA utilization - The B3 waste utilized as bricks and paving blocks was 1,040.63 tonnes - The non-B3 waste utilized as compost was 261.65 tonnes - 100% compliance with the B3 Waste and non-B3 Waste management
Program/Inisiatif	Program/Initiative
- Pemanfaatan limbah FABA menjadi batako dan <i>paving block</i>, pagar panel, bata ringan, kansteen, balok pemecah ombak, tiang panel - Pengembangan kompos organik dan daur ulang sampah plastik melalui program Hijaunesia Power - Program Tempat Olah Sampah Setempat (TOSS), Jeranjang Olah Sampah Setempat (JOSS), <i>Biomass Operating System of Saguling</i> (BOSS) - Pemanfaatan limbah kopi menjadi sabun, <i>hand sanitizer</i> dan disinfektan, pemanfaatan limbah kulit biji kopi menjadi teh, pemanfaatan limbah serasah mangrove untuk memproduksi batik - Pemanfaatan limbah koran dan kaleng/botol bekas untuk dijadikan berbagai produk-produk <i>eco brick</i>, instrumen perkusi dan <i>handycraft</i> - Pemanfaatan aplikasi online untuk menggantikan keperluan pencetakan (<i>reduce</i> limbah kertas) - Penggunaan kembali (<i>reduce</i>) minyak pelumas mesin pembangkit dengan penyaringan dan pemurnian ulang	- FABA waste utilization into bricks and paving blocks, panel fences, lightweight bricks, kansteen, breakwater beams, panel poles - Development of organic compost and plastic waste recycling through Hijaunesia Power program - Local Waste Processing Program (TOSS), Jeranjang Waste Processing Program (JOSS), Biomass Operating System of Saguling (BOSS) - Coffee waste utilization into soap, hand sanitizer, and disinfectant, Coffee bean husk utilization into tea, mangrove litter utilization to produce batik - Newspapers and used cans/bottles waste to various eco brick products, percussion instruments, and handicrafts - Utilizing online application to replace printing necessities (reducing paper waste) - Reuse (reduce) generator engine lubricating oil by filtering and re-purifying
Evaluasi	Evaluation
Melaksanakan program evaluasi pengelolaan limbah di tahun 2020: - Melaksanakan peningkatan pemanfaatan limbah FABA - Pengurangan timbulan limbah B3	Implementing a waste management evaluation program in 2020: - Implementing increased utilization of FABA waste - B3 waste generation reduction
Penanggung Jawab	Person in Charge
Kantor Pusat - Bidang Lingkungan yang berada di bawah Vice President Health, Safety and Environment - Vice President of Project Management and Pre-Construction Unit Kerja: Manajer Operasi dan Manajer Administrasi	Head Office: - Environment Division, which reports directly to the Vice President Health, Safety, and Environment - Vice President of Project Management and Pre-Construction Work Unit: Operations Manager and Administration Manager



Pendekatan Manajemen Pengelolaan Dampak Signifikan Terkait Limbah [GRI 306-1, 306-2] Management Approach to Significant Impacts Management Related to Waste [GRI 306-1, 306-2]

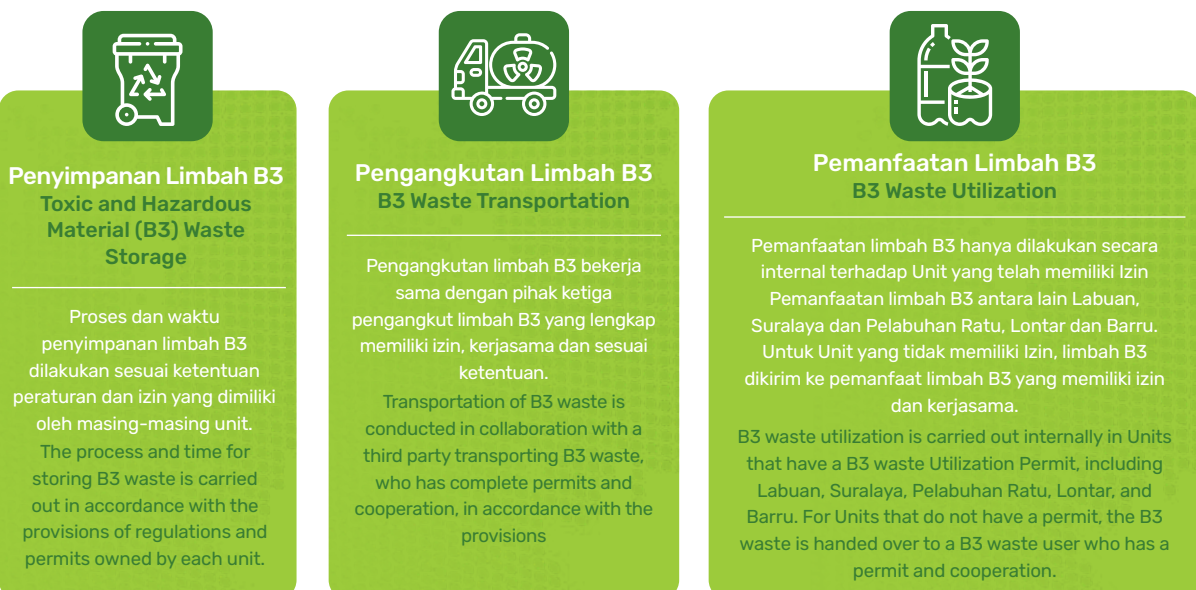
Sebagai bentuk komitmen dalam mengurangi dampak lingkungan, pengelolaan limbah yang dihasilkan dari kegiatan operasi perusahaan menjadi prioritas Indonesia Power guna mencapai *sustainable consumption and production* dalam tujuan pembangunan berkelanjutan.

Kegiatan mengonversi energi primer menjadi listrik membutuhkan penggunaan B3 dalam operasional seperti NaOH, HCl, Clorin, Hidrazine, TSP, Pelumas dan Bahan Kimia untuk analisa air di laboratorium. Dari sisa penggunaan B3 dalam operasional dan pemeliharaan pembangkit tersebut menghasilkan dampak timbulnya limbah B3 dominan yaitu *fly ash*, *bottom ash* dan pelumas bekas, serta limbah B3 lainnya yaitu aki bekas, *sludge* IPAL, resin bekas, limbah terkontaminasi B3, majun bekas, B3, *sludge oil*, kemasan bekas B3 dan filter bekas. Dalam mengelola limbah B3, Indonesia Power melakukan 3 (tiga) bentuk program pengelolaan, yaitu penyimpanan, pengangkutan dan pemanfaatan limbah B3 sesuai dengan Peraturan Pemerintah Nomor 101 tahun 2014 tentang Pengelolaan Limbah Bahan Berbahaya dan Beracun.

As a form of commitment to reducing environmental impact, the management of waste generated from the Company's operations is Indonesia Power's priority to achieve sustainable consumption and production in terms of sustainable development goals.

The activity of converting primary energy into electricity requires the B3 consumption in operations, such as NaOH, HCl, Chlorine, Hydrazine, TSP, Lubricants, and Chemicals, for water analysis in the laboratory. The remaining B3 consumption in the operation and maintenance of the power plant affects the generation of dominant B3 waste, i.e., fly ash, bottom ash, and used lubricants, as well as other B3 waste, i.e., used batteries, WWTP sludge, used resin, B3 contaminated waste, used trash, B3, sludge oil, used B3 packaging, and used filters. In managing B3 waste, Indonesia Power implements three (3) forms of management programs, i.e., B3 waste storage, transportation, and utilization, in accordance with Government Regulation No. 101 of 2014 on Toxic and Hazardous Material Waste Management.

Bentuk Program Pengelolaan Limbah B3 Indonesia Power Indonesia Power's B3 Waste Management Program



Selain menghasilkan limbah B3, kegiatan operasi Indonesia Power juga menghasilkan limbah non B3 organik dan non organik. Dalam mengelola limbah non B3, Indonesia Power melakukan pemisahan sampah organik dan non-organik. Sampah organik akan dilanjutkan ke proses pengomposan, sedangkan sampah non-organik akan dikelola bersama dengan pihak ketiga atau mitra Perusahaan menjadi cinderamata atau kerajinan tangan yang bernilai ekonomis bagi masyarakat.

In addition to generating B3 waste, Indonesia Power's operations also produce non-B3 organic and non-B3 non-organic waste. In managing non-B3 waste, Indonesia Power separates organic and non-organic waste. Organic waste would be processed into compost, and non-organic waste would be managed with a third party or Company's partner to be processed into a souvenir or handy craft with economic value for the community.

Program Pemanfaatan Limbah Non B3 Indonesia Power Tahun 2020

Indonesia Power's Non-B3 Waste Utilization Program in 2020



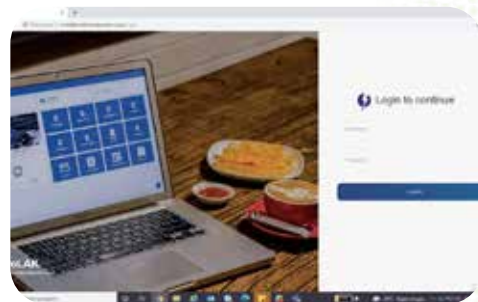
Pengembangan kompos organik dan daur ulang sampah plastik melalui program Hijaunesia Power dan Tempat Olah Sampah Setempat (TOSS), Jeranjang Olah Sampah Setempat (JOSS), *Biomass Operating System of Saguling (BOSS)*
Development of organic compost and plastic waste recycling through the Hijaunesia Power Program and the Local Waste Processing Program (TOSS), Jeranjang Waste Processing Program (JOSS), Biomass Operating System of Saguling (BOSS)



Pemanfaatan limbah kopi menjadi produk turunan berupa sabun, *hand sanitizer* dan disinfektan, pemanfaatan limbah kulit biji kopi yang diolah dan dikeringkan menjadi teh, dan pemanfaatan limbah serasah mangrove untuk memproduksi batik
Coffee waste utilization into derivate products such as soap, hand sanitizer, and disinfectant, coffee bean husk processed and dried into tea, and mangrove litter utilization to produce batik



Pemanfaatan limbah koran dan kaleng/botol bekas untuk dijadikan berbagai produk-produk *eco brick*, instrumen perkusi dan *handycraft*
Newspapers and used cans/bottles waste to various eco brick products, percussion instruments, and handicrafts



Pemanfaatan aplikasi *online* untuk menggantikan keperluan pencetakan (*reduce* limbah kertas)
Utilizing online application to replace printing necessities (reducing paper waste)

Indonesia Power melakukan pengelolaan B3, limbah B3 dan limbah non B3 yang dihasilkan sesuai dengan prosedur yang telah ditetapkan dan sesuai ketentuan yang berlaku untuk mencegah dan menghindari potensi kebocoran, ceceran dan tumpahan yang dapat menimbulkan dampak terhadap lingkungan dari aktivitas internal dalam penggunaan B3 serta timbulan limbah B3 dan non B3 yang dihasilkan.

Upaya penetapan kebijakan dan program terhadap seluruh kegiatan administrasi, operasional dan pemeliharaan terus dilakukan untuk mencegah dan mengurangi timbulnya limbah B3 dan limbah non B3 dari kegiatan Pembangkit antara lain:

1. Manajemen dan pengaturan kontrak kandungan abu kepada pemasok batu bara untuk mengurangi timbulan limbah B3 *fly ash* dan *bottom ash*;
2. Penyaringan ulang terhadap pelumas (*oil purifier*) dalam operasional dan pemeliharaan Pembangkit;
3. Pembelian bahan kimia secara *refill* untuk mencegah timbulnya kemasan bekas B3;
4. Penggantian Lampu TL dengan lampu LED yang tidak mengandung LB3; dan
5. Pengisian ulang *catridge printer* untuk mencegah timbulan limbah *catridge*.

Untuk pengangkutan dan pemanfaatan limbah B3 yang tidak dimanfaatkan sendiri oleh Unit, selanjutnya dilakukan kontrak kerjasama dengan pengangkut, pengumpul dan/ atau pemanfaat limbah B3 yang memiliki Izin Pengelola Limbah B3 yang masih berlaku dan sesuai ketentuan yang berlaku. Limbah non B3 yang sudah tidak dapat diolah atau dimanfaatkan selanjutnya dikelola melalui kerjasama dengan Dinas Kebersihan setempat untuk di buang ke Tempat Pembuangan Akhir (TPA).

Seluruh Unit Pembangkit Indonesia Power sudah menetapkan Prosedur atau Instruksi Kerja dalam mengelola limbah B3 dan limbah non B3. Mekanisme pencatatan dilakukan setiap hari dalam *Log Book* terhadap limbah yang masuk dan keluar dari Tempat Penyimpanan Sementara (TPS). Rekap pencatatan harian keluar masuk limbah, selanjutnya dimasukkan ke dalam formulir Neraca Limbah Bulanan yang akan dilaporkan kepada instansi terkait dan dilaporkan sebelum tanggal 10 setiap bulannya ke Kantor Pusat sebagai *database* korporat. Pelaporan dilakukan melalui sistem informasi data di Intranet dan juga melalui email. [GRI 306-3]

Indonesia Power manages B3, B3 waste, and non-B3 waste generated, in accordance with established procedures and in accordance with applicable regulations to prevent and avoid potential leaks, flow, and spills, that may impact the environment from internal activities in the B3 utilization, as well as B3 waste and non-B3 waste generated.

Efforts to establish policies and programs for all administrative, operational, and maintenance activities are continuously carried out to prevent and reduce the generation of B3 waste and non-B3 waste from Power Plant activities, including:

1. Management and arrangement of ash content contracts to coal suppliers to reduce the generation of fly ash and bottom ash B3 waste;
2. Re-filtering lubricants (oil purifier) in the operation and maintenance of Power Plants;
3. Purchase of chemical refills to prevent the generation of used B3 packaging;
4. Replacement of TL lamps with LED lamps that do not contain LB3; and
5. Refilling printer cartridges to reduce cartridge waste.

For B3 waste that is not utilized by the Unit, the transportation and utilization of such waste are stipulated under a cooperation contract with a B3 waste carrier, collector, and/or user, who has a B3 Waste Management Permit that is still valid and in accordance with applicable regulations. Non-B3 waste that cannot be processed or utilized is then managed in collaboration with the local Sanitation Service to be disposed of in a Landfill (TPA).

All Indonesia Power's Generating Units have established Procedures or Work Instructions in managing B3 waste and non-B3 waste. The mechanism of recording is carried out every day in the Logbook for waste entering and leaving the Temporary Storage Place (TPS). Recap of daily recording of in and out of waste, is then inputted into the Monthly Waste Balance form, which is reported to the relevant agencies and reported before the 10th of each month to the Head Office as a corporate database. Reporting is carried out through the data information system on the Intranet and via email. [GRI 306-3]

Pengelolaan dan Pemanfaatan Limbah B3

B3 Waste Management and Utilization

Selama tahun 2020, jumlah limbah B3 Indonesia Power yang diangkut dari tempat penyimpanan Perusahaan menuju lokasi pengelola (pihak ketiga) sebanyak 1.213.455,60 ton dan tidak terdapat limbah B3 yang diimpor/diekspor maupun dikirim secara internasional.

Indonesia Power pada tahun 2020 juga melakukan pemanfaatan limbah B3 yang dihasilkan yaitu *Fly Ash* dan *Bottom Ash* (FABA). Pemanfaatan limbah B3 FABA dilakukan oleh Unit PLTU yang telah memiliki izin Pemanfaatan dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK). Lokasi atau area pemanfaatan berada di dalam area Unit Pembangkit. Beberapa Unit PLTU Indonesia Power telah memiliki izin pemanfaatan Limbah B3 FABA dari KLHK, yaitu PLTU Suralaya, PLTU Labuan, PLTU Barru, PLTU Lontar, PLTU Jeranjang, PLTU Suralaya 8 dan PLTU Palabuan Ratu. Limbah B3 FABA dimanfaatkan oleh Unit yang telah memiliki izin menjadi sebuah produk yang dapat digunakan kembali seperti batako, bata ringan, pagar panel, balok pemecah ombak dan *paving block* sesuai dengan ketentuan dalam Izin Pemanfaatan yang dikeluarkan oleh KLHK. Pada tahun 2020, limbah FABA yang dimanfaatkan sebanyak 1.040,63 ton, meningkat 26,52% dibandingkan tahun 2019 yaitu sebanyak 822,49 ton. Hal ini disebabkan adanya unit PLTU Pelabuhan Ratu dan PLTU Barru yang baru memiliki izin pemanfaatan. [GRI 306-4]

Limbah B3 yang tidak dapat dimanfaatkan sendiri, dikeluarkan atau dibuang keluar dari Unit Pembangkit kepada pihak ketiga pengumpul atau pemanfaat limbah B3 yang memiliki izin dari KLHK. Sisa limbah B3 yang belum terangkut atau dikeluarkan, disimpan di TPS limbah B3. Limbah B3 yang telah dikelola oleh pengumpul atau pemanfaat eksternal, tidak masuk dalam lingkup pemantauan Perusahaan terhadap jenis dan operasional pengolahannya. [GRI 306-5]

During 2020, Indonesia Power's B3 waste that was transported from the Company's storage area to the (third party) management location amounted to 1,213,455.60 tonnes, and no B3 waste was imported/exported or shipped internationally.

In 2020, Indonesia Power utilizes the B3 waste it produces, Fly Ash and Bottom Ash (FABA). FABA B3 waste is utilized by the SPP Unit which already has a utilization permit from the Ministry of Environment and Forestry (MoEF). The location or utilization area is within the Generating Unit. Several SPPs of Indonesia Power Units already have permits for the FABA B3 Waste utilization from the MoEF, i.e., SPP Suralaya, SPP Labuan, SPP Barru, SPP Lontar, SPP Jeranjang, SPP Suralaya 8, and SPP Palabuan Ratu. The units with the permit to utilize FABA B3 waste, utilizes the waste into reusable products, such as bricks, lightweight bricks, fence panels, breakwater beams, and paving blocks, in accordance with the provisions in the Utilization Permit issued by the Ministry of Environment and Forestry. In 2020, 1,040.63 tonnes of FABA waste were utilized, increased by 26.52% compared to 2019, which was 822.49 tonnes. This is because SPP Pelabuhan Ratu and SPP Barru have just received their utilization permit. [GRI 306-4]

B3 waste that cannot be used by the Company, is discharged or disposed of by the Generating Unit to a third party collecting or utilizing B3 waste that has a permit from the MoEF. The remaining B3 waste that has not been transported or removed is stored in the B3 waste TPS. B3 waste that has been managed by external collectors or users, is not included in the scope of the Company's monitoring in regard to the type and operation of waste processing. [GRI 306-5]

Volume dan Metode Pengelolaan Limbah B3 (Ton) [GRI 306-3, 306-4, 306-5]

Volume and Methods of B3 Waste Management (Tonnes) [GRI 306-3, 306-4, 306-5]

Jenis Limbah B3 Type of Toxic and Hazardous Waste	Metode Pengelolaan Management Method	Jumlah Limbah yang Dikelola (Ton) Waste Managed (Tonnes)			
		2017	2018	2019	2020
Limbah yang Dihasilkan [GRI 306-3] Waste Generated [GRI 306-3]					
Fly Ash	Seluruh Limbah B3 yang dihasilkan unit dikelola oleh YPK dan dikirim ke pengolah/pemanfaat yang memiliki izin dari Kementerian Lingkungan Hidup dan Kehutanan. All Toxic and Hazardous (B3) Waste produced by the unit is managed by YPK and will be sent to licensed processor/users with a permit from the Minister of Environment and Forestry	440.512,15	399.834,93	963.881,55	1.023.570,62
Bottom Ash		110.128,04	104.054,03	277.195,89	189.083,55
Pelumas bekas Used Lubricants		106,24	130,01	540,50	466,73
Lainnya Others		1.606,60	46,41	2.346,67	334,71
Jumlah Total		552.353,03	504.065,38	1.243.964,62	1.213.455,60
Limbah yang Dimanfaatkan [GRI 306-4] Utilized Waste [GRI 306-4]					
Fly Ash	Limbah B3 Fly Ash dan Bottom Ash dimanfaatkan menjadi batako dan paving block. Fly Ash and Bottom Ash B3 waste as brick and paving blocks	28,62	148,88	172,06	316,90
Bottom Ash		76,18	590,674	650,44	723,70
Jumlah Total		104,80	739,55	822,49	1.040,63
Limbah yang Disimpan dan Keluar* [GRI 306-5] Waste Stored and Disposed* [GRI 306-5]					
Limbah B3 Toxic and Hazardous Material (B3) Waste	Pengeluaran atau pembuangan limbah B3 dikirim ke pihak ketiga pengumpul dan/atau pemanfaat limbah B3 berizin dan sisanya disimpan di TPS The disposal of B3 waste is conducted by sending the waste to a licensed third party collecting and/or utilizing B3 waste, and the rest is stored in a TPS	552.248,23	503.325,83	1.243.142,13	1.212.414,97

* Hasil pengurangan limbah yang dihasilkan dengan limbah yang dimanfaatkan
* Results of reducing waste generated with waste utilized

Pemanfaatan FABA Tahun 2020

FABA Utilization in 2020



FABA adalah abu sisa pembakaran batubara berupa *fly ash* dan *bottom ash*
FABA is coal combustion residue in the form of fly ash and bottom ash

Paving Block

PLTU Suralaya PGU	: 357.374 buah
PLTU Banten 2 Labuan OMU	: 211.710 buah
PLTU Banten 1 Surayala OMU	: 23.207 buah
PLTU Banten 3 Lontar OMU	: 25.404 buah
PLTU Palabuhan Ratu OMU	: 86.682 buah
PLTU Barru OMU	: 64.467 buah
PLTU Adipala OMU	: 123.346 buah
SPP Suralaya PGU	: 357.374 pieces
SPP Banten 2 Labuan OMU	: 211.710 pieces
SPP Banten 1 Surayala OMU	: 23.207 pieces
SPP Banten 3 Lontar OMU	: 25.404 pieces
SPP Palabuhan Ratu OMU	: 86.682 pieces
SPP Barru OMU	: 64.467 pieces
SPP Adipala OMU	: 123.346 pieces

Eco Park

Jogging Track
Tempat Parkir Kendaraan Roda 2
Taman Bermain
Lapangan Futsal
Lapangan Basket
Lapangan Voli

Jogging Track
2-Wheeled Vehicle Parking
Playground
Futsal field
Basketball court
Volleyball court

Tiang Panel Panel Pole

PLTU Banten 2 Labuan OMU	: 359 buah
PLTU Suralaya PGU	: 470 buah
SPP Banten 2 Labuan OMU	: 359 pieces
SPP Suralaya PGU	: 470 pieces

Kansteen

PLTU Palabuhan Ratu OMU	: 10.840 buah
SPP Palabuhan Ratu OMU	: 10.840 pieces

Batako Concrete brick

PLTU Palabuhan Ratu OMU	: 1.872 buah
PLTU Adipala OMU	: 30.528 buah
SPP Palabuhan Ratu OMU	: 1.872 pieces
SPP Adipala OMU	: 30.528 pieces

Bata Ringan Light Brick

PLTU Banten 2 Labuan OMU	: 1.762 buah
PLTU Adipala OMU	: 117.910 buah
SPP Banten 2 Labuan OMU	: 1.762 pieces
SPP Adipala OMU	: 117.910 pieces

Pagar Panel Fence Panels

PLTU Suralaya PGU	: 2.887 buah
PLTU Banten 2 Labuan OMU	: 1.230 buah
SPP Suralaya PGU	: 2.887 pieces
SPP Banten 2 Labuan OMU	: 1.230 pieces

Balok Pemecah Ombak Breaking Blocks

PLTU Banten 1 Surayala OMU	: 40 buah
SPP Banten 1 Surayala OMU	: 40 pieces

Pengelolaan dan Pemanfaatan Limbah Non B3

Non-B3 Waste Management and Utilization

Selama tahun 2020, jumlah limbah non B3 yang dihasilkan dan dikelola Perusahaan sebanyak 5.203,87 ton, menurun 12,90% dibandingkan tahun 2019 yaitu sebanyak 5.974,78 ton. Dari limbah yang dihasilkan tersebut, Indonesia Power berhasil melakukan daur ulang sampah organik untuk pembuatan kompos sebanyak 261,65 ton atau 5,03% dari total limbah non B3. Program Komposting Unit PLTU Suralaya mulai dilakukan kembali dan mendominasi pemanfaatan sampah menjadi kompos, dengan total kontribusi pemanfaatan sebesar 218,4 ton atau 83,47% dari pemanfaatan korporat. Pemanfaatan limbah non B3/ sampah organik menjadi kompos dilakukan di dalam lokasi area Unit dengan kerjasama mitra binaan dan pegawai.

[GRI 306-3, 306-4]

During 2020, the non-B3 waste generated and managed by the Company amounted to 5,203.87 tonnes, decreased by 12.90% compared to 2019, which was 5,974.78 tonnes. From the waste generated, Indonesia Power managed to recycle 261.65 tonnes of organic waste for composting or 5.03% of the total non-B3 waste. The SPP Suralaya Unit Composting Program has started again and dominated the waste utilization into compost, with a total contribution of 218.4 tonnes or 83.47% of corporate use. Utilization of non-B3 waste/organic waste into compost is carried out within the Unit area in collaboration with fostered partners and employees. [GRI 306-3, 306-4]

Volume dan Metode Pengelolaan Limbah Non-B3 (Ton) [GRI 306-3, 306-4, 306-5]

Volume and Methods of Non-B3 Waste Management (Tonnes) [GRI 306-3, 306-4, 306-5]

Jenis Limbah Non-B3 Type of Non-Toxic and Hazardous (B3) Waste	Metode Pengelolaan Management Method	Jumlah Limbah yang Dikelola (Ton) Waste Managed (Tonnes)			
		2017	2018	2019	2020
Organik Organic	Dimanfaatkan untuk pembuatan kompos [GRI 306-3, 306-4] Used for composting [GRI 306-3, 306-4]	247,62	111,47	51,07	261,65
Non-Organik Non-Organic	Dikirim ke pihak ketiga/TPA [GRI 306-3, 306-5] Sent to third party/Landfill [GRI 306-3, 306-5]	9.285,74	7.520,25	5.923,71	4.942,21
Jumlah Sampah yang Dihasilkan Waste Generated		9.533,36	7.631,72	5.974,78	5.203,87
% Limbah di Daur Ulang (Composting) % Waste Recycled (Composting)		2,60	1,46	0,85	5,03

Penanganan Tumpahan Spill Management

Dalam pengoperasian Pembangkit Listrik Tenaga Uap (PLTU), Indonesia Power menggunakan bahan bakar batubara. Untuk pengangkutan batubara ke lokasi proyek, Indonesia Power menggunakan jasa pihak ketiga. Sebagai bentuk mitigasi insiden tumpahan yang dapat mengakibatkan pencemaran lingkungan, Indonesia Power mensyaratkan kepada pihak ketiga pemilik kapal agar kapal tersebut dilengkapi dengan alat/tempat penampungan tumpahan (*spillage plate*) pada tepi kapal. Dengan prosedur yang dijalankan dengan baik, selama tahun 2020 tercatat tidak terjadi tumpahan batubara maupun minyak.

Indonesia Power juga menggunakan bahan kimia untuk keperluan pengendalian kualitas siklus uap air pembangkit, pengolahan air baku dan pengolahan air limbah. Jenis bahan kimia yang digunakan diantaranya yaitu NaOH, HCl, *Clorin*, *Hidrazine* dan *Phospat/TSP*. Sebagai bentuk mitigasi, Indonesia Power melakukan prosedur pengelolaan bahan kimia yang sistematis sehingga tidak menimbulkan bahaya dan pencemaran lingkungan. Seluruh bahan kimia yang digunakan Perusahaan telah dilengkapi dengan *Material Safety Data Sheet* (MSDS) yang diantaranya berisi keterangan identifikasi dan komposisi; pengenalan bahaya; tata cara penanggulangan kebakaran dan tumpahan; penanganan dan penyimpanan dan tata cara perlindungan diri. Selama tahun 2020, tercatat tidak terjadi tumpahan bahan kimia yang digunakan di seluruh unit pembangkit Perusahaan.

Indonesia Power uses coal as fuel in operating the Steam Power Plant (SPP). To transport the coal to the project site, Indonesia Power uses the services of a third party. As a form of mitigation of spill incidents that may result in environmental pollution, Indonesia Power requires third parties who own vessels to equip the vessel with a spillage plate on the edge of the ship. Under well-executed procedures, during 2020, there were no coal or oil spills recorded.

Indonesia Power uses chemicals to control the quality of the steam cycle for power plants, and to conduct raw water treatment and wastewater treatment. The types of chemicals used include NaOH, HCl, Chlorine, Hydrazine, and Phosphate/TSP. As a form of mitigation, Indonesia Power carries out systematic chemical management procedures to prevent any environmental hazards and pollution. All chemicals used by the Company have been equipped with a Material Safety Data Sheet (MSDS), which includes information on identification and composition; hazard recognition; procedures for dealing with fires and spills; handling and storage, and procedures for personal protection. During 2020, there were no used chemical spills in all the Company's generating units.

Bahan Kimia yang Digunakan

Chemicals Used

Jenis Bahan Kimia Types of Chemicals	Satuan Unit	Volume		Keterangan Description
		2019	2020	
NaOH	Liter	556.252,11	581.223,71	Beracun Toxic
HCl	Liter	476.378,77	525.845,69	Beracun Toxic
<i>Clorin</i>	Liter	615.260,31	599.721,95	Beracun Toxic
<i>Hidrazine</i>	Liter	65.958,30	63.738,23	Beracun Toxic
<i>Phospat/TSP</i>	Kg	6.877,80	11.535,22	Beracun Toxic



Perlindungan Keanekaragaman Hayati

Biodiversity Protection



Pendekatan Manajemen: Topik Perlindungan Keanekaragaman Hayati [GRI 103-1, 103-2, 103-3]

Management Approach
to the Biodiversity
Protection
[GRI 103-1, 103-2, 103-3]

Topik Perlindungan Keanekaragaman Hayati menjadi topik yang penting bagi Indonesia Power karena program pelestarian lingkungan tidak hanya dalam pengendalian dan pengelolaan sumber daya air maupun udara. Pengendalian, pengelolaan dan pelestarian lingkungan terhadap flora dan fauna di lingkungan sekitar pembangkit juga terus dilakukan untuk menjaga dan meningkatkan rona awal kondisi keanekaragaman hayati.

The Biodiversity Protection is an important topic for Indonesia Power because environmental conservation programs are not only concerned with controlling and managing water and air resources. Environmental control, management, and preservation of flora and fauna in the environment around the power plant are continuously carried out to maintain and improve the baseline condition of biodiversity.

Kebijakan

Policy

Kebijakan Perusahaan

- Keputusan Direksi Nomor 41.K/010/IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power
- Keputusan Direksi Nomor 211.K/010/IP/2016 tentang Komitmen Menjaga Ekosistem dan Pelestarian dalam Menjaga Keberlanjutan Planet di PT Indonesia Power

Company's Policies

- The Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety within PT Indonesia Power
- The Board of Directors' Decree No. 211.K/010/IP/2016 on Commitment to Protecting and Conserving Ecosystem in Ensuring the Planet's Sustainability in PT Indonesia Power.

Ketentuan Umum

- Peraturan Menteri Negara Lingkungan Hidup Nomor 29 tahun 2009 tentang Pedoman Konservasi Keanekaragaman Hayati di Daerah

General Provisions

- State Minister of Environment Regulation No. 29 of 2009 on the Guidelines for Biodiversity Conservation in the Region

Komitmen

Commitment

- Pengembangan Program Konservasi Keanekaragaman Hayati melalui kerjasama dengan lembaga atau instansi yang terkait dengan pelestarian keanekaragaman hayati
- Program konservasi flora dan fauna endemik untuk mengembalikan kondisi Rona awal dan meningkatkan indeks keanekaragaman hayati

- Development of Biodiversity Conservation Programs through collaboration with institutions or agencies related to biodiversity conservation
- Conservation program for endemic flora and fauna to restore baseline conditions and increase biodiversity index

Sasaran dan Target	Goals and Targets
- Peningkatan konservasi keanekaragaman hayati lingkungan sekitar pembangkit	- Increased conservation of environmental biodiversity around power plants
Realisasi	Realization
- Adanya peningkatan indeks Keanekaragaman hayati hingga 2.613,01 pada tahun 2020 - Terlaksananya kerjasama program konservasi dengan Taman Nasional Gunung Halimun Salah dan Balai Taman Nasional Ujung Kulon	- There is an increase in the Biodiversity index to 2,613.01 in 2020 - Conservation program in collaboration with Mount Halimun Salah National Park and Ujung Kulon National Park Office
Program/Inisiatif	Program/Initiative
- Program Konservasi Elang Jawa, Jalak Bali, Penyu Lekang, Sapi Putih Taro, Tukik, Rusa Timor, Badak Jawa, Mangrove, Terumbu Karang, Pohon Endemik dan Tanaman Langka - Kerjasama dengan pengelola Balai Konservasi, Taman Nasional, dan Taman KEHATI (Keanekaragaman Hayati)	- Conservation Program for Javan Hawk-eagle, Bali Myna, Olive Ridley Sea Turtle, White Taro Ox, Tukik, Javan Rusa, Javan Rhinoceros, Mangrove, Coral Reef, Endemic Tree, and Rare Plant - Cooperation with the manager of the Conservation Center, National Park, and KEHATI (Biodiversity) Park
Evaluasi	Evaluation
- Melaksanakan peningkatan konservasi dan kerjasama dengan instansi terkait dan peningkatan indeks keanekaragaman hayati sebagai bagian dari evaluasi pengelolaan keanekaragaman hayati di tahun 2020.	- Implementing conservation improvement and collaboration with relevant agencies and increasing the biodiversity index as part of the biodiversity management evaluation in 2020.
Penanggung Jawab	Person in Charge
Kantor Pusat - Bidang Lingkungan yang berada di bawah Vice President Health, Safety and Environment - Vice President of Project Management and Pre-Construction - Manager of Corporate Social Responsibility Unit Kerja: Manajer Operasi dan Manajer Administrasi	Head Office - Environment Division, which reports directly to the Vice President Health, Safety, and Environment - Vice President of Project Management and Pre-Construction - Manager of Corporate Social Responsibility Work Unit: Operations Manager and Administration Manager



Indonesia Power memiliki komitmen yang kuat dalam melakukan perlindungan keanekaragaman hayati di sekitar unit Perusahaan. Kegiatan konstruksi, pembuangan air pendingin kondensor dan polusi akibat kegiatan operasi Perusahaan memiliki dampak bagi keberlangsungan ekosistem dan habitat sekitar unit bisnis Perusahaan. Untuk itu, Indonesia Power melakukan manajemen keanekaragaman hayati melalui kegiatan identifikasi, pemantauan dan pengukuran dampak terhadap keanekaragaman hayati di sekitar unit pembangkit Perusahaan. Komitmen ini diperkuat dengan adanya Program Hijaunesia Power dan Kawan Hijaunesia Power yang melibatkan kerjasama para pemangku kepentingan untuk meningkatkan efektivitas pelaksanaan program.

[GRI 304-2]

Indonesia Power has a strong commitment to protecting biodiversity surrounding the Company's units. Construction activities, condenser cooling water disposal, and pollution due to the Company's operations have an impact on the ecosystem and habitat sustainability surrounding the Company's business units. Therefore, Indonesia Power carries out biodiversity management through identification, monitoring, and assessment of impacts on biodiversity surrounding the Company's generating units. This commitment is reinforced by the Hijaunesia Power and Kawan Hijaunesia Power Programs, which involve the collaboration of stakeholders to improve the effectiveness of the program. [GRI 304-2]

Kerjasama dan Keterlibatan Pemangku Kepentingan Pada Kegiatan Pelestarian Lingkungan Stakeholders' Cooperation and Engagement in Environmental Conservation Activities

Lingkungan Environment

Kementerian Lingkungan Hidup – Direktorat Jenderal Pengendalian Pencemaran dan Kerusakan Lingkungan Ministry of Environment – Directorate General of Environmental Pollution and Damage Control

Gerakan Ciliwung Bersih dan Pengembangan
Eco Village di Srengseng Sawah – Jakarta
(2019-2020) di PLTGU Priok.

Ciliwung Bersih Movement and Eco Village
Development at Srengseng Sawah – Jakarta
(2019-2020) at CCPP Priok.

Pemerintah Daerah Provinsi Jawa Barat dan BPLHD Jawa Barat West Java Provincial Government and West Java BPLHD

Pengelolaan dan Perlindungan Lingkungan
Hidup di Provinsi Jawa Barat (2016–
2020) diantaranya melalui gerakan
Bersih Citarum, Pengembangan Taman
Keanekaragaman Hayati Cukang Monteng
dan Datar Keusik di PLTA Saguling

Environmental Management and
Protection in West Java Province (2016–
2020) including the Citarum Bersih
movement, Development of the Cukang
Monteng and Datar Keusik Biodiversity
Parks at HPP Saguling.

Balai Taman Nasional Gunung Halimun dan Salak Mount Halimun and Salak National Park Office

Optimalisasi Pengelolaan Taman Nasional
Gunung Halimun Salak (2016–2020)
melalui Program Konservasi Elang Jawa
di PLTP Gunung Salak, Jawa Barat

Optimizing the Management of Mount
Halimun Salak National Park (2016–2020)
through Javan hawk-eagle Conservation
Program at GPP Gunung Salak, West Java

Pemerintah Kabupaten Jombang dan BPLHD Jombang Jombang Regency Government and Jombang BPLHD

Pengelolaan lingkungan hidup di Taman
Keanekaragaman Hayati Jombang (2016–
2020) di PLTGU Grati, Jawa Timur

Environmental management at the Jombang
Biodiversity Park (2016–2020) at CCPP Grati,
East Java

Taman Nasional Ujung Kulon dan Pemkab Pandeglang Ujung Kulon National Park and Pandeglang Regency Government

Konservasi Badak Jawa dan Penanaman
Pohon Endemik Kokoleceran (*Vatica
bantamensis*) (2016–2020) di PLTU Labuan,
Banten

Javan Rhino Conservation and Planting
of Kokoleceran Endemic Tree (*Vatica
bantamensis*) (2016–2020) at SPP Labuan,
Banten

Taman Nasional Bali Barat dan Kelompok Masyarakat Wana Asri West Bali National Park and the Wana Asri Community Group

Perbaikan Lahan Kawasan Ekosistem
Satwa Endemik (2019–2020) di PLTG
Gilimanuk, Bali

Land Improvement for Endemic Animal
Ecosystem Area (2019–2020) at GTPP
Gilimanuk, Bali

Program Hijaunesia Power

Hijaunesia Power Program

Program Hijaunesia Power merupakan kegiatan kampanye untuk bersemangat menghijaukan negeri oleh insan Indonesia Power. Hal ini didasari karena kegiatan operasi Perusahaan memiliki potensi menimbulkan dampak bagi keberlangsungan ekosistem dan habitat sekitar unit bisnis Perusahaan. Sampai dengan akhir tahun 2020, terdapat tiga unit bisnis Perusahaan yang berdekatan dengan kawasan lindung atau kawasan dengan nilai keanekaragaman hayati tinggi, yaitu PLTP Gunung Salak – Kamojang POMU, PLTG Gilimanuk – Bali PGU dan PLTU Labuan OMU.

Hijaunesia Power Program is a campaign activity to be passionate about greening the country by Indonesia Power's personnel. This is based on the Company's operations that have the potential to impact the sustainability of the ecosystem and habitat surrounding the Company's business units. As of the end of 2020, there are three Company's business units adjacent to protected areas or areas with high biodiversity value, i.e., GPP Gunung Salak – Kamojang POMU, GTPP Gilimanuk – Bali PGU, and SPP Labuan OMU.

Unit Bisnis Indonesia Power yang Berdekatan atau Berada di Dalam Kawasan Lindung atau Kawasan dengan Nilai Keanekaragaman Hayati Tinggi [GRI 304-1]

Indonesia Power's Business Units Adjacent to or Located in Protected Areas or Areas with High Biodiversity Value [GRI 304-1]

Unit Bisnis Business Unit	Jenis Operasi Operation Type	Lokasi Geografis Geographical Location	Ukuran/Luas Lokasi Location Size/Area	Kawasan Lindung atau Kawasan dengan Nilai Keanekaragaman Hayati Tinggi yang Berdekatan Adjacent Protected Areas or Areas with High Biodiversity Value
PLTP Gunung Salak – Kamojang POMU GPP Gunung Salak – Kamojang POMU	PLTP Geothermal Power Plant (GPP)	Gugusan Gunung Guntur, Kabupaten Bandung, Jawa Barat Guntur Mountain Cluster, Bandung Regency, West Java	Seluas 13,725 ha wilayah operasi Perusahaan seluruhnya berada di dalam kawasan Taman Nasional Gunung Halimun Salak [GRI 304-1] The total 13,725 ha area of the Company's operations is located within the Mount Halimun Salak National Park [GRI 304-1]	Taman Nasional Gunung Halimun Salak, yaitu kawasan konservasi dengan luas 113.357 hektar, memiliki nilai keanekaragaman hayati yaitu >700 jenis tumbuhan berbunga dan fauna yang dilindungi seperti Elang Jawa, Macan Tutul Jawa, Owa Jawa, Surili dan lain-lain. Mount Halimun Salak National Park is a conservation area with an area of 113,357 hectares. The National Park has a biodiversity value of >700 protected species of flowering plants and fauna, such as the Javan Eagle, Javan Leopard, Silvery Gibbon, Surili, etc.
PLTG Gilimanuk – Bali PGU GTPP Gilimanuk – Bali PGU	PLTG Gas Turbine Power Plant (GTPP)	Pesanggaran, Denpasar, Bali Pesanggaran, Denpasar, Bali	Seluas 71.970 m ² wilayah operasi Perusahaan dan tidak ada wilayah yang berada di dalam, namun berdekatan dengan Taman Nasional Bali Barat, namun Indonesia Power melakukan program konservasi di wilayah tersebut [GRI 304-1] It covers 71,970 m ² of the Company's operational area. The Company's operations are not located on the inside, but adjacent to the West Bali National Park. Indonesia Power carries out a conservation program in the area [GRI 304-1]	Taman Nasional Bali Barat dengan luas 77.000 hektar, memiliki nilai keanekaragaman hayati 160 spesies hewan dan tumbuhan dilindungi seperti Jalak Bali, Banteng, Rusa, Lutung, Kalong dan aneka burung. West Bali National Park has an area of 77,000 hectares, with a biodiversity value of 160 protected species of animals and plants, such as the Bali Myna, Bull, Deer, Langur, Bat, and various birds.
Labuan OMU	PLTU Steam Power Plant (SPP)	Desa Sukamaju, Kecamatan Labuan, Kabupaten Pandeglang, Provinsi Banten Sukamaju Village, Labuan Sub-District, Pandeglang Regency, Banten Province	Seluas 66,4597 ha wilayah operasi Perusahaan dan tidak ada wilayah yang berdekatan dengan Taman Nasional Ujung Kulon, namun Indonesia Power melakukan program konservasi di wilayah tersebut It covers 66.4597 hectares of the Company's operational area. The Company's operations are not adjacent to the Ujung Kulon National Park. However, Indonesia Power carries out a conservation program in the area	Taman Nasional Ujung Kulon, yaitu salah satu Warisan Dunia yang dilindungi oleh UNESCO dengan luas sekitar 122.956 hektar, memiliki nilai keanekaragaman hayati yaitu Badak Jawa, Owa Jawa, Surili, Anjing hutan mangrove dan berbagai tumbuhan langka. Ujung Kulon National Park is one of the World Heritage protected by UNESCO, with an area of approximately 122,956 hectares, with high biodiversity values, i.e., the Javan Rhino, Silvery Gibbon, Surili, Mangrove Forest Dog, and various rare plants.

Dari tiga unit bisnis tersebut, salah satu diantaranya yakni PLTP Gunung Salak – Kamojang POMU berada di dalam kawasan lindung atau kawasan dengan nilai keanekaragaman hayati tinggi yaitu di dalam kawasan Taman Nasional Gunung Halimun Salak. Untuk itu, Indonesia Power melakukan kerjasama dan kemitraan dengan Balai Konservasi, Taman Nasional, Dinas Lingkungan Hidup atau instansi setempat yang terkait dalam melakukan konservasi dan restorasi KEHATI yang menjadi program masing masing unit pembangkit. [GRI 304-1, 304-3]

Indonesia Power telah mengantongi kerjasama dari pihak terkait dengan adanya Surat Perjanjian Kerjasama Nomor PKS.836/T.14/TU/KUM/7/2019-No.01/SKB/060/UPJPKMJ/2019 antara Balai Taman Nasional Gunung Halimun Salak dan PT Indonesia Power Kamojang POMU tentang Penguatan Fungsi Taman Nasional Gunung Halimun Salak dan Nomor PKS.06/T.12/TU/K3/05/2018-No.01.PJ/060/UJPBLB/2018 antara Balai Taman Nasional Ujung Kulon dengan PT Indonesia Power Banten 2 Labuan OMU tentang Konservasi KEHATI dan Ekosistem serta Pemberdayaan Masyarakat di Taman Nasional Ujung Kulon.

Metodologi dan penetapan wilayah/kawasan serta sumber daya konservasi dikoordinasikan dan ditetapkan bersama dengan pihak terkait yang telah dilakukan kerjasama dalam konservasi KEHATI. Pada tahun 2020, total luas area konservasi yang dilakukan Indonesia Power mencapai 13,725 ha. [GRI 304-1, 304-3]

Pelestarian Keanekaragaman Hayati [GRI 304-3, 304-4] Biodiversity Conservation [GRI 304-3, 304-4]

Unit	Lokasi Perlindungan [GRI 304-3] Location of the Shelter [GRI 304-3]	Flora dan Fauna yang dilindungi [GRI 304-4] Protected Flora and Fauna [GRI 304-4]	Nama Ilmiah Scientific Name	Status IUCN Red List [GRI 304-4] IUCN Red List Status [GRI 304-4]	Upaya Pelestarian Conservation Effort
PLTP Gunung Salak – Kamojang POMU	Taman Nasional Gunung Halimun Salak	Elang Jawa	<i>Nisaetus Bartelsi</i>	Genting Endangered	2011 Adopsi empat elang Adopted four eagles
PLTP Gunung Salak – Kamojang POMU	Mount Halimun Salak National Park				2012 Pelepasliaran dan program perlindungan bersama masyarakat Release and protection program with the community
					2013 Program perlindungan sarang (<i>nest protector</i>) Nest protector program
					2014 Pemantauan spesies kunci Monitoring key species
					2015 Monitoring untuk mengetahui data, informasi Elang Jawa Monitoring to get the information on Javan hawk-eagle
					2016 Monitoring lima ekor Elang Jawa Monitoring of five Javan hawk-eagles
					2017 Monitoring enam ekor Elang Jawa dan pelepasliaran tiga ekor Elang Jawa Monitoring of six Javan hawk-eagles and the release of three Javan hawk-eagles

Of the three business units, one of them, GPP Gunung Salak – Kamojang POMU, is in a protected area or area with high biodiversity value, i.e., at the Mount Halimun Salak National Park area. Therefore, Indonesia Power collaborates and partners with the Conservation Center, National Parks, Environmental Service, or relevant local agencies, to conserve and restore KEHATI, which is the program of each generating unit. [GRI 304-1, 304-3]

Indonesia Power has entered into collaboration with related parties under Cooperation Agreement No. PKS.836/T.14/TU/KUM/7/2019-No.01/SKB/060/UPJPKMJ/2019, between the Mount Halimun Salak National Park Office and PT Indonesia Power Kamojang POMU on Strengthening the Functions of Mount Halimun Salak National Park, and No. PKS.06/T.12/TU/K3/05/2018-No.01.PJ/060/UJPBLB/2018, between Ujung Kulon National Park Office and PT Indonesia Power Banten 2 Labuan OMU on KEHATI and Ecosystem Conservation and Community Empowerment in Ujung Kulon National Park.

Methodology and determination of areas, as well as conservation resources, are coordinated and determined together with related parties who have collaborated in KEHATI conservation. In 2020, the total area of conservation carried out by Indonesia Power reached 13,725 ha.

[GRI 304-1, 304-3]

Unit	Lokasi Perlindungan [GRI 304-3] Location of the Shelter [GRI 304-3]	Flora dan Fauna yang dilindungi [GRI 304-4] Protected Flora and Fauna [GRI 304-4]	Nama Ilmiah Scientific Name	Status IUCN Red List [GRI 304-4] IUCN Red List Status [GRI 304-4]	Upaya Pelestarian Conservation Effort
PLTG Gilimanuk - Bali PGU GTPP Gilimanuk - Bali PGU	Kawasan Taman Nasional Bali Barat West Bali National Park	Jalak Bali Bali Myna	<i>Leucopsar Rothschildi</i>	Kritis Critically CITES Appendix-I	2018 Pelepasliaran satu ekor Elang Jawa The release of one Javan hawk-eagle
					2019 Monitoring dan evaluasi konservasi Conservation monitoring and evaluation
					2020 Pelepasliaran satu ekor Elang Jawa The release of one Javan hawk-eagle
					2017 Penanaman dan pemeliharaan pohon (Jirak 2700 batang, Pongkongan 450 batang, Kisireum 900 batang, Huru 2.100 batang, Puspa 4.100 batang dan Kihujan 750 batang) Tree planting and maintenance (2700 Jirak stems, 450 Pongkongan stems, 900 Kisireum stems, 2,100 Huru stems, 4,100 Puspa stems, and 750 Kihujan stems)
					2018 Melakukan penanaman dengan total penanaman 7.988 pohon A total planting of 7,988 trees
					2019 Monitoring dan evaluasi program penanaman pohon Monitoring and evaluation of tree planting programs
					2020 Melakukan penanaman dengan total penanaman 200 pohon A total planting of 200 trees
					2012 Perbaikan sarang penangkaran yang dibangun sejak 2006 Reparation of breeding nest built since 2006
					2013 Konservasi spesies 32 ekor Conservation of 32 birds
					2014 Penambahan konservasi menjadi 38 ekor Added conservation to 38 birds
PLTG Pesanggaran - Bali PGU GTPP Pesanggaran - Bali PGU	Lingkungan Pembangkit Environment Power Plant	Penyu Lekang Lekang Turtle	<i>Lepidochelys Olivacea</i>	Terancam Punah Critically endangered	2015 Pelepasliaran dan penambahan konservasi menjadi 48 ekor Release and adding conservation into 48 birds
					2016 Penambahan konservasi menjadi 56 ekor Added conservation to 56 birds
					2017 Penambahan konservasi menjadi 104 ekor Added conservation to 104 birds
					2018 Penambahan konservasi menjadi 195 ekor Added conservation to 195 birds
					2019 Penambahan konservasi menjadi 88 ekor Added conservation to 88 birds
					2020 Penambahan konservasi menjadi 298 ekor Added conservation to 298 birds
					2015 - 2017 Penangkaran dan pelepasliaran 400 ekor Tukik Captivity and release of 400 hatchlings
					2018 Penangkaran dan pelepasliaran 1.135 ekor Tukik Captivity and release of 1,135 hatchlings
					2019 Penangkaran 6.499 ekor tukik Captivity of 6,499 hatchlings
					2020 Penangkaran 3.271 ekor tukik Captivity of 3,271 hatchlings
PLTG Pesanggaran - Bali PGU GTPP Pesanggaran - Bali PGU	Lingkungan Unit Environment	Mangrove dan Terumbu Karang Mangrove and Coral Reef	<i>Rhizophora and Coral Reef</i>	-	2014 Konservasi Mangrove dan Terumbu Karang Mangrove and Coral Reef Conservation
					2016 Penanaman 685 pohon Mangrove Planting 685 mangrove trees
					2018 Penanaman 431 pohon Mangrove Planting 431 mangrove trees
					2019 Penanaman 447 pohon Mangrove Planting 447 mangrove trees
					2020 Penanaman 463 pohon Mangrove Planting 463 mangrove trees

Unit	Lokasi Perlindungan [GRI 304-3] Location of the Shelter [GRI 304-3]	Flora dan Fauna yang dilindungi [GRI 304-4] Protected Flora and Fauna [GRI 304-4]	Nama Ilmiah Scientific Name	Status IUCN Red List [GRI 304-4] IUCN Red List Status [GRI 304-4]	Upaya Pelestarian Conservation Effort
	Taman Wisata Lembu Putih, Gianyar Tourist Park White Ox, Gianyar	Sapi Putih Taro Taro White Cow	<i>Bos Sondaicus</i>	Dilindungi Protected	2017 Konservasi 49 Ekor Sapi Putih Taro Conservation of 49 Taro White Cows
					2018 Konservasi 51 Ekor Sapi Putih Taro Conservation of 51 Taro White Cows
					2019 Konservasi 52 Ekor Sapi Putih Taro Conservation of 52 Taro White Cows
					2020 Konservasi 58 Ekor Sapi Putih Taro Conservation of 58 Taro White Cows
PLTG Pamaran GTPP Pamaran	Lingkungan Unit Environment	Cemara Geseng Cypress Tree	<i>Casuaria Ungu- niawa Miq</i>	-	2017 Penanaman 22.242 Pohon Cemara Geseng Planting 22,242 cypress trees
					2018 Penanaman 150 Pohon Cemara Geseng Planting 150 cypress trees
					2019 Penanaman 200 Pohon Cemara Geseng Planting 200 cypress trees
					2020 Penanaman 150 Pohon Cemara Geseng Planting 150 cypress trees
		Tukik (Penyu Hijau dan penyu Lekang) Hatchlings (Green Turtle and Lekang Turtle)	<i>Cheloni- oidea</i>	-	2015 Konservasi 29 Ekor Conservation of 29 Turtles
					2016 Konservasi 1.017 Ekor Conservation of 1,017 Turtles
					2017 Konservasi 2.505 Ekor Conservation of 2,505 Turtles
					2018 Konservasi 3.150 Ekor Conservation of 3,150 Turtles
					2019 Konservasi 4.500 Ekor Conservation of 4,500 Turtles
					2020 Konservasi 4.018 Ekor Conservation of 4,018 Turtles
Grati POMU	Lingkungan Unit Environment	Rusa Timor Javan Rusa	<i>Rusa Timorensis</i>	Rentan Vulnerable	2012 Melakukan Penangkaran Conserving
					2013 Melakukan pengembangbiakan Breeding
					2014
					2015 Berhasil pengembangbiakan Successful breeding
					2016 Penambahan satu ekor bayi rusa timor. Total konservasi menjadi tujuh ekor. The addition of one Javan Rusa baby. The total conservation is seven animals.
					2017 Penangkaran tujuh ekor Rusa Timor Captivity of seven Javan Rusa deer
					2018 Penangkaran tujuh ekor Rusa Timor Captivity of seven Javan Rusa deer
					2019 Penangkaran delapan ekor Rusa Timor Captivity of eight Javan Rusa deer
					2020 Penangkaran 11 ekor Rusa Timor Captivity of 11 Javan Rusa deer
		Mangrove <i>Rhizophora</i> & <i>Avicennia</i> Mangrove <i>Rhizophora</i> & <i>Avicennia</i>	<i>Rhizophora</i>	-	2014 Konservasi Mangrove 1.725 pohon Conservation of 1,725 Mangrove trees
					2017
					2018 Konservasi Mangrove 566 pohon Conservation of 566 Mangrove trees
					2019 Konservasi Mangrove 1.000 pohon Conservation of 1,000 Mangrove trees
					2020 Konservasi mangrove 153 pohon Conservation of 153 Mangrove trees

Unit	Lokasi Perlindungan [GRI 304-3] Location of the Shelter [GRI 304-3]	Flora dan Fauna yang dilindungi [GRI 304-4] Protected Flora and Fauna [GRI 304-4]	Nama Ilmiah Scientific Name	Status IUCN Red List [GRI 304-4] IUCN Red List Status [GRI 304-4]	Upaya Pelestarian Conservation Effort	
Semarang PGU	Lingkungan Unit Unit Environment	Mangrove	<i>Rhizophora</i>	-	2015	Konservasi Mangrove
					2017	Mangrove Conservation
					2018	Konservasi dan Penanaman Mangrove 500 pohon
					2019	Mangrove Conservation and Planting of 500 trees
		2020	Konservasi dan penanaman dengan total 6.000 pohon			
		2020	Conservation and planting with a total of 6,000 trees			
		Tanaman Langka (Cemara Udang, Anggrek Darat, Melati, Lamtana Bunga Kuning, Palem Kipas dan Ponik, Anggrek Kirai, Palem Phoenix, Asam, Palem Putri) Rare Plants (Shrimp Fir, Land Orchid, Jasmine, Yellow Flower Lamtana, Fan and Ponic Palm, Kirai Orchid, Phoenix Palm, Tamarind, Putri Palm)	-	-	2017	Konservasi dan penanaman dengan total 760 pohon
					2017	Conservation and planting with a total of 760 trees
					2018	Konservasi dan penanaman dengan total 350 pohon
					2018	Conservation and planting with a total of 350 trees
2019	Konservasi dan penanaman dengan total 21 pohon					
2019	Conservation and planting with a total of 21 trees					
2020	Konservasi dan penanaman dengan total 150 pohon					
2020	Conservation and planting with a total of 150 trees					
Labuan OMU	Taman Nasional Ujung Kulon Ujung Kulon National Park	Badak Jawa Javan Rhinos	<i>Rhinoceros sondaicus</i>	Terancam Punah Critically endangered	2015	Konservasi 63 Badak Jawa
					2016	Conservation of 63 Javan Rhinos
					2017	Konservasi 67 Badak Jawa
					2017	Conservation of 67 Javan Rhinos
					2018	Konservasi 68 Badak Jawa
	2018	Conservation of 68 Javan Rhinos				
	2019	Konservasi 68 Badak Jawa				
	2019	Conservation of 68 Javan Rhinos				
	2020	Konservasi 72 Badak Jawa				
	2020	Conservation of 72 Javan Rhinos				
Lingkungan Unit (Taman Kehati) Unit Environment (Kehati Park)	Pohon Kokoleceran Kokoleceran Tree	<i>Vatica banta- mensis</i>	-	2017	10 Pohon Kokoleceran, total 17.157 jenis tanaman di taman kehati UJP Labuan	
				2017	10 Kokoleceran trees, a total of 17,157 plant species in UJP Labuan's wildlife park	
				2018	7 Pohon Kokoleceran	
				2018	7 Kokoleceran Trees	
				2019	7 Pohon Kokoleceran	
2019	7 Kokoleceran Trees					
2020	4 Pohon Kokoleceran					
2020	4 Kokoleceran Trees					
Banten 1 Suralaya OMU	Lingkungan Unit (Kebun Raya Mini) Unit Environment (Mini Botanical Gardens)	Tanaman Langka Rare Plants	-	-	2017	Konservasi 24 jenis tumbuhan langka, diantaranya Borahol, Daro daroh, Eboni, Empapak lawai, Kamper, Kayu rasak dan lain-lain.
					2017	Conservation of 24 rare plants species, including Borahol, Daro daroh, Ebony, Empapak lawai, Camphor, Kayu Rasak, etc.
					2018	Program revitalisasi dan pembangunan hutan kota Cilegon dengan 1.820 Batang Pohon.
					2018	Cilegon urban forest revitalization and development program with 1,820 Trees
2019	Program revitalisasi dan pembangunan hutan kota Cilegon dengan 1.833 Batang Pohon.					
2019	Cilegon urban forest revitalization and development program with 1,833 Trees					
2020	Program revitalisasi dan pembangunan hutan kota Cilegon dengan 2.233 Batang Pohon.					
2020	Cilegon urban forest revitalization and development program with 2,233 Trees					

Hingga akhir tahun 2020, Indonesia Power telah melakukan konservasi 18 ekor Elang Jawa, dimana jumlah tersebut sebanyak 3,00% dari total populasi yang ada di Indonesia, konservasi 11 ekor Rusa Timor (1,22% dari total populasi) dan konservasi 68 ekor Badak Jawa (94,44% dari total populasi).

As of the end of 2020, Indonesia Power has conserved 18 Javan eagles, which is 3.00% of the total population in Indonesia, 11 Javan Rusa (1.22% of the total population), and 68 Javan Rhinos (94.44% of the total population).

Perbandingan Jumlah Populasi Spesies yang di Konservasi dengan Jumlah Populasi Spesies Asli [GRI 304-4, EU13]

Comparison of Total Populations of Conserved Species with Total Populations of Native Species [GRI 304-4, EU13]

No	Jenis Spesies yang dilindungi Protected Species	Lokasi Location	Jumlah Populasi Spesies Asli* Total Native Species Population*	Jumlah Spesies yang Indonesia Power Konservasi Number of Species Conserved by Indonesia Power	%
1	Elang Jawa (<i>Nisaetus Bartelsi</i>) Javan hawk-eagle (<i>Nisaetus Bartelsi</i>)	Taman Nasional Gunung Halimun Salak, Jawa Barat Mount Halimun Salak National Park, West Java	600 Ekor 600 eagles	18 Ekor 18 eagles	3,00%
2	Jalak Bali (<i>Leucopsar Rothschildi</i>) Bali Myna (<i>Leucopsar Rothschildi</i>)	Kawasan Taman Nasional Bali Barat West Bali National Park	Belum dilakukan perhitungan Not yet calculated	918 Ekor 918 birds	-
3	Penyu Lekang (<i>Lepidochelys Oliyacea</i>) Lekang Turtle (<i>Lepidochelys Oliyacea</i>)	Gilimanuk, Bali		19.640 Ekor 19,640 turtles	-
4	Sapi Putih Taro (<i>Bos Sondaicus</i>) Taro White Cow (<i>Bos Sondaicus</i>)	Taman Wisata Lembu Putih, Gianyar, Bali Tourist Park White Ox, Gianyar, Bali		58 Ekor 58 oxes	-
5	Tukik (Penyu Hijau dan Penyu Lekang) (<i>Cheloniaidea</i>) Hatchlings (Green Turtle and Lekang Turtle) (<i>Cheloniaidea</i>)	Pemaron, Bali		15.219 Ekor 15,219 turtles	-
6	Rusa Timor (<i>Rusa Timorensis</i>) Javan Rusa (<i>Rusa Timorensis</i>)	Pasuruan, Jawa Timur Pasuruan, East Java	900 Ekor 900 deer	11 Ekor 11 deer	1,22%
7	Badak Jawa (<i>Rhinoceros sondaicus</i>) Javan Rhinos (<i>Rhinoceros sondaicus</i>)	Taman Nasional Ujung Kulon, Banten Ujung Kulon National Park, Banten	72 Ekor 72 rhinos	68 Ekor** 68 rhinos**	94,44%

* Data diambil dari Laporan Unit

** Spesies konservasi hanya lingkup kerjasama pemeliharaan dan tidak melakukan pengembangbiakan

* Data were taken from Unit Report

** Conserved species are in the scope of nurturing and not breeding

Salah satu parameter yang mengukur keberhasilan program keanekaragaman hayati adalah dengan adanya indeks keanekaragaman hayati. Untuk itu, Indonesia Power melakukan pengukuran secara periodik bekerjasama dengan lembaga atau laboratorium eksternal yang terakreditasi dengan metodologi pengukuran indeks keanekaragaman hayati menyesuaikan dengan pihak laboratorium eksternal yang melakukan pengukuran.

[GRI 102-12, 304-2, 304-3]

One of the parameters that measure the success of a biodiversity program is the biodiversity index. Therefore, Indonesia Power conducts regular assessment, in collaboration with accredited external institutions or laboratories with the methodology for measuring the biodiversity index in accordance with external laboratories that carry out measurements. [GRI 102-12, 304-2, 304-3]

Hasil Indeks Keanekaragaman Hayati Indonesia Power [GRI 304-2, 304-3]

Indonesia Power's Biodiversity Index Results [GRI 304-2, 304-3]

No	Unit	Keanekaragaman Hayati (Indeks Keanekaragaman Jenis) Biodiversity (Biodiversity Index)			
		2017	2018	2019	2020
1	PLTU Suralaya 1-7 SPP Suralaya 1-7	10,29	14,68	15,17	15,85
2	PLTU Banten 1 Suralaya 8 SPP Banten 1 Suralaya 8	8,58	8,61	10,07	11,10
3	PLTU Banten 2 Labuan SPP Banten 2 Labuan	2,95	3,51	3,51	5,16
4	PLTU Banten 3 Lontar SPP Banten 3 Lontar	2,43	2,44	2,58	2,54
5	PLTGU Priok CCPP Priok	0,69	2,02	3,29	3,50
6	PLTGU Cilegon CCPP Cilegon	97,78	97,78	97,78	97,96
7	PLTU Palabuhanratu SPP Palabuhanratu	-	-	-	-
8	PLTP Kamojang-Drajat GPP Kamojang-Drajat	28,75	28,75	34,30	35,21
9	PLTP Gunung Salak GPP Gunung Salak	0,94	0,73	1,28	1,02
10	PLTA Saguling HPP Saguling	-	-	-	-
11	PLTA Mrica PB. Soedirman HPP Mrica PB. Soedirman	18,98	19,62	19,77	20,08
12	PLTGU Semarang CCPP Semarang	6,11	7,03	6,23	6,02
13	PLTGU Grati CCPP Grati	16,41	26,04	27,40	26,72
14	PLTG Bali Pesanggaran GTTP Bali Pesanggaran	1,09	1,09	1,13	1,15
15	PLTGU Bali Gilimanuk CCPP Bali Gilimanuk	1,03	1,11	2,22	2,19
16	PLTGU Bali Pamaran CCPP Bali Pamaran	317,00	1093,00	1159,00	1078,00
17	PLTU Jeranjang SPP Jeranjang	-	-	-	-
Total Korporat Total Corporate		513,02	1.306,39	1.383,72	1.306,50

Program Kawan Hijaunesia Power

Kawan Hijaunesia Power Program

Program Kawan Hijaunesia Power merupakan kegiatan sinergi Indonesia Power dengan Kementerian Lingkungan Hidup dan Kehutanan serta Gerakan Pramuka yang mulai dicanangkan sejak tahun 2016 melalui Keputusan Direksi Nomor 211.K/010/IP/2016 tanggal 10 Oktober 2016 tentang Komitmen Menjaga Ekosistem dan Pelestarian Lingkungan. Kegiatan-kegiatan yang dilakukan dalam program ini diantaranya yaitu penanaman pohon endemik di lingkungan area pembangkit dan di daerah pengembangan proyek baru yang masuk ke dalam perencanaan Perusahaan, konservasi keanekaragaman hayati lainnya serta bina mitra dan publikasi.

Kawan Hijaunesia Power program is a synergy activity between Indonesia Power, the Ministry of Environment and Forestry, and the Scout Movement, which was launched in 2016, through the Board of Directors' Decree No. 211.K/010/IP/2016 dated 10 October 2016 on the Commitment to Maintaining Ecosystems and Preserving the Environment. The program carries out various activities, including planting endemic trees in the power plant area and in new project development areas that are included in the Company's plans, other biodiversity conservation, as well as partner development and publications.

Selama tahun 2020, Indonesia Power melaksanakan Program KaWan Hijaunesia Power dengan melakukan penanaman pohon sebanyak 52.548 pohon. Berdasarkan Canada's National Environmental Agency, rata-rata produksi oksigen per-pohon adalah 260 pound atau 130 kg/tahun, sehingga dengan penanaman pohon yang dilakukan Perusahaan sebanyak 52.548 pohon, Indonesia Power berhasil menghasilkan Oksigen (O₂) sebesar 6.831.240 kg/tahun.

In 2020, Indonesia Power implemented KaWan Hijaunesia Power Program by planting 52,548 trees. According to Canada's National Environmental Agency, the average oxygen production per tree is 260 pounds or 130 kg/year. Thus, by planting 52,548 trees, Indonesia Power has succeeded in producing 6,831,240 kg/year of Oxygen (O₂).

Jumlah Penanaman Pohon Indonesia Power

Indonesia Power Tree Planting

Unit	2017	2018	2019	2020
Suralaya PGU	1.948	3.824	1.948	1.609
Priok POMU	2.017	546	463	152
Saguling POMU	5.008	1.250	5.000	5.090
Kamojang POMU	1.524	7.841	1.614	2.030
Kamojang POMU - Unit Gunung Salak Kamojang POMU - Gunung Salak Unit	-	147	-	200
Mrica PGU	5.265	21.230	4.300	3.060
Semarang PGU - Unit Tambak Lorok Semarang PGU - Tambak Lorok Unit	760	850	461	690
Semarang PGU - Unit Sunyaragi Semarang PGU - Sunyaragi Unit	-	-	-	-
Grati POMU	9.482	106	1.003	1.585
Bali PGU - Unit Pesanggaran Bali PGU - Pesanggaran Unit	4.275	1.201	2.400	3.938
Bali PGU - Unit Gilimanuk Bali PGU - Gilimanuk Unit	1.500	1.100	350	150
Bali PGU - Unit Pemaron Bali PGU - Pemaron Unit	750	275	1.413	165
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	132	15	50	3
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	1.061	158	1.726	1.197
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	5.517	5.614	2.909	1.069
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP Jawa Barat 2 Pelabuhan Ratu OMU	839	140	995	451
PLTU Jawa Tengah 2 Adipala OMU SPP Jawa Tengah 2 Adipala OMU	4.848	746	5.809	587
PLTGU Cilegon OMU CCPP Cilegon OMU	850	2.030	2.037	2.300
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	6.642	-	7.168	25.009
PLTU Barru OMU SPP Barru OMU	1.450	-	445	796
PLTU Jeranjang OMU SPP Jeranjang OMU	2.590	-	407	2.271
PLTU Sanggau OMU SPP Sanggau OMU	-	-	105	196
PLTU Holtecamp OMU SPP Holtecamp OMU	-	-	1	-
Jumlah Penanaman Pohon Tree Planted	56.458	47.073	40.604	52.548

Program *Eco-Office*

Eco-Office Program

Selain melakukan program-program perlindungan lingkungan terhadap dampak yang dihasilkan dari kegiatan operasi pembangkit, Indonesia Power juga berkomitmen untuk melakukan program *Eco-office* atau program kantor peduli lingkungan. Hal ini merupakan refleksi kebijakan Perusahaan dalam menerapkan Sistem Manajemen Lingkungan (SML) sebagai upaya menciptakan lingkungan kerja yang bersih dan nyaman.

Program ini merupakan bagian dari internalisasi keberlanjutan kepada insan Perusahaan untuk menanamkan *mindset* cinta lingkungan pada aktivitas perkantoran. Kegiatan *Eco-office* yang dilakukan Indonesia Power selama tahun 2020 diantaranya yaitu pengelolaan sampah, penggunaan aplikasi untuk penghematan kertas, pemasangan *eco-sign* pada saklar lampu, keran air, lokasi strategis dan ruang publik lainnya di sekitar lingkungan sebagai bentuk dan ajakan kepedulian terhadap lingkungan.

In addition to carrying out environmental protection programs for the impacts resulting from power plant operations, Indonesia Power is also committed to conducting an *Eco-office* program or an environmentally friendly office program. The *Eco-office* program reflects the Company's policy in implementing an Environmental Management System (SML) as an effort to create a clean and comfortable work environment.

This program is part of the internalization of sustainability for the Company's personnel, to instill a mindset of caring for the environment in office activities. In 2020, Indonesia Power carried out various *eco-office* activities, including waste management, use of applications to save paper, installation of *eco-signs* on light switches, water taps, strategic locations, and other public spaces around the environment, as a form and invitation to care for the environment.

Implementasi *Eco-office* di Unit Pembangkit Indonesia Power

Eco-office Implementation in Indonesia Power's Generating Units



Pengelolaan sampah yang terpilah sesuai dengan jenis sampahnya.

Segregated waste management based on the type of waste.



Penggunaan aplikasi untuk penghematan kertas.

Use of applications to save papers.



Pemasangan *eco-sign* pada saklar lampu, keran air, lokasi strategis dan ruang publik lainnya di sekitar lingkungan sebagai bentuk dan ajakan kepedulian terhadap lingkungan.

Installation of *eco-signs* on light switches, water taps, strategic locations, and other public spaces around the environment as a form and invitation to care for the environment.

Menghadirkan Solusi Energi Masa Depan

Delivering Future Energy Solutions

Pengembangan *renewable energy* menjadi salah satu *concern* Indonesia Power dalam menjalankan bisnis. Komitmen tersebut dikuatkan dengan strategi dan upaya yang dilakukan secara berkesinambungan guna menyediakan energi masa depan, yakni energi listrik yang ramah lingkungan dan berkelanjutan.

The development of renewable energy is one of Indonesia Power's concerns in running its business. This commitment is strengthened by strategies and efforts that are carried out on an ongoing basis to provide future energy, i.e., electricity that is sustainable and environmentally friendly.



Lingkungan
Environment

Dalam rangka mempercepat pencapaian target Energi Baru Terbarukan (EBT) 23% dalam bauran energi nasional di tahun 2025 dan mendukung target penurunan emisi sebesar 29% pada 2030 secara mandiri atau *business as usual*, dan sebesar 41% dengan bantuan internasional, Indonesia Power kian mengukuhkan langkah dengan melakukan program-program pengembangan EBT untuk kepentingan ketenagalistrikan. Hal ini dijalankan sesuai dengan Peraturan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 4 Tahun 2020 tentang Perubahan Kedua Atas Peraturan Menteri Energi dan Sumber Daya Mineral Nomor 50 Tahun 2017 tentang Pemanfaatan Energi Terbarukan untuk Penyediaan Tenaga Listrik.

Hingga akhir tahun 2020, Pembangkit EBT Indonesia Power yang telah beroperasi terdiri dari Pembangkit Listrik Tenaga Air (PLTA), Pembangkit Listrik Tenaga Mini Hidro (PLTM) dan Pembangkit Listrik Tenaga Panas Bumi (PLTP) dengan rincian sebagai berikut:

Indonesia Power has reinforced its steps by conducting NRE development programs for the benefit of electricity to accelerate the achievement of the New Renewable Energy (NRE) target of 23% in the national energy mix by 2025, and support the emission reduction target of 29% by 2030 independently or business as usual, and by 41% with international assistance. This is in accordance with the Regulation of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 4 of 2020 on the Second Amendment to the Regulation of the Minister of Energy and Mineral Resources No. 50 of 2017 on the Utilization of Renewable Energy for the Provision of Electricity.

As of the end of 2020, Indonesia Power's NRE Power Plants that have been operating consist of Hydroelectric Power Plants (HPP), Mini Hydro Power Plants (MHPP), and Geothermal Power Plants (GPP), with the following details:

Pembangkit Energi Baru Terbarukan yang Telah Beroperasi

Operating New Renewable Energy Power Plants

No	Jenis Pembangkit Type of Power Plant	Lokasi Location	Kapasitas Capacity
1	Pembangkit Listrik Tenaga Air (PLTA) Hydroelectric Power Plant (HPP)	PLTA Panglima Besar Soedirman dan Sub Unit (UP Mrica) HPP Panglima Besar Sudirman and Sub-Units (UP Mrica)	306,19 MW
		PLTA Saguling dan Sub Unit (UP Saguling) HPP Saguling and Sub-Units (UP Saguling)	797,36 MW
		PLTA Rajamandala HPP Rajamandala	47,00 MW
2	Pembangkit Listrik Tenaga Mini Hidro (PLTM) Mini-Hydro Power Plant (MHPP)	PLTM Tapan MHPP Tapan	0,75 MW
		PLTM Siteki MHPP Siteki	1,20 MW
		PLTM Plumbungan MHPP Plumbungan	1,60 MW
3	Pembangkit Listrik Tenaga Panas Bumi (PLTP) Geothermal Power Plant (GPP)	PLTP Kamojang GPP Kamojang	142,00 MW
		PLTP Darajat GPP Darajat	55,00 MW
		PLTP Gunung Salak GPP Gunung Salak	180,00 MW
		O&M PLTP Ulumbu (Milik PLN) O&M GPP Ulumbu (Owned by PLN)	9,60 MW

Berdasarkan data Direktorat Jenderal Energi Baru Terbarukan dan Konservasi Energi (EBTKE) Kementerian Energi dan Sumber Daya Mineral (ESDM), porsi energi terbarukan dalam bauran energi nasional masih jauh daripada target yang telah ditetapkan, yakni baru mencapai 9,15% per juni 2020. Hal ini menjadi tantangan bagi seluruh industri yang bergerak di sektor energi nasional, tak terkecuali Indonesia Power.

Di sisi lain, pengembangan pembangkit EBT tak terlepas dari berbagai tantangan, antara lain terkait permasalahan perizinan, ketersediaan lahan, *feed-in tariff*, ketersediaan energi primer, teknologi, pendanaan dan kesiapan *grid*. Untuk menjawab tantangan tersebut, Indonesia Power telah menetapkan langkah strategi sebagai berikut:

[GRI 102-15, EU8]

Based on data from the Directorate General of New, Renewable Energy, and Energy Conservation (EBTKE) of the Ministry of Energy and Mineral Resources (EMR), the portion of renewable energy in the national energy mix is still far from the predetermined target, which was only 9.15% as of June 2020. This is a challenge for all industries engaged in the national energy sector, including Indonesia Power.

On the other hand, the development of NRE power plants cannot be separated from various challenges, including issues related to licensing, land availability, feed-in tariffs, availability of primary energy, technology, funding, and grid readiness. Indonesia Power carried out a series of strategies to answer these challenges, as follows:

[GRI 102-15, EU8]

Tantangan dan Strategi Pengembangan Energi Baru Terbarukan

Challenges and Strategies in Developing New Renewable Energy Plants

Permasalahan Issues	Tantangan Challenges	Strategi Strategy
Perizinan Permits	- Umumnya pembangkit EBT khususnya pembangkit yang menggunakan tenaga air atau angin berada di daerah dataran tinggi yang masih alami dan merupakan kawasan hutan lindung dan atau konservasi sehingga proses Izin Pinjam Pakai Kawasan Hutan membutuhkan jangka waktu yang cukup panjang - Izin lingkungan berdasarkan pada pembahasan dokumen ANDAL dan UKL/UPL yang mencakup kepada semua aspek lingkungan termasuk kawasan hutan - Generally, NRE plants, especially those that use hydropower or wind power, are in highland areas that are natural and protected forest areas and/or conservation. Thus, the process of Borrow-to-Use Forestry Permit requires a long period. - Environmental permit based on the discussion of ANDAL and UKL/UPL documents covers all environmental aspects including forest areas	- Melakukan koordinasi dengan <i>stakeholder</i> terkait untuk pengurusan perizinan seperti Pemerintah Daerah setempat, Kementerian Lingkungan Hidup, PLN dan <i>stakeholder</i> lainnya terkait isu perizinan serta menyampaikan permohonan pinjam pakai kawasan hutan kepada Perhutani - Coordinating with relevant stakeholders for licensing such as Local Government, Ministry of Environment, PLN, and other stakeholders related to licensing issues, and submitting requests for borrow-to-use forestry permit to Perhutani
Menyelesaikan Proses Perizinan Pembangkit Secara Tepat Waktu Completing the Power Plant Licensing Process on Time	- Dengan adanya kondisi pembatasan aktivitas dan mobilisasi terkait protokol kesehatan Covid-19 sehingga menyebabkan keterbatasan efektivitas waktu penyelesaian perizinan - Kondisi pandemi juga mengubah pola mekanisme pengurusan perizinan yang semula dapat berkoordinasi secara tatap muka langsung saat ini hanya bisa dilakukan secara <i>virtual</i> (<i>online</i>) - Due to the restrictions on activities and mobilization because of the Covid-19 health protocol, it causes impairments in the effectiveness of the licensing completion time - The pandemic has also changed the pattern of the licensing management mechanism, which was originally coordinated face-to-face, now it can only be done virtually (<i>online</i>).	- Membuat kertas kerja dan <i>timeline schedule</i> target penyelesaian pengurusan perizinan pengembangan pembangkit - Mengoptimalkan media komunikasi secara <i>online</i> baik melalui, <i>email</i>, telepon, <i>message</i>, maupun media komunikasi <i>virtual</i> untuk berkoordinasi dalam rangka menyelesaikan pengurusan perizinan pengembangan pembangkit - Drafting working papers and timeline schedule targets for completion of power plant development permits - Optimizing online communication media either via email, telephone, message, or virtual communication media, to coordinate to complete the processing of power plant development permits
Menyelesaikan Proses Perizinan sesuai Peraturan dan Perundang-undangan Completing the Licensing Process in accordance with the Regulations and Legislation	- Pemahaman dan implementasi mekanisme pengurusan perizinan yang berbeda-beda - Understanding and implementation of different licensing management mechanisms differ	- <i>Workshop</i> mengenai Peraturan dan Perundang-undangan terkait Proses Pengurusan Perizinan Pengembangan Pembangkit - Menjalin komunikasi dengan <i>stakeholder</i>/instansi terkait - Workshop on Regulations and Legislation related to the Process of Licensing for Power Generation Development - Maintaining communication with stakeholders/relevant agencies
Ketersediaan Lahan Availability of Land	- Pembangkit EBT umumnya berada dekat dengan sumber energi primer yang potensial dan membutuhkan lokasi dengan area yang luas sehingga pembebasan lahan yang diperlukan untuk pembangkit EBT juga sangat luas termasuk penggunaan lahan kawasan hutan, lahan warga atau lahan perusahaan lain - NRE power plants are generally located close to potential primary energy sources and require a location with a large area so that the land acquisition required for NRE power plants is also very large, including the use of forest area, community land, or other company lands.	- Melakukan pendekatan dan sosialisasi kepada masyarakat terkait pentingnya pengembangan atau penambahan pembangkit EBT untuk meningkatkan rasio elektrifikasi di daerah tersebut dan mengurangi dampak lingkungan - Melakukan tanggung jawab kepada masyarakat dan perusahaan dengan melakukan ganti rugi - Melakukan joint program pengembangan EBT kepada pemerintah, perusahaan atau industri lain - Melakukan pembebasan lahan untuk titik atau lokasi atau bidang yang belum dibebaskan - Conducting approach and dissemination to the community regarding the importance of developing or adding NRE power plants to increase the electrification ratio in the area and reduce environmental impacts - Carrying out responsibilities to the community and the company by providing compensation - Conducting joint NRE development programs with the government, companies, or other industries - Carrying out land acquisition for points, locations, or areas that have not been acquired

Permasalahan Issues	Tantangan Challenges	Strategi Strategy
Menyelesaikan Proses Pembebasan Lahan Pembangkit Secara Tepat Waktu Completing the Power Plant Land Acquisition Process on Time	- Dengan adanya kondisi pembatasan aktivitas dan mobilisasi terkait protokol kesehatan Covid-19 sehingga menyebabkan keterbatasan efektivitas waktu penyelesaian pembebasan lahan yang meliputi proses pengumpulan data di lapangan, sosialisasi terhadap pemilik lahan, negosiasi harga dengan pemilik lahan, proses pengukuran dan verifikasi kepemilikan lahan di lapangan - Kondisi pandemi juga mengubah pola mekanisme pengurusan pembebasan lahan yang semula dapat berkoordinasi secara tatap muka langsung saat ini dikurangi sehingga dilakukan secara <i>virtual (online)</i> - Terjadinya penolakan masyarakat mengenai rencana pembebasan lahan untuk lokasi pengembangan pembangkit - Tidak terjadinya kesepakatan harga antara pemilik lahan dengan Indonesia Power - Terjadinya penolakan masyarakat karena tanah yang akan digunakan merupakan milik adat - The restrictions on activities and mobilization related to the Covid-19 health protocol caused limitations on the effectiveness of the land acquisition, which includes the data collection process in the field, socialization to landowners, price negotiations with landowners, and the process of measuring and verifying land ownership in the field. - The pandemic has also changed the pattern of the land acquisition mechanism, which was originally coordinated face-to-face, now it can only be done virtually (online). - Public rejection of the land acquisition plan for the power plant development site - No agreed price between the landowner and Indonesia Power - The community refuses because the land to be used is customary property	- Membuat kertas kerja dan <i>timeline schedule</i> target penyelesaian pengurusan pembebasan lahan pengembangan pembangkit - Mengoptimalkan media komunikasi secara <i>online</i> baik melalui, <i>email</i>, telepon, <i>message</i>, maupun media komunikasi <i>virtual</i> untuk berkoordinasi dalam rangka menyelesaikan pengurusan pembebasan lahan pengembangan pembangkit - Melakukan pendekatan melalui sosialisasi dengan masyarakat dan melibatkan tokoh masyarakat maupun Musyawarah Pimpinan Kecamatan (MUSPIKA) setempat jika dibutuhkan - Melakukan appraisal lahan pembangkit oleh Kantor Jasa Penilai Publik (KJPP) - Melakukan negosiasi <i>face to face</i> bagi masyarakat yang menolak - Melakukan pendekatan melalui sosialisasi dengan masyarakat dan melibatkan tokoh masyarakat dan pemangku adat serta MUSPIKA setempat, jika tidak terjadi kesepakatan maka dilakukan perubahan desain kebutuhan lahan rencana pengembangan pembangkit - Drafting working papers and timeline schedule targets for completion of land acquisition for power plant development - Optimizing online communication media either via email, telephone, message, or virtual communication media, to coordinate to complete the processing of land acquisition for power plant development - Approaching through socialization with the community and involving community leaders and the local District Leadership Meeting (MUSPIKA) if needed - Conducting an appraisal of the power plant area by the Office of Public Appraisal Service (KJPP) - Negotiating face to face for people who refuse - Approaching through socialization with the community and involving community leaders and traditional stakeholders, as well as local MUSPIKA. If no agreement is reached, then changes to the design of land requirements for the power plant development plan will be necessary
Menyelesaikan Proses Pembebasan Lahan yang Sesuai Peraturan dan Perundang-undangan Completing the Land Acquisition Process in accordance with the Regulations and Legislation	- Dokumen-dokumen bukti kepemilikan lahan tidak lengkap - Adanya dokumen kepemilikan tanah ganda - Lokasi rencana lahan pengembangan pembangkit dimiliki oleh instansi pemerintah lainnya sehingga dibutuhkan pemenuhan peraturan yang berlaku pada instansi pemerintahan tersebut - Documents for proof of land ownership are incomplete - The existence of dual land ownership documents - The location of the planned land for power plant development is owned by other government agencies, so that it is necessary to fulfill the regulations that apply to these government agencies	- <i>Workshop</i> mengenai Peraturan dan Perundang-undangan terkait Proses Pengurusan Pembebasan Lahan Pengembangan Pembangkit - Menjalin komunikasi intensif dengan pemilik lahan mengenai dokumen-dokumen bukti kepemilikan lahan - Melakukan verifikasi dokumen-dokumen bukti kepemilikan lahan oleh notaris dan Badan Pertanahan Nasional (BPN) untuk memastikan tidak adanya status kepemilikan tanah ganda - Melakukan komunikasi dan koordinasi dengan instansi terkait mengenai peraturan yang berlaku untuk kerja sama/ perjanjian pemanfaatan lahan - Workshop on Regulations and Legislation related to the Process of Land Acquisition for Power Generation Development - Maintaining intensive communication with landowners regarding documents for proof of land ownership - Verifying documents of proof of land ownership by a notary and the National Land Agency (BPN) to ensure that there is no dual land ownership status - Communicating and coordinating with relevant agencies regarding applicable regulations for land use cooperation/ agreements

Permasalahan Issues	Tantangan Challenges	Strategi Strategy
<i>Feed-In Tariff</i>	- Kebijakan <i>feed-in tariff</i> yang ada belum mendukung pengembangan EBT sepenuhnya dan belum dapat bersaing dengan tarif listrik yang dihasilkan dari energi fosil. Harga pembelian listrik untuk pembangkit EBT saat ini lebih rendah dari sistem <i>feed-in tariff</i> yang diterapkan Kementerian ESDM - The existing feed-in tariff policy has not fully supported the NRE development and has not been able to compete with electricity tariffs produced from fossil energy. The purchase price of electricity for NRE plants is currently lower than the feed-in tariff system implemented by the Ministry of EMR	- Indonesia Power melalui PLN berkoordinasi dengan Direktorat Jenderal Ketenagalistrikan untuk mengkaji terkait <i>feed-in tariff</i> pembangkit EBT - Indonesia Power, through PLN, coordinates with the Directorate General of Electricity to review the feed-in tariff for NRE power plants
Ketersediaan Energi Primer Primary Energy Availability	- Ketersediaan sumber daya energi primer untuk pembangkit EBT umumnya bersifat <i>intermittent</i> (ketersediaannya terputus-putus) bergantung kepada kondisi iklim dan cuaca - The availability of primary energy resources for NRE plants is generally intermittent depending on climatic and weather conditions	- Diperlukan pengembangan design teknologi yang lebih efisien dalam memanfaatkan sumber energi untuk pembangkit-pembangkit EBT - Berperan aktif dalam menjaga dan melestarikan lingkungan untuk menjaga ketersediaan energi primer alam agar tidak rusak dan tetap optimal - It is necessary to develop a more efficient technology design to utilize energy resources for NRE plants - Play an active role in maintaining and preserving the environment to maintain the availability of natural primary energy so that it is not damaged and remains optimal
Teknologi Technology	- Teknologi EBT masih relatif mahal dan belum dapat bersaing dengan teknologi energi komersial. Sebagian besar teknologi yang sudah ada saat ini, baru dapat menghasilkan daya/kapasitas pembangkitan listrik dalam jumlah yang terbatas - NRE technology is still relatively expensive and is not yet able to compete against commercial energy technology. Most existing technologies has limited power generation capacity	- Melakukan <i>Research & Development</i> (R&D) yang kuat dan melakukan <i>benchmarking</i> kepada perusahaan atau industri terkait untuk melakukan pengembangan teknologi EBT - Conducting strong Research & Development (R&D) and benchmarking to related companies or industries to develop NRE technology
Pendanaan Financing	- Pembangkit EBT membutuhkan investasi besar di awal, meskipun biaya operasional pembangkit EBT jauh lebih murah dan relatif berumur lebih panjang dibandingkan pembangkit berbahan baku energi fosil - NRE Power Plant requires a heavy initial investment, although operating NRE plants are significantly more cost-effective and with a relatively longer lifetime compared to fossil fuel plants	- Mencari mitra untuk pendanaan proyek dan bekerjasama dengan Pemerintah Daerah untuk melakukan kolaborasi penyediaan sumber energi EBT - Finding partners for project funding and collaborating with Local Governments to collaborate on the provision of renewable energy sources
Kesiapan Grid Grid's Readiness	- Dalam menerima masuknya pembangkit EBT, terutama untuk Pembangkit Listrik Tenaga Surya (PLTS) dan Pembangkit Listrik Tenaga Biomassa (PLTB) yang bersifat <i>intermittent</i>, diperlukan kajian yang lebih komprehensif terkait konektivitasnya ke jaringan PLN - Pengembangan <i>Photovoltaic</i> (PV) terpusat untuk daerah terpencil yang relatif jauh dari <i>grid</i> yang ada. Kawasan ini bisa jadi daerah yang belum berkembang, daerah perbatasan dan pulau terluar - A more comprehensive study is needed regarding the connectivity of the NRE power plants to the PLN network, especially for intermittent Solar Power Plants (SoPP) and Biomass Power Plants (BmPP). - Centralized photovoltaic (PV) development for remote areas that are relatively far from the existing grid. These areas are undeveloped areas, border areas, and outermost islands	- Melakukan koordinasi dengan PLN untuk mengembangkan sistem <i>smart grid</i> untuk meningkatkan penetrasi <i>intermittent renewable energy</i> dan meningkatkan keandalan sistem tenaga - Melakukan koordinasi dengan PLN untuk mengembangkan jaringan mikro atau <i>micro grid</i> (biasanya menggunakan PV) untuk daerah dimana jalur distribusi tidak akan dikembangkan dalam 2-3 tahun ke depan - Coordinating with PLN to develop a smart grid system to increase penetration of intermittent renewable energy and improve power system reliability - Coordinating with PLN to develop microgrids (usually using PV) for areas where distribution lines will not be developed within the next 2-3 years

Untuk menjawab tantangan tersebut, selama tahun 2020 Indonesia Power bersinergi dengan mitra kembali menginisiasi dan merealisasikan sejumlah program pengembangan EBT diantaranya yaitu pengembangan PLTA Maung, pengembangan PLTS Atap di Bali PGU, pemanfaatan potensi biomassa berbasis hutan, *Co-Firing* pada pembangkit PLTU yang bertujuan untuk mengurangi pemakaian batu bara dengan menggantikan sebagian batu bara dengan bahan bakar biomassa dan sampah serta pengembangan *Mobile Solar PV* yang diberi nama 'Gerobak Untuk Listrik' (Geulis) sebagai *mobile alternative energy* berkapasitas 2.750 WP yang bisa menjangkau hingga ke pelosok negeri. [GRI 102-15, EU8]

To answer these challenges, in 2020, Indonesia Power, in synergy with partners, re-initiated and realized numerous NRE development programs, including the development of HPP Maung, Rooftop SoPP in Bali PGU, utilization of forest-based biomass potential, Co-Firing at the SPP plant with the objective to reduce the coal consumption by replacing some of the coal with biomass and waste fuels, as well as the development of Mobile Solar PV, which is named 'Gerobak Untuk Listrik' (Geulis) as mobile alternative energy with a capacity of 2,750 WP that can reach remote areas of the country. [GRI 102-15, EU8]

Realisasi Program Pengembangan EBT Indonesia Power Tahun 2020

Realization of Indonesia Power's NRE Development Programs in 2020

17 Januari 2020
17 January 2020



Penandatanganan MoU antara Indonesia Power, PT Nindya Karya (Persero), dan Korea Southern Power (Kospo) dalam rangka pengembangan PLTA Maung, Banjarnegara, Jawa Tengah.
Signing of the MoU between Indonesia Power, PT Nindya Karya (Persero), and Korea Southern Power (Kospo), in developing HPP Maung, Banjarnegara, Central Java.

24 Februari 2020
24 February 2020



Indonesia Power kembangkan Pembangkit Listrik Tenaga Surya Atap (PLTSA) di Bali PGU, dukung Bali Clean & Green.
Indonesia Power developed Rooftop Solar Power Plant (Rooftop SoPP) in Bali PGU, supporting Bali Clean & Green.

17 Agustus 2020
17 August 2020



Launching Co-Firing di PLTU Banten 3 Lontar.
Launching Co-Firing at SPP Banten 3 Lontar.

10 Desember 2020
10 December 2020



Launching Co-Firing di 4 (empat) unit PLTU: PLTU Jeranjang, PLTU Suralaya 1-4, serta uji coba di PLTU Palabuhan Ratu dan PLTU Lontar.
Launching of Co-Firing in four (4) SPPs: SPP Jeranjang, SPP Suralaya 1-4, as well as trials at SPP Palabuhan Ratu and SPP Lontar.

3 Desember 2020
3 December 2020



Kembangkan *Mobile Solar PV* yang diberi nama Gerobak Untuk Listrik (Geulis).
Indonesia Power hadirkan *mobile alternative energy* berkapasitas 2.750 WP yang bisa menjangkau hingga ke pelosok negeri.
Indonesia Power presented a mobile alternative energy with a capacity of 2,750 WP that can reach all remote areas of the country by developing Mobile Solar PV, named 'Gerobak Untuk Listrik' (Geulis).

27 Oktober 2020
27 October 2020



Penandatanganan kontrak komersil biomassa PLTU Jeranjang OMU dengan anak usaha Indonesia Power—PT Artha Daya Coalindo (ADC).
Signing of a commercial contract for the biomass power plant SPP Jeranjang OMU with a subsidiary of Indonesia Power, PT Artha Daya Coalindo (ADC).

Selain itu, Indonesia Power juga terus memperkuat lini *renewable energy* sebagai *second curve of business* Perusahaan dengan melakukan berbagai strategi inisiatif sebagai berikut: [GRI 102-15, EU8]

1. Menata ulang atas bisnis dan peran anak perusahaan (*alignment & parenting strategy*) serta keselarasan dengan PLN Group melalui pendirian anak perusahaan yang bergerak di bidang EBT, bernama Indo Tenaga Hijau (ITH) yang diharapkan dapat menjadi ujung tombak proses pengembangan EBT;
2. Membentuk *Section Power Generation Technology and Renewable Energy Research* yang berperan penting dalam mempercepat dan memastikan keberlanjutan pengembangan EBT dengan melakukan riset, kajian teknologi baru, modifikasi pembangkit dan pengembangan teknologi EBT untuk memaksimalkan kinerja Perusahaan;
3. Memperkuat bidang riset EBT guna mendukung dan mempercepat proses alih teknologi dengan melakukan adopsi dan verifikasi terhadap teknologi yang sudah *proven*. Saat ini, Indonesia Power telah menyelesaikan tahap *prefeasibility study* untuk *floating solar PV* yang akan segera diaplikasikan di lokasi waduk PLTA Saguling, PBS Mrica dan PLTS Apung Danau Singkarak;
4. Melakukan penjajakan dengan berkomunikasi, berkoordinasi maupun melihat ke lapangan secara langsung bersama dengan pihak-pihak yang memiliki kompetensi di bidang EBT, baik dari dalam maupun luar negeri;
5. Mengkaji potensi EBT yang ada dengan berpedoman pada Rencana Usaha Penyediaan Tenaga Listrik (RUPTL) 2019-2028; dan
6. Menyiapkan program kolaborasi dengan menggandeng perguruan tinggi dalam mengembangkan inovasi-inovasi di bidang EBT sehingga dapat menemukan sebuah teknologi yang lebih efisien dalam mengembangkan EBT.

In addition, Indonesia Power also strengthens its renewable energy line as the Company's second curve of business by carrying out various strategic initiatives as follows:

[GRI 102-15, EU8]

1. Reorganizing the subsidiaries' business and role (*alignment & parenting strategy*) as well as alignment with the PLN Group through the establishment of a subsidiary engaged in the NRE sector, named Indo Tenaga Hijau (ITH), which shall be the spearhead of the NRE development process;
2. Establishing a Power Generation Technology and Renewable Energy Research Section, which plays an important role in accelerating and ensuring the sustainability of NRE development by conducting research, reviewing new technologies, modifying power plants, and developing NRE technology to maximize the Company's performance;
3. Strengthening the NRE research to support and accelerate the technology transfer process by adopting and verifying proven technology. Currently, Indonesia Power has completed the pre-feasibility study stage for floating solar PV, which will soon be implemented at the reservoir locations of the HPP Saguling, PBS Mrica, and the Floating SoPP Lake Singkarak;
4. Communicating, coordinating, or conducting site visits with competent parties in the field of NRE, local and internationally;
5. Reviewing the existing NRE potential based on the 2019-2028 Electricity Supply Business Plan (RUPTL); and
6. Preparing a collaboration program by engaging universities in developing innovations in the field of NRE to find a more efficient technology for developing NRE.

Dari sisi jenis pembangkit, hingga tahun 2020 Indonesia Power telah melakukan pengembangan pembangkit dari sumber EBT yaitu Pembangkit Listrik Tenaga Air (PLTA), Pembangkit Listrik Tenaga Mini Hidro (PLTM) dan Pembangkit Listrik *Hybrid* dengan rincian sebagai berikut:

In terms of the type of power plant, until 2020, Indonesia Power has developed power plants from NRE sources, i.e., Hydroelectric Power Plants (HPP), Mini Hydro Power Plants (MHPP), and Hybrid Power Plants with the following details:

Pengembangan Pembangkit Energi Baru Terbarukan Tahun 2020

New Renewable Energy Power Plant Development in 2020

No	Jenis Pembangkit Type of Power Plant	Lokasi Location	Kapasitas Capacity	Dampak Impact
1	Pembangkit Listrik Tenaga Air (PLTA) Hydroelectric Power Plant (HPP)	PLTA Poigar 2 HPP Poigar 2	2x15 MW	Dampak Lingkungan: - Tidak akan menimbulkan emisi CO₂ dan polusi udara yang bisa berdampak pada perubahan iklim - Timbulan limbah B3 sedikit - Tidak menghasilkan limbah cair Dampak Sosial: - Pembebasan lahan karena membutuhkan lahan yang cukup luas untuk area genangan (untuk tipe <i>reservoir</i>) dan kolam penenang (untuk tipe <i>run-off river</i>) Environmental Impact: - Will not cause CO₂ emissions and air pollution, that impact climate change - Small B3 waste generation - Will not produce liquid waste Social Impact: - Land acquisition requires large land for inundation area (for reservoir type) and tranquilizer pond (for run-off river type)
2	Pembangkit Listrik Tenaga Mini Hidro (PLTM) Mini-Hydro Power Plant (MHPP)	PLTM Harjosari MHPP Harjosari PLTM Cileunca MHPP Cileunca PLTM Gunungwugul MHPP Gunungwugul PLTM Lambur MHPP Lambur	3x3,3 MW 2x0,5 MW 2x1,5 MW 2x4,0 MW	Dampak Ekonomi: - Biaya operasi yang relatif murah Dampak Lingkungan: - Ramah lingkungan karena tidak menimbulkan pencemaran Dampak Sosial: - Solusi bagi permasalahan energi di daerah-daerah terpencil karena konstruksi yang sederhana serta pengoperasian yang relatif mudah Economic Impact: - Relatively low operating costs Environmental Impact: - Environmentally friendly because it does not cause pollution Social Impact: - The solution to energy problems in remote areas because of its simple construction and relatively easy operation
3	Pembangkit Listrik <i>Hybrid</i> Hybrid Power Plant	PLT <i>Hybrid</i> Nusa Penida Hybrid Power Plant Nusa Penida	8,5 MW	Dampak Lingkungan: - Menurunkan timbulnya emisi CO₂ dan polusi udara yang bisa berdampak pada perubahan iklim - Menurunkan volume limbah B3 - Meminimalisir timbulnya limbah cair Environmental Impact: - Will reduce the generation of CO₂ emissions and air pollution that impact climate change - Will reduce the volume of B3 waste - Will minimize the generation of liquid waste

Indonesia Power menjadi pionir dalam pengembangan PLTS Atap di Bali [GRI 102-12]

Indonesia Power is a pioneer in the development of Rooftop SoPP in Bali [GRI 102-12]

Sebuah inisiatif EBT yang juga direalisasikan Indonesia Power di tahun 2020 adalah pengembangan Pembangkit Listrik Tenaga Surya Atap (PLTSA). Sesuai Surat Direktur Utama Indonesia Power tahun 2019 lalu, pengembangan PLTS Atap akan dilakukan di lingkungan unit-unit pembangkit dan akan dilaksanakan oleh anak perusahaan Indonesia Power, yaitu PT Indo Tenaga Hijau (ITH).

Tahun 2019, ITH telah menyelesaikan proyek PLTSA pertama yang dibangun di Bali PGU. PLTSA berkapasitas total 226 kWp ini dibangun di dua lokasi, yaitu di Pembangkit Listrik Tenaga Diesel dan Gas (PLTDG) Pesanggaran sebesar 130 kWp dan PLTG Pemaron sebesar 96 kWp. Dari Bali, selanjutnya secara bertahap Indonesia Power melalui ITH akan memasang PLTS Atap di seluruh kantor dan pembangkit Perusahaan. Indonesia Power berharap, visi Gubernur Bali dan Dirjen EBTKE Kementerian ESDM, dapat Indonesia Power jalankan dengan baik.

Hadirnya PLTSA akan mampu mereduksi emisi karbon hingga 41 ton CO₂. Bagi Bali PGU, PLTSA membantu memenuhi kebutuhan energi sendiri sehingga meningkatkan efisiensi unit. Di sisi lain, PLTSA ini turut mendukung kebijakan Pemerintah Provinsi Bali yang ingin mewujudkan Bali mandiri energi berbasis energi bersih, sebagaimana yang tertuang dalam Peraturan Gubernur Nomor 45 Tahun 2019 tentang Energi Bersih.

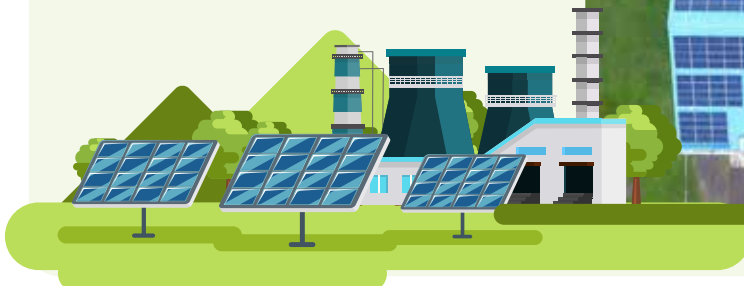
Bahkan, pembangunan PLTSA oleh Indonesia Power menjadi pionir di Bali. Hal tersebut disampaikan Gubernur Bali, Wayan Koster saat peresmian. Dimana, keberadaan PLTSA Bali PGU menjadi nilai tambah bagi Bali yang mengedepankan pengembangan energi bersih sekaligus menjadi motivasi bagi instansi lainnya dalam mendukung penerapan energi hijau.

In 2020, Indonesia Power realized an NRE initiative by developing Rooftop Solar Power Plant (Rooftop SoPP). Based on the Letter of the President Director of Indonesia Power in 2019, the development of Rooftop SoPP will be carried out within the generating units and will be carried out by Indonesia Power's subsidiary, i.e., PT Indo Tenaga Hijau (ITH).

In 2019, ITH has completed the first Rooftop SoPP project, established in Bali PGU. This Rooftop SoPP with a capacity of kWp was developed in two locations, i.e., the Diesel and Gas Power Plant (DGPP) Pesanggaran of 130 kWp and GTPP Pemaron of 96 kWp. From Bali, Indonesia Power, through ITH, will gradually install Rooftop SoPP in all the Company's offices and power plants. Indonesia Power expects that the vision of the Governor of Bali and the Director-General of EBTKE of the Ministry of Energy and Mineral Resources can be conducted well by Indonesia Power.

This Rooftop SoPP will be able to reduce carbon emissions by up to 41 tonnes of CO₂. For Bali PGU, the Rooftop SoPP helps meet its own energy needs thereby increasing unit efficiency. On the other hand, the Rooftop SoPP supports the policy of the Bali Provincial Government who wants to create an energy-independent Bali based on clean energy, as stated in the Governor's Regulation No. 45 of 2019 on Clean Energy.

In fact, the construction of Rooftop SoPP by Indonesia Power has become a pioneer in Bali. This was conveyed by the Governor of Bali, Wayan Koster, during the inauguration. The existence of Rooftop SoPP Bali PGU is an added value for Bali which prioritizes clean energy development as well as being a motivation for other agencies in supporting the green energy implementation.



Selanjutnya, Indonesia Power juga melakukan peningkatan nilai keekonomian dalam pengembangan EBT melalui pengembangan konsep *waste management* dan *waste to energy* (WTE). Konsep ini telah menciptakan program TOSS (Tempat Olah Sampah Setempat), BOSS (*Biomass Operating System of Saguling*) dan JOSS (Jeranjang Olah Sampah Setempat) yang selain memberikan manfaat bagi keberlanjutan lingkungan, juga memberikan manfaat bagi perekonomian masyarakat sekitar.

Further, Indonesia Power increases the economic value in the NRE development through the development of waste management and waste to energy (WTE) concepts. This concept has created the TOSS (Local Waste Processing), BOSS (Biomass Operating System of Saguling), and JOSS (Jeranjang Waste Processing) programs, which in addition to providing benefits for environmental sustainability, also provide benefits for the economy of the surrounding community.

Konsep *Waste Management* dan *Waste To Energy* (WTE), Menghadirkan *Intangible Benefit* EBT Bagi Lingkungan dan Masyarakat [GRI 102-12, EU8]

Waste Management and Waste to Energy (WTE) Concepts Provide NRE Intangible Benefits for the Environment and Society [GRI 102-12, EU8]



Sebagai bentuk inisiasi pengembangan EBT, Indonesia Power menciptakan program TOSS, BOSS dan JOSS. TOSS (Tempat Olah Sampah Setempat) yang berlokasi di Desa Gunaksa, Kabupaten Klungkung, Bali merupakan tempat olah sampah yang diinisiasi Indonesia Power bersama dengan Sekolah Tinggi Teknik (STT) PLN dan Pemerintah Kabupaten Klungkung.

Inisiatif TOSS berangkat dari kondisi lingkungan yang dihadapkan pada permasalahan sampah. Dalam hal ini, Desa Gunaksa adalah penyumbang sampah terbesar di Kabupaten Klungkung, dengan volume sampah mencapai 3 ton/hari. Melalui TOSS, sampah dikelola dan diolah menjadi *pellet* yang dapat digunakan sebagai bahan bakar kompor anglo ataupun *gasifier* dan *co-firing* untuk pembangkit listrik.

Hasilnya, tak hanya menghasilkan *pellet* untuk bahan bakar, TOSS mampu mereduksi timbunan sampah hingga 6 ton/hari di Kecamatan Dawan. Keberadaan TOSS juga telah menjadi sumber pendapatan bagi masyarakatnya. Tercatat, sebanyak 7.890 warga telah menjadi *supplier* sampah untuk TOSS dan 34 dari 79 warga miskin telah memiliki penghasilan.



As a form of initiation of NRE development, Indonesia Power created the TOSS, BOSS, and JOSS programs. TOSS (Local Waste Processing) program, located in Gunaksa Village, Klungkung Regency, Bali, is a waste processing site initiated by Indonesia Power in collaboration with PLN Technical College (STT) and the Klungkung Regency Government.

The TOSS initiative started from environmental conditions that were full of waste. In this case, Gunaksa Village is the largest waste contributor in Klungkung Regency, with a volume of waste reaching 3 tonnes/day. Through TOSS, the waste is managed and processed into pellets that can be used as fuel for brazier stoves or gasifiers and co-firing for power plants.

As a result, in addition to producing pellets for fuel, TOSS is able to reduce waste piles up to 6 tonnes/day in Dawan Sub-District. TOSS has also become a source of income for the community. It was recorded that 7,890 residents had become suppliers of waste for TOSS and 34 out of 79 poor people have income.

Keberhasilan TOSS di Desa Gunaksa mendorong Perusahaan untuk mengimplementasikannya di unit lain, yaitu PLTU Jeranjang OMU, yaitu di Kebun Kongok, Lombok Barat, Nusa Tenggara Barat. Serupa dengan TOSS di Klungkung, Jeranjang Olah Sampah Setempat (JOSS) mengelola dan mengolah sampah menjadi *pellet* yang digunakan untuk *co-firing* PLTU Jeranjang. Pengelolaan dan pengolahan sampah program ini didukung PLN Unit Induk Wilayah NTB dan Pemerintah Provinsi NTB, sedangkan pada implementasinya bekerjasama dengan PT EDU dan PT Comstoarra Bentang Nusantara. **Program JOSS ini pada tanggal 4 November 2020 telah mendapatkan pengakuan eksternal yakni meraih Juara 1 dalam ajang CSR PLN Award dari PT PLN (Persero).** [GRI 102-12]

Begitu pula halnya dengan BOSS (*Biomass Operating System Saguling*) yang dikembangkan di PLTA Saguling juga dilatarbelakangi persoalan sampah dan eceng gondok yang mencemari Waduk Saguling. Keberadaan eceng gondok dapat menambah laju penurunan usia waduk akibat pendangkalan dan dapat merusak turbin PLTA. Di samping upaya normalisasi waduk, BOSS sekaligus mendukung Program Saguling *Clean* yang sejalan dengan Program Citarum Harum yang dicanangkan Pemprov Jawa Barat. Melalui BOSS, eceng gondok dan sampah diolah menjadi briket yang bisa digunakan sebagai bahan bakar *boiler* untuk pabrik ataupun *co-firing* di PLTU. Program ini dikembangkan melalui kolaborasi antara Indonesia Power Kantor Pusat, Saguling PGU dan Koperasi Mitra Saguling Sejahtera dengan pendamping Tim Peuyemisasi Bandung (TPB).

Secara konsep, ketiga program ini mengusung konsep yang sama, yaitu *waste management* dan *waste to energy* (WTE). Sampai saat ini, sampah masih menjadi masalah lingkungan yang belum terselesaikan. Terlebih, sampah merupakan material yang diproduksi dari aktivitas manusia secara terus menerus dan volumenya berbanding lurus dengan tingkat pertumbuhan manusia.

Baik TOSS, BOSS, maupun JOSS, telah memberikan manfaat bagi masyarakat dan lingkungan. Dalam hal ini, terdapat *intangible benefit* yang diberikan Indonesia Power, yaitu kepedulian untuk mengatasi masalah lingkungan serta pemberdayaan masyarakat sebagai bentuk tanggung jawab sosial Perusahaan.

The success of TOSS in Gunaksa Village prompted the Company to implement it in another unit, i.e., SPP Jeranjang OMU, at Kebun Kongok, West Lombok, West Nusa Tenggara. Similar to TOSS in Klungkung, Jeranjang Local Waste Processing (JOSS) manages and processes waste into pellets that are used for co-firing the SPP Jeranjang. The waste management and processing program is supported by the PLN NTB Regional Main Unit and the NTB Provincial Government. In its implementation, the program is collaborating with PT EDU and PT Comstoarra Bentang Nusantara. **On 4 November 2020, JOSS Program has received external recognition, i.e., winning 1st place in the CSR PLN Award event from PT PLN (Persero).** [GRI 102-12]

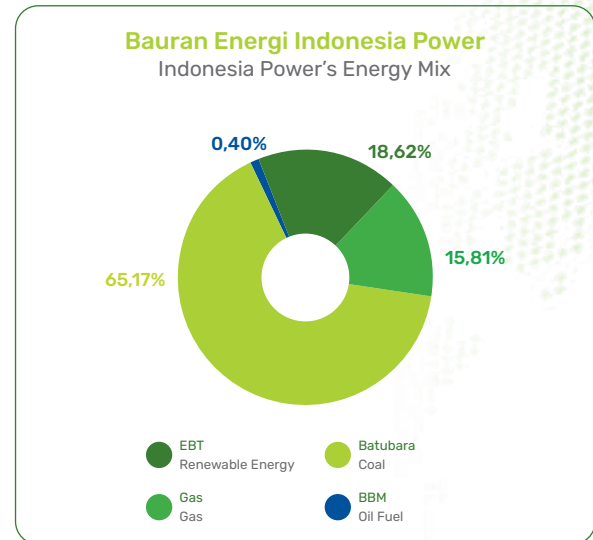
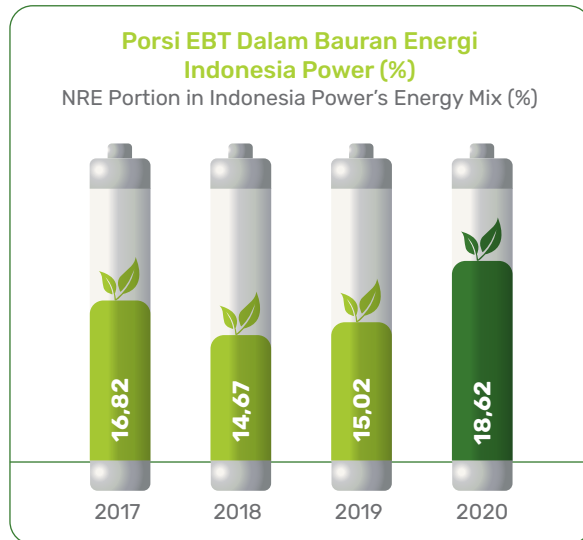
Likewise, BOSS (Saguling Biomass Operating System) which was developed at the HPP Saguling is also motivated by the problem of waste and water hyacinth that pollute the Saguling Reservoir. The water hyacinth can damage the hydropower turbine and increase the declining rate of reservoir age due to silting. In addition to reservoir normalization efforts, BOSS also supports the Saguling Clean Program, which is in line with the Citarum Harum Program launched by the West Java Provincial Government. Through BOSS, water hyacinth and waste are processed into briquettes that can be used as boiler fuel for factories or co-firing at SPP. This program was developed through a collaboration between Indonesia Power Head Office, Saguling PGU, and the Mitra Saguling Sejahtera Cooperative, with the assistance of Bandung Peuyemization Team (TPB).

Conceptually, these three programs have the same concept, i.e., waste management and waste to energy (WTE). To date, waste is still an unresolved environmental problem. Further, waste is a material that is produced from human activities continuously and its volume is directly proportional to the rate of human growth.

TOSS, BOSS, and JOSS have provided benefits to the community and the environment. In this case, Indonesia Power provides intangible benefits, i.e., concern for overcoming environmental problems, and community empowerment as a form of corporate social responsibility.

Program-program pengembangan EBT pada tahun 2020 yang telah dijalankan Indonesia Power, berhasil meningkatkan porsi EBT pada bauran energi Perusahaan dari 15,02% pada 2019, meningkat 23,93% menjadi 18,62% di tahun 2020.

Indonesia Power's NRE development programs in 2020 have succeeded in increasing the NRE share in the Company's energy mix to 18.62% in 2020, increased by 23.93% compared to 2019, which was 15.02%.



Bauran Energi Indonesia Power

Indonesia Power's Energy Mix

Sumber Energi Energy Resources	Bauran Energi (GWh) Energy Mix (GWh)			
	2017	2018	2019	2020
Energi Baru Terbarukan New Renewable Energy				
Air Water	4.318,71	3.284,31	3.133,74	3.692,89
Panas Bumi Geothermal	2.781,27	2.869,27	2.738,94	2.778,15
Biofame Biofame	-	0,43	1,86	2,16
Jumlah Energi Baru Terbarukan New Renewable Energy	7.099,98	6.154,01	5.874,54	6.473,20
Energi Fosil Fossil Energy				
Gas Gas	11.113,01	10.255,83	8.565,18	5.498,15
Batubara Coal	23.894,44	24.776,14	24.506,85	22.661,32
BBM Oil Fuel	112,97	758,58	166,29	138,8
Jumlah Energi Fosil Fossil Energy	35.120,42	35.790,55	33.238,31	28.298,35
Total	42.220,40	41.944,56	39.112,86	34.771,54

Investasi dan Kepatuhan Lingkungan

Environmental Investment And Compliance

Indonesia Power setiap tahunnya telah membuat anggaran biaya yang digunakan untuk pengelolaan dampak lingkungan dan program-program pelestarian lingkungan. Sepanjang tahun 2020, biaya yang telah dikeluarkan untuk pengelolaan dan pelestarian lingkungan sebesar Rp91.806,00 juta, meningkat 44,34% dibandingkan tahun 2019 yaitu sebesar Rp63.603,89 juta.

Every year, Indonesia Power has made a budget for environmental impact management and environmental conservation programs. During 2020, the costs incurred for environmental management and preservation amounted to Rp91,806.00 million, increased by 44.34% compared to 2019, which was Rp63,603.89 million.

Biaya Pengelolaan dan Pelestarian Lingkungan (Rp juta) [GRI 103-2]

Environmental Management and Conservation Cost (Rp million) [GRI 103-2]

Program Pengelolaan Management Program	Tahun Year			
	2017	2018	2019	2020
Pemeliharaan Lingkungan Environmental Maintenance	6.347,65	8.219,89	13.060,54	12.798,00
Dokumentasi Lingkungan Environmental Documentation	3.855,62	2.894,96	4.278,07	3.804,00
Pemantauan Lingkungan Environmental Monitoring	6.695,77	11.013,61	15.052,37	19.738,00
Pengelolaan Lingkungan Environmental Management	9.127,00	10.892,65	15.722,71	28.848,00
Pemeliharaan Instalasi/Alat Pengelolaan Lingkungan Installation/Maintenance of Environmental Management Equipment	6.976,74	6.167,34	15.490,21	26.618,00
Jumlah Total	33.002,78	39.188,45	63.603,89	91.806,00

Indonesia Power juga telah menyediakan sarana atau saluran komunikasi untuk menampung keluhan, pengaduan dan laporan terkait dampak lingkungan dari pemangku kepentingan khususnya masyarakat sekitar lokasi operasi Perusahaan beserta mekanisme penanganan pengaduan lingkungan. Setiap pengaduan terkait, dapat disampaikan kepada Unit Pembangkit terkait yang ditujukan kepada General Manager masing-masing unit. Pengaduan tersebut akan ditindaklanjuti secara cepat untuk dapat diselesaikan sesuai dengan prosedur yang berlaku.

Indonesia Power has also provided a means of communication channel to accommodate complaints, grievances, and reports related to environmental impacts from stakeholders, especially the community surrounding the Company's operations, along with the mechanism for handling environmental complaints. Complaints on environmental issues are delivered to the relevant Generating Unit that is specified to the unit's respective General Manager. The complaint will be followed up quickly to be resolved in accordance with the prevailing procedures.



Mekanisme Penanganan Pengaduan Lingkungan [GRI 103-2, 103-3] Environment Complaints Handling Mechanism [GRI 103-2, 103-3]



Selama tahun 2020, Indonesia Power tidak menerima pengaduan terkait lingkungan dari masyarakat sekitar dan pemangku kepentingan lainnya sehingga Perusahaan tidak menerima denda ataupun sanksi yang berhubungan dengan ketidakpatuhan terhadap Undang-undang dan peraturan terkait lingkungan. [GRI 103-2, 103-3]

During 2020, Indonesia Power did not receive complaints related to the environment from the surrounding community and other stakeholders. Thus, the Company did not receive any fines or sanctions related to non-compliance with laws and regulations related to the environment. [GRI 103-2, 103-3]

Testimoni *Stakeholder* Terkait Pengelolaan Lingkungan Indonesia Power

Stakeholders' Testimonials Related to Indonesia Power's Environmental Management



Dr. Ir. Siti Nurbaya Bakar, M.Sc.

Menteri Lingkungan Hidup dan Kehutanan RI
Minister of Environment and Forestry of the Republic of Indonesia

"Saya dan pak Gubernur hari ini mengunjungi TPA (Kebun Kongok) dan kami sudah dilaporkan bahwa sudah ada aktifitas teknologi *Refuse Derived Fuel* (RDF) jadi dari sampah menjadi bahan bakar dengan teknik pelet. Dan kalau lihat tadi bagus sekali karena mesinnya dibuat sendiri dan tekniknya dibuat dengan teknik fermentasi lalu mesin cacah lalu mesin pembuat peletnya dan itu bisa menjadi bahan substitusi bahan batubara untuk PLTU. Ini bagus sekali secara nasional memang rapat-rapat tentang pengembangan energi baru terbarukan sedang di intensifkan oleh Bapak Presiden dan Menteri terkait, kita sudah memang harus mengawali itu karena emisi gas rumah kaca dari batubara dinilai seharusnya sudah bisa dikendalikan. Oleh karena itu langkah ini sangat baik seperti yang sudah saya bilang ini contohnya yang kongkrit di lapangan hasilnya juga kelihatan nanti masyarakat akan mendapatkan manfaatnya dalam arti beberapa hal. Yang pasti masalah sampah kita bisa selesai kalau dari 300 ton sampah perhari tadi sudah diolah 30 ton sampah dan akan ditingkatkan menjadi 100 ton. Saya kira ini langkah yang baik kami akan dorong terus dan kita akan dukung nanti saya akan cari caranya bagaimana kita buat kawasan untuk pelatihannya dan lainnya."

"The Governor and I visited the Landfill (Kebun Kongok) today and we received report that there has been a *Refuse Derived Fuel* (RDF) technology activity that turns waste into fuel using the pellet technique. And if you saw it, it was really good, because the machine was made by Indonesian people, and the technique was a fermentation technique, which then was chopped, and then made into pellet. It can be used as a coal substitute for SPP. This is very good nationally. Indeed, the President and the relevant Ministers have intense meetings on the development of new and renewable energy. We really have to start it because greenhouse gas emissions from coal should be under control. Therefore, this is a very good step. As I have said, this is a concrete example in the field, the results also will be seen later, and the community will benefit in several ways. The good thing is our waste problem can be solved. If we have processed 30 tonnes of waste out of 300 tonnes of waste per day, it will increase to 100 tonnes. I think this is a good step, we will continue to encourage and support it. I will find a way how we can create a forum for training, etc."





Zulkieflimansyah

Gubernur Nusa Tenggara Barat
Governor of West Nusa Tenggara

"Alhamdulillah ini merupakan bentuk perhatian dari pemerintah pusat dengan Bu Menteri langsung datang kesini dan saya kira PLN, Indonesia Power dan kita semua menunjukkan keseriusan dan keberhasilan dengan berusaha sedemikian rupa untuk mengatasi masalah sampah untuk pengembangan energi."

"Alhamdulillah, this is a form of concern from the central government, with the visit from Mrs. Minister who directly came here. I think PLN, Indonesia Power and All of Us shows the seriousness and success. We are trying to deal with waste problems for energy development."



Dr. Bima Arya Sugiarto

Wakil Walikota Bogor
Deputy Mayor of Bogor



"Saya tertarik sekali ini dengan cerita BOSS (*Biomass Operating Saguling*) mengolah sampah dan eceng gondok menjadi briket yang banyak manfaatnya. Saya ingin belajar mengimplementasikannya di kota Bogor."

"I am very interested in the story of BOSS (Biomass Operating Saguling) in processing waste and water hyacinth into briquettes that have many benefits. I want to learn how to implement it in Bogor city."







Komitmen Mewujudkan *Smart People, Smart Organization*

Commitment to Actualizing
Smart People, Smart Organization

Apresiasi tak terhingga diberikan Indonesia Power kepada para insan Perusahaan yang menjadi ujung tombak pembangkitan. Di tengah pandemi Covid-19, mereka tetap harus mengoperasikan dan memelihara unit pembangkit guna menjaga keandalan pembangkit demi terjaminnya pasokan listrik bagi masyarakat Indonesia.

Indonesia Power expresses our highest appreciation to the Company's personnel who are spearheading power generation. In the midst of the Covid-19 pandemic, the personnel have to operate and maintain generating units to maintain the reliability of the power plants to ensure electricity supply for the Indonesian people.

Ikhtisar Pencapaian Kinerja

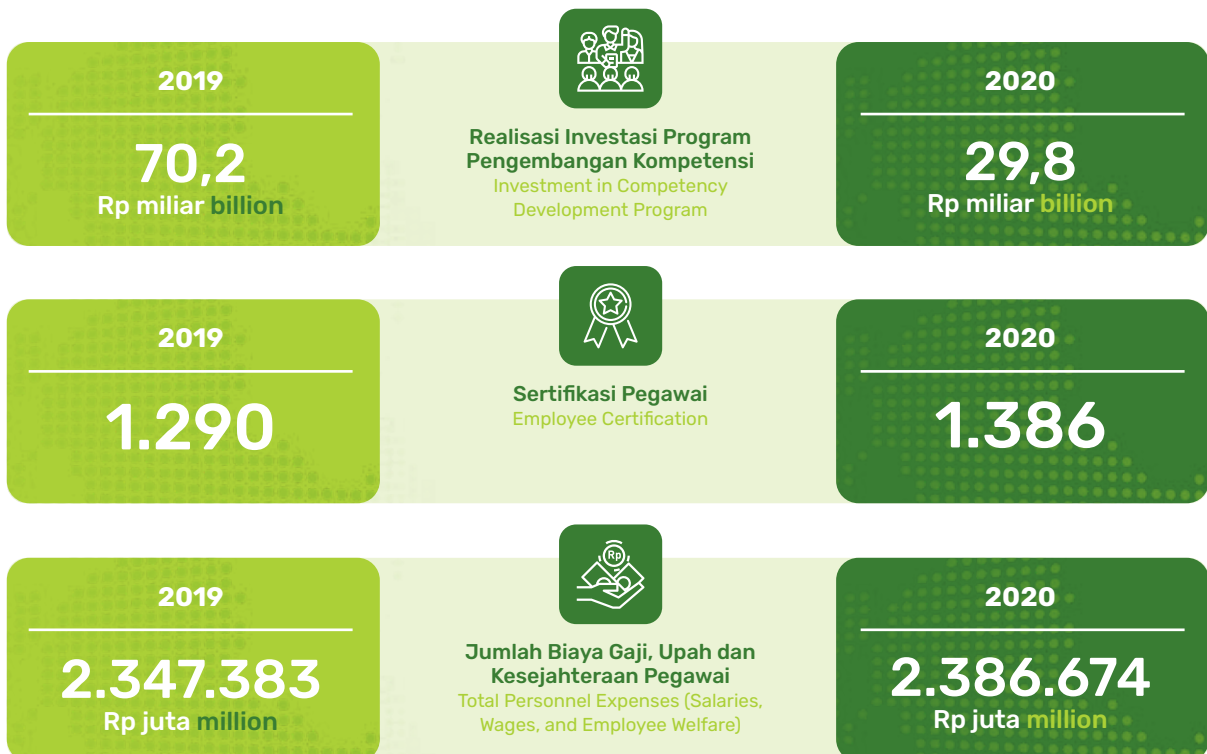
Performance Achievement Highlight

Keberhasilan Indonesia Power mencapai kinerja yang optimal tidak lepas dari peran sumber daya manusia (SDM) yang unggul dan kompeten. Untuk itu, guna mewujudkan *smart people, smart organization*, Indonesia Power berusaha meningkatkan kualitas insan Perusahaan agar mampu berkontribusi dan mengembangkan diri secara optimal.

Indonesia Power's success in achieving optimal performance cannot be separated from the role of excellent and competent human resources (HR). Therefore, to actualize smart people, smart organizations, Indonesia Power strives to improve the quality of the Company's personnel so that they are able to contribute and develop themselves optimally.

Pencapaian Kinerja Aspek Ketenagakerjaan Indonesia Power 2020

Indonesia Power Employment Aspect Performance in 2020







Pendekatan Manajemen: Topik Pengelolaan Ketenagakerjaan [GRI 103-1, 103-2, 103-3]

**Management Approach:
Employment Management**
[GRI 103-1, 103-2, 103-3]

Pendekatan manajemen ini mencakup, program rekrutmen, *turnover*, pemberian remunerasi dan paket kesejahteraan lainnya dan cuti melahirkan. Topik-topik tersebut dianggap penting karena Perusahaan menyadari akan pentingnya peran SDM sebagai penggerak untuk mencapai tujuan dan cita-cita Perusahaan. Untuk itu, Perusahaan berkomitmen menjalankan prinsip-prinsip ketenagakerjaan dengan mengakui, menghormati dan memperkuat hak-hak pegawai dengan berbagai upaya untuk memastikan tidak ada prinsip ketenagakerjaan yang dilanggar.

This management approach includes recruitment program, turnover, remuneration, and other welfare packages, including maternity leave. These topics are considered important because the Company is aware of HR importance as a driver to achieve the Company's objectives and aspirations. Therefore, the Company is committed to implementing employment principles by acknowledging, respecting, and strengthening the rights of employees, with various efforts to ensure no violations of employment principles.

Kebijakan

Policy

Kebijakan Perusahaan

- Surat Keputusan Direksi Nomor 38.K/010/IP/2009 tentang Sistem Manajemen Sumber Daya Manusia
- Surat Keputusan Direksi Nomor 85.K/010/IP/2012 tentang Sistem Rekrutmen Pegawai
- Surat Keputusan Direksi Nomor 63.K/010/IP/2009 tentang Sistem Penghargaan Pegawai
- Surat Keputusan Direksi Nomor 06.K.K/010/IP/2007 tentang Wewenang Pengangkatan, Pemberhentian, Penempatan dan Penetapan Gaji Dasar Pegawai
- Surat Keputusan Direksi Nomor 22.K/010/IP/2009 tentang Sistem Pembinaan Gaji Dasar sebagai Dasar Perhitungan Penghasilan Dasar Pensiun
- Surat Keputusan Direksi Nomor 066.K/010/IP/2019 tentang Perencanaan Tenaga Kerja

Company's Policies

- The Board of Directors' Decree No. 38.K/010/IP/2009 on Human Resources Management System
- The Board of Directors' Decree No. 85.K/010/IP/2012 on Employee Recruitment System
- The Board of Directors' Decree No. 63.K/010/IP/2009 on Employee Reward System
- The Board of Directors' Decree No. 06.K.K/010/IP/2007 on the Authority to Appoint, Dismiss, Place, and Determine the Employee Basic Salary
- The Board of Directors' Decree No. 22.K/010/IP/2009 on Basic Salary Development System as the Calculation Basis of Basic Pension Income
- The Board of Directors' Decree No. 066.K/010/IP/2019 on Manpower Planning

Ketentuan Umum

- Undang-Undang Nomor 13 tahun 2003 tentang Ketenagakerjaan
- Peraturan Kementerian Tenaga Kerja dan Transmigrasi Nomor 7 Tahun 2013 Tentang Upah Minimum
- Peraturan Menteri Ketenagakerjaan Republik Indonesia Nomor 15 Tahun 2018 tentang Upah Minimum

General Provisions

- Law No. 13 of 2003 on Employment
- The Minister of Manpower and Transmigration Regulation No. 7 of 2013 on Minimum Wage
- Regulation of the Minister of Manpower of the Republic of Indonesia No. 15 of 2018 on Minimum Wages

Komitmen	Commitment
- Pengelolaan dan pengembangan sumber daya manusia secara adil dengan didukung oleh peningkatan kompetensi dan keahlian pegawai agar tercapai <i>human capital excellence</i>; dan - Mematuhi segala ketentuan dan peraturan pemberian remunerasi dan upah minimum yang telah ditetapkan.	- Fair human resources management and development supported by the enhancement of employee competence and expertise to achieve human capital excellence; and - Complying with all provisions and regulations for the provision of remuneration and minimum wages that have been set forth.
Sasaran dan Target	Goals and Targets
- Mencapai <i>human capital excellence</i>; - Pengembangan SDM yang kompeten dalam jumlah yang cukup dan waktu yang tepat yang diselaraskan dengan strategi Perusahaan.	- Achieving human capital excellence; - Development of competent HR in sufficient numbers and at the right time, that is aligned with the Company's strategy.
Realisasi	Realization
- Program Rekrutmen sebanyak 25 orang pegawai; - Tingkat <i>turnover</i> tahun 2020 sebesar 2,94 menurun dibandingkan tahun sebelumnya; - Pemberian remunerasi tidak dibedakan berdasarkan <i>gender</i>, namun berdasarkan penilaian kinerja masing-masing individu; dan - Tidak ada insiden diskriminasi yang dilaporkan di tahun 2020.	- 25 recruited employees through Recruitment Program; - In 2020, the turnover rate was 2.94, decreased compared to the previous year; - The remuneration does not take into account employee's gender, but performance assessment of each individual; and - No incidents of discrimination were reported in 2020.
Program/Inisiatif	Program/Initiative
- Kerja sama dengan Anak Perusahaan terkait rekrutmen pegawai; dan - Melakukan penyesuaian upah tahun 2020 yang memperhatikan nilai inflasi nasional dan memperhatikan ketentuan UMK yang berlaku di masing-masing wilayah kerja	- Cooperation with Subsidiaries regarding employee recruitment; and - Adjusting wage in 2020 with due regards to the value of national inflation and that takes into account the prevailing UMK provisions in each working area
Evaluasi	Evaluation
- Survei <i>Human Resources Satisfaction & Engagement</i> (HRSE) - Penanganan pengaduan pegawai	- Human Resources Satisfaction & Engagement (HRSE) Survey - Employee complaint management
Penanggung Jawab	Person in Charge
- Vice President of Human Capital and Change Management - Vice President of Human Capital Development - Vice President of Industrial Relation and Remuneration	- Vice President of Human Capital and Change Management - Vice President of Human Capital Development - Vice President of Industrial Relations and Remuneration



Keberagaman Komposisi Pegawai

Diversity of Employee Composition



Kepegawaian
Employment

Dalam rangka mendukung pertumbuhan bisnis Perusahaan yang dinamis dan berkelanjutan, Indonesia Power terus berupaya untuk mengoptimalkan pendayagunaan jumlah SDM dengan menimbang kecukupan jumlah SDM dengan kebutuhan organisasi Perusahaan. Hingga akhir tahun 2020, jumlah pegawai Indonesia Power adalah sebanyak 4.216 orang. Jumlah ini disesuaikan dengan kondisi bisnis dan rencana strategi dan transformasi Perusahaan yang kian berkembang.

Berikut profil dan demografi SDM Indonesia Power yang diklasifikasi berdasarkan status kepegawaian, *gender*, pendidikan, usia, jabatan, kategori pegawai dan wilayah kerja. [GRI 405-1]

Indonesia Power strives to optimize the utilization of HR by considering the adequacy of the HR with the Company's organizational needs to support the Company's dynamic and sustainable business growth. As of the end of 2020, Indonesia Power has 4,216 employees. This amount is adjusted to the Company's growing business conditions, strategic plans, and transformation.

The following are the profile and demographics of Indonesia Power's HR, which are classified based on employment status, gender, education, age, position, employee category, and work area. [GRI 405-1]

Komposisi Pegawai Berdasarkan Status Kepegawaian [GRI 102-8]

Employee Composition by Employment Status [GRI 102-8]

Status Kepegawaian Employment Status	2018			2019			2020		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Pegawai Tetap Permanent Employee	3.772	437	4.209	3.870	450	4.320	3.786	430	4.216
Outsourcing/Alih Daya Outsourcing	(tidak terdefinisi) (not defined)		2.688	4.071	450	4.521	7.621	592	8.213
Jumlah Total	3.772	437	6.897	7.941	900	8.841	11.407	1.022	12.429

* Data pegawai outsourcing/alih daya pada tahun 2018 tidak terdefinisi, karena Indonesia Power tidak mengelola data tersebut/dikelola oleh pihak ketiga/di luar kuasa Indonesia Power

* Outsourcing employee data in 2018 is undefined, because Indonesia Power does not manage such data/is managed by third parties/outside Indonesia Power

Komposisi Pegawai Tetap Berdasarkan Tingkat Pendidikan [GRI 102-8]

Permanent Employee Composition by Education Level [GRI 102-8]

Tingkat Pendidikan Education	2018			2019			2020		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
SD-SLTP Elementary School - Junior High School	27	-	27	23	-	23	1	-	1
SLTA High School	1.177	60	1.237	1.064	54	1.118	119	26	145
Diploma (D1-D3) Young Bachelor (D1-D3)	1.392	134	1.526	1.433	149	1.582	1.275	213	1.488
S1 Bachelor's Degree (S1)	1.182	207	1.389	1.255	222	1.477	1.402	148	1.550
S2 Master's Degree (S2)	89	25	114	94	25	119	972	43	1.015
S3 Doctorate Degree (S3)	1	-	1	1	-	1	17	-	17
Jumlah Total	3.868	426	4.294	3.870	450	4.320	3.786	430	4.216

Komposisi Pegawai Tetap Berdasarkan Usia [GRI 102-8]

Permanent Employee Composition by Age [GRI 102-8]

Usia Age	2018			2019			2020		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
< 30 tahun < 30 years	2.020	152	2.172	1.975	166	2.141	1.815	154	1.969
31-50 tahun 31-50 years	1.469	246	1.715	1.542	258	1.800	1.620	254	1.874
> 51 tahun > 51 years	379	28	407	353	26	379	351	22	373
Jumlah Total	3.868	426	4.294	3.870	450	4.320	3.786	430	4.216

Komposisi Pegawai Tetap Berdasarkan Unit Bisnis [GRI 102-8]

Permanent Employee Composition by Business Unit [GRI 102-8]

Unit Bisnis Business Unit	2018			2019			2020		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Head Office	384	145	529	448	169	617	471	163	634
Suralaya PGU	678	44	722	654	43	697	634	39	673
Priok POMU	299	24	323	309	27	336	303	20	323
Saguling POMU	178	17	195	170	20	190	161	21	182
Kamojang POMU	227	14	241	218	15	233	214	16	230
Semarang PGU	254	23	277	253	21	274	235	17	252
Mrica PGU	146	18	164	144	17	161	139	16	155
Grati POMU	186	27	213	179	27	206	172	25	197
Bali PGU	193	15	208	187	15	202	187	16	203
MSU	282	35	317	300	34	334	296	39	335
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	81	11	92	84	11	95	85	11	96
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	118	6	124	111	5	116	104	5	109
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	151	8	159	152	8	160	161	6	167
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	142	2	144	144	2	146	148	2	150
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	98	7	105	96	8	104	95	7	102
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	110	7	117	117	7	124	112	8	120
PLTGU Cilegon OMU CCPP Cilegon OMU	104	11	115	98	9	107	99	8	107
PLTU Barru OMU SPP Barru OMU	73	3	76	55	3	58	50	3	53
PLTU Jeranjang OMU SPP Jeranjang OMU	85	2	87	81	1	82	49	-	49
PLTU Sanggau OMU SPP Sanggau OMU	1	0	1	1	-	1	1	-	1
PLTU Sintang OMU SPP Sintang OMU	1	0	1	1	-	1	1	-	1
Holtekamp POMU	5	0	5	2	-	2	2	-	2
PLTA Orya Genyem OMU HPP Orya Genyem OMU	13	0	13	-	-	0	-	-	0
Project Unit	59	7	66	66	8	74	66	8	74
Berau OMU	-	-	-	-	-	-	1	-	1
Jumlah Total	3.868	426	4.294	3.870	450	4.320	3.786	430	4.216

Komposisi Pegawai Berdasarkan Status Kepegawaian dan Unit Bisnis [GRI 102-8]

Employee Composition by Employment Status and Business Unit [GRI 102-8]

Unit Bisnis Business Unit	2019			2020			
	Pegawai Tetap Permanent Employee	Alih Daya* Outsourcing*	Jumlah Total	Pegawai Tetap Permanent Employee	Alih Daya Outsourcing	Pegawai Tidak Tetap Contract Employee	Jumlah Total
Head Office	617	152	769	634	183	4	821
Suralaya PGU	697	194	891	673	250	2	925
Priok POMU	336	187	523	323	295	2	620
Saguling POMU	190	574	764	182	761	1	944
Kamojang POMU	233	3	236	230	196	2	428
Semarang PGU	274	328	602	252	642	3	897
Mrica PGU	161	409	570	155	506	2	663
Grati POMU	206	242	448	197	251	-	448
Bali PGU	202	193	395	203	233	2	438
MSU	334	38	372	335	59	3	397
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	95	-	95	96	557	2	655
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	116	417	533	109	565	-	674
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	160	426	586	167	707	2	876
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	146	431	577	150	696	3	849
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	104	103	207	102	390	-	492
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	124	438	562	120	616	2	738
PLTGU Cilegon OMU CCPP Cilegon OMU	107	100	207	107	119	1	227
PLTU Barru OMU SPP Barru OMU	58	11	69	53	236	2	291
PLTU Jeranjang OMU SPP Jeranjang OMU	82	185	267	49	367	2	418
PLTU Sanggau OMU SPP Sanggau OMU	1	-	1	1	186	-	187
PLTU Sintang OMU SPP Sintang OMU	1	90	91	1	201	-	202
Holtekamp POMU	2	-	2	2	187	-	189
PLTA Orya Genyem OMU HPP Orya Genyem OMU	-	-	-	-	-	-	0
Project Unit	74	-	74	74	10	-	84
Berau OMU	-	-	-	1	-	-	1
Jumlah Total	4.320	4.521	8.841	4.216	8.213	35	12.464**

* di tahun 2019 terjadi perubahan status kepegawaian, dimana pegawai tidak tetap masuk ke dalam status *Outsourcing*/Alih Daya
in 2019, there was a change in employment status, in which non-permanent employees are classified as Outsourced employees

** data termasuk jumlah pegawai alih daya dan tidak tetap
data including the number of outsourcing and non-permanent employees

Komposisi Pegawai berdasarkan Tingkat Jabatan [GRI 405-1]

Employees Composition by Position Level [GRI 405-1]

Keterangan Description	2018						
	Eksekutif Utama Chief Executive	Eksekutif Senior Senior Executive	Eksekutif Executive	Penyelia Supervisor	Pelaksana Practitioner	Jumlah Total	
Jenis Kelamin Gender							
Pria Male	7	77	250	1.584	1.950	3.868	
Wanita Female	1	6	47	243	129	426	
Jumlah Total	8	83	297	1.827	2.079	4.294	
Status Kepegawaian Employment Status							
Pegawai Tetap Permanent Employee	8	83	297	1.827	2.079	4.294	
Jumlah Total	8	83	297	1.827	2.079	4.294	
Unit Bisnis Business Unit							
Head Office	5	60	151	203	110	529	
Suralaya PGU Suralaya PGU	1	3	16	264	438	722	
Priok POMU Priok POMU	-	1	6	116	200	323	
Saguling POMU Saguling POMU	-	1	5	86	103	195	
Kamojang POMU Kamojang POMU	-	1	5	96	139	241	
Semarang PGU Semarang PGU	-	1	6	108	162	277	
Mrica PGU Mrica PGU	-	1	4	85	74	164	
Grati POMU Grati POMU	-	1	6	95	111	213	
Bali PGU Bali PGU	-	1	5	104	98	208	
MSU MSU	1	4	30	95	187	317	
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	-	1	6	59	26	92	
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	-	1	6	55	62	124	
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	-	1	6	95	57	159	
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	-	1	6	88	49	144	
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	-	1	6	68	30	105	
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	-	1	5	61	50	117	
PLTGU Cilegon OMU CCPP Cilegon OMU	-	1	5	53	56	115	
PLTU Barru OMU SPP Barru OMU	-	-	1	20	55	76	
PLTU Jeranjang OMU SPP Jeranjang OMU	-	-	1	42	44	87	
PLTU Sanggau OMU SPP Sanggau OMU	-	-	1	-	-	1	
PLTU Sintang OMU SPP Sintang OMU	-	-	1	-	-	1	
Holtekamp POMU Holtekamp POMU	-	-	1	4	-	5	
PLTA Orya Genyem OMU HPP Orya Genyem OMU	-	-	1	9	3	13	
Project Unit	1	2	17	21	25	66	
Berau OMU Berau OMU	-	-	-	-	-	-	
Jumlah Total	8	83	297	1.827	2.079	4.294	
Pendidikan Education							
SD-SLTP Elementary School - Junior High School	-	-	-	2	25	27	
SLTA High School	-	2	34	667	534	1.237	
Diploma (D1-D3) Young Bachelor (D1-D3)	-	2	28	427	1069	1.526	
S1 Bachelor's Degree (S1)	5	51	189	702	442	1.389	
S2 Master's Degree (S2)	2	28	46	29	9	114	
S3 Doctorate Degree (S3)	1	-	-	-	-	1	
Jumlah Total	8	83	297	1.827	2.079	4.294	
Usia Age							
< 31 tahun < 31 years	-	-	-	402	1.770	2.172	
31-50 tahun 31-50 years	3	62	245	1.181	224	1.715	
> 50 tahun > 50 years	5	21	52	244	85	407	
Jumlah Total	8	83	297	1.827	2.079	4.294	

	2019						2020					
	Eksekutif Utama Chief Executive	Eksekutif Senior Senior Executive	Eksekutif Executive	Penyelia Supervisor	Pelaksana Practitioner	Jumlah Total	Eksekutif Utama Chief Executive	Eksekutif Senior Senior Executive	Eksekutif Executive	Penyelia Supervisor	Pelaksana Practitioner	Jumlah Total
	8	79	241	1.659	1.883	3.870	8	80	233	1.986	1.479	3.786
	-	8	45	232	165	450	-	7	41	235	147	430
	8	87	286	1.891	2.048	4.320	8	87	274	2.221	1.626	4.216
	8	87	286	1.891	2.048	4.320	8	87	274	2.221	1.626	4.216
	8	87	286	1.891	2.048	4.320	8	87	274	2.221	1.626	4.216
	4	62	153	231	167	617	4	62	145	332	91	634
	1	3	14	256	423	697	1	3	15	319	335	673
	1	2	7	119	207	336	1	2	8	133	179	323
	-	1	5	84	100	190	-	1	4	84	93	182
	-	1	4	92	136	233	-	1	5	125	99	230
	-	1	5	109	159	274	-	1	5	129	117	252
	-	1	4	86	70	161	-	1	4	82	68	155
	-	1	5	101	99	206	-	1	5	113	78	197
	-	1	5	106	90	202	-	1	4	124	74	203
	1	5	24	106	198	334	1	4	21	141	168	335
	-	1	6	59	29	95	-	1	6	64	25	96
	-	1	5	76	34	116	-	1	5	77	26	109
	-	1	6	92	61	160	-	1	6	102	58	167
	-	1	6	90	49	146	-	1	6	98	45	150
	-	1	6	66	31	104	-	1	6	71	24	102
	-	1	5	74	44	124	-	1	5	72	42	120
	-	1	5	54	47	107	-	1	4	56	46	107
	-	-	1	27	30	58	-	-	1	28	24	53
	-	-	1	44	37	82	-	-	1	43	5	49
	-	-	1	-	-	1	-	-	1	-	-	1
	-	-	1	-	-	1	-	-	1	-	-	1
	-	-	1	1	-	2	-	-	1	1	-	2
	-	-	-	-	-	-	-	-	-	-	-	0
	1	2	16	18	37	74	1	3	14	27	29	74
	-	-	-	-	-	-	-	-	1	-	-	1
	8	87	286	1.891	2.048	4.320	8	87	274	2.221	1.626	4.216
	-	-	-	2	21	23	-	-	-	2	15	17
	-	1	23	635	459	1.118	-	1	17	631	366	1.015
	-	3	28	456	1.095	1.582	-	3	27	495	1.025	1.550
	2	56	187	768	464	1.477	3	57	178	1.032	218	1.488
	5	27	48	30	9	119	4	26	52	2	61	145
	1	-	-	-	-	1	1	-	-	-	-	1
	8	87	286	1.891	2.048	4.320	8	87	274	2.162	1.685	4.216
	-	-	-	387	1.754	2.141	-	-	-	564	1.405	1.969
	2	59	245	1.276	218	1.800	-	57	247	1.407	163	1.874
	6	28	41	228	76	379	8	30	27	250	58	373
	8	87	286	1.891	2.048	4.320	8	87	274	2.221	1.626	4.216

Rekrutmen dan *Turnover* Pegawai Employees' Recruitment and Turnover

Dalam upaya mendukung program PT PLN (Persero) selaku Induk Perusahaan serta sinergi dalam pencapaian target PLN Group, Indonesia Power senantiasa mendukung program yang dijalankan oleh PT PLN (Persero) terkait pengelolaan SDM, termasuk dalam proses pengadaan tenaga kerja. Sejak tahun 2018, proses pengadaan tenaga kerja PLN Group, dikelola terpusat oleh PT PLN (Persero) melalui *Joint Recruitment*, baik pengadaan pegawai untuk Unit PLN maupun seluruh Anak Perusahaannya.

Untuk mendapatkan pegawai yang memiliki kualifikasi terbaik, PT PLN (Persero) menggelar proses rekrutmen yang dilakukan secara terbuka. Proses rekrutmen pegawai yang dilakukan terdiri dari lima tahapan, yakni (1) seleksi administrasi, (2) seleksi akademik dan kemampuan umum, (3) seleksi psikologis, (4) seleksi kesehatan dan (5) seleksi wawancara. Seluruh proses dikelola langsung oleh PT PLN Kantor Pusat.

Indonesia Power sebagai Anak Perusahaan mengusulkan kebutuhan tenaga kerja ke PLN, setelah proses pelaksanaan rekrutmen selesai dan PLN telah menetapkan peserta yang lulus seleksi, proses selanjutnya diserahkan kepada Indonesia Power untuk dilanjutkan proses diklat persiapan atau yang disebut *On the Job Training* (OJT).

Dalam proses rekrutmen, Indonesia Power juga mengedepankan asas keberagaman dan kesetaraan dengan tanpa memandang perbedaan jenis kelamin, suku, ras, agama maupun aspek diskriminasi lainnya. Selama tahun 2020, PLN telah menetapkan sejumlah 25 orang kandidat pegawai yang ditempatkan di Indonesia Power dengan tingkat rekrutmen sebesar 0,58%. Rincian pegawai baru Indonesia Power pada tahun 2020 berdasarkan jenis kelamin, wilayah kerja dan kelompok usia dapat dilihat pada tabel berikut:

Indonesia Power supports the programs conducted by PT PLN Persero in terms of HR management, including the process of procurement of employees, to support the program of PT PLN (Persero) as the Parent Company, as well as synergies in achieving the PLN Group's targets. Since 2018, the procurement of employees of PLN Group is centrally managed by PT PLN Persero through Joint Recruitment, both for the procurement of employees at PLN's units or its Subsidiaries.

To obtain the employees with the best qualifications, PT PLN (Persero) conducts an open recruitment process. The recruitment process consists of five stages, i.e., (1) administrative selection, (2) academic and general ability selection, (3) psychological selection, (4) health selection, and (5) interview. All processes are managed by the Head Office of PT PLN.

Indonesia Power, as a Subsidiary, proposed the manpower needs to PLN. After the recruitment process is completed, PLN determined the participants who were selected. Afterward, the candidates were delivered to Indonesia Power to continue the preparatory training process or On the Job Training (OJT).

In this process, Indonesia Power also prioritizes the principles of diversity and equality regardless of gender, ethnicity, race, religion, or any other aspects of discrimination. In 2020, PLN has appointed a total of 25 candidates for employees stationed in Indonesia Power with a recruitment rate of 0.58%. Details of new employees recruited in 2020 by gender, work area, and age group can be seen in the following table:

Komposisi Pegawai Baru Indonesia Power Tahun 2020 [GRI 401-1]

New Employee Composition of Indonesia Power in 2020 [GRI 401-1]

Keterangan Description	2018	Tingkat Rekrutmen (%) Recruitment Rate (%)	2019	Tingkat Rekrutmen (%) Recruitment Rate (%)	2020	Tingkat Rekrutmen (%) Recruitment Rate (%)
Jenis Kelamin Gender						
Pria Male	79	2,04%	112	2,89%	23	0,53%
Wanita Female	19	4,46%	43	9,56%	2	0,05%
Jumlah Total	98	2,28%	155	3,59%	25	0,58%
Unit Bisnis Business Unit						
Head Office	2	0,38%	41	6,65%	-	-
Suralaya PGU Suralaya PGU	4	0,55%	12	1,72%	4	0,58%
Priok POMU Priok POMU	4	1,24%	17	5,06%	6	1,79%
Saguling POMU Saguling POMU	3	1,54%	9	4,74%	2	1,06%
Kamojang POMU Kamojang POMU	8	3,32%	3	1,29%	3	1,29%
Semarang PGU Semarang PGU	10	3,61%	6	2,19%	-	-
Mrica PGU Mrica PGU	2	1,22%	8	4,97%	-	-
Grati POMU Grati POMU	9	4,23%	5	2,43%	-	-
Bali PGU Bali PGU	9	4,33%	5	2,48%	7	3,47%
MSU MSU	8	2,52%	9	2,69%	2	0,61%
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	-	-	4	4,21%	-	-
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	2	1,61%	6	5,17%	-	-
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	11	6,92%	4	2,50%	-	-
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	2	1,39%	3	2,05%	1	0,68%
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	-	-	1	0,96%	-	-
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	6	5,13%	4	3,23%	-	-
PLTGU Cilegon OMU CAPP Cilegon OMU	8	6,96%	-	-	-	-
PLTU Barru OMU SPP Barru OMU	2	2,63%	3	5,17%	-	-
PLTU Jeranjang OMU SPP Jeranjang OMU	1	1,15%	3	3,66%	-	-
PLTU Sanggau OMU SPP Sanggau OMU	-	-	-	-	-	-
PLTU Sintang OMU SPP Sintang OMU	-	-	-	-	-	-
Holtekamp POMU Holtekamp POMU	-	-	-	-	-	-
PLTA Orya Genyem OMU HPP Orya Genyem OMU	-	-	-	-	-	-
Project Unit	7	10,61%	12	16,22%	-	-
Jumlah Total	98	2,28%	155	3,59%	25	0,58%
Usia Age						
< 31 tahun < 30 years	98	4,51%	155	7,24%	25	1,17%
31-50 tahun 31-50 years	-	-	-	-	-	-
> 50 tahun > 50 years	-	-	-	-	-	-
Jumlah Total	98	2,28%	155	3,59%	25	0,58%

Pada tahun 2020, Indonesia Power mencatat tingkat perputaran pegawai (*turnover*) yang lebih rendah dari tahun sebelumnya, yaitu 2,94% atau sebanyak 124 orang pegawai. Besarnya tingkat *turnover* pegawai khususnya disebabkan oleh banyaknya jumlah pegawai yang memasuki masa pensiun yakni sebanyak 101 orang pegawai. Rincian tingkat perputaran pegawai selama tahun pelaporan berdasarkan jenis kelamin, wilayah kerja dan kelompok usia disajikan dalam tabel berikut:

In 2020, Indonesia Power recorded a lower employee turnover rate than the previous year, i.e., 2.94% or 124 employees. The employee turnover rate was mainly due to the number of employees who entered the retirement period, i.e., 101 employees. Details of employee turnover rate during the reporting period by gender, work area, and age group can be seen in the following table:

Turnover Pegawai Berdasarkan Jenis Kelamin, Wilayah dan Kelompok Usia [GRI 401-1]

Employee Turnover by Gender, Work Area, and Age Group [GRI 401-1]

Keterangan Description	2018	Tingkat Turnover (%) Turnover Rate (%)	2019	Tingkat Turnover (%) Turnover Rate (%)	2020	Tingkat Turnover (%) Turnover Rate (%)
Jenis Kelamin Gender						
Pria Male	154	3,98%	134	3,46%	102	2,69%
Wanita Female	25	5,87%	17	3,78%	22	5,12%
Jumlah Total	179	4,17%	151	3,50%	124	2,94%
Unit Bisnis Business Unit						
Head Office	17	3,21%	21	3,40%	20	3,15%
Suralaya PGU Suralaya PGU	48	6,65%	43	6,17%	23	3,42%
Priok POMU Priok POMU	10	3,10%	10	2,98%	12	3,72%
Saguling POMU Saguling POMU	20	10,26%	17	8,95%	18	9,89%
Kamojang POMU Kamojang POMU	16	6,64%	12	5,15%	6	2,61%
Semarang PGU Semarang PGU	16	5,78%	4	1,46%	6	2,38%
Mrica PGU Mrica PGU	21	12,80%	11	6,83%	8	5,16%
Grati POMU Grati POMU	4	1,88%	5	2,43%	2	1,02%
Bali PGU Bali PGU	9	4,33%	8	3,96%	9	4,43%
MSU MSU	6	1,89%	8	2,40%	4	1,19%
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	2	2,17%	2	2,11%	2	2,08%
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	-	-	3	2,59%	3	2,75%
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	2	1,26%	3	1,88%	3	1,80%
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	6	4,17%	2	1,37%	4	2,67%
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	1	0,95%	-	-	3	2,94%
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	-	-	-	-	-	-
PLTGU Cilegon OMU CCPP Cilegon OMU	-	-	1	0,93%	1	0,93%
PLTU Barru OMU SPP Barru OMU	1	1,32%	-	-	-	-
PLTU Jeranjang OMU SPP Jeranjang OMU	-	-	-	-	-	-
PLTU Sanggau OMU SPP Sanggau OMU	-	-	-	-	-	-
PLTU Sintang OMU SPP Sintang OMU	-	-	-	-	-	-
Holtekamp POMU Holtekamp POMU	-	-	-	-	-	-
PLTA Orya Genyem OMU HPP Orya Genyem OMU	-	-	-	-	-	-
Project Unit	-	-	1	1,35%	-	-
Jumlah Total	179	4,17%	151	3,50%	124	2,94%
Usia Age						
< 31 tahun < 30 years	4	0,18%	4	0,19%	8	0,41%
31-50 tahun 31-50 years	11	0,64%	9	0,50%	11	0,59%
> 50 tahun > 50 years	164	40,29%	138	36,41%	105	28,15%
Jumlah Total	179	4,17%	151	3,50%	124	2,94%

Rata-Rata Masa Kerja Pegawai Keluar Berdasarkan Jenis Kelamin dan Usia (tahun) [GRI 401-1]

Average Tenure of Employment by Gender and Age (years) [GRI 401-1]

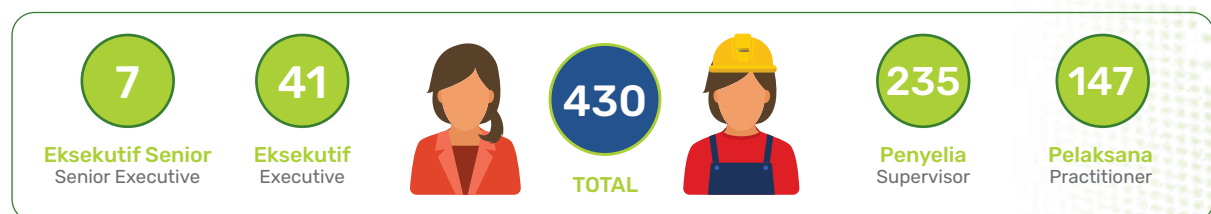
Keterangan Description	Pria Male	Wanita Female
< 31 tahun < 30 years	5,2	5,3
31-50 tahun 31-50 years	-	13,6
> 50 tahun > 50 years	-	27,4

Keberagaman dan Kesempatan Setara Diversity and Equal Opportunity

Sebagai Perusahaan yang bertanggung jawab dan menjunjung tinggi profesionalisme kerja, Indonesia Power berupaya seoptimal mungkin menciptakan lingkungan kerja aman, adil dan layak bagi pegawai. Indonesia Power menghargai keberagaman dan keinklusi di tempat kerja. Perusahaan mendorong keberagaman di tempat kerja termasuk dalam hal *gender*, pada tahun 2020 sebanyak 6,7% pegawai wanita menduduki jabatan penyelia dan eksekutif.

As a company that is responsible and upholds work professionalism, Indonesia Power strives as optimally as possible to create a safe, fair, and decent work environment for employees. Indonesia Power values diversity and inclusion in the workplace. The Company encourages diversity in the workplace, including in terms of gender. In 2020, 6.7% of female employees have supervisory and executive positions.

Komposisi Pegawai Wanita Indonesia Power Female Employee Composition of Indonesia Power



Program Kesejahteraan Pegawai

Employees' Welfare Program

Remunerasi dan Kesejahteraan Pegawai

Employees' Remuneration and Welfare

Pemberian remunerasi merupakan apresiasi Perusahaan atas prestasi dan kinerja pegawai dalam mencapai tujuan dan target-target Perusahaan. Indonesia Power menerapkan standar pemberian remunerasi yang kompetitif dengan mempertimbangkan persaingan industri sejenis, regulasi pemerintah dan kemampuan Perusahaan. Pemberian remunerasi juga mempertimbangkan kompetensi, kemampuan dan kinerja individu pada tahun tersebut. Indonesia Power tidak pernah membedakan jumlah remunerasi yang diterima pegawai pria atau wanita pada setiap kategori pegawai di setiap lokasi operasi Perusahaan. Seluruh pegawai baik pria maupun wanita pada jenjang yang sama memiliki besaran gaji yang sama di setiap unit bisnis Perusahaan, sehingga *ratio basic salary* yaitu 1:1. [GRI 405-2]

Selain pegawai tetap, di Indonesia Power juga terdapat pegawai tidak tetap/ tenaga kerja waktu tertentu (TKWT) dan alih daya. Komponen remunerasi pegawai TKWT disesuaikan dengan keahlian pegawai tersebut dan disesuaikan dengan kompensasi yang diterima oleh pegawai tetap pada level jabatan tertentu.

Perbedaan status kepegawaian tersebut berdampak terhadap pemberian komponen remunerasi atau *benefit* yang diperoleh. Kebijakan pemberian remunerasi tersebut diatur dalam surat perjanjian kerja antara Perusahaan dan pegawai TKWT dan Alih Daya yang bersangkutan. Dalam pelaksanaannya, Indonesia Power tetap berusaha menyesuaikan remunerasi pegawai TKWT dan Alih Daya dengan ketentuan dan standar peraturan ketenagakerjaan yang berlaku, termasuk ketentuan upah minimum kota dan upah minimum industri yang berlaku.

The Company appreciates its employees for the accomplishment and performance in achieving the Company's goals and targets by providing remuneration. Indonesia Power implements competitive remuneration standards by considering the competition in similar industries, government regulations, and the Company's ability. Remuneration also takes into account the competence, ability, and individual performance for the year. Indonesia Power does not differentiate the remuneration by gender for each employee category in each working area of the Company. All employees, both male and female at the same level, have the same amount of salary in all Company's business unit. Therefore, the basic salary ratio is 1:1. [GRI 405-2]

In addition to permanent employees, Indonesia Power also has non-permanent employees/contract employees (TKWT), and outsourcing. The remuneration component of TKWT employees is adjusted to the employee's expertise and is also adjusted to the compensation received by permanent employees at a certain level of position.

The difference in employment status impacts the provision of remuneration components or benefits obtained. The remuneration policy is regulated in a work agreement between the Company and the relevant TKWT and Outsourcing employees. In practice, Indonesia Power strives to adjust the remuneration of TKWT and Outsourcing employees with the provisions and standards of prevailing labor regulations, including the provisions of the city minimum wage and the applicable industry minimum wage.

Perbedaan Komponen Remunerasi Berdasarkan Status Kepegawaian [GRI 401-2]

Different Remuneration Components Based on Employment Status [GRI 401-2]

Kebijakan Policy	Benefit	Status Kepegawaian Employment Status		
		Pegawai Tetap Permanent Employee	TKWT Contract Employee	Alih Daya Outsourcing
Remunerasi Remuneration	Gaji/Imbalan Salary/Rewards	√	√	√
	Kompensasi Lembur Overtime Compensation	√	-	√
	Uang Pelepasan Termination Money	√	-	-
	Tunjangan Hari Tua Pension	√	-	-
	Asuransi Insurance	√	-	√
Pemeliharaan Kesehatan Health Care	Jaminan Kesehatan Health Insurance	√	√	√
	Tunjangan Kecelakaan Kerja Work Accident Allowances	√	√	√
Pendidikan/Pelatihan Education/Training	Pendidikan Formal Formal education	√	-	-
	Pelatihan Training	√	-	√
Kebijakan Lainnya Other Policies	Pinjaman Lunak Soft Loans	√	-	-
	Bantuan Pemakaman dan Dukacita Funeral and Condolences Assistance	√	-	-
	Bantuan Bencana Alam Natural Disaster Support	√	-	-
	Family Gathering Family Gathering	√	-	-
	Bantuan Fasilitas Sewa Rumah (BFSR) House Rental Facility Assistance (BFSR)	√ (tertentu) √ (specific)	-	-
Fasilitas Kerja Work Facilities	Pakaian Kerja/OR Work Clothes/Sport Clothing	√	-	√
	Rumah Jabatan Official Residence	√ (tertentu) √ (specific)	-	-
	Kendaraan Dinas Official Vehicle	√ (tertentu) √ (specific)	-	-
	Kendaraan Operasional Operational Vehicle	√	√	√
	Perjalanan Dinas Business Trip	√	√	√
	Alat Komunikasi Communication Equipment	√ (tertentu) √ (specific)	-	-
	Alat Penunjang Supporting Tools	√	√	√

Komponen remunerasi yang diterima oleh pegawai ada berbagai macam, salah satunya adalah upah atau gaji. Untuk pembayaran upah atau gaji pegawai, Indonesia Power sepenuhnya telah memberikan upah sesuai dengan ketentuan Upah Minimum Regional yang berlaku di masing-masing wilayah dimana unit bisnis dan kantor pusat Perusahaan berada. Adapun perbandingan upah *entry level* pegawai pada *level* terendah di Perusahaan untuk tahun 2020 dengan upah minimum regional masing-masing wilayah kerja dapat dilihat pada tabel berikut:

There are various components of remuneration received by employees, one of which is wages or salaries. In terms of payment of the employees' wages or salaries, Indonesia Power fully provides salary in accordance with the provisions of the Regional Minimum Wage applicable in each area where the Company's business units and head office are located. The comparison of entry-level wages for employees at the lowest level in the Company for 2020 with the regional minimum wages for each work area can be seen in the following table:

Perbandingan gaji pegawai entry level Indonesia Power dengan Upah Minimum [GRI 202-1]

Comparison of entry-level salary of Indonesia Power's employees with Minimum Wage [GRI 202-1]

Unit	Provinsi Province	Gaji Pegawai Entry Level (Rp) Entry Level Employee Salary (Rp)	Upah Minimum Provinsi (Rp) Provincial Minimum Wage (Rp)	Rasio Gaji Pegawai Baru Dibandingkan Upah Minimum Ratio of Entry-Level Employee Salary to Minimum Wage
Head Office	DKI Jakarta	5.749.000	4.276.349	1,34
Suralaya PGU	Banten	5.593.000	2.460.968	2,27
Priok POMU	DKI Jakarta	5.716.000	4.276.349	1,34
Saguling POMU	Jawa Barat West Java	5.574.000	1.810.350	3,08
Kamojang POMU	Jawa Barat West Java	5.593.000	1.810.350	3,09
Semarang PGU	Jawa Tengah Central Java	5.593.000	1.742.015	3,21
Mrica PGU	Jawa Tengah Central Java	5.490.000	1.742.015	3,15
Grati POMU	Jawa Timur East Java	5.593.000	1.768.777	3,16
Bali PGU	Bali	5.574.000	2.493.523	2,24
MSU	DKI Jakarta	5.593.000	4.276.349	1,31
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	Banten Banten	5.797.000	2.460.968	2,36
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	Banten Banten	5.217.000	2.460.968	2,12
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	Banten Banten	5.716.000	2.460.968	2,32
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	Jawa Barat Central Java	5.217.000	1.810.350	2,88
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	Jawa Tengah Central Java	5.797.000	1.742.015	3,33
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	Sumatera Utara North Sumatera	5.716.000	2.499.422	2,29
PLTGU Cilegon OMU CCPP Cilegon OMU	Banten Banten	5.797.000	2.460.968	2,36
PLTU Barru OMU SPP Barru OMU	Sulawesi Selatan South Sulawesi	5.901.000	3.103.800	1,90
PLTU Jeranjang OMU SPP Jeranjang OMU	Nusa Tenggara Barat West Nusa Tenggara	5.901.000	2.183.883	2,70
Project Unit	DKI Jakarta	5.574.000	4.276.349	1,30
Rata-rata Average				2,39

Hubungan Industrial yang Harmonis

Harmonious Industrial Relations

Indonesia Power menjunjung tinggi kebebasan berserikat dan berkumpul, dibuktikan dengan terbentuknya serikat pekerja dengan nama Persatuan Pegawai PT Indonesia Power (PP-IP) yang senantiasa dilibatkan dalam membahas berbagai kebijakan penting terkait dengan pengelolaan SDM maupun pengelolaan kegiatan operasional dan berbagai aspek strategis lain.

Sebagai tindak lanjut atas keberadaan serikat pekerja, maka pegawai dan manajemen Perusahaan kemudian menyusun dan menyepakati Perjanjian Kerja Bersama (PKB). Kesepakatan bersama, tugas, tanggung jawab dan hak-hak pegawai dalam PKB ditinjau secara berkala dan ditandatangani oleh perwakilan manajemen dan PP-IP. Seluruh pegawai tetap Indonesia Power (100% pegawai) terlindungi hak dan kewajibannya di dalam PKB. Sementara untuk pegawai tidak tetap atau alih daya, hak dan kewajibannya dituangkan dalam Perjanjian Kerja Waktu Tertentu (PKWT). [GRI 102-41]

Sebagai Perusahaan yang bertanggung jawab, Indonesia Power taat dan patuh terhadap norma dan aturan ketenagakerjaan yang berlaku secara internasional dan nasional. Sudah menjadi norma internasional yang diterima dan diratifikasi oleh berbagai negara untuk menolak praktik kerja paksa. Indonesia Power memastikan hal demikian tidak terjadi di setiap unit bisnis Perusahaan. Demikian pula dengan pekerja anak, Indonesia Power memiliki mekanisme untuk menyaring usia minimum pegawai yang diterima oleh Perusahaan. Kepatuhan tersebut juga diperluas cakupannya hingga ke kontraktor dan atau sub-kontraktor hingga pemasok Perusahaan. Kebijakan yang tegas dan pelaksanaan yang konsisten merupakan komitmen Perusahaan untuk senantiasa patuh pada aturan dan norma ketenagakerjaan. Secara umum, Indonesia Power mencatat tidak ada insiden terkait kerja paksa dan pekerja anak pada operasi dan pemasok Perusahaan yang terjadi selama tahun 2020.

Indonesia Power upholds the freedom of association and assembly, as evidenced by the establishment of a labor union under the name PT Indonesia Power Employee Association (PP-IP). The union is always involved in discussing various important policies related to HR management, operational management, and various other strategic aspects.

As a follow-up to the labor union, the employees and the Company's management prepared and agreed on a Collective Labor Agreement (CLA). The collective agreements, duties, responsibilities, and rights of employees in the CLA are reviewed periodically and signed by the representatives of management and PP-IP. All permanent employees of Indonesia Power (100% of employees) are protected by their rights and obligations under the CLA. Meanwhile, the rights and obligations of non-permanent or outsourced employees are stated in the Fixed Term Work Agreement (PKWT). [GRI 102-41]

As a responsible Company, Indonesia Power adheres to and complies with international and national employment norms and rules. Forced labor practice has been rejected and it has become an international norm accepted and ratified by various countries. Indonesia Power ensures that there is no practice of forced labor in any Company's business unit. Likewise, with child labor, Indonesia Power has a mechanism to screen the minimum age of employees accepted by the Company. This compliance is also extended to the contractors and/or sub-contractors, as well as the Company's suppliers. The Company's commitment to always complying with employment rules and legislation by implementing strict policies with consistency. In general, Indonesia Power recorded no incidents related to forced labor and child labor at the Company's operations and suppliers in 2020.

Cuti Melahirkan

Maternity Leave

Indonesia Power berkomitmen untuk memenuhi seluruh hak pegawai yang telah dijamin oleh Undang-Undang, termasuk hak Cuti Melahirkan. Pegawai wanita yang mengambil cuti melahirkan diberikan hak cuti selama tiga bulan dengan atau ±90 hari dan gaji tetap dibayar utuh selama periode cuti. Selain itu, Indonesia Power juga memberikan ijin bagi pegawai pria selama dua hari di luar cuti tahunan untuk mendampingi istrinya yang sedang melahirkan.

Ketentuan mengenai pemberian hak cuti tersebut, diatur secara formal dalam Surat Keputusan Direksi Nomor 49.K/010/IP/2010 tanggal 19 Mei 2010 tentang Cuti Sakit, Cuti Haid dan Cuti Bersalin dan PKB Bab VII Perlindungan Pasal 82 tentang Cuti Bersalin, Pasal 86 tentang Ijin Karena Kepentingan. Karyawan perempuan yang telah melaksanakan cuti melahirkan, tetap dijamin diterima bekerja kembali pada posisi semula dan mendapatkan kembali hak-haknya.

Selama tahun 2020, terdapat 36 orang pegawai wanita yang menggunakan hak cuti melahirkannya dan terdapat 125 orang pegawai pria yang menggunakan hak cuti *paternity leave*-nya. Dari 36 orang pegawai tersebut, seluruhnya sudah kembali bekerja ketika masa cuti berakhir (100%).

Indonesia Power is committed to fulfilling all employee rights guaranteed by law, including rights to maternity leave. Female employees who exercise their rights to take maternity leave have three months or ±90 days of leave, and their salaries are paid in full during the leave period. In addition, Indonesia Power also provides male employees with two days in addition to the annual leave to accompany his wife who gave birth (paternity leave).

Provisions regarding the rights of such leave are formally regulated in the Board of Directors' Decree No. 49.K/010/IP/2010 dated 19 May 2010 on Sick Leave, Menstrual Leave, and Maternity Leave, and CLA Chapter VII Protection Article 82 on Maternity Leave, Article 86 on Significant Leave. Female employees who have exercised their rights to maternity leave shall work again at their original position and regain their rights prior to maternity leave.

During 2020, 36 female employees used their rights to maternity leave and 125 male employees used their rights to paternity leave. All the 36 employees (100%) have returned to work after their leave period ended.

Realisasi *Maternity* dan *Paternity Leave* tahun 2020 [GRI 401-3]

Maternity and Paternity Leave in 2020 [GRI 401-3]

Keterangan Description	Pegawai Employee	
	Wanita Female (<i>Maternity Leave</i>)	Pria Male (<i>Paternity leave</i>)
Jumlah pegawai yang berhak mendapatkan hak cuti Number of employees entitled to leave entitlements	36	125
Jumlah pegawai yang menggunakan hak cuti Number of employees who exercise their leave	36	125
Jumlah pegawai yang kembali bekerja setelah masa cuti berakhir Number of employees returning to work after the leave period ends	35	125
Jumlah pegawai yang kembali bekerja setelah masa cuti berakhir, yang masih dipekerjakan kembali 12 bulan setelah kembali bekerja Number of employees returning to work after the leave period ended, who were still working 12 months after their return	35	125
Tingkat pegawai yang menggunakan hak cuti yang kembali bekerja (%) Employees who exercised their leave entitlements and returned to work (%)	100%	100%
Tingkat pegawai yang kembali setelah masa cuti berakhir, yang masih dipekerjakan kembali 12 bulan setelah kembali bekerja Number of employees returning to work after the leave period ended, who were still working 12 months after their return	97,22%	100%

Program Pensiun

Pension Program

Sebagai bentuk tanggung jawab kepada pegawai yang telah berdedikasi penuh kepada Perusahaan, Indonesia Power memberikan program pensiun sebagai berikut:

As a form of responsibility to employees who have dedicated their lives to the Company, Indonesia Power provides the following pension plans:

1. Program Pensiun Iuran Pasti

Program pensiun ini dikelola oleh Dana Pensiun Lembaga Keuangan, diikuti oleh pegawai pengangkatan tahun 2012 dan seterusnya. Setiap bulan dilakukan penyetoran iuran Pensiun dengan komposisi minimal 6% iuran Peserta dan 4% iuran Pemberi Kerja kepada DPLK yang dipilih pegawai. Manfaat pensiun jumlahnya tidak pasti karena ditentukan dari akumulasi iuran tetap bulanan dan hasil pengembangan iuran oleh DPLK.

[GRI 201-3]

1. Fully Funded Pension Plan

This program is managed by the Financial Institution Pension Fund, employees who were appointed in 2012 onwards participate in this scheme. The Pension Contribution deposited each month shall be a minimum of 6% Participant Contribution and 4% Employer Contribution to the Financial Institution Pension Fund (DPLK) chosen by the employee. The amount of the pension benefit is not fixed as it is determined by the accumulated monthly contribution and return of investment by the DPLK. [GRI 201-3]

2. Program Pensiun Manfaat Pasti

Dikelola oleh Dana Pensiun PLN (DPPLN), diikuti oleh pegawai pengangkatan tahun 2011 dan sebelumnya. Setiap bulan, dilakukan penyetoran iuran Pensiun ke DPPLN Pensiun dengan komposisi 6% iuran Peserta dan 13,41% iuran Pemberi Kerja. Manfaat pensiun sifatnya pasti berdasarkan rumus perhitungan. Manfaat pensiun dibayarkan setiap bulannya kepada Pegawai yang telah pensiun, baik pensiun normal maupun pensiun dini (usia 46 ke atas) langsung ke rekening penerima Manfaat Pensiun.

2. Pay As You Go Pension Plan

Managed by PLN Pension Fund, employees who were appointed prior to 2011 participate in this scheme. The Pension Contribution deposited each month to DPPLN shall be a minimum of 6% Participant Contribution and 13.41% Employer Contribution. The pension benefit is fixed in nature based on a formula. The pension benefit is paid to the retired Employee every month, for the case of normal pension or early retirement (age = 46 years old), directly to the account of the Pension beneficiary.

3. Pensiun Dini

Indonesia Power menyediakan program pensiun dini atas dasar kesepakatan Perusahaan dan pegawai yang didampingi oleh Persatuan Pegawai Indonesia Power (PP-IP). Penawaran pensiun dini bersifat terbatas, yaitu khusus bagi pegawai yang memenuhi kriteria yang telah ditentukan Perusahaan yaitu kriteria umur, nilai kinerja dan tidak sedang mendapatkan sanksi disiplin. Bagi pegawai yang pengajuannya disetujui Perusahaan, Indonesia Power akan diberikan pesangon pensiun dini dan pembekalan pensiun maksimal enam bulan sejak ditetapkannya Keputusan Direksi tentang Pemberhentian sebagai Pegawai.

3. Early Retirement.

Indonesia Power offers an early retirement program based on the agreement with the Company and employees, fostered by Indonesia Power Employees Union (PP- IP). Early retirement is offered on a limited basis, specifically for employees who meet the criteria set by the Company, i.e., age, performance assessment, and not being subject to disciplinary action. If the Company approves the proposal, Indonesia Power will provide early retirement severance and retirement training for a maximum period of 6 months since the enactment of the Board of Directors Decision on the Employee Termination.

4. Program Masa Persiapan Pensiun (MPP)

[GRI 404-2]

Program ini diperuntukkan bagi pegawai yang akan memasuki masa purnabakti. Tujuannya untuk mempersiapkan masa pensiun pegawai dalam mengembangkan potensi diri dan dapat mengelola permasalahan yang akan terjadi. Melalui bekal itu, diharapkan para pegawai tersebut siap secara mental dan spiritual dalam menghadapi masa pensiun dan dapat tetap nyaman dan produktif. Program MPP terdiri dari:

1. Pembekalan pra-purna bhakti untuk menyiapkan psikologis terkait dengan pengelolaan keuangan dan kesehatan yang diberikan minimal tiga tahun sebelum pegawai memasuki masa pensiun; dan
2. Pembekalan diklat purna bhakti yang diberikan dua tahun sebelum pegawai memasuki masa pensiun, dengan pilihan: kewirausahaan, sertifikasi dan pembekalan rohani.

Pada tahun 2020, telah dilaksanakan Diklat Pembekalan Masa Purna Bakti kepada 14 pegawai berupa pelaksanaan program pembekalan rohani yang meliputi ibadah umroh dan ziarah, serta program kewirausahaan.

[GRI 404-2]

Indonesia Power juga telah membuat proyeksi pegawai yang akan memasuki masa pensiun dalam jangka waktu 5 dan 10 tahun ke depan yang diuraikan pada tabel-tabel di bawah ini:

4. Pension Preparation Period (MPP) Program

[GRI 404-2]

This program is targeted at employees who will enter their retirement period. The objective is to prepare employees for retirement in developing their potential and being able to manage problems that will occur. This program expects that these employees will be mentally and spiritually ready to face retirement and be able to remain comfortable and productive. MPP program consists of:

1. Pre-pension debriefing to prepare psychologically in terms of financial and health management, which is provided at least three years before employees enter the retirement age; and
2. Pension debriefing, which is provided two years before employees enter retirement, with various options: entrepreneurship, certification, and spiritual debriefing.

In 2020, Pension Debriefing Training and Education was carried out for 14 employees by means of entrepreneurship program and spiritual debriefing programs, which included Umrah and pilgrimage worship. [GRI 404-2]

Indonesia Power has made forecast of employees who will retire in the next 5 and 10 years, which are described in the table below:

Proyeksi Jumlah Pegawai Pensiun dalam 5 Tahun ke Depan [EU15]

Projected Total Number of Retired Employees in the Upcoming 5 Years [EU15]

Unit Kerja Work Unit	Jenis Kelamin Gender			Tingkat Jabatan Position							Bidang Field		
	Pria Male	Wanita Female	Jumlah Total	Eksekutif Utama Chief Executive	Eksekutif Senior Senior Executive	Eksekutif Executive	Penyelia Atas Head Supervisor	Penyelia Dasar Supervisor	Pelaksana Practitioner	Jumlah Total	Teknik Technical	Non Teknik Non-Technical	Jumlah Total
Head Office	59	4	63	4	26	18	14	1		63	39	24	63
Suralaya PGU	99	6	105	1	-	-	30	53	21	105	81	24	105
Priok POMU	31	-	31	1	-	-	7	12	11	31	26	5	31
Saguling POMU	15	3	18	-	1	-	9	5	3	18	14	4	18
Kamojang POMU	25	1	26	-	-	-	7	13	6	26	15	11	26
Semarang PGU	11	-	11	-	-	1	7	1	2	11	7	4	11
Mrica PGU	29	3	32	-	1	2	8	10	11	32	21	11	32
Grati POMU	5	3	8	-	-	-	5	2	1	8	4	4	8
Bali PGU	23	-	23	-	-	1	7	13	2	23	18	5	23
MSU	13	-	13	1	1	1	10	-	-	13	12	1	13
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	6	-	6	-	-	1	3	2	-	6	4	2	6
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	6	-	6	-	-	1	4	1	-	6	6	-	6
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	5	-	5	-	-	-	5	-	-	5	4	1	5
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	7	-	7	-	-	1	5	1	-	7	5	2	7
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	8	-	8	-	-	-	5	3	-	8	8	-	8
PLTGU Cilegon OMU CCPP Cilegon OMU	-	-	0	-	-	-	-	-	-	0	-	-	0
Holtekamp POMU	1	-	1	-	-	-	1	-	-	1	1	-	1
PLTU Jeranjang OMU SPP Jeranjang OMU	3	-	3	-	-	-	3	-	-	3	2	1	3
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	1	-	1	-	-	1	-	-	-	1	-	1	1
Project Unit	1	-	1	1	-	-	-	-	-	1	1	-	1
Jumlah Total	289	20	368	8	29	27	130	117	57	368	268	100	368

Proyeksi Jumlah Pegawai Pensiun dalam 10 Tahun ke Depan [EU15]

Projected Total Number of Retired Employees in the Upcoming 10 Years [EU15]

Unit Kerja Work Unit	Jenis Kelamin Gender			Tingkat Jabatan Position							Bidang Field		
	Pria Male	Wanita Female	Jumlah Total	Eksekutif Utama Chief Executive	Eksekutif Senior Senior Executive	Eksekutif Executive	Penyelia Atas Head Supervisor	Penyelia Dasar Supervisor	Pelaksana Practitioner	Jumlah Total	Teknik Technical	Non Teknik Non-Technical	Jumlah Total
Head Office	127	14	141	4	45	59	29	4	-	141	76	65	141
Suralaya PGU	154	8	162	1	1	5	46	82	27	162	128	34	162
Priok POMU	83	3	86	1	1	3	24	32	25	86	65	21	86
Saguling POMU	28	3	31	-	1	3	18	6	3	31	23	8	31
Kamojang POMU	106	5	111	-	1	3	33	57	17	111	80	31	111
Semarang PGU	56	4	60	-	1	3	25	24	7	60	47	13	60
Mrica PGU	44	8	52	-	1	3	14	17	17	52	32	20	52
Grati POMU	32	6	38	-	-	1	27	6	4	38	25	13	38
Bali PGU	69	-	69	-	-	3	25	37	4	69	51	18	69
MSU	39	5	44	1	2	17	20	3	1	44	36	8	44
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	11	-	11	-	1	2	5	3	-	11	9	2	11
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	15	-	15	-	-	3	11	1	-	15	13	2	15
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	12	-	12	-	-	2	10	-	-	12	9	3	12
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	12	-	12	-	-	3	8	1	-	12	9	3	12
PLTU Jawa Tengah 2 Adipala OMU SPP Central Java 2 Adipala OMU	15	-	15	-	-	2	8	5	-	15	12	3	15
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	4	-	4	-	-	1	3	-	-	4	3	1	4
PLTGU Cilegon OMU CCPP Cilegon OMU	5	-	5	-	-	1	4	-	-	5	4	1	5
Holtekamp POMU	1	-	1	-	-	-	1	-	-	1	1	-	1
PLTU Jeranjang OMU SPP Jeranjang OMU	3	-	3	-	-	-	3	-	-	3	2	1	3
Project Unit	8	-	8	-	1	4	3	-	-	8	7	1	8
PLTU Barru OMU SPP Barru OMU	-	-	0	-	-	-	-	-	-	0	-	-	0
PLTU Sintang OMU SPP Sintang OMU	-	-	0	-	-	-	-	-	-	0	-	-	0
Jumlah Total	824	56	880	7	55	118	317	278	105	880	632	248	880

Proyeksi Jumlah Pekerja yang Akan Memasuki Masa Pensiun Dalam 5-10 Tahun Ke Depan Berdasarkan Kategori Pekerjaan [EU15]

Projected Number of Employees who Will Retired in the Upcoming 5-10 Years by Job Category [EU15]

Unit Bisnis Job Category	Jumlah Pegawai Employees	Proyeksi Jumlah Pegawai Pensiun Projected Number of Retired Employees			
		5 Tahun Ke Depan Upcoming 5 years		10 Tahun Ke Depan Upcoming 10 years	
		Jumlah Pegawai Pensiun Number of Retired Employees	%	Jumlah Pegawai Pensiun Number of Retired Employees	%
Non Teknik Non-Technical	1.019	100	10%	248	24%
Teknik Technical	3.197	268	8%	632	20%
Audit Audit	39	10	26%	21	54%
K3 OHS	89	11	12%	21	24%
Kajian dan Optimalisasi Review and Optimization	417	82	20%	167	40%
Mutu, Kinerja dan Risiko Quality, Performance, and Risk	95	10	11%	25	26%
Operasi Operations	1.205	61	5%	186	15%
Pemeliharaan Maintenance	978	65	7%	154	16%
Pengembangan Usaha Business Development	123	2	2%	11	9%
Supply Chain Management	194	19	10%	47	24%
Tata Niaga Listrik Electrical Commerce	69	5	7%	13	19%
Technical Support	290	32	11%	65	22%
Jumlah Total	4.216	368	9%	880	21%



Pendekatan Manajemen: Topik Kepegawaian terkait Pelatihan dan Pendidikan [GRI 103-1, 103-2, 103-3]

**Management Approach:
Employment Topic related
to Training and Education**
[GRI 103-1, 103-2, 103-3]

Pendekatan manajemen ini mencakup program pelatihan dan tinjauan rutin kinerja dan pengembangan karir. Topik-topik tersebut dianggap penting karena terkait dengan pemenuhan kapasitas dan kapabilitas SDM untuk mencapai *human capital excellence* yang adaptif terhadap perubahan yang dapat mendukung pengembangan bisnis dan keberlangsungan Perusahaan.

This management approach includes training programs and regular reviews of performance and career development. These topics are considered important because they are related to the fulfillment of HR capacity and capability to achieve human capital excellence that is adaptive to changes to support the Company's business development and sustainability.



Kebijakan

Policy

Kebijakan Perusahaan

- Surat Keputusan Direksi Nomor 38.K/010/IP/2009 tentang Sistem Manajemen Sumber Daya Manusia berbasis Kompetensi
- Surat Keputusan Direksi Nomor 50.K/010/IP/2011 tentang Sistem Pembelajaran Pegawai
- Surat Keputusan Direksi Nomor 80.K/010/IP/2012 tentang Sistem Manajemen Kinerja Pegawai
- Surat Keputusan Direksi Nomor 186.K/010/IP/2012 tentang Perubahan atas Keputusan Direksi Nomor 38.K/010/IP/2009 tentang Sistem Manajemen Sumber Daya Manusia berbasis Kompetensi
- Surat Keputusan Direksi Nomor 144.K/010/IP/2018 tentang Sistem Pembinaan Kompetensi dan Karir Pegawai
- Surat Keputusan Direksi Nomor 111.K/010/IP/2017 tentang Diklat Prajabatan
- Surat Keputusan Direksi Nomor 144.K/010/IP/2018 tentang Sistem Manajemen Kinerja Pegawai
- Surat Keputusan Direksi Nomor 111.K/010/IP/2017 tentang Sistem Tugas Karya
- Surat Keputusan Direksi Nomor 017.K/010/IP/2019 tentang Sistem *Expertise* Operasi, Pemeliharaan dan Enjiniring
- Surat Keputusan Direksi Nomor 048.K/010/IP/2019 tentang Struktur Profesi di Lingkungan PT Indonesia Power
- Surat Keputusan Direksi Nomor 062.K/010/IP/2019 tentang Direktori Kompetensi Bidang dan Kebutuhan Kompetensi Jabatan
- Surat Keputusan Direksi Nomor 231.K/010/IP/2019 tentang Sistem Manajemen Talenta
- PKB Bab IV Pembinaan dan Pengembangan Pegawai pasal 22 tentang Pendidikan dan Pelatihan

Ketentuan Umum diantaranya

- Undang-undang Republik Indonesia Nomor 30 Tahun 2009 tentang Ketenagalistrikan Bab XI Lingkungan Hidup dan Keteknikan Pasal 44 Ayat (6) "Setiap tenaga teknik dalam usaha ketenagalistrikan wajib memiliki sertifikat kompetensi"
- Keputusan Direktur Jenderal Pembinaan Hubungan Industrial dan Pengawasan Ketenagakerjaan Nomor Kep-311/BW/2002

Company's Policies

- The Board of Directors' Decree No. 38.K/010/IP/2009 on Competency-Based Human Resources Management System
- The Board of Directors' Decree No. 50.K/010/IP/2011 on Employee Learning System
- The Board of Directors' Decree No. 80.K/010/IP/2012 on Employee Performance Management System
- The Board of Directors' Decree No. 186.K/010/IP/2012 on the Amendment to the Board of Directors' Decree No. 38.K/010/IP/2009 on the Competency-Based Human Resource Management System
- The Board of Directors' Decree No. 144.K/010/IP/2018 on Employee Competency and Career Development System
- The Board of Directors' Decree No. 111.K/010/IP/2017 on Pre-service Training
- The Board of Directors' Decree No. 144.K/010/IP/2018 on Employee Performance Management System
- The Board of Directors' Decree No. 111.K/010/IP/2017 on Work Duties System
- The Board of Directors' Decree No. 017.K/010/IP/2019 on Expertise System of Operations, Maintenance, and Engineering
- The Board of Directors' Decree No. 048.K/010/IP/2019 on the Professional Structure within PT Indonesia Power
- The Board of Directors' Decree No. 062.K/010/IP/2019 on the Field Competency Directory and Position Competency Needs
- The Board of Directors' Decree No. 231.K/010/IP/2019 on Talent Management System
- CLA Chapter IV Employee Guidance and Development Article 22 on Education and Training

General Provisions

- Law of the Republic of Indonesia No. 30 of 2009 on Electricity Chapter XI Environment and Engineering Article 44 Paragraph (6) "Every engineer in the electricity business shall have a certificate of competence"
- Decree of the Director General of Industrial Relations and Labor Supervision No. Kep-311/BW/2002

Komitmen	Commitment
Mengelola pengembangan kompetensi dengan berbasis kinerja dengan ukuran kesiapan <i>human capital</i> .	Managing performance-based competency development based on human capital readiness.
Sasaran dan Target	Goals and Targets
Skor kesiapan <i>human capital</i> (<i>Human Capital Readiness</i> - HCR) adalah 4,51 (skala 5).	The Human Capital Readiness (HCR) score is 4.51 (out of 5).
Realisasi	Realization
Realisasi akhir tahun skor HCR adalah 4,51.	The year-end realization of HCR score is 4.51.
Program/Inisiatif	Program/Initiative
- Penguatan Kapabilitas dan Implementasi Pengembangan Kompetensi berbasis <i>Learning Value Chain</i> - Penyusunan mekanisme LNA (<i>Learning Need Analysis</i>) Berbasis <i>Corporate University</i> - Penyediaan <i>Integrated Learning Management System</i> - Penyusunan Standar Pengelolaan Pembelajaran - Program Sertifikasi Keahlian - Penyediaan <i>Ubiquitous Learning</i> - <i>Asset Management Capacity Building</i> - Penguatan Kapabilitas Pengembangan Pembangkit dan Non Pembangkit - <i>Health, Safety and Security Advance Training</i>	- Capacity Building and and Implementation of Learning Value Chain-based Competency Development - Preparation of the LNA (<i>Learning Need Analysis</i>) mechanism based on <i>Corporate University</i> - Provision of <i>Integrated Learning Management System</i> - Preparation of Learning Management Standards - Expertise Certification Program - Provision of <i>Ubiquitous Learning</i> - <i>Asset Management Capacity Building</i> - Strengthening the Capabilities of Generating and Non-Generating Development - Health, Safety and Security Advance Training
Evaluasi	Evaluation
- Penilaian Kinerja dan Pengembangan Karir - Pelaksanaan Survei HRSE - Penanganan Pengaduan Pegawai	- Performance Assessment and Career Development - HRSE Survey - Employee Complaint Management
Penanggung Jawab	Person in Charge
- Vice President of Human Capital and Change Management - Vice President of Human Capital Development - Vice President of Talent Management	- Vice President of Human Capital and Change Management - Vice President of Human Capital Development - Vice President of Talent Management



Program Pengelolaan dan Pengembangan Pegawai

Employee Management and Development Program

Peningkatan Kompetensi dan Keahlian Pegawai [GRI 404-2]

Employee Competency and Expertise Development [GRI 404-2]

Indonesia Power berkomitmen untuk memberikan kesempatan bagi seluruh pegawai untuk terus mengembangkan kompetensinya guna menunjang pengembangan karir dan kinerja individu. Dalam masa pandemi ini, Indonesia Power melakukan penyesuaian dalam pengembangan kompetensi dan keahlian pegawai termasuk penyesuaian program pelatihan yang dilakukan secara daring dan tetap memperhatikan protokol kesehatan yang berlaku.

Dalam merespon hal ini, Indonesia Power telah memiliki *platform* pelatihan daring bagi pegawai yang telah diluncurkan pada akhir tahun 2019 yaitu *Digital Learning IP Academy*. IP Academy memiliki 5 kelas yakni, *Virtual Classroom* yang memiliki konten *leadership* program yang diperuntukkan bagi seluruh *general manager unit*, *Virtual Reality* yang dikhususkan untuk pembelajaran turbin uap dan alat bantu serta pengoperasian pompa, Kelas *Gamification* yang menggunakan *games* berbasis digital sebagai bentuk *action learning assessment* bagi peserta, Kelas *Micro Learning* untuk konten video pendek berisi materi Aset Manajemen, Turbin Air, dan Modul Keuangan pada Aplikasi Enterprise Resources Planning (ERP), dan kelas Reliability Efficiency Optimization Center (REOC) Simulator yang pembelajarannya menggunakan simulator REOC.

Sepanjang tahun 2020, Indonesia Power telah menginvestasikan sebesar Rp35,1 miliar untuk seluruh kegiatan pengembangan kompetensi dan keahlian pegawai. Sebanyak 354.584 jam pelatihan telah diikuti oleh pegawai Indonesia Power. Sehingga rata-rata jam pelatihan mencapai 84 jam per pegawai. [GRI 404-1]

Indonesia Power is committed to providing opportunities for all employees to develop their competencies to support their career development and individual performance. During this pandemic, Indonesia Power adjusted the development of employee competencies and skills, including training programs that were carried out online, while still paying attention to the applicable health protocols.

In response to this, Indonesia Power has an online training platform for employees, which was launched at the end of 2019, i.e., the IP Academy Digital Learning. IP Academy has 5 classes, i.e., Virtual Classroom, which has leadership program content targeted for all general manager units, Virtual Reality, which is devoted to learning steam turbines, auxiliary equipment, and pump operation, Gamification Class, which uses digital-based games as a form of action learning assessment for students, and Micro-Learning Class for short video containing materials on Asset Management, Water Turbine, and Finance Modules in Enterprise Resources Planning (ERP) Applications, and Reliability Efficiency Optimization Center (REOC) Simulator class, which is a learning process by using REOC simulator.

During 2020, Indonesia Power has invested Rp35.1 billion for all employee competency and skill development activities. Indonesia Power's employees participated in a total of 354,584 training hours. Thus, the average hour of training is 84 training hours per participant. [GRI 404-1]

Rata-rata Jam Pelatihan Berdasarkan Jenis Kelamin dan Kategori Pegawai [GRI 404-1]

Average Training Hours by Gender and Employee's Category [GRI 404-1]

Uraian Description	2018			2019			2020		
	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total	Pria Male	Wanita Female	Jumlah Total
Jumlah Pegawai Employees	3.868	426	4.294	3.870	450	4.320	3.786	430	4.216
Jumlah Jam Pelatihan/Pendidikan Training Hours/Education	637.139	51.808	688.947	1.121.860	134.736	1.256.596	320.752	33.832	354.584
Rata-rata Jam Pelatihan per Pegawai (Durasi/Orang) Average Training Hours per Employee (Hours/Person)	165	122	160	290	299	291	85	79	84

Rata-rata Jam Pelatihan Berdasarkan Kategori Pegawai [GRI 404-1]

Average of Training Hours by Employee's Category [GRI 404-1]

Uraian Description	2018			2019			2020		
	Manajemen Management	Staf Staff	Jumlah Total	Manajemen Management	Staf Staff	Jumlah Total	Manajemen Management	Staf Staff	Jumlah Total
Jumlah Pegawai Employees	388	3.906	4.294	381	3.939	4.320	369	3847	4.216
Jumlah Jam Pelatihan/Pendidikan Training Hours/Education	74.024	614.923	688.947	98.152	1.158.444	1.256.596	50.808	303.776	354.584
Rata-rata Jam Pelatihan per Pegawai (Durasi/Orang) Average Training Hours per Employee (Hours/Person)	191	157	160	258	294	291	138	79	84

Berikut adalah rincian berbagai kegiatan pengembangan kompetensi dan keahlian pegawai Indonesia Power sepanjang tahun 2020:

1. Pendidikan Formal

Indonesia Power memfasilitasi pegawai untuk mendapatkan kualifikasi profesional melalui jalur pendidikan formal dengan program beasiswa. Program ini bekerja sama dengan Lembaga pendidikan Tinggi yang berkualitas dan berkompeten dalam mengajarkan bidang ilmu sesuai kebutuhan Perusahaan. Selama tahun 2020, sebanyak 41 orang pegawai menerima program beasiswa ini.

The following are the details of various competency and skill development for Indonesia Power employees throughout 2020:

1. Formal education

Indonesia Power facilitates employees to obtain professional qualifications through formal education with a scholarship program. This program is in collaboration with quality and competent higher education institutions in the fields of science in accordance with the Company's needs. In 2020, 41 employees received this scholarship program.

2. Sertifikasi

Indonesia Power memastikan tersedianya tenaga kerja yang terampil dalam bidang ketenagalistrikan melalui program sertifikasi yang bekerjasama dengan lembaga sertifikasi. Jenis sertifikasi yang dilakukan terdiri dari:

2. Certification

Indonesia Power ensures the availability of expert employees in the electricity sector through a certification program in collaboration with certification agencies. The type of certification consists of:

Program Sertifikasi Tahun 2020 [GRI 404-2, EU14]

Certification Program in 2020 [GRI 404-2, EU14]

No	Jenis Sertifikasi Certification Type	Jumlah Peserta Participant
1	Sertifikasi Kompetensi Tenaga Teknik Ketenagalistrikan Electrical Engineering Certificate of Competency	573
1.1	Operasi Operations	296
1.2	Pemeliharaan Maintenance	277
2	Sertifikasi K3 & Lingkungan OHS & Environmental Certification	640
2.1	Pelatihan Life Cycle Assessment Proper Life Cycle Assessment Proper Training	39
2.2	Sertifikasi Accident Investigation Accident Investigation Certification	39
2.3	Sertifikasi Ahli Hygiene Industri Muda (HIMU) Young Industrial Hygiene Expert Certification (HIMU)	27
2.4	Sertifikasi Ahli K3 Umum General HSE Expert Certification	11
2.5	Sertifikasi Auditor Energi Energy Auditor Certification	27
2.6	Pelatihan & Sertifikasi Pencegahan & Penanggulangan Kebakaran Kelas D Fire Prevention & Firefighting Training & Certification Class D	100
2.7	Sertifikasi Juru Ikat/Rigger Rigger Certification	7
2.8	Sertifikasi Manajer Energi Energy Manager Certification	25
2.9	Sertifikasi Manajer Pengendalian Pencemaran Air (MPPA) Certification of Water Pollution Control Manager (MPPA)	23
2.10	Sertifikasi Manajer Pengendalian Pencemaran Udara (MPPU) Certification of Air Pollution Control Manager (MPPU)	23
2.11	Sertifikasi Operator Forklift Kelas 2 Class 2 Forklift Operator Certification	8
2.12	Sertifikasi Penanggung Jawab Operasional Instalasi Pengendalian Pencemaran Air (POPA) Person in Charge of Operational Water Pollution Control Installation (POPA) Certification	16
2.13	Sertifikasi Penanggung Jawab Operasional Instalasi Pengendalian Pencemaran Udara (POPU) Person in Charge of Operational Air Pollution Control Installation (POPU) Certification	17
2.14	Sertifikasi Pengelolaan Limbah B3 (PLB3) B3 Waste Management Certification (PLB3)	22
2.15	Sertifikasi Pengelolaan Limbah Non B3 (PLNB3) Non-B3 Waste Management Certification (PLNB3)	26
3	Sertifikasi Keahlian Expertise Certification	26
3.1	Certified Maintenance Reliability Program (CMRP)	8
3.2	Sertifikasi Integrated Solar Photovoltaic PV Designer Integrated Solar Photovoltaic PV Designer Certification	45
3.3	Certified Supply Chain Analyst (CSCA) Certified Supply Chain Analyst (CSCA)	4
3.4	Assessment Center Assessor Certification Assessment Center Assessor Certification	1
3.5	Certified Data Science for Programmer (CDSP) Certified Data Science for Programmer (CDSP)	5
3.6	Certified Learning Manager (CLM) Certified Learning Manager (CLM)	13
3.7	Certified Learning Technologist (CLT) Certified Learning Technologist (CLT)	20
3.8	GRI Standards Certified Training On Sustainability GRI Standards Certified Training On Sustainability	3
3.9	Mikrotik Certified Network Associate Mikrotik Certified Network Associate	2

No	Jenis Sertifikasi Certification Type	Jumlah Peserta Participant
3.10	PRINCE2® Foundation Certificate in Project Management PRINCE2® Foundation Certificate in Project Management	7
3.11	Sertifikasi HR Supervisor HR Supervisor Certification	4
3.12	Sertifikasi Qualified Internal Auditor Tingkat Lanjutan Advanced Qualified Internal Auditor Certification	5
3.13	Sertifikasi Qualified Internal Auditor Tingkat Manajerial Managerial Level Qualified Internal Auditor Certification	3
3.14	Sertifikasi Training of Online Trainer Training of Online Trainer Certification	22
3.15	Sertifikasi Training of Trainer (TOT) Training of Trainer (TOT) Certification	8
3.16	Qualified Risk Management Officer (QRMO) Qualified Risk Management Officer (QRMO)	18
3.17	Qualified Risk Management Professional (QRMP) Qualified Risk Management Professional (QRMP)	41
3.18	Insinyur Profesional Professional Engineers	62
3.19	The Self-study Financial Modeling & Valuation Analyst (FMVA)® Certification Program The Self-study Financial Modeling & Valuation Analyst (FMVA)® Certification Program	5

3. Akselerasi Kompetensi Bidang O&M

Akselerasi kompetensi bidang O&M terus dilaksanakan secara berkelanjutan untuk menjamin kebutuhan kompetensi pegawai pada bisnis inti perusahaan. Berikut kegiatan yang sudah terselenggara tahun 2020:

3. Competence Acceleration in O&M

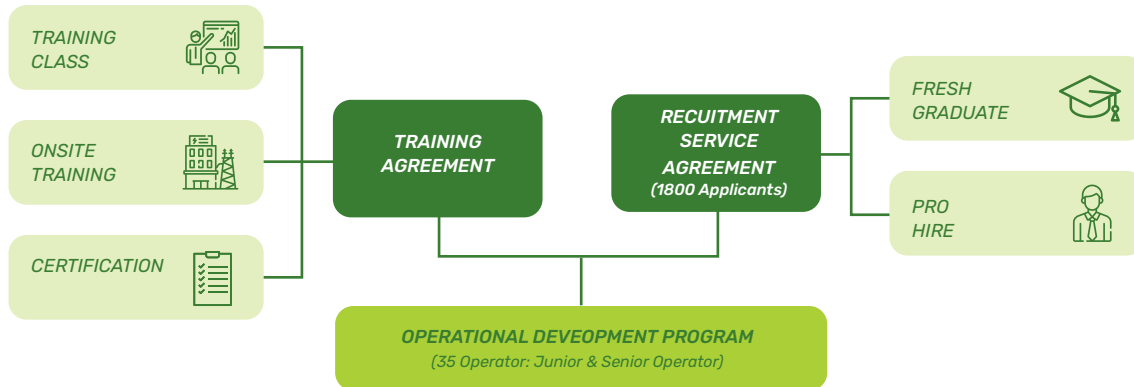
The acceleration of competence in the O&M sector shall be carried out continuously to ensure the competency needs of employees in the Company's core business. The following activities have been held in 2020:

Pelaksanaan Pelatihan Akselerasi Kompetensi

Competency Acceleration Training

Bidang Field	Jumlah Pelatihan Training	Jumlah Peserta Number of Participants (Person)
Operasi Operations	86	797
Pemeliharaan Maintenance	13	176

Operational Development Program



Program ini kian mengukuhkan lini bisnis solusi energi Indonesia Power. Melalui ODP, Indonesia Power menyiapkan SDM-SDM pembangkitan yang andal, kompeten, serta siap ditempatkan di garda terdepan sebagai tenaga operator dan pemeliharaan pembangkit.

ODP merupakan program penyiapan SDM yang terintegrasi, mulai dari proses rekrutmen, pendidikan dan pelatihan, hingga sertifikasi kompetensi sesuai ketentuan Perundang-Undangan. Program ini dimotori oleh SDM-termasuk instruktur dan mentor yang berpengalaman dan kompeten dalam O&M pembangkit.

Dengan sarana pembelajaran yang terintegrasi dengan sistem informasi di perusahaan, yaitu LMS IP, memberi kemudahan sekaligus optimalisasi proses pembelajaran di kelas. Pembelajaran juga didukung simulator pembangkit.

Peserta pun mendapat kesempatan kerja praktik/magang (*On the Job Training-OJT*) pada pembangkit-pembangkit yang dimiliki dan dioperasikan Indonesia Power. Di akhir masa diklat, dilakukan Uji Sertifikasi Kompetensi. Dengan mengantongi sertifikat kompetensi, peserta dinyatakan berkompeten dan siap terjun untuk melaksanakan O&M pembangkit.

This program further strengthens Indonesia Power's energy solutions business line. Through ODP, Indonesia Power prepares reliable, competent, and ready-to-use power generation HR who are ready to be placed on the front lines as plant operators and maintenance personnel.

ODP is an integrated HR preparation program, starting from the recruitment process, education and training, to competency certification in accordance with statutory provisions. This program is driven by HR, including experienced and competent instructors and mentors in power plant O&M.

The learning facilities that are integrated with the Company's information system, i.e., LMS IP, provide convenience and optimize the learning process in the classroom. The learning process is also supported by a power generator simulator.

Participants also have an opportunity to do practical work/internship (*On-the-Job Training/OJT*) at power plants owned and operated by Indonesia Power. At the end of the training, a Test for Certificate of Competency is conducted. By having a Certificate of Competency, participants are declared competent and ready to carry out power plant O&M.

Penilaian Kinerja dan Pengembangan Karir

Performance Assessment and Career Development

Penilaian atas kinerja pegawai dilakukan secara berkala setiap enam bulan sekali oleh atasan langsung dengan mengevaluasi pencapaian kinerja pegawai yang bersangkutan. Penilaian dilakukan dengan menggunakan aplikasi Sistem Manajemen Kinerja Pegawai (SIMKP).

Employee's performance assessment is carried out regularly every six months by the direct supervisor, by evaluating the performance accomplishment of such employee. The assessment is conducted using the Employee Performance Management System (SIMKP) application.

Dalam penilaian kinerja, setiap pegawai berhak memperoleh evaluasi kinerja di setiap akhir semester. Hasil penilaian kinerja kemudian akan dijadikan acuan dalam pengembangan karir, pemberian remunerasi dan promosi pegawai yang didasarkan pada kinerja, kesiapan, kompetensi teknis dan perilaku pegawai. Selama tahun 2020, seluruh pegawai Indonesia Power (100%) baik pria maupun wanita, di seluruh tingkat jabatan organisasi telah mendapatkan penilaian kinerja. [GRI 404-3]

In performance assessment, every employee is entitled to a performance evaluation at the end of each semester. The results of the performance assessment will be used as a reference in career development, remuneration, and promotion of employees based on performance, readiness, technical competence, and behavior. By 2020, all employees of Indonesia Power (100%), both men and women at all levels of the organization, have received performance assessments. [GRI 404-3]

Dari hasil penilaian kinerja pada tahun 2020, didapat sebanyak 513 pegawai atau 12,17% dari total pegawai berhak mendapatkan promosi jabatan dan sebanyak 674 atau 15,99% pegawai mendapat rotasi. Data terkait pegawai yang menerima pengembangan karir melalui kegiatan rotasi dan promosi dapat dilihat pada tabel berikut:

In 2020, the performance assessment resulted that there were 513 employees or 12.17% of the total employees entitled to promotions and 674 employees or 15.99% of the total employees entitled to rotations. Data related to employees who receive career development through rotation and promotion can be seen in the following table:

Persentase Pegawai yang Menerima Pengembangan Karir [GRI 404-3]

Percentage of Employees Receiving Career Development [GRI 404-3]

Keterangan Description	Jumlah Pegawai Employees	Pegawai yang Mendapat Pengembangan Karir Employees with Career Development			
		Rotasi Rotation	%	Promosi Promotion	%
Jenis Kelamin Gender					
Pria Male	3.786	615	16,24%	479	12,65%
Wanita Female	430	59	13,72%	34	7,91%
Jumlah Total	4.216	674	15,99%	513	12,17%
Kategori Pegawai Employee's Category					
Eksekutif Utama Chief Executive	8	2	25,00%	0	0,00%
Eksekutif Senior Senior Executive	87	24	27,59%	2	2,30%
Eksekutif Executive	275	85	30,91%	10	3,64%
Penyelia Atas Head Supervisor	787	125	15,88%	28	3,56%
Penyelia Dasar Supervisor	1.434	145	10,11%	59	4,11%
Pelaksana Practitioner	1.625	293	18,03%	414	25,48%
Jumlah Total	4.216	674	15,99%	513	12,17%

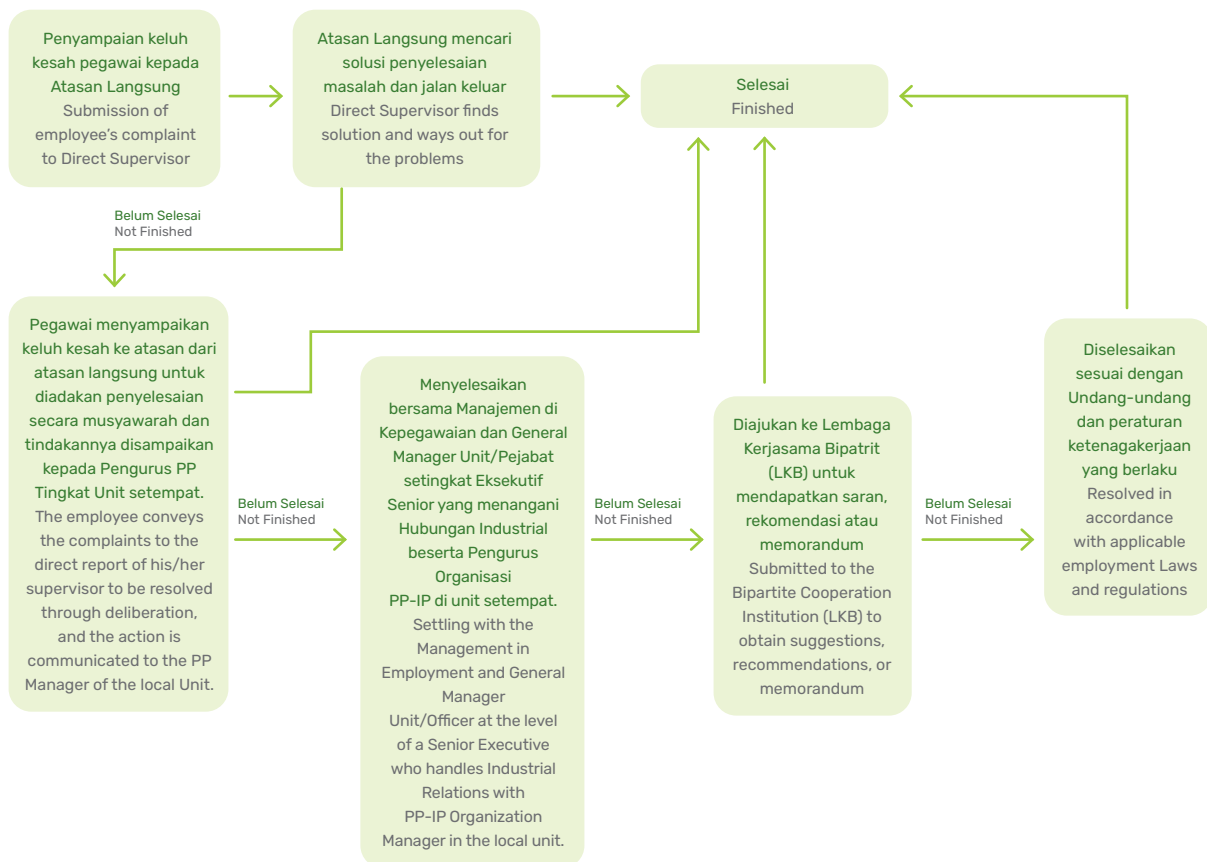
Penanganan Pengaduan Pegawai [GRI 103-2, GRI 103-3]

Handling of Employee Complaint [GRI 103-2, GRI 103-3]

Indonesia Power telah memiliki kebijakan terkait penanganan pengaduan pegawai yang tercantum dalam PKB Bab VII Hubungan Industrial pasal 133 tentang Keluh Kesah Pegawai dan Pasal 134 tentang Penyelesaian Keluh Kesah Pegawai. Keluhan pegawai dapat diajukan secara langsung kepada atasan yang kemudian akan mencari solusi penyelesaian dan jalan keluar atas masalah yang terjadi. Apabila pengaduan tersebut tidak dapat diselesaikan secara struktural, maka karyawan berhak menyampaikannya kepada serikat pekerja untuk diselesaikan secara Bipatrit. Kemudian apabila pengaduan tersebut tidak dapat diselesaikan secara Bipatrit maka permasalahannya akan diselesaikan secara Tripartit dengan mengacu pada Undang-Undang dan peraturan ketenagakerjaan yang berlaku. Mekanisme pengaduan pegawai secara lengkap dapat dilihat pada bagan berikut:

Indonesia Power has a policy related to handling employee complaints, stipulated in CLA Chapter VII Industrial Relations article 133 on Employee Complaints and Article 134 on the Settlement of Employee Complaints. Complaints from employees can be submitted directly to the supervisor, who will then find a solution and way out of the problem. If the complaint cannot be resolved structurally, the employee has the right to submit it to the union to be resolved in a bipartite manner. Afterward, if the complaint cannot be resolved in a bipartite manner, it will be resolved in a tripartite manner with reference to the prevailing employment Laws and regulations. The complete employee complaint mechanism can be referred to in the following chart:

Mekanisme Pengaduan Pegawai
Employee's Grievance Mechanism



Sepanjang tahun 2020, Indonesia Power tidak menerima pengaduan dari pegawai terkait pelanggaran terhadap praktik ketenagakerjaan maupun pelanggaran HAM termasuk insiden diskriminasi dan kerja paksa di dalam Perusahaan. Indonesia Power meyakini bahwa pegawai merupakan aset berharga bagi Perusahaan yang secara berkelanjutan perlu ditingkatkan antara lain dalam hal kompetensi, sikap kerja dan profesionalisme guna menumbuhkan rasa nyaman dan kebanggaan pegawai kepada Perusahaan.

During 2020, Indonesia Power did not receive complaints from employees related to violations of employment practices or human rights, including incidents of discrimination, and forced labor within the Company. Indonesia Power believes that employees are valuable assets for the Company that continuously improves, among others, in terms of competence, work attitude, and professionalism, to cultivate a sense of comfort and pride of the employees to the Company.



Survei HRSE

HRSE Survey

Untuk meningkatkan kualitas pengelolaan sumber daya manusia sekaligus memetakan potensi dan kontribusi pegawai terhadap kemajuan Perusahaan, Indonesia Power secara berkala melakukan survei pengukuran atas tingkat kepuasan dan keterikatan pegawai melalui survei *Human Resources Satisfaction & Engagement* (HRSE). Survei HRSE dilaksanakan secara berkala setiap tahunnya. Metode yang digunakan adalah survei *online* melalui media internal Perusahaan. Adapun aspek yang dinilai dalam survei HRSE adalah:

1. Kepuasan, aspek kepuasan yang diukur:
 - a. Kepuasan Bekerja
 - b. Penempatan/promosi pegawai
 - c. Pendidikan dan pelatihan
 - d. Proses Penilaian Kinerja
 - e. Minat dan kompetensi
 - f. Bimbingan/arahan atasan langsung
2. *Engagement*
 - a. *Job Design*
 - b. *Organizational Health*
 - c. *Managerial Excellence*
 - d. *Extrinsic Reward*
 - e. *Workplace Readiness*
 - f. *Other*
3. Pemahaman (Komunikasi dan BPP)

Berdasarkan survei HRSE pada tahun 2020 yang dilaksanakan pada tanggal 3 -13 November, diperoleh hasil indeks kepuasan pegawai pada Perusahaan mencapai 84,1%. Sementara itu, hasil indeks keterikatan pegawai pada Perusahaan mencapai 82,7%. Dari hasil survei ini, selain mendapatkan skor tingkat kepuasan dan keterikatan pegawai, Perusahaan juga menjangkau pendapat dan umpan balik untuk pengembangan sistem pengelolaan sumber daya manusia yang baik, adil dan layak bagi pegawai.

[GRI 103-3]

Indonesia Power regularly conducts surveys to assess the level of employee satisfaction and engagement through the Human Resources Satisfaction & Engagement (HRSE) survey to improve the quality of human resource management and map the potential and contribution of employees to the Company's progress. HRSE survey is conducted annually. The survey is carried out online through the Company's internal media. The aspects assessed in the HRSE survey are:

1. Satisfaction, aspects of satisfaction assessed:
 - a. Job Satisfaction
 - b. Employee placement/promotion
 - c. Education and training
 - d. Performance Assessment Process
 - e. Interests and Competencies
 - f. Supervisor's guidance/instruction
2. Engagement
 - a. Job Design
 - b. Organizational Health
 - c. Managerial Excellence
 - d. Extrinsic Reward
 - e. Workplace Readiness
 - f. Other
3. Understanding (Communication and BPP)

Based on the HRSE survey in 2020 on 3-13 November, the employee satisfaction index in the Company reached 84.1%. Meanwhile, the employee engagement index to the Company reached 82.7%. In addition to obtaining the satisfaction and engagement of the employees, the Company also garnered opinions and feedback for the development of a good, fair, and decent human resource management system for employees. [GRI 103-3]

Internalisasi Budaya Keberlanjutan

Internalization of Sustainability Culture

PT Indonesia Power melalui program penguatan budaya Spesifik, yaitu Daya Ceria (**Data** tepercaya**YA**, **Cek** Evaluasi, mitigasi **Risiko** dan **Akurasi** keputusan), membangun budaya keberlanjutan di lingkungan internal terutama dalam integritas data, data analisis dan pemanfaatan informasi akurat dalam pengambilan keputusan. *Data driven* menjadi hal yang penting di era digitalisasi, kebutuhan data yang berintegritas menjadi hal pokok dalam menjalankan proses Bisnis untuk mendukung pencapaian Kinerja Perusahaan. Pencapaian Kinerja yang baik merupakan salah satu syarat terwujudnya Perusahaan yang berkelanjutan. Mengingat baik data terstruktur maupun tidak terstruktur dipergunakan Perusahaan dalam pencapaian Kinerja Perusahaan agar Perusahaan tetap berkelanjutan.

Proses administrasi seperti surat menyurat, surat perjalanan dinas, pelaporan cuti, slip gaji dan lainnya, yang semula menggunakan kertas, menjadi *paperless* dengan adanya aplikasi surat menyurat, prodin, HC *integrated* (ERP), dst. Atau penggunaan aplikasi DigimonX, *Pro-Inventory*, REOC, dan sejenisnya, yang mendukung proses bisnis Perusahaan. Dengan pengelolaan *asset management* yang baik, mendukung Perusahaan tetap berkelanjutan.

Adapun internalisasi DAYA CERIA di tahun 2020, terdiri dari tahapan:

1. *Strategic Planning*, telah terlaksana penyusunan desain, penetapan dan sosialisasi program Budaya Spesifik: DAYA CERIA.
2. *Implementation Program*, terlaksana *monitoring* implementasi program dari Bulan Mei - Desember 2020
3. *Competition & Measurement*, terlaksana tahap pengukuran berupa penilaian implementasi program budaya spesifik melalui pengukuran MLI OCR *Culture* triwulan 4 2020.

PT Indonesia Power, through a Specific culture strengthening program, i.e. Daya Ceria (Trusted Data, Evaluation Checks, Risk Mitigation, and Decision Accuracy), develops a culture of sustainability in the internal environment, especially in terms of data integrity, data analysis, and the use of accurate information in decision making. *Data driven* is important in the era of digitalization, the need for data with integrity is the key in carrying out Business processes to support the Company's Performance achievement. Good Performance Achievement is one of the conditions for a sustainable company, taking into account that both structured and unstructured data are utilized by the Company in achieving Company Performance to ensure Company's sustainability.

Administrative processes, such as correspondence, business trip letters, leave reporting, salary slips, etc., originally utilized paper. Currently, the administrative processes have become paperless with the e-mail application, study programs, integrated HC (ERP), etc. The use of DigimonX, *Pro-Inventory*, REOC, and similar applications support the Company's business processes. Good asset management supports the Company to remain sustainable.

The internalization of DAYA CERIA in 2020 consists of the following stages:

1. Strategic Planning, the design, determination, and socialization of the Specific Culture program has been implemented: DAYA CERIA.
2. Implementation Program, monitoring the program from May-December 2020
3. Competition & Measurement, the assessment was carried out in the form of an assessment of the specific cultural programs through the MLI OCR *Culture* measurement in the Q4 2020.





Komitmen Meningkatkan *Safety Culture*

Commitment To Enhancing
Safety Culture

Indonesia Power berusaha keras untuk meningkatkan budaya *safety* yang memenuhi standar kelas dunia (*World Class Safety Culture*), di dalam diri setiap Insan Perusahaan dan di setiap proses bisnis untuk senantiasa mewujudkan lingkungan kerja yang sehat, aman, nyaman dan mencapai *zero accident*.

"Indonesia Power strives to improve a safety culture that meets world-class standards (*World Class Safety Culture*), within every Person in the Company and in every business process to always create a healthy, safe, comfortable work environment and achieve zero accidents."



Pendekatan Manajemen: Topik Keselamatan dan Kesehatan Kerja (K3) dan Perencanaan dan Tanggap Darurat/ Bencana [GRI 103-1, 103-2, 103-3]

Management Approach: Occupational Health and Safety (OHS) and Emergency/ Disaster Planning and Response Topics [GRI 103-1, 103-2, 103-3]

Topik Keselamatan dan Kesehatan Kerja (K3) dan Perencanaan dan Tanggap Darurat menjadi topik yang penting bagi Indonesia Power karena dalam menjalankan bisnis pembangkit tenaga listrik, Indonesia Power berkomitmen dan bertanggung jawab untuk mewujudkan 1) Kondisi selamat dan sehat bagi tenaga kerja dan orang lain di tempat kerja, 2) Kondisi aman dan efisien bagi setiap sumber produksi, dan 3) Kondisi aman, nyaman dan produktif, bebas dari kecelakaan, kebakaran, peledakan dan penyakit akibat kerja bagi lingkungan kerja. Hal ini tertuang dalam Surat Keputusan Direksi Nomor 41.K/010/ IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power. Occupational Health and Safety (OHS) and Emergency Planning and Response are important topics for Indonesia Power because in running the power generation business, Indonesia Power is committed and responsible for realizing 1) Safe and healthy conditions for employees and other people in the workplace, 2) Safe and efficient conditions for each source of generation, and 3) Safe, comfortable, and productive conditions, free from accidents, fires, explosions, and occupational diseases in the working environment. This is stipulated in the Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety Policy as well as Environment within PT Indonesia Power.



Kebijakan [GRI 403-1]

Kebijakan Perusahaan

- Keputusan Direksi Nomor 41.K/010/ IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power
- Keputusan Direksi Nomor 165.K/010/IP/2016 tentang Kebijakan Keselamatan dan Kesehatan Kerja PLTU Batubara
- Keputusan Direksi Nomor 065.K/010/IP/2008 tentang Ketentuan Kecelakaan Dinas/Kerja
- Keputusan Direksi Nomor 23.K/010/IP/2010 tentang Penerapan Program 5S di Seluruh Unit Kerja
- Keputusan Direksi Nomor 2.K/010/IP/2017 tentang Kawasan Dilarang Merokok
- Surat Edaran Direksi Nomor 14.E/012/IP/2017 tentang Petunjuk Warna Cat Lantai Pada Pembangkit
- Surat Edaran Direksi Nomor 45.E/012/IP/2019 tentang Pedoman Penggunaan Alat Pelindung Diri Dalam Bentuk Safety Helmet dan Wearpack di Lingkungan Unit Kerja PT Indonesia Power
- E-pkb 2020-2021

Ketentuan Umum

- Undang undang Dasar 1945 Pasal 27 Ayat 2
- Undang-undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja
- Undang-undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan
- Undang-undang Nomor 30 Tahun 2009 tentang Ketenagalistrikan
- Peraturan Pemerintah Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja
- Permenaker Nomor 5 Tahun 2018 tentang Keselamatan dan Kesehatan Lingkungan Kerja

Policy [GRI 403-1]

Company's Policies

- The Board of Directors' Decree Number 41.K/010/IP/2012 on Policy on Occupational Health and Safety within PT Indonesia Power
- the Board of Directors' Decree No. 165.K/010/IP/2016 on Policy on Occupational Health and Safety within Coal-fired Power Plant
- The Board of Directors' Decree No. 065.K/010/IP/2008 on Provisions for Service/Occupational Accidents
- The Board of Directors' Decree No. 23.K/010/IP/2010 on the 5S Program Implementation in All Work Units
- The Board of Directors' Decree No. 2.K/010/IP/2017 on No Smoking Area
- Circular Letter of the Board of Directors No. 14.E/012/IP/2017 on the Instructions for Floor Paint Color in Power Plants
- Circular Letter of the Board of Directors No. 45.E/012/IP/2019 on Guidelines for the Use of Personal Protective Equipment in the Form of Safety Helmets and Wearpacks in the Working Unit of PT Indonesia Power
- E-pkb 2020-2021

General Provisions

- 1945 Constitution Article 27 Paragraph 2
- Law No. 1 of 1970 on Occupational Safety
- Law No. 13 of 2003 on Employment
- Law No. 30 of 2009 on Electricity
- Government Regulation No. 50 of 2012 on the Occupational Health and Safety Management System
- Minister of Manpower Regulation No. 5 of 2018 on Occupational Health and Safety

Komitmen	Commitment
- Membangun budaya K3 untuk terwujudnya <i>zero accident</i> - Membangun Kesiapsiagaan Tanggap Bencana di seluruh unit pembangkit baik dari segi sarana prasarana maupun sumber daya manusia - Digitalisasi <i>Smart Safety System</i> melalui Maximo HSE	- Establishing an OHS culture to achieve zero accident - Establishing Disaster Response Preparedness in all generating units, both in terms of infrastructure and human resources - Digitalization of Smart Safety System through Maximo HSE
Sasaran dan Target	Goals and Targets
- Target Frequency Rate <0,35 - Penerapan dan Pembudayaan penggunaan Aplikasi Nearmiss agar setiap potensi bahaya risiko kecelakaan di tempat kerja dapat segera dimitigasi - Digitalisasi Proses Bisnis K3 sebagai <i>monitoring</i> dan evaluasi efektifitas secara <i>real time</i> - Monitoring dan Evaluasi Sarana dan Prasarana serta Sumber Daya Manusia seluruh unit terkait Kesiapsiagaan Tanggap Bencana - Implementasi <i>Industrial Cleaning Service</i> dan <i>Assessment</i> kebersihan unit	- Target Frequency Rate <0.35 - Implementing and Cultivating the use of the Nearmiss Application to mitigate immediately any potential hazards of accident risk in the workplace - Digitizing OHS Business Processes to conduct monitoring and evaluating effectiveness in real time - Monitoring and Evaluation of Facilities and Infrastructure and Human Resources of all units in terms of Disaster Response Preparedness - Industrial Cleaning Service and Unit Cleanliness Assessment
Realisasi	Realization
- Realisasi <i>Frequency Rate</i>: 0,032 - Tercapainya target pelaporan dan tindak lanjut laporan pada Aplikasi Nearmiss untuk setiap unit kerja - Digitalisasi Manajemen & Proses Kerja K3 melingkupi Modul <i>Hazard Identification, Risk Assessment, and Determining Control</i> (HIRADC), Program Manajemen K3 (PMK3) dan <i>Incident & Accident Investigation</i> (INAVEST) - Penyediaan Sarana Prasarana & SDM dalam Pencegahan serta Pengendalian covid19 dan Kesiapsiagaan Tanggap Bencana - Terlaksananya Implementasi <i>Industrial Cleaning Service</i> yang melibatkan anak perusahaan PT PLN (PT Haleyora Power Indo) dan anak perusahaan Indonesia Power (PT Cogindo Daya Bersama) sebagai mitra kerja <i>Industrial Cleaning Service</i> yang merupakan salah satu praktik sinergi anak usaha PLN Group. Pelaksanaan <i>Assessment</i> Kebersihan Unit Kerja untuk mengevaluasi kinerja pengelolaan kebersihan	- Actual Frequency Rate: 0.032 - The reporting targets and follow-up reports were achieved on the Nearmiss Application for each work unit - Digitalization of OHS Management & Work Processes, which includes Hazard Identification, Risk Assessment, and Determining Control (HIRADC) Modules, OHS Management Program (PMK3), and Incident & Accident Investigation (INAVEST) - Provision of Infrastructure, Facilities, & Human Resources in the Prevention and Control of COVID-19 and Disaster Response Preparedness - Industrial Cleaning Service, which involves a subsidiary of PT PLN (PT Haleyora Power Indo) and a subsidiary of Indonesia Power (PT Cogindo Daya Bersama), as partners for Industrial Cleaning Service, which is one of the synergies practices of subsidiaries of the PLN Group. Implementation of the Work Unit Cleanliness Assessment to evaluate the hygiene management performance
Program/Inisiatif	Program/Initiative
- Review Kebijakan K3 Korporat - Pengadaan Cenderamata <i>Zero Accident</i> - Pengadaan Peralatan APD & Material Tanggap Darurat - Pengadaan <i>Reward</i> Kuis K3 - Rangkaian Kegiatan Bulan K3 - Survei Kepedulian K3 Korporat - Lomba Pemadam Kebakaran dan P3K - Pelatihan/Simulasi Tanggap Darurat - Pengukuran <i>Indoor Air Quality</i> dan NAB Lingkungan Kerja - Sosialisasi Pengelolaan <i>Hygiene</i> Kantin - <i>Jasa Gap Analysis</i> & Pendampingan ISRS - Forum K3 dan <i>Video Conference</i> K3 - Pengembangan dan <i>Monitoring</i> Pelaporan Aplikasi K3 Korporat - Audit Internal SMK3 - Rangkaian Diklat K3 - <i>Monitoring Industrial Cleaning Service</i> dan <i>Assessment</i> Kebersihan Unit Pembangkit - <i>Monitoring Revitalisasi Fire Protection System</i> - <i>Monitoring</i> Pembangunan <i>Safety Control Center</i> di Unit Kerja	- Corporate OHS Policy Review - Zero Accident Souvenir Procurement - Procurement of PPE Equipment & Emergency Response Materials - Procurement of OHS Quiz Rewards - Series of Activities during OHS Month - Corporate OHS Awareness Survey - Firefighting and First Aid Contest - Emergency Response Training/Simulation - Measurement of Indoor Air Quality and Work Environment NAB - Canteen Hygiene Management Socialization - ISRS Gap Analysis & Assistance Services - OHS Forum and Video Conference - Development and Monitoring of Corporate OHS Application Reporting - SMK3 Internal Audit - OHS Training Series - Industrial Cleaning Service Monitoring and Generating Unit Hygiene Assessment - Monitoring the Revitalization of the Fire Protection System - Monitoring the Construction of Safety Control Center in Work Units
Evaluasi	Evaluation
- Melaksanakan penilaian kinerja indeks kebersihan pembangkit dan penilaian kinerja kepatuhan K3 di akhir tahun sebagai bagian dari evaluasi penerapan K3 di tahun 2020.	- Carrying out a performance assessment of the generator cleanliness index and OHS compliance performance assessment at the end of the year as part of the OHS evaluation in 2020.
Penanggung Jawab	Person in Charge
- <i>Head Office</i>: Vice President of Health, Safety and Environment - <i>Unit Kerja</i>: Manager Operasi dan/atau Manager K3 Unit	- <i>Head Office</i>: Vice President of Health, Safety and, Environment - <i>Work Unit</i>: Operations Manager and/or OHS Unit Manager



Safety memiliki peran penting dalam menjalankan bisnis, tak terkecuali bisnis pembangkitan. Untuk itu, meningkatkan *safety culture* di dalam diri setiap Insan Perusahaan dan di setiap proses bisnis Perusahaan menjadi langkah Indonesia Power mencapai terwujudnya *zero accident*. Hal yang dilakukan Perusahaan dalam meningkatkan *safety culture* yakni menjadikan *safety* sebagai *mindset* seluruh insan Perusahaan, meningkatkan pengetahuan dan meningkatkan respon pegawai terhadap penanganan kondisi darurat.

Safety has an important role in running a business, including the power generation business. Therefore, enhancing the safety culture in each of the Company's personnel and each of the Company's business process is one of the steps of Indonesia Power to achieve zero accident. The Company improves safety culture by making safety as a mindset of all Company's personnel, enhancing knowledge, and improving employee response in handling emergencies.

Tiga Hal Utama Yang Tercakup Dalam Budaya K3 (Safety Culture)

Three Pillars of OHS Culture (Safety Culture)



Mindset Mindset

Mengubah pola pikir pegawai dan meningkatkan kesadaran pegawai tentang pentingnya menjaga keselamatan diri dan lingkungan kerja merupakan tanggung jawab bersama. Changing the mindset of employees and increasing employee awareness about the importance of maintaining personal safety and the work environment is a shared responsibility.



Pengetahuan Knowledge

Pemahaman K3 yang harus dikuasai insan Perusahaan adalah adanya hubungan timbal balik antara *safety*, *quality* dan *environment*. Selain itu, setiap insan Perusahaan juga harus memiliki kemampuan dan kemauan untuk mengidentifikasi dan mengelola *nearmiss*, yakni *unsafe condition* (kondisi fisik yang berpotensi menimbulkan bahaya/ kecelakaan) dan *unsafe action* (perilaku pegawai yang dapat menyebabkan terjadinya kecelakaan kerja atau bentuk pelanggaran terhadap prosedur keselamatan yang telah ditetapkan Perusahaan sehingga menimbulkan potensi bahaya/kecelakaan).

OHS understanding that shall be mastered by the Company's personnel is the reciprocal relationship between safety, quality, and environment. In addition, every Company's employee must have the ability and willingness to identify and manage near misses, i.e., unsafe conditions (physical conditions that have the potential to cause danger/accidents) and unsafe action (employee behavior that can cause work accidents or other forms of violation of safety procedures that have been established by the Company to cause a potential hazard/accident).



Kecepatan Respon Response Speed

Pembekalan *skill*/keterampilan pegawai terkait kecepatan dalam penanganan kondisi darurat (kebakaran, ledakan, kebocoran gas, bencana alam dan lain-lain) dan pertolongan pertama pada kecelakaan. Selain itu, menempatkan hal-hal terkait K3 menjadi prioritas pertama dalam Maximo karena sifatnya *emergency* seperti menyangkut kesiapan sistem *fire fighting*.

Provision of employee skills related to speed in handling emergency situations (fires, explosions, gas leaks, natural disasters, etc.) and first aid in accidents. In addition, placing items related to OHS as the first priority in Maximo because its emergency nature, such as the readiness of the firefighting system.

Dengan komitmen Indonesia Power yang kuat dalam meningkatkan *safety culture*, berhasil menorehkan prestasi melalui raihan penghargaan *zero accident* untuk 18 Unit, penghargaan Sistem Manajemen K3 (SMK3) untuk 5 Unit dan Program Pencegahan dan Penanggulangan HIV (P2HIV) untuk 8 Unit dari Kementerian Ketenagakerjaan Republik Indonesia.

Indonesia Power's strong commitment to improving safety culture succeeded in making accomplishment by achieving zero accident awards for 18 units, OHS Management System (OHSMS) awards for 5 units, and HIV Prevention and Control Program (P2HIV) for 8 units from the Ministry of Manpower of the Republic of Indonesia.

Tantangan dan Strategi Pengelolaan Keselamatan dan Kesehatan Kerja

Occupational Health and Safety Challenges and Strategy

Pandemi Covid-19 di tahun ini memberikan pengaruh dan tantangan besar terhadap kesehatan pegawai Perusahaan. Semakin tinggi frekuensi interaksi antar pegawai, antara pegawai dengan kontraktor atau mitra kerja serta interaksi dengan pemangku kepentingan terkait lainnya, maka risiko terpapar virus Covid-19 juga akan semakin tinggi. Oleh karena itu, pada tahun ini keselamatan dan kesehatan pegawai menjadi fokus utama Indonesia Power. Selain itu, Indonesia Power juga dihadapkan pada berbagai tantangan terkait pengelolaan keselamatan dan kesehatan kerja yaitu sebagai berikut:

1. Pengoperasian unit pembangkit untuk menjaga pasokan listrik;
2. Pengendalian kesehatan pekerja di lingkungan pembangkit selama pandemi;
3. Optimasi anggaran program kerja K3;
4. Keamanan dan keselamatan pengoperasian unit Pembangkit buatan Tiongkok;
5. Penggunaan batubara berkalori rendah pada PLTU;
6. Karakter swabakar pada batubara berkalori rendah;
7. Dorongan dari PT PLN (Persero) terkait kesiapan upaya pencegahan kebakaran khususnya pada PLTU batubara berkalori rendah (*low rank coal*);
8. Penetapan Nilai Kepatuhan K3 dari PT PLN (Persero) semakin ketat yang berpengaruh pada pengurangan nilai kinerja korporat Indonesia Power;
9. Regulasi pemerintah terkait K3 dan meningkatnya pengawasan dari pemerintah dalam pelaksanaan K3;
10. Implementasi *Industrial Cleaning*; dan
11. Implementasi *International Sustainability Rating System* (ISRS).

Untuk menjawab tantangan tersebut, Indonesia Power melakukan serangkaian strategi inovatif dalam mencegah terjadinya kecelakaan kerja dan penyakit akibat kerja dan penyakit akibat pandemi Covid-19 sehingga terwujud *zero accident*. Berbagai strategi yang dilakukan selama tahun 2020 adalah sebagai berikut:

1. Penyempurnaan *Fire Protection* sesuai NFPA/FM Global;
2. Pengembangan *Safety Control Center*;
3. Penyempurnaan STO K3 untuk menjamin pengawasan K3 selama 24 jam;

The Covid-19 pandemic this year has a major impact and challenges on the health of the Company's employees. The higher frequency of interaction between employees, between employees and contractors or work partners, as well as interactions with other relevant stakeholders, will increase the risk of exposure to the Covid-19 virus. Therefore, this year, the employees' safety and health is Indonesia Power's main focus. In addition, Indonesia Power is also faced with various challenges related to occupational health and safety management, as follows:

1. Operation of generating units to maintain electricity supply;
2. Monitoring of employees' health in the power plant environment during the pandemic;
3. Optimization of the OHS work program budget;
4. Safety and security of operation of China-made Power Generation units;
5. Use of low-calorie coal in SPPs;
6. The self-burning character of low-calorie coal;
7. Encouragement from PT PLN (Persero) related to the readiness of fire prevention efforts, especially in low-rank coal power plants;
8. The determination of the OHS Compliance Value from PT PLN (Persero) is getting stricter, which has an effect on reducing the value of Indonesia Power's corporate performance;
9. Government regulations related to OHS and increased supervision from the government in OHS implementation;
10. Industrial Cleaning; and
11. Implementation of the International Sustainability Rating System (ISRS).

Indonesia Power carried out a series of innovative strategies to answer these challenges, to prevent work accidents and occupational diseases and diseases due to the Covid-19 pandemic to actualize zero accidents. The various strategies carried out during 2020 are as follows:

1. Improved Fire Protection in accordance with the Global NFPA/FM;
2. Development of Safety Control Center;
3. Refinement of OHS STO to ensure 24-hour OHS supervision;

4. Penerapan *Contractor Safety Management System* (CSMS);
5. Peningkatan Budaya K3 dari “*Compliance*” menjadi “*Commitment*”;
6. Pengembangan Aplikasi Nearmiss (Aplikasi pelaporan dan tindak lanjut terkait temuan K3 di lingkungan kerja);
7. *Coal Switching* dan Penerapan *Industrial Cleaning* untuk area produksi PLTU;
8. Standarisasi Alat Pelindung Diri (APD);
9. Digitalisasi Manajemen & Proses Kerja K3/ Program *Safety & Security Informational Management System* (PROSSIMS) melalui Maximo HSE;
10. *Assessment* kebersihan unit;
11. Peningkatan *basic* kompetensi personil;
12. Pembentukan Tim *Crisis Center*/Satgas Covid dalam pencegahan dan penanggulangan Covid-19;
13. Menyusun Surat dan Edaran Direksi PT Indonesia Power untuk Antisipasi Penyebaran Virus Corona;
14. Membuat Petunjuk Teknis pelaksanaan SE Direksi;
15. Membuat Protokol Kunjungan Kerja Keluar Unit (non SPPD), Protokol Penerapan *New Normal*, Protokol Saat Melakukan Perjalanan Dinas (SPPD);
16. Penyediaan ruang isolasi dan observasi bagi pegawai yang mengalami gejala demam atau batuk berdasarkan hasil pengukuran *temperature* tubuh;
17. Penyediaan masker dan *hand sanitizer*;
18. Penyemprotan cairan disinfektan secara berkala di ruang kerja dan fasilitas publik kantor yang dilakukan di luar jam kerja bekerja sama dengan *Building Management*;
19. Penyediaan Dokter Perusahaan untuk keperluan konsultasi pegawai di lingkungan perusahaan; dan
20. Penyediaan *Ambulance* untuk penanganan keadaan darurat di kantor.

4. Implementation of the Contractor Safety Management System (CSMS);
5. OHS Culture Improvement from “*Compliance*” to “*Commitment*”;
6. Nearmiss Application Development (Application for reporting and follow-up related to OHS findings in the working environment);
7. Coal Switching and Industrial Cleaning for SPPs generation areas;
8. Standardization of Personal Protective Equipment (PPE);
9. Digitalization of OHS Management & Work Processes/ Safety & Security Informational Management System (PROSSIMS) Program through HSE Maximo;
10. Unit cleanliness assessment;
11. Increase of personnel’s basic competence;
12. Establishment of the Crisis Center Team/Covid Task Force to prevent and control Covid-19;
13. Preparing Letters and Circulars of the Board of Directors of PT Indonesia Power to Mitigate the Spread of the Corona Virus;
14. Formulating Technical Instructions for the Directors’ Circular Letter implementation;
15. Making Protocols for Working Visits Outside Units (non-SPPD), Protocol for New Normal Implementation, Protocols During Business Trip (SPPD);
16. Provision of isolation and observation rooms for employees who experience symptoms of fever or cough, based on the body temperature measurements;
17. Provision of masks and hand sanitizers;
18. Periodic disinfectant spraying in workspaces and public office facilities outside working hours in collaboration with the Building Management;
19. Provision of Company’s Doctors for employee consultation within the Company; and
20. Provision of an Ambulance for emergency response in the office.

Kebijakan dan Sistem Manajemen Keselamatan dan Kesehatan Kerja

[GRI 103-2, 403-1]

Occupational Health and Safety Management Systems and Policy [GRI 103-2, 403-1]

Indonesia Power senantiasa melakukan *continuous improvement* dalam pengelolaan kinerja K3 melalui penerapan kebijakan dan sistem manajemen K3. *Tools* ini dirancang untuk memastikan semua kegiatan yang dijalankan Indonesia Power mematuhi dan memenuhi Undang-Undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja dan peraturan yang berlaku; meningkatkan efektifitas perlindungan K3 yang terencana, terstruktur dan terintegrasi; mencegah dan mengurangi kecelakaan kerja dan penyakit akibat kerja di seluruh lingkungan Perusahaan; serta sebagai pedoman untuk mengukur dan mengelola program-program Perusahaan terkait perbaikan kinerja K3.

Kebijakan yang telah dibuat dan diperbaharui oleh Indonesia Power terkait K3 adalah sebagai berikut:

1. Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan PT Indonesia Power;
2. Kebijakan Keselamatan dan Kesehatan Kerja PLTU Batubara; dan
3. Ketentuan Kecelakaan Dinas/Kerja.

Indonesia Power juga telah menerapkan Sistem Manajemen K3 (SMK3) sesuai Peraturan Pemerintah Nomor 50 tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja, dan telah memenuhi standar pelaksanaan K3 internasional dengan memperoleh sertifikasi *Occupational, Health & Safety Management System* (OHSAS) 18001:2007. Sistem Manajemen ini diterapkan di setiap kegiatan operasional, oleh seluruh pegawai dan kontraktor/mitra, di seluruh unit Perusahaan. [GRI 102-12, 403-8]

Indonesia Power senantiasa melakukan proses partisipasi pegawai dalam pengembangan, implementasi dan evaluasi SMK3, diantaranya yaitu melalui pertemuan P2K3, pelaksanaan *management walktrough* yang dilakukan manajemen unit minimal sebulan sekali, *safety briefing*, *safety patrol*, *review* bersama secara berkala terkait prosedur dan instruksi kerja, menyelenggarakan peringatan Bulan K3 Nasional serta melaksanakan sosialisasi, pelatihan dan sertifikasi bidang K3. [GRI 403-4]

Indonesia Power strives to continuously improve in OHS performance management by applying the OHS management system and policy. These tools are designed to ensure that all Indonesia Power's activities fulfill and comply with Law No. 1 of 1970 on Occupational Safety and prevailing regulations; improve the effectiveness of planned, structured, and integrated OHS protection; prevent and reduce workplace accidents and occupational diseases throughout the Company; and as a guideline for assessing and managing the Company's programs related to the refinement of OHS performance.

Indonesia Power has established and updated OHS policies as follows:

1. Occupational Health and Safety Policy as well as Environment Policy within PT Indonesia Power;
2. Coal-Fired Power Plant Occupational Health and Safety Policy; and
3. Provisions for Occupational Accidents.

Indonesia Power has also implemented an OHS Management System (OHSMS) in accordance with Government Regulation No. 50 of 2012 on the Occupational Health and Safety Management System, and has met international OHS standards by obtaining Occupational, Health & Safety Management System (OHSAS) 18001:2007 certification. The Management System is implemented in every operations, by all employees and contractors/partners, in all Company's units. [GRI 102-12, 403-8]

Indonesia Power involves the employees in the development, implementation, and evaluation of OHSMS, including through P2K3 meetings, management walk troughs by unit management at least once a month, safety briefings, safety patrols, regular joint reviews related to work procedures and instructions, holding National OHS Month, and conducting dissemination, training, and certification in the field of OHS. [GRI 403-4]

Indonesia Power juga menyediakan akses dan mengkomunikasikan informasi K3 terkini kepada pegawai melalui: [GRI 403-4]

Indonesia Power provides access to and disseminates the latest OHS information to employees through: [GRI 403-4]



Surat dan Memo
Letters and Memos



Papan informasi di setiap unit kerja
Information boards in each work unit

Email



depkk3l@indonesiapower.co.id

Media Sosial Social Media



@pt.indonesiapower



PT. Indonesia Power



PT Indonesia Power Official



Topik Keselamatan dan Kesehatan Kerja Dalam Perjanjian Kerja Bersama

Occupational Health and Safety In The Collective Labor Agreement

Dalam Perjanjian Kerja Bersama (PKB), Indonesia Power telah mencantumkan pembahasan K3 yang mengikat kedua belah pihak (perusahaan dan pegawai) terkait hak dan kewajiban atas penerapan K3 yang melindungi seluruh pegawai Perusahaan (100%). Untuk kontraktor, Indonesia Power juga telah mencantumkan pembahasan K3 di dalam kontrak pekerjaan yang melindungi seluruh pekerja kontraktor (100%). Terdapat 42 pasal pembahasan terkait K3 dari 146 pasal atau 28,77% dari total pembahasan dalam PKB. [GRI 403-4, 403-8]

In the Collective Labor Agreement (CLA), Indonesia Power has stipulated OHS discussion that binds both parties (company and employees) in terms of rights and obligations for OHS implementation, which protects all Company's employees (100%). Indonesia Power also included an OHS discussion in the work contract for contract employees, which protects all the contractors' employees (100%). There are 42 articles related to OHS out of 146 articles, or 28.77% of the total articles in the CLA. [GRI 403-4, 403-8]

Topik K3 dalam PKB OHS in CLA

Bab VII tentang Perlindungan Bagian Kedua: Pemeliharaan Kesehatan Chapter VII on Protection Part Two: Health Care

Terdiri dari 33 Pasal yaitu Pasal 89 - Pasal 121, diantaranya berisi topik terkait:

- Fasilitas Pemeliharaan Kesehatan
- Macam Pemeliharaan Kesehatan
- Sarana Pelayanan Kesehatan
- Perawatan Kesehatan
- Pemeriksaan Penunjang bagi Pegawai dengan Tugas-tugas Khusus

Consists of 33 Articles, i.e., Articles 89-121, which contain topics related to:

- Health Care Facilities
- Type of Health Care
- Health Service Facilities
- Healthcare
- Supporting Examination for Employees with Special Duties

Bab VII tentang Perlindungan Bagian Ketiga: Keselamatan dan Kesehatan Kerja Chapter VII on Protection Part Three: Occupational Health and Safety

Terdiri dari 9 Pasal yaitu Pasal 122 - Pasal 130, yang berisi topik terkait:

- Kriteria Kecelakaan Kerja
- Alat Keselamatan Kerja
- Perlengkapan Alat Keselamatan dan Kesehatan Kerja
- Keamanan dalam Hubungan Kerja
- Sakit Karena Kecelakaan Kerja
- Kompensasi Rehabilitasi
- Santunan Cacat Tetap
- Santunan Tewas
- Bantuan Meninggal Dunia

Consists of 9 Articles, i.e., Articles 122-130, which contain topics related to:

- Work Accident Criteria
- Occupational Safety Tools
- Occupational Safety and Health Equipment
- Safety in Work Relations
- Occupational Diseases
- Rehabilitation Compensation
- Permanent Disability Benefits
- Death Compensation
- Death Assistance

Panitia Pembina Keselamatan dan Kesehatan Kerja [GRI 403-4]

Occupational Health and Safety Committee [GRI 403-4]

Pembentukan Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) merupakan usaha yang lebih efektif yang dilakukan Perusahaan untuk mengintegrasikan aspek K3 di semua bidang dan semua lini serta membantu Perusahaan dalam melakukan upaya mewujudkan bahwa K3 merupakan tanggung jawab semua pegawai dan memfasilitasi kebutuhan K3 mulai dari aspek kompetensi, sistem, budaya hingga pembinaan.

Pembentukan P2K3 Indonesia Power dilakukan berdasarkan Keputusan Direksi Nomor 41.K/010/IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power dan Peraturan Menteri Tenaga Kerja Nomor PER-04/MEN/1987 Tahun 1987 tentang P2K3. Tugas, tanggung jawab dan fungsi P2K3 adalah sebagai berikut:

1. Membantu memberikan penyuluhan kepada pegawai mengenai pencegahan kecelakaan kerja dan pencemaran lingkungan di tempat kerja;
2. Sebagai pengawas terhadap pelaksanaan pekerjaan dengan memperhatikan ketentuan dan perundangan yang berlaku;
3. Memberi saran dan pertimbangan kepada Manajemen mengenai masalah K3L;
4. Menghimpun dan mengolah data atau permasalahan K3L;
5. Melaksanakan rapat P2K3 sekurang-kurangnya diadakan satu kali setiap bulan, yang dipimpin langsung oleh Ketua; dan
6. Berwenang mengambil tindakan terhadap pelanggaran yang terjadi dengan melaporkan atau memberikan rekomendasi kepada Manajemen mengenai potensi pelanggaran K3, pencemaran/limbah dan adanya kasus pelanggaran yang dilakukan oleh Pegawai atau Mitra Kerja.

The Occupational Health and Safety Committee (P2K3) is established as a more effective effort by the Company to integrate OHS aspects in all fields and all lines, and to assist the Company in conducting efforts to realize actualize OHS as the responsibility of all employees, as well as facilitate OHS needs, starting from the competency, system, culture, up to training.

The establishment of Indonesia Power's P2K3 is based on the Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety within PT Indonesia Power and the Minister of Manpower Regulation No. PER-04/MEN/1987 of 1987 on P2K3. The duties, responsibilities, and functions of P2K3 are as follows:

1. Providing education to employees regarding the prevention of work accidents and environmental pollution in the workplace;
2. As a supervisor on the work implementation with due regards to the prevailing laws and regulations;
3. Providing advice and consideration to Management regarding K3L issues;
4. Collecting and processing K3L data or issues;
5. Holding P2K3 meetings at least once a month, which is chaired directly by the Chairman; and
6. Is authorized to take action on violations that occur by reporting or providing recommendations to Management regarding potential OHS violations, pollution/waste, and cases of violations committed by Employees or Work Partners.



Selama tahun 2020, P2K3 secara aktif dan rutin setiap sebulan sekali oleh setiap unit, melakukan pertemuan untuk membahas isu-isu K3 diantaranya yaitu:

1. Evaluasi tindak lanjut temuan audit (internal dan eksternal);
2. Evaluasi tindak lanjut temuan pada aplikasi Nearmiss;
3. Evaluasi pemenuhan kesesuaian kompetensi/sertifikasi pegawai;
4. Evaluasi pemenuhan sertifikasi peralatan;
5. Evaluasi kesiapan sistem *firefighting*;
6. Evaluasi kesehatan dan kecelakaan kerja;
7. Evaluasi tindak lanjut temuan asuransi; dan
8. Evaluasi kemajuan program manajemen K3.

Indonesia Power memberikan wewenang kepada pimpinan tertinggi dari setiap unit kerja untuk melakukan pengambilan keputusan terkait K3 berdasarkan masukan dari jajaran penanggung jawab bidang K3.

During 2020, P2K3 actively and routinely held a meeting to discuss OHS issues once a month, as follows:

1. Follow-up evaluation of audit findings (internal and external);
2. Follow-up evaluation of findings on the Nearmiss application;
3. Evaluation of fulfillment of employee competency/certification compliance;
4. Evaluation of equipment certification fulfillment;
5. Evaluation of the firefighting readiness system;
6. Evaluation of health and occupational accidents;
7. Follow-up evaluation of insurance findings; and
8. Evaluation of the progress of the OHS management program.

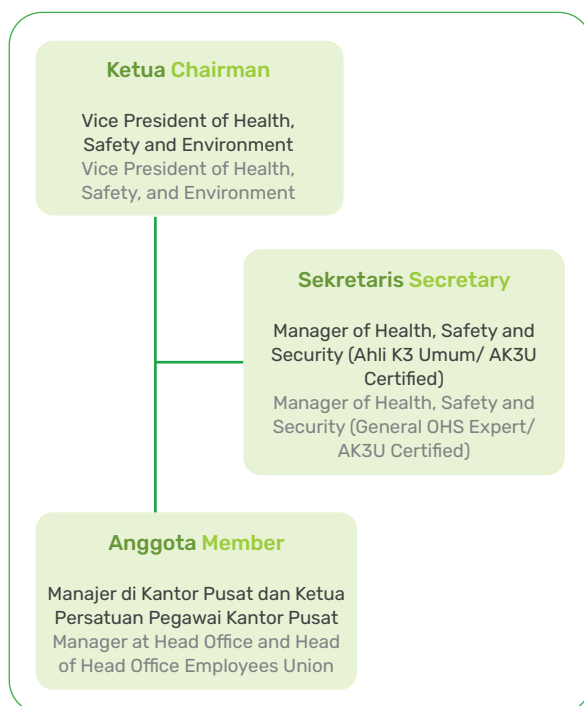
Indonesia Power grants authority to the highest leadership of each work unit to make decisions related to OHS based on input from the person in charge of the OHS field.

Struktur Organisasi P2K3 Indonesia Power

Indonesia Power's P2K3 Organizational Structure

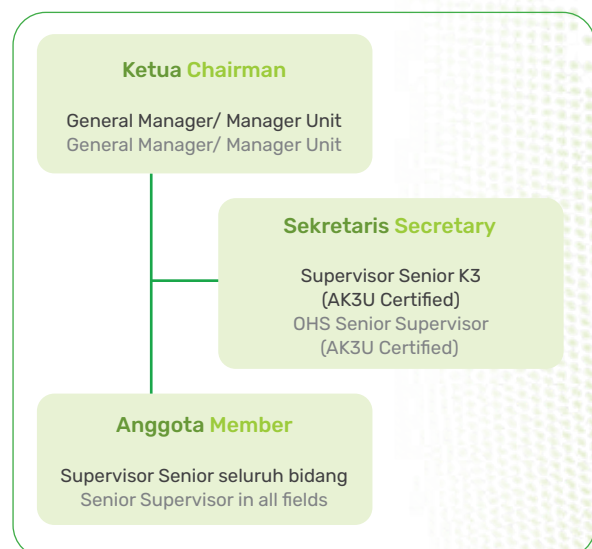
Struktur Organisasi P2K3 Korporat

Corporate P2K3 Organizational Structure



Struktur Organisasi P2K3 Unit Pembangkit

Generating Unit's P2K3 Organizational Structure



Struktur formal keanggotaan P2K3 Indonesia Power pada tahun 2020 memiliki 851 anggota (20,19% dari total pegawai Perusahaan) yang berasal dari perwakilan manajemen sebanyak 156 orang dan perwakilan pegawai sebanyak 695 orang.

In 2020, the formal structure of Indonesia Power's P2K3 consists of 851 members (20.19% of the Company's total employees), containing 156 representatives from management and 695 representatives from employees.

Persentase Pegawai Indonesia Power yang Diwakili dalam P2K3

Indonesia Power Employees Represented in P2K3

Tahun Year	Jumlah Pegawai Employees	Jumlah Anggota Members	%	Perwakilan Manajemen Management Representatives		Perwakilan Pegawai Employee Representatives	
				Jumlah Total	%	Jumlah Total	%
2017	4.209	800	19,01	208	26,00	592	74,00
2018	4.294	762	17,75	126	16,54	636	83,46
2019	4.320	849	19,65	161	18,96	688	81,04
2020	4.216	851	20,19	156	18,33	695	81,67

Identifikasi Jenis Pekerjaan Berisiko Tinggi

Identification Of High-Risk Job

Indonesia Power telah melakukan *risk mapping* jenis pembangkit beserta program pencegahan dan penanganan dalam menghadapi risiko kecelakaan kerja dan risiko penyakit akibat kerja melalui Dokumen *Hazard Identification Risk Assessment and Determining Control* (HIRADC). Personil yang melakukan proses identifikasi HIRADC telah mendapatkan pelatihan terkait HIRADC dari Kantor Pusat dan bidang K3 Unit sebagai *refreshment*. Dokumen ini secara berkala di-review setiap tahun. Prosesnya dimulai dengan setiap bidang diminta untuk memetakan risiko dan potensi bahaya terkait bidang pekerjaannya melalui pengisian *form* HIRADC oleh personil (Supervisor Senior, Supervisor dan Pelaksana) tiap bidang di setiap Unit. Selanjutnya, dilakukan pengecekan kembali oleh Manajer Bidang tersebut sebelum diserahkan ke bidang K3 unit untuk divalidasi dari sisi aspek K3. Dari hasil identifikasi potensi bahaya dalam *form* HIRADC yang dibuat, didapatkan usulan program pengendalian untuk memitigasi risiko yang masih masuk dalam kategori “tinggi” dan “ekstrem” sehingga menjadi dasar perumusan program kerja K3 selanjutnya. Selain itu dokumen HIRADC juga digunakan untuk mengevaluasi dan meningkatkan penerapan SMK3 di Perusahaan. [GRI 403-2]

Hasil identifikasi potensi bahaya yang dilakukan selama tahun 2020 adalah sebagai berikut:

Indonesia Power has conducted a risk mapping of the type of power plant, along with prevention and treatment programs in dealing with the risk of work accidents and occupational diseases through the Hazard Identification Risk Assessment and Determining Control (HIRADC) Document. Personnel who carry out the HIRADC identification process have received training related to HIRADC from the Head Office and the OHS Unit field as a refreshment. HIRADC is regularly reviewed every year. The process begins by requesting each field to map risks and potential hazards related to their field of work, by filling out the HIRADC form by personnel (Senior Supervisor, Supervisor, and Implementor) of each field in each Unit. Further, the Field Manager re-checks the input before submitting it to the OHS unit to be validated in terms of the OHS aspect. The identification of potential hazards in the HIRADC form resulted in a proposed control program to mitigate risks that are categorized as “high” and “extreme”, so that they become the basis for formulating the upcoming OHS work program. In addition, the HIRADC document is also used to evaluate and improve the OHSMS implementation in the Company. [GRI 403-2]

The potential hazards during 2020 identified the following results:

Jenis Pekerjaan Berisiko Tinggi Berdasarkan Jenis Unit Bisnis [GRI 102-15, 403-2, 403-7]

Types of High-Risk Jobs by Type of Business Unit [GRI 102-15, 403-2, 403-7]

Jenis Pembangkit Type of Power Plant	Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Work	Cara Pencegahan/ Penanganan Khusus Special Prevention/Handling Method	Cara Pencegahan/ Penanganan Umum General Prevention/Handling Method
Pembangkit Listrik Tenaga Uap (PLTU) Steam Power Plant (SPP)	- Pemeliharaan <i>Coal Crusher</i> - Pengoperasian <i>Pulverizer Mill</i> - Pengambilan Sampel batubara di <i>Coal Feeder</i> - Pengoperasian <i>Purging Line Hydrogen</i> - Coal Crusher Maintenance - Pulverizer Mill Operation - Coal Sampling in Coal Feeder - Hydrogen Purging Line Operation	- Peningkatan pengawasan <i>confined space</i> - Kesiapan instalasi <i>fire fighting system</i> - Pembuatan rambu terkait <i>hazard</i> - Ketersediaan APD sesuai potensi bahaya - Improved supervision of confined spaces - Readiness for installation of firefighting system - Production of hazard-related signs - PPE availability in accordance with the potential hazards	- Menyusun <i>Job Safety Analysis</i> - <i>Lock out tag out</i> (jika diperlukan) - <i>Checklist</i> pemenuhan <i>tool</i> dan alat kerja - Melengkapi Instruksi Kerja (IK) dan Standar Operasional Prosedur (SOP) - Ijin Kerja dibuat sebelum melakukan pekerjaan hingga pekerjaan selesai dan disetujui oleh SPS K3L atau yang setara - <i>Safety briefing</i> sebelum memulai pekerjaan - Wajib menyediakan supervisor/ pengawas K3 yang bertanggung-jawab atas pemenuhan aspek K3 atas pekerjaan yang dilakukan - Ijin kerja di luar jam kerja/ kerja lembur dengan melampirkan nama Perusahaan/ mitra kerja, nama/ jenis pekerjaan, nama pekerja, lama/ durasi pekerjaan dan disetujui oleh SPS K3L atau setara - Penutupan ijin kerja oleh <i>leader</i> mitra, pengawas pekerjaan internal (SPS <i>user</i>), pengawas lapangan (pelaksana K3L) dan validasi oleh SPS K3L apabila pekerjaan dinyatakan selesai - Meningkatkan kompetensi pekerja berupa sosialisasi, pelatihan maupun sertifikasi personal
Pembangkit Listrik Tenaga Air (PLTA) Hydroelectric Power Plant (HPP)	- Inspeksi <i>tunnel/pipa penstock</i> - Pemeliharaan <i>Trafo</i> - Pemeliharaan <i>cubicle</i> listrik - Penstock tunnel/pipe inspection - Transformer Maintenance - Electrical cubicle maintenance	- Peningkatan pengawasan <i>confined space</i> - Pemeliharaan rutin panel listrik - Ketersediaan APD sesuai potensi bahaya - Improved supervision of confined spaces - Electrical panel routine maintenance - PPE availability in accordance with the potential hazards	- Formulating <i>Job Safety Analysis</i> - <i>Lock out tag out</i> (if needed) - <i>Checklist</i> for tools and working tools completion - Completing Work Instructions (IK) and Standard Operating Procedures (SOP) - Work Permit is issued before carrying out the work until the work is completed and approved by K3L Supervisor or his/her equivalent - Safety briefing prior to starting work - It is mandatory to provide an OHS supervisor who is responsible for the compliance of the OHS aspect for the work conducted - Permit to work outside working hours/ overtime work by attaching the name of the Company/partner, name/type of work, name of the employee, length/duration of work, shall be approved by K3L Supervisor or his/her equivalent - Closing of work permits by partner's leaders, internal work supervisors (user's Supervisor), field supervisors (K3L implementors), and validation by K3L Supervisor once the work is declared complete - Enhancing the employees' competence in the form of socialization, training, and certification of personnel
Pembangkit Listrik Tenaga Panas Bumi (PLTP) Geothermal Power Plant (GPP)	- Pemeliharaan area CT, GRS, Condensor - Maintenance of CT, GRS, Condenser areas	- Pembuatan rambu terkait paparan Gas H₂S - Ketersediaan APD sesuai potensi bahaya - Production of H₂S gas exposure-related signs - PPE availability in accordance with the potential hazards	- Formulating <i>Job Safety Analysis</i> - <i>Lock out tag out</i> (if needed) - <i>Checklist</i> for tools and working tools completion - Completing Work Instructions (IK) and Standard Operating Procedures (SOP) - Work Permit is issued before carrying out the work until the work is completed and approved by K3L Supervisor or his/her equivalent - Safety briefing prior to starting work - It is mandatory to provide an OHS supervisor who is responsible for the compliance of the OHS aspect for the work conducted - Permit to work outside working hours/ overtime work by attaching the name of the Company/partner, name/type of work, name of the employee, length/duration of work, shall be approved by K3L Supervisor or his/her equivalent - Closing of work permits by partner's leaders, internal work supervisors (user's Supervisor), field supervisors (K3L implementors), and validation by K3L Supervisor once the work is declared complete - Enhancing the employees' competence in the form of socialization, training, and certification of personnel
Pembangkit Listrik Tenaga Gas (PLTG)/ Pembangkit Listrik Tenaga Gas & Uap (PLTGU) Gas Turbine Power Plant (GTTP)/Combined Cycle Power Plant (CCPP)	- Pengoperasian <i>Hydrogen Plant</i> - Pengoperasian GT - Pengurusan <i>Condensate Gas</i> - Hydrogen Plant Operation - GT Operation - Condensate Gas Draining	- <i>Review Material Safety Data Sheet (MSDS)</i>, <i>Piping and Instrumentation Diagram (P&ID)</i> H₂, dan <i>wiring diagram</i> - Tes rutin <i>fire alarm</i> - Kesiapan instalasi <i>fire fighting system</i> - Kelengkapan APD sesuai potensi bahaya - Review of Material Safety Data Sheet (MSDS), Piping, and Instrumentation Diagram (P&ID) H₂, and wiring diagram - Fire alarm routine test - Readiness for installation of firefighting system - PPE completeness in accordance with the potential hazards	- Formulating <i>Job Safety Analysis</i> - <i>Lock out tag out</i> (if needed) - <i>Checklist</i> for tools and working tools completion - Completing Work Instructions (IK) and Standard Operating Procedures (SOP) - Work Permit is issued before carrying out the work until the work is completed and approved by K3L Supervisor or his/her equivalent - Safety briefing prior to starting work - It is mandatory to provide an OHS supervisor who is responsible for the compliance of the OHS aspect for the work conducted - Permit to work outside working hours/ overtime work by attaching the name of the Company/partner, name/type of work, name of the employee, length/duration of work, shall be approved by K3L Supervisor or his/her equivalent - Closing of work permits by partner's leaders, internal work supervisors (user's Supervisor), field supervisors (K3L implementors), and validation by K3L Supervisor once the work is declared complete - Enhancing the employees' competence in the form of socialization, training, and certification of personnel

Jenis Pekerjaan dengan Risiko Penyakit Akibat Kerja Berdasarkan Unit Bisnis [GRI 102-15, 403-2, 403-7, 403-10]

Types of Work with Occupational Disease Risk by Business Unit [GRI 102-15, 403-2, 403-7, 403-10]

Jenis Pembangkit Type of Power Plant	Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Work	Cara Pencegahan/ Penanganan [EU16] Prevention/Handling Method [EU16]
Pembangkit Listrik Tenaga Uap (PLTU) SPP, HPP, GPP, GTPP/CCPP	Bekerja di Kebisingan Berisiko mengalami penurunan atau kerusakan fungsi pendengaran <i>Working in Noise</i> At risk of decreased or impaired hearing function	- <i>Engineering control</i> - pemasangan <i>cover</i> turbin/peredam suara, pagar pembatas - Pemeliharaan rutin peralatan dan sertifikasi peralatan - Ketersediaan Alat Pelindung Diri (APD) yaitu <i>Eaf Muff</i>, <i>Ear Plug</i> dan APD Standar - Pemeriksaan kesehatan berkala (audiometri) - Adanya pemasangan rambu-rambu peringatan K3 - Pemeriksaan/ pengukuran lingkungan kerja secara rutin sehingga tidak melebihi NAB - Membatasi pajanan kebisingan dengan pengaturan <i>shift</i> kerja - Sosialisasi terkait Penyakit Akibat Kerja. - Pemberian <i>extra fooding</i> - <i>Engineering control</i> - installation of turbine cover/silencer, guardrail - Equipment routine maintenance and certification - Personal Protective Equipment (PPE) Availability, i.e., Ear Muff, Ear Plug, and Standard PPE - Regular health checks (audiometry) - Installation of OHS warning signs - Regular inspection/measurement of the work environment to not exceed the NAB - Limiting noise exposure with work shift arrangement - Dissemination related to Occupational Diseases. - Provision of extra fooding
	Bekerja di Area yang Memiliki Vibrasi atau Getaran Tinggi Berisiko mengganggu kelainan pada saraf, otot, tulang dan sendi <i>Working in High Vibration Areas</i> Risk of nerves, muscles, bones, and joints disorders	- Menambah/ menyisipkan damping/ bantalan/ peredam di antara alat dan bagian tubuh pekerja - Pemeliharaan rutin peralatan dan sertifikasi peralatan - Ketersediaan APD Standar - Pemeriksaan kesehatan berkala (audiometri) - Adanya pemasangan rambu-rambu peringatan K3 - Membatasi pajanan getaran dengan pengaturan <i>shift</i> kerja - Pemeriksaan/ pengukuran lingkungan kerja secara rutin sehingga tidak melebihi NAB - Sosialisasi terkait Penyakit Akibat Kerja - Pemberian <i>extra fooding</i> - Adding/inserting dampers/pads/silencers between the tool and the employee's body parts - Equipment routine maintenance and certification - Standard PPE availability - Regular health checks (audiometry) - Installation of OHS warning signs - Limiting vibration exposure with work shift arrangement - Regular inspection/measurement of the work environment to not exceed the NAB - Dissemination related to Occupational Diseases - Provision of extra fooding
PLTU, PLTP, PLTG/PLTGU SPP, GPP, GTPP/CCPP	Bekerja di Area Paparan Bahan Kimia Berisiko mengganggu saluran pernapasan, kulit dan pencernaan <i>Working in Chemical Exposure Areas</i> Risk of irritating the respiratory tract, skin, and digestion	- Ketersediaan APD (Masker, Respirator, <i>Safety Glasses</i>, <i>Latex Gloves</i>, <i>Lab Coat</i> dan APD Standar). - Ketersediaan MSDS - Menyediakan sistem ventilasi - Pemeriksaan/ pengukuran lingkungan kerja secara rutin sehingga tidak melebihi NAB - Pemeriksaan kesehatan berkala - Pemberian - Adanya pemasangan rambu-rambu peringatan K3 - Sosialisasi terkait Penyakit Akibat Kerja - PPE Availability (Masks, Respirators, Safety Glasses, Latex Gloves, Lab Coats, and Standard PPE). - MSDS Availability - Providing ventilation system - Regular inspection/measurement of the work environment to not exceed the NAB - Regular health checks - Provision of extra fooding - Installation of OHS warning signs - Dissemination related to Occupational Diseases

Jenis Pembangkit Type of Power Plant	Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Work	Cara Pencegahan/ Penanganan [EU16] Prevention/Handling Method [EU16]
PLTU Steam Power Plant (SPP)	Bekerja di Area Paparan Abu dan Batubara (Ash and Coal) Berisiko mengganggu saluran pernapasan Working in Ash and Coal Exposure Areas Risk of irritating the respiratory tract	- Ketersediaan APD (Masker Kabon Aktif, Respirator, Safety Glasses dan APD Standar) - Pemeriksaan kesehatan berkala (<i>spirometri</i>) - Adanya pemasangan rambu-rambu peringatan K3 - Pemeriksaan/ pengukuran lingkungan kerja secara rutin sehingga tidak melebihi NAB - Sosialisasi terkait Penyakit Akibat Kerja - Pemberian <i>extra feeding</i> - PPE Availability (Activated Carbon Mask, Respirator, Safety Glasses, and Standard PPE) - Regular health checks (<i>spirometry</i>) - Installation of OHS warning signs - Regular inspection/measurement of the work environment to not exceed the NAB - Dissemination related to Occupational Diseases - Provision of extra feeding
	Bekerja di Area Paparan Radiasi Berisiko menyebabkan kanker, permasalahan reproduksi dan kematian Working in Radiation Exposure Areas Risk of causing cancer, reproductive problems, and death	- Ketersediaan APD (Apron Proteksi Tubuh, Safety Glove dan APD Standar) - Pemeriksaan kesehatan berkala khususnya bagi Petugas Proteksi Radiasi - Adanya pemasangan rambu-rambu peringatan K3 - Pemberian jarak aman antara pekerja dengan sumber pajanan - Pemeriksaan/ pengukuran lingkungan kerja secara rutin sehingga tidak melebihi NAB - Pengurusan ijin pemakaian bahan radio aktif ke Badan Pengawas Tenaga Nuklir (BAPETEN) - Memiliki SOP Penanganan bahan radioaktif sesuai peraturan perundangan - Sosialisasi terkait Penyakit Akibat Kerja - Pemberian <i>extra feeding</i> - PPE Availability (Body Protection Apron, Safety Gloves, and Standard PPE) - Regular health checks, especially for Radiation Protection Officers - Installation of OHS warning signs - Provision of Safe distance between employees and sources of exposure - Regular inspection/measurement of the work environment to not exceed the NAB - Management of permits for the use of radioactive materials to the Nuclear Energy Regulatory Agency (BAPETEN) - Having SOP for handling radioactive materials in accordance with laws and regulations - Dissemination related to Occupational Diseases - Provision of extra feeding

Terkait identifikasi penyakit akibat kerja, Indonesia Power juga melakukan pemeriksaan kesehatan pegawai dan memvalidasi dokumen kesehatan kontraktor yang terlibat. Dari hasil pemeriksaan yang dilakukan, selanjutnya diidentifikasi berdasarkan unit bisnis dan jenis pekerjaan. Berdasarkan hasil pemeriksaan, tercatat bahwa seluruh pegawai dan kontraktor Perusahaan 100% berstatus sehat/*fit*, sehingga tidak terdapat penyakit akibat kerja atau kesehatan buruk yang dialami pegawai, serta tidak terdapat kasus kematian akibat sakit yang berhubungan dengan pekerjaan. [GRI 403-10]

In terms of the identification of occupational diseases, Indonesia Power conducts employee health checks and validates the health documents of the contractors involved. From the results of the inspections carried out, the occupational diseases are then further identified by business unit and type of work. Based on the examination results, employees and contractors of the Company are 100% healthy/*fit*, thus there are no occupational diseases or bad health experienced by employees, and there are no cases of death due to occupational-related illness.

[GRI 403-10]

Program Pengelolaan Keselamatan dan Kesehatan Kerja

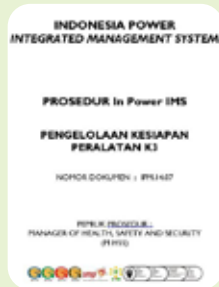
Occupational Health and Safety Management Program

Selama tahun 2020, Indonesia Power melaksanakan program pengelolaan K3 sebagai berikut:

During 2020, Indonesia Power implemented the following OHS management programs:

Review Kebijakan K3 Korporat

Corporate OHS Policy Review



Waktu Pelaksanaan: Setiap Semester
Kegiatan: Melakukan review prosedur-prosedur K3 sesuai dengan proses bisnis Perusahaan ter-update
Time: Every semester
Activities: Reviewing OHS procedures in accordance with the Company's updated business processes

Pengadaan Cenderamata Zero Accident

Zero Accident Souvenir Procurement



Waktu Pelaksanaan: Setiap Tahun
Kegiatan: Pengadaan cenderamata dilaksanakan sebagai apresiasi kepada unit pembangkit yang sudah meraih zero accident pada tahun sebelumnya
Time: Annually
Activities: The procurement of souvenirs is carried out as an appreciation to the generating unit that has achieved zero accident in the previous year

Pengadaan Peralatan APD & Material Tanggap Darurat

Procurement of PPE Equipment & Emergency Response Materials



Waktu Pelaksanaan: Setiap Tahun
Kegiatan: Pengadaan berdasarkan hasil identifikasi dan mitigasi risiko unit terkait
Time: Annually
Activities: Procurement based on the results of identification and risk mitigation of related units

Pengadaan Reward Kuis K3

Procurement of OHS Quiz Rewards



Waktu Pelaksanaan: 12 Januari - 12 Februari 2020
Kegiatan: Lomba-lomba terkait K3 dengan partisipasi seluruh pegawai baik organik maupun non-organik dalam rangka memperingati bulan K3
Time: 12 January - 12 February 2020
Activities: OHS-related competitions with all employees' participation, both organic and non-organic employees to commemorate the OHS month

Rangkaian Kegiatan Bulan K3

Series of Activities during OHS Month



Waktu Pelaksanaan: 12 Januari - 12 Februari 2020
Kegiatan: Apel, sosialisasi, perlombaan, aksi sosial dan lain-lain dalam rangka memperingati bulan K3
Time: 12 January - 12 February 2020
Activities: Chats, socialization, competitions, social actions, etc. in commemoration of the OHS month

Survei Kepedulian K3 Korporat

Corporate OHS Awareness Survey



Waktu Pelaksanaan: 12 Januari - 12 Februari 2020
Kegiatan: Survey berisi pertanyaan-pertanyaan guna mengukur tingkat kepedulian pegawai terhadap aspek K3
Time: 12 January - 12 February 2020
Activities: The survey contains questions to assess the level of employee concern in terms of OHS aspects

Lomba Pemadam Kebakaran dan P3K Firefighting and First Aid Contest



Waktu Pelaksanaan:
12 Januari - 12 Februari 2020
Kegiatan: Mengukur kemampuan dan ketangkasan unit kerja dalam aspek Pemadam Kebakaran dan P3K
Time:
12 January - 12 February 2020
Activities: Measuring the ability and agility of work units in terms of Firefighting and First Aid

Pelatihan/Simulasi Tanggap Darurat Emergency Response Training/Simulation



Waktu Pelaksanaan:
Minimal sekali dalam setahun
Kegiatan: Pelatihan/Simulasi diikuti oleh seluruh pegawai dalam unit terkait. Tema simulasi berdasarkan analisa risiko keadaan darurat masing-masing unit kerja
Time: At least once a year
Activities: The Training/Simulation is attended by all employees in the related unit. Simulation theme is based on emergency risk analysis of each work unit

Pengukuran Indoor Air Quality dan NAB Lingkungan Kerja Assessment of Indoor Air Quality and Work Environment NAB



Waktu Pelaksanaan:
Minimal sekali dalam setahun
Kegiatan: Pengukuran untuk memastikan indikator pada Indoor Air Quality dan NAB lingkungan kerja aman dan sehat bagi pegawai
Time: At least once a year
Activities: Measurement to ensure indicators of Indoor Air Quality and Work Environment NAB are safe and healthy for employees

Sosialisasi Pengelolaan Hygiene Kantin Canteen Hygiene Management Socialization



Waktu Pelaksanaan:
Minimal sekali dalam setahun
Kegiatan: Sosialisasi agar pengelola kantin Perusahaan paham dan mematuhi standard Hygiene yang ditetapkan
Time: At least once a year
Activities: Socialization so that the Company's canteen managers understand and comply with the established Hygiene standards

Jasa Gap Analysis dan Pendampingan ISRS ISRS Gap Analysis and Assistance Services



Waktu Pelaksanaan: 2 minggu sekali selama tahun 2020
Kegiatan: Pelaksanaan Knowledge Sharing (KS) oleh unit percontohan BLT OMU yang sudah tersertifikasi ISRS kepada unit lainnya. KS disertai dengan tugas Assessment mandiri yang harus dilakukan oleh unit peserta
Time: In 2020, every 2 weeks
Activities: Knowledge Sharing (KS) by BLT OMU pilot units that have been ISRS certified to other units. KS is accompanied by a self-assessment task that must be carried out by the participating unit

Forum K3 OHS Forum



Waktu Pelaksanaan: Setiap Tahun
Kegiatan: Forum dalam rangka membahas isu-isu K3 korporat selama setahun. Selain itu diadakan pula capacity building kepada pengelola K3 seluruh unit kerja yang hadir dalam bentuk seminar oleh narasumber yang kompeten
Time: Annually
Activities: Forum to discuss corporate OHS issues for a year. In addition, capacity building was also held for OHS managers of all work units that were present by providing seminars with competent speakers

Video Conference K3 OHS Video Conference



Waktu Pelaksanaan: Setiap Bulan
Kegiatan: Membahas isu-isu terkini, *Lesson Learn* Kecelakaan, Kebijakan K3 yang baru dan lain-lain
Time: Monthly
Activities: Discussing current issues, Lesson Learned from Accidents, new OHS Policies, etc.

Audit Internal SMK3 SMK3 Internal Audit



Waktu Pelaksanaan: Sesuai Jadwal dari Bidang terkait
Kegiatan: *Monitoring* dan evaluasi pelaksanaan SMK3 di unit kerja related fields
Activities: Monitoring and evaluation of the OHSMS implementation in work units

Rangkaian Diklat K3 OHS Training Series



Waktu Pelaksanaan: Sesuai Jadwal Rendiklat
Kegiatan: Melaksanakan *training* dan sertifikasi K3 bagi pegawai sesuai dengan kebutuhan kompetensi bidangnya
Time: In accordance with the Planning, Education, and Training Schedule
Activities: Conducting OHS training and certification for employees in accordance with their field competency needs

Pengembangan dan Monitoring Pelaporan Aplikasi K3 Korporat Development and Monitoring of Corporate OHS Application Reporting

Waktu Pelaksanaan: *Progress meeting* dua minggu sekali
Kegiatan: Digitalisasi Manajemen dan Proses Kerja K3 sudah mencapai tahap 2 melingkupi Modul *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC), Program Manajemen K3 (PMK3) dan *Incident & Accident Investigation* (INAVEST)
Time: Progress meeting every two weeks
Activities: Digitalization of OHS Management & Work Processes has reached phase 2, which includes Hazard Identification, Risk Assessment, and Determining Control (HIRADC) Modules, OHS Management Program (PMK3), and Incident & Accident Investigation (INAVEST)



Monitoring Industrial Cleaning Service



Waktu Pelaksanaan: Setiap Bulan
Kegiatan: Kantor Pusat memonitor pencapaian kinerja *Industrial Cleaning Service* berdasarkan *Service Level Agreement* (SLA) yang telah disepakati
Time: Monthly
Activities: Head Office monitors the achievement of Industrial Cleaning Service performance based on the agreed Service Level Agreement (SLA)

Monitoring Revitalisasi Fire Protection System Monitoring the Revitalization of the Fire Protection System



Waktu Pelaksanaan: Setiap Bulan
Kegiatan: Kantor Pusat memonitor dan mengevaluasi Revitalisasi *Fire Protection System* berdasarkan laporan bulanan K3 dari unit kerja
Time: Monthly
Activities: Head Office monitors and evaluates Fire Protection System Revitalization based on monthly OHS reports from work units

Monitoring Pembangunan Safety Control Center di Unit Kerja Monitoring the Construction of Safety Control Center in Work Units



Waktu Pelaksanaan: Setiap Bulan
Kegiatan: Kantor Pusat memonitor dan mengevaluasi pembangunan *Safety Control Center* berdasarkan laporan bulanan K3 dari unit kerja
Time: Monthly
Activities: Head Office monitors and evaluates Safety Control Center based on monthly OHS reports from work units

Assessment Kebersihan Unit Pembangkit Power Power Unit Cleanliness Assessment

Waktu Pelaksanaan: Setiap Tahun
Kegiatan: Melakukan penilaian kebersihan di unit pembangkit dengan kriteria yang telah ditetapkan sebagai upaya tercapainya unit pembangkit yang bersih, sehat dan aman.
Saat pandemi Covid-19 *Assessment* dilaksanakan secara *online*
Time: Annually
Activities: Conducting an assessment of cleanliness in the generating unit with the criteria that have been set as an effort to achieve a clean, healthy, and safe generating unit. During the Covid-19 pandemic, the assessment is carried out online



Program Peningkatan Keselamatan Kerja Occupational Safety Improvement Program

- Safety Briefing
- Safety Patrol
- Management Walkthrough
- Review Prosedur dan Instruksi Kerja
- Sosialisasi, Pelatihan dan Sertifikasi K3
- Inspeksi Rutin Peralatan
- Penyediaan dan Pemeliharaan Perlengkapan *Fire Fighting* dan Alat Pelindung Diri (APD)
- Simulasi Tanggap Darurat
- Identifikasi Risiko yang Timbul beserta Mitigasinya
- Awareness dan Kampanye Budaya K3 dan Sadar *Safety* kepada Seluruh Pegawai
- Audit SMK3
- Implementasi ISRS 7
- Implementasi *Contractor Safety Management System* (CSMS)
- Implementasi *Industrial Cleaning*
- Pembangunan *Safety Control Center*
- Upgrade Infrastruktur K3
- Assessment Kebersihan
- Pelaporan *unsafe action*, *unsafe condition* dan *nearmiss* melalui Aplikasi Nearmiss yang dapat diakses oleh seluruh pegawai
- Safety Briefing
- Safety Patrol
- Management Walkthrough
- Review of Procedures and Work Instructions
- OHS Socialization, Training, and Certification
- Equipment Regular Inspection
- Provision and Maintenance of Firefighting Equipment and Personal Protective Equipment (PPE)
- Emergency Response Simulation
- Identification of Risks that may Arise and their Mitigation
- OHS Awareness and Culture, and Safety Awareness Campaign to All Employees
- OHSMS audit
- ISRS 7 implementation
- Implementation of the Contractor Safety Management System (CSMS)
- Industrial Cleaning
- Construction of Safety Control Center;
- OHS Infrastructure Upgrade
- Cleanliness Assessment
- Reporting on unsafe actions, unsafe conditions, and near misses through the Nearmiss Application accessible by all employees





Program Peningkatan Keselamatan Kerja [GRI 403-3, 403-6, 403-10] Occupational Health Improvement Program [GRI 403-3, 403-6, 403-10]

- Identifikasi dan upaya pencegahan bahaya terkait kesehatan kerja dengan melakukan pemeriksaan kesehatan (*medical check up*) berkala kepada pegawai. Di Semester II Tahun 2020 telah dilaksanakan *medical check up* di kantor masing-masing unit.
- Melakukan *Health Risk Assessment* di masing-masing area kerja sesuai potensi bahayanya terhadap kesehatan
- Memastikan ketersediaan dan penggunaan APD yang benar dan standar
- Pengaturan *Work From Office* (WFO) dan *Work From Home* (WFH) selama pandemi Covid-19 baik di *Head Office* maupun Unit
- *Monitoring* dan pengukuran Lingkungan kerja
- Sertifikasi *hygiene* kantin
- Adanya himbauan kepada seluruh unit dalam penempatan pegawai mempertimbangkan faktor fisik dan mental pegawai yang dinyatakan sehat dalam bekerja berdasarkan riwayat kesehatan pegawai
- Memberikan *extra feeding*
- Memberikan sosialisasi/penyuluhan kesehatan kerja, khususnya terkait Covid-19
- Kunjungan dokter Perusahaan ke pegawai
- Pengukuran lingkungan kerja secara berkala
- Program olahraga
- Menyediakan *fitness center*
- Sertifikasi Pertolongan Pertama pada Kecelakaan (P3K)
- Menyediakan kotak dan isi P3K sesuai dengan peraturan perundang undangan yang berlaku
- Identification and prevention of hazards related to occupational health by conducting regular medical check-ups for employees. In H2 2020, medical check-ups have been carried out at the offices of each unit.
- Conducting Health Risk Assessment in each work area in line with the health potential hazards
- Ensuring the availability, appropriate use, and standard PPE
- Work From Office (WFO) and Work From Home (WFH) arrangements during the Covid-19 pandemic both at the Head Office and Units
- Monitoring and assessing Work Environment
- Canteen hygiene certification
- Appeal to all units in employees' placement to consider the physical and mental factors of such employee who are declared healthy to work, based on the employee's medical history
- Provision of extra feeding
- Providing socialization/counseling on occupational health, especially related to Covid-19
- Visitation of Company's doctors to employees
- Regular measurement of the work environment
- Sports program
- Providing a fitness center
- First Aid (P3K) Certification
- Providing first aid kits and contents in accordance with prevailing laws and regulations

Perlengkapan Fire Fighting Equipment Fire Fighting



7.621

Jumlah APAR (Buah)
Fire Extinguishers (Unit)



21

Mobil Damkar (Unit)
Fire Trucks (Unit)



16

Mobil Ambulance (Unit)
Ambulance (Unit)

Pelatihan Dan Sertifikasi Keselamatan Dan Kesehatan Kerja [GRI 403-5]

Occupational Health and Safety Training and Certification [GRI 403-5]

Indonesia Power telah mendirikan sebuah *center of excellence* berupa *Fire Safety Academy* di Pandean Lamper, Semarang, Jawa Tengah yang bertujuan untuk meningkatkan pengetahuan, pemahaman dan keahlian insan pembangkitan terkait aspek K3. Lembaga pendidikan dan pelatihan ini menjadi pusat pelayanan beragam kebutuhan pelatihan, *assessment* dan konsultasi di bidang operasi pembangkit listrik yang mengedepankan aspek K3.

Pelatihan K3 dirancang Indonesia Power dengan melakukan identifikasi dan menyesuaikan dengan potensi bahaya atas pekerjaan yang dilakukan. Divisi Human Capital Development bekerja sama dengan Divisi Health, Safety and Environment membuat *mapping* kompetensi pegawai dan *Training Need Analysis*. Untuk mengidentifikasi klasifikasi pegawai yang akan diberikan pelatihan dan sertifikasi, Indonesia Power telah memiliki kebijakan khusus yang tertuang dalam Surat Keputusan Direksi Nomor 50.K/010/IP/2011 tentang Sistem Pembelajaran Pegawai dan Surat Keputusan Direksi Nomor 186.K/010/IP/2012 tentang Perubahan atas Keputusan Direksi Nomor 38.K/010/IP/2009 tentang Sistem Manajemen Sumber Daya Manusia berbasis Kompetensi.

Proses *Training Need Analysis* atau identifikasi kebutuhan pembelajaran di mulai dari tingkat korporat, dilanjutkan dengan tingkat organisasi, jabatan dan individu. Kebutuhan pembelajaran tingkat korporat dilakukan melalui rapat *Member of Academy Committee* yang dihadiri oleh Kepala Divisi terkait dan Divisi Human Capital Development (DIV HCD) untuk merencanakan kebutuhan pembelajaran secara lebih spesifik disesuaikan dengan proses bisnis dan perkembangan terkini, mengidentifikasi kebutuhan pembelajaran untuk jangka pendek dan jangka panjang, dan menetapkan kebutuhan pembelajaran yang harus dimiliki (*mandatory*) oleh tenaga kerja yang bekerja di Perusahaan.

Indonesia Power has established a center of excellence in the form of a Fire Safety Academy in Pandean Lamper, Semarang, Central Java, which has the objective to increase the knowledge, understanding, and expertise of power generation personnel in terms of OHS aspects. This educational and training institution is a service center for various training needs, assessments, and consultations in the field of power plant operations that prioritize OHS aspects.

Indonesia Power designed the training by identifying and adjusting to the potential hazards of the work that have been carried out. The Human Capital Development Division cooperates with the Health, Safety, and Environment Division to map the employee competency and formulate Training Need Analysis. Indonesia Power has a special policy to identify the classification of employees who will be provided with training and certification, as stipulated in the Board of Directors' Decree No. 50.K/010/IP/2011 on Employee Learning System, and the Board of Directors' Decree No. 186.K/010/IP/2012 on the Amendment to the Board of Directors' Decree No. 38.K/010/IP/2009 on the Competency-Based Human Resource Management System.

The Training Need Analysis or identification of learning needs starts from the corporate level, followed by the organizational, position, and individual levels. Corporate-level learning needs are carried out through Member of Academy Committee meetings, attended by the Heads of relevant Divisions and the Human Capital Development Division (DIV HCD) to plan learning needs specifically tailored to business processes and the latest developments, identify short-term and long-term learning needs, and determine the mandatory learning needs by the workforce working in the Company.

Indonesia Power telah mengidentifikasi pelatihan K3 di dalam PKB Bab IV tentang Pembinaan dan Pengembangan Pegawai Pasal 22 tentang Pendidikan dan Pelatihan, terdiri dari dua bentuk, yaitu Pendidikan Formal (D1/D3/S1/S2) dan Pendidikan Non Formal yang meliputi kursus, *workshop*, magang dan bentuk pelatihan lainnya. Terkait sertifikasi, Indonesia Power juga telah membagi dua jenis sertifikasi berdasarkan sifatnya, yaitu sertifikasi *mandatory* dan non *mandatory*. Sertifikasi *mandatory* merupakan sertifikasi yang diwajibkan Perusahaan untuk setiap pegawai sebagai ketaatan terhadap peraturan yang berlaku.

Pada tahun 2020, Indonesia Power telah mengklasifikasikan pegawai yang diberikan sertifikasi *mandatory* bidang K3 sesuai peraturan pemerintah yang berlaku di Indonesia dan persyaratan lainnya yaitu sebagai berikut:

Indonesia Power has identified OHS training in CLA Chapter IV on Employee Training and Development Article 22 on Education and Training, which consist of two forms, i.e., Formal Education (Young Diploma (D1/D3), Bachelor's Degree (S1), or Master's Degree (S2)), and Non-Formal Education, which includes courses, workshops, internships, and other forms of training. Indonesia Power has also categorized two types of certifications by its nature, i.e., mandatory and non-mandatory certification. Mandatory certification is a certification that is required by the Company for every employee in compliance with prevailing regulations.

In 2020, Indonesia Power has classified employees who need mandatory certification in the OHS field in accordance with the government regulations in Indonesia and other requirements, which are as follows:

Klasifikasi Pegawai yang Diberikan Sertifikasi dan Pelatihan K3 [EU16]

Classification of Employees Provided with OHS Certification and Training [EU16]

No	Dasar Perundangan Legal Basis	Judul Sertifikasi Certification	Akreditasi Accreditation	Jabatan Position
1	Peraturan Pemerintah R.I. Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja Government Regulation of the Republic of Indonesia No. 50 of 2012 on the Occupational Health and Safety Management System	Auditor SMK3 OHSMS Auditor	Kementerian Ketenagakerjaan Ministry of Manpower	<i>Supervisor Senior</i> K3, Manajer yang membawahi bidang K3 Senior OHS Supervisor, Manager responsible for OHS
2	Peraturan Menteri Tenaga Kerja R.I. Nomor Per-04/MEN/1987 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja serta Tata Cara Penunjukan Ahli Keselamatan Kerja Regulation of the Minister of Manpower of the Republic of Indonesia No. Per-04/MEN/1987 on the Occupational Health and Safety Committee and Appointment of Occupational Safety Experts	Ahli K3 Umum General OHS Expert	Kementerian Ketenagakerjaan Ministry of Manpower	<i>Supervisor/Supervisor Senior</i> bidang K3 OHS Supervisor/Senior Supervisor
3	Keputusan Menteri Tenaga Kerja R.I. Nomor KEP-186/MEN/1999 tentang Unit Penanggulangan Kebakaran di Tempat Kerja Decree of the Minister of Manpower of the Republic of Indonesia No. KEP-186/MEN/1999 on Firefighting Units in the Workplace	Petugas Peran Kebakaran (Damkar D) Fire Officer (Damkar D)	Kementerian Ketenagakerjaan Ministry of Manpower	- <i>Operator Shift A/B/C/D</i> - Pelaksana K3 - Shift Operators A/B/C/D - OHS Implementor
		Regu Penanggulangan Kebakaran (Damkar C) Firefighting Team (Damkar C)	Kementerian Ketenagakerjaan Ministry of Manpower	- <i>Operator Senior Shift A/B/C/D</i> - Pelaksana Senior K3 - Senior Shift Operators A/B/C/D - OHS Senior Executive
		Kordinator Unit Penanggulangan Kebakaran (Damkar B) Fire Management Unit Coordinator (Damkar B)	Kementerian Ketenagakerjaan Ministry of Manpower	- Supervisor Operasi - Penyelia Dasar bidang K3 - Operations Supervisor - OHS Basic Supervisor
		Ahli K3 Spesialis Penanggulangan Kebakaran (Damkar A) OHS Expert Firefighting Specialist (Damkar A)	Kementerian Ketenagakerjaan Ministry of Manpower	<i>Supervisor/Supervisor Senior</i> K3 OHS Supervisor/Senior Supervisor

No	Dasar Perundangan Legal Basis	Judul Sertifikasi Certification	Akreditasi Accreditation	Jabatan Position
4	Peraturan Menteri Tenaga Kerja R.I. Nomor Per.15/MEN/VIII/2008 tentang Pertolongan Pertama Pada Kecelakaan di Tempat Kerja Regulation of the Minister of Manpower of the Republic of Indonesia No. Per.15/MEN/VIII/2008 on First Aid at Work	Petugas P3K First Aid Officer	Kementerian Ketenagakerjaan Ministry of Manpower	- Pelaksana Senior K3 - Perwakilan <i>Operator Shift</i> A/B/C/D - Perwakilan bidang Administrasi - Perwakilan Teknisi Listrik/ Mesin/Kontrol Instrumen. - OHS Senior Executive - Representative of Shift Operators A/B/C/D - Representative of Administration - Representative of Electrical/ Mechanical/Instrument Control Engineer.
5	Peraturan Menteri Tenaga Kerja R.I. Nomor 5 Tahun 2018 tentang K3 Lingkungan Kerja Regulation of the Minister of Manpower of the Republic of Indonesia No. 5 of 2018 on OHS in the Work Environment	Ahli <i>Hygiene</i> Industri Muda Young Industrial Hygienist	Kementerian Ketenagakerjaan Ministry of Manpower	- Penyelia Dasar bidang K3 - OHS Basic Supervisor
6	Peraturan Menteri Tenaga Kerja R.I. Nomor 5 Tahun 2018 tentang K3 Lingkungan Kerja Regulation of the Minister of Manpower of the Republic of Indonesia No. 5 of 2018 on OHS in the Work Environment	Ahli <i>Hygiene</i> Industri Madya Associate Industrial Hygienist	Kementerian Ketenagakerjaan Ministry of Manpower	- Penyelia Dasar bidang K3 - OHS Basic Supervisor
7	<i>International Sustainability Rating System</i>	Auditor ISRS ISRS Auditor	DNVGL DNVGL	- Penyelia Dasar bidang K3 - OHS Basic Supervisor
8	-	<i>National Examination Board in Occupational Safety and Health (NEBOSH)</i> National Examination Board in Occupational Safety and Health (NEBOSH)	Biro Klasifikasi Indonesia Indonesian Classification Bureau	- Manajer bidang K3, Penyelia Atas bidang K3 - OHS Manager, OHS Top Supervisor

Selama tahun 2020 Indonesia Power telah melakukan sertifikasi K3 kepada 158 personel dan pelatihan K3 kepada 506 personel. Topik-topik yang dibahas pada pelatihan 2020 adalah seputar Keilmuan Dasar K3, Pengelolaan Pekerjaan Berisiko Tinggi dan Sistem *Fire Fighting*, serta Investigasi Kecelakaan Kerja. Pelaksanaan pelatihan di tahun 2020 lebih fleksibel dikarenakan situasi pandemi sehingga seluruh pelatihan terkait K3 dilaksanakan secara daring.

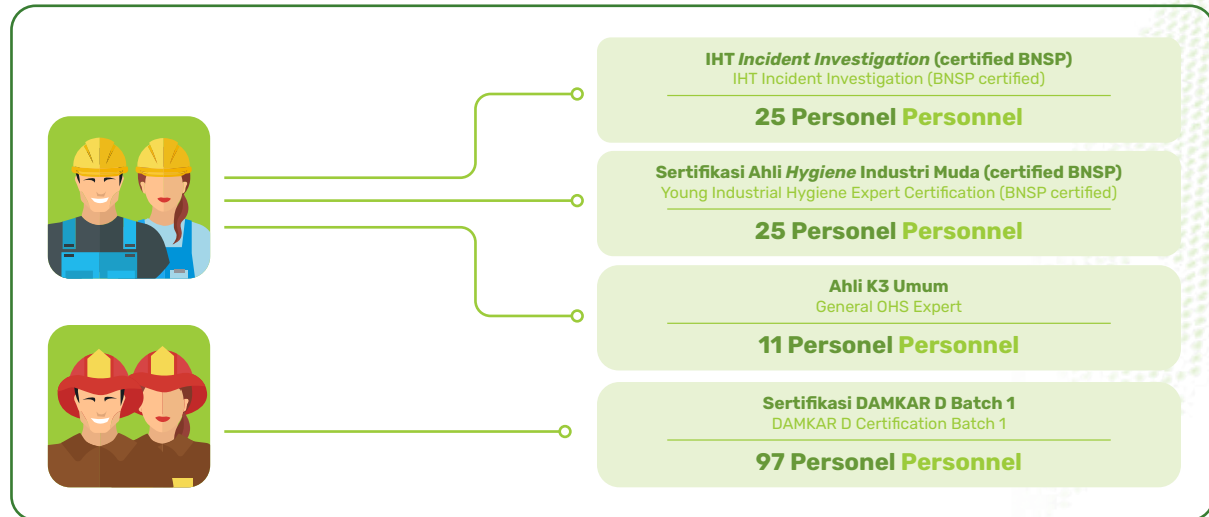
Indonesia Power memastikan bahwa kompetensi instruktur pelatihan disesuaikan dengan dokumen Term of Reference (TOR) yang dirumuskan oleh Divisi Health, Safety, and Environment (DIV HSE) sebagai *user* yang kemudian akan dicarikan penyelenggara pelatihan yang kompeten dan memenuhi syarat pada TOR oleh DIV HCD. Berdasarkan hasil survei yang diisi oleh peserta setelah agenda pelatihan, mayoritas peserta mengaku mudah memahami materi yang diberikan oleh instruktur dan mengaku pelatihan yang diberikan sangat membantu mereka dalam pekerjaan rutin sehari-hari.

During 2020, Indonesia Power has conducted OHS certification for 158 personnel and OHS training for 506 personnel. The topics discussed in the 2020 training are Basic Knowledge of OHS, Management of High-Risk Jobs and Firefighting Systems, and Work Accident Investigations. The training in 2020 was more flexible due to the pandemic. Thus, all training related to OHS were carried out online.

Indonesia Power ensures that the competency of the training instructor is adjusted to the Term of Reference (TOR) document formulated by the Health, Safety, and Environment Division (DIV HSE) as the user, who will then find the competent and qualified training providers in TOR by DIV HCD. Based on the survey results completed by the participants after the training, most participants admitted that they easily understood the material provided by the instructor and that the training provided was very helpful for them in their daily routine work.

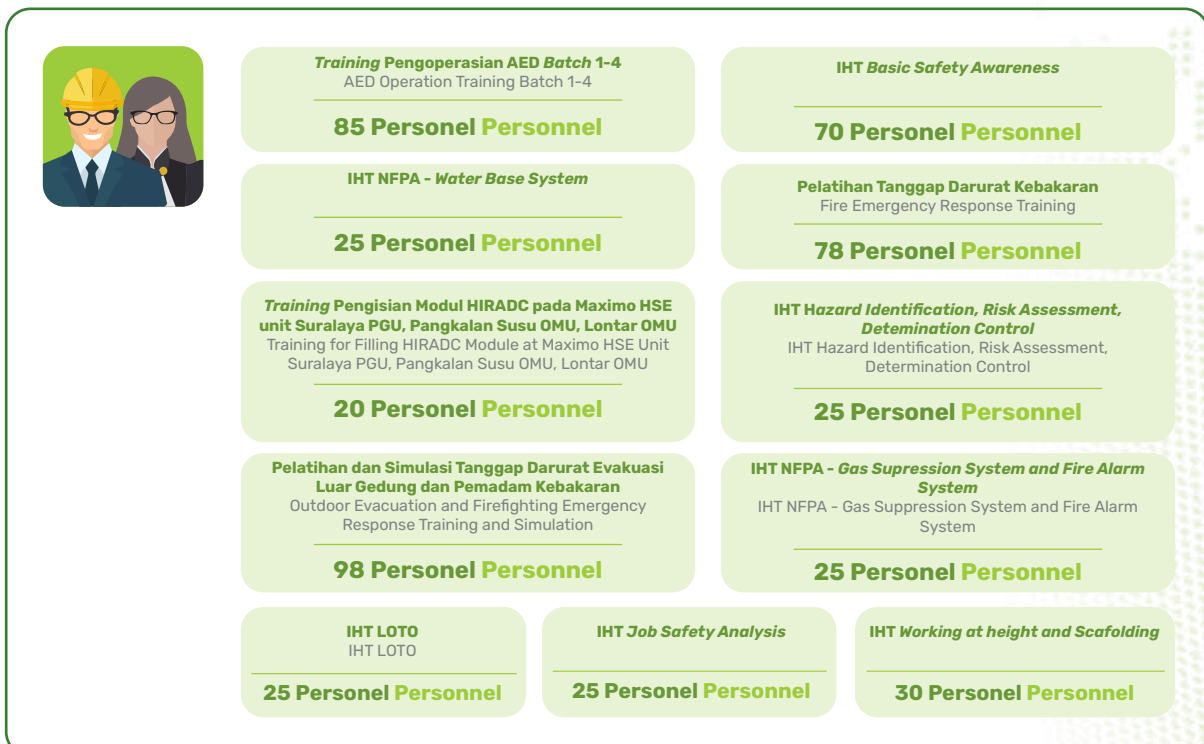
Sertifikasi K3 Tahun 2020 [EU16]

OHS Certification in 2020 [EU16]



Pelatihan K3 Tahun 2020 [EU16, EU21]

OHS Training in 2020 [EU16, EU21]



Perlindungan Keselamatan dan Kesehatan Kerja Bagi Kontraktor

Occupational Health And Safety Protection For Contractors

Indonesia Power melakukan kerjasama dengan berbagai kontraktor untuk mendukung pelaksanaan bisnis pembangkitan yakni pada kegiatan konstruksi, operasi dan pemeliharaan. Jenis pekerjaan yang dilakukan oleh kontraktor adalah Jasa *Operation & Maintenance/Overhaul*, Konstruksi Gedung, *Cleaning*, Jasa Boga, *Security*, Sertifikasi/Kalibrasi Peralatan, Konsultan, Audit Eksternal, Laboratorium dan *Supplier* (BBM, Batubara), dengan rincian jumlah hari kerja kontraktor sebagai berikut: [EU17]

Indonesia Power collaborates with various contractors to support the power generation business in construction, operation, and maintenance activities. The contractors carry out various work, i.e., Operation & Maintenance/Overhaul Services, Building Construction, Cleaning, Catering Services, Security, Equipment Certification/Calibration, Consultants, External Audits, Laboratories and Suppliers (Oil Fuel, Coal), with details of the contractor's working days as following: [EU17]

Jumlah Hari Kerja Kontraktor Berdasarkan Jenis Pekerjaan [EU17]

Contractor Working Days by Type of Work [EU17]

No	Unit	Jumlah Hari Kerja Kontraktor Number of Contractor Working Days				
		Konstruksi Gedung Building Construction	Security Security	Jasa <i>Operation & Maintenance</i> Operation & Maintenance Services	Cleaning Cleaning	Lainnya Others
1	Suralaya PGU	3.258	365	31.176	18.441	-
2	Priok POMU	1.174	365	8.287	666	-
3	Kamojang POMU	69	731	1.553	490	-
4	Saguling POMU	204	366	3.681	5.612	-
5	Semarang PGU	-	365	730	312	260
6	Grati POMU	694	366	244	244	-
7	Mrica PGU	2.075	365	3.477	1.441	1.671
8	Bali PGU	-	365	182	88	-
9	Maintenance Services Unit	-	365	528	264	-
10	Cilegon OMU	697	366	2.878	484	2.370
11	PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	293	365	243	365	2.541
12	PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	-	244	244	244	-
13	PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	244	365	244	365	244
14	PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP West Java 2 Pelabuhan Ratu OMU	-	245	245	254	247
15	PLTU Adipala OMU SPP Adipala OMU	1.819	365	2.966	989	6.019
16	PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	365	365	365	365	-
17	PLTU Jeranjang OMU SPP Jeranjang OMU	713	366	2.969	366	349
18	PLTU Barru OMU SPP Barru OMU	-	247	247	247	-
19	PLTU Sanggau OMU SPP Sanggau OMU	53	-	94	741	44
20	PLTU Sintang OMU SPP Sintang OMU	241	241	241	241	-
21	PLTU Holtekamp OMU SPP Holtekamp OMU	-	264	264	264	-
Total Total		7.086	60.858	60.858	32.483	13.745

Di tahun 2020, Indonesia Power sudah mulai mengimplementasikan *Contractor Safety Management System* (CSMS) atau Sistem Manajemen Keselamatan Kerja Kontraktor di PLTU Banten 3 Lontar OMU dan PLTGU Cilegon OMU. Hal ini bertujuan untuk memastikan kontraktor yang akan bekerja di lingkungan Perusahaan telah memiliki sistem manajemen K3 dan memenuhi persyaratan K3 pada setiap pelaksanaan aktivitas pekerjaan.

Implementasi CSMS di kedua pembangkit tersebut, masih bersifat parsial dimana baru pekerjaan yang memiliki risiko tinggi saja yang diwajibkan untuk mengikuti proses CSMS. Selanjutnya, program ini akan diimplementasikan ke unit kerja lainnya dan diperluas lingkupnya hingga meliputi pekerjaan yang memiliki risiko sedang dan rendah.

Sebagai personel yang pekerjaan dan tempat kerjanya dikendalikan oleh Perusahaan dan memiliki risiko keselamatan dan kesehatan yang tinggi, Indonesia Power juga memastikan bahwa seluruh kontraktor yang digunakan Perusahaan telah tersertifikasi sesuai dengan peraturan yang berlaku. Sistem pemantauan dan kepatuhan terkait dengan pelatihan K3 kontraktor dilakukan pada saat kontrak pekerjaan atau pengurusan ijin kerja. Pada tahun 2020, telah dilakukan pelatihan dan simulasi tanggap darurat kepada seluruh tenaga kerja kontraktor yaitu sebanyak 11.345 orang (100%). Selain itu, sebelum memulai pelaksanaan pekerjaan, Indonesia Power juga memberikan *safety briefing* kepada seluruh tenaga kerja kontraktor. [GRI 403-5, EU18]

In 2020, Indonesia Power has started implementing the Contractor Safety Management System (CSMS) at SPP Banten 3 Lontar OMU and CCPP Cilegon OMU. The objective is to ensure that contractors who will work within the Company already have an OHS management system and meet OHS requirements in each work activity.

CSMS in the two power plants is still carried out partially, in which only high-risk jobs are required to follow the CSMS process. Further, this program will be implemented in other work units and the scope will be expanded to include jobs that have medium and low risk.

Indonesia Power ensures that all contractors employed by the Company are certified in accordance with prevailing regulations as the contractors' employees shall work in accordance with and be in a workplace that is controlled by the Company under high risks of health and safety. The monitoring and compliance system related to the contractor's OHS training is carried out during the work contracts or during obtaining the work permits. In 2020, all 11,345 contractors' employees (100%) have received training and emergency response simulations. In addition, before starting the work, Indonesia Power also provided a safety briefing to all contractors' employees. [GRI 403-5, EU18]

Perlindungan Keselamatan dan Kesehatan Bagi Masyarakat Sekitar [EU21]

Safety And Health Protection For The Surrounding Communities [EU21]

Masyarakat umum sekitar instalasi sebagai pemangku kepentingan yang berada di sekitar pembangkit atau unit Perusahaan, juga menjadi fokus perhatian Indonesia Power dalam memberikan upaya perlindungan keselamatan dan kesehatan. Hal ini telah tercantum dalam Surat Keputusan Direksi Nomor 41.K/010/IP/2012 tentang Kebijakan Keselamatan dan Kesehatan Kerja serta Lingkungan di PT Indonesia Power Bab V Pasal 8 tentang Perlindungan Masyarakat Umum.

Upaya perlindungan keselamatan dan kesehatan yang dilakukan Indonesia Power sebagai langkah pencegahan dan penanganan terhadap kecelakaan dan penyakit akibat kondisi tempat kerja yang tidak aman dan nyaman kepada masyarakat umum sekitar instalasi, pelanggan dan tamu yang berkaitan tempat kerja yaitu sebagai berikut:

1. Mengembangkan, menerapkan, memelihara dan mengevaluasi efektivitas pengelolaan K3 serta keamanan secara sistematis dan konsisten berdasarkan kaidah pengelolaan *Enterprise Risk Management* Perusahaan;
2. Menyediakan dan mengoptimalkan sumber daya baik aset fisik maupun non fisik untuk mendukung tercapainya target keamanan sebesar <2 kali kejadian pencurian/tahun di seluruh unit kerja, menurunkan *Frequency Rate* <0,35/tahun dan menghilangkan potensi terjadinya kecelakaan kerja;
3. Menyediakan pedoman dan panduan K3 yang memadai guna menekan timbulnya kondisi lingkungan kerja dan perilaku kerja tidak aman dengan cara memaksimalkan penggunaan Aplikasi pelaporan korporat "Nearmiss" kepada setiap unit pembangkit;
4. Mematuhi persyaratan dan peraturan perundangan baik internal maupun eksternal di bidang K3 serta keamanan yang terkait dengan proses bisnis Perusahaan;
5. Berkomitmen melakukan tindakan pencegahan untuk menghindari terjadinya kematian, kecelakaan kerja, penyakit akibat kerja, kerusakan *asset* Perusahaan, dan gangguan keamanan dari sisi darat maupun sisi laut yang secara langsung maupun tidak langsung mempengaruhi proses bisnis Perusahaan;

The general public surrounding the installation of the Company's plant or units, as stakeholders, are also the focus of Indonesia Power in providing safety and health protection efforts. This is stipulated in the Board of Directors' Decree No. 41.K/010/IP/2012 on Policy on Occupational Health and Safety Policy as well as Environment within PT Indonesia Power, Chapter V Article 8 on Public Protection.

Indonesia Power carries out efforts to protect safety and health with a precautionary measure and handling of accidents and diseases due to unsafe and comfortable workplace conditions for the public, customers, and guests around the installation related to the workplace. The efforts are as follows:

1. Developing, implementing, maintaining, and evaluating the effectiveness of OHS management and security systematically and consistently based on the Company's Enterprise Risk Management principles;
2. Providing and optimizing physical and non-physical assets to support the achievement of security targets of <2 theft incidents/year in all work units, reduction of Frequency Rate <0.35/year, and elimination the potential occupational accidents;
3. Providing adequate OHS guidelines and instructions to suppress the emergence of unsafe working environmental conditions and work behavior by maximizing the use of the "Nearmiss" corporate reporting application in each generating unit;
4. Complying with the requirements and laws and regulations both internally and externally in the field of OHS and safety in terms of the Company's business processes;
5. Being committed to taking preventive measures to avoid death, work accidents, occupational diseases, damage to Company's assets, and security disturbances (the land and sea) that directly or indirectly affect the Company's business processes;



Keselamatan dan Kesehatan Kerja (K3)
Occupational Health and Safety (OHS)

6. Mendokumentasikan, mengimplementasikan, mendistribusikan laporan dan mensosialisasikan dokumentasi sistem yang terkait dengan pengelolaan K3 serta keamanan kepada pihak yang berkepentingan sesuai dengan pedoman pengelolaan keamanan informasi Perusahaan; dan
7. Mengelola sistem pengamanan Perusahaan baik dari sisi darat maupun dari sisi laut yang melibatkan unsur manajemen, tenaga kerja, kondisi dan lingkungan kerja yang secara profesional terintegrasi untuk mencegah dan mengurangi kerugian akibat ancaman, gangguan dan/atau bencana serta mewujudkan tempat kerja yang aman, sehat, nyaman, efisien dan produktif.

Upaya yang dilakukan ini merupakan bukti kepatuhan Indonesia Power terhadap Undang-undang Ketenagalistrikan Nomor 30 Tahun 2009 Pasal 44 yang mengungkapkan bahwa setiap kegiatan usaha ketenagalistrikan wajib memenuhi ketentuan keselamatan ketenagalistrikan salah satunya bertujuan untuk mewujudkan kondisi aman dari bahaya bagi manusia dan makhluk hidup lainnya. Namun, selama tahun 2020 terdapat 1 (satu) kasus kecelakaan kerja, dimana kejadian tersebut menyebabkan korban jiwa. Sesuai aturan yang berlaku, kecelakaan kerja yang terjadi sudah diinvestigasi oleh Kantor Pusat dan Unit Kerja terkait untuk mencari penyebab dari kecelakaan kerja serta guna merumuskan rekomendasi agar kejadian serupa tidak terjadi lagi.

6. Documenting, implementing, distributing reports, and disseminating system documentation related to OHS management and safety to interested parties in accordance with the Company's information security management guidelines; and
7. Managing the Company's security system in land and at sea, that involves professionally integrated elements of management, manpower, conditions, and work environment to prevent and reduce losses due to threats, disturbances, and/or disasters, and create a safe, healthy, and comfortable, efficient, and productive workplace.

This effort is evidence of Indonesia Power's compliance with the Electricity Law No. 30 of 2009 Article 44, which stipulates that every electricity business activity shall comply with the provisions of electrical safety, one of which with the objective to realize safe conditions for humans and other living creatures. However, in 2020, there was one (1) work accident case, which caused fatalities. In accordance with the applicable regulations, such work accidents have been investigated by the Head Office and related Work Units to find the causes of work accidents and to formulate recommendations so that similar incidents do not happen again.

Kinerja dan Evaluasi Keselamatan dan Kesehatan Kerja [GRI 403-9]

Occupational Health and Safety Performance and Evaluation [GRI 403-9]

Indonesia Power telah melakukan rekapitulasi perhitungan kinerja K3 yang mengacu pada Keputusan Direksi Nomor 065.K/010/IP/2008 tentang Ketentuan Kecelakaan Dinas/Kerja. Berdasarkan data tersebut, tercatat selama tahun 2020 tidak terjadi kecelakaan kerja yang dialami oleh pegawai Perusahaan.

Indonesia Power has recapitulated the OHS performance calculation, which refers to the Board of Directors' Decree No. 065.K/010/IP/2008 on Provisions for Service/Occupational Accidents. Based on the data, during 2020, there were no recorded work accidents experienced by the Company's employees.

Kinerja K3 Indonesia Power Tahun 2020 [GRI 403-9]

Indonesia Power's OHS Performance in 2020 [GRI 403-9]



Kinerja K3 Pegawai Indonesia Power Tahun 2020 [GRI 403-9]

OHS Performance of Indonesia Power's Employees in 2020 [GRI 403-9]

Unit Bisnis Business Unit	Frequency Rate (FR)		Severity Rate (SR)		Occupational Desease Rate (ODR)		Absenteeism Rate (AR)		Work-Related Fatality	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Suralaya PGU	-	-	-	-	-	-	-	-	-	-
Priok POMU	-	-	-	-	-	-	-	-	-	-
Kamojang POMU	-	-	-	-	-	-	-	-	-	-
Saguling POMU	-	-	-	-	-	-	-	-	-	-
Semarang PGU	-	-	-	-	-	-	-	-	-	-
Grati POMU	-	-	-	-	-	-	-	-	-	-
Mrica PGU	-	-	-	-	-	-	-	-	-	-
Bali PGU	-	-	-	-	-	-	-	-	-	-
Maintenance Services Unit	-	-	-	-	-	-	-	-	-	-
Cilegon OMU	-	-	-	-	-	-	-	-	-	-
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	-	-	-	-	-	-	-	-	-	-
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	-	-	-	-	-	-	-	-	-	-
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	-	-	-	-	-	-	-	-	-	-
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP Jawa Barat 2 Pelabuhan Ratu OMU	-	-	-	-	-	-	-	-	-	-
PLTU Adipala OMU SPP Adipala OMU	-	-	-	-	-	-	-	-	-	-
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	-	-	-	-	-	-	-	-	-	-
PLTU Barru OMU SPP Barru OMU	-	-	-	-	-	-	-	-	-	-
PLTU Jeranjang OMU SPP Jeranjang OMU	-	-	-	-	-	-	-	-	-	-
PLTU Sintang OMU SPP Sintang OMU	-	-	-	-	-	-	-	-	-	-
PLTU Sanggau OMU SPP Sanggau OMU	-	-	-	-	-	-	-	-	-	-
PLTU Holtekamp OMU SPP Holtekamp OMU	-	-	-	-	-	-	-	-	-	-
PLTU Berau SPP Berau	-	-	-	-	-	-	-	-	-	-
Project Unit	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

Keterangan:

Frequency Rate (FR) = Rasio Kekerapan Cidera = (Jumlah Kecelakaan*1.000.000)/Jumlah Jam Kerja
Severity Rate (SR) = Rasio Keparahan Cidera = (Jumlah hari kerja hilang*1.000.000)/Jumlah Jam Kerja Orang
Occupational Desease Rate (ODR) = Tingkat Penyakit Akibat Kerja
Absenteeism Rate (AR) = Tingkat Ketidakhadiran = Total Hari Kerja yang Hilang karena Pegawai yang Mangkir/Total Hari Kerja
Work-Related Fatality = Kematian terkait Pekerjaan = Jumlah yang Meninggal akibat Pekerjaan

Remark:

Frequency Rate (FR) = Injury Frequency Ratio = (Number of Accidents*1,000,000)/Number of Working Hours
Severity Rate (SR) = Injury Severity Ratio = (Number of lost working days*1,000,000)/Number of Personnel Working Hours
Occupational Disease Rate (ODR) = Occupational Disease Rate
Absenteeism Rate (AR) = Total Lost Working Days due to Absenteeism/Total Working Days
Work-Related Fatality = Work-related Deaths = Number of Deaths due to Work

Terkait kinerja K3 kontraktor/mitra, pada 4 Februari 2020 terjadi satu kejadian *fatality* di unit PLTGU Cilegon OMU yang mengakibatkan 1 (satu) orang mitra kerja meninggal. Hal ini dikarenakan korban terjatuh dan tenggelam di Area *Outfall* PLTGU Cilegon OMU.

In terms of the OHS performance of contractors/partners, on 4 February 2020, there was a fatality at the CCPP Cilegon OMU unit, which resulted in the death of one work partner. This is because the victim fell and drowned in the Outfall Area of CCPP Cilegon OMU.

Kinerja K3 Mitra Kerja Indonesia Power Tahun 2020 [GRI 403-9]

OHS Performance of Indonesia Power's Work Partner in 2020 [GRI 403-9]

Unit Bisnis Business Unit	Frequency Rate (FR)		Severity Rate (SR)		Occupational Desease Rate (ODR)		Absenteeism Rate (AR)		Work-Related Fatality	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Suralaya PGU	-	-	-	-	-	-	-	-	-	-
Priok POMU	-	-	-	-	-	-	-	-	-	-
Kamojang POMU	-	-	-	-	-	-	-	-	-	-
Saguling POMU	-	-	-	-	-	-	-	-	-	-
Semarang PGU	-	-	-	-	-	-	-	-	-	-
Grati POMU	-	-	-	-	-	-	-	-	-	-
Mrica PGU	-	-	-	-	-	-	-	-	-	-
Bali PGU	-	-	-	-	-	-	-	-	-	-
Maintenance Services Unit	-	-	-	-	-	-	-	-	-	-
Cilegon OMU	0,72	-	-	-	-	-	-	-	1	-
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	-	-	-	-	-	-	-	-	-	-
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	-	-	-	-	-	-	-	-	-	-
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	-	-	-	-	-	-	-	-	-	-
PLTU Jawa Barat 2 Pelabuhan Ratu OMU SPP Jawa Barat 2 Pelabuhan Ratu OMU	-	-	-	-	-	-	-	-	-	-
PLTU Adipala OMU SPP Adipala OMU	-	-	-	-	-	-	-	-	-	-
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	-	-	-	-	-	-	-	-	-	-
PLTU Barru OMU SPP Barru OMU	-	-	-	-	-	-	-	-	-	-
PLTU Jeranjang OMU SPP Jeranjang OMU	-	-	-	-	-	-	-	-	-	-
PLTU Sintang OMU SPP Sintang OMU	-	-	-	-	-	-	-	-	-	-
PLTU Sanggau OMU SPP Sanggau OMU	-	-	-	-	-	-	-	-	-	-
PLTU Holtekamp OMU SPP Holtekamp OMU	-	-	-	-	-	-	-	-	-	-
PLTU Berau SPP Berau	-	-	-	-	-	-	-	-	-	-
Project Unit	-	-	-	-	-	-	-	-	-	-
Total	0,032	-	-	-	-	-	-	-	1	-

Keterangan:

Frequency Rate (FR) = Rasio Kekerapan Cidera = (Jumlah Kecelakaan*1.000.000)/
Jumlah Jam Kerja

Severity Rate (SR) = Rasio Keparahan Cidera = (Jumlah hari kerja hilang*1.000.000)/
Jumlah Jam Kerja Orang

Occupational Disease Rate (ODR) = Tingkat Penyakit Akibat Kerja

Absenteeism Rate (AR) = Tingkat Ketidakhadiran = Total Hari Kerja yang Hilang
karena Pegawai yang Mangkir/Total Hari Kerja

Work-Related Fatality = Kematian terkait Pekerjaan = Jumlah yang Meninggal akibat Pekerjaan

Remark:

Frequency Rate (FR) = Injury Frequency Ratio = (Number of Accidents*1,000,000)/Number of
Working Hours

Severity Rate (SR) = Injury Severity Ratio = (Number of lost working days*1,000,000)/Number
of Personnel Working Hours

Occupational Disease Rate (ODR) = Occupational Disease Rate

Absenteeism Rate (AR) = Total Lost Working Days due to Absenteeism/Total Working Days

Work-Related Fatality = Work-related Deaths = Number of Deaths due to Work

Sebagai bentuk tanggung jawab Perusahaan terhadap kejadian kecelakaan kerja tersebut, Indonesia Power melakukan tindakan sebagai berikut:

1. Melakukan pencarian korban bersama instansi/lembaga terkait;
2. Mengurus proses pemakaman korban;
3. Memberi santunan kepada keluarga yang ditinggalkan; dan
4. Mengambil langkah-langkah perbaikan internal guna mencegah kejadian berulang.

Selanjutnya, Indonesia Power membentuk Tim Investigasi untuk melakukan investigasi lebih lanjut terkait penyebab kecelakaan kemudian membuat rekomendasi perbaikan terhadap kecelakaan tersebut dan memonitor tindak lanjutnya. Indonesia Power juga melakukan evaluasi menyeluruh dan menyusun tindakan *corrective* sebagai berikut:

As a form of the Company's responsibility for the accident, Indonesia Power took the following actions:

1. Conducting search for victims together with relevant agencies/institutions;
2. Taking care of the funeral process for the victim;
3. Providing compensation to the bereaved family; and
4. Carrying out internal corrective steps to prevent recurrence.

Further, Indonesia Power established an Investigation Team to conduct further investigations related to the cause of the accident, to make recommendations for repairs to the accident and monitor the follow-up. Indonesia Power also conducted a thorough evaluation and prepared the following corrective actions:



Tindakan *Corrective* atas Evaluasi Kinerja K3 [GRI 103-3]

Corrective Action on the OHS Performance Evaluation [GRI 103-3]

Performance System Jangka Pendek Short-Term Performance System

- Pemasangan rambu-rambu K3 di sepanjang *outfall*
- Melakukan pemangkasan dahan pohon yang menghalangi *safety signage*
- Pengadaan *binocular* sebagai alat kerja bantu pada pos jaga 2
- Installation of OHS signs along the *outfall*
- Tree branches trimming for trees blocking *safety signage*
- Procurement of *binoculars* as an auxiliary equipment at guard post 2

People System Jangka Pendek Short-Term People System

- Penyampaian area potensi bahaya pada setiap *safety induction* kepada seluruh pekerja mitra dan *vendor* yang ada di unit pembangkit
- Penyampaian *safety induction* oleh pengawas K3/mandor kepada seluruh pekerja di bawahnya
- Provision of information of potential hazard areas at each *safety induction* to all employees of partners and vendors in the generating unit
- *Safety induction* by the OHS supervisor/foreman to all employees reporting directly to the OHS supervisor/foreman

Process System Jangka Pendek Short-Term Process System

- Melakukan evaluasi penugasan personil mitra kerja
- Melakukan *review* prosedur penanganan terjadinya kecelakaan kerja yang melibatkan pihak internal (unsur keamanan dan humas) serta pihak eksternal POLSEK/ POLRES/POLAIR/BASARNAS/BPBD, dan sebagainya)
- Evaluating the assignment of partner's personnel
- Reviewing procedures for handling work accidents involving internal parties (security and public relations elements) as well as external parties POLSEK/POLRES/ POLAIR/BASARNAS/BPBD, etc.)

Performance System Jangka Panjang Long-Term Performance System

- Pemasangan pagar penghalang pada akses menuju saluran *bypass* perimetri
- Penambahan *box* pelampung dan tali di beberapa titik lokasi pada saluran *outfall*
- Installation of barrier for fences on access to perimetric bypass channels
- Additional buoyancy and ropes boxes at several locations on the *outfall* channel

People System Jangka Panjang Long-Term People System

- Melengkapi kompetensi pengawas K3 koperasi dan atau mitra kerja dengan sertifikasi Ahli K3 Umum (surat dari General Manager)
- Menjadwalkan pelatihan *safety awareness* bagi seluruh pekerja mitra kerja
- Completing the competence of the OSH operations supervisors and/or partners with General OHS Expert certification (letter from the General Manager)
- Scheduling *safety awareness* training for all partners' personnel

Process System Jangka Panjang Long-Term Process System

- Melakukan *review* klausul dalam kontrak penyediaan jasa dengan mitra kerja terkait APD dan perlengkapan kerja khusus lainnya
- Melakukan *review Job Safety Analysis* pekerjaan mitra kerja
- Reviewing clauses in service provision contracts with partners regarding PPE and other special work equipment
- Reviewing *Job Safety Analysis* of partners' work

Penanganan Pengaduan Keselamatan dan Kesehatan Kerja [GRI 103-2, 103-3, 403-2]

Occupational Health and Safety Complaint Handling [GRI 103-2, 103-3, 403-2]



Indonesia Power telah menyediakan sarana atau saluran komunikasi untuk menampung pengaduan dan laporan dari pemangku kepentingan baik pegawai, kontraktor, mitra maupun masyarakat sekitar lokasi operasi Perusahaan terkait situasi atau keadaan bahaya yang terjadi, beserta mekanisme penanganan pengaduan lingkungan melalui Aplikasi *Nearmiss*. Indonesia Power memberikan kesempatan pelapor untuk dapat memberikan keterangan secara bebas tanpa paksaan dari pihak manapun dan melindungi/menjaga kerahasiaan identitas pelapor.

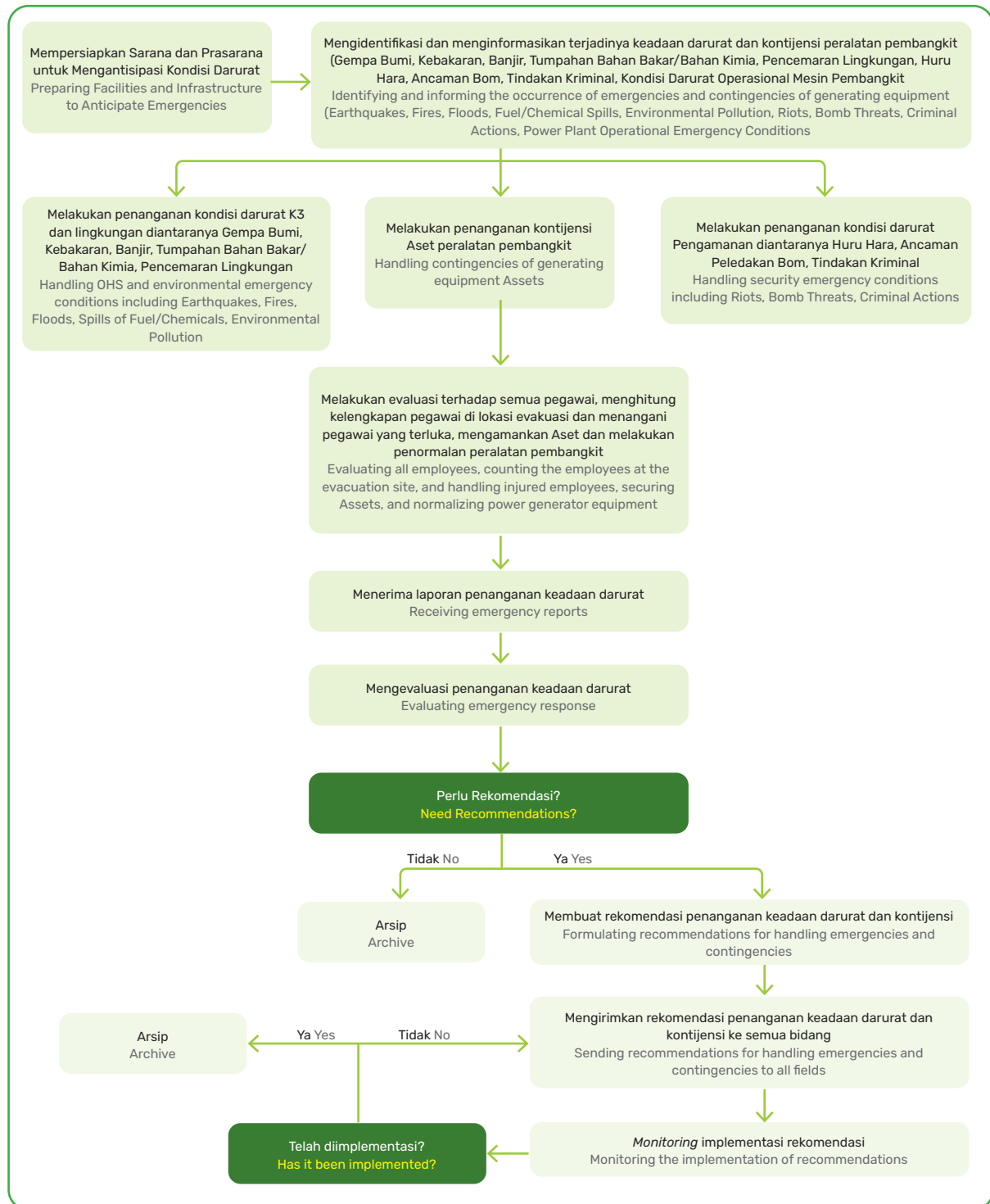
Indonesia Power menyiapkan perangkat penunjang pelaksanaan tanggung jawab Perusahaan dengan menyediakan mekanisme penanganan keluhan, keadaan darurat terkait keselamatan kerja dan konflik sesuai dengan ketentuan yang berlaku guna memberikan perlindungan bagi pegawai dalam melaksanakan tugas dan tanggung jawabnya secara efektif.

Indonesia Power has provided a means of communication channel to accommodate complaints and reports from stakeholders, including employees, contractors, partners, and communities surrounding the Company's operating areas regarding a dangerous situation that occurs, along with the mechanism for handling environmental complaints through the *Nearmiss* Application. Indonesia Power provides the whistleblower the opportunity to provide information freely without coercion from any party and protects/maintains the confidentiality of the whistleblower's identity.

Indonesia Power prepares supporting tools for the corporate responsibilities by providing a mechanism for handling complaints, emergencies related to work safety and conflicts, in accordance with prevailing regulations to protect employees in carrying out their duties and responsibilities effectively.

Mekanisme Penanganan Keluhan, Keadaan Darurat terkait Keselamatan Kerja dan Konflik

Handling Mechanism of Complaint, Emergencies related to Work Safety and Conflict



Selain itu, Indonesia Power memiliki Aplikasi pelaporan korporat “Nearmiss” berbasis *mobile* dan *web based* yang berfungsi sebagai media pelaporan terkait K3 dan Keamanan yang dapat diakses oleh seluruh pegawai dengan kategori pelaporan sebagai berikut:

1. *Unsafe Condition*;
2. *Unsafe Action*;
3. *Nearmiss*;
4. *Personal Accident*;
5. *Property Damage/Loss*;
6. *Environmental Damage*;
7. *Security*;
8. Penyimpangan Higienis; dan
9. Keluhan K3.

Selama tahun 2020, Indonesia Power secara korporat menerima sebanyak 1.152 pengaduan terkait K3 dan Keamanan.

In addition, Indonesia Power has a mobile-based and web-based “Nearmiss” corporate reporting application that functions as a reporting media for OHS and Security that is accessible to all employees, under the following reporting categories:

1. Unsafe Condition;
2. Unsafe Action;
3. Nearmiss;
4. Personal Accident;
5. Property Damage/Loss;
6. Environmental Damage;
7. Security;
8. Hygienic Violation; and
9. OHS Complaints.

In 2020, Indonesia Power corporately received 1,152 complaints related to OHS and Security.







Komitmen Mendorong Kemandirian Masyarakat

Commitment to Encouraging
Community Economic
Independence

Merebaknya pandemi Covid-19 di tahun 2020 menuntut Indonesia Power untuk menyiapkan langkah strategis sebagai bentuk antisipasi dan penanggulangan atas dampak pandemi terhadap kelangsungan bisnis. Disamping, upaya tiada henti Indonesia Power dalam meningkatkan nilai kepada pemangku kepentingan, Kami juga ditantang untuk tetap dapat menyelesaikan berbagai persoalan dan mendesain program CSR yang mampu memberikan keuntungan ekonomi, sekaligus mendukung upaya Pemerintah dalam menanggulangi pandemi.

In 2020, Indonesia Power had to prepare strategic measure as a form of anticipation and response to the impact of the Covid-19 pandemic outbreak on business continuity. In addition to Indonesia Power's relentless efforts in increasing value to stakeholders, We are also challenged to be able to solve various problems and design CSR programs that are able to provide economic benefits and support the Government's efforts in overcoming the pandemic.

Ikhtisar Pencapaian Kinerja

Performance Achievement Highlight



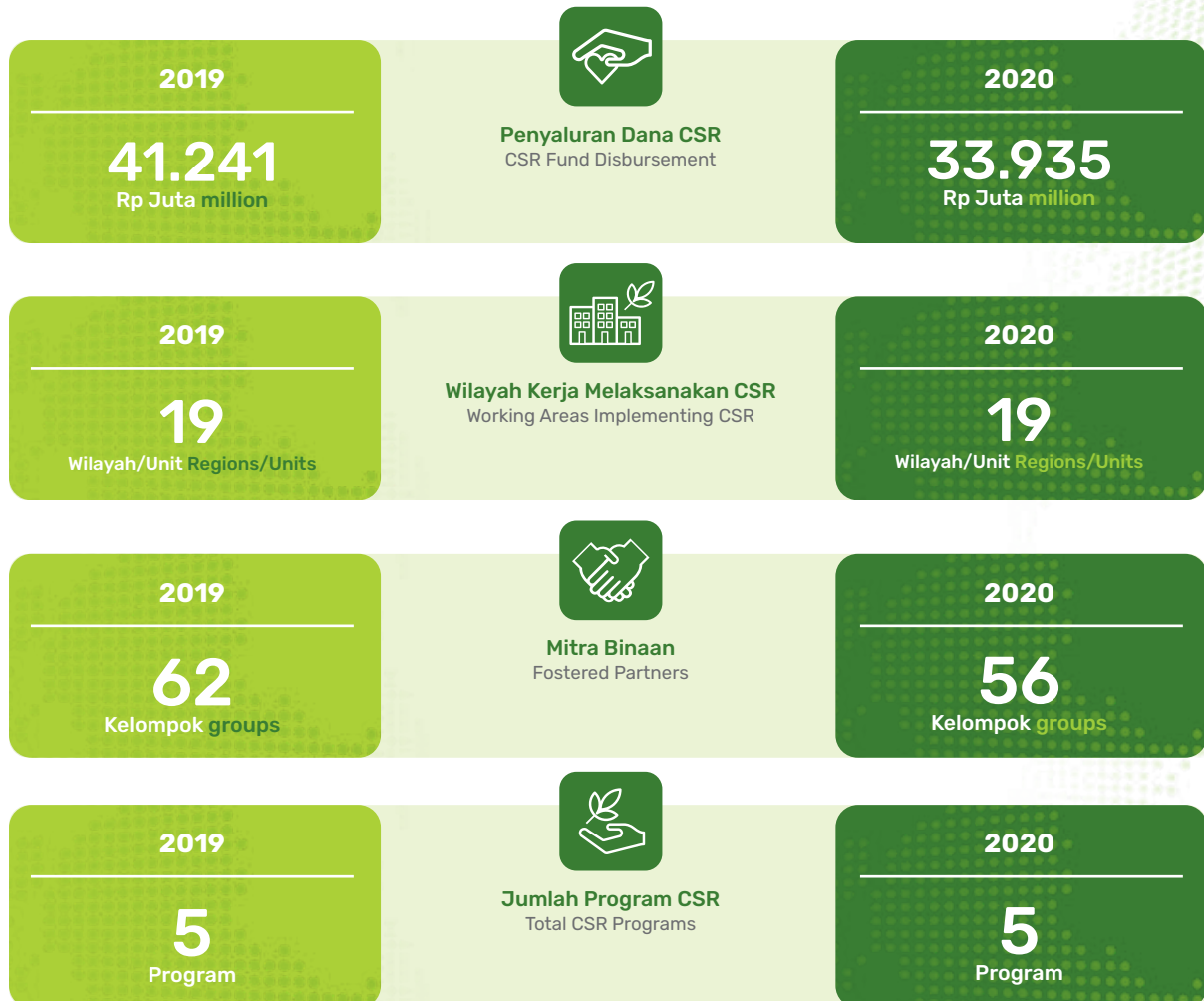
Berbagai kegiatan CSR tahun 2020 ini merupakan bentuk sumbangsih Indonesia Power kepada masyarakat sekitar wilayah operasi di masa pandemi Covid-19. Dimulai dengan program peningkatan nilai ekonomi masyarakat, peningkatan pendidikan, kesehatan hingga infrastruktur. Berikut kinerja program CSR di tahun 2020:

In 2020, these various CSR activities are a form of Indonesia Power's contribution to the community surrounding the operating area during the Covid-19 pandemic. The CSR programs vary with the objective to enhance the community's economic value, and improve education, health, and infrastructure. The following is the CSR program performance in 2020:



Pencapaian Kinerja Program CSR Indonesia Power 2020

Indonesia Power's CSR Program Performance Achievements in 2020





Pendekatan Manajemen: Topik Masyarakat Lokal [GRI 103-1, 103-2, 103-3]

Management Approach: Local Community Topics [GRI 103-1, 103-2, 103-3]

Topik Masyarakat Lokal menjadi topik yang penting karena Indonesia Power sangat menyadari pentingnya keselarasan antara pencapaian tujuan bisnis Perusahaan dan tanggung jawab sosial terhadap lingkungan dan masyarakat di sekitar wilayah operasi. Tanggung jawab tersebut kemudian dituangkan melalui pelaksanaan serangkaian program CSR. Perusahaan percaya bahwa akselerasi pengembangan bisnis harus selaras dengan pengembangan potensi masyarakat dan lingkungan sekitar.

The Local Community is an important topic because Indonesia Power understands the importance of harmony between the Company's achievement of the business objectives and its social responsibility towards the environment and the community surrounding the operating area. These responsibilities are then outlined by implementing a series of CSR programs. The Company believes that the acceleration of business development shall be in line with the potential development of the community and the surrounding environment.



Kebijakan

Policy

Kebijakan Perusahaan

- Keputusan Direksi Nomor 25.K/010/IP/2014 tentang Pedoman Tanggung Jawab Sosial dan Lingkungan Perusahaan tanggal 11 Februari 2014;
- Keputusan Direksi Nomor 26.K/010/IP/2014 tentang Pedoman Pelaksanaan InPower CARE di Lingkungan PT Indonesia Power tanggal 11 Februari 2014
- Edaran Direksi Nomor 07.E/012/IP/2014 tentang Petunjuk Pelaksanaan Pemberian Bantuan Sosial Perusahaan tanggal 10 Maret 2014
- Keputusan Direksi No 180.K/010/IP/2018 tentang Komitmen *Community Development* melalui Program Inspirasi Perempuan, tanggal 22 November 2018
- Keputusan Direksi 56.K/010/IP/2019 tentang Pengelolaan Program Unggulan *Community Development* di Lingkungan PT Indonesia Power, tanggal 28 Mei 2019

Ketentuan Umum

- Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas pasal 74
- Peraturan Pemerintah Nomor 47 tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas
- Peraturan Menteri Badan Usaha Milik Negara Nomor PER-09/MBU/07/2016 tentang Program Kemitraan dan Bina Lingkungan Badan Usaha Milik Negara

Company's Policies

- The Board of Directors' Decree No. 25.K/010/IP/2014 on the Guidelines for Corporate Social and Environmental Responsibility dated 11 February 2014;
- The Board of Directors' Decree No. 26.K/010/IP/2014 on the Guidelines for the InPower CARE within PT Indonesia Power dated 11 February 2014
- The Board of Directors' Circular Letter No. Number 07.E/012/IP/2014 on the Guidelines for Providing Corporate Social Assistance dated 10 March 2014
- The Board of Directors' Decree No. 180.K/010/IP/2018 on the Community Development Commitment through Women's Inspiration Program dated 22 November 2018
- The Board of Directors' Decree No. 56.K/010/IP/2019 on the Management of Community Development Flagship Programs within PT Indonesia Power dated 28 May 2019

General Provisions

- Law Number 40 of 2007 on Limited Liability Company Article 74
- Government Regulation No. 47 of 2012 on the Corporate Social Responsibility of Limited Liability Companies
- State Minister for State-Owned Enterprises Regulation No. PER-09/MBU/07/2016 on the Partnership and Community Development Program for State-Owned Enterprises

Komitmen - Indonesia Power berkomitmen untuk melaksanakan Tanggung Jawab Sosial & Lingkungan sebagai perwujudan kontribusi pembangunan berkelanjutan yang meliputi Ekonomi, Sosial, Lingkungan, Kesejahteraan dan Perdamaian; - Melaksanakan target program pembangunan infrastruktur pembangkit tenaga listrik dan pembangunan infrastruktur bagi masyarakat sekitar; - Meningkatkan efektivitas program pelibatan dan pengembangan komunitas untuk mendukung pencapaian kemandirian masyarakat; - Meningkatkan pendapatan dan peluang usaha masyarakat; - Mengembangkan pendayagunaan produksi dalam negeri untuk kebutuhan yang masuk kategori <i>leverage</i> dan <i>critical</i>.	Commitment - Indonesia Power is committed to implementing Social & Environmental Responsibility as a manifestation of the contribution to sustainable development, which includes Economic, Social, Environmental, Welfare, and Peace; - Implementing the program's target of the power plant infrastructure development and infrastructure development for the surrounding community; - Enhancing the effectiveness of community involvement and development programs to achieve community independence; - Increasing the income and business opportunities of the community; - Developing the efficient use of domestic production for leverage and critical categories needs.
Sasaran dan Target - Merumuskan kegiatan dan program <i>Community Involvement Development</i> (CID); - Menyesuaikan kebijakan-kebijakan CSR yang ada, sehingga menggunakan terminologi yang tepat sesuai ISO 26000 dan SDGs; - Menentukan bersama target kontribusi per departemen kepada keberlanjutan bisnis dan SDGs serta sistem <i>monitoring</i> dan penghargaan/<i>acknowledgement</i>; - Melakukan <i>mapping</i> atas dampak negatif lingkungan hidup (LH) dan merumuskan inovasi LH agar mencapai PROPER EMAS; - Melakukan <i>mapping</i> atas risiko <i>project</i> baru, kebutuhan masyarakat dan <i>mapping</i> lainnya; dan - Membangun kesamaan persepsi tentang SDGs dan CSR holistik sesuai ISO 26000.	Goals and Targets - Formulating Community Involvement Development (CID) activities and programs; - Adjusting existing CSR policies to align with proper terminology in accordance with ISO 26000 and SDGs; - Jointly determining the contribution target per department to business sustainability and SDGs as well as a monitoring and acknowledgment system; - Mapping the negative environmental impacts and formulating environmental innovations to achieve GOLD PROPER; - Mapping the new project risks, community needs, and other matters; and - Establishing a common perception of SDGs and holistic CSR according to ISO 26000.
Realisasi - Terlaksananya kegiatan dan program <i>Community Involvement Development</i> (CID); - Adanya penyesuaian kebijakan-kebijakan CSR yang ada menggunakan terminologi yang tepat sesuai ISO 26000 dan SDGs; - Adanya penentuan target kontribusi per departemen kepada keberlanjutan bisnis dan SDGs serta sistem <i>monitoring</i> dan penghargaan/<i>acknowledgement</i>; - Terlaksananya <i>mapping</i> atas dampak negatif lingkungan hidup (LH) dan perumusan inovasi LH agar mencapai PROPER EMAS; - Tercapainya kesamaan persepsi tentang SDGs dan CSR holistik sesuai ISO 26000;	Realization - Implementation of Community Involvement Development (CID) activities and programs - Adjustment of existing CSR policies using appropriate terminology in accordance with ISO 26000 and SDGs; - The determination of contribution targets per department to business sustainability and SDGs as well as a monitoring and acknowledgment system; - Implementation of mapping on the negative environmental impacts and formulating environmental innovations to achieve GOLD PROPER; - Achieving common perception of SDGs and holistic CSR according to ISO 26000.
Program/Inisiatif Program <i>Community Involvement Development</i> (CID) melalui InPower CARE (Indonesia Power – <i>Community Assistance, Relation and Empowerment</i>) yang mencakup tiga pilar utama, yaitu: - Pelayanan Masyarakat (<i>Community Assistance</i>) - Pembinaan Hubungan (<i>Community Relation</i>) - Pemberdayaan Masyarakat (<i>Community Empowerment</i>)	Program/Initiative Community Involvement Development (CID) program through InPower CARE (Indonesia Power – Community Assistance, Relations, and Empowerment) includes three main pillars, namely: - Community Assistance - Community Relations - Community Empowerment
Evaluasi - Pengukuran Indeks Kepuasan Masyarakat - <i>Social Return on Investment Analysis</i> - Penanganan Keluhan Masyarakat	Evaluation - Community Satisfaction Index Assessment - Social Return on Investment Analysis - Handling Public Complaints
Penanggung Jawab - Kantor Pusat: Kepala Bidang Komunikasi Korporat yang berada di bawah Corporate Secretariat - Unit Kerja: Manajer Administrasi dan Manajer SDM & Humas	Person in Charge - Head Office: Head of Corporate Communication under the Corporate Secretariat - Work Unit: Administration Manager and HR & Public Relations Manager



Jejak Langkah CSR Perusahaan

Company's CSR Footsteps

1999

Penetapan visi Perusahaan
"Bersahabat dengan Lingkungan"
dan misi Perusahaan "Kaidah
Industri Niaga yang Sehat"
Setting the Company's vision
"To be the Environment's Friend"
and mission "Healthy Business
Commerce Code"

2004

Keputusan Direksi
mengenai *Community
Development*
Directors' Decree on
Community Development

2010

CSR dikenalkan di Indonesia
Power dan menjadi bagian dari
program strategis RJPP
CSR was introduced in Indonesia
Power and became part of
RJPP's strategic program

2018

- Penyusunan *Roadmap* CSR tahun 2018-2021
- Meraih Proper Emas
- Formulation of CSR Roadmap 2018-2021
- Achieved Gold PROPER

2017

- Peluncuran Program Indonesia Power Mengajar (IP Mengajar)
- CSR sebagai salah satu mitigasi atas risiko yang dihadapi Perusahaan
- Launching the IP Pintar Program
- CSR as one of the mitigation of risks faced by the Company

2019

- Implementasi sesuai *roadmap*, menyusun Komite CSR
- Meraih 2 PROPER Emas
- Implementation according to the roadmap, form a CSR Committee
- Achieved 2 Gold PROPERs

Masyarakat
Community

2011

CSR sebagai program strategis dalam RJPP
CSR as strategic program in RJPP

2012

Program strategis dalam RJPP dan transparansi pelaporan melalui Laporan Keberlanjutan (*Sustainability Report*)
Strategic program in RJPP and report transparency through Sustainability Report

2013

- Implementasi ISO 26000
- Optimalisasi InPower CARE
- Transparansi pelaporan melalui Laporan Keberlanjutan (*Sustainability Report*)
- ISO 26000 Implementation
- InPower CARE Optimization
- Report transparency through Sustainability Report

2016

Social Mapping dilakukan pada setiap UP
Social Mapping is conducted in every GU

2015

- Indonesia Power mendapatkan penghargaan ISO 26000:2010
- Penetapan pedoman CSR
- Indonesia Power received ISO 26000:2010 award
- CSRGuidelines Determination

2014

Social Mapping terhadap Unit Pembangkitan (UP) dan Unit Pembangkitan dan Jasa Pembangkitan (UPJP)
Social Mapping on Generating Unit (GU) and Generating and Generating Service Unit (GGSU)

2020

- Meraih 2 PROPER Emas
- *Launching e-commerce* untuk mitra binaan
- Bantuan tanggap darurat dalam pemulihan Covid-19
- Achieved 2 Gold PROPERs
- Launching e-commerce for fostered partners
- Emergency response assistance in the Covid-19 recovery

Visi dan Misi CSR Perusahaan

Company's CSR Vision and Mission

Visi Vision



Bersahabat dengan lingkungan dan menjadikan tanggung jawab sosial Perusahaan sebagai bagian dari tata kelola Perusahaan yang baik.

To be a friend to environment and establish corporate social responsibility as a part of good corporate governance.

Misi Mission



1. Meningkatkan reputasi Perusahaan di kalangan pemangku kepentingan
2. Membangun sinergi Perusahaan dengan pemangku kepentingan untuk keberlanjutan operasional Perusahaan
3. Berkontribusi dalam meningkatkan kualitas pendidikan tingkat menengah
4. Meningkatkan kualitas hidup masyarakat melalui potensi yang dimiliki sesuai kemampuan Perusahaan
5. Berkontribusi dalam pencapaian Tujuan Pembangunan Berkelanjutan

1. Improving the Company's reputation among stakeholders
2. Establishing synergy between the Company and stakeholders for the sustainability of the Company's operations
3. Contributing to improving the quality of secondary education
4. Improving people's quality of life through their potential, in accordance with the Company's capabilities
5. Contributing to the achievement of the Sustainable Development Goals

Perencanaan dan Pengembangan Program CSR [GRI 413-1]

CSR Program Planning and Development [GRI 413-1]

Sebagai wujud kepedulian dan tanggung jawab sosial, Indonesia Power konsisten melaksanakan program CSR melalui tiga pilar utama, yakni Bakti Pelayanan Masyarakat untuk perbaikan kualitas lingkungan dan dukungan pada pembangunan di masyarakat, Bakti Pembinaan Hubungan untuk memfasilitasi tumbuhnya pemahaman dan komitmen bersama diantara para pemangku kepentingan, serta mendorong lahirnya kebijakan publik dan Bakti Pemberdayaan Masyarakat untuk memberikan kesempatan yang lebih luas kepada masyarakat untuk menunjang kemandiriannya.

As a form of concern and social responsibility, Indonesia Power consistently implements CSR programs through three main pillars, i.e., Community Service, to improve environmental quality and support community development, Community Relations, to facilitate the growth of mutual understanding and commitment among stakeholders, and encourage the public policies issuance, and Community Empowerment, to provide wider opportunities for the community to support their independence.

Ketiga pilar ini merupakan perwujudan dari payung besar program CSR Indonesia Power yakni InPower CARE (Indonesia Power – *Community Assistance, Relation and Empowerment*). Pelaksanaan berbagai program tersebut didasari oleh komitmen untuk membina dan mengembangkan potensi masyarakat guna mendorong kemandirian jangka panjang dan sebagai upaya Perusahaan dalam mendukung pencapaian tujuan pembangunan berkelanjutan.

These three pillars are the embodiment of the big umbrella of Indonesia Power's CSR program, i.e., InPower CARE (Indonesia Power – *Community Assistance, Relations, and Empowerment*). The implementation of these various programs is based on a commitment to foster and develop the potential of the community in order to encourage long-term independence and as the Company's efforts to support the achievement of sustainable development goals.

3 Pilar Program CSR Indonesia Power

3 Pillars of Indonesia Power's CSR Program



Adapun ruang lingkup pelaksanaan InPower CARE ini mencakup lima bidang, yakni pendidikan, ekonomi, lingkungan, kesehatan dan pemberdayaan perempuan.

The scope of InPower CARE covers five sectors, i.e., education, economy, environment, health, and women's empowerment.

Ruang Lingkup Pelaksanaan InPower CARE

Scope of InPower CARE



Ekonomi Economy

Program peningkatan perekonomian masyarakat mandiri melalui Pengembangan UKM
Independent community economic empowerment program through SMEs Development



Pendidikan Education

Program pendidikan dan keterampilan dalam meningkatkan kapabilitas masyarakat melalui Pendidikan keterampilan dan profesi di komunitas, sekolah dan perguruan tinggi
Education and skills programs through community capacity building by providing Education of skills and professions in the community, schools, and universities.



Lingkungan Environment

Program Inovasi lingkungan dalam mendukung pembangkit bersih dan hijau, melalui kolaborasi perusahaan, komunitas dan lembaga lain (pramuka & KLHK)
Environmental Innovation programs in supporting green and clean power plant, through Company's collaboration, community, and other institutions (scout and MoEF)



Pemberdayaan Perempuan Women's Empowerment

Program Peningkatan keterampilan, kesehatan Ibu dan anak serta pengembangan usaha bagi perempuan
Skill improvement, maternal and child health, as well as business development programs for women



Kesehatan Health

Program Inovasi Perusahaan dalam peningkatan kesehatan masyarakat terintegrasi dengan pendidikan, lingkungan, dan perekonomian
Company's Innovation programs in enhancing community health, integrated with education, environment, and the economy.

Keterlibatan Pemangku Kepentingan Stakeholders' Engagement

Pada setiap perencanaan dan pelaksanaan kegiatan CSR, Indonesia Power melibatkan masyarakat, pemerintah daerah setempat dan bahkan perusahaan lain di sekitar wilayah kerja Perusahaan. Ketiga elemen tersebut dilibatkan sejak dalam proses inisiasi, perencanaan (penyusunan rencana strategis dan rencana kerja) serta dalam proses *monitoring* dan evaluasi program, sehingga seluruh pihak memiliki andil terhadap keberhasilan program yang dilaksanakan. Indonesia Power percaya banyak hal yang dapat dilakukan oleh Perusahaan dengan dukungan penuh dari pemangku kepentingan Perusahaan, khususnya masyarakat lokal di mana kami beroperasi.

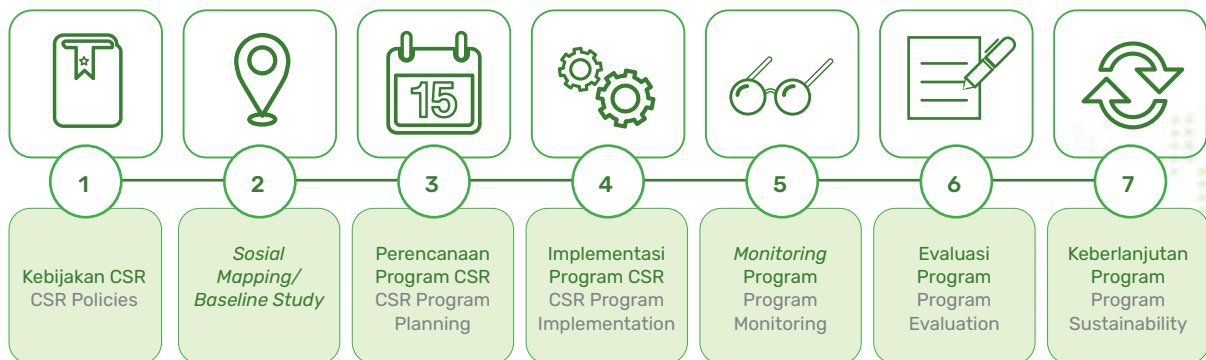
In every planning and implementation of CSR activities, Indonesia Power engages the community, local government, and even other companies around the Company's working area. These three elements are involved in the initiation, planning (formulation of strategic plans and work programs), as well as monitoring and evaluation process. Therefore, all parties participate in the successful implementation of the program. Indonesia Power believes that the Company can carry out various things under the full support of the Company's stakeholders, especially the local communities where we operate.

Agar program CSR tersebut memberikan dampak yang signifikan terhadap masyarakat dan tepat sasaran, langkah awal dalam mengidentifikasi wilayah yang terdampak langsung dengan kegiatan operasional Perusahaan melalui Analisis Mengenai Dampak Lingkungan (AMDAL). Hasil dari analisis tersebut, Perusahaan melakukan pemetaan sosial (*social mapping*). Pembaruan pemetaan sosial dilakukan setiap satu tahun sekali guna mendesain strategi, pola dan rencana aksi pembinaan hubungan dengan masyarakat dan program CSR apa yang dibutuhkan oleh mereka. Program ini dicirikan sebagai sebuah pemberdayaan yang berkelanjutan yang dapat mengusung budaya dan kearifan lokal, yakni daerah-daerah yang menjadi lokasi unit Perusahaan guna mendorong kemandirian jangka panjang bagi masyarakat tersebut.

To ensure that the CSR program has a significant impact on the community and targeted appropriately, the first step is to identify areas that are directly affected by the Company's operations by conducting an Environmental Impact Analysis (AMDAL). The result from this analysis is then formulated into the social mapping by the Company. Social mapping is updated annually to design strategies, patterns, and action plans for fostering the relationships with the community and the necessary CSR programs for them. This program is characterized as a sustainable empowerment to uphold local culture and wisdom in the surrounding areas of the Company's units in order to encourage long-term community independence.

Metode Pelaksanaan Program CSR Indonesia Power

Indonesia Power's CSR Program Implementation Method



Pada tahun 2020, dikarenakan situasi pandemi, Indonesia Power melakukan penyesuaian kegiatan di lapangan termasuk dalam pelaksanaan pemetaan sosial. Pemetaan sosial dilakukan sepanjang bulan Januari hingga Maret 2020 sebelum diberlakukan pembatasan kegiatan sosial oleh Pemerintah. Pemetaan dilakukan di dua lokasi unit kerja yaitu PLTU Banten 1 Suralaya OMU dan PLTU Pangkalan Susu OMU. Data wilayah pemetaan sosial hingga tahun 2020 secara lengkap dapat dilihat pada tabel berikut:

In 2020, due to the pandemic, Indonesia Power adjusted its activities in the field, including the implementation of social mapping. Social mapping was carried out from January to March 2020 prior to the imposition of social activities restrictions by the Government. The mapping was carried out in two work units, i.e., SPP Banten 1 Suralaya OMU and SPP Pangkalan Susu OMU. The complete area of social mapping data as of 2020 can be seen in the following table:

Pelaksanaan Pemetaan Sosial Hingga Tahun 2020 [GRI 413-1]

Social Mapping Untill 2020 [GRI 413-1]

Unit Kerja Work Unit	Tahun Pelaksanaan Year of Implementation	Jumlah Desa/Kelurahan Number of Villages	Nama Desa/Kelurahan Village's Name
Suralaya PGU	2019	4 Kelurahan 4 Villages	Suralaya, Lebak Gede, Taman Sari, Salira
PLTU Banten 1 Suralaya OMU SPP Banten 1 Suralaya OMU	2020	3 Kelurahan 3 Villages	Suralaya, Lebak Gede, Salira
Priok POMU	2017	3 Kelurahan 3 Villages	Warakas, Tanjung Priok, Ancol
Saguling POMU	2018	10 Desa 10 Villages	Cikande, Rajamandala Kulon, Saguling, Jati, Cipangeran, Girimukti, Bojong Haleuang, Cihampelas, Mekar Jaya, Tanjung Jaya
Mrica PGU	2018	8 Desa 8 Villages	Binorong, Blambangan, Bawang, Tapen, Wanadadi, Karang Kemiri, Bandingan, Lengkong
Semarang PGU	2018	4 Kelurahan 3 Villages	Tanjung Mas, Kemijen, Tugurejo, Gunung Pati
Grati POMU	2017	11 Desa 11 Villages	Jatirejo, Rowo Gempol, Pasinan, Wates, Balunganyar, Gejugjati, Tambak Lekok, Branang, Alastlogo, Tampung, Semedusari
Bali PGU – PLTGU Pemaron Bali PGU – CCPP Pemaron	2017	2 Desa 2 Villages	Pemaron, Tukad Mungga
Bali PGU – PLTG Gilimanuk Bali PGU – GTPP Gilimanuk	2017	1 Desa 1 Village	Gilimanuk
Bali PGU – PLTD Pesanggaran Bali PGU – DPP Pesanggaran	2018	1 Kelurahan, 3 Desa 4 Villages	Pedungan, Gunaksa, Saba, Taro
MSU	2019	1 Kelurahan 1 Village	Kota Bambu Selatan
Head Office	2014	3 Kelurahan 3 Villages	Tegal Parang, Kuningan Timur, Setiabudi
Kamojang Gunung Salak	2018	10 desa 10 Villages	Purwabakti, Cibunian, Ciasmara Kabandungan, Cipeuteuy Cihamerang, Pulosari, Palasari Girang, Kalapanunggal, Sundawenang
Kamojang Darajat POMU	2018	6 Desa 6 Villages	Karyamekar, Padaawas, Ibun, Sukakarya, Mekarwangi, Laksana
PLTGU Cilegon OMU CCPP Cilegon OMU	2018	3 Desa 3 Villages	Margasari, Argawana, Banyuwangi
PLTU Jeranjang OMU SPP Jeranjang OMU	2019	1 Desa 1 Village	Taman Ayu
PLTU Barru OMU SPP Barru OMU	2016	1 Desa 1 Village	Lampoko
Holtekamp POMU	2016	2 Kelurahan 2 Villages	Koya Barat, Koya Timur
PLTU Pangkalan Susu OMU SPP Pangkalan Susu OMU	2020	4 Desa 4 Villages	Pulau Sembilan, Tanjung Pasir, Pintu Air, Sei Siur
PLTU Jawa Tengah 2 Adipala OMU SPP Jawa Tengah 2 Adipala OMU	2019	4 Desa 4 Villages	Bunton, Wlahar, Penggalang, Adipala
PLTU Banten 2 Labuan OMU SPP Banten 2 Labuan OMU	2017	5 Desa 5 Villages	Cigondang, Sukamaju, Margagiri, Margawana, Teluk
PLTD Karimunjawa DPP Karimunjawa	2016	4 Desa 4 Villages	Parang, Kemojan, Nyamuk, Karimunjawa
PLTP Ulumbu GPP Ulumbu	2016	1 Desa 1 Village	Manggarai
PLTU Sanggau OMU SPP Sanggau OMU	2016	1 Desa 1 Village	Sei Batu
PLTU Banten 3 Lontar OMU SPP Banten 3 Lontar OMU	2018	2 Desa 2 Villages	Lontar, Karanganyar
PLTU Sintang OMU SPP Sintang OMU	2018	3 Desa 2 Villages	Sungai Ringin, Anggah Jaya, Kedabah
PLTM Harjosari MHPP Harjosari	2018	3 Desa 3 Villages	Bojongkoneng, Notogiwang, Werdi
PLTM Lambur MHPP Lambur	2018	2 Desa 2 Villages	Kandang Serang, Lambur
PLTD Senayan DPP Senayan	2019	1 Kelurahan 1 Village	Grogol Utara

Dari hasil pemetaan sosial tersebut, terungkap adanya 22 Kelurahan dan 89 Desa yang menjadi fokus pembinaan program CSR Perusahaan. Seluruh Kelurahan dan Desa tersebut dibina oleh masing-masing 30 Unit Kerja Perusahaan. Selanjutnya Indonesia Power melibatkan diri bersama-sama masyarakat untuk menyusun program CSR sesuai dengan sumber daya yang tersedia dan kondisi sosial dan budaya masyarakat di masing-masing wilayah.

The social mapping revealed that there were 101 Villages as the focus of the Company's CSR partnership program. All these Villages are fostered by each of the 29 Company's Work Units. Further, Indonesia Power engages with the community to develop CSR programs in accordance with available resources and social and cultural conditions of the people in each region.

Pada tahun 2020, sebanyak 86% unit di wilayah kerja perusahaan telah melaksanakan program Pemberdayaan Masyarakat.

In 2020, 86% of the Company's units in the working areas have implemented Community Development programs.

Persentase Wilayah Kerja yang Melaksanakan Program Pemberdayaan Masyarakat [GRI 413-1]

Percentage of Work Areas Implementing Community Development Programs [GRI 413-1]

Unit Kerja Work Unit	Jumlah Unit Kerja Number of Work Units	Jumlah Wilayah Kerja yang Melaksanakan Program Pemberdayaan Masyarakat Work Areas Implementing Community Development Programs	% Wilayah Kerja yang Melaksanakan Program Pemberdayaan Masyarakat % Work Areas Implementing Community Development Programs
Kantor Pusat Head Office	1	1	100%
Power Generation Unit (PGU)	4	4	100%
Power Generation and O&M Services Unit (POMU)	5	4	100%
Operation and Maintenance Services Unit (OMU)	11	9	82%
Maintenance Services Unit (MSU)	1	1	100%
Jumlah Total	22	19	86%

Program Unggulan CSR Tahun 2020 [GRI 413-1]

CSR Flagship Program in 2020 [GRI 413-1]

Pelaksanaan program CSR Indonesia Power dilakukan oleh setiap unit Perusahaan. Masing-masing unit memiliki beberapa program unggulan yang mampu memberikan dampak signifikan dan positif terhadap peningkatan kualitas hidup dan kesejahteraan masyarakat. Berikut daftar program unggulan CSR unit di tahun 2020:

Indonesia Power implements CSR program in each unit of the Company. Each unit has several flagship programs to provide a significant and positive impact on improving the quality of life and community welfare. The following is a list of the CSR unit's flagship programs in 2020:

Program Unggulan CSR Unit Tahun 2020

CSR Unit Flagship Program in 2020

No	Unit Kerja Working Unit	Program
1	Kantor Pusat Head Office	- IP Pintar - <i>Employee Voluntary Program (EVP)</i> - IP Pintar - Employee Voluntary Program (EVP)
2	Suralaya PGU	- Omah Kreteg Anggana - Pemberdayaan Orang Dengan Gangguan Jiwa (ODGJ) - Sekolah peduli lingkungan menuju sekolah Adiwiyata - Program pemberdayaan berbasis budaya dan lingkungan - Omah Kreteg Anggana - Empowerment of People with Mental Disorders (ODGJ) - School caring for environment towards Adiwiyata school - Culture and environment-based empowerment program
3	Priok POMU	- PAUD Inklusi - Taman Hatinya Sunter - Kampung Sehat HijaunesiaPower - Rumah Kreatif & Inovasi Anak Muda - Rojali di Ancol - ECED Inclusion - Taman Hatinya Sunter (Sunter Heart Park) - HijaunesiaPower Healthy Village - Youth Creative & Innovation House - Rojali in Ancol
4	Kamojang Darajat POMU	- Galery Lapisan Sabilulungan "Pelagio Café" Pelagio Café - Bank Sampah "Dukuh Lestari" - Budidaya Jangkrik - Budidaya Kopi Kamojang - Lapisan Sabilulungan "Pelagio Café" Pelagio Café Gallery - "Dukuh Lestari" Waste Bank - Crickets Cultivation - Kamojang Coffee Cultivation
5	PLTP Gunung Salak GPP Gunung Salak	- Program pengembangan <i>biogas</i> dan <i>bioslurry</i> - Program agribisnis budidaya ikan mas dan ikan nila - Pengelolaan Taman Nasional Gunung Halimun – Salak - Biogas and bioslurry development program - Carp and tilapia cultivation agribusiness program - Management of Mount Halimun National Park – Salak
6	Pangkalan Susu OMU	- Rumah Jahit PKK Tanjung Pasir - Olahan Makanan Kerupuk Kepiting "Chating" - Tanjung Pasir PKK Sewing House - Processed Crab Crackers "Chating"
7	Banten 1 Suralaya OMU	- Kelompok Perempuan Olahan Pangan - Processed Food by Women's Group
8	Banten 2 Labuan OMU	- Bank Sampah KPPST Lestari - KPPST Sustainable Waste Bank
9	Banten 3 Lontar OMU	- Program pemberdayaan masyarakat pengolah produk hasil perikanan - Program Pemberdayaan Ibu- Ibu Pembatik - Community empowerment program for processing fishery products - Empowerment Program for Women's Batik
10	Saguling POMU	- Olahan Sale "Simadu" Wanita Berdaya - Olahan Makanan Khas Jabar "Kelompok Kemosa" - Kerajinan Bambu Bambaray - Processed Sale "Simadu" by Empowered Women - Typical West Java Processed Food "Kemosa Group" - Bambaray Bamboo Crafts

No	Unit Kerja Working Unit	Program
11	Mrica POMU	- Pengembangan Sekolah Lapangan, Kampung Kopi Konservasi Ds. Pegundungan, Kec. Pejawaran - Pengembangan Pasar Kopi - Mrica Corner - Pengembangan Ternak Kambing - Field School Development, Pegundungan Conservation Coffee Village, Pejawaran Sub-District - Coffee Market Development - Mrica Corner - Goat Livestock Development
12	Semarang POMU	- Koperasi UKM aneka olahan pangan KUB Prima Indo Sutera - Program Budidaya Bandeng - Program Olahan Bandeng Presto dan Olahan Ikan - Program Wisata Batik Alam - Kampoeng Alam Malon - Program Batik Alam Malon - Program olahan makanan berbahan dasar tepung pongge durian - KUB Prima Indo Sutera SME Cooperative for various food processing - Milkfish Cultivation Program - Processed Milkfish Presto and Processed Fish Program - Natural Batik Tourism Program - Kampoeng Alam Malon - Malon Natural Batik Program - Pongge durian flour-based food processing program
13	Perak Grati POMU	- Rumah kerajinan batik "Bungkoh Batik" Desa Pasinan - Rumah pupuk kompos "Power Green" Desa Ranuklindungan - Sentra Bahari Jati Rejo - Desa Mandiri Energi Desa Balunganyar - Bungkoh Batik" craft house in Pasinan Village - "Power Green" compost fertilizer house in Ranuklindungan Village - Jati Rejo Marine Center - Energy Independent Balunganyar Village
14	Bali POMU	- Pengembangan Tempat Pengolahan Sampah 3R Desa Pakseballi - Program Pemberdayaan Wanita Pengrajin Banten - Pelestarian Tukik - Pelestarian Lembu Putih Taro - Kelompok Dukungan Sebaya ODHA - Pakseballi Village 3R Waste Processing Site Development - Banten Craftswomen Empowerment Program - Hatchling Conservation - Taro White Ox Preservation - PLWHA Peer Support Group
15	Baru OMU	- Pengolahan Makanan berbahan Ikan - Fish-based Food Processing
16	Jeranjang OMU	- Agroindustri Tortilla Dusun Taman - Tortilla Dusun Taman Agroindustry
17	Palabuhan Ratu OMU	- Destinasi Wisata Pantai Berbasis Pemberdayaan Masyarakat - Konservasi Talanca Beach Menjadi Destinasi Wisata <i>Surfing</i> - Community Empowerment-Based Beach Tourism Destinations - Talanca Beach Conservation as a Surfing Tourist Destination
18	Adipala OMU	- Pengembangan Klaster makanan Olahan dan wanita berdaya - Kampung Batik Adipala - Cluster Development of processed food and empowered women - Adipala Batik Village
19	Cilegon OMU	- Pengembangan Bank Sampah Desa Margasari - Pengembangan <i>Home Industry</i> Sabuk Ukir - Program Ternak Domba Garut Bibit Unggul Berbasis Ramah Lingkungan - Margasari Waste Bank Development - Carved Belt Home Industry Development - Garut Environmentally Friendly Excellent Sheep Livestock Program



Program IP Pintar merupakan program *internship*, *assessment* dan sertifikasi SDM ketenagalistrikan khusus untuk siswa SMK sebagai upaya untuk menciptakan lulusan SMK yang siap kerja. Melalui program IP Pintar, Indonesia Power berupaya untuk meningkatkan penyerapan tenaga kerja lokal sekaligus menunjang pengembangan bisnis Perusahaan dengan penyediaan tenaga kerja yang berkualitas dan memiliki daya saing serta memiliki kompetensi dan keahlian yang dibutuhkan oleh Perusahaan.

IP Pintar program is an internship, assessment, and certification program for electrical HR specifically for vocational students as an effort to create vocational graduates who are ready to work. Through IP Pintar program, Indonesia Power strives to increase the local manpower absorption while supporting the development of the Company's business by providing qualified and competitive workforce and having the competencies and expertise required by the Company.

Pencapaian Kinerja Program IP Pintar di tahun 2020

IP Pintar Program's Performance Achievements in 2020



12

SMK telah bekerja sama dalam Program IP Pintar
Vocational High Schools collaborated in IP



25

Siswa Lulus Sertifikasi
Students who Passed Certification



3

Jumlah Kerja Sama dengan Dinas Pendidikan Provinsi
Collaborations with the Provincial Education Office

Employee Voluntary Program (EVP)

Employee Voluntary Program (EVP)

Employee Voluntary Program (EVP) adalah inisiasi program sosial untuk membagikan semangat, pengetahuan, wawasan dan keterampilan *Volunteer* kepada masyarakat. *Pilot project* EVP akan berfokus pada bidang pendidikan yang akan dilakukan oleh pegawai dan/ atau siswa OJT PT Indonesia Power Kantor Pusat yang secara sukarela meluangkan 1 (satu) hari baik di hari kerja (dengan ijin atasan) maupun akhir pekan pada kegiatan *sharing* dan *educating* di instansi pendidikan formal dan informal.

Dalam kondisi pandemi, para *volunteer* tetap menjalankan aksi mereka melalui program IP Mengajar, yang dilaksanakan secara serentak pada tanggal 23 September 2020 melalui media *zoom meeting* di 23 lokasi dengan melibatkan 28 orang *Volunteer* dan 565 siswa SD s.d SLTA. Selain kegiatan mengajar, PT Indonesia Power juga memberikan bantuan berupa peralatan untuk kegiatan belajar mengajar bagi sekolah atau pondok pesantren tempat kegiatan berlangsung, diantaranya: Laptop, proyektor, dan lain-lain.

The *Employee Voluntary Program (EVP)* is the initiation of a social program to share the passion, knowledge, insight, and skills of *Volunteers* with the community. *EVP pilot project* shall focus on the education field, which will be carried out by employees and/or students of Head Office's OJT PT Indonesia Power who voluntarily spend one (1) day, be it on weekdays (with the permission of the supervisor) or weekends, to share and educate at formal and informal educational institutions.

During the pandemic, volunteers carry out their actions through IP Mengajar program, which was held simultaneously on 23 September 2020 through *Zoom meetings* in 23 locations, involving 28 volunteers and 565 elementary up to high school students. In addition to teaching, PT Indonesia Power provides assistance in the form of tools for teaching and learning activities for schools or Islamic boarding schools where educational activities take place, including: Laptops, projectors, etc.



SehatiP

Program SehatIP merupakan program inovasi Perusahaan dalam rangka meningkatkan kualitas kesehatan masyarakat yang terintegrasi dengan pendidikan, lingkungan dan ekonomi. Program ini direalisasikan melalui kegiatan: Pelayanan kesehatan melalui Klinik Bakti Indonesia Power, pusat layanan bagi orang dengan gangguan jiwa, pemberian makanan tambahan bagi balita dengan berat di bawah garis merah, pemeriksaan kesehatan dan pengobatan gratis, pembangunan dan perbaikan sarana sanitasi, renovasi rumah menjadi layak huni, kegiatan donor darah, khitan massal, peningkatan *skill* bagi tenaga medis melalui program Jumpa Bakti Desa Siaga (Jambadega) dan lain-lain.

SehatiP Program is a Company's innovative program to improve the quality of public health that is integrated with education, the environment, and the economy. This program is realized through the following activities: Health services through Bakti Indonesia Power Clinic, a service center for people with mental disorders, provision of additional food for underweight toddlers, free health checks and treatment, construction and repair of sanitation facilities, renovation of decent livable housing, blood donation activities, mass circumcision, skill improvement for medical personnel through the Bakti Siaga Village Meeting (Jambadega) program, etc.

Pencapaian Kinerja Program SehatIP di tahun 2020

SehatiP Program's Performance Achievements in 2020



46

Kegiatan Pengobatan Gratis
Free Medical Treatment



799

Jumlah Kantong Darah dari
Kegiatan Donor Darah
Blood Bags from Blood
Donation



58

Kepala Keluarga mendapatkan Bantuan
Pembangunan dan Perbaikan Sanitasi
Head of the Family obtained assistance in
Construction and Sanitation Improvement

Pemberdayaan Masyarakat ODHA PLWHA Community Empowerment



Kelompok Dukungan Sebaya (KDS) Sekar Jempiring merupakan program pemberdayaan masyarakat Orang Dengan HIV/AIDS atau ODHA di PT Indonesia Power Bali Power Unit *Generation*. Tujuan awal pembentukan kelompok ini adalah menjadi wadah berbagi cerita antar anggota. Di sini mereka bisa leluasa menuangkan segala keresahan dan ketakutan mereka dalam kehidupan bermasyarakat. Saat ini KDS Sekar Jempiring tak hanya menjadi wadah berbagi cerita, tapi juga ikut mengembangkan perekonomian anggotanya, seperti mendapatkan akses modal berjualan pulsa. Hingga saat ini lebih dari 20 orang tergabung dalam KDS Sekar Jempiring.

Pada masa pandemi Covid-19, KDS Sekar Jempiring turut menerima dampaknya. Banyak anggota mengalami pemutusan hubungan kerja (PHK) sehingga kesulitan bertahan hidup. Menyikapi kondisi tersebut, Indonesia Power bergerak membantu dengan memberikan bantuan berupa sembako dan alat pelindung diri berupa masker dan *hand sanitizer*. Selain memberikan bantuan kebutuhan pokok, Indonesia Power juga melakukan pemetaan minat dan bakat setiap anggota. Dari pemetaan tersebut, Indonesia Power memfasilitasi kegiatan pelatihan pembuatan *face shield*, menjahit, dan pembuatan masker kain. Hasil *face shield* dan masker kain yang telah dibuat mereka akan dibeli oleh Perusahaan untuk diberikan kepada yang membutuhkan serta untuk digunakan oleh karyawan.

Selain menjahit, Perusahaan juga mendapati minat dan bakat anggota terhadap budidaya tanaman obat keluarga. Dalam hal ini, Indonesia Power turut memfasilitasi anggota dengan pelatihan tanaman obat dan herbal.

Berikut hasil pencapaian kegiatan KDS Sekar Jempiring tahun 2020:

1. Pelaksanaan *sharing knowledge* pembuatan *face shield* kepada 80 orang anggota PKK di Gianyar.
2. Sebanyak 2.425 pcs masker berhasil terjual dengan pendapatan sebesar Rp32 juta.
3. Sebanyak 146 pcs *face shield* terjual dengan pendapatan sebesar Rp1,3 juta.
4. Penjualan 300 pcs bendera dengan pendapatan sebesar Rp2,1 juta.

Sekar Jempiring Peer Support Group (KDS) is a community empowerment program for people with HIV/AIDS (PLWHA) at PT Indonesia Power's Bali Power Unit *Generation*. The initial purpose of this group's formation was as a forum for sharing stories between members. Here, they can freely express all their anxieties and fears in social life. Currently, Sekar Jempiring KDS is not only a place to share stories, but also participate in developing the economy of its members, such as obtaining access for capital to start selling phone credit. To date, there are more than 20 people in Sekar Jempiring KDS.

During the Covid-19 pandemic, Sekar Jempiring KDS was also impacted. Many members were laid off, making it difficult to survive. In response to these conditions, Indonesia Power assisted by providing assistance in the form of staple foods and personal protective equipment, such as masks and hand sanitizers. In addition to providing basic needs, Indonesia Power also mapped the interests and talents of every member. The mapping provided Indonesia Power to facilitate training for making face shields, sewing, and making cloth masks. The face shields and cloth masks that they made will be purchased by the Company to be given to those in need and for use by employees.

In addition to sewing, the Company also discovered the interests and talents of members in the cultivation of family medicinal plants. Thus, Indonesia Power facilitated the members with training on medicinal plants and herbs.

The following are Sekar Jempiring KDS achievements in 2020:

1. Knowledge sharing on making face shields to 80 PKK members in Gianyar.
2. 2,425 masks were sold with an income of Rp32 million.
3. 146 face shields were sold with an income of Rp1.3 million.
4. 300 pcs of flags were sold with an income of Rp2.1 million.



Program Ipreneur merupakan program peningkatan perekonomian masyarakat mandiri melalui Pengembangan UMKM. Program IPreneur mengacu pada kegiatan ekonomi kerakyatan yang menjadi ajang bagi masyarakat binaan Indonesia Power untuk berpartisipasi dalam pembangunan ekonomi berkelanjutan, menggali pengetahuan dan keahlian sekaligus mengentaskan kemiskinan.

The Ipreneur Program is a program to improve the economy of independent communities through MSMEs development. The IPreneur program refers to people's economic activities that can be fostered by Indonesia Power in order to participate in sustainable economic development, gain knowledge and expertise, as well as alleviate poverty.

Pencapaian Kinerja Program IPreneur di tahun 2020

IPreneur Program Performance Achievements in 2020



38

Program Pelatihan
Training Program



4,63

Rp Miliar Billion

Omzet dihasilkan
Turnover generated



60

Jumlah Kelompok
Number of Groups



173

Jumlah Produk Dihasilkan
Products Produced



Program Tempat Olah Sampah Setempat (TOSS)

Local Waste Processing Program (TOSS)

TOSS merupakan program pemberdayaan masyarakat berbasis lingkungan dengan konsep *waste to energy*. Produknya berupa *pellet* RDF yang digunakan sebagai bahan bakar alternatif pembangkit listrik. Program diimplementasikan melalui kolaborasi dengan Bank Sampah yang telah terbentuk di desa tersebut, sehingga *pellet* yang dihasilkan merupakan produk *pellet* organik murni dengan kualitas baik.

Indonesia Power telah mengadakan riset untuk inovasi kebaruan pengelolaan sampah plastik. Hasil akhirnya adalah barang yang memiliki nilai guna dan ekonomi. Melalui riset dan pelatihan pengolahan sampah, maka keterampilan anggota kelompok meningkat, sekaligus dapat menambah penghasilan mereka selama pandemi Covid-19.

Program TOSS ini telah menciptakan program replikasi berupa:

1. Program Jeranjang Olah Sampah Setempat (JOSS)

Program JOSS diinisiasi di TPA Kebon Kongok, Desa Suka Makmur, Kecamatan Gerung, Kabupaten Lombok Barat, Nusa Tenggara Barat sejak Januari 2020. Program JOSS membentuk 1 kelompok dengan anggota 13 orang yang merupakan pemuda pemudi sekitar TPA Kebon Kongok. Hingga kini Program JOSS telah berhasil mengurangi 16,3 ton sampah dan memberikan pemasukan hingga ±Rp49,74 juta kepada kelompok dan berhasil menurunkan emisi gas rumah kaca seperti NO_2 rata-rata turun sebesar 3,95% CO_2 sebesar 1,1%. Dari sisi perusahaan, Program JOSS ini telah membantu perusahaan melakukan efisiensi sebesar Rp72 juta tiap bulannya sebagai hasil penggunaan *pellet* untuk substitusi batubara.

2. Tempat Olah Sampah Sungai (TOSS) Ciliwung

Indonesia Power melalui Priok Power Generation Unit and Maintenance Unit (PRO POMU), menginisiasi replikasi program TOSS yang memanfaatkan sampah dari sungai Ciliwung. Program ini diinisiasi pada bulan Juni 2020 bekerja sama dengan Gerakan Ciliwung Bersih. Produk *pellet* yang dihasilkan digunakan sebagai campuran batubara untuk pembangkit unit Banten 3 Lontar.

TOSS is an environment-based community empowerment program with waste to energy concept. The product is in the form of RDF pellets as an alternative fuel for power plants. The program is implemented in collaboration with the established Waste Bank in the village, thus the pellets produced are pure organic pellets with good quality.

Indonesia Power has conducted research for new innovations in plastic waste management. The end result is goods with usage and economic value. Through research and training in waste management, the skills of group members improved, and their income increased during the Covid-19 pandemic.

TOSS program has created a replication program in the form of:

1. Jeranjang Waste Processing Program (JOSS)

JOSS program was initiated at the Kebon Kongok TPA, Suka Makmur Village, Gerung Sub-District, West Lombok Regency, West Nusa Tenggara, since January 2020. 1 JOSS program was established with 13 young members around the Kebon Kongok TPA. To date, JOSS Program has succeeded in reducing 16.3 tonnes of waste and providing income of up to ±Rp49.74 million to the group, and reducing greenhouse gas emissions such as NO_2 by an average of 3.95% CO_2 by 1.1%. From the Company's perspective, JOSS Program assisted the Company to achieve efficiency of Rp72 million per month as a result of substituting coal for pellets.

2. Ciliwung River Waste Processing Site (TOSS)

Indonesia Power, through the Priok Power Generation Unit and Maintenance Unit (PRO POMU), initiated TOSS replication program that utilizes wastes from Ciliwung river. This program was initiated in June 2020 in collaboration with the Gerakan Ciliwung Bersih. The resulting pellet product is used as a coal mixture for the Banten 3 Lontar generating unit.



Program AdiPertiwi mengacu pada kegiatan seni-budaya yang berkarakteristik keindahan asli Nusantara AdiPertiwi merepresentasi segala sesuatu yang diciptakan atau dilestarikan oleh komunitas binaan CSR berkenaan cara hidup yang berkembang pada suatu komunitas, yang memiliki unsur keindahan secara turun temurun, dari generasi ke generasi. Dalam implementasinya Program ini tidak hanya bertujuan untuk melestarikan budaya lokal namun juga meningkatkan ekonomi para anggotanya. Beberapa program kegiatan AdiPertiwi diantaranya:

1. Sekehe Sрати Yadnya Santhi, salah satu program InspirasiPerempuan yang berupaya melestarikan adat istiadat dan kearifan lokal dengan pelatihan membuat banten untuk upacara keagamaan. Beberapa pencapaian program diantaranya:
 - 100% sampah produksi diolah menjadi *pellet*
 - Keuntungan penjualan tahun 2020 mencapai sekitar Rp195 juta
 - Terbentuknya komunitas kelompok sрати Banten dan Sekehe Teruni Banjar Ambengan
2. Pelestarian dan Ekowisata Lembu Putih Taro di Bali dalam upaya melestarikan dan meningkatkan populasi lembu putih. Beberapa pencapaian program diantaranya:
 - Penambahan populasi lembu putih menjadi sebanyak 56 ekor;
 - 100% kotoran lembu putih untuk kompos dan bahan bakar agnihotra;
 - Kelompok mampu membuat Pupuk Organik Cair (POC);
 - Hasil penjualan pupuk cair, kompos dan bahan bakar agnihotra mencapai Rp6 juta;
 - Berhasil menarik 8.230 pengunjung ke desa tersebut;
 - Menambah jumlah anggota petani taro lestari organik sebanyak 24 orang.

AdiPertiwi program refers to arts and cultural activities that are characterized by the original beauty of the Archipelago. AdiPertiwi represents everything created or preserved by the CSR assisted communities regarding the way of life in a community, with beautiful elements that have been passed down from generation to generation. In its implementation, this Program not only aims to preserve local culture but also to improve the economy of its members. Some of Adipertiwi's program include:

1. Sekehe Sрати Yadnya Santhi, one of the Women's Inspiration (InspirasiPerempuan) programs that strive to preserve local customs and wisdom by training in banten making for religious ceremonies. The program achievements include:
 - 100% of production waste is processed into pellets
 - In 2020, the sales profit reached approximately Rp195 million
 - The establishment of Sрати Banten and Sekehe Teruni Banjar Ambengan community groups
2. Taro White Ox Preservation and Ecotourism in Bali as an effort to preserve and increase the white ox population. The program achievements include:
 - The increase of the population of white oxes to 56;
 - 100% white oxes dung for compost and agnihotra fuel;
 - The group formulated Liquid Organic Fertilizer (POC);
 - The sales of liquid fertilizer, compost, and agnihotra fuel reached Rp6 million;
 - Successfully attracted 8,230 visitors to the village;
 - Increased the members of organic sustainable taro farmers by 24 people.

Batik Kembang Mayang

Mayang Flower Batik



Berbekal pengetahuan dan keterampilan membatik, sekelompok masyarakat yang tinggal di Jalan Mayang berinisiatif untuk membentuk satu kelompok yang dinamakan Kelompok Batik Kembang Mayang. Tidak hanya membatik, mereka melakukan kegiatan pelatihan membatik yang terbuka bagi kalangan umum. Berawal dari membatik kini lokasi Kampung Kembang Mayang dikenal sebagai tempat wisata yang bisa mengedukasi masyarakat luas tentang membatik.

Pada masa pandemi Covid-19, Perusahaan membantu penjualan Kampung Batik Kembang Mayang dengan cara membeli produk untuk kebutuhan internal serta mempromosikan produk di media sosial. Kelompok pun diarahkan menangkap peluang untuk kebutuhan APD di masa pandemi dengan memproduksi masker dari kain batik.

Armed with the knowledge and skills of batik, a group of people living on Mayang Road took the initiative to form a group called Mayang Flower Batik Group. In addition to batik, they carry out batik training that is open to the public. Starting from batik, the location of Kembang Mayang Village is now well-known as a tourist spot that can educate the wider community about batik.

During the Covid-19 pandemic, the Company assisted the sales of Kembang Mayang Batik Village by buying products for internal needs and promoting products on social media. The group was also directed to seize opportunities for PPE needs during the pandemic by producing masks from batik cloth.

CSR di Masa Pandemi

CSR in Times of Pandemic



Merespon pandemi yang terjadi, Indonesia Power mengalokasikan dana CSR Tahun 2020 untuk bantuan kemanusiaan Covid-19. Realisasi bantuan mencapai Rp6,66 miliar atau 19,25% dari realisasi anggaran Program CSR Tahun 2020. Bantuan yang diberikan berupa Alat Pelindung Diri (Masker medis, masker kain, *face shield*, hazmat, *handscoen*, sepatu karet, *haircap* dan lainnya), Alat Kesehatan (*thermo gun*, *Ventilator* Indonesia), penyemprotan disinfektan, *hand sanitizer*, *wastafel portable*, santunan, bahan pangan (sembako), alat *rapid test*, hingga sabun cuci tangan. Bantuan ini bersifat karitatif yang berorientasi pemenuhan kebutuhan mendesak dalam jangka pendek.

Selain pemberian bantuan program filantropi, Perusahaan juga turut memperhatikan mitra binaan yang terdampak pandemi. Perusahaan melakukan pemetaan dan evaluasi terhadap persoalan yang mereka hadapi, tim merumuskan strategi yang perlu dan bisa ditempuh para mitra binaan, sesuai dengan ciri khas dan kekuatan masing-masing. Perusahaan bersama mitra binaan pun melakukan penyesuaian-penyesuaian terhadap program pemberdayaan masyarakat melalui diversifikasi produk. Masker kain batik, *face shield*, minuman herbal, *hand sanitizer* dan sabun cuci tangan merupakan barang yang paling banyak diproduksi oleh mitra binaan Indonesia Power.

In response to the pandemic, Indonesia Power allocated 2020 CSR funds for COVID-19 humanitarian assistance. The assistance was realized at Rp6.66 billion or 19.25% of the 2020 CSR Program budget. The assistance was provided in the form of Personal Protective Equipment (medical masks, cloth masks, face shields, hazmat, handscoen, rubber boots, hair caps, etc.), Medical Equipment (thermo guns, Indonesian ventilators), disinfectants sprays, hand sanitizers, portable sinks, compensation, food (groceries), rapid test kits, and handwashing soap. This assistance is charitable and oriented towards meeting short-term urgent needs.

In addition to providing philanthropic program, the Company also takes into account the fostered partners affected by the pandemic. The Company conducted mapping and evaluation of the problems that they face. The team formulated strategies that are necessary and can be carried out by the fostered partners, according to the characteristics and strengths of each fostered partner. The Company and its fostered partners also adjusted the community empowerment program through product diversification. Batik cloth masks, face shields, herbal drinks, hand sanitizers, and hand soap are the most produced items by Indonesia Power's fostered partners.

Produksi Mitra Binaan Selama Masa Pandemi

Production of Fostered Partners During the Pandemic



18.692
pcs

Masker Kain
Cloth Masks



630
pcs

Sabun Cuci Tangan
Hand Soap



3.003
pcs

Minuman Herbal
Herbal Drinks



893
botol bottles

Hand Sanitizer
Hand Sanitizer



6.248
Kantong Pack

Pupuk Media Tanam
Planting Media Fertilizer

Evaluasi Kinerja Performance Evaluation

Indeks Kepuasan Masyarakat [GRI 413-1] Community Satisfaction Index [GRI 413-1]

Dalam hal penilaian terhadap dampak kegiatan CSR Perusahaan, Indonesia Power melakukan pengukuran Indeks Kepuasan Masyarakat (IKM). IKM merupakan gambaran persepsi atas kinerja sosial Perusahaan akibat pelaksanaan kegiatan CSR yang diberikan kepada masyarakat terutama yang menerima langsung manfaat program tersebut. Pengukuran dilakukan dengan menggunakan metode survei dengan pendekatan penelitian deskriptif kuantitatif. Indikator yang dinilai mencakup profil pelaksana dan sasaran program, hasil *monitoring*, implementasi program, dan lain-lain. Pelaksanaan IKM bekerja sama dengan lembaga independen yang ditunjuk oleh Perusahaan.

Pada tahun 2020, Indonesia Power melaksanakan IKM di 8 (delapan) unit Perusahaan yakni, Bali PGU, Kamojang PGU, Semarang PGU, Cilegon OMU, Suralaya PGU, Priok POMU, Banten 1 Suralaya dan Banten 3 Lontar terhadap program-program CSR unggulan pada masing-masing unit tersebut. Hasil rata-rata nilai indeks konversi mencapai 83,39 dan masuk dalam kategori "Sangat Baik".

In terms of impact assessment of the Company's CSR activities, Indonesia Power assesses the Community Satisfaction Index (IKM). IKM reflects the perception of the Company's social performance as a result of the CSR activities provided to the community, especially those who directly receive the benefits of the program. Assessment was carried out by using a survey with a quantitative descriptive research approach. The indicators assessed include the profile of program implementers and program targets, monitoring, program implementation, etc. IKM is assessed in collaboration with independent institutions appointed by the Company.

In 2020, Indonesia Power assessed IKM in eight (8) Company units, i.e., Bali PGU, Kamojang PGU, Semarang PGU, Cilegon OMU, Suralaya PGU, Priok POMU, Banten 1 Suralaya, and Banten 3 Lontar, in regards to the flagship CSR Programs in each of these units. The average result of the conversion index score was 83.39 and was considered in the "Very Good" category.

Social Return On Investment

Social Return On Investment

Pada salah satu program yang dijalankan, Indonesia Power telah melakukan analisis *Social Return On Investment* (SROI). Analisis SROI merupakan pendekatan untuk mengukur dampak sosial yang dapat dihasilkan di masa mendatang oleh Perusahaan. Hasil dari analisis SROI ini berupa rasio yang menunjukkan hubungan antara biaya investasi yang dikeluarkan Perusahaan dengan dampak yang dihasilkan oleh masyarakat.

Pada tahun 2020, Indonesia Power melaksanakan analisis SROI secara internal yang dilakukan dengan menganalisa program Sekehe Sрати Yадnya Santhi dan Program Galeri Lapisan Sabilulungan (Cafe Pelagio). Dari analisis yang dilakukan dengan membandingkan *input* yang Perusahaan berikan dengan *outcome* yang dihasilkan didapat rasio hasil pengukuran SROI sebesar 2,97 untuk program Sekehe Sрати Yадnya Santhi dan sebesar 2,29 untuk Program Galeri Lapisan Sabilulungan. Hasil ini mengindikasikan bahwa untuk setiap Rp1 investasi yang diberikan Perusahaan, maka senilai Rp2,97 nilai sosial (*social value*) tercipta di masyarakat kelompok program Sekehe Sрати Yадnya Santhi dan Rp2,29 tercipta untuk Program Galeri Lapisan Sabilulungan.

On one of the programs carried out, Indonesia Power conducted a Social Return on Investment (SROI) analysis. SROI analysis is an approach to measure the social impact generated in the future by the Company. The result of SROI analysis is in the form of ratio that shows the relationship between investment cost incurred by the Company and the resulting impact for the community.

In 2020, Indonesia Power analyzed SROI internally by analyzing the Sekehe Sрати Yадnya Santhi program and the Lapisan Sabilulungan Gallery Program (Cafe Pelagio). The analysis was conducted by comparing the Company's inputs with the resulting outcomes. The SROI result was 2.97 for the Sekehe Sрати Yадnya Santhi program and 2.29 for the Lapisan Sabilulungan Gallery Program. These results indicate that for every Rp1 of investment by the Company, it creates Rp2.97 of social value in the community of Sekehe Sрати Yадnya Santhi program, and Rp2.29 for the Lapisan Sabilulungan Gallery Program.

Penanganan Pengaduan Masyarakat [GRI 103-2, 103-3, 413-1]

Public Complaint Handling [GRI 103-2, 103-3, 413-1]

Indonesia Power telah menyediakan sarana pengaduan masyarakat yang dapat diakses khususnya bagi masyarakat yang terkena dampak kegiatan operasional Perusahaan secara langsung. Masyarakat yang ingin menyampaikan pengaduan atau keluhan terkait kegiatan operasi Perusahaan dapat mengirimkan surat resmi yang ditujukan kepada Perusahaan atau Unit kerja terkait. Berikut mekanisme yang dilakukan oleh Perusahaan terkait penanganan keluhan ini:

Indonesia Power has provided a means of public complaints that can be accessed, especially for people who are directly affected by the Company's operations. People may submit their complaints related to the Company's operations by sending an official letter addressed to the Company or related work Units. The Company carries out the following mechanism to handle complaints:

Mekanisme Penanganan Pengaduan Masyarakat Community Complaint Handling Mechanism



Selama tahun 2020, Indonesia Power tidak menerima pengaduan keluhan masyarakat terkait kegiatan operasional ataupun permasalahan lainnya. Perusahaan menghormati budaya dan hak-hak adat masyarakat di sekitar wilayah kerja perusahaan. Untuk itu pada setiap pelaksanaan kegiatan operasi, Perusahaan senantiasa melakukan kajian mendalam atas potensi dampak positif dan negatif terkait kondisi sosial dan lingkungan yang timbul akibat keberadaan Perusahaan. [GRI 413-1]

During 2020, Indonesia Power did not receive complaints from the public regarding operations or other problems. The Company respects the culture and customary rights of the community surrounding the Company's working area. Therefore, in every operational activity, the Company conducts an in-depth study of the potential positive and negative impacts related to social and environmental conditions arising from the Company's existence. [GRI 413-1]

Investasi bagi Masyarakat

Investment for the Society

Total nilai kontribusi yang diberikan oleh Indonesia Power melalui pelaksanaan berbagai program pemberdayaan masyarakat pada tahun 2020 adalah sebesar Rp33.935 juta yang terbagi ke dalam tiga pilar utama program, yakni:

Indonesia Power contributed Rp33,935 million through the implementation of various community development programs in 2020, which is divided into three main pillars of the program:

Investasi Program INPOWER CARE (Rp Juta)

INPOWER CARE Program Investment (Rp Million)

Program	2018	2019	2020
Bakti Pelayanan Masyarakat Community Assistances	7.849	8.208	10.588
Bakti Pembinaan Hubungan Community Relations	10.264	10.632	10.107
Bakti Pemberdayaan Masyarakat Community Empowerment	18.361	22.40	13.240
Total	36.474	41.241	33.935

Testimoni Mitra Binaan

Fostered Partners' Testimonial



Ibu Murti

Local Hero Kampung Kopi Konservasi Desa Pegundungan Banjarnegara
Local Hero of Pegundungan Coffee Conservation Village at Pegundungan Banjarnegara

Terimakasih kepada Indonesia Power yang selalu membantu dan memberi dukungan kepada petani di Desa Pegundungan. Harapan kami dengan tanaman kopi benar-benar bisa membantu perekonomian di Desa Pegundungan, karena jika dilihat memang kopi prospek kedepannya bagus, dan juga warga sudah melihat ternyata kopi jenis arabica di Desa Pegundungan cocok untuk ditanam.

Thanks to Indonesia Power for always assisting and providing support to farmers in Pegundungan Village. We hope that coffee plants can really help the economy in Pegundungan Village. Because, if you see the prospects for coffee in the future, it is good. The residents understand that Pegundungan Village is suitable for planting Arabica coffee.



Nurlela

Local Hero Kelompok Satya Gawa
Local Hero of Satya Gawa Group

Indonesia Power telah mengangkat dan membantu orang dengan gangguan jiwa yang selama ini sering dianggap sebelah mata oleh orang lain. Hingga saat ini, terdapat 15 orang dengan gangguan jiwa yang aktif sebagai anggota Satya Gawa dan ikut membuat telur asin. Sebanyak 30 orang lagi sesekali mengikuti program tersebut. "Tak banyak orang atau perusahaan mau mempedulikan orang dengan gangguan jiwa. Program Satya Gawa ini membuat orang dengan gangguan jiwa bisa lebih mandiri.

Indonesia Power has raised and helped people with mental disorders who have often been underestimated by others. To date, there are 15 people with mental disorders who are active as members of Satya Gawa and participate in making salted eggs. Sometimes, 30 more people want to join the program. "Not many people or companies care about people with mental disorders. Satya Gawa program makes people with mental disorders to be more independent.



Ketut Radinten

Local Hero Kelompok Dukungan Sebaya Sekar Jempiring
Local Hero of Sekar Jempiring Peer Support Group

Beberapa anggota kami yang memang bekerja di pariwisata dirumahkan karena pandemi Covid-19. Sekarang ini karena bantuan dari Indonesia Power berupa mesin jahit, pelatihan dan juga rumah singgah, teman-teman mendapat pekerjaan baru. 90% anggota KDS Sekar Jempiring itu adalah Orang dengan HIV Aids (ODHA). Dari nol sekali kami mengetahui mesin jahit dan cara menjahit masker, dan benar-benar akhirnya kita bisa bangkit dari sini, dari terpuruk karena HIV, kemudian lebih terpuruk lagi karena Covid-19, dan sekarang kita bisa bangkit lagi, bisa dapat penghasilan, punya tempat *sharing*, kita bisa *sharing* bareng di sini. Some of our members who work in the tourism sector were terminated due to the Covid-19 pandemic. Now, because of Indonesia Power's assistance in the form of sewing machines, training, and a shelter, our friends have new jobs. 90% of the Sekar Jempiring KDS members are People with HIV Aids (PLWHA). We knew nothing about sewing machines and how to sew masks, but we were able to adapt and rise. First, we were down because of HIV, and even worse due to Covid-19. Now, we are okay, we have income, a place for sharing, here.





Lampiran

Appendix

Laporan Penjamin Independen

Independent Assurance Report



ASSURANCE STATEMENT

SGS INDONESIA'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE PT. INDONESIA POWER SUSTAINABILITY REPORT 2020

NATURE OF THE ASSURANCE/VERIFICATION

PT. SGS Indonesia was commissioned by PT. Indonesia Power to conduct an independent assurance of the Sustainability Report 2020. The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text, and data in accompanying tables, contained in this report.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all PT. Indonesia Power's stakeholders.

RESPONSIBILITIES

The information in the Report and its presentation are the responsibility of the directors or governing body and the management of PT. Indonesia Power. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform PT. Indonesia Power's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for report quality, and the guidance on levels of assurance contained within the AA1000 series of standards.

The assurance of this report has been conducted according to the following Assurance Standards:

- SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000
- AA1000ASv3 Type 2 (AA1000APS Evaluation) with level of assurance is Moderate

Assurance has been conducted at a moderate (limited) level of scrutiny

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

- GRI (Comprehensive) (2016) and Electric Utilities Sector Disclosures
- AA1000 Accountability Principles Standard (2018)

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research and interviews with relevant accountable managers and employees at the Head Office of PT. Indonesia Power at Jakarta via remote. PT. Indonesia Power Sustainability Report 2020 covers PT. Indonesia Power, Subsidiaries, Joint Ventures and Associated Companies, documentation and record review.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

Some statements and data within the scope were not assured due to lack of accessible records during the timescale allowed for assurance, and these are clearly marked throughout the Report.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from PT. Indonesia Power, Subsidiaries, Joint Ventures and Associated Companies, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with International Register of Certificated Auditors (IRCA), Environmental Management System (EMS) Lead Auditor, Quality Management System (QMS) Lead Auditor, Occupational Health and Safety Management System Lead Auditor, the IRCA Corporate Responsibility

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

1. To perform external assurance periodically in order to increase the robustness, accuracy, trustworthiness of disclosed information and to implement any recommended improvements.
2. It is recommended that goals and target for materiality topic for health and safety could include lagging indicator of severity rate.
3. It is recommended to improve internal system and control by implementing data validation on primary source data.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES STANDARD (2018)

Inclusivity

PT. Indonesia Power has made a commitment to be accountable to those on whom it has an impact or who have an impact on it as stated in some Policies such as Environment Policy, Safety and Health Policy, and Code of Conduct. Inclusivity is the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability. Process of engagement and participation that provides comprehensive and balanced involvement and results in strategies, plan, action and outcomes that address and respond to issues and impacts in an accountable way. The company has a process of stakeholder participation (all stakeholders) through periodic meeting with stakeholders.

Materiality

PT. Indonesia Power has identified stakeholders and those issues that are material to each group of stakeholders and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. In order to establish Key Material issues PT Indonesia Power conducted Ethical Behavior Survey to suppliers during 27 December 2020 – 22 February 2021 and Materiality Assessment Survey to Indonesia Power Stakeholders during 12 March 2021 – 6 April 2021. The result of the Survey is presented in the Sustainability Report 2020.

Responsiveness

PT. Indonesia Power has responded to stakeholders issues that affect to its sustainability performance and is released through decisions, actions and performance, as well as communication with stakeholders. The social and environmental responsibility is managed through and umbrella of CSR (Corporate Social Responsibility) and has been disclosed in the report.

Impact

PT Indonesia Power has identified and fairly represented impacts that were monitored and measured. PT Indonesia Power has established processes to monitor, measure and evaluate impacts that lead to effective decision making management within organization.

ADHERENCE TO GLOBAL REPORTING INITIATIVE SUSTAINABILITY REPORTING STANDARDS (2016)

In our opinion, the PT. Indonesia Power Sustainability Report 2020 is presented in accordance with the Comprehensive Option for Global Reporting Initiative Sustainability Reporting Standards 2016 and Electric Utilities Sector Disclosures and fulfills all the required content and quality criteria.

Foundation

In our opinion, the content and quality of the report adheres to the four GRI Report Content Principles of Materiality, Stakeholder Inclusiveness, Sustainability Context and Completeness, and the six GRI Report Quality Principles of Balance, Comparability, Accuracy, Timeliness, Clarity and Reliability.

General Disclosures

All the General disclosures required for reporting in accordance with the Comprehensive option for Global Reporting Initiative Sustainability Reporting Standards 2016 and Electric Utilities Sector Disclosures are included or referenced in the report.

Management Approach and Topic Specific Standard

Disclosure Management Approach (DMA) for each materiality aspects have been disclosed in the report in accordance with the Comprehensive option for Global Reporting Initiative Sustainability Reporting Standards 2016 and Electric Utilities Sector Disclosures.

Signed:

For and on behalf of SGS Indonesia



Johnny Koe
Business Manager
Jakarta, Indonesia
25 June 2021

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Daftar Istilah

Glossary

Singkatan Abbreviation	Keterangan Description
BPO	Bahan Perusak Ozon Ozone Depleting Substances
BOSS	<i>Biomass Operating System of Saguling</i>
B3	Bahan Berbahaya dan Beracun Hazardous and Toxic Materials
CEMS	<i>Continuous Emission Monitoring System</i>
CF	<i>Capacity Factor</i>
CFC	Klorofluorokarbon <i>Chlorofluorocarbons</i>
CID	<i>Community Involvement Development</i>
COD	<i>Commercial Operation Date</i>
COP	<i>Conference of Parties</i>
CSMS	<i>Contractor Safety Management System</i>
CSR	<i>Corporate Social Responsibility</i>
DMN	Daya Mampu Netto Net Capacity
EAF	<i>Equivalent Availability Factor</i>
EBT NRE	Energi Baru Terbarukan <i>New Renewable Energy</i>
EFOR	<i>Equivalent Forced Outage Rate</i>
ESG	<i>Environmental, Social and Governance</i>
EVP	<i>Employee Voluntary Program</i>
FABA	<i>Fly Ash Bottom Ash</i>
FLM	<i>First Line Maintenance</i>
FR	<i>Frequency Rate</i>
GCG	<i>Good Corporate Governance</i>
GRC	<i>Governance, Risk and Compliance</i>
GRI	<i>Global Reporting Initiative</i>
GRK GHG	Gas Rumah Kaca <i>Greenhouse Gas</i>
GWP	<i>Global Warming Potential</i>
HAKORDIA	Hari Antikorupsi Sedunia World Anti-Corruption Day
HCFC	Hidroklorofluorokarbon <i>Hydrochlorofluorocarbons</i>
HDKP	Harian Deklarasi Ketidaksiapan Pembangkit Daily Statement on Plant Unpreparedness
HFC	Hidrofluorokarbon <i>Hydrofluorocarbons</i>
HIRADC	<i>Hazard Identification, Risk Assessment, and Determining Control</i>
HRSE	<i>Human Resources Satisfaction & Engagement</i>
HSD	<i>High Speed Diesel</i>
HSE	<i>Health Safety Environment</i>
IMS	<i>Integrated Management System</i>
IPP	<i>Independent Power Producer</i>

Singkatan Abbreviation	Keterangan Description
ISRS	<i>International Sustainability Rating System</i>
IUCN	<i>International Union for Conservation of Nature</i>
JOSS	Jeranjang Olah Sampah Setempat Local Waste Processing
K3 OHS	Keselamatan dan Kesehatan Kerja Occupational Health and Safety
MFO	<i>Marine Fuel Oil</i>
MPB CDM	Mekanisme Pembangunan Bersih Clean Development Mechanism
MPP	<i>Mobile Power Plant</i>
MRV	<i>Measurement, Reporting and Verification</i>
MSU	<i>Maintenance Service Unit</i>
MVP	<i>Minimum Viable Product</i>
ODS	<i>Ozone-Depleting Substances</i>
OMU	<i>Operation and Maintenance Unit</i>
O&M	<i>Operation and Maintenance</i>
PDM	<i>Predictive Maintenance</i>
PGU	<i>Power Generation Unit</i>
PLTA HPP	Pembangkit Listrik Tenaga Air Hydro Power Plant
PLTB BPP	Pembangkit Listrik Tenaga Biomassa Biomass Power Plant
PLTD DPP	Pembangkit Listrik Tenaga Diesel Diesel Power Plant
PLTDG DGPP	Pembangkit Listrik Tenaga Diesel dan Gas Diesel and Gas Turbine Power Plant
PLTP GPP	Pembangkit Listrik Tenaga Panas Bumi Geothermal Power Plant
PLTG GTPP	Pembangkit Listrik Tenaga Gas Gas Turbine Power Plant
PLTGU CCPP	Pembangkit Listrik Tenaga Gas dan Uap Combine-Cycle Power Plant
PLTM MHPP	Pembangkit Listrik Tenaga Mini Hidro Mini-Hydro Power Plant
PLTMG GEPP	Pembangkit Listrik Tenaga Mesin Gas Gas Engine Power Plant
PLTS SoPP	Pembangkit Listrik Tenaga Surya Solar Power Plant
PLTSa WEPP	Pembangkit Listrik Tenaga Sampah Waste-to-Energy Power Plant
PLTSA Rooftop SoPP	Pembangkit Listrik Tenaga Surya Atap Rooftop Solar Power Plant
PLTU SPP	Pembangkit Listrik Tenaga Uap Steam Power Plant
PM	<i>Preventive Maintenance</i>
POMU	<i>Power Generation and O&M Services Unit</i>
PPME	Peningkatan dan Pembudayaan Manajemen Efisiensi Energi Energy Efficiency Management Improvement and Cultivation
PROPER	Program Penilaian Peringkat Kinerja Perusahaan Dalam Pengelolaan Lingkungan Corporate Performance Rating Program in Environmental Management

Singkatan Abbreviation	Keterangan Description
PROSSIMS	<i>Program Safety & Security Informational Management System</i>
P2K3	Panitia Pembina Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management Committee
PV	<i>Photo Voltage</i>
RDF	<i>Refuse Derived Fuel</i>
RO	<i>Reverse Osmosis</i>
RS	<i>Reserve Shutdown</i>
RUEN	Rencana Umum Energi Nasional National Energy Masterplan
RUPS GMS	Rapat Umum Pemegang Saham General Meeting of Shareholders
RUPTL	Rencana Usaha Penyediaan Tenaga Listrik Electricity Supply Business Plan
R&D	<i>Research and Development</i>
SDGs	<i>Sustainable Development Goals</i>
SdOF	<i>Sudden Outage Frequency</i>
SMAP	Sistem Manajemen Anti Penyuapan Anti-Bribery Management System
SMK3 OHSMS	Sistem Manajemen Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management System
SML	Sistem Manajemen Lingkungan Environmental Management System
SOF	<i>Scheduled Outage Factor</i>
SOLID	<i>Securing, Optimizing, Leading, Increasing, Developing</i>
SRF	<i>Solid Recovered Fuel</i>
SROI	<i>Social Return On Investment</i>
TDS	TDS
TKDN DCL	Tingkat Komponen Dalam Negeri Domestic Component Level
TPA	Tempat Pembuangan Akhir Landfill
TPS	Tempat Pembuangan Sementara Temporary Disposal Sites
TOSS	Tempat Olah Sampah Setempat Local Trash Can
VCS	<i>Voluntary Carbon Standard</i>
VER	<i>Verified Emission Reduction</i>
WBS	<i>Whistle Blowing System</i>
WWTP	<i>Waste Water Treatment Plant</i>
3R	<i>Reduce, Reuse, Recycle</i>
3T	Tidak Gratifikasi, Tidak Fraud, Tidak Suap No Gratuities, No Fraud, No Bribery
4R	<i>Reduce, Reuse, Recycle dan Recovery</i>
50N	<i>On Time, On Quality, On Scope, On Cost & On Safety</i>
5S	Seiri, Seiton, Seiso, Seiketsu dan Shitsuke Seiri, Seiton, Seiso, Seiketsu, and Shitsuke

Indeks Isi GRI Standards “Ops Komprehensif” dan Pengungkapan Sektor Utilitas Listrik [GRI 102-55]

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	GRI 305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	184-186	-
	GRI 305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	184, 186	Informasi tidak tersedia untuk 305-3 Hal ini dikarenakan Emisi GRK (Cakupan 3) tidak termasuk ke dalam kewajiban inventarisasi, <i>boundary</i> pada pengungkapan topik ini hanya Kantor Pusat dan Unit Pembangkit Perusahaan, adanya kompleksitas dan sumber data yang tidak berada di bawah kendali Perusahaan sehingga Perusahaan tidak bisa mendapatkan informasi dengan kualitas yang memadai. Information unavailable for 305-3 This is because GHG emission (Scope 3) is not included in the calculation, the boundary of this topic's disclosure is for the Head Office and Company's Generating Units. Thus, there are complexities and data sources that are not under the Company's control, therefore the Company is unable to obtain adequate quality information.
	GRI 305-4	Intensitas emisi GRK GHG emissions intensity	187, 189	-
	GRI 305-5	Pengurangan emisi GRK Reduction of GHG emissions	189, 190	-
	GRI 305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	192	-
	GRI 305-7	Nitrogen Oksida (NO _x), sulfur oksida (SO _x), dan emisi udara signifikan lainnya Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	188	-
	Limbah Waste			
GRI 103: Pendekatan Manajemen 2020 2020 Management Approach	GRI 103-1	Penjelasan topik material dan <i>Boundary</i> Explanation of the material topic and its Boundaries	24, 206	-
	GRI 103-2	Pendekatan manajemen dan komponennya The management approach and its components	111, 206, 240, 241	-
	GRI 103-3	Evaluasi Pendekatan Manajemen Evaluation of the management approach	111, 206, 241	-
	GRI 306-1	Limbah yang dihasilkan dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	208	-
	GRI 306-2	Pengelolaan dampak signifikan terkait limbah Management of significant waste-related impacts	208	-
GRI 306: Limbah Waste	GRI 306-3	Limbah yang dihasilkan Waste generated	210, 212, 213	-
	GRI 306-4	Limbah yang dialihkan dari pembuangan Waste diverted from disposal	211-213	-
	GRI 306-5	Limbah yang diarahkan ke pembuangan Waste directed to disposal	211-213	-

GRI Standard	Pengungkapan Disclosure		Halaman Page	Omission
	Pengungkapan Disclosure	Judul Title		
Sosial Social				
GRI 103: Pendekatan Manajemen 2016 Management Approach	Kepegawaian Employment			
	GRI 103-1	Penjelasan topik material dan <i>Boundary</i> Explanation of the material topic and its Boundaries	24, 248	-
	GRI 103-2	Pendekatan manajemen dan komponennya The management approach and its components	111, 248, 278	-
	GRI 103-3	Evaluasi Pendekatan Manajemen Evaluation of the management approach	111, 248, 278, 280	-
GRI 401: Kepegawaian Employment	GRI 401-1	Perekrutan pegawai baru dan pergantian pegawai New employee hires and employee turnover	257-259	-
	GRI 401-2	Tunjangan yang diberikan kepada pegawai purnawaktu yang tidak diberikan kepada pegawai sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	261	-
	GRI 401-3	Cuti melahirkan Parental leave	264	-
G4 Electric Utilities Sector Disclosures 2013: Kepegawaian Employment	EU14	Program dan proses untuk memastikan tersedianya tenaga kerja terampil Programs and processes to ensure the availability of a skilled workforce	274	-
	EU15	Persentase pekerja yang akan memasuki masa pensiun dalam 5-10 tahun ke depan berdasarkan kategori pekerjaan dan wilayah Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region	267-269	-
	EU16	Kebijakan dan persyaratan mengenai keselamatan dan kesehatan pegawai serta pegawai kontraktor dan subkontraktor Policies and requirements regarding health and safety of employees and employees of contractors and subcontractors	297, 298, 305, 307	-
	EU17	Hari bekerja oleh kontraktor dan subkontraktor yang terlibat dalam kegiatan konstruksi maupun kegiatan operation dan maintenance Days worked by contractor and subcontractor employees involved in construction, operation & maintenance activities	308	-
	EU18	Persentase karyawan kontraktor dan subkontraktor yang dilatih terkait K3 Percentage of contractor and subcontractor employees that have undergone relevant health and safety training	309	-
	Keselamatan dan Kesehatan Kerja Occupational Health and Safety			
GRI 103: Pendekatan Manajemen 2018 Management Approach	GRI 103-1	Penjelasan topik material dan <i>Boundary</i> Explanation of the material topic and its Boundaries	24, 284	-
	GRI 103-2	Pendekatan manajemen dan komponennya The management approach and its components	111, 284, 317	-
	GRI 103-3	Evaluasi Pendekatan Manajemen Evaluation of the management approach	111, 284, 317	-
	GRI 403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	284, 289, 297, 298, 303	-
	GRI 403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	295-297, 317	-
	GRI 403-3	Layanan kesehatan kerja Occupational health services	303	-
	GRI 403-4	Partisipasi, konsultasi, dan komunikasi pegawai tentang keselamatan dan kesehatan kerja Worker participation, consultation, and communication on occupational health and safety	289-292	-
	GRI 403-5	Pelatihan pegawai tentang keselamatan dan kesehatan kerja Worker training on occupational health and safety	304, 309	-

GRI Standard	Pengungkapan Disclosure		Halaman Page	Omission
	Pengungkapan Disclosure	Judul Title		
	GRI 403-6	Promosi kesehatan pegawai Promotion of worker health	303	-
	GRI 403-7	Pencegahan dan mitigasi dampak keselamatan dan kesehatan kerja yang terkait langsung dengan hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	296, 297	-
	GRI 403-8	Pegawai yang dilindungi oleh sistem manajemen keselamatan dan kesehatan kerja Workers covered by an occupational health and safety management system	289, 291	-
GRI 403: Keselamatan dan Kesehatan Kerja Occupational Health and Safety	GRI 403-9	Cedera terkait pekerjaan Work-related injuries	312-314	-
	GRI 403-10	Kesehatan yang buruk terkait pekerjaan Work-related ill health	297, 298, 303	-
GRI 103: Pendekatan Manajemen 2016 Management Approach	Pendidikan dan Pelatihan Training and Education			
	GRI 103-1	Penjelasan topik material dan <i>Boundary</i> Explanation of the material topic and its Boundaries	24, 270	-
	GRI 103-2	Pendekatan manajemen dan komponennya The management approach and its components	111, 270, 278	-
	GRI 103-3	Evaluasi Pendekatan Manajemen Evaluation of the management approach	111, 270, 278, 280	-
GRI 404: Pendidikan dan Pelatihan Training and Education	GRI 404-1	Rata-rata jam pelatihan per tahun per pegawai Average hours of training per year per employee	272, 273	-
	GRI 404-2	Program untuk meningkatkan keterampilan pegawai dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	266, 272, 274	-
	GRI 404-3	Persentase pegawai yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	277	-
GRI 103: Pendekatan Manajemen 2016 Management Approach	Keberagaman dan Kesetaraan Peluang Diversity and Equal Opportunity			
	GRI 103-1	Penjelasan topik material dan <i>Boundary</i> Explanation of the material topic and its Boundaries	24, 248	-
	GRI 103-2	Pendekatan manajemen dan komponennya The management approach and its components	111, 248, 278	-
	GRI 103-3	Evaluasi Pendekatan Manajemen Evaluation of the management approach	111, 248, 278, 280	-
GRI 405: Keberagaman dan Kesetaraan Peluang Diversity and Equal Opportunity	GRI 405-1	Keanekaragaman badan tata kelola dan pegawai Diversity of governance bodies and employees	250, 254	-
	GRI 405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	260	-
GRI 103: Pendekatan Manajemen 2016 Management Approach	Masyarakat Lokal Local Communities			
	GRI 103-1	Penjelasan topik material dan <i>Boundary</i> Explanation of the material topic and its Boundaries	24, 324	-
	GRI 103-2	Pendekatan manajemen dan komponennya The management approach and its components	111, 324, 344	-
	GRI 103-3	Evaluasi Pendekatan Manajemen Evaluation of the management approach	111, 324, 344	-
GRI 413: Masyarakat Lokal Local Communities	GRI 413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	328, 332, 333, 342, 344	-
	GRI 413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal Operations with significant actual and potential negative impacts on local communities	80	-

GRI Standard	Pengungkapan Disclosure		Halaman Page	Omission
	Pengungkapan Disclosure	Judul Title		
G4 Electric Utilities Sector Disclosures 2013: Masyarakat Lokal Local Communities	EU19	Partisipasi pemangku kepentingan dalam proses pengambilan keputusan terkait perencanaan energi dan pengembangan infrastruktur Stakeholder participation in decision making processes related to energy planning and infrastructure development	90	-
	EU20	Pendekatan untuk mengelola dampak perpindahan Approach to managing the impacts of displacement	82	Tidak berlaku untuk EU20 Hal ini dikarenakan pada setiap pembangunan infrastruktur pembangkitan, Indonesia Power mencatat tidak ada proyek Perusahaan yang mengakibatkan perpindahan atau pemukiman kembali penduduk Not applicable for EU20 This is because in every power plant infrastructure development, Indonesia Power recorded no Company's projects that resulted in the resettlement of residents
	EU22	Jumlah orang yang terkena dampak perpindahan dan diberi kompensasi berdasarkan jenis proyek Number of people physically or economically displaced and compensation, broken down by type of project	82	Tidak berlaku untuk EU22 Hal ini dikarenakan pada setiap pembangunan infrastruktur pembangkitan, Indonesia Power mencatat tidak ada proyek Perusahaan yang mengakibatkan perpindahan atau pemukiman kembali penduduk Not applicable for EU22 This is because in every power plant infrastructure development, Indonesia Power recorded no Company's projects that resulted in the resettlement of residents
G4 Electric Utilities Sector Disclosures 2013: Perencanaan dan Tanggap Darurat/Bencana Disaster/Emergency Planning and Response	Perencanaan dan Tanggap Darurat/Bencana Disaster/Emergency Planning and Response			
	EU21	Langkah-langkah perencanaan kontinjensi, rencana manajemen bencana/ darurat dan program pelatihan serta rencana pemulihan/ restorasi Contingency planning measures, disaster/emergency management plan and training programs, and recovery/ restoration plans	307, 310	-



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Lembar Umpan Balik

Feedback Sheet

Terima kasih atas kesediaan Bapak/Ibu/Saudara untuk membaca Laporan Keberlanjutan PT Indonesia Power Tahun 2020. Untuk meningkatkan kualitas Laporan Keberlanjutan, meningkatkan transparansi kinerja keberlanjutan dan sebagai masukan untuk penyusunan Laporan Keberlanjutan Tahun 2021, Kami berharap Bapak/Ibu/Saudara untuk mengisi Lembar Umpan Balik ini dan mengirimkannya kembali kepada kami.

Thank you for your willingness to read the 2020 Sustainability Report of PT Indonesia Power. We hope that you will fill out this Feedback Sheet and send it back to us to enhance the quality of the Sustainability Report, increase the transparency of sustainability performance, and as an input for the 2021 Sustainability Report preparation.

Profil Pembaca

Reader's Profile

Nama Lengkap Full Name	:	
Nama Institusi/ Perusahaan Name of Institution/Company	:	
Email Email	:	
Telephon Phone	:	

Identifikasi kelompok pemangku kepentingan (pilih salah satu)

Stakeholder's Identification (choose one)

☐ Pemerintah Government	☐ Media Media
☐ Pemegang Saham Shareholders	☐ Masyarakat/Komunitas Community
☐ Pegawai Employee	☐ Pelanggan Customers
☐ Pemasok Suppliers	☐ Lain-lain, mohon sebutkan: Others, please specify:
☐ Akademisi Academic	

1. Laporan Keberlanjutan ini mudah dimengerti

This Sustainability Report is easily understandable

☐ Setuju Agree	☐ Tidak Setuju Don't Agree
---------------------------------------	---

2. Laporan ini sudah menggambarkan informasi positif dan negatif Perusahaan

This report has described the Company's positive and negative information

☐ Setuju Agree	☐ Tidak Setuju Don't Agree
---------------------------------------	---

3. Laporan ini sudah menggambarkan komitmen Perusahaan yang sejalan dengan pencapaian tujuan pembangunan berkelanjutan

This report has described the Company's commitment in line with the achievement of sustainable development goals

☐ Setuju Agree	☐ Tidak Setuju Don't Agree
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Lembar Umpan Balik

Feedback Sheet

4. Topik Material Apa Yang Paling Penting Menurut Anda

Material Topics That Are The Most Important For You

(Nilai 1 = Paling Tidak Penting S/D 5 = Paling Penting)

(1 - Least Important, 5 = Most Important)

Kinerja Ekonomi Economic Performance		Emisi Emission	
Keberadaan Pasar Market Presence		Limbah Waste	
Dampak Ekonomi Tidak Langsung Indirect Economic Impact		Kepegawaian Employment	
Anti Korupsi Anti Corruption		Pengelolaan Keselamatan dan Kesehatan Kerja Occupational Health and Safety Management	
Penelitian dan Pengembangan Pembangkit Generator Research and Development		Pengembangan Kompetensi dan Karir Pegawai Employee's Competence and Career Development	
Energi Energy		Keberagaman dan Kesenjangan Peluang Diversity and Equal Opportunities	
Sumber Daya Air Water Resources		Pemberdayaan Masyarakat Community Empowerment	
Keanekaragaman Hayati Hayati Biodiversity		Perencanaan dan Tanggap Darurat/ Bencana Disaster/Emergency Planning and Response	

5. Mohon Berikan Saran/Usul/Komentar Bapak/Ibu Atas Laporan Ini:

Please Provide Your Suggestions/Inputs/Comments For This Report:

Terima Kasih Atas Partisipasi Anda, Mohon Kirimkan Kembali Lembar Umpan Balik Ini Kepada:

Thank You For Your Participation, Please Send This Feedback Sheet To:



PT Indonesia Power

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