Laporan Keberlanjutan 2017 Sustainability Report

PT Indo Tambangraya Megah Tbk

RESPONDING CHANGE
TRANSFORMING STRATEGY

Merespon Perubahan, Melakukan Transformasi Strategi



SANGKALAN DAN BATASAN TANGGUNG JAWAB:
Laporan ini berisi pernyataan-pernyataan yang dapat dianggap sebagai pandangan masa depan sehingga hasil-hasil nyata Perseroan, pelaksanaan atau pencapaian-pencapaiannya dapat berbeda dari hasil yang diperoleh melalui pandangan masa depan yang antara lain; merupakan hasil dari perubahan-perubahan ekonomi dan politik baik nasional maupun regional, perubahan nilai tukar valuta asing, perubahan harga, permintaan dan penawaran pasar komoditas, perubahan kompetisi perusahaan, perubahan undang-undang atau peraturan dan prinsip-prinsip akuntansi, kebijakan-kebijakan dan pedoman-pedoman serta perubahan-perubahan asumsi-asumsi yang digunakan dalam membuat pandangan masa depan (*forward looking statements*).

DISCLAIMER AND LIMITATION OF LIABILITY:
This report contains statements that may be considered forward-looking, thus the Company's actual results, performance or achievements may differ from those obtained through forward looking statements; which, among other things, are results from national and regional economic and political changes, changes in foreign exchange rates, prices, demand and supply of commodity markets, changes in corporate competition, changes in laws or regulations and accounting principles, policies and guidelines, as well as changes in assumptions used in making the forward looking statements.



RESPONDING CHANGE, **TRANSFORMING STRATEGY**

Merespon Perubahan, Melakukan Transformasi Strategi

Dalam rangka menjawab tantangan global yang dinamis, Perusahaan telah menjadikan keberlanjutan sebagai langkah strategis dalam pengembangan usahanya. Strategi tersebut tercermin dengan pembentukan fungsi yang berfokus menangani *Sustainability and Risk Management* (S&RM).

Di bawah fungsi S&RM, ITM mengelola efektifitas berjalannya strategi Perusahaan atas pembangunan berkelanjutan dalam kaitannya dengan kegiatan lingkungan, kemasyarakatan, manajemen risiko, dan kepatuhan. Menjadikan ITM mencapai misi Perusahaan 'menjadikan kerangka Pembangunan Berkelanjutan sebagai landasan untuk semua inisiatif dan kegiatan bisnis'.

To cope with the challenges of global dynamics, the Company has been making sustainability as strategic approach in growing its business. Such approach is reflected by forming a dedicated function that focuses on Sustainability and Risk Management (S&RM).

Under the S&RM function, ITM manages the effectiveness of the Company's sustainable development strategy in relation to environmental, community, risk management, and compliance activities. Leading ITM to achieve the company mission 'to have sustainable development platform as the driving force for all initiatives and business activities'.

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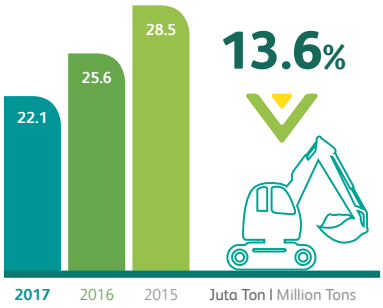


Ikhtisar Kinerja Keberlanjutan

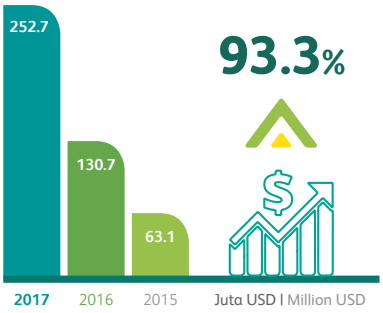
SUSTAINABILITY PERFORMANCE HIGHLIGHTS

PERTUMBUHAN EKONOMI
Economic Growth

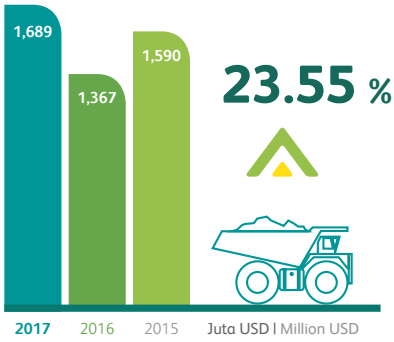
PRODUKSI BATU BARA
COAL PRODUCTION



LABA TAHUN BERJALAN
PROFIT FOR THE YEAR



PENJUALAN BERSIH
NET SALES



PELESTARIAN LINGKUNGAN HIDUP
Environmental Conservation

	2017	2016	2015	
INTENSITAS ENERGI ENERGY INTENSITY GJ/Ton	0.55	0.43	0.41	▲ 27.90%
INTENSITAS EMISI EMISSION INTENSITY Ton CO_2eq/Ton	0.087	0.076	0.059	▲ 14.47%
INTENSITAS AIR WATER INTENSITY m^3/Ton	0.22	0.31	0.54	▼ 29.03%
PENGELOLAAN LIMBAH SECARA 3R 3R WASTE MANAGEMENT %	44 %	36 %	11 %	
PENANAMAN POHON DI AREA TERGANGGU TREE PLANTED IN DISTURBED AREA Pohon | Trees	682,154	943,936	864,601	▼ 27.73%
LUAS LAHAN REVEGETASI REVEGETATION AREA ha	494	800	680	▼ 38.25%

PENGEMBANGAN KETENAGAKERJAAN
Employment Development

RASIO TENAGA KERJA LOKAL (KALIMANTAN)
LOCAL EMPLOYMENT RATIO (KALIMANTAN)

2017	2016	2015
77%	76 %	75 %

RATA-RATA JAM PELATIHAN SETIAP KARYAWAN YANG MENGHADIRI PELATIHAN
AVERAGE TRAINING HOURS PER EMPLOYEE WHO ATTENDED THE TRAINING

2017	2016	2015
33 Jam/Karyawan | Hour/Employee	36 Jam/Karyawan | Hour/Employee	40 Jam/Karyawan | Hour/Employee

JUMLAH KECELAKAAN KERJA ANAK USAHA ITM & KONTRAKTOR
NUMBER OF ITM & CONTRACTORS OCCUPATIONAL ACCIDENT

2017	2016	2015
6 Kecelakaan | Accidents	6 Kecelakaan | Accidents	12 Kecelakaan | Accidents

PENGEMBANGAN MASYARAKAT
Community Development

JUMLAH KEGIATAN PENGEMBANGAN MASYARAKAT
NUMBER OF COMMUNITY DEVELOPMENT ACTIVITIES

▼ 7.5%

148 kegiatan activities

2016 160 2015 206

JUMLAH DESA DAMPINGAN
NUMBER OF ASSISTED VILLAGES

43 desa village

2016 43 2015 43

PENYERAPAN DANA PENGEMBANGAN MASYARAKAT
ABSORPTION OF COMMUNITY DEVELOPMENT FUND

▼ 31.75%

Rp19,46 miliar billion

2016 28,52 2015 25,7

Sambutan Direktur Utama

MESSAGE OF THE PRESIDENT DIRECTOR [102-14]



KIRANA LIMPAPHAYOM
Direktur Utama
President Director

ITM berusaha memaksimalkan nilai ekonomi dalam jangka panjang dengan tidak mengutamakan produksi besar, tetapi melalui optimalisasi cadangan batubara dan diversifikasi usaha untuk mempertahankan keberlanjutan energi.

ITM strives to maximize economic value in the long term without prioritizing large production, but optimizing coal reserves and diversifying business to maintain sustainable energy.

Pemangku kepentingan yang kami hormati,

Tahun 2017 merupakan momentum pembaharuan bagi ITM. Pembaharuan ini merupakan kelanjutan transformasi dari optimalisasi nilai rantai pasokan. Optimalisasi ini, salah satunya telah kami lakukan melalui akuisisi PT Gasemas (PTGE). Kehadiran PTGE ditargetkan mampu mengamankan ketersediaan bahan bakar yang menunjang bisnis pertambangan dan ke depannya dapat memberikan penerimaan ekonomi baru di luar batubara.

Sepanjang tahun 2017, ITM berhasil mencatat laba bersih sebesar 252,61 juta USD, lebih besar 93 % dari tahun sebelumnya. Kenaikan ini ditopang dengan membaiknya harga batubara di pasar dunia yang memberikan dampak positif pada penerimaan Perusahaan. Namun demikian, kapasitas produksi kami menurun setelah penutupan tambang Kitadin Site Tandung Mayang di 2016 dan implikasi dampak curah hujan yang tinggi dan berkepanjangan.

Transformsi Rantai Pasokan

Bersamaan dengan kebijakan rasionalisasi biaya, ITM berusaha memaksimalkan nilai ekonomi dalam jangka panjang dengan tidak mengutamakan produksi besar, tetapi melalui optimalisasi cadangan batubara dan diversifikasi usaha untuk meningkatkan ketersediaan energi di masa depan. Manfaat penting dari kebijakan ini adalah mengamankan ketahanan energi di tengah risiko perubahan pasar dan mengoptimalkan usia manfaat yang panjang bagi pemangku kepentingan. Disertai perolehan cadangan baru atas akuisisi PT Tepian Indah Sukses di tahun 2017, ITM optimis menghasilkan pertumbuhan ekonomi yang berkelanjutan.

Dear stakeholders,

The year 2017 was a momentum of reform for ITM. This reform was a continuation of transformation of supply chain value optimization. One of the optimization efforts was our acquisition of PT Gasemas (PTGE). The target of PTGE acquisition was to secure the availability of fuel to support mining business and to provide new source of economic income outside coal.

Throughout 2017, ITM successfully recorded net profit of USD252.61 million, 93 % higher than previous year. The increase was supported by improving coal prices in the world market that had positive impact on the the Company's income. However, our production capacity declined following the closure of Kitadin Site Tandung Mayang mine in 2016 and the implication of high and prolonged rainfall.

Supply Chain Transformation

In line with the policy on cost rationalization, ITM strives to maximize economic value in the long term without prioritizing large production, but optimizing coal reserves and diversifying business to maintain future energy availability. The main benefit of this policy is to maintain energy security amidst the changing market risks and optimizing the long useful life for stakeholders. With new additional reserves from the acquisition of PT Tepian Indah Sukses in 2017, ITM is optimistic to generate sustainable economic growth.

Transformasi Keberlanjutan bersama Pemangku Kepentingan

Momentum pembaharuan juga hadir di tengah anak usaha ITM dan perusahaan mitra kerja melalui peningkatan kualitas sistem manajemen kesehatan, keselamatan kerja (SMK3). SMK3 menjadi landasan pengembangan *Contractor Management System* untuk menerapkan fungsi kontrol dan komunikasi yang intensif antara perusahaan dan mitra kerja.

Koordinasi antara anak usaha ITM dan perusahaan mitra kerja yang dilakukan melalui Forum Pengembangan Masyarakat Kontraktor juga meningkatkan kinerja *Community Development* (CD) untuk menghindari tumpang tindih program antara anak usaha ITM dan perusahaan mitra kerja. Dengan adanya forum tersebut, maka kegiatan CD Kami dan perusahaan mitra kerja dapat disinergikan sehingga mampu menjangkau lebih banyak penerima manfaat.

Melanjutkan kewajiban penutupan tambang di PT Kitadin Site Tandung Mayang yang telah berjalan sejak tahun 2016, di tahun 2017 ini kami sudah menyelesaikan sebagian tahapan dan kegiatan proses penutupan sesuai dengan rencana penutupan tambang. Praktik terbaik ini akan diterapkan juga di tambang lainnya sesuai rencana penutupan tambang. Kami berharap proses penutupan tambang dapat menciptakan kemandirian dan manfaat bagi pemangku kepentingan.

Sejak beroperasi kami bersama perusahaan mitra telah melakukan reklamasi lahan bekas tambang di 11.320 ha dengan 99% di antaranya telah menjadi lahan revegetasi. Komitmen usaha dengan penuh tanggung jawab juga kami lakukan melalui penjaminan kesempatan bagi karyawan untuk berkarir di perusahaan yang berada di Group ITM, dan melakukan pemberdayaan dan pengembangan masyarakat.

Sustainability Transformation with Stakeholders

The reform was also conducted by ITM subsidiaries and our business partners through enhanced quality of occupational health and safety management system (OHSMS). OHSMS become a basis for developing Contractor Management System (CMS) to implement a better control and communication between company and business partner.

Coordination between ITM subsidiaries and its contractors through Contractor Community Development Forum also improved the community development (CD) performance to avoid the redundency of programs among ITM subsidiaries and business partners. With this forum, We and our business partners can synergize CD activities to reach out to more beneficiaries.

As a further step of the mine closure requirement at PT Kitadin Site Tandung Mayang that has been conducted since 2016, in 2017 we have completed several steps and activity of the process according to mine closure plan. This best practice will also be implement in other sites according to the mine closure plan. We expected the mine closure can create the independence and benefit for stakeholders.

Since its operation began, together with business partners we have pursued reclamation mined areas of 11.320 ha, where 99% of them are revegetation area. Further responsible business commitment also has been made by ensuring the opportunity for employees to work at the companies under ITM Group, and community involvement and development programs.

Transformasi Tata Kelola Berkelanjutan

Untuk menunjukkan komitmen ITM dalam melaksanakan kegiatan operasi perusahaan yang berkelanjutan, maka kami membentuk fungsi *Sustainability and Risk Management* (S&RM) guna mengelola pelaksanaan strategi perusahaan atas pembangunan berkelanjutan dalam kaitannya dengan kegiatan keselamatan dan kesehatan kerja, lingkungan, kemasyarakatan, manajemen risiko, dan kepatuhan secara efektif.

Kami berkeyakinan bahwa keberadaan fungsi S&RM merupakan bentuk nyata pengelolaan keberlanjutan di tengah kegiatan bisnis ITM dan rantai pasokannya dalam rangka merealisasikan strategi jangka panjang yang sudah ditetapkan.

Kami mengucapkan terima kasih atas semua dukungan pemangku kepentingan. Marilah kita meneruskan karya energi berkelanjutan.

Sustainable Governance Transformation

In order to realize ITM's commitment in conducting our sustainable operations, we established function of Sustainability and Risk Management (S&RM) in order to manages the effectiveness of the Company's sustainable development strategy in relation to occupational health and safety, environmental, community, risk management, and compliance activities.

We believe the S&RM function is a real manifestation of sustainability management for ITM's business activities and supply chain to achieve company long-term strategy as it has been set.

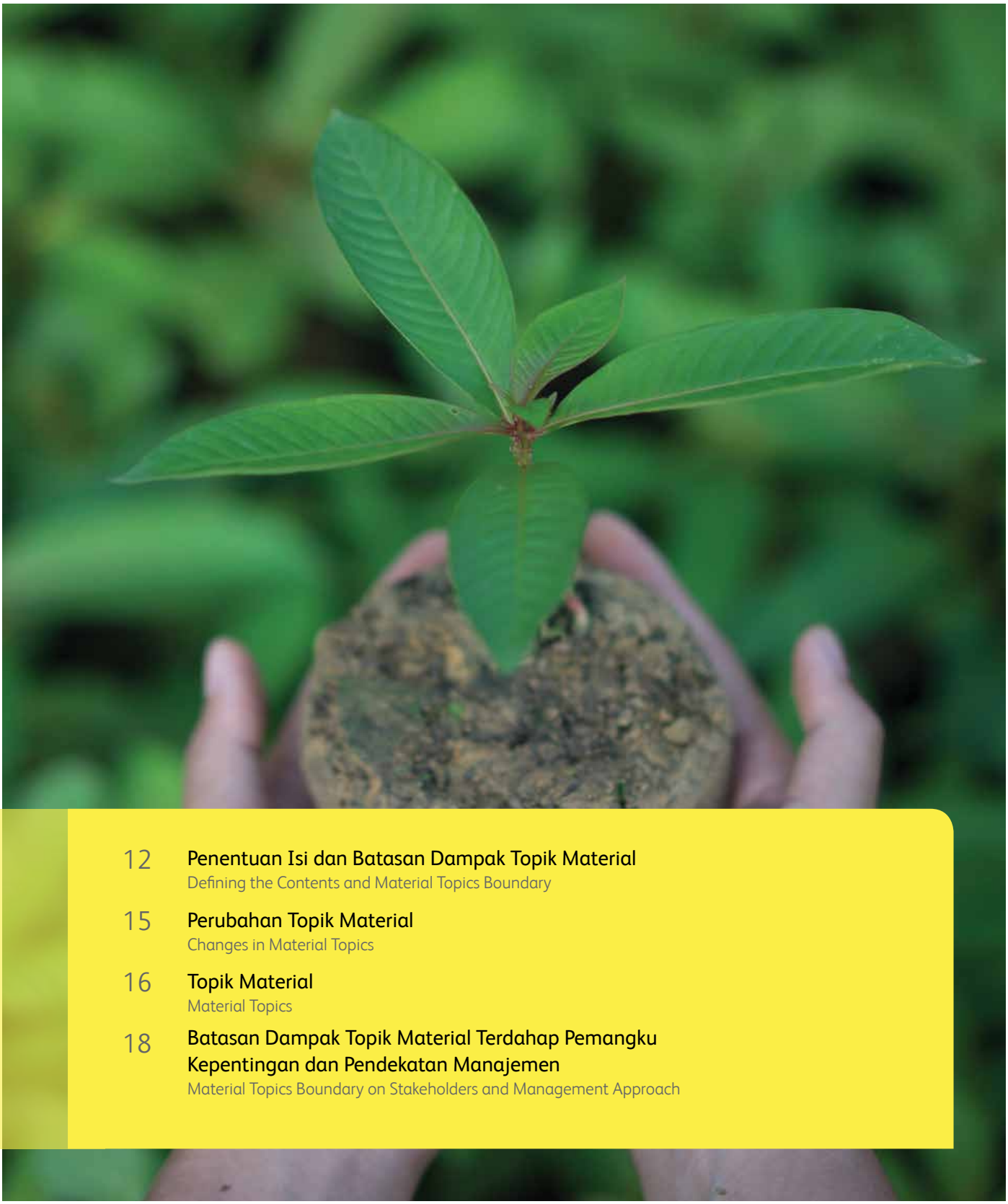
We would like to thank our stakeholders for all the support. Let us continue our work of sustainable energy.

Jakarta, Februari 2018 | February 2018



KIRANA LIMPAPHAYOM
Direktur Utama | President Director

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Material Topics Boundary on Stakeholders and Management Approach

Tentang Laporan Ini
ABOUT THIS REPORT

Laporan Keberlanjutan 2017 disajikan untuk periode 1 Januari hingga 31 Desember 2017. Laporan diterbitkan setiap tahun dan merupakan kesinambungan dari Laporan Keberlanjutan 2016 yang telah diterbitkan pada tanggal 1 Maret 2017. Dalam laporan terdapat pernyataan kembali (*restatement*) atas informasi energi dan emisi gas rumah kaca (GRK) yang mengalami perubahan metode perhitungan berdasarkan kegiatan operasi dan menyertakan perhitungan pemakaian bahan bakar solar pada kinerja pengangkutan batubara dengan *barge*. [102-48, 102-50, 102-51, 102-52]

Laporan keberlanjutan ini disusun sesuai dengan Peraturan Otoritas Jasa Keuangan (POJK) no. 51/POJK.03/2017, dilengkapi dengan standar laporan keberlanjutan atau *Sustainability Reporting Standard dan Mining and Metals Sector Supplement* (MMSS) yang dikeluarkan oleh *Global Reporting Initiative* (GRI). Laporan ini telah disusun sesuai dengan GRI *standards*: Opsi *'Core'*. [102-54]

Bagian dari laporan keberlanjutan ini, yaitu informasi terkait Emisi, Energi, dan Keselamatan dan Kesehatan Kerja telah diverifikasi oleh pihak independen melalui proses *assurance* yang dilakukan oleh badan independen, yaitu Lloyd's Register Quality Assurance (LRQA) dari Bangkok, Thailand. Proses *assurance* dilaksanakan dengan kunjungan site yang dilakukan pada tanggal 11 Oktober 2017 dan verifikasi laporan akhir pada tanggal 9 Februari 2018.
[102-55. 102-56]

The 2017 Sustainability Report is presented for the period 1 January to 31 December 2017. The report is published annually and is a continuation of the 2016 Sustainability Report that was published on 1 March 2017. In this report there is a restatement for information regarding energy and GHG emission due to the change of scope of calculation based on the operation activities and to include the usage of diesel fuel in coal barging activities.
[102-48, 102-50, 102-51, 102-52]

This sustainability report was prepared with reference to the Financial Services Authority Regulation No. 51/POJK.03/2017, as well as the Sustainability Reporting Standard and Mining and Metals Sector Supplement (MMSS) standards issued by the Global Reporting Initiative (GRI). This report has been prepared in accordance with the GRI Standards: Core option.
[102-54]

The sections of this sustainability report, namely: Emissions, Energy, and OHS has been independently assured through an assurance process, undertaken by an independent body, Lloyd's Register Quality Assurance (LRQA) from Bangkok, Thailand. The assurance process was carried out by site visit on October 11, 2017 and final report verified on February 9, 2018. [102-55. 102-56]

Untuk memperoleh informasi, memberikan saran dan pertanyaan atas Laporan ini, silahkan menghubungi:
For more information, suggestions and inquiries regarding this Report, please contact: [102-53]

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Penentuan Isi dan Batasan Dampak Topik Material [102-46]

Proses penentuan isi laporan, termasuk dalam hal materialitas dan batasan topiknya, mengacu pada prinsip:

- Keterlibatan pemangku kepentingan, yaitu dengan dilakukannya survei dan wawancara pada saat penentuan topik material dan eksplorasi isu signifikan.
- Konteks berkelanjutan, dilakukan dengan mengidentifikasi risiko dan memperhatikan kebutuhan pemangku kepentingan.
- Materialitas, ditentukan setelah mengidentifikasi isu yang didapat dari input pemangku kepentingan.
- Kelengkapan, dilakukan dengan menyampaikan data dan informasi yang relevan dalam laporan ini.

Defining the Contents and Material Topics Boundary [102-46]

The process of defining the report contents, including the materiality and topic boundary, refers to the following principles:

- Stakeholder inclusiveness, which is conducted through surveys and interviews at the time of material topic determination and exploration of significant issues.
- Sustainability context, which is conducted by identifying risks and addressing the stakeholders' needs.
- Materiality, which is determined after identifying the issues obtained from stakeholders' input.
- Completeness, which is carried out by submitting relevant data and information in this report.

Kualitas pelaporan memerhatikan prinsip:

- Keseimbangan, disampaikan dengan informasi yang positif, netral dan tantangan, serta adanya kejadian yang perlu mendapat perbaikan.
- Komparabilitas, disampaikan untuk setiap topik material dengan menyajikan data selama 3 tahun terakhir, sesuai dengan kebutuhan dan ketersediaan data.
- Akurasi, dilakukan dengan memeriksa ulang data dan narasi yang disampaikan dalam laporan.
- Ketepatan waktu, dicapai dengan pembuatan tata waktu sehingga laporan selesai sesuai dengan target, yaitu tersedia pada saat RUPS.
- Kejelasan, disajikan dengan penuturan bahasa yang mudah dipahami.
- Keandalan, dicapai dengan dilakukannya penjaminan, walaupun belum semua bagian dalam laporan. Perusahaan akan melakukan penjaminan secara bertahap, hingga ditargetkan pada waktu 2 tahun mendatang, ITM sudah melakukan penjaminan laporan secara mandiri.

The quality of this report takes into account the following principles:

- Balance, which is to present positive and neutral information, as well as challenges and issues that need to be improved.
- Comparability, which is delivered to each material topic by presenting data in the past 3 years, in accordance with the needs and availability of data.
- Accuracy, which is conducted by reviewing the data and narration presented in the report.
- Timeliness is to meet the completion target by making the timeline so that the report is available at the time of GMS.
- Clarity, is to present with language that is easy to understand.
- Reliability is achieved by performing assurance, although not the entire parts of the report. The Company will make gradual assurance, with the target that in the next two years ITM will have performed assurance of the report independently.

Tahap-tahap Penetapan Isi Laporan:

1. Identifikasi

Konteks keberlanjutan yang relevan diidentifikasi berdasarkan karakteristik industri pertambangan dan pengaruhnya terhadap pemangku kepentingan.

2. Prioritasi topik [102-43]

Kami melakukan survei untuk menggali isu dan menentukan prioritas topik material dengan skala 1 hingga 4 melalui keterlibatan pemangku kepentingan. Kuesioner survei pemangku kepentingan dibagikan kepada kontraktor, komunitas lokal, pemerintah, karyawan, vendor, investor, pelanggan, lembaga swadaya masyarakat (LSM), dan akademisi sejak tanggal 17 November 2017 hingga 2 Januari 2018, dengan tahapan sebagai berikut:

a. Pada tanggal 17 November 2017, di Jakarta, diadakan survei pada enam orang yang merupakan personal kunci Pemerintah, yaitu dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) dan Kementrian Energi dan Sumber Daya Mineral (ESDM). Kementerian ini merupakan salah satu pemangku kepentingan utama Perusahaan.

b. Pada 21 November 2017 di Kantor PT Indominco Mandiri Bontang, Kalimantan Timur, diadakan survei untuk:
   - Kontraktor, berjumlah 7 orang yang berasal dari PT KNA, PT WASW, PT Carsurin, PT TRUST, PT Cominco, PT PAMA.
   - Komunitas lokal, berjumlah sembilan orang yang berasal dari Kelurahan Bontang Lestari, Kelurahan Suka Damai, Kelurahan Kandolo, Kelurahan Santan Ulu, dan Kelurahan Santan Tengah.
   - Karyawan PT Indominco Mandiri, berjumlah sepuluh orang.

c. Pada 22 November 2017 di Kalimantan Timur, diadakan survei untuk pemerintah berjumlah sembilan orang yang merupakan perwakilan dari Dinas Kehutanan Kalimantan Timur, Dinas Lingkungan Hidup Kalimantan Timur, Dinas ESDM Kalimantan Timur, Dinas Perhubungan Kalimantan Timur, dan Ditjen Minerba Kalimantan Timur.

Stages of Defining Report Content are as follows:

1. Identification

The relevant sustainability context was identified based on the characteristics of the mining industry and its impact on the stakeholders.

2. Prioritization of topics [102-43]

We conducted surveys to explore issues and prioritize material topics on a scale of 1 to 4 through stakeholder engagement. Stakeholder survey questionnaires were distributed to contractors, local communities, governments, employees, vendors, investors, customers, non-governmental organizations and academics from November 17, 2017 to January 2, 2018, with the following stages:

a. On November 17, 2017, in Jakarta, a survey was conducted on six key government personnel, from the Ministry of Environment and Forestry and the Ministry of Energy and Mineral Resources. These ministries were among the main stakeholders of the Company.

b. On November 21, 2017 at the Office of PT Indominco Mandiri Bontang, East Kalimantan, a survey was conducted for:
   - Contractors, with 7 respondents from PT KNA, PT WASW, PT Carsurin, PT TRUST, PT Cominco, PT PAMA.
   - Local community, with nine respondents from Bontang Lestari, Suka Damai, Kandolo, Santan Ulu, and Central Santan sub-districts.
   - Ten Employees of PT Indominco Mandiri.

c. On November 22, 2017 in East Kalimantan, a survey for government was conducted with nine respondents representing East Kalimantan ForestryAgency, East Kalimantan Environment Agency, East Kalimantan Energy and Mineral Resources Agency, East Kalimantan Transportation Agency and East Kalimantan Directorate General Mineral and Coal.

d. Pada tanggal 22 November 2017 di Kantor PT Kitadin Site Embalut, Kalimantan Timur, diadakah survei untuk:
   - Komunitas lokal berjumlah 21 orang yang berasal dari Kelurahan Embalut, Kelurahan Bangun Rejo, Kelurahan Kertabuana, dan Kelurahan Separi.
   - Kontraktor berjumlah 16 orang yang berasal dari PT Arkananta, PT SNS, PT RML, PT HKM, PT AP dan PT Borneo Indo.

e. Pada tanggal 23 November 2017 di Kantor PT Kitadin Site Embalut, Kalimantan Timur, diadakah survei untuk karyawan PT Kitadin Site Embalut yang berjumlah sembilan orang.

f. Survei via telepon yang berlangsung sejak tanggal 30 November hingga 22 Desember 2017 dilakukan untuk mendapatkan informasi dari:
   - Vendor dan pemasok berjumlah tiga orang, berasal dari PT United Tractors, PT Sefas, dan PT Trifita.
   - LSM yang berjumlah dua orang dari Borneo Community Environmental dan GO Green.
   - Investor dari PT Trimegah Securities, PT Bahana securities dan RHB Securities.
   - Pelanggan yang berjumlah dua orang dari PT Sinarmas dan PLTU Cilacap.

g. Pada tanggal 2 Januari 2018 di Universitas Trisakti, Jakarta, diadakah survei untuk akademisi berjumlah sembilan orang. Selain survei, dilakukan pula eksplorasi isu untuk identifikasi kebutuhan informasi para pemangku kepentingan.

3. Validasi

Seluruh topik material didiskusikan dan disetujui oleh Direktur Keberlanjutan dan Pengelolaan Risiko untuk menjadi prioritas informasi yang akan disampaikan dalam laporan ini. Diskusi ini berlangsung di Kantor Pusat ITM Jakarta, pada tanggal 18 Januari 2018.

4. Tinjauan

Kajian ulang atas laporan tahun sebelumnya didiskusikan dengan memerhatikan masukan dari pemangku kepentingan, baik internal maupun eksternal. Masukan yang diterima berasal dari berbagai ajang penghargaan dan diskusi dengan ahli laporan keberlanjutan.

d. On November 22, 2017 at the Office of PT Kitadin Site Embalut, East Kalimantan, a survey was conducted for:
   - Local communities, with 21 respondents from Embalut, Bangun Rejo, Kertabuana, and Separi sub-districts.
   - Contractors, with 16 respondents from PT Arkananta, PT SNS, PT RML, PT HKM, PT AP and PT Borneo Indo.

e. On November 23, 2017 at the Office of PT Kitadin Site Embalut, East Kalimantan, there was a survey for employees of PT Kitadin Site Embalut with nine respondents.

f. Telephone survey was conducted from 30 to December 22, 2017 to obtain information from:
   - Vendors and suppliers with three respondents from PT United Tractors, PT Sefas, and PT Trifita.
   - NGOs with two respondents from Borneo Community Environmental and GO Green.
   - Investors from PT Trimegah Securities, PT Bahana Securities and RHB Securities.
   - Two customers from PT Sinarmas and coal-fired power plant (PLTU) Cilacap.

g. On January 2, 2018 at Trisakti University, Jakarta, a survey was conducted involving nine academics as respondents. In addition to surveys, an exploration of issues was also conducted to identify information needed by stakeholders.

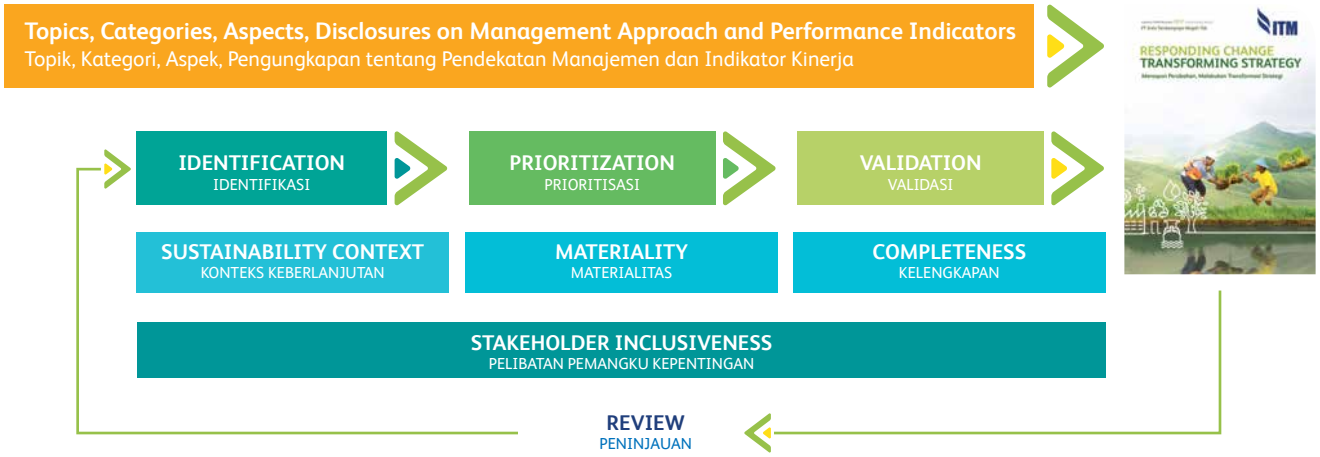
3. Validation

All material topics were discussed and approved by the Director of Sustainability and Risk Management to be prioritized as the information to be presented in this report. The discussion took place at ITM Head Office in Jakarta, on January 18, 2018.

4. Review

A review of the previous year's report was discussed taking into account both internal and external stakeholders' feedbacks. The feedbacks received from various awards and discussions with sustainability report experts.

Alur Penentuan Isi Laporan | Flow of Defining Report Content



Perubahan Topik Material [102-49]

Dalam laporan ini, tidak ada perubahan dasar periode laporan dan ruang lingkup. Namun demikian, terdapat perubahan pada topik material. Pada laporan 2016, disajikan 14 topik material dan pada laporan ini disajikan 10 topik. Perubahan topik material ini terjadi karena perubahan metode survei.

Survei yang dilakukan pada tahun 2016 menggunakan kuesioner yang disebarkan ke pemangku kepentingan dengan mengisi pernyataan untuk skala 1 hingga 4, namun tidak diadakan interviu untuk menggali isu. Survei di tahun 2017 diperbaiki dengan menggunakan kuesioner dan interviu sehingga tergali isu yang relevan. Sepanjang tahun 2017, kami mengelola topik material yang telah diidentifikasi dan pada akhir tahun 2017 hingga awal 2018, kami menetapkan 10 topik material yang akan menjadi dasar pengelolaan risiko sepanjang 2018.

Topik yang tidak lagi relevan untuk disampaikan dalam laporan keberlanjutan 2017 adalah pertumbuhan ekonomi daerah, pembangunan infrastruktur untuk masyarakat, asesmen pemasok tentang lingkungan, asesmen pemasok tentang komunitas, kesiapan tanggap darurat masyarakat, peningkatan kehidupan masyarakat, kepatuhan regulasi, serta pendidikan dan pelatihan.

Changes in Material Topics [102-49]

In this report, there were no fundamental changes in the period and scope of reporting. However there was a change in material topics. In the 2016 report, 14 material topics were presented and in this report only presented 10 topics. This material topic change occurs because of differences in survey method.

A survey conducted in 2016 applied a questionnaire distributed to stakeholders who filled in the statements in a scale of 1 to 4, but there were no interviews conducted to explore the issues. Surveys in 2017 were improved by using questionnaires and interviews to explore relevant issues. Throughout 2017, we managed material topics that have been identified and by the end of 2017 to early 2018, we have set out 10 material topics that will be the basis of risk management in 2018.

Topics that were no longer relevant to be addressed in the 2017 sustainability report included regional economic growth, infrastructure development for community, supplier assessment of the environmental issues, supplier assessment of community issues, preparedness in community emergency response, community livelihood improvement, regulatory compliance, as well as education and training.

Informasi tentang 'kepatuhan regulasi' tidak lagi menjadi topik material karena tidak ada isu terkait hal ini, dan dengan demikian, secara langsung menunjukkan bahwa Perusahaan patuh pada semua peraturan. Topik Pendidikan dan Pelatihan sudah disatukan dengan topik Ketenagakerjaan, demikian pula topik Masyarakat disajikan dalam Komunitas Lokal. Dengan demikian, penentuan topik material di akhir tahun 2017 ini dianggap lebih relevan dan sesuai dengan kebutuhan pemangku kepentingan, baik internal maupun eksternal. Kami menyampaikan topik material ini dalam laporan keberlanjutan 2017 dan pada laporan 2018. Kami akan menyampaikan upaya kami dalam mengelola isu tersebut.

Information on 'regulatory compliance' was no longer a material topic because there were no relevant issues, thus, directly demonstrated that the Company complied with all regulations. The topic of Workshop and Training has been incorporated into Manpower topics, as well as Community topics presented in Local Communities. Thus, the determination of material topics in the 2017 sustainability report was considered more relevant and appropriate to the stakeholders' needs, both internal and external. We submit this material topics in the 2017 sustainability report and in the 2018 report. We will disclose our efforts in managing the issues.

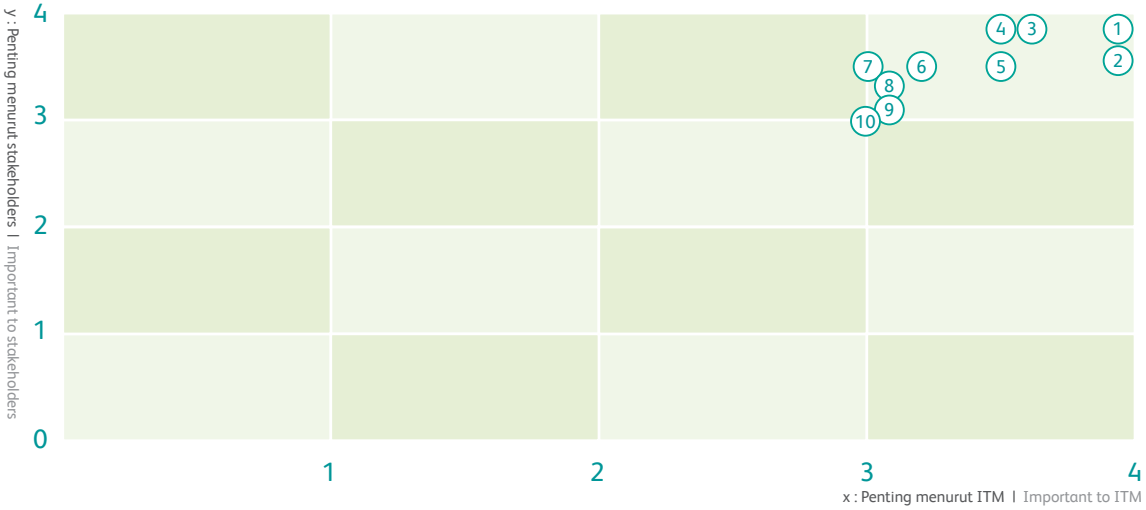
Topik Material [102-47]

ITM menetapkan empat informasi material berada pada kategori 'sangat tinggi', yaitu: Kinerja Ekonomi, Keselamatan dan Kesehatan Kerja, Rehabilitasi Pasca Tambang, Limbah Padat dan Cair, serta Keanekaragaman Hayati. Informasi lainnya pada kategori 'tinggi', yaitu Komunitas Lokal yang didalamnya memuat informasi dampak ekonomi tidak langsung, Air, Energi, Emisi, dan ketenagakerjaan yang memuat informasi pendidikan dan pelatihan.

Material Topics [102-47]

ITM established four material information in the 'very high' category, namely: Economic Performance, Occupational Health and Safety, Post-mining Rehabilitation, Solid and Liquid Waste, and Biodiversity. Other information on the 'high' category, ie Local Communities that contain information on indirect economic impact, Water, Energy, Emissions and manpower that included workshop and training information.

Matriks Prioritas Aspek Material | Matrix of Material Aspect Priority



Keterangan (x,y) | Note (x,y)

1. Kinerja Ekonomi Economic Performance : 3.9 , 3.9
2. Keselamatan dan Kesehatan Kerja Occupational Health and Safety : 3.9 , 3.8
3. Rehabilitasi Pasca Tambang Post-mining Rehabilitation : 3.6 , 3.9
4. Limbah Padat dan Cair Solid and Liquid Waste : 3.5 , 3.9
5. Keanekaragaman Hayati Biodiversity : 3.5 , 3.5
6. Komunitas Lokal Local Community : 3.2, 3.5
7. Air Water : 3, 3.5
8. Energi Energy : 3.1, 3.3
9. Emisi Emissions : 3.1, 3.1
10. Ketenagakerjaan Manpower : 3, 3

Ruang lingkup informasi yang disampaikan dalam kinerja ekonomi, keselamatan dan kesehatan kerja, komunitas lokal, dan ketenagakerjaan berasal dari ITM dan semua anak perusahaan. Informasi limbah padat dan cair, air, energi dan emisi berasal dari ITM dan lima anak Perusahaan yaitu Kitadin (KTD), Bharinto Ekatama (BEK), Trubaindo Coal Mining (TCM), Indominco Mandiri (IMM), dan Jorong Barutama Greston (JBG), sedangkan informasi yang disampaikan dalam rehabilitasi pasca tambang berasal dari JBG dan Kitadin Site Tandung Mayang. Namun demikian, semua kebijakan berlaku untuk semua anak perusahaan. Sedangkan informasi mengenai keanekaragaman hayati berasal dari IMM dan BEK. [102-46]

Topik material disajikan dengan memerhatikan dampaknya terhadap pemangku kepentingan, baik di dalam maupun di luar Perusahaaan.

The scope of the information in the economic performance, occupational health and safety, local communities, and manpower was collected from ITM and all of its subsidiaries. Information on solid and liquid waste, water, energy and emissions was collected from ITM and five subsidiaries, Kitadin (KTD), Bharinto Ekatama (BEK), Trubaindo Coal Mining, Indominco Mandiri (IMM), and Jorong Barutama Greston (JBG), while the information presented in the post mining rehabilitation was collected from JBG and Kitadin Site Tandung Mayang. However, all policies apply to all subsidiaries. While information on biodiversity came from IMM and BEK.
[102-46]

Material topics were presented with due regard to their impact on stakeholders, both within and outside the Company.



Batasan Dampak Topik Material Terhadap Pemangku Kepentingan dan Pendekatan Manajemen [102-46, 102-47, 103-1]

Semua topik material yang telah ditentukan penting untuk disampaikan dalam laporan keberlanjutan ini karena informasi tersebut dibutuhkan oleh pemangku kepentingan untuk mengambil keputusan. Informasi dalam topik material ini juga signifikan mempengaruhi jalannya kegiatan Perusahaan, sehingga menjadi prioritas untuk dikelola sesuai dengan tata kelola perusahaan yang baik.

Material Topics Boundary on Stakeholders and Management Approach [102-46, 102-47, 103-1]

All material topics that have been determined were essential to be presented in this sustainability report because the stakeholders may need the information for decision making process. Information in these material topics also significantly affected the company's activities, therefore it became a priority to be managed in accordance with good corporate governance.

Isu Penting Dalam Topik Material | Significant Issues in Material Topics

TOPIK MATERIAL MATERIAL TOPICS	ISU MATERIAL MATERIAL ISSUE	DAMPAK PEMANGKU KEPENTINGAN IMPACT ON STAKEHOLDER	
		DALAM INTERNAL	LUAR EXTERNAL
KINERJA EKONOMI ECONOMIC PERFORMANCE	Perubahan iklim yang mempengaruhi proses produksi sehingga berdampak pada kinerja ekonomi dan keselamatan kerja Climate change impact on production process that affects economic performance and occupational safety	Pemegang Saham dan Investor Karyawan Shareholders and Investors Employees	• Pelanggan Costumers • Mitra Usaha Business Partners
KESEHATAN & KESELAMATAN KERJA OCCUPATIONAL HEALTH & SAFETY	Lingkungan kerja yang aman dan sehat Safe and healthy working environment	Karyawan Employees	Mitra Usaha Business Partners
REHABILITASI PASCA TAMBANG POST-MINING REHABILITATION	Pengembalian lahan seperti rona awal atau sesuai dengan peruntukannya serta perlunya kemandirian masyarakat The land restoration as the baseline or based on it allocation, and the need for community self-reliance	Karyawan Employees	Masyarakat dan Komunitas Pemerintah People and Community Government
LIMBAH PADAT DAN CAIR SOLID AND LIQUID WASTE	Pengelolaan limbah yang dapat dimanfaatkan, digunakan kembali, dan atau yang harus disalurkan kepada pihak berwenang Management of waste that can be used, reused, and must be distributed to the authorities	Karyawan Employees	• Masyarakat dan People and • Komunitas Community • Mitra Usaha Business Partners • Pemerintah Government

TOPIK MATERIAL MATERIAL TOPICS	ISU MATERIAL MATERIAL ISSUE	DAMPAK PEMANGKU KEPENTINGAN IMPACT ON STAKEHOLDER	
		DALAM INTERNAL	LUAR EXTERNAL
KEANEKARAGAMAN HAYATI BIODIVERSITY	Pengembalian habitat sesuai dengan bentang alam sehingga mengembalikan habitat hidup bagi flora langka yang terancam punah Habitat rehabilitation according to the landscape to restore living habitat for rare and endangered flora	Karyawan Employees	• Masyarakat dan People and • Komunitas Community • Mitra Usaha Business Partners • Pemerintah Government
KOMUNITAS LOKAL LOCAL COMMUNITIES	Program pengembangan masyarakat yang menumbuhkan kemandirian Community development programs that foster self-reliance	Karyawan Employees	• Masyarakat dan Komunitas People and Community • Mitra Usaha Business Partners • Pemerintah Government • Media Media
AIR WATER	Penggunaan air yang bertanggung jawab selama kegiatan operasi tambang Responsible use of water during mining operation	Karyawan Employees	• Masyarakat dan Komunitas People and Community • Mitra Usaha Business Partners
ENERGI ENERGY	Penggunaan energi yang efisien dan mendukung pencarian energi terbarukan Efficient use of energy and support for the search of renewable energy	Karyawan Employees	• Masyarakat dan Komunitas People and Community • Mitra Usaha Business Partners • Pemerintah Government
EMISI EMISSION	Penggunaan emisi yang efisien untuk mengurangi pencemaran, polusi, dan pemanasan global Efficient use of energy to reduce contamination, pollution, and global warming	Karyawan Employees	• Masyarakat dan Komunitas People and Community • Mitra Usaha Business Partners • Pemerintah Government
KETENAGAKERJAAN MANPOWER	Kesejahteraan dan pendidikan bagi karyawan, serta penyediaan lapangan kerja yang memadai untuk masyarakat sekitar Welfare and education for employees, as well as to provide adequate employment for local communities	Karyawan Employees	• Masyarakat dan Komunitas People and Community • Mitra Usaha Business Partners • Pemerintah Government

Profil Perusahaan

COMPANY PROFILE



Sekilas ITM
ITM AT A GLANCE

Nama Perusahaan [102-1] Company's Name	**PT Indo Tambangraya Megah Tbk.**
Bidang Usaha [102-2] Business Fields	Pertambangan melalui anak usaha Mining through its subsidiaries
Kantor Pusat [102-3] Head Office	Pondok Indah Office Tower III, 3rd floor Jl. Sultan Iskandar Muda Kav V-TA, Pondok Indah Jakarta 12310, Indonesia
Bentuk Legal [102-5] Legal Form	Perusahaan Terbuka Public Company
Landasan Hukum [102-5] Legal Basis	Akta Pendirian No. 13 tanggal 2 September 1987 oleh Notaris Benny Kristianto S.H., dengan persetujuan No. C2-640.HT.01.01.TH'89 oleh Kementerian Kehakiman Republik Indonesia pada20 Januari 1989. Notarial Deed of Benny Kristianto S.H. No.13 dated September 2, 1987 with approval No. C2-640.HT.01.01.TH'89 of the Ministry of Justice of the Republic of Indonesia on January 20, 1989.

Kepemilikan Saham [102-5]
Shares Ownership



31.813 %
Masyarakat | Public

2.953 %
Treasury Stock

0.0914556 %
Members of BOD and BOC

65.143 %
Banpu Minerals (Singapore) Pte. Ltd.

PT Indo Tambangraya Megah Tbk, selanjutnya disebut "ITM" atau "Kami", merupakan Perusahaan induk yang melalui anak-anak usahanya bergerak di bidang energi, termasuk penambangan batubara, pengolahan dan logistik yang terpadu, serta manajemen kontraktor. [102-2]

Sejak 2001, ITM berada di bawah kelola Banpu, perusahaan energi asal Thailand. ITM menjadi perusahaan terbuka pada tahun 2007 dan terus bertumbuh baik secara optimalisasi usaha dan diversifikasi usaha sebagai perusahaan tambang terpadu.

Pengembangan sebagai perusahaan terpadu kembali ditegaskan dengan melakukan akuisisi PT Gasemas dan PT Tepian Indah Sukses di tahun 2017. Dengan demikian, ITM menjadi pemegang saham mayoritas dari 12 anak perusahaan yang bergerak di bidang pertambangan batubara, pengelolaan fasilitas pelabuhan kapal dan tongkang, logistik bahan bakar, kontraktor tambang, dan pembangkit. [102-2]

PT Indo Tambangraya Megah Tbk, hereinafter referred to as "ITM" or "We", is a holding company of its subsidiaries in energy sector, including coal mining, integrated processing and logistics, as well as contractor management. [102-2]

Since 2001, ITM is under Banpu management, a Thailand-based energy company. ITM became a public company in 2007 and continues to grow both optimalization business and diversification business as an integrated mining company.

The development as an integrated company is reaffirmed with the acquisition of PT Gasemas dan PT Tepian Indah Sukses in 2017. Thus, ITM became the majority shareholder of its 12 subsidiaries engaged in coal mining, management for vessel and barge port facilities, fuel logistics, mining contractors, and power plant. [102-2]

Jejak Langkah | Milestones



1987

Pendirian PT Indo Tambangraya Megah Tbk

Establishment of PT Indo Tambangraya Megah Tbk

2001

ITM diakusisi oleh Banpu Group dari Thailand

ITM was acquired by the Banpu Group of Thailand



2007

ITM menjadi perusahaan publik dan tercatat di Bursa Efek Indonesia dengan PT Centralink Wisesa Internasional sebagai pemegang saham utama.

ITM is a public company and listed on Indonesia Exchange Stock with PT Centralink Wisesa Internasional as major shareholder.

2008

PT Centralink Wisesa Internasional mengalihkan saham kepada Banpu Minerals (Singapore) Pte. Ltd.

PT Centralink Wisesa Internasional transferred its shares to Banpu Minerals (Singapore) Pte. Ltd.

2013

ITM mendirikan anak usaha PT ITM Indonesia dan PT Tambang Raya Usaha Tama

ITM established subsidiaries, PT ITM Indonesia and PT Tambang Raya Usaha Tama



2014

ITM mendirikan anak usaha PT ITM Energi Utama dan PT ITM Batubara Utama

ITM established subsidiaries, PT ITM Energi Utama and PT ITM Batubara Utama

2016

ITM mendirikan anak usaha PT ITM Banpu Power

ITM established subsidiary PT ITM Banpu Power



2017

ITM mengakuisisi PT Tepian Indah Sukses

ITM acquired PT Tepian Indah Sukses

ITM, melalui anak perusahaannya, PT ITM Indonesia, mengakuisisi PT Gasemas

ITM, through its subsidiary, PT ITM Indonesia, acquired PT Gasemas

Skala Organisasi | Scale of Organization [102-7]

	2017	2016	2015
JUMLAH KARYAWAN Orang | People TOTAL EMPLOYEES	2,768	2,768	2,739
JUMLAH PENJUALAN BATUBARA Juta Ton | Million Ton TOTAL SALES OF COAL	23.1	26.7	28.2
JUMLAH LINGKUP OPERASI TOTAL SCOPE OF OPERATIONS			
KONSESI PERTAMBANGAN MINING CONCESSION	7	6	6
FASILITAS PELABUHAN PORT FACILITY			
• **TONGKANG** BARGE	3	3	3
• **PELABUHAN KAPAL** VESSEL	1	1	1
PERDAGANGAN BAHAN BAKAR FUEL TRADING	1	0	0
KONTRAKTOR TAMBANG MINING CONTRACTOR	1	1	1
PEMBANGKIT LISTRIK POWER PLANT	1	1	0
PRODUKSI DAN CADANGAN BATUBARA Juta Ton | Million Ton COAL PRODUCTION AND RESERVES			
• **CADANGAN BATUBARA** COAL RESERVES	253.5	198.3	223.3
• **PRODUKSI BATUBARA** COAL PRODUCTION	22.1	25.6	28.5
NERACA Ribu USD | Thousand USD BALANCE SHEET			
JUMLAH ASET TOTAL ASSETS	1,358,663	1,209,792	1,178,363
JUMLAH KEWAJIBAN TOTAL LIABILITIES	400,524	302,362	343,806
JUMLAH EKUITAS TOTAL EQUITY	958,139	907,430	834,557

Keterangan | Note

Estimasi Cadangan berdasarkan Standar Pelaporan Batubara Internasional (JORC Code)
Estimated Reserves based on International Coal Reporting Standard (JORC Code)

Wilayah Kerja [102-4]

Lokasi kegiatan operasi penambangan ITM tersebar di tujuh Wilayah Izin Usaha Pertambangan (WIUP) yang berada di Pulau Kalimantan, Indonesia. Lima WIUP berada di Kalimantan Timur, satu WIUP di Kalimantan Selatan, dan satu WIUP terletak di dua wilayah provinsi Kalimantan Timur dan Kalimantan Tengah. Total Luas wilayah tambang mencapai 76.378 ha. Sementara, kantor pusat berkedudukan di Daerah Khusus Ibukota (DKI) Jakarta dan kantor cabang di Balikpapan, Kalimantan Timur.

Working Area [102-4]

Location of ITM's mining operations spread in seven mining business license area (WIUP) on Kalimantan Island, Indonesia. Five WIUP areas located in East Kalimantan, one WIUP area in South Kalimantan, and one WIUP area in two provinces, East and Central Kalimantan. Total mining area was 76,378 ha. While the head office is based in Special Capital Region of Jakarta and branch office is based in Balikpapan, East Kalimantan.

Luas Wilayah Izin Usaha Pertambangan Anak Perusahaan | Total Mining Business License Area of Subsidiaries (ha)

ha | ha

NO.	ANAK PERUSAHAAN SUBSIDIARIES	AREA OPERASI OPERATING AREA	LUAS WILAYAH TOTAL AREA
1	PT INDOMINCO MANDIRI (IMM)	Kabupaten Kutai Kartanegara dan Kutai Timur, Provinsi Kalimantan Timur. Kutai Kartanegara Regency and East Kutai, East Kalimantan.	24,121
2	PT TRUBAINDO COAL MINING (TCM)	Kabupaten Kutai Barat, Provinsi Kalimantan Timur. West Kutai Regency, East Kalimantan Province.	22,687
3	PT BHARINTO EKATAMA (BEK)	Kabupaten Kutai Barat, Provinsi Kalimantan Timur dan Kabupaten Barito Utara, Provinsi Kalimantan Tengah. West Kutai Regency, East Kalimantan Province and North Barito Regency, Central Kalimantan Province.	17,311
4	PT KITADIN (KTD)	Embalut, Kabupaten Kutai Kartanegara, Provinsi Kalimantan Timur. Embalut, Kutai Kartanegara Regency, East Kalimantan.	2,973
5		Tandung Mayang, Kabupaten Kutai Timur, Provinsi Kalimantan Timur. Tandung Mayang, East Kutai Regency, East Kalimantan Province.	2,338
6	PT JORONG BARUTAMA GRESTON (JBG)	Kabupaten Tanah Laut, Provinsi Kalimantan Selatan. Tanah Laut Regency, East Kalimantan Province.	4,883
7	PT TEPIAN INDAH SUKSES (TIS)	Kabupaten Kutai Barat, Provinsi Kalimantan Timur. West Kutai Regency, East Kalimantan Province..	2,065
	TOTAL LUAS WIUP TOTAL AREA OF WIUP		76,378

Keterangan | Note

PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), dan PT Tepian Indah Sukses (TIS) belum beroperasi dan berproduksi.
PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), and PT Tepian Indah Sukses (TIS) not yet in operation and production.

PT ITM Banpu Power (IBP) sedang dalam pengembangan.
PT ITM Banpu Power (IBP) under development.

PT Tambang Raya Usaha Tama (TRUST) dan PT Gasemas (PTGE) beroperasi di dalam WIUP anak perusahaan lainnya.
PT Tambang Raya Usaha Tama (TRUST) and PT Gasemas (PTGE) operating within WIUP of other subsidiary.

Peta Wilayah Kerja | Operational Area



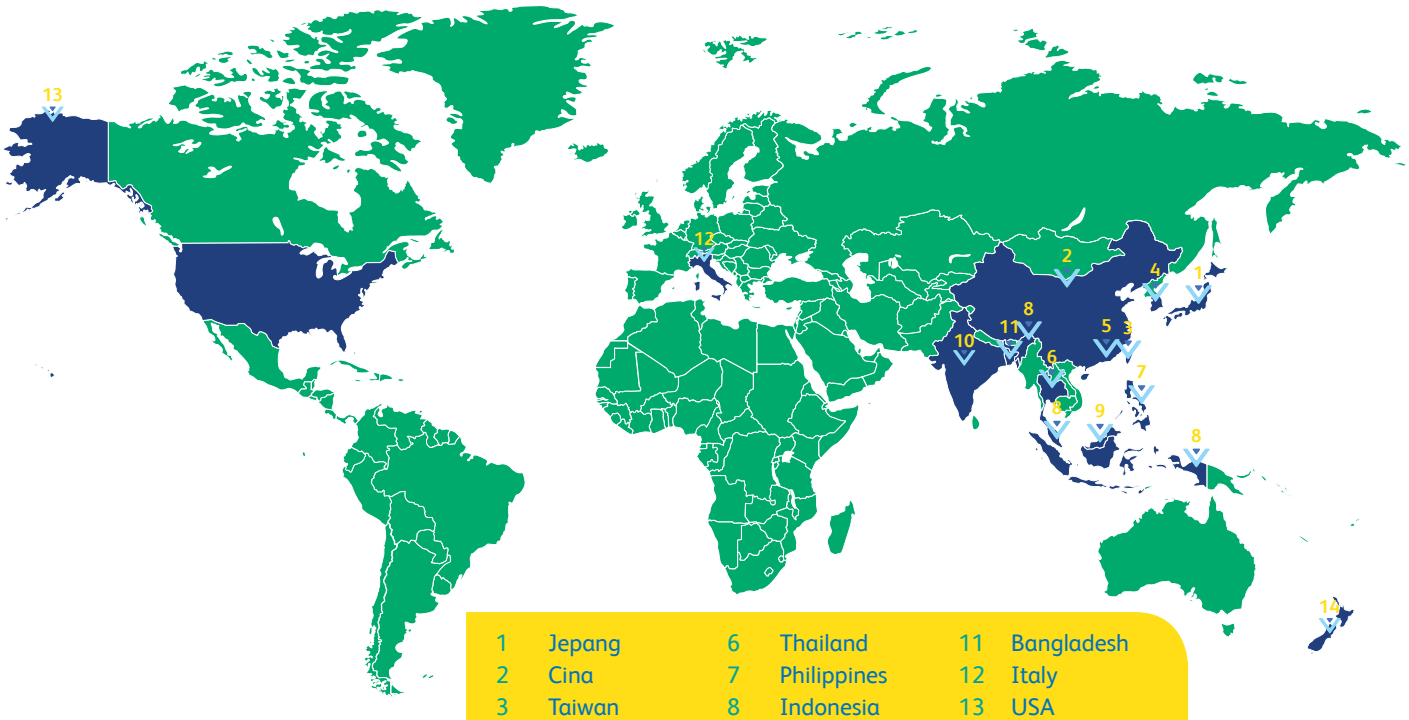
Pasar Terlayani [102-6]

Sebagai salah satu pertambangan batubara terbesar di Indonesia, ITM telah mengekspor batubara secara berkelanjutan ke 14 negara di seluruh dunia. Penjualan batubara di tahun 2017 mencapai 23,1 juta ton dengan komposisi sebesar 11% dijual ke pasar domestik di Indonesia dan 89% sisanya diekspor ke 38 perusahaan pembangkit listrik dan 15 perusahaan industri umum di 13 negara lainnya.

Market Served [102-6]

As one of the largest coal miners in Indonesia, ITM has exported coal to 14 countries across the world. The coal sales in 2017 reached 23.1 million tons with composition of 11% sold to domestic market in Indonesia and the remaining 89% was exported to 38 power generating companies and 15 general industries in 13 other countries.

Peta Jaringan Global | Global Network Map



1	Jepang	6	Thailand	11	Bangladesh
2	Cina	7	Philippines	12	Italy
3	Taiwan	8	Indonesia	13	USA
4	Korea	9	Malaysia	14	New Zealand
5	Hongkong	10	India		

Batubara Bitumen Termal

ITM memiliki tujuh WIUP yang berdekatan dan beroperasi dalam sebuah jaringan distribusi. Dengan peluang tersebut, ITM berhasil mengembangkan spesifikasi batubara untuk memenuhi kebutuhan pasar yang beragam di beberapa negara. ITM melakukan pencampuran dari sumber batubara dengan *typical* spesifikasi batubara; sulfur 0,1% - 2,0% dan nilai kalori 4.300 – 6.300 cal/g (arb).

Thermal Bitumen Coal

ITM has seven adjacent WIUPs and operates in a distribution network. With these opportunities, ITM has successfully developed coal specifications to meet the need of variety market in several countries. ITM develops blended coal from several coal sources with typical specification of sulfur around 0.1% - 2.0% and Calorific value around 4,300 – 6,300 cal/g (arb).

Rantai Pasokan Terpadu [102-9]

ITM melalui anak perusahaan mengelola kegiatan penambangan di hulu hingga kegiatan penunjang lainnya di hilir. Selain dari penambangan, Perusahaan menjalankan kegiatan usaha perbengkelan, jasa konsultasi & ketenagalistrikan, pengangkutan batubara, dan pembangkit listrik.

Integrated Supply Chain [102-9]

ITM through its subsidiaries manages mining activity in upstream as well as other supporting activities in downstream. Beside mining, company also manages several business activities of workshops, consulting & electricity services, coal hauling, and power plant.

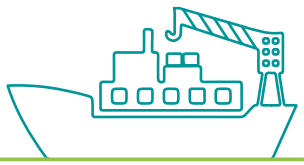
Strategi Penyedia Energi Terintegrasi | Integrated Energy Supplier Strategy

UPSTREAM → *MIDSTREAM* → *DOWNSTREAM*



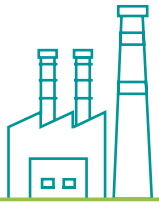
Pengembangan dan Penambangan Sumber Daya Batubara

COAL RESOURCE DEVELOPMENT AND MINING



Manajemen Rantai Pasokan, Logistik Batubara dan Perdagangan Bahan Bakar

SUPPLY CHAIN MANAGEMENT, COAL LOGISTICS AND FUEL TRADING



Pembangkit Listrik Tenaga Uap dan tenaga terbarukan

COAL-FIRED POWER PLANT AND RENEWABLE BASED POWER



Sertifikasi dan Pengakuan Internasional

Sejalan dengan praktik pertambangan yang baik dalam memenuhi pangsa pasar global, ITM menjalankan operasi dengan prinsip dan standar internasional. Upaya ini dilakukan, di antaranya dengan mengikuti verifikasi sertifikasi sistem manajemen mutu, lingkungan, keselamatan dan kesehatan kerja.

International Certification and Recognition

ITM carries out its activities with international principles and standards. This effort is done, among others by undergoing the verification of quality management system certification on environment, occupational safety and health.

Sertifikasi | Certification [102-12]

ANAK PERUSAHAAN SUBSIDIARIES	ISO 14001: 2015 SISTEM MANAJEMEN LINGKUNGAN ENVIRONMENTAL MANAGEMENT SYSTEM	OHSAS 18001: 2007 SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM	ISO 9001: 2015 SISTEM MANAJEMEN MUTU QUALITY MANAGEMENT
	PENYELENGGARA DAN MASA BERLAKU CERTIFICATION BODY AND VALIDITY PERIOD OPERATIONS		
PT INDOMINCO MANDIRI	SAI Global, 2018 SAI Global, 2018	SAI Global, 2019 SAI Global, 2019	SAI Global, 2019 SAI Global, 2019
PT TRUBAINDO COAL MINING	SAI Global, 2019 SAI Global, 2019	SAI Global, 2019 SAI Global, 2019	SAI Global, 2019 SAI Global, 2019
PT BHARINTO EKATAMA	BSI Indonesia, 2017 BSI Indonesia, 2017	BSI Indonesia, 2017 BSI Indonesia, 2017	BSI Indonesia, 2017 BSI Indonesia, 2017
PT JORONG BARUTAMA GRESTON	- -	- -	SGS United Kingdom Ltd, 2020 SGS United Kingdom Ltd, 2020

Keterangan | Note

ITMI, IBU, IEU, dan TIS belum beroperasi.
ITMI, IBU, IEU, dan TIS not yet in operation.

Keanggotaan Asosiasi [102-13]

ITM aktif terlibat dalam berbagai organisasi maupun asosiasi yang relevan dengan kegiatan pertambangan dan rehabilitasi lahan bekas tambang, hubungan industri, pengembangan dan pengembangan masyarakat, dan pasar batubara. Kami terlibat sebagai anggota organisasi untuk mengikuti perkembangan informasi industri pertambangan, peraturan dan perundangan, serta membantu memberikan masukan bagi pengembangan bisnis dan kebijakan pemerintah di pusat dan daerah.

Association Membership [102-13]

ITM is actively involved in a number of organizations and associations relevant to its mining and rehabilitation of mined land activities, industrial relations, community development, and coal market. We are involved as members of the organizations to keep abreast of mining industry information, regulations, and help provide input for local and national policy development.

Keanggotaan Organisasi | Organization Membership [102-13]

NAMA ORGANISASI NAME OF ORGANIZATION	PERAN ROLE
INDONESIA MINING ASSOCIATION (IMA)	Anggota | Member
ASOSIASI PERTAMBANGAN BATUBARA INDONESIA (APBI) INDONESIAN COAL MINING ASSOCIATION (ICMA)	Anggota | Member
FORUM REHABILITASI LAHAN BEKAS TAMBANG FORUM FOR REHABILITATION ON MINED LAND	Anggota | Member
CORPORATE FORUM FOR COMMUNITY DEVELOPMENT (CFCD)	Anggota | Member
IKATAN AKUNTAN INDONESIA (IAI) INDONESIAN INSTITUTE OF ACCOUNTANT (IAI)	Anggota | Member
KAMAR DAGANG & INDUSTRI INDONESIA (KADIN) INDONESIAN CHAMBER OF COMMERCE AND INDUSTRY (KADIN)	Anggota | Member
ASOSIASI EMITEN INDONESIA INDONESIAN PUBLIC LISTED COMPANIES ASSOCIATION	Anggota | Member
INDONESIAN CORPORATE SECRETARY ASSOCIATION (ICSA)	Anggota | Member
BIMASENA THE MINES AND ENERGY SOCIETY	Anggota | Member

Selama tahun 2017, Perusahaan tidak mengikuti proyek pekerjaan yang dilakukan bersama dengan asosiasi. Selain membayar iuran sebagai anggota organisasi, ITM memberikan kontribusi secara finansial atas dukungan kegiatan IAI.

During 2017, the Company did not participate in projects undertaken in conjunction with the associations. In addition to paying dues as members of the organization, ITM contributes financially to support the IAI activities.

VISI VISION [102-16]

Menyediakan produk energi dan jasa yang berkualitas dan terjangkau secara berkelanjutan.

DELIVERING SUSTAINABLE, QUALITY AND AFFORDABLE ENERGY PRODUCTS AND SERVICES.

MISI MISSION

1. Berinvestasi secara bersinergi pada rantai nilai dari bisnis energi;
   TO HAVE A SYNERGISTIC INVESTMENT ALONG THE ENERGY VALUE CHAIN;
2. Menciptakan nilai yang berkelanjutan bagi pemangku kepentingan dengan menyediakan produk dan jasa berkualitas;
   TO CREATE SUSTAINABLE VALUE TO STAKEHOLDER BY DELIVERING QUALITY PRODUCT AND SERVICES;
3. Menjadi warga korporat yang teladan dengan menjalankan bisnis secara beretika, bertanggung jawab sosial dan berwawasan ramah lingkungan;
   TO BE A GOOD CORPORATE CITIZEN BY CONDUCTING BUSINESS IN AN ETHICALLY, SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE MANNER;
4. Menjadikan kerangka Pembangunan Berkelanjutan sebagai landasan untuk semua inisiatif dan kegiatan bisnis.
   TO HAVE SUSTAINABLE DEVELOPMENT PLATFORM AS THE DRIVING FORCE FOR ALL INITIATIVES AND BUSINESS ACTIVITIES.

Visi dan misi telah disetujui melalui Rapat Dewan Komisaris pada 21 Desember 2016.
The vision and mission have been approved by the Board of Commissioners Meeting held on 21 December 2016.

Nilai-nilai Perusahaan
CORPORATE VALUE



Innovation

Inovasi

Berpikir kreatif, cerdas dalam bertindak, berani untuk memulai, berani dan dapat menerima tantangan, proaktif, fleksibel serta cakap dalam berbagai hal, mampu beradaptasi serta ulet, berkembang terus menerus.

Think out of the box, act intelligently, dare to initiative, courageous and challenging, proactive, flexible and versatile, adaptive and resilient, continuously development.



Integrity

Integritas

Jujur, etis, dapat diandalkan, disiplin, gigih, berkomitmen, dan transparan.

Honest, ethical, trustworthy and reliable, disciplined, persistent, committed, and transparent.



Care

Peduli

Terbuka dan tulus, dapat menerima dan menampung, menghargai orang lain, menghormati, hangat dan perhatian, baik dan murah hati.

Open and sincere, accepting and accommodating, honoring others, respectful, warm and solicitous, kind and generous.



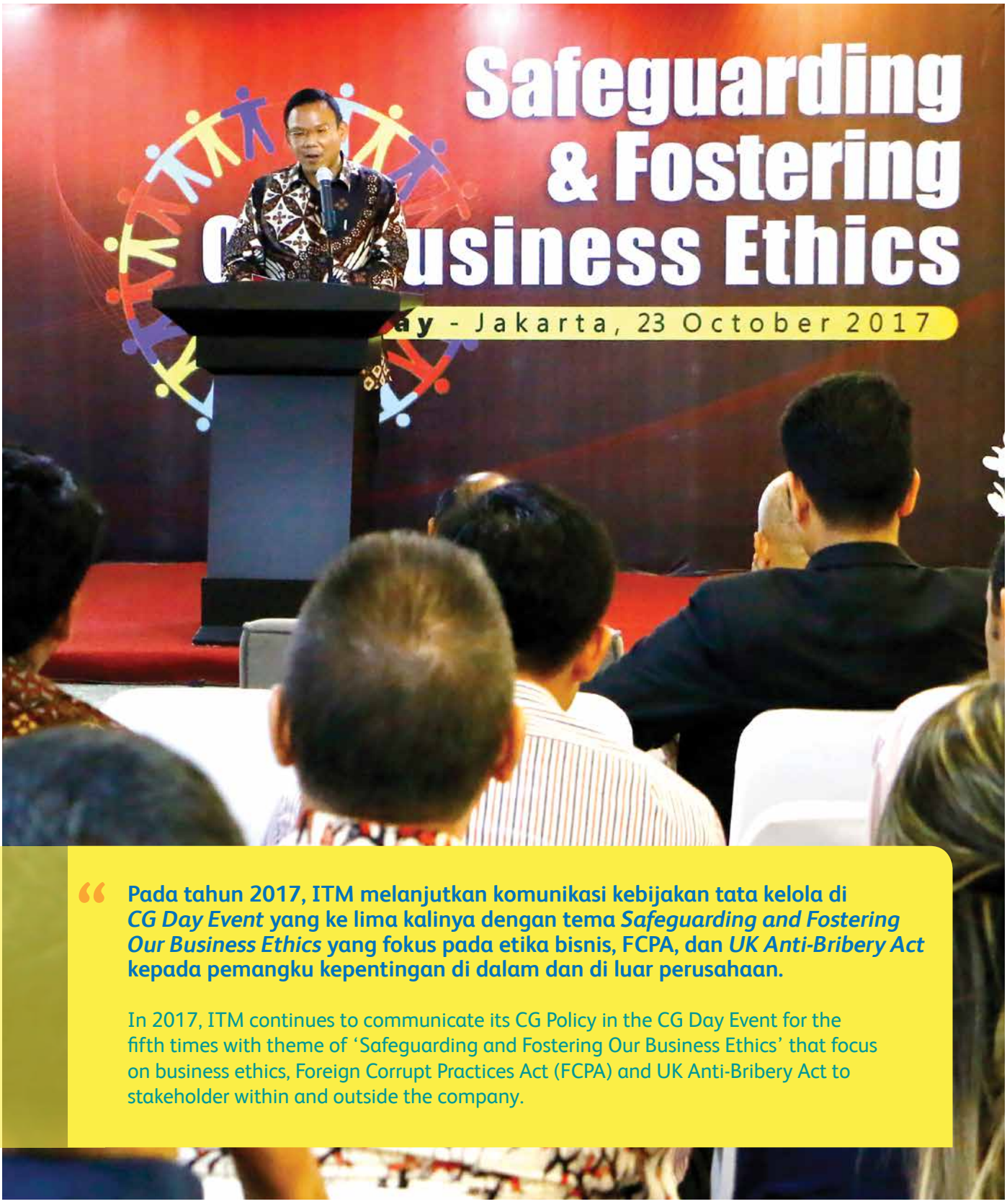
Synergy

Sinergi

Mampu bekerja sama, berpola pikir terbuka, kerja kelompok, membangun jejaring, saling mendukung dan berbagi, berupaya untuk sama-sama menang.

Cooperative and collaborative, fairminded, teamwork, networking, supportive and sharing, strive for win-win.

PENDEKATAN MANAJEMEN
MANAGEMENT APPROACH



Pada tahun 2017, ITM melanjutkan komunikasi kebijakan tata kelola di *CG Day Event* yang ke lima kalinya dengan tema *Safeguarding and Fostering Our Business Ethics* yang fokus pada etika bisnis, FCPA, dan *UK Anti-Bribery Act* kepada pemangku kepentingan di dalam dan di luar perusahaan.

In 2017, ITM continues to communicate its CG Policy in the CG Day Event for the fifth times with theme of 'Safeguarding and Fostering Our Business Ethics' that focus on business ethics, Foreign Corrupt Practices Act (FCPA) and UK Anti-Bribery Act to stakeholder within and outside the company.

Struktur Tata Kelola

STRUKTUR TATA KELOLA [102-18]

Struktur tata kelola ITM terdiri atas Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris (BOC), Direksi (BOD), Komite-komite di bawah BOC, fungsi Internal Audit dan Sekretaris Perusahaan di bawah Direksi. Masing-masing organ tata kelola mempunyai peran penting dalam penerapan GCG dan menjalankan fungsi, tugas, dan tanggung jawabnya untuk kepentingan Perusahaan.

The governance structure of ITM consists of General Meeting of Shareholders (GMS), Board of Commissioners (BOC), Board of Directors (BOD), Committees under BOC, Internal Audit function and Corporate Secretary under BOD. Each governance organ has an important role in the GCG implementation and performs its functions, duties and responsibilities for the Company's interest.

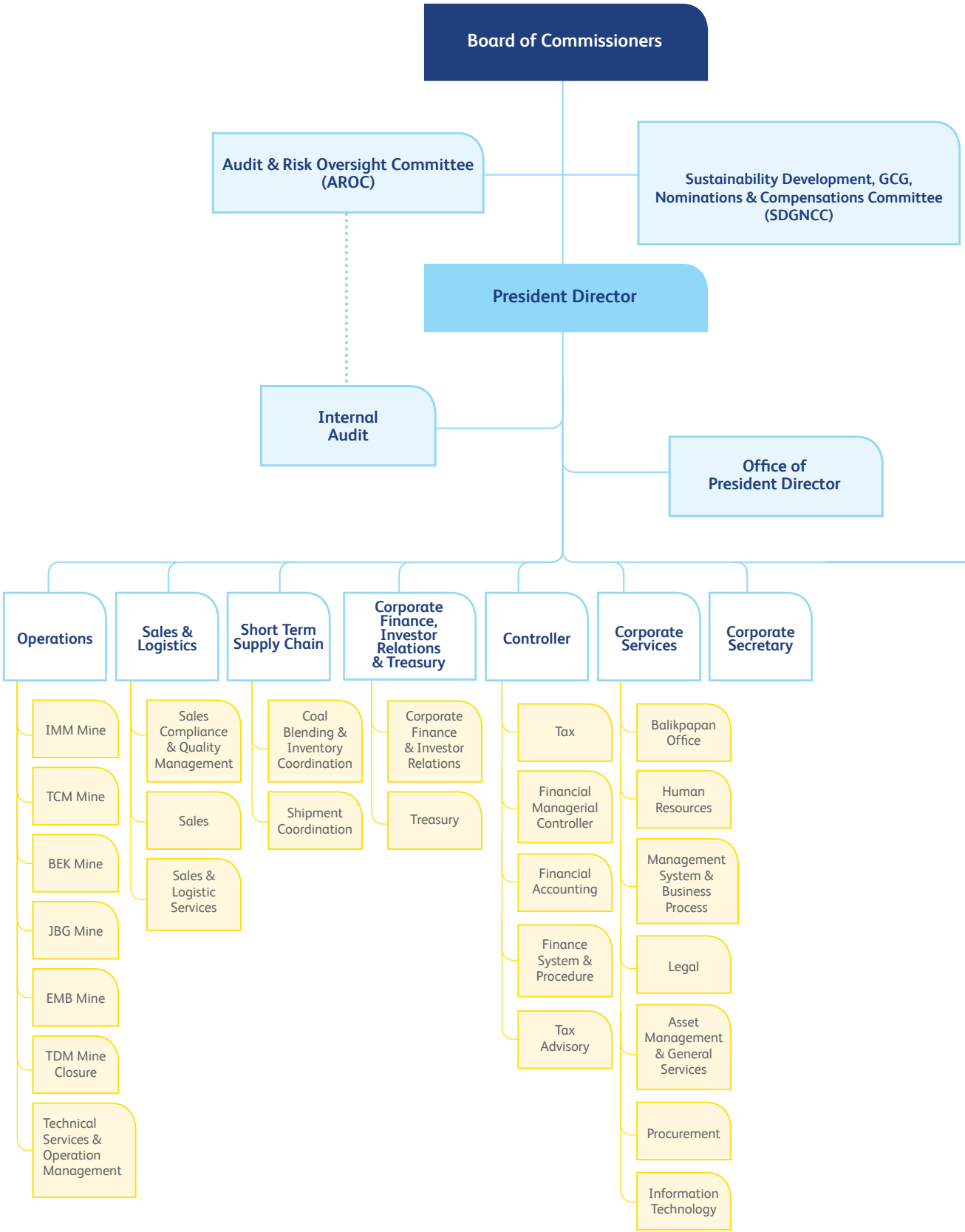
Komposisi Dewan Komisaris | Composition of Board of Commissioners

JABATAN POSITION	NAMA ANGGOTA DEWAN KOMISARIS NAME OF BOARD OF COMMISSIONERS' MEMBERS
KOMISARIS UTAMA DAN INDEPENDEN PRESIDENT AND INDEPENDENT COMMISSIONER	Ibrahim Yusuf
KOMISARIS COMMISSIONER	Somruedee Chaimongkol
KOMISARIS COMMISSIONER	Somyot Ruchirawat
KOMISARIS INDEPENDEN INDEPENDENT COMMISSIONER	Prof. Dr. Djisman S. Simandjuntak
KOMISARIS COMMISSIONER	Rudijanto Boentoro
KOMISARIS COMMISSIONER	Mahyudin Lubis
KOMISARIS COMMISSIONER	Fredi Chandra

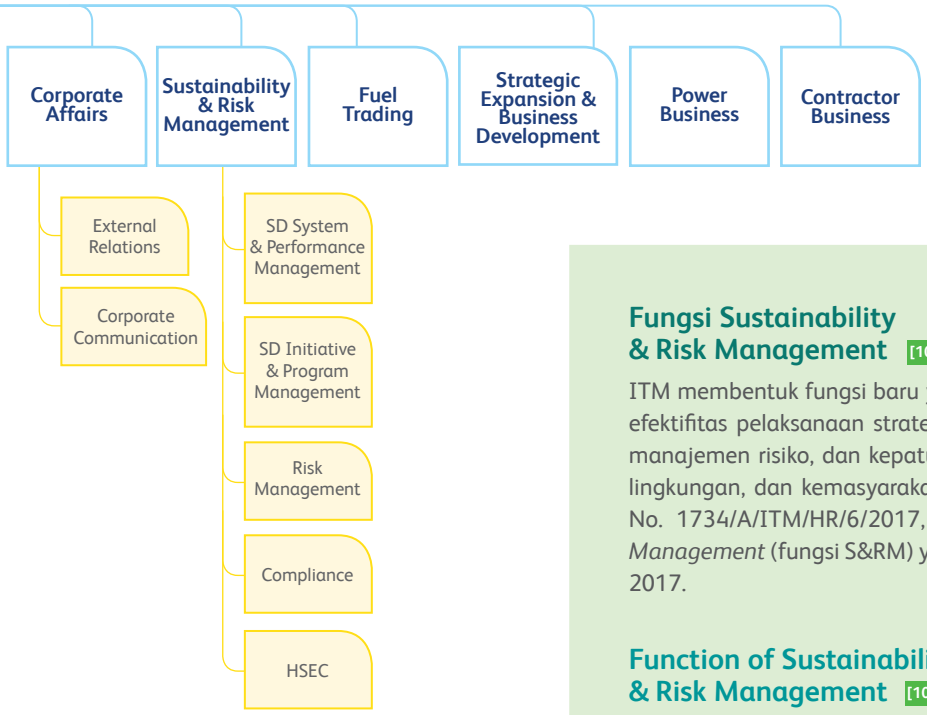
Komposisi Direksi | Composition of Board of Directors

JABATAN POSITION	NAMA ANGGOTA DIREKSI NAME OF BOARD OF DIRECTORS'	JABATAN POSITION	NAMA ANGGOTA DIREKSI NAME OF BOARD OF DIRECTORS'
DIREKTUR UTAMA PRESIDENT DIRECTOR	Kirana Limpaphayom	DIREKTUR DIRECTOR	Mulianto
DIREKTUR DIRECTOR	Leksono Poeranto	DIREKTUR DIRECTOR	Yulius Kurniawan Gozali
DIREKTUR DIRECTOR	A.H. Bramantya Putra	DIREKTUR DIRECTOR	Stephanus Demo Wawin
DIREKTUR DIRECTOR	Jusnan Ruslan	DIREKTUR DIRECTOR	Ignatius Wurwanto

Struktur Organisasi | Organization Structure







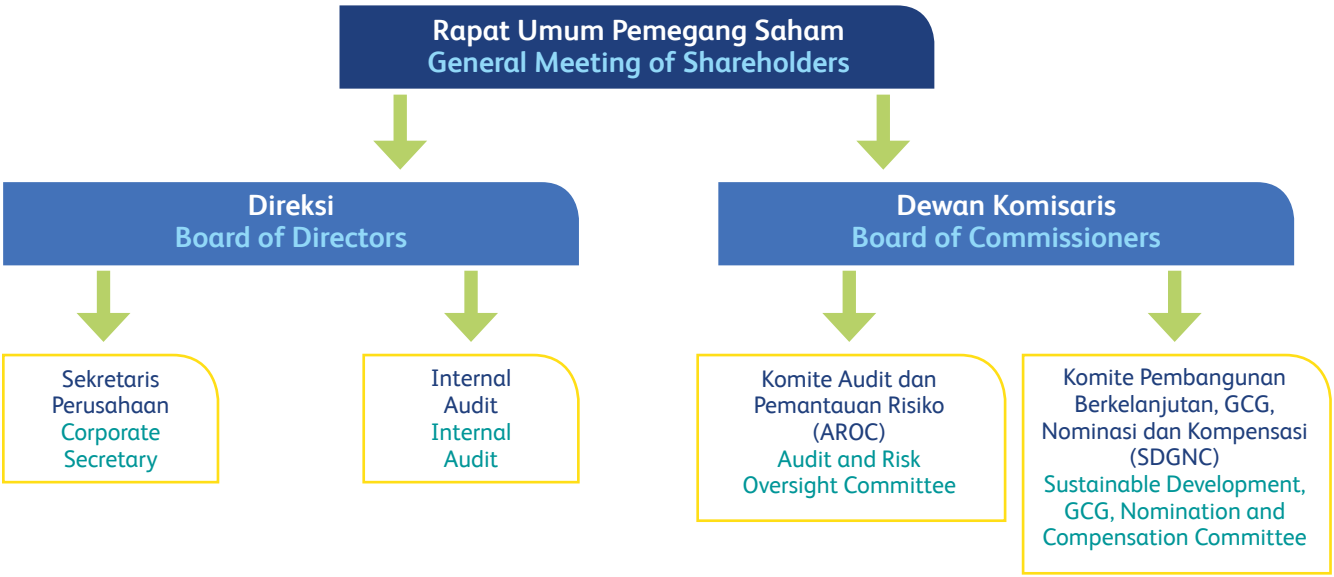
Fungsi Sustainability & Risk Management [102-10]

ITM membentuk fungsi baru yang bertanggung jawab atas efektifitas pelaksanaan strategi keberlanjutan perusahaan, manajemen risiko, dan kepatuhan yang terkait dengan K3, lingkungan, dan kemasyarakatan. Melalui Surat Keputusan No. 1734/A/ITM/HR/6/2017, fungsi *Sustainability & Risk Management* (fungsi S&RM) yang efektif berlaku per 16 Juni 2017.

Function of Sustainability & Risk Management [102-10]

ITM established a new function responsible for the effective implementation of sustainability strategy, risk management, and compliance related to HSE, environmental, community. Through Decree No. 1734/A/ITM/HR/6/2017, function of Sustainability & Risk Management (S&RM function) which came into effect on 16 June 2017.

Struktur Tata Kelola Sustainable Development | Structure of Sustainable Development Governance



Prinsip Etika Bisnis [102-16]

ITM berkomitmen bahwa implementasi tata kelola harus diawali dari manajemen tertinggi, yaitu Dewan Komisaris dan Direksi. Melalui kepemimpinan ini, implementasi prinsip-prinsip GCG diterapkan di semua kegiatan usaha sesuai *Code of Conduct*. Perusahaan memastikan semua karyawan menandatangani pernyataan komitmen untuk menjaga nilai perusahaan dan menjalankan kode etik.

Principles of Business Ethics [102-16]

ITM is committed that governance implementation should start from the top management, the Board of Commissioners and the Board of Directors. Through this leadership, the implementation of GCG principles is applied in all business activities according to Code of Conduct. The Company ensures that all employees sign a statement of commitment to uphold the corporate values and implement the code of Ethics.

Code of Conduct: Aturan Perilaku ITM | Code of Conduct: ITM Code of Conduct

POKOK BAHASAN KODE ETIK CODE OF ETHICS SUBJECT
Kepatuhan terhadap Undang-Undang & Peraturan Serta Ketentuan Terkait Compliance with Laws & Regulations and Related Provisions
Benturan Kepentingan Conflict of Interest
Pemanfaatan Informasi Perusahaan Use of Company Information
Perlindungan Atas Kekayaan & Aset Perusahaan Protection of the Company's Property & Assets
Penggunaan Komputer & Teknologi Informasi Use of Computer & Information Technology
Anti-Suap dan Korupsi Anti-Bribery and Corruption
Memberi dan Menerima Suap, Hadiah, Tanda Balas Jasa dan Jamuan Giving and Receiving Bribes, Gifts, Gratuities and Entertainment
Pelaksanaan hak berpolitik Exercise of political rights
Kebijakan & Praktek Terhadap Karyawan, Pelanggan, Mitra dan Kreditur Policies & Practices toward Employees, Customers, Partners and Creditors
Kesehatan & Keselamatan Kerja dan Lingkungan Occupational Health & Safety and Environment
Tanggung Jawab Terhadap Komunitas & Masyarakat Responsibility to the Community & Society
Tanggapan Kepada Publik & Wawancara Dengan Media Response to Public & Media Interview

Komunikasi Tata Kelola dan *Code of Conduct* | Communication of Governance and Code of Conduct [102-16]

PROGRAM GCG GCG PROGRAM	KEGIATAN KOMUNIKASI COMMUNICATION ACTIVITIES
PENGUKURAN PEMAHAMAN GCG GCG UNDERSTANDING MEASUREMENT	Pengukuran pemahaman GCG dilakukan melalui survei secara online untuk mengukur pemahaman karyawan ITM dan anak perusahaan atas kebijakan dan praktik GCG yang dilaksanakan setiap tahun. GCG understanding measurement is conducted through online survey to measure the understanding of ITM and its subsidiaries' employees on GCG policies and practices which is held annually.
KAMPANYE DAN PROMOSI GCG GCG CAMPAIGN AND PROMOTION	Sosialisasi kebijakan dan fasilitas GCG secara intranet dan media internal lainnya seperti *digital signet*, *wallpaper computer*, *banner*, *leaflet*, dan cinderamata agar karyawan ITM tetap waspada dan sadar dalam menerapkan kebijakan GCG. Dissemination of GCG policies and facilities on an intranet and other internal media such as digital signets, computer wallpapers, banners, leaflets and souvenirs to maintain observance and awareness of GCG policies of ITM employees.
KUIS TATA KELOLA CORPORATE GOVERNANCE QUIZ	Kuis yang diadakan untuk menghimpun masukan karyawan mengenai implementasi dan perbaikan serta penegakan *Code of Conduct*. Quiz is held to gather employees' feedbacks on implementation, improvement and enforcement of the Code of Conduct.
ITM CG DAY: SAFEGUARDING AND FOSTERING OUR BUSINESS ETHICS ITM CG DAY: SAFEGUARDING AND FOSTERING OUR BUSINESS ETHICS	Perusahaan mengadakan *CG Day* kelima kalinya dengan tema *: Safeguarding and Fostering Our Business Ethics* sebagai lanjutan dari tema tahun sebelumnya *Walk the Talk : Doing Business Ethically* yang dilaksanakan melalui siaran langsung ke semua lokasi guna mengkomunikasikan kebijakan GCG perusahaan yang fokus pada penegakkan etika bisnis, *FCPA*, *UK Anti-Bribery Act*, Peraturan Mahkamah Agung No.13 tahun 2016, dan ISO 37001. Konferensi ini dihadiri oleh anggota Dewan Komisaris, Direksi, perwakilan kontraktor, bank, dan vendor lainnya. Company held CG Day for the fifth times themed Safeguarding and Fostering Our Business Ethics as a continuation of the previous year of CG Day Walk the Talk: Doing Business Ethically that conducted through live conference to all location for communicating business ethics, FCPA, UK Anti-Bribery Act, Supreme Court Regulation No.13 of 2016, and ISO 37001. The conference was attended by members Board of Commissioners, Board of Directors, representatives of contractors, banks and other vendors.
CORPORATE GOVERNANCE UPDATE CORPORATE GOVERNANCE UPDATE	Diskusi Kebijakan Antisuap dan Korupsi yang berfokus pada *FCPA* dan *UK Anti-Bribery Act* dan diikuti seluruh kepala fungsi di Jakarta Discussion of Anti-Bribery and Corruption Policy about FCPA and UK Anti-Bribery Act and attended by all heads of functions in Jakarta

Perubahan dan Transformasi Bisnis Secara Bertahap [102-10]

ITM secara bertahap menjalankan proses transformasi bisnis dengan diversifikasi usaha untuk meningkatkan nilai sinergi dalam rantai pasokan. Sejak 2013, Perusahaan mendirikan dan mengakuisisi beberapa anak perusahaan yang bertujuan untuk menunjang kegiatan tambang. Dengan diakuisisinya PT Tepian Indah Sukses dan PT Gasemas di tahun 2017, ITM kembali menambah lahan konsesi dan cadangan batubara, serta mengamankan pasokan energi diesel.

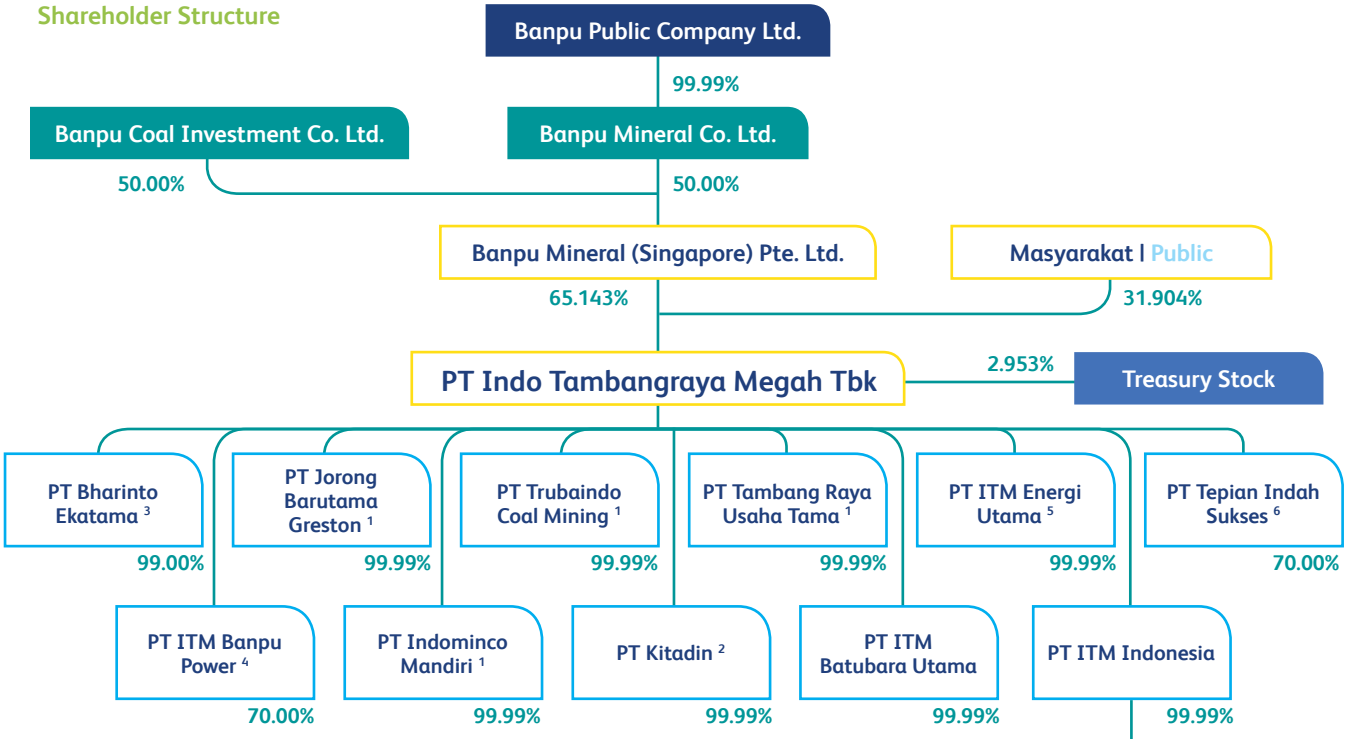
Transformasi dan diversifikasi usaha energi dilakukan pada energi gas, diesel, dan pembangkit listrik. Transformasi ini memberikan perubahan signikan dalam menghemat biaya logistik, disertai dengan perubahan struktur kepemilikan saham.

Gradual Change and Business Transformation [102-10]

ITM is gradually running the business transformation process by diversifying its business to increase the synergistic value in the supply chain. Since 2013, the Company has established and acquired several subsidiaries to support its mining activities. With the acquisition of PT Tepian Indah Sukses and PT Gasemas in 2017, ITM added more concession land and coal reserves, as well as securing diesel energy supplies.

The transformation and diversification of energy business are performed in gas, diesel, and power generation sectors. This transformation provides a significant change in reducing logistics costs, along with changes in shareholding structures.

Struktur Pemegang Saham
Shareholder Structure



Keterangan | Notes

1) 1 lembar saham dimiliki oleh PT Kitadin | 1 share held by PT Kitadin
2) 1 lembar saham dimiliki oleh PT ITM Energi Utama | 1 share held by PT ITM Energi Utama
3) 1 % saham dimiliki oleh PT Kitadin | 1 % of shares held by PT Kitadin
4) 30 % saham dimiliki oleh Banpu Power Public Company Ltd. | 30 % of shares held by Banpu Power Public Company Ltd.
5) 1 lembar saham dimiliki oleh M. Arie | 1 share held by M. Arie
6) 30 % saham dimiliki oleh Agus Wijaya | 30 % of shares held by Agus WijayA
7) 10 % saham dimiliki oleh Indochina Energy Corporation Ltd. | 10 % of shares held by Indochina Energy Corporation Ltd.
15 % saham dimiliki oleh Azer Enterprise Ltd. | 15 % of shares held by Indochina Azer Enterprise Ltd.

Manajemen Risiko [102-11]

ITM mengelola manajemen risiko secara luas dengan cara melihat keseluruhan bisnis proses secara terpadu. Berdasarkan profil risiko yang disusun oleh masing-masing fungsi, risiko bisnis yang diidentifikasi pada tahun 2017 dikelompokkan dan dianalisis berdasarkan tingkatan risikonya.

Manajemen risiko dilakukan secara menyeluruh yang pengelolaannya dimulai dari fungsi masing-masing dan difasilitasi oleh fungsi Manajemen Risiko, yang kini menjadi bagian dari fungsi S&RM, kemudian dilanjutkan Komite Manajemen Risiko dibawah Direksi, dan dievaluasi kembali oleh Komite Audit & *Risk Oversight* (AROC).

Risk Management [102-11]

ITM manages its risk extensively by considering the whole business process in an integrated way. Based on the risk profile established by each function, the business risks identified in 2017 were grouped and analyzed based on the risk level.

Risk management is conducted thoroughly as it begins by each function and facilitate by Risk Management Function, which currently become a part of S&RM Function, and then further management by Risk Management Committee under BOD, and lastly reevaluated by Audit & Risk Oversight Committee under BOC.

Pengelolaan beberapa Risiko Prioritas terkait Laporan Keberlanjutan
Management of Priority Risks on Sustainability Report

JENIS RISIKO TYPE OF RISK		
Risiko Rantai Pasok & Risiko Kontraktor Supply Chain Risk & Contractor Risk	Risiko kesehatan, keselamatan kerja dan lingkungan Occuptional health, safety and environmental risks	Risiko Sosial dan Komunitas Social and Community Risk
PENGELOLA RISIKO RISK MANAGEMENT		
1. Meningkatkan kualitas dan akurasi perencanaan produksi dan manajemen persediaan batubara, termasuk batubara dari pihak ketiga Improve the quality and accuracy of production planning and inventory management of coal, including coal from third parties 2. Mengoptimalkan kontraktor internal (TRUST) dan menyeimbangkan dengan kapasitas kontraktor eksternal Optimize internal contractor (TRUST) and balance with the capacity of external contractors	1. Meninjau dan meningkatkan sistem manajemen K3L, memperkuat organisasi K3L, dan memperkuat pengawasan operasi yang aman dan ramah lingkungan Review and improve the HSE management system, strengthen the HSE organization, and strengthen the supervision of safe and environmentally friendly operations 2. Meningkatkan kesadaran pentingnya budaya K3L melalui komunikasi terus menerus, diantaranya kampanye, forum diskusi agar menjadi kebiasaan di lingkungan kerja dan kehidupan sehari-hari. Improve the awareness for the importance of OHSE culture through communication, such as campaign and forum discussion to become habit in company environment and daily life	1. Membentuk tim penyelesaian sengketa dan memberi resolusi masalah perselisihan dengan komunitas,memperkuat komunikasi kepada pemangku kepentingan, dan melaksanakan program pengembangan masyarakat (CD). Establish a dispute resolution team and resolve disputes with the community, strengthen communication to stakeholders, and implement community development programs (CD) 2. Memastikan kualitas perencanaan program pengembangan masyarakat dengan mempertimbangkan kondisi spesifik daerah dan mengevaluasi kinerja program secara berkesinambungan Ensure the quality of community development program planning taking into account the specific conditions of the region and evaluate the performance of the program continuously

Business Continuity Management

Saat ini, bisnis harus berhadapan dengan banyak risiko dan tantangan yang dapat menyebabkan terjadinya krisis, seperti bencana alam (badai, banjir, dll) atau kejadian karena buatan manusia (seperti kebakaran, kebocoran bahan kimia, protes, atau kerusuhan).

Jika sebuah krisis menimpa sebuah organisasi dan melumpuhkan operasi, organisasi tersebut akan menghadapi beberapa konsekuensi negatif, seperti hilangnya kemampuan untuk menanggapi kebutuhan pelanggan dan kerusakan status keuangan, reputasi, dan kredibilitasnya terhadap pemangku kepentingan.

Oleh karena itu, ITM memprioritaskan kemampuannya untuk melanjutkan usahanya pada saat bencana.

Konsep pengelolaan kesinambungan bisnis telah diadopsi sejak tahun 2005 dengan 3 tujuan utama;

1. Meningkatkan kemampuan organisasi terhadap gangguan bisnis
2. Untuk meminimalkan dampak gangguan tersebut
3. Untuk mempersingkat masa pemulihan untuk memenuhi *Recovery Time Objective* (RTO) perusahaan

Business Continuity Management

Nowadays, business have to face with many risks and challenge that could lead to cirisis, whether it is a natural disaster (such as storm, a flood, etc) or a man-made one (such as a fire,a chemical leak, a protest, or a riot).

If a crisis were to strike an organization and cripple its usual operations, the organization would face several negative consequences, such as the loss of ability to respond to customer needs and damage to its financial status, reputation, and credibility towards stakeholder.

Therefore, ITM puts importance on its capability to continue its business in a time of disaster.

As a result, the concept of business continuity management has been adopted since 2005 with 3 main objectives;

1. To increase an organization's capability against business disruption
2. To minimize the impact of such disruption
3. To shorten the recovery period to meet Recovery Time Objective (RTO) of the company

Kebijakan Anti Korupsi & *Whistleblowing System*

ITM memiliki komitmen tinggi untuk menerapkan kebijakan pemberantasan korupsi. Perusahaan telah menetapkan kebijakan dalam menjalankan bisnis secara jujur, *fair*, dan menjauhi tindakan yang mengarah pada korupsi, penipuan, dan sejenisnya.

Penerapan *whistleblowing system* (WBS) adalah salah satu sarana untuk mengontrol implementasi kebijakan berbisnis dengan etika. Dengan demikian, Perusahaan telah menyediakan fasilitas Independent Whistleblower Center (IWBC) yang dapat diakses melalui website www.iwbcitmg.com sejak 2011.

Selama tahun pelaporan 2017, IWBC menerima sebelas laporan. Pihak yang mengelola pengaduan adalah Ombudsman, dan kemudian ditindaklanjuti oleh Komite Investigasi, sesuai dengan prosedur yang berlaku.

Anti-Corruption Policy & Whistleblowing System

ITM has a high commitment to practice anti-corruption movement. The Company has established a policy of doing business in honest and fair way, as well as avoid actions that lead to corruption, fraud, and the like.

The application of whistleblowing system (WBS) is another facility to control the implementation of policy for ethical business. Therefore, Company provided an Independent Whistleblower Center (IWBC) which can be accessed through website www.iwbcitmg.com since 2011.

During the reporting year of 2017, IWBC received eleven reports. The party managing the complaint is the Ombudsman, and then followed up by the Investigation Committee, in accordance with applicable procedures.

Hasil Penanganan Pelaporan Pelanggaran | Results of Violation Reporting Handling

URAIAN DESCRIPTION	JUMLAH KASUS NUMBER OF CASES
JUMLAH LAPORAN DITERIMA NUMBER OF REPORTS RECEIVED	11
JUMLAH LAPORAN YANG DAPAT DIPROSES NUMBER OF REPORTS THAT CAN BE PROCESSED	6
JUMLAH LAPORAN YANG TELAH DIPROSES DAN SELESAI NUMBER OF REPORTS THAT HAVE BEEN PROCESSED AND RESOLVED	5
JUMLAH LAPORAN DALAM PROSES NUMBER OF REPORTS IN PROCESS	1

Kepatuhan Hukum

Sesuai dengan standar pengendalian internal, ITM mematuhi hukum secara sungguh-sungguh dan berusaha untuk berkontribusi menjaga ketertiban dalam industri pertambangan. Terjalinnya hubungan yang harmonis dengan pemangku kepentingan, menjadikan tidak adanya denda atau sanksi non-moneter yang dihadapi Perusahaan terkait ketidakpatuhan terhadap hukum dan peraturan dalam hubungan masyarakat.

Namun demikian, ITM menghadapi tuduhan pelanggaran lingkungan terkait kegiatan penempatan limbah *fly ash* dan *bottom ash* pada lokasi yang tidak berizin oleh Indominco. Pelanggaran ini ditetapkan melalui amar putusan yang menyatakan ITM terbukti melakukan kesalahan dalam mengelola limbah sesuai dengan ketentuan undang-undang no.32 tahun 2009.

ITM menaggapi kasus ini secara tuntas dan menjelaskan bahwa terjadinya penempatan limbah dikarenakan keterlambatan pengangkutan limbah untuk dikelola oleh pihak ketiga yang berwenang. Atas adanya kasus ini, ITM dikenai sanksi pembayaran denda sebesar Rp2 miliar. Ke depan, ITM memastikan bahwa pengelolaan limbah ini dapat dipantau secara lebih hati-hati dengan waktu berkala.

Legal Compliance

In accordance with internal control standards, ITM adheres the law and strives to contribute to maintaining order in the mining industry. The established harmonious relationships with stakeholders has prevented the Company from facing fines or non-monetary sanctions due to non-compliance with laws and regulations on community relations.

However, ITM faced allegations of environmental violations related to the disposal of fly ash and bottom ash at unlicensed location by Indominco. This violation was stated in a court verdict that ITM has been found guilty of improper waste management in accordance with the provisions of Law No.32 of 2009.

ITM responded thoroughly to this case and provided explanation that the accumulation of waste occurred due to the delay in the waste transportation managed by an authorized third party. Upon the incident, ITM was subject to financial penalty of Rp2 billion. In the future, ITM ensures that the management of waste can be tightly monitored regularly.

Pelibatan Pemangku Kepentingan [102-42]

Pada tahun 2015, Perusahaan telah melakukan identifikasi pemangku kepentingan. Hasil pemetaan pemangku kepentingan ini tetap kami gunakan hingga 2017 sebagai dasar pelibatan pemangku kepentingan. Keberadaan pemangku kepentingan diidentifikasi menggunakan standar AA1000 SES tahun 2015, yaitu melalui *focus group discussion* (FGD) dan *in-depth interview*.

Stakeholder Engagement [102-42]

In 2015, the Company has identified stakeholders. Results of this stakeholder mapping are still in use until 2017 as a basis to engage stakeholders. The stakeholders were identified using the AA1000 SES of 2015 standard, through focus group discussion (FGD) and in-depth interviews.

Perlibatan Pemangku Kepentingan | Stakeholder Engagement [102-40, 102-42, 102-43, 102-44]

KELOMPOK PEMANGKU KEPENTINGAN STAKEHOLDER GROUP	BASIS IDENTIFIKASI IDENTIFICATION BASIS	METODE PENDEKATAN METHOD OF APPROACH	FREKUENSI KETERLIBATAN ENGAGEMENT FREQUENCY	TOPIK UTAMA MAIN TOPICS
Pemegang Saham dan Investor Shareholders and Investors	• Tanggung Jawab Responsibility • Pengaruh Influence • Ketergantungan Dependency	• *Analyst Meeting* Analyst Meeting • Rapat Umum Pemegang Saham General Meeting of Shareholders	Minimal setahun sekali At least once a year	• Keamanan dan tingkat pengembalian investasi Security and return on investment
Pelanggan Customer	• Tanggung Jawab Responsibility • Pengaruh Influence • Ketergantungan Dependency	• Manajemen Keluhan Pelanggan Customer Complaint Management	Minimal setahun sekali At least once a year	• Konsistensi kualitas produk Consistency of product quality • Pengiriman tepat waktu On time delivery
Karyawan Employees	• Tanggung Jawab Responsibility • Pengaruh Influence • Proksimitas Proximity • Perwakilan Representation	• Serikat Pekerja Labor union • Forum Komunikasi Manajemen & Karyawan Management & Employee Communication Forum	Triwulan Quarterly	• Perlakukan adil dan setara dalam perencanaan karir dan remunerasi Fair and equal treatment in career planning and remuneration • Tempat kerja yang aman dan sehat Safe and healthy workplace. • Perubahan iklim yang mempengaruhi proses produksi. Climate change that affects the production process. • Penggunaan air, energi dan emisi. Use of water, energy and emissions.

KELOMPOK PEMANGKU KEPENTINGAN STAKEHOLDER GROUP	BASIS IDENTIFIKASI IDENTIFICATION BASIS	METODE PENDEKATAN METHOD OF APPROACH	FREKUENSI KETERLIBATAN ENGAGEMENT FREQUENCY	TOPIK UTAMA MAIN TOPICS
Pemerintah Government	• Tanggung Jawab Responsibility • Pengaruh Influence • Proksimitas Proximity • Perwakilan Representation	• Rapat-rapat Meetings • Kunjungan site Site visits	Minimal dua kali setahun At least twice a year	• Hubungan yang konstruktif dengan regulator A constructive relationship with the regulator • Kepatuhan pada peraturan dan perundangan Compliance with laws and regulations • Pengelolaan limbah Waste management
Mitra Usaha (vendor, pemasok, agen) Business Partners (vendors, suppliers, agents)	• Pengaruh Influence • Proksimitas Proximity • Ketergantungan Dependence	• Pertemuan Regular Regular Meetings • Sosialisasi kebijakan Dissemination of policy	Minimal setahun sekali At least twice a year	• Proses pengadaan yang wajar dan transparan Reasonable and transparent procurement process • Pembayaran tepat waktu Timely payment
Media Media	• Pengaruh Influences	• Siaran pers Press release • Pertemuan Media Media Gatherings • Jumpa pers Press conference	Minimal setahun sekali At least twice a year	• Akurasi pelaporan Accuracy of reporting • Penyampaian informasi tepat waktu Timely delivery of information
Masyarakat dan Komunitas Society and Community	• Pengaruh Influence • Proksimitas Proximity	• Kegiatan Filantropis Philanthropic Activity • Program pengembangan masyarakat Community development program	Minimal setahun sekali At least twice a year	• Kontribusi pada aspek ekonomi, sosial dan lingkungan untuk mempercepat kemandirian. Contribute to the economic, social and environmental aspects to accelerate independence. • Ketersediaan lapangan kerja Availability of employment • Pengembalian lahan seperti rona awal. Land restoration to the baseline condition.

Pendekatan Manajemen | Management Approach [103-1, 103-2, 103-3]

KEBIJAKAN POLICY

- Visi dan Misi Perusahaan
  Company Vision & Mission
- Kebijakan K3 & KO
  OHS & Operation Policy
- Kebijakan Lingkungan
  Environment Policy
- Kebijakan Manajemen Energi dan Karbon
  Energy and Carbon Management Policy
- Rencana Kerja Anggaran Perusahaan (RKAP)
  Work Plan and Budget
  Key Performance Indicator (KPI)
  Key Performance Indicator (KPI)

KEPATUHAN HUKUM COMPLIANCE TO REGULATION

- UU No. 05 tahun 1990 tentang 'Konservasi Sumber Daya Alam Hayati dan Ekosistemnya'
  Law No. 5 of 1990 on the Conservation of Natural Resources and Ecosystems
- UU No. 23 tahun 1997 tentang 'Manajemen Lingkungan'
  Law No. 23 of 1997 on Environmental Management
- UU No. 4 tahun 2009 tentang 'Pertambangan Mineral dan Batubara'
  Law No. 4 of 2009 on Mineral and Coal Mining
- Peraturan Pemerintah Republik Indonesia No. 23 tahun 2010 tentang 'Pelaksanaan kegiatan pertambangan mineral dan batubara'
  Government Regulation of the Republic of Indonesia No. 23 of 2010 on Implementation of mineral and coal mining activities
- Peraturan Pemerintah Republik Indonesia No. 47 tahun 2012 tentang 'Tanggung Jawab Sosial dan Lingkungan bagi Perusahaan Terbatas'
  Government Regulation of the Republic of Indonesia No. 47 of 2012 on Social and Environmental Responsibility for Limited Liability Company



Pendekatan Manajemen atas Topik Material | Management Approach on Material Topics [103-2, 103-3]

	TARGET KINERJA TARGET OF PERFORMANCE	STRATEGI STRATEGY	PENCAPAIAN 2017 ACHIVEMENT 2017	DEPARTEMEN YANG BERTANGGUNG JAWAB DEPARTMENT IN CHARGE
KINERJA EKONOMI ECONOMIC PERFORMANCE	• Produksi batubara: 25,5 juta ton Coal production: 25.5 million tons • Penjualan batubara: 27,0 juta ton Coal sales: 27.0 million tons	• Pertumbuhan bisnis secara optimalisasi usaha dan diversifikasi usaha Business growth through optimalization and diversification • Peningkatan produktivitas dan rasionalisasi biaya Productivity improvements and cost rationalization • Manajemen nilai di rantai pasokan Value management in supply chain	• Coal production: 22.1 million tons Coal sales: 23.1 million tons • Produksi Batubara: 22,1 juta ton Penjualan batubara: 23,1 Juta ton	• Operations • Finance
KESEHATAN & KESELAMATAN KERJA OCCUPATIONAL HEALTH & SAFETY	• Injury Frequency Rate: <0.19 • CMS EHS: ≥80 % Green Level • SHE AP: ≥45 %	• Penerapan 3 Pilar strategi dalam Sistem Manajemen K3 Implementation of 3 pillars strategy in OHS management system	• Injury Frequency Rate: 0.11 • CMS EHS: 88 % for Green and Gold Level • SHE AP : ≥52 %	• Corporate Service (CS) • Sustainable Development & Compliance & Risk Management (SD & CRM)
REHABILITASI PASCA TAMBANG POST-MINING REHABILITATION	• Pemenuhan RPT Compliance to mine closure plan	• Pelaksanaan reklamasi dan pemantauan vegetasi Implementation of reclamation and vegetation monitoring	• Rata-rata pencapaian kinerja reklamasi: 80 % dari dari Rencana Kerja Anggaran dan Biaya. Reclamation performance in average: 80 % from target plan.	• CS • SD & CRM
LIMBAH PADAT DAN CAIR SOLID AND LIQUID WASTE	Target dan strategi akan direncanakan pada tahun 2019 Target and strategy will be to be established in 2019			
KEANEKARAGAMAN HAYATI BIODIVERSITY	Target dan strategi akan direncanakan pada tahun 2019 Target and strategy will be to be established in 2019			
KOMUNITAS LOKAL LOCAL COMMUNITIES	• Penyerapan dana CD: ≥70 % Realization of CD Budget: ≥70 %	• Pengembangan masyarakat melalui empat pilar Community Development with four principles	• Penyerapan dana CD: 78 % Realization of CD Budget: 78 %	• SD & CRM
AIR WATER	Target dan strategi akan direncanakan pada tahun 2019 Target and strategy will be to be established in 2019			
ENERGI ENERGY	Target dan strategi akan direncanakan pada tahun 2019 Target and strategy will be to be established in 2019			
EMISI EMISSION	• Penurunan emisi GRK 2020: 25 % dengan *baseline* 2012 GHG emission reduction in 2020: 25 % with baseline 2012	• Pelaporan *Carbon Disclosure Project* Reporting based on Carbon Disclosure Project	• Penurunan Emisi GRK 2017: 27,8 % dengan *baseline* 2012 GHG emission reduction in 2017: 27.8 % with baseline 2012	• CS • SD & CRM
KETENAGAKERJAAN MANPOWER	• Tingkat Keterikatan karyawan: ≥70 % Employee Engagement Level: ≥70 %	• Penerapan *HR Strategy* Implementation of HR Strategy	• Tingkat Keterikatan Karyawan: 84,4 % Employee Engagement Level: 84.4 %	• CS • SD & CRM

OPTIMALISASI PERTAMBANGAN DAN LOGISTIK

MINE AND LOGISTICS OPTIMIZATION



Kami menyadari bahwa ITM telah tumbuh menjadi salah satu perusahaan pertambangan batubara terbesar dalam hal produksi di Indonesia. Pencapaian produksi ITM pada tahun 2017 lebih dari 22,1 juta ton dengan jaringan distribusi di Indonesia dan ke 13 negara tujuan ekspor.

We are aware that ITM has grown into one of the largest coal mining companies in terms of production in Indonesia. The production of 2017 reach over 22.1 million tons with distribution network in Indonesia and 13 other countries.



48 Operasi Tambang yang Unggul
Excellent Mine Operation

52 Optimaliasi Biaya Logistik
Optimization of Logistics Costs

54 Mitra Kerja Lokal dalam Rantai Pasokan
Local Business Partner in Supply Chain

55 Keberlanjutan dalam Contractor Management System
Sustainability in Contractor Management System

57 Strategi Pemasaran dan Manajemen Mutu
Marketing Strategy and Quality Management

TARGET TARGET

- Produksi batubara | Coal production
  25,5 JUTA TON MILLION TONS
- Penjualan batubara | Coal sales
  27,0 JUTA TON MILLION TONS

PENCAPAIAN ACHIEVEMENTS

- Produksi batubara | Coal production
  22,1 JUTA TON MILLION TONS
- Penjualan batubara | Coal sales
  23,1 JUTA TON MILLION TONS

Operasi Tambang yang Unggul

MINES OPERATIONS FOR EXCELLENCE

Perusahaan membangun keunggulan dan landasan operasional yang kokoh. Langkah ini telah ITM persiapkan sejak 2013 melalui transformasi bisnis secara bertahap dengan menekankan pada rantai nilai bisnis energi. Meskipun 4 dari 12 anak perusahaan belum beroperasi, ITM optimis akan merealisasikan pertambangan terpadu di tahun 2020.

The Company is building excellence and a solid operational foundation. This move has been prepared by ITM since 2013 through gradual business transformation by emphasizing on value chain of energy business. Although four out of 12 subsidiaries are not yet in operation, ITM is optimistic to realize the integrated mining by 2020.

Keunggulan ITM | ITM Advantages

SALAH SATU PRODUSEN BATUBARA TERBESAR DI INDONESIA ONE OF THE BIGGEST COAL PRODUCER IN INDONESIA

ITM terus bertumbuh secara organik dan inorganik. Melalui akuisisi PT Tepian Indah Sukses, luas WIUP kelolaan ITM menjadi 76.378 ha dan mengoptimalkan Perusahaan untuk terus berupaya mengembangkan sumber daya dan cadangan batubara.

ITM is continuously growing through organically and inorganically. With the acquisition of PT Tepian Indah Sukses in 2017, the managed WIUP areas become 76,378 ha and optimize ITM to improve its coal resource and reserve.

DIVERSIFIKASI MARKET TUJUAN DIVERSIFIED MARKET DESTINATION

Spesifikasi batubara ITM bervariasi berdasarkan sumber tambangnya. ITM memiliki tujuh WIUP yang berdekatan dan beroperasi dalam sebuah jaringan distribusi yang luas. Dengan peluang tersebut, ITM berhasil mengembangkan jenis spesifikasi batubara tersendiri dan untuk memenuhi kebutuhan spesifikasi yang semakin ketat dan memperluas negara tujuan pasar ekspor.

ITM Coal specification varies based on the source of the mine. ITM has seven adjacent WIUPs and operates in an extensive distribution network. With these opportunities, ITM has successfully developed its own types of coal and derivatives to meet increasingly stringent specifications and expand the export market's destination countries.

MANAJEMEN RANTAI PASOKAN ENERGI ENERGY SUPPLY CHAIN MANAGEMENT

ITM memiliki 6 anak perusahaan yang bergerak langsung di sektor pertambangan, dan 6 anak perusahaan lainnya yang bertujuan untuk menunjang pertambangan. Diversifikasi usaha ini secara langsung menurunkan biaya logistik dan memaksimal nilai pemasaran energi, serta sekaligus meningkatkan kemampuan ITM dalam mengendalikan risiko harga komoditas.

ITM has six subsidiaries directly engaged in the mining sector, and six others to support the mining operations. The diversification of these businesses directly lowers logistics costs and maximizes the energy marketing value, as well as improves ITM's ability to control commodity price risks.

POSISI GEOGRAFIS YANG STRATEGIS STRATEGIC GEOGRAPHIC POSITION

Tujuh WIUP beserta seluruh bisnis penunjang tersentral di Kalimantan yang memiliki posisi strategis untuk memenuhi kebutuhan pasar di Southeast Asia. Keuntungan geografis beroperasi dan jalur distribusi yang menjadi titik temu perdagangan batubara, menjadikan ITM mampu menawarkan layanan yang efisien dan efektif.

Seven WIUP along with all the support businesses centralized in Kalimantan that have a strategic position to meet market demand in Southeast Asia. The geographical advantages in operations and distribution channels in the hub of coal trading, enables ITM to offer efficient and effective services.

MATURE ORGANIZATION

Organisasi ITM mengedepankan GCG dan meraih berbagai penghargaan nasional dan internasional. Sejak menjalankan program KOMPAK (Kelompok Peningkatan Aktivitas Kerja), ITM telah menjadi *benchmark* inovasi program di industri tambang bagi perusahaan tambang lainnya.

ITM organization promotes GCG and has won national and international awards. Since running the KOMPAK (Work Enhancement Activity Group) program, ITM has become a benchmark of program innovation in the mining industry for other mining companies.

Penghargaan 2017

Upaya ITM dalam menciptakan kinerja ekonomi yang kokoh tidak hanya terbatas dalam kinerja finansial. Hal ini tercermin dalam perolehan apresiasi di berbagai bidang.

2017 Awards

ITM's efforts to create robust economic performance are not only limited in financial performance. This is reflected in the appreciation received in various fields.

Penghargaan Berdasarkan Lembaga Penyelenggara | Awards Based on Organizers

NO.	PENGHARGAAN AWARDS	LEMBAGA PENYELENGGARA ORGANIZER
	KINERJA KETENAGAKERJAAN MANPOWER PERFORMANCE	
1	**NIHIL KECELAKAAN** ZERO ACCIDENT kepada PT Bharinto Ekatama 2012-2016 for PT Bharinto Ekatama 2012-2016	Kementerian Ketenagakerjaan Republik Indonesia (Kemnaker) Ministry of Manpower of the Republic of Indonesia
2	**NIHIL KECELAKAAN** ZERO ACCIDENT kepada PT Indominco Mandiri 2012-2016 for PT Indominco Mandiri 2012-2016	
3	**SERTIFIKAT EMAS** GOLD CERTIFICATE untuk SMK3 tahun 2015-2017 kepada IMM for OHSMS 2015-2017 by IMM	
4	**PENGHARGAAN PRATAMA-BRONZE** BRONZE AWARD Pegelolaan Keselamatan Pertambangan Kelompok Perusahaan Pertambangan Pemegang IUP, IUPK, dan OPK Pengolahan dan Pemurnian periode 2015-2016 kepada Kitadin Site Embalut, BEK, JBG, TCM, TRUST. in Mining Safety Management of Mining Companies Group of Holders of IUP, IUPK, and OPK for Processing and Refining period 2015-2016 for Kitadin Site Embalut, BEK, JBG, TCM, TRUST.	Kementerian ESDM – Direktorat Jenderal Mineral dan Batubara Ministry of Energy and Mineral Resources - Directorate General of Mineral and Coal
5	**PENGHARGAAN PRATAMA** SILVER AWARD Pegelolaan Keselamatan Pertambangan Kelompok Perusahaan Pertambangan Pemegang IUP, IUPK, dan OPK Pengolahan dan Pemurnian periode 2015-2016 kepada IMM. in Mining Safety Management of Mining Companies Group of Holders of IUP, IUPK, and OPK for Processing and Refining period 2015-2016 for IMM.	
6	**KATEGORI GOLD** GOLD CATEGORY Penghargaan Program Pencegahan dan Penanggulangan (P2-HIV & AIDS) di Tempat Kerja 2017 kepada Indominco Mandiri Prevention and Control Program at Workplace (P2-HIV & AIDS) Award 2017 for Indominco Mandiri	Gubernur Kalimantan Timur East Kalimantan Governor

NO.	PENGHARGAAN AWARDS	LEMBAGA PENYELENGGARA ORGANIZER
	KINERJA LINGKUNGAN ENVIRONMENTAL PERFORMANCE	
1	**PERINGKAT BIRU** BLUE Penghargaan PROPER 2016-2017 kepada Jorong Barutama Greston, Kitadin site Embalut dan Trubaindo Coal Mining PROPER Award 2016-2017 for Jorong Barutama Greston, Kitadin Site Embalut site and Trubaindo Coal Mining	Kementerian LHK Ministry of Environment and Forestry
2	**PENGHARGAAN UTAMA-SILVER** SILVER Penghargaan Pengelolaan Lingkungan Izin Usaha Pertambangan 2017 kepada Indominco Mandiri in Environmental Management, Mining Business Permit 2017 for Indominco Mandiri	Kementerian ESDM - Direktorat Jenderal Mineral dan Batubara Ministry of Energy and Mineral Resources - Directorate General of Mineral and Coal
3	**PENGHARGAAN PRATAMA-BRONZE** BRONZE Penghargaan Pengelolaan Lingkungan Izin Usaha Pertambangan 2017 kepada KTD-EMB, BEK, JBG, TCM, TRUST. Bronze Award in Environmental Management of Mining Business License holder 2017 for Kitadin Embalut, BEK, JBG, TCM, TRUST.	
4	**PIAGAM PENGHARGAAN** CERTIFICATE OF APPRECIATION Atas Dukungan dan Partisipasi Dalam Rangka Memperingati Hari Lingkungan Hidup Sedunia 2017 on Support and Participation to Commemorate World Environment Day 2017	Bupati Kutai Barat West Kutai Regent



NO.	PENGHARGAAN AWARDS	LEMBAGA PENYELENGGARA ORGANIZER
	KINERJA KEMASYARAKATAN COMMUNITY PERFORMANCE	
1	**AWARD PLATINUM** PLATINUM AWARD dari Indonesian CSR Awards (ICA) berbasis SNI ISO 26000: 2013 pada Katagori Pengembangan Masyarakat untuk Program Pengembangan Karyawan dan Komunitas Lingkar Tambang dalam Pencegahan HIV/AIDS from Indonesian CSR Awards (ICA) based on SNI ISO 26000: 2013 in the Community Development Category for Employee Development Program and Mine Circle Community in HIV / AIDS Prevention	Badan Standardisasi Nasional (BSN) Republik Indonesia dan Corporate Forum for Community Development (CFCD) National Standardization Body (BSN) of the Republic of Indonesia and Corporate Forum for Community Development (CFCD)
2	**AWARD EMAS** GOLD AWARD dari Indonesian CSR Awards (ICA) berbasis SNI ISO 26000: 2013 pada Katagori Pengembangan Masyarakat untuk Program Penyediaan Air Bersih berbasis Badan Usaha Milik Desa (BUMDES) from Indonesian CSR Awards (ICA) based on SNI ISO 26000: 2013 in Community Development Category for BUMDES Water Supply Program	
3	**AWARD EMAS** AWARD EMAS dari CSR Vaganza Kutai Kartanegara untuk Program Inovasi bidang pengelolaan lingkungan sekaligus pendidikan dan pengembangan masyarakat from CSR Vaganza Kutai Kartanegara for Innovation Program in environmental management as well as education and community development	Pemerintah Kabupaten Kutai Kartanegara, Kalimantan Timur Government of Kutai Kartanegara Regency, East Kalimantan
4	**AWARD PLATINUM** PLATINUM AWARD dari Indonesian Sustainable Development Award (ISDA) pada: from the Indonesian Sustainable Development Award (ISDA) in the category: • Tujuan SDGs 4 untuk Pengembangan Komunitas Rumah Tangga Miskin melalui Pusat Pembelajaran Masyarakat (CLC) PKBM Fourth Goal of SDGs for Development of Poor Household Community through Community Learning Center (CLC) PKBM • Tujuan SDGs 14 untuk Pengembangan Komunitas Pesisir Bontang Lestari Berbasis Pengelolaan Aneka Produk Rumput Fourteenth Goal of SDGs for Development of Bontang Lestari Coastal Community through Various Grass Products Management	
5	**AWARD EMAS** GOLD AWARD dari Indonesian Sustainable Development Award (ISDA) pada katagori Tujuan SDGs 4 untuk program Pendidikan Usia Dini from the Indonesian Sustainable Development Award (ISDA) in the category of Fourth Goal of SDGs for Early Childhood Education Program (PAUD) Tiara Bunda	Kementerian Perencanaan Pembangunan Nasional RI (Bappenas) dan Corporate Forum for Community Development (CFCD) Ministry of National Development Planning (Bappenas) and Corporate Forum for Community Development (CFCD)
6	**AWARD SILVER** SILVER AWARD dari Indonesian Sustainable Development Award (ISDA) pada: from Indonesian Sustainable Development Award (ISDA) in category: • Tujuan SDGs 6 untuk program Sarana Air Bersih "Airku Sumber Hidupku" Sixth Goal of SDGs for Clean Water Facility program "Airku Sumber Hidupku" (My Water, My Source of Life) • Tujuan SDGs 15 untuk program Budidaya Tanaman Lokal Langka Anggrek melalui pengembangan masyarakat Fifteenth Goal of SDGs for the program of Rare Local Plant Orchid Cultivation through community development • Tujuan SDGs 4 untuk program Pendidikan Terpadu Masyarakat (Peningkatan kompetensi Guru, Lomba siswa, dan Keterampilan Komputer) Fourth Goal of SDGs for Community Integrated Education (Teacher competence enhancement, Student Competition, and Computer Skills)	

Optimalisasi Biaya Logistik

Dengan diakuisisinya PT Gasemas (PTGE) pada tahun 2017, perusahaan distributor bahan bakar, ITM berhasil mengamankan pasokan energi yang lebih optimal. Selain mampu menghemat biaya bahan bakar, diversifikasi usaha melalui PTGE juga memberikan margin pendapatan baru diluar bisnis batubara.

Penghematan biaya logistik yang signifikan dalam rantai pasokan juga ITM capai dengan mengoptimalkan usaha jasa kontraktor oleh anak perusahaan (TRUST), program *step change*, dan pengembangan Teknologi Informasi (TI).

Logistics Cost Optimization

With the acquisition of PT Gasemas (PTGE) in 2017, a fuel distributor, ITM managed to secure a more optimal energy supply. In addition to being able to reduce fuel costs, business diversification through PTGE also provides new margin of income from non-coal business.

ITM's significant reduction of logistics cost in the supply chain was achieved by optimizing the contractor business service of subsidiary (TRUST), step change program, and development of Information Technology (IT).

Beberapa Upaya Efisiensi Signifikan | Significant Efficiency Efforts

PROGRAM *STEP CHANGE* STEP CHANGE PROGRAM

Program *Step Change* dikembangkan untuk meningkatkan inti bisnis yang kompetitif dengan mengurangi biaya dan menyelaraskan operasi. Di tahun 2017, ITM berhasil mengurangi jarak tempuh transportasi *overburden*, mengoptimalkan waktu dan besar pengangkutan *tug & barge*, serta beberapa efisiensi lainnya. Jumlah penghematan yang dicapai sebesar 25,8 juta USD, lebih besar dari yang ditargetkan 8,3 juta USD.

The Step Change program was set up in order to increase competitiveness of the core business by reducing costs and streamlining operations. In 2017, ITM was able to reduced overburden transportation distance, optimized the time and size of tug & barge, as well as accomplished other efficiencies. The saving value is amounted to 25.8 million USD, higher than the saving plan of 8.3 million USD.

PENERAPAN SISTEM *IN-PIT CRUSHING & CONVEYING* IMPLEMENTATION OF IN-PIT CRUSHING & CONVEYING SYSTEM

Sistem *In-Pit Crushing & Conveying* (IPCC) adalah suatu proses penambangan yang menggabungkan pekerjaan *semi-mobile crusher, conveyor*, dan *spreader* untuk pengelolaan dan pengangkutan tanah penutup yang lebih efisien. Penerapan IPCC dapat menghemat biaya pengangkutan lapisan tanah penutup menggunakan konveyor sehingga rasio pengupasan dapat ditingkatkan dan secara tidak langsung meningkatkan jumlah cadangan yang dapat ditambang. Selain itu, prosesnya lebih ramah lingkungan dan aman dengan PLTU berbahan bakar batubara dan mengurangi kebutuhan aktivitas transportasi.

The In-Pit Crushing & Conveying (IPCC) system is a mining process that combines semi-mobile crusher, conveyor, and spreader for efficient works in management and transportation of ground cover. IPCC implementation can reduce the cost of transporting overburden to increase stripping ratio and indirectly increase the amount of reserves that can be mined. In addition, the process is more environmentally friendly and safe facilitated with Coal-Fired Power Plant, and reduce the necessity of transportation activities.

MINE GEOGRAPHIC INFORMATION SYSTEM MINE GEOGRAPHIC INFORMATION SYSTEM

Mine Geographic Information System dikembangkan di tahun 2017 untuk memudahkan karyawan memetakan luas, kordinat, dan lokasi lahan vegetasi, bukaan lahan, dan kegiatan tambang lainnya.

The Mine Geographic Information System was developed in 2017 to facilitate employees in mapping the area, coordinates, and location of vegetation land, land clearing, and other mining activities.

Meningkatnya harga komoditas batubara ke tingkat tertinggi sepanjang empat tahun terakhir, menjadikan kinerja industri batubara mengalami penguatan yang signifikan. Meski demikian, fluktuasi harga batubara yang tajam menyebabkan harga dalam jangka panjang tidak menentu. ITM menyikapinya dengan tetap fokus pada produktivitas dan rasionalisasi biaya untuk menjaga nilai perusahaan yang berkelanjutan.

Pengelolaan biaya yang lebih efisien, memungkinkan Perusahaan untuk mendistribusi nilai ekonomi yang terjaga untuk mempertahankan marjin usaha yang positif.

Rising coal commodity prices to the highest level during the last four years, significantly strengthened the performance of the coal industry. However, sharp fluctuations in coal prices caused uncertainty of long term prices. ITM addressed this by focusing on productivity and cost rationalization to maintain a sustainable company value.

More efficient cost management, enabling the Company to distribute a stable economic value to maintain a positive business margin.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan | Economic Value Generated and Distributed [201-1]

Ribu USD | Thousand USD

	2017	2016	2015
NILAI EKONOMI YANG DIHASILKAN ECONOMIC VALUE GENERATED			
PENDAPATAN BERSIH NET REVENUES	1,689,525	1,367,498	1,589,409
PENDAPATAN BUNGA BANK DAN DEPOSITO INCOME BANK INTEREST AND TIME DEPOSIT	3,387	2,381	4,378
PENDAPATAN/ (PENGELUARAN) SELISIH KURS FOREIGN EXCHANGE INCOME/(EXPENSES)	(349)	(3,826)	(4,838)
PENDAPATAN/ (PENGELUARAN) LAIN-LAIN OTHER INCOME/(EXPENSES)	(29,069)	(15,122)	(53,676)
NILAI EKONOMI YANG DIHASILKAN ECONOMIC VALUE GENERATED	1,663,494	1,350,931	1,535,273
NILAI EKONOMI YANG DIDISTRIBUSIKAN ECONOMIC VALUE DISTRIBUTED			
BIAYA OPERASIONAL OPERATIONAL COSTS	956,703	837,400	1,107,558
GAJI KARYAWAN DAN BENEFIT LAINNYA: EMPLOYEE SALARIES AND OTHER BENEFITS			
• **KARYAWAN OPERASIONAL** OPERATIONAL EMPLOYEES	43,642	38,711	40,646
• **KARYAWAN ADMINISTRASI DAN PENJUALAN** ADMINISTRATIVE AND SALES EMPLOYEE	15,663	12,004	12,276
JUMLAH GAJI KARYAWAN DAN MANFAAT LAINNYA TOTAL EMPLOYEE SALARIES AND OTHER BENEFITS	59,305	50,715	52,922
PEMBAYARAN KEPADA PENYANDANG DANA PAYMENTS TO PROVIDERS OF CAPITAL			
• **DIVIDEN KEPADA PEMEGANG SAHAM** DIVIDEND TO SHAREHOLDERS	199,050	41,573	114,538
• **BUNGA PINJAMAN KEPADA BANK** LOAN INTEREST TO THE BANK	52	59	-
PENGELUARAN UNTUK PEMERINTAH (PAJAK, ROYALTI, DAN LAINNYA) PAYMENTS TO GOVERNMENT (TAXES, ROYALTY, AND OTHERS)	322,073	235,965	271,444
PENGELUARAN UNTUK MASYARAKAT COMMUNITY INVESTMENTS	1,117	2,175	1,864
NILAI EKONOMI YANG DIDISTRIBUSIKAN ECONOMIC VALUE DISTRIBUTED	1,538,300	1,167,887	1,548,326
NILAI EKONOMI YANG DITAHAN ECONOMIC VALUE RETAINED	125,194	183,044	(13,053)

Keterangan | Notes [102-45]

Sumber Laporan Laba Rugi Konsolidasi yang telah diaudit. Kinerja ekonomi meliputi seluruh anak perusahaan; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, PTGE. Informasi keuangan tidak dapat disajikan berdasarkan wilayah, daerah pemasaran, atau kriteria lainnya.
Source from Audited Consolidated Income Statements. The economic performance figures cover all subsidiaries; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, PTGE. Financial information can not be presented by region, marketing area, or other criteria.

Mitra Lokal Dalam Rantai Pasokan [102-10]

Dengan visi: Perusahaan membangun masyarakat lokal secara berkelanjutan, ITM menjalin kerjasama dengan perusahaan sebagai pemasok barang maupun jasa, dengan prioritas kontraktor lokal di sekitar area tambang. Penerapan strategis ini mengacu Peraturan Kementerian ESDM No.28 Tahun 2009 yang mendukung alih pengetahuan, pengembangan tenaga kerja lokal, dan penyerapan pendapatan asli daerah.

ITM bersama perusahaan mitra kerja yang terdaftar telah memberdayakan pekerja lokal asal daerah Kalimantan berdasarkan *point of hire*. Pada tahun 2017, pekerja asal daerah yang diberdayakan ITM mencapai 2.130 karyawan dan 12 % diantaranya berhasil menempati posisi operational leader ke atas.

Dari jumlah vendor dan kontraktor terdaftar, 97,3 % diantaranya berasal dari Indonesia dengan nilai kontrak pekerjaan mencapai 99,0 % dari keseluruhan nilai pengadaan barang dan jasa.

Local Partner In Supply Chain [102-10]

With a vision: The Company develops local communities sustainably, ITM cooperates with companies as supplier of goods and services, with priority for local contractors around the mining area. This strategic implementation refers to the Ministry of Energy and Mineral Resources Regulation No.28 of 2009 that supports the transfer of knowledge, development of local workforce, and the absorption of regional income.

ITM and its registered partners have empowered local workers from Kalimantan based on point of hire. In 2017, workers from regions empowered by ITM reached 2,130 employees and 12 % of them managed to occupy the position of operational leader and above.

Of the total number of registered vendors and contractors, 97.3 % of them are from Indonesia with contract value reaching 99.0 % of the total value of goods and services procurement.

Jumlah Pemasok dan Nilai Pengadaan Barang dan Jasa (dalam USD) |
Number of Suppliers and Value of Procurement of Goods and Services (in USD)

KATEGORI CATEGORY	JUMLAH VENDOR DAN KONTRAKTOR NUMBER OF VENDORS AND CONTRACTORS	NILAI PENGADAAN BARANG DAN JASA VALUE OF PROCUREMENT OF GOODS AND SERVICES	PERSENTASE NILAI PENGADAAN PERCENTAGE OF PROCUREMENT VALUE
NASIONAL NATIONAL	1,281	147,921,974	99%
INTERNASIONAL INTERNATIONAL	53	1,406,595	1%
JUMLAH TOTAL	1,316	149,328,569	100%

Keberlanjutan dalam *Contractor Management System* (CMS)

Selain memberikan keutamaan bagi mitra kerja lokal, ITM juga melakukan pengembangan dan pengukuran kinerja kontraktor yang konsisten dan menyeluruh melalui *Contractor Management System* (CMS). Departemen Operation setiap kwartal dan setiap tahun mengelola dan mengevaluasi kinerja CMS.

Sustainability in Contractor Management System (CMS)

In addition to giving priority to local partners, ITM also undertakes the development and measurement of contractor's consistent and comprehensive performance through Contractor Management System (CMS). The Operations Department every quarter and annually manages and evaluates the performance of the CMS.

Manfaat CMS bagi Mitra Kerja | CMS Benefits for Partners

TOLAK UKUR CMS LINGKUNGAN, KESELAMATAN DAN KESEHATAN KERJA
BENCHMARK OF CMS ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY (EHS)

CMS EHS memampukan ITM untuk menciptakan pencatatan keselamatan dan kualitas kerja yang berstandar dan menyeluruh. Tolak ukur meliputi kebijakan, perencanaan, pelaksanaan, pemantauan, hingga tinjauan manajemen. Dengan demikian sistem ini mendorong perbaikan kinerja K3 dan lingkungan yang berkelanjutan dan pengembangan inovasi program lingkungan.

CMS enables ITM to create standardized and comprehensive safety recording and work quality. Benchmarks include policy, planning, implementation, monitoring, to management reviews. Thus, this system encourages the improvement of sustainable OHS and environment performance, as well as the development of environmental program innovation.

SINERGI CD MELALUI FORUM *COMMUNITY DEVELOPMENT* CD SYNERGY THROUGH COMMUNITY DEVELOPMENT FORUM

Forum Pengembangan Masyarakat mensinergikan program pengembangan masyarakat yang dilakukan bersama antara anak usaha ITM dan seluruh kontraktornya. Dengan demikian lingkup cakupan pengembangan masyarakat di sekitar wilayah operasi menjadi lebih luas dengan penyerapan dana yang efektif.

The Community Development Forum synergizes the community empowerment program undertaken by ITM subsidiaries and all its contractors. Thus the coverage of community development around the operation area becomes wider with effective fund absorption.

PROGRAM *POOLING* BAHAN BAKAR FUEL POOLING PROGRAM

Pooling bahan bakar mengamankan pasokan bahan bakar bagi ITM dan seluruh kontraktor di operasional site. Disertai perolehan diskon pembelian bahan bakar dan efsiensi logistik, program ini tidak hanya dapat menurunkan biaya bahan bakar tetapi sekaligus mengendalikan risiko kehilangan persediaan bahan bakar.

Pooling fuel secures fuel supply for ITM and all contractors at operational sites. With discounted prices on fuel purchases and logistics efficiency, the program not only reduces fuel costs but also controls the risk of losing inventory of fuel.

PERTEMUAN EKSEKUTIF KONTRAKTOR PENAMBANGAN TAHUNAN
ANNUAL MINING CONTRACTOR EXECUTIVE MEETING

Setiap tahun, ITM bersama pimpinan tertinggi dari masing-masing kontraktor memperkuat kemitraan dengan menyelaraskan target tahun mendatang, berbagi pengetahuan, dan memberikan penghargaan berdasarkan hasil audit CMS EHS.

Each year, ITM together with the top leaders of each contractor strengthen the partnership by aligning the next year's target, sharing knowledge, and presenting awards based on CMS EHS audit results.

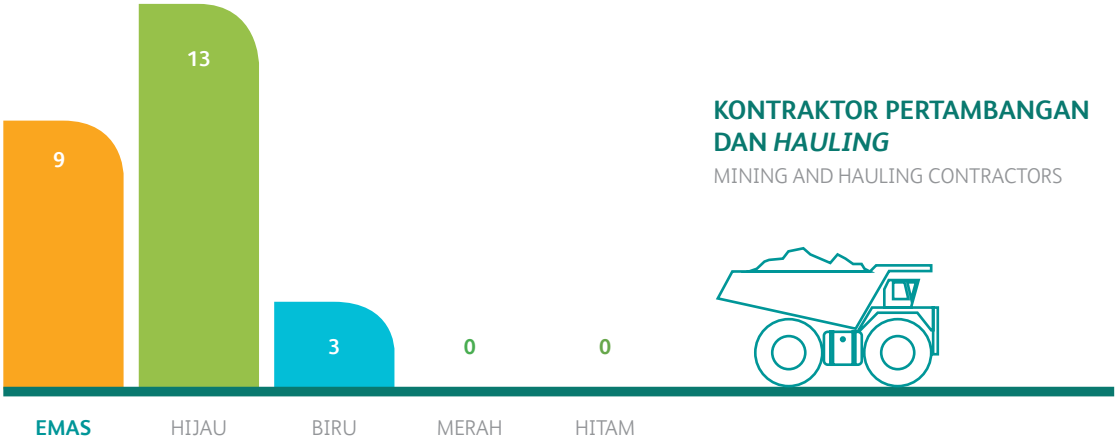
Dalam rangka memastikan bahwa seluruh (100 %) kontraktor yang bekerja sama dengan Perusahaan tidak menghasilkan dampak negatif terhadap praktik ketenagakerjaan dan Hak Asasi Manusia (HAM), ITM menyertakan klausul dan persyaratan tertentu, meliputi pemenuhan upah minimum, jam kerja, tempat kerja aman, dan pelatihan K3.

In order to ensure that all (100 %) contractors working with the Company do not have a negative impact on labor and human rights practices, ITM includes certain clauses and requirements, including the compliance with minimum wages, working hours, safe workplaces and OHS training.

Pelanggaran atas klausul dalam kontrak kerja akan ditindak lanjuti dengan keras, di antaranya pemutusan kontrak. Pada waktu yang sama, ITM juga memberikan evaluasi perbaikan dan penghargaan berdasarkan hasil audit dan penilaian CMS EHS tahunan.

Violations of clauses in the work contract will be strictly followed up, including termination of the contract. At the same time, ITM also provides an evaluation of improvements based on the results of annual CMS EHS audit internal as 'gold' level indicates the best result.

Penilaian CMS EHS kepada Kontraktor 2017 | Contractors CMS EHS Assessment in 2017







Strategi Pemasaran Dan Manajemen Mutu

Ketika harga batubara melemah, keberadaan perjanjian penjualan jangka panjang dengan volume dan harga yang tetap menjadi salah satu strategi sebagian besar perusahaan tambang dalam mengelola risiko perubahan harga dan menjamin kestabilan pasokan. Namun demikian, kebijakan relaksasi ini juga yang mempengaruhi melemahnya harga batubara ketika harga pasar *on spot* mengalami kenaikan.

ITM melakukan beberapa strategi dengan menjalankan Kerangka Kerja Manajemen Mutu untuk menjaga posisi pasar. Penerapan manajemen mutu yang komprehensif dimulai dari tahap penambangan, pengangkutan, penyimpanan dan pengolahan, hingga tahap pengapalan. Perusahaan konsisten memenuhi pengiriman batubara secara tepat waktu dan dengan demikian, ITM tidak mengalami *delay*, tidak ada produk yang ditarik kembali, maupun tidak menambah biaya *demurrage*.

Strategi Menjaga Posisi Pasar:

1. Pemasaran batubara *blending* yang memiliki spesifikasi tersendiri dan turunannya untuk memperluas target pasar.
2. Pemasaran batubara ditujukan langsung kepada user tanpa melalui perantara.
3. Pengelolaan diversifikasi penjualan dan perdagangan batubara dengan kontrak jangka panjang dan pasar *on spot*.
4. Penjaminan kualitas batubara dengan manajemen mutu dan asuransi selama perjalanan dan disertai layanan *quality assurance*.
5. Program keanggotaan Platinum dan Gold yang memberikan manfaat layanan prioritas dan purna jual meliputi dukungan ahli khusus pembakaran batubara. Hingga akhir tahun pelaporan, terdapat 7 pelanggan Platinum dan 31 pelanggan Gold.

Marketing Strategy And Quality Management

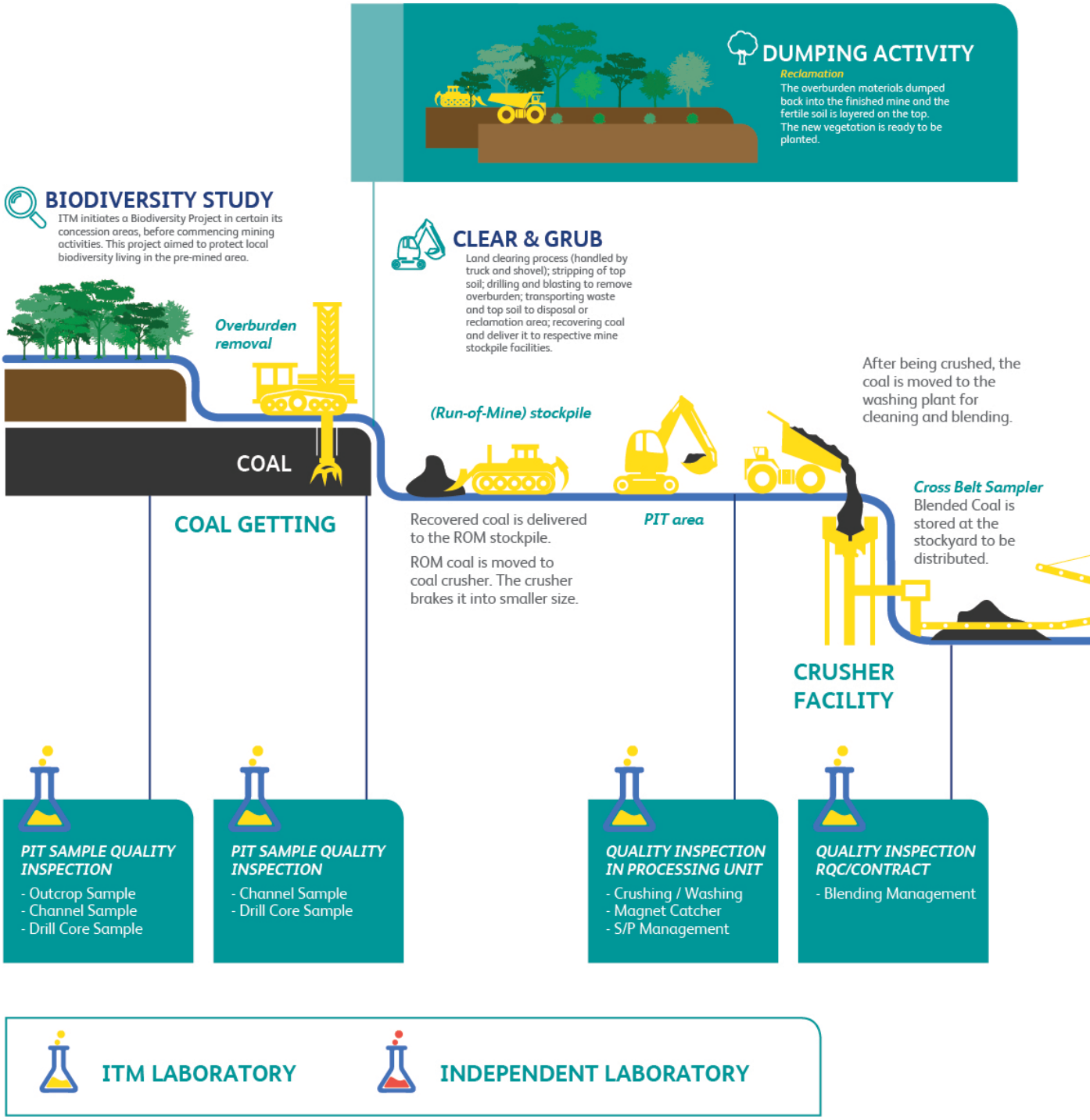
When coal prices weaken, the long-term sales agreements with fixed volume and prices remain one of the strategies of most mining companies in managing the risk of price changes and ensuring supply stability. However, this relaxation policy also affects the weakening coal prices when the on spot market price increases.

ITM undertakes several strategies by conducting a Quality Management Framework to maintain market position. The implementation of comprehensive quality management starts from mining, transportation, storage and processing, up to shipment stage. The Company consistently meets the delivery of coal in a timely manner and thus, ITM does not experience any delays, no product is withdrawn, nor does it increase demurrage charges.

Strategy to Maintain Market Position:

1. Marketing blending coal that has its own specifications and derivatives to expand the target market.
2. Coal marketing is conducted directly to the user without intermediary.
3. Managing diversified sales and trading of coal with long-term contracts and on-spot markets.
4. Coal quality assurance by quality management and insurance during the delivery as well as quality assurance services.
5. Platinum and Gold membership program that provides priority and after sales service benefits including support from specialist in coal combustion. By the end of the reporting year, there were seven Platinum customers and 31 Gold customers.

Manajemen Mutu di Beberapa Tahapan Operasi | Quality Management in Several Stages of Operation



Kerangka Kerja Manajemen Mutu

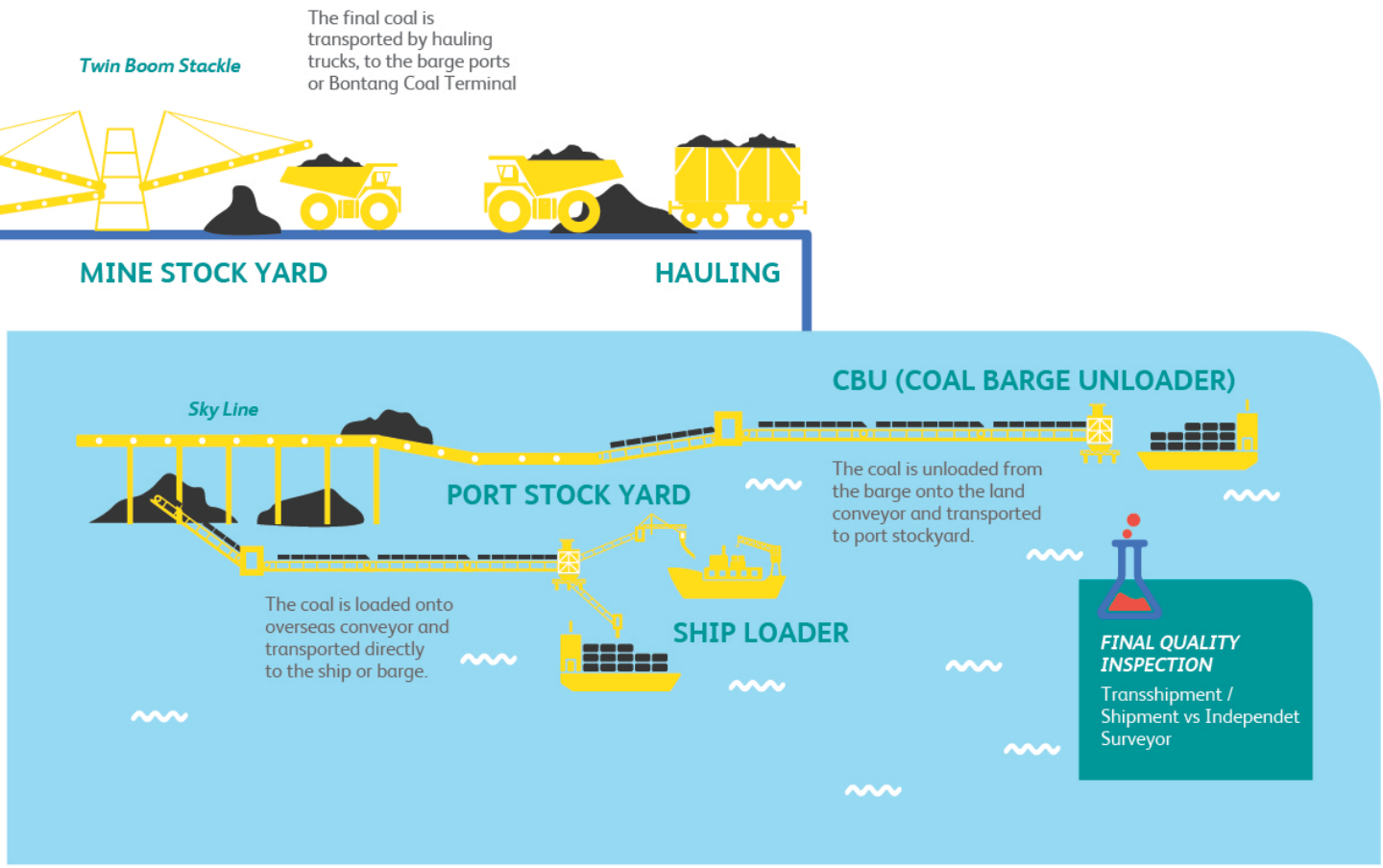
1. Menjaga konsistensi mutu produk sesuai kontrak
2. Fleksibel dalam jadwal kirim
3. Menyediakan layanan total termasuk penggunaan batubara dan emisi di pembangkit listrik pelanggan
4. Menerima saran peningkatan mutu dari pelanggan
5. Memperhatikan dan menanggapi dengan baik keluhan pelanggan sesuai dengan pedoman layanan

Quality Management Framework

1. Maintain product quality consistency according to contract
2. Flexible in delivery schedule
3. Provide total services including coal usage and emissions at customer power plants
4. Accept quality improvement suggestions from customers
5. Paying attention and respond to customer complaints in accordance with the service guidelines

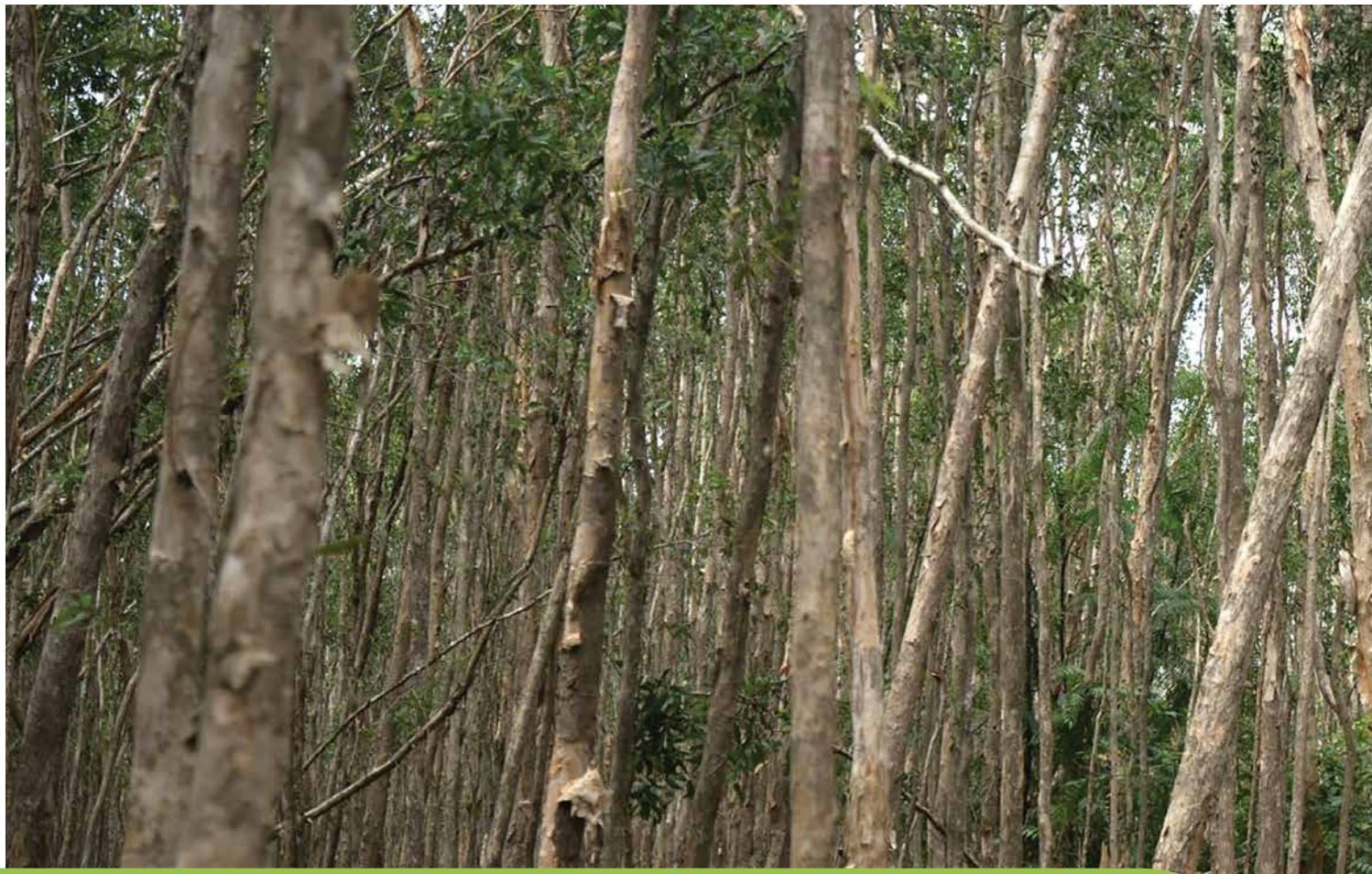
Layanan yang prima kepada pelanggan di 14 negara juga dievaluasi secara berkala dengan melakukan survei kepuasan khusus kepada pelanggan utama. Beberapa faktor penilaian yang menjadi dasar survei, antara lain konsistensi kualitas batubara, realibilitas pengiriman kargo, kontaminsasi batubara, harga, fleksibilitas jadwal pengapalan, karakteristik pembakaran, dan penanganan batubara. Hasil dari evaluasi menjadi dasar bagi ITM untuk memperbaiki layanan yang lebih baik.

Service excellence to customers in 14 countries is also regularly evaluated by conducting a special customer satisfaction survey. Some of the assessment factors as basis of the survey are, among others, the consistency of coal quality, cargo delivery reliability, coal contamination, pricing, shipping schedule flexibility, combustion characteristics, and coal handling. The results of the evaluation becomes the basis for ITM to improve better services.



PENGELOLAAN LINGKUNGAN

ENVIRONMENTAL MANAGEMENT



Selama tahun 2017 ITM secara sungguh-sungguh melakukan pengelolaan dan pemantauan dengan menerapkan teknologi dan inovasi untuk meminimalkan dampak lingkungan. Buah dari kerja keras ini adalah pengakuan dari Kementerian LHK dalam bentuk pemberian penghargaan Proper Biru yang diterima JBG, TCM, dan Kitadin Site Embalut.

During 2017, ITM conducted management and monitoring by applying technology and innovation to minimize environmental impact. The hard work was recognized by the Ministry of the Environment in the form of a Blue Proper award received by JBG, TCM, and Kitadin Site Embalut.



62 Manajemen Pascatambang
Post mining Management

63 Reklamasi dan Keanekaragaman Hayati
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Rainfall Impact Control

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Water Management

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Energy Management

71 Manajemen Karbon
Carbon Management

74 Pengelolaan Limbah
Waste Management

TARGET TARGET

- Pemenuhan rencana reklamasi RPT
  Compliance with mine closure plan
- Penurunan emisi GRK 2020 I GHG emission reduction in 2020

25% REDUCTION ON 2020
WITH BASELINE 2012

PENCAPAIAN ACHIEVEMENTS

- Rata-rata pencapaian kinerja reklamasi:
  Reclamation performance in average:

80% DARI RKAB
FROM TARGET PLAN

- Penurunan Emisi GRK 2017 I GHG emission reduction in 2017:

27.8% REDUCTION ON 2017
WITH BASELINE 2012

Manajemen Pascatambang

POST-MINING MANAGEMENT [MM10]

Sejak 2016, kegiatan penambangan di KTD Tandung Mayang telah dihentikan. Untuk mengoptimalkan berbagai hal terkait pascatambang, ITM membentuk organisasi yang fokus kepada kegiatan tutup tambang dan dipimpin oleh Kepala Teknik Tambang pada tahun 2016. Organisasi inilah yang bertanggung jawab atas penerapan dokumen Rencana Pascatambang (RPT) yang telah disetujui pemerintah.

Since 2016, mining activities at KTD Tandung Mayang had been halted. To optimize matters related to post-mining, ITM established an organization focused on mine closure activities and led by the Mining Technical Head in 2016. This organization was in charge for the implementation of the Post-mining Plan (RPT) document that has been approved by the Government.

Beberapa Kebijakan dan Penerapan RPT Tandung Mayang [MM10]
Policies and Implementation of Tandung Mayang RPT

PEMENUHAN ASPEK LEGALISTAS LEGAL ASPECT COMPLIANCE

Pemenuhan aspek legalitas kegiatan pascatambang berdasarkan surat Bupati Kutai Timur No.540/857.1/Distamben-PU/VIII/2014 dan sudah dilakukan komunikasi kepada pemangku kepentingan.

Compliance with legal aspects of post-mining activities based on letter of East Kutai Regent No.540/857.1/Distamben-PU/VIII/2014 and has been communicated to stakeholders.

PENGELOLAAN TENAGA KERJA MANPOWER MANAGEMENT

Pemenuhan kesejahteraan karyawan dilaksanakan terutama dengan kebijakan pelatihan kewirausahaan bagi seluruh karyawan. Selain itu, 417 karyawan mendapatkan kesempatan berkarir di perusahaan lain di bawah grup ITM.

The fulfillment of employee welfare is carried out primarily by the policy of entrepreneurship training for all employees. In addition, 417 employees had career opportunities at other companies under the ITM group.

REALISASI RENCANA REKLAMASI REALIZATION OF RECLAMATION PLAN

Pemenuhan tanggung jawab reklamasi bekas tambang dilakukan melibatkan kontraktor sejak 2016 sampai penyerahan lahan pasca tambang dengan rencana biaya reklamasi lebih dari 4,8 miliar rupiah. Pascatambang mencakup 229,4 ha area vegetasi atau 75 % dari 305,4 ha area terganggu. Reklamasi lahan akan dikembalikan menjadi kawasan hutan sesuai dengan peruntukannya.

The fulfillment of ex-mining reclamation responsibilities have been involving contractors since 2016 to handover of post-mining land with a reclamation cost plan of more than IDR4.8 billion. Post-mining includes 229.4 ha of vegetation area or 75 % of 305.4 ha of disturbed land area. Land reclamation will restore forest area according to its designation.

PENGEMBANGAN MASYARAKAT COMMUNITY DEVELOPMENT

Pengembangan masyarakat di 6 desa dampingan dilakukan sejak 2009. Dengan fokus utama dalam pengembangan peternakan, pertanian kelapa sawit, dan pelatihan *capacity building* untuk persiapan industri mandiri.

Community development in six assisted villages has been conducted since 2009. With the main focus in the development of farming, oil palm agriculture, and capacity building training for independent industry preparation.

Selanjutnya, pada tahun 2019, penambangan di JBG akan memasuki tahap pascatambang dan beberapa kebijakan serupa juga telah dipersiapkan. Bersamaan dengan pemenuhan komitmen ini, ITM menempatkan jaminan pascatambang sebesar 182,2 miliar rupiah.

Furthermore, by 2019, mining in JBG will enter the post-mining stage and several similar policies have also been prepared. Along with the fulfillment of this commitment, ITM placed a post-mining guarantee of IDR182.2 billion.

Reklamasi dan Keanekaragaman Hayati

Bersamaan dengan kegiatan reklamasi lahan bekas tambang, ITM juga melakukan pengelolaan lahan reklamasi di WIUP lainnya sesuai izin pemanfaatan utama yang ditentukan. Sejak beroperasi, ITM telah melakukan studi Amdal dan menyusun Rencana Pengelolaan Lingkungan (RKL & RPL) sebagai dasar menentukan upaya pengelolaan lahan yang terganggu.

Reclamation and Biodiversity

Along with the mined land reclamation activities, ITM also conducts reclamation land management in other WIUPs according to the designated primary utilization permit. Since its operation, ITM has made Amdal study and developed an Environmental Management Plan and Environmental Monitoring Plan (RKL & RPL) as the basis to determine efforts of disturbed land management.









Beberapa Upaya Pengelolaan Lahan Terganggu | Disturbed Land Management Efforts

AKTIFITAS TAMBANG MINE ACTIVITY	DAMPAK LINGKUNGAN ENVIRONMENTAL IMPACTS	MITIGASI MITIGATION
PEMBUKAAN LAHAN LAND CLEARING	Peningkatan laju erosi, peningkatan sedimentasi dan penurunan tingkat kesuburan tanah Increased erosion rate, increased sedimentation and decreased soil fertility	1. Menimbun tanah pucuk pada tempat yang aman dari erosi maupun kegiatan penambangan Pile top soil in a safe place from erosion or mining activities 2. Menanam rerumputan (cover crop) jenis CP, CM, dan Muccuna untuk mengendalikan hanyutnya tanah pucuk terangkut air larian dan menjaga kesuburan tanah. Plant cover crop of CP, CM, and Muccun to control the drift of top soil by runoff and maintain soil fertility 3. Menerapkan sempadan sungai selebar 50 meter kanan-kiri sungai yang merupakan Sub-Sub DAS, sebagai kawasan konservasi. Implement a 50-meter-wide river border that is a Sub-Sub DAS, as a conservation area. 4. Menerapkan metode penambangan gali timbun ke belakang (*back filling*) atau *in pit dump* Apply mining method of back filling or in pit dump
PENGGALIAN BATUAN PENUTUP EXCAVATION OF OVERBURDEN	Perubahan bentang alam, peningkatan laju erosi dan peningkatan sedimentasi Changes in landscape, increased erosion rates and increased sedimentation	1. Melakukan reklamasi dan revegetasi lahan sesuai rencana reklamasi Reclamation and revegetation of land in accordance with the reclamation plan 2. Memelihara pertumbuhan tanaman revegetasi Maintain the growth of revegetation plants
PENGGALIAN, PEMUATAN DAN PENGANGKUTAN BATUBARA EXCAVATION, LOADING AND TRANSPORTATION OF COAL	Penurunan kualitas udara, peningkatan kebisingan dan perubahan bentang alam The decline in air quality, increased noise and landscape change	1. Melakukan perawatan mesin-mesin secara rutin pada alat-alat berat yang digunakan, agar diperoleh pembakaran sempurna Conduct maintenance of engines on heavy equipment used regularly for complete combustion 2. Melakukan penyiraman jalan pada tapak tambang, jalan angkut, lokasi pengoperasian fasilitas, sarana dan prasarana tambang. Conduct road watering on mined land, haul road, facility operating location, mine facilities and infrastructure. 3. Menerapkan kecepatan rendah khususnya untuk kendaraan angkut batubara (maksimum 40 km/jam) Use low speed especially for coal haul vehicles (maximum 40 km/h) 4. Melakukan reklamasi dan revegetasi lahan sesuai dengan rencana Conduct reclamation and revegetation of land according to the plan

Secara kumulatif, ITM telah menanam 5,8 juta pohon. Pelestarian lahan reklamasi dan kawasan hutan alam sekitar dilakukan bersama perusahaan mitra kerja dan dipantau secara berkala oleh Instansi Pemerintah.

Cumulatively, ITM has planted 5.8 million trees. The preservation of reclaimed land and natural forest area was conducted with the partner company and monitored regularly by the Government Agency.

Realisasi Kegiatan Reklamasi dan Revegetasi di Lokasi Tambang
Realization of Reclamation and Revegetation at Mine Sites

PARAMETER PARAMETER	AKUMULASI ACCUMULATION	2017	2016	2015
LAHAN TERGANGGU DISTURBED AREA ha	23,056	891	949	1,551
LAHAN REKLAMASI RECLAMATION LAND ha	11,320	562	955	1,044
LAHAN REVEGETASI REVEGETATED AREA ha	11,233	494	800	680
JUMLAH POHON NUMBER OF TREES Batang I Trees	5,864,990	682,154	943,936	864,601

Dari seluruh luasan area wilayah izin usaha pertambangan ITM yang sudah beroperasi, Perusahaan telah menjalankan rencana konservasi keanekaragaman hayati di anak perusahaan BEK dan IMM. Kami bekerjasama dengan Unit Pelayanan Teknis (UPT) Kebun Raya Purwodadi di bawah kelola Lembaga Ilmu Pengetahuan Indonesia (LIPI).

Of the total of ITM mining business license area that has been operating, Company has put in place a conservation plan for biodiversity in subsidiaries of BEK and IMM. We cooperate with Technical Service Unit (UPT) of Purwodadi Botanical Garden under the management of Indonesian Institute of Sciences (LIPI).

Daftar Flora Dilindungi di Lahan Reklamasi | List of Protected Flora at Reclaimed Land [304-4]

NAMA ILMIAH SCIENTIFIC NAME	STATUS PERLINDUNGAN BERDASARKAN IUCN IUCN PROTECTION STATUS
Psydrax dicoccos	Vulnerable
Shorea smithiana	Critically endangered
Shorea lamelatta	Critically endangered
Shorea peltata	Critically endangered
Shorea agami	Endangered
Hopea pachycarpa	Vulnerable
Aglaia crassinervia	Near threatened



ISMANTO SARAGIH
HSEC Department

Selama 2017, kami menanam 1,9 juta pohon, terdiri dari pohon tanaman lokal yang selama ini tumbuh di kawasan hutan. Hingga akhir tahun 2017, sudah ada pohon Meranti (*Shorea Balangeran*), Garu (*Aquilaria malacensis*), Ulin (*Eusideroxylon swager*), Nyatoh (*Palaquium walsurifolium*), Kapur (*Dryobalanop lanciolata*), dan tanaman lokal lainnya.
"During 2017 we planted 1.9 million trees, consisted of local plants grown in forest areas. Until the end of 2017, there were trees such as Meranti trees (Shorea Balangeran), Gaharu (Aquilaria malacensis), Ulin (Eusideroxylon swager), Nyatoh (Palaquium walsurifolium), Kapur (Dryobalanop lanciolata), and other local plants".

Program Rehabilitasi DAS

Sesuai dengan ketentuan yang berlaku, Perusahaan melakukan kegiatan reklamasi di dalam areal Izin Pinjam Pakai Kawasan Hutan (IPPKH). ITM berkomitmen melaksanakan penanaman di daerah aliran sungai (DAS) pada berbagai lokasi, yang kemudian akan diserahkan kepada Direktorat Jenderal Pengendalian DAS dan Hutan Lindung, Kementerian LHK, dan selanjutnya diserahkan kepada pemangku kawasan untuk dikelola lebih lanjut.

Watershed Rehabilitation Program

In accordance with Government Regulation, the Company conducts reclamation within the area of Borrow and Use of Forest Areas Permit (IPPKH). ITM is committed to implement the rehabilitation of watersheds (DAS) in various locations, which is then submitted to the Directorate General of Watershed Control and Forest Reserve of the Ministry of Environment and Forestry. Hereinafter to be submitted once again to a district stakeholder for further development.

Kepatuhan Hukum atas Penanaman di Kawasan DAS
Compliance to Regulation regarding Planting in Watershed Area

PP No.24 Tahun 2010 jo PP No.105 Tahun 2015 Tentang Penggunaan Kawasan Hutan
Government Regulation No.24 of 2010 in conjunction with Government Regulation No.105 of 2015 on The Usage Of Forest Area

Permen LHK No.P.50/Menlhk/Setjen/Kum.1/6/2016 Tentang Pedoman Pinjam Pakai Kawasan Hutan
Minister of Environment Regulation NoP.50/Menlhk/Setjen/Kum.1/6/2016 on Guidelines for Borrow and Use of Forest Area

Permen LHK No.P.89/Menlhk/setjen/kum.1/11/2016 Tentang Pedoman Penanaman Bagi Pemegang Izin Pinjam Pakai Kawasan Hutan Dalam Rangka Rehabilitasi Daerah Aliran Sungai
Minister of Environment Regulation NoP.89/Menlhk/Setjen/Kum.1/11/2016 on Guidelines for Planting By Permit Holder Of Forest Area In Order To Rehabilitate Watershed Area.

Khususnya di tahun 2017, ITM melalui PT Indominco Mandiri (IMM) telah melakukan penanaman DAS di kawasan hutan provinsi Kalimantan Timur dengan luasan area yang diserahkan kepada Kepala Balai Taman Nasional Kutai mencapai 600 hektar. Diluar dari luasan DAS yang telah diserahkan, IMM telah melakukan penanaman pohon di 9,000 ha sepanjang DAS yang akan diserahkan di waktu mendatang.

Especially in 2017, ITM through its subsidiary, IMM has conducted watershed planting activities in forest area East Kalimantan with area of 600 ha submitted to head of Kutai National Park. Beside the submitted area, IMM has been planting trees in 9,000 ha along the watershed, to be submit in the future.

Pengendalian Dampak Curah Hujan

Sejak 2016, tambang anak usaha ITM menghadapi tantangan curah hujan yang tinggi dan memperlambat realisasi target produksi. Tantangan ini kembali menjadi perhatian pada tahun 2017. Curah hujan yang lebat dan berkepanjangan telah mempengaruhi tertundanya jam operasional dan berkurangnya batubara yang ditimbun.

Curah hujan yang tidak mendukung menyebabkan tidak terpenuhi target produksi, yaitu 14% lebih rendah dibanding tahun sebelumnya. Oleh karena itu, dalam mengelola dampak perubahan iklim ini dan memastikan jam operasional yang optimal, ITM telah menambah jumlah kolam endapan dan menjalankan beberapa strategi.

Rainfall Impact Control

Since 2016, ITM subsidiaries' mines faced high rainfall and slow the realization of production targets. This challenge was again a concern in 2017. High and prolonged rainfall has caused delays in operational hours and reduced coal deposits.

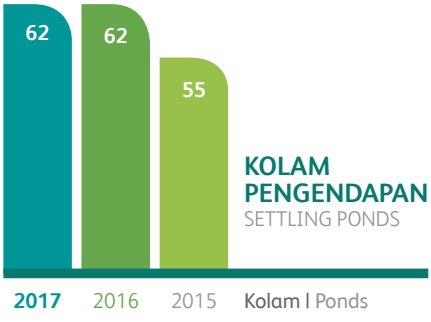
Unfavorable rainfall caused unmet production targets, which was 14% lower than the previous year. Therefore, in managing the impacts of climate change and ensuring optimal operating hours, ITM has increased the number of settling ponds and performed several strategies.

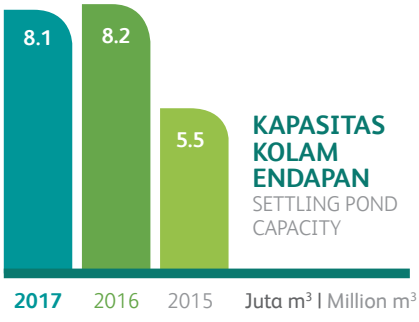
Upaya Pengelolaan Curah Hujan Tinggi dan Berkepanjangan | High and Prolonged Rainfall Management Efforts

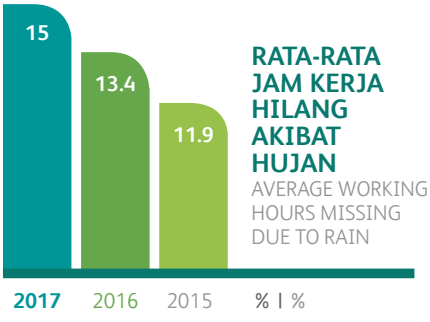
1. Mengoperasikan 62 kolam pengendapan dengan kapasitas 8,1 juta m3 sebagai outlet untuk mengontrol erosi, menampung air, sedimentasi, dan mengolah aliran air untuk pemanfaatan kembali maupun pembuangan.
2. Mengelola limpasan air hujan disekitar tempat penimbunan batubara dengan cara mengalihkan ke saluran-saluran drainase dan mengendapkannya di kolam sedimentasi
3. Secara berkala mengeruk kolam sedimentasi dan menempatkan hasil kerukan dilokasi penimbunan batubara
4. Melakukan kerjasama dengan BMKG untuk memantau tingkat curah hujan setiap kuartal

1. Operate 62 settling ponds with a capacity of 8.1 million m3 as outlets to control erosion, retain water, sedimentation, and process water flow for reuse and discharge.
2. Managing rainwater runoff around the coal stockyards by diverting to the drainage channels and depositing them in sedimentation ponds
3. Periodically dredge sedimentation ponds and place dredged results in coal stockpiling
4. Cooperate with BMKG to monitor the level of rainfall every quarter

Kinerja Pengelolaan Curah Hujan | Rainfall Management Performance







Pengelolaan Air [303-1]

Dengan melimpahnya ketersediaan air hujan, ITM berhasil memanfaatkannya sebagai sumber air olahan untuk penyiraman jalan, kendaraan dan fasilitas tambang, serta penyemprotan di *stockpile*. Pada tahun 2017, pemanfaatan kembali aliran air hujan (*run off*) hasil olahan kolam endapan mencapai 4,1 juta m^3.

Sementara, kebutuhan air untuk pembangkit listrik PLTU diperoleh dari air permukaan laut dan kegiatan domestik diperoleh dari sumber air danau buatan dan air tanah. Hingga akhir tahun pelaporan, penggunaan air dalam beberapa aktivitas mengalami penurunan seiring dengan pascatambang di KTD Tandung Mayang, turunnya produksi akibat cuaca hujan yang panjang, dan kebijakan rasionalisasi biaya. Pada tahun 2017, intensitas air mencapai 0,22 m^3/ton, lebih hemat 29 % dibanding tahun sebelumnya.

Water Management [303-1]

With the abundant of rainwater, ITM managed to utilize it as processed water source for watering road, vehicles and mining facilities, and spraying in stockpiles. In 2017, the reuse of runoff processed by settling ponds reached 4.1 million m^3.

Meanwhile, water requirement for coal-fired power plants (PLTU) is sourced by seawater and domestic activity is sourced by man-made lake and ground water. Until the end of the reporting year, water consumption in some activities decreased with post-mining at KTD Tandung Mayang, decreased production due to long rainy weather, and cost rationalization policy. By 2017, the water intensity reached 0.22 m^3/ton, 29 % more efficient than the previous year.

Penggunaan Air Berdasar Sumber (m^3) | Use of Water by Source (m^3) [303-1]

URAIAN DESCRIPTION	2017	2016	2015
PENGGUNAAN AIR KOLAM ENDAPAN UNTUK KEBUTUHAN OPERASI USE OF SETTLING POND WATER FOR OPERATIONAL NEEDS m^3 I m^3	4,186,905	7,150,959	9,485,287
• **KEBUTUHAN AKTIVITAS TAMBANG** MINE ACTIVITIY NEEDS	2,487,237	6,372,483	9,153,509
• **KEBUTUHAN PEMBANGKIT PLTU** COAL FIRED POWER PLANT NEEDS	1,699,668	778,476	331,778
PENGGUNAAN AIR PERMUKAAN DAN AIR TANAH UNTUK KEBUTUHAN DOMESTIK USE OF SURFACE WATER AND GROUNDWATER FOR DOMESTIC NEEDS m^3 I m^3	803,720	862,546	6,173,501
• **KEBUTUHAN DOMESTIK ON SITE** ON SITE DOMESTIC NEEDS	537,139	537,022	5,962,631
• **KEBUTUHAN DOMESTIK DI PORT YARD** DOMESTIC NEEDS AT THE PORT YARD	266,581	325,524	210,870
JUMLAH PENGGUNAAN AIR WATER CONSUMPTION m^3 I m^3	4,990,625	8,013,505	15,658,788
JUMLAH PRODUKSI BATUBARA TOTAL COAL PRODUCTION Ton I Ton	22,083,673	25,589,731	28,988,078
INTENSITAS PEMAKAIAN AIR WATER CONSUMPTION INTENSITY m^3 /Ton I m^3/Ton	0.23	0.31	0.54

Keterangan I Note

Perhitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam endapan dan gedung yang dipantau dari meteran air yang telah terpasang.
Perhitungan The calculation of water consumption is done through management of settling ponds and buildings monitored from water meter that has been installed.

Pengelolaan limbah air olahan dari kegiatan domestik menjamin air buangan ke badan air tidak melampaui baku mutu yang telah ditetapkan dan tidak mempengaruhi ekosistem pada sumber air.

Processed effluent management from domestic activity ensures that water discharge to the water body does not exceed the established quality standard and does not affect the ecosystem in the water source.

Hasil Pengukuran Kualitas Air Limbah | Results of Effluent Quality Measurement

PARAMETER PARAMETER	BAKU MUTU PEMERINTAH* GOVERNMENT QUALITY STANDARD*	NILAI PENAATAN COMPLIANCE SCORE		
		2017	2016	2015
pH mg/L	6.0-9.0	6.0-8.9	6.0-8.53	6.0-8.98
TSS mg/L	300	283	272	149
Fe mg/L	<7.0	6.2	1.4	3.2
Mn mg/L	<4.0	3.96	3.3	1.4
Cd mg/L	<0.05	0.005	0.004	0.004

Keterangan | Note

PerDa Kaltim No.02 Tahun 2011 & PerGub Kalsel No.36 Tahun 2008
East Kalimantan Regional Regulation No.02 Year 2011 and Governor of South Kalimantan No.36

Manajemen Energi [302-1]

Kebutuhan energi utama dalam proses pertambangan dan distribusi yang digunakan Perusahaan adalah solar dan batubara. Sumber energi sebesar 7,4% terpenuhi melalui pembangkit listrik PLTU 2x7 MW di IMM yang dijalankan dengan batubara hasil produksi sendiri. Sementara sebagian besar lainnya terpenuhi oleh generator berbahan bakar solar. Adapun sisanya terpenuhi dari listrik PLN untuk kebutuhan operasi JBG, bensin dan solar untuk kegiatan penunjang lainnya.

Penggunaan dan penghematan energi dihitung secara internal melalui kegiatan audit energi dan mulai disertai verifikasi eksternal oleh pihak independen yang bersertifikasi, PT Mitra Solusi Energi Berkelanjutan pada tahun 2017. Intensitas energi 2017 mengalami peningkatan sebesar 27%. Hal ini dikarenakan perubahan metode perhitungan energi kini memperhitungkan nilai kalori batubara untuk kegiatan pembangkit listrik dan jumlah penggunaan solar untuk aktivitas *barging*.

Energy Management [302-1]

The main energy sources in the Company's mining and distribution processes are diesel and coal, and have not yet applying renewable energy. The electricity source of 7.4% was supplied by a 2x7 MW coal-fired power plant in IMM which is run by using the company's own production coal. While most of electricity was met by diesel generators. The remaining were supplied by electricity from state power company PLN for JBG operation, gasoline and diesel to support other supporting activity.

The energy usage and reduction are calculated internally through energy audit and followed by external verification by certified independent party, PT Mitra Solusi Energi Berkelanjutan starting from this 2017. Intensity of energy usage in 2017 increased by 27%. The increase of energy usage was resulted due to the change of energy calculation method, which starting to include the calorific value of coal for power plant and usage of diesel for barge activity.

Penggunaan Energi Berdasarkan Sumber | Energy Usage Based on Sources [302-1]

URAIAN DESCRIPTION	2017	2016	2015
KEGIATAN PERTAMBANGAN DAN PENUNJANG MINING & SUPPORTING ACTIVITIES			
SOLAR DIESEL FUEL TJ | TJ	11,211.79	10,003.67	10,765.28
KEGIATAN PERTAMBANGAN MINING ACTIVITIES			
BATUBARA COAL TJ | TJ	898.47	987.09	1,189.61
KEGIATAN PENUNJANG AMOUNT OF ENERGY USAGE			
LISTRIK DARI PLN ELECTRICITY FROM PLN TJ | TJ	4.24	4.73	6.42
BENSIN GASOLINE TJ | TJ	1	1.13	1.40
JUMLAH PENGGUNAAN ENERGI TOTAL COAL PRODUCTION TJ | TJ	12,115.50	10,996.62	11,962.71
JUMLAH PRODUKSI BATUBARA TOTAL COAL PRODUCTION Ton | Ton	22,083,673	25,589,731	28,988,078
INTENSITAS PEMAKAIAN ENERGI INTENSITY OF ENERGY USE GJ/Ton | GJ/Ton	0.55	0.43	0.41

Keterangan | Note

Sumber energi ITM dan Kontraktor dihitung bersama karena *pooling* bahan bakar solar dan pembangkit listrik di WIUP dikelola langsung oleh ITM. Perhitungan energi dihitung menggunakan metode nilai konversi yang mengacu pada statistik energi dari International Energy Agency (IEA) dan GHG Protocol.
Energy sources of ITM and its Contractors were calculated jointly because the pooling of diesel fuel and power plant in mining concession areas was directly managed by ITM. The calculation of energy calculated by using conversion factors based on Energy Statistic from International Energy Agency (IEA) and GHG Protocol.

Beberapa Upaya Penghematan Energi (GJ) | Energy Efficienty Efforts (GJ)

No	PROGRAM EFISIENSI ENERGI ENERGY EFFICIENCY PROGRAMS	2017	2016	2015
1	PENGGANTIAN SISTEM PENERANGAN DENGAN LED REPLACEMENT OF LIGHTING SYSTEM WITH LED	3,939	8,415	-
2	OPTIMALISASI OPERASI CRUSHING PLANT OPTIMALIZATION OF CRUSHING PLANT OPERATION	285	581	471
	JUMLAH PENGHEMATAN ENERGI TOTAL ENERGY REDUCTION	4,224	8,996	471

Manajemen Karbon

Sejak 2015, ITM telah tergabung dalam Carbon Disclosure Project melakukan pelaporan kinerja pengurangan, pengendalian, dan pengelolaan emisi GRK. Secara berkesinambungan, Perusahaan melakukan perhitungan beban emisi GRK dari berbagai sumber.

GHG Emissions Management

Since 2015, ITM has joined in Carbon Disclosure Project (CDP) to report on performance of emission reduction and its management. The Company regularly calculates GHG emission generated from various sources.

Sistem Perhitungan Berdasarkan Sumber Emisi | Calculation System Based on Emission Sources [305-1 305-2]

SUMBER EMISI EMISSION SOURCES	SISTEM PERHITUNGAN CALCULATION SYSTEM
BAHAN BAKAR SOLAR DAN BENSIN UNTUK KENDARAAN BERGERAK DIESEL FUEL AND GASOLINE FOR OPERATIONAL VEHICLES	Sistem perhitungan beban emisi mengacu Permen LH no.12 tahun 2012. Emission load calculation system refers to Minister of Environment Regulation No. 12 of 2012.
PEMBANGKIT LISTRIK TENAGA UAP COAL-FIRED POWER PLANT	Sistem Flue Gas Desulfurization (FGD) mengendalikan dan memantau emisi secara rutin. Sementara pemantauan menyeluruh ditunjang oleh *Operation Monitoring and Controlling System* (microSCADA). The Flue Gas Desulfurization (FGD) system controls and monitors emissions regularly. While the overall monitoring is supported by Operation Monitoring and Controlling System (microSCADA).
GENERATOR BERBAHAN BAKAR SOLAR DIESEL GENERATORS	Sistem pemantauan emisi dari pelabuhan, fasilitas pengolahan batubara 1-3, dan fasilitas lainnya. Monitoring system for emissions from ports, coal processing facilities 1-3, and other facilities.
REFRIGERANT DAN PERALATAN AIR CONDITIONER REFRIGERANT AND AIR CONDITIONER EQUIPMENTS	
PEMBANGKIT LISTRIK PLN PLN POWER PLANT	Sistem perhitungan beban emisi oleh PLN Emission load calculation system by PLN

Emisi GRK yang Dihasilkan | GHG Emissions Generated [305-1, 305-2, 305-5]

URAIAN DESCRIPTION	2017	2016	2015
EMISI DARI KEGIATAN PERTAMBANGAN & PENUNJANG EMISSIONS FROM MINING & SUPPORTING ACTIVITIES			
SCOPE 1: SOLAR SCOPE 1: DIESEL FUEL Ton CO_2eq | Ton CO_2eq	847,957	756,586	814,187
EMISI DARI KEGIATAN PERTAMBANGAN EMISSIONS FROM MINING ACTIVITIES			
SCOPE 1: BATUBARA SCOPE 1: COAL Ton CO_2eq | Ton CO_2eq	67,986	75,552	93,183
EMISI DARI KEGIATAN PENUNJANG EMISSIONS FROM SUPPORTING ACTIVITIES			
SCOPE 2: LISTRIK PLN SCOPE 2: ELECTRICITY FROM PLN Ton CO_2eq | Ton CO_2eq	1,770	1,978	2,686
SCOPE 1: BENSIN SCOPE 1: GASOLINE Ton CO_2eq | Ton CO_2eq	68.96	77.78	96.54
SCOPE 1: REFRIGERANT SCOPE 1: REFRIGERANT Ton CO_2eq | Ton CO_2eq	2,722	4,269	5,512
EMISI DARI KEGIATAN *OPEN PIT* EMISSIONS FROM OPEN PIT Ton CO_2eq | Ton CO_2eq	989,987	1,088,642	801,697
EMISI DARI BAHAN PELEDAK EMISSIONS FROM EXPLOSIVE Ton CO_2eq | Ton CO_2eq	6,663	5,350	5,831
JUMLAH EMISI YANG DIHASILKAN TOTAL EMISSIONS GENERATED Ton CO_2eq | Ton CO_2eq	1,917,155	1,932,454	1,723,193
JUMLAH PRODUKSI BATUBARA TOTAL COAL PRODUCTION Ton | Ton	22,083,673	25,589,731	28,988,078
INTENSITAS EMISI GRK GHG EMISSION INTENSITY Ton CO_2eq/Ton | Ton CO_2eq/Ton	0.087	0.076	0.059

Keterangan | Note

Perhitungan emisi GRK dilakukan menggunakan nilai faktor emisi berdasarkan A Corporate Accounting and Reporting Standard (Revised Edition), Global Warming Potential (GWP) mengacu pada IPCC Fifth Assessment Report (AR5), dan Ketentuan dari lokasi kami berada. Perhitungan GRK meliputi gas CO_2, CH_4, N_2O, dan HFCs.
The calculation of GHG emissions using emission factors based on A Corporate Accounting and Reporting Standard (Revised Edition), Global Warming Potential (GWP) referred to IPCC Fifth Assessment Report (AR5), and standards from specific-location where we operate. Gases included in GHG calculation are CO_2, CH_4, N_2O, and HFCs.

Seiring dengan upaya efisiensi energi, audit energi, dan penanaman pohon, penurunan emisi GRK terus digiatkan. Dengan baseline tahun 2012, ITM berhasil menurunkan emisi sebesar 27,8 % di tahun 2017 dan melampaui target penurunan 2020 sebesar 25 %. Meskipun demikian, intensitas emisi yang dihitung pada tahun 2017 mencapai 0,087 ton CO_2eq/Ton meningkat 14,9 % dibandingkan tahun sebelumnya. [305-5]

Peningkatan ini dikarenakan perubahan metode perhitungan emisi GRK berdasarkan pemakaian energi dari aktivitas operasi; pertambangan, penunjang, kegiatan peledakan dan *open pit*. Hal ini menyebabkan perhitungan emisi GRK di tahun 2017 mulai mencakup jumlah emisi yang ikut dihasilkan dari konsentrasi gas *Carbon Dioxide* (CO_2), *Methane* (CH_4), *Nitrous Oxide* (N_2O), dan *Hydrofluorocarbons* (HFCs) yaitu residu kegiatan peledakan dan *open pit*. Selain itu, perhitungan juga disempurnakan dengan menyertakan pemakaian bahan bakar diesel untuk aktivitas pengangkutan batubara dengan menggunakan *barge*.

Along with the efforts of energy efficiency, energy audit and tree planting, the efforts to reduce GHG emission have already been promoted. With baseline on 2012, ITM have achieved GHG emission reduction for 27.8 % till 2017 and exceed our target of 25 % by 2020. However the GHG emission intensity in 2017 reached 0.087 tons of CO_2eq/Ton, increase by 14.9 % compared to the previous year. [305-5]

This increase was due to the change of calculation method for GHG emission based on energy consumed in operationg activities; mining, supporting, blasting and open pit. This change caused the GHG emission calculation in 2017 began to include the amount of emission generated from the gases of Carbon Dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), and Hydrofluorocarbons (HFCs) which is the residue of blasting and open pit activity. Furthermore, the scope of calculation has also been improved to include the usage of fuel diesel for barging activities.

Beberapa Upaya Pengurangan Emisi GRK (Ton CO_2eq) | Efforts of GHG Emissions Reduction (Ton CO_2eq)

NO.	PROGRAM PENGENDALIAN EMISI EMISSION MANAGEMENT PROGRAM	2017	2016
1	PENGGANTIAN SISTEM PENERANGAN DENGAN LED REPLACEMENT OF LIGHTING SYSTEM WITH LED	1,050	2,242
2	OPTIMALISASI OPERASI *CRUSHING PLANT* OPTIMALIZATION OF CRUSHING PLANT OPERATION	54	109
	JUMLAH PENGURANGAN EMISI KARBON TOTAL CARBON EMISSION REDUCTION	1,104	2,351

Pengelolaan Limbah

Secara umum seluruh limbah air dari kegiatan tambang diolah melalui kolam endapan. Sementara untuk limbah padat, pengelolaan dilakukan dengan memperhatikan prinsip 3R; *reduce* (mengurangi), *reuse* (memanfaatkan kembali), dan *recycle* (daur ulang).

Pencatatan jumlah, tata cara penyimpanan, dan pengolahan limbah dilakukan ITM berdasarkan SOP dan diawasi oleh Departemen HSE. Limbah yang dihasilkan dibagi dua, yaitu limbah berbahan berbahaya dan beracun (B3) dan padat non B3. Guna meminimalkan potensi pencemaran lingkungan, maka ITM melakukan pengelolaan limbah sesuai dengan jenis dan karakteristiknya.

Sesuai dengan kompetensi inti ITM untuk memproduksi dan mendistribusi energi, maka pengelolaan limbah B3 dikelola dengan diserahkan ke pihak ketiga yang memiliki izin. Meskipun demikian, ITM telah memperoleh izin SK Kementerian LH No.07.14.03 Tahun 2014 & SK KLH No.232 Tahun 2013 untuk mengelola *fly ash* dan *bottom ash* hasil limbah B3 dari PLTU sebagai bahan konstruksi *paving block* dan bahan industri semen, serta oli bekas untuk bahan campuran dalam kegiatan peledakan (ANFO). Sementara, pengelolaan limbah non B3 organik dimanfaatkan sebagai kompos dan sampah non-organik dikelola oleh pihak ketiga.

Waste Management

In general, all effluent from mining activities is processed through settling ponds. As for solid waste is managed by the 3Rs principle; reduce, reuse, and recycle.

Recording of amount, storage procedure, and waste treatment are conducted by ITM based on SOP and supervised by HSE Department. The generated waste is divided into two, ie hazardous and toxic (B3) and non-B3 solid waste. In order to minimize the potential environmental pollution, ITM undertakes waste management according to its type and characteristics.

In accordance with ITM's core competencies to produce and distribute energy, B3 waste management is managed by handed over to licensed third parties. However, ITM has obtained permit to manage fly ash and bottom ash generated from B3 waste of PLTU as construction material of paving block and used oil for material mixture in blasting activities (ANFO), based on Ministry of Environment's Decree No.07.14.03 of 2014 & Decree No.232 of 2013. Meanwhile, the management of organic non-B3 waste is reused as compost and non-organic waste is managed by third party.





PENGELOLAAN LIMBAH PADAT MANAGEMENT OF SOLID WASTE (Kg) [306-2]	METODE PENGELOLAAN METHOD OF MANAGEMENT	2017	2016	2015
DISIMPAN DI TPS UNTUK KEMUDIAN DIOLAH SENDIRI ATAU DIKELOLA PIHAK KETIGA STORED AT TEMPORARY STORAGE FOR FURTHER REUSED FOR OWN OPERATION OR MANAGED BY THIRD PARTY		4,009,764	5,668,021	9,082,065
LIMBAH B3 B3 WASTE	Disimpan di Tempat Penampungan Sementara sesuai izin Stored at Temporary Storage according to permit	2,281,217	2,824,388	4,277,703
LIMBAH NON B3 NON B3 WASTE	Disimpan di Tempat Penampungan Sementara sesuai izin Stored at Temporary Storage according to permit	1,728,547	2,843,633	4,804,362
DISERAHKAN KE PIHAK KETIGA HANDED TO A THIRD PARTY		595,384	405,247	450,972
LIMBAH B3: OLI BEKAS, BATERAI BEKAS, FILTER OLI BEKAS, SERBUK GERGAJI TERKONTAMINASI, RESIDU INSINERATOR, LAMPU NEON, BATERAI. B3 WASTE: USED OIL, USED BATTERY, USED OIL FILTER, CONTAMINATED SAWDUST, INCINERATOR RESIDUE, NEON LAMP, BATTERY.	Dikirim ke pihak ketiga yang berizin untuk dimanfaatkan kembali Sent to licensed third parties to be reused	437,589	368,981	396,167
SAMPAH NON ORGANIK: **BAN BEKAS, LOGAM, BESI BEKAS, PLASTIK.** NON ORGANIC WASTE: USED TIRES, METALS, USED IRON, PLASTICS.	Dikirim ke pihak ketiga yang berizin untuk dimanfaatkan kembali Sent to licensed third parties to be reused	157,795	36,266	54,805
PENGELOLAAN 3R 3R MANAGEMENT		2,494,254	2,824,792	669,892
SAMPAH NON ORGANIK: SISA MAKANAN ORGANIC WASTE: LEFTOVER FOOD	Diolah menjadi kompos Processed into compost	2,274	2,665	3,134
LIMBAH B3: **FLY ASH & BOTTOM ASH** B3 WASTE: FLY ASH & BOTTOM ASH	Dimanfaatkan sebagai konstruksi *paving block* dan diserahkan ke pihak ketiga berizin Used as paving block construction and licensed sent to third party	1,945,500	2,313,300	1,147
LIMBAH B3: **OLI BEKAS** B3 WASTE: USED OIL	Dimanfaatkan sebagai campuran bahan peledak ANFO Used as mixture of ANFO explosive	546,480	508,827	665,611
JUMLAH LIMBAH YANG DIHASILKAN TOTAL GENERATED WASTE		7,099,402	8,898,060	10,202,929
PERSENTASE PENGELOLAAN 3R OLEH ANAK USAHA ITM DAN PIHAK KETIGA PERCENTAGE OF 3R PROCESSING BY ITM SUBSIDIARIES AND THIRD PARTY		44 %	36 %	11 %

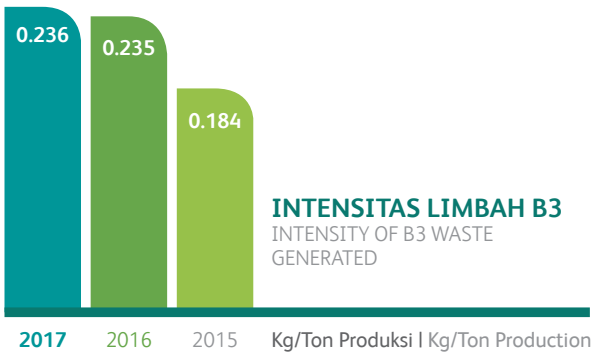
Pada tahun 2017, ITM berhasil menurunkan intensitas limbah non B3 sebesar 24%. Pencapaian ini berhasil diraih melalui peningkatan pengelolaan 3R atas *fly ash*, *bottom ash*, dan oli bekas, serta sampah organik.

In 2017, ITM successfully reduced non-B3 waste intensity by 24%. This was achieved through improved 3Rs management of fly ash, bottom ash, and used oil, as well as organic waste.

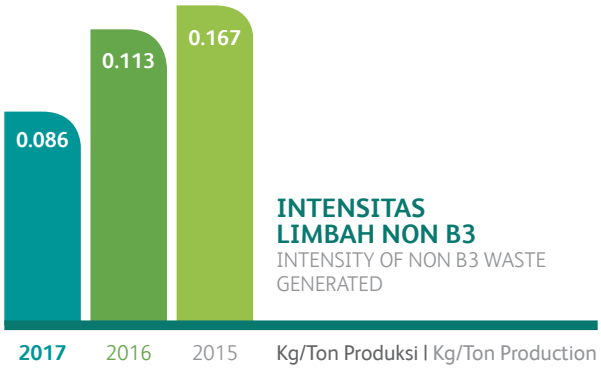


IVAN F. B. MANALU
HSE System Development and Data Analysis Head

"ITM diberi kepercayaan oleh Kementerian Lingkungan Hidup & Kehutanan dengan memiliki izin untuk mengelola beberapa jenis limbah B3. Kami memanfaatkan kembali *fly ash* dan *bottom ash* sebagai bahan konstruksi *paving block*, serta oli bekas sebagai campuran bahan peledak. Pada tahun 2017, jumlah pemanfaatan limbah B3 mencapai 35% dari seluruh limbah yang dihasilkan.
ITM is trusted by the Ministry of Environment & Forestry to own permit to manage certain types of B3 waste. We use fly ash and bottom ash as paving block, as well as used oil for blasting material mixture. By 2017, the total utilization of B3 waste reached 35% of all waste generated.



INTENSITAS LIMBAH B3
INTENSITY OF B3 WASTE GENERATED



INTENSITAS LIMBAH NON B3
INTENSITY OF NON B3 WASTE GENERATED



MEMBANGUN SUMBER DAYA MANUSIA

DEVELOPING HUMAN RESOURCES



Perusahaan menerapkan *ITM HR Strategy* yang bertujuan untuk menjamin kesejahteraan, meningkatkan kompetensi dan kinerja SDM sesuai dengan visi dan misi perusahaan. Pembentukan lingkungan kerja yang kondusif di tahun 2017 tercermin dari tingkat keterikatan karyawan yang positif sebesar 84,4%.

The Company implements ITM HR Strategy which aims to ensure welfare, improve competence and performance of human resources in accordance with its vision and mission. A condusive-working environment was well developed in 2017, reflected from the positive employee engagement level at 84.4 %.



80 *ITM HR Strategy*
ITM HR Strategy

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OHS Performance Achievements

95 Peningkatan K3 Bersama Perusahaan Mitra Kerja
OHS Enhancement with Business Partners

TARGET TARGET

- Injury Frequency Rate **<0.19**
- CMS EHS **≥80% GREEN LEVEL**
- SHEAP **≥45%**
- Tingkat Keterikatan karyawan / Employee Engagement Level **≥70%**

PENCAPAIAN ACHIEVEMENTS

- Injury Frequency Rate **0.11**
- CMS EHS **88% GREEN AND GOLD LEVEL**
- SHEAP **≥52%**
- Tingkat Keterikatan karyawan / Employee Engagement Level **84.4%**

ITM HR Strategy

ITM HR STRATEGY

Melalui *ITM HR Strategy* yang terpadu, ITM mengkoordinasi pengelolaan karyawan di seluruh anak perusahaan. Penguatan sistem dan percepatan peningkatan kinerja HR ini dikelola oleh Departemen HR dan dievaluasi dengan beberapa tolak ukur, seperti tingkat keterikatan karyawan, tingkat kepuasan karyawan, dan tingkat penerapan *Banpu Spirit*.

Through an integrated ITM HR Strategy, the Company coordinates the management of employees at all subsidiaries. The strengthened system and accelerated performance improvement of HR is managed by HR Department and evaluated by several measure, such as employee engagement level, employee satisfaction level, and Banpu Spirit implementation level.

VISI HR ITM ITM HR VISION

Menjadi Mitra Bisnis yang Profesional untuk membangun Pertumbuhan Bisnis Berkelanjutan.

To be Professional Business Partner to enable Sustainable Business Growth

MISI HR ITM ITM HR MISSION

Mengembangkan HR Operational Excellence untuk melayani pelanggan secara proaktif, akurat, dan kualitas layanan yang konsisten.

To develop HR operational excellence in serving our customers with proactive, accurate and consistency quality of service.

HR STRATEGIC PYRAMID (GOALS) HR STRATEGIC PYRAMID (GOALS)

1. Effective HR Operating Model
2. BANPU Spirit Survey Score >80 % and enhancing Innovation Committee's Role
3. Employee Engagement survey Score ≥ 70 %
4. Effective and Reliable HR Metric Analytic

HR FRAMEWORK HR FRAMEWORK

HR Framework menerjemahkan visi dan misi perusahaan kedalam bentuk rancangan organisasi dan strategi penerapan budaya perusahaan. Untuk mencapai kedua hal tersebut diperlukan SDM yang memenuhi standar kompetensi tertentu. Semua proses kerja HR berbasiskan kompetensi dimulai dari proses seleksi dan penerimaan karyawan, pelatihan dan pengembangan sampai dengan pengembangan karir karyawan.

The HR Framework translates the Company's vision and mission into organizational design and strategy of corporate culture. It requires human resources that meet certain competency standards. All HR work processes are based on competence starting from the employee selection and hiring process, training and development, up to employee career development.

STRATEGIC PEOPLE DEVELOPMENT STRATEGIC PEOPLE DEVELOPMENT

Proses pengembangan SDM didasarkan pada persyaratan kompetensi yang terdiri dari *core*, *leadership* dan *functional* kompetensi. Dalam rangka membekali karyawan dalam pengembangan karirnya, perusahaan merancang ITM Virtual University terdiri dari 12 fakultas atau stream sesuai dengan bisnis proses ITM.

HR development process is based on competency requirements consisting of core, leadership and functional competencies. In order to equip employees in their career development, the Company has designed ITM Virtual University consisting of 12 faculties or streams according to ITM's business process.

Hasil Survei Karyawan Atas Kinerja HR | Employee Survey Results on HR Performance

TINGKAT KETERIKATAN KARYAWAN
EMPLOYEE ENGAGEMENT LEVEL

84.4%

TINGKAT PENERAPAN *BANPU SPIRIT*
BANPU SPIRIT IMPLEMENTATION LEVEL

81.55%

Keterangan | Note
Survei dilakukan oleh pihak eksternal AON Hewitt | Survey was conducted by external party, AON Hewitt.

Penerapan Budaya *Banpu Spirit*

Kebijakan atas penegakkan budaya kerja diawali dengan kepatuhan Kode Etik atau Aturan Perilaku yang menjadi pedoman bagi manajemen dan seluruh karyawan ITM. Selanjutnya penerapan budaya kerja menunjukkan integrasi sikap dan perilaku karyawan dalam memenuhi budaya kepatuhan dan standar global.

ITM telah memiliki nilai-nilai inti yang dinamakan *Banpu Spirit* yang harus menjadi karakter setiap individu ITM. Dengan nilai-nilai tersebut, Kami berkeyakinan ITM dapat mencapai visi Perusahaan dan mendukung pembangunan berkelanjutan.

Implementation of Banpu Spirit Culture

The policy on upholding work culture begins with the compliance of the Code of Ethics or Code of Conduct that guides the management and all ITM employees. The work culture implementation demonstrates the integration of employee attitudes and behaviors in meeting global compliance and standards.

ITM has develop core values, called 'Banpu Spirit', which has been rooted as character in every individual of ITM. Along with this core value, We believe that ITM can achieve our vision and support a sustainable development.

Nilai Budaya *Banpu Spirit* | Banpu Spirit Cultural Values [102-16]

Peduli | Care

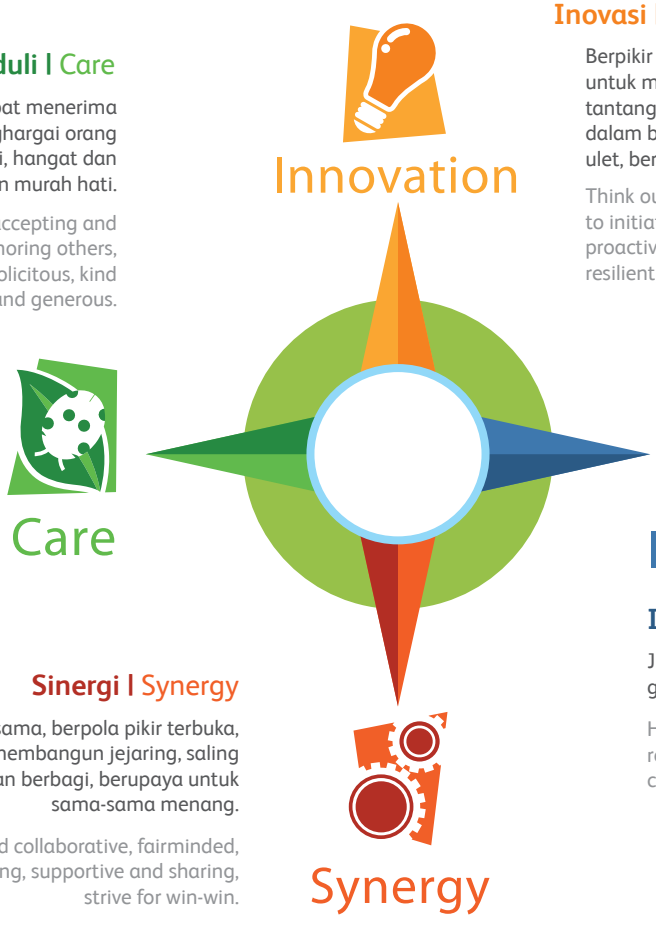
Terbuka dan tulus, dapat menerima dan menampung, menghargai orang lain, menghormati, hangat dan perhatian, baik dan murah hati.

Open and sincere, accepting and accommodating, honoring others, respectful, warm and solicitous, kind and generous.

Inovasi | Innovation

Berpikir kreatif, cerdas dalam bertindak, berani untuk memulai, berani dan dapat menerima tantangan, proaktif, fleksibel serta cakap dalam berbagai hal, mampu beradaptasi serta ulet, berkembang terus menerus.

Think out of the box, act intelligently, dare to initiative, courageous and challenging, proactive, flexible and versatile, adaptive and resilient, continuously development.



Integritas | Integrity

Jujur, etis, dapat diandalkan, disiplin, gigih, berkomitmen, dan transparan.

Honest, ethical, trustworthy and reliable, disciplined, persistent, committed, and transparent.

Sinergi | Synergy

Mampu bekerja sama, berpola pikir terbuka, kerja kelompok, membangun jejaring, saling mendukung dan berbagi, berupaya untuk sama-sama menang.

Cooperative and collaborative, fairminded, teamwork, networking, supportive and sharing, strive for win-win.

Upaya Sosialisasi & Penerapan Budaya *Banpu Spirit*
Dissemination and Implementation of Banpu Spirit Culture

KAMPANYE NILAI *BANPU SPIRIT* CAMPAIGN OF BANPU SPIRIT VALUES

Sosialisasi Nilai Banpu Spirit dilakukan melalui berbagai media seperti *email, banner, signage*, spanduk, dan sosialisasi melalui berbagai kegiatan ketenagakerjaan.

Dissemination of Values Banpu Spirit is conducted through various media such as email, banners, signage, as well as various employee activities.

PELATIHAN *BANPU SPIRIT* BANPU SPIRITTRAINING

- Pelatihan kode etik dan nilai budaya merupakan keharusan bagi seluruh karyawan sebagai penerapan tata kelola yang baik.
  Training on code of ethics and cultural values is mandatory for all employees as the implementation of good governance.
- Pelatihan *Banpu Spirit* untuk mengaktifkan 5 power yang ada pada setiap diri individu karyawan dalam menerapkan nilai-nilai dasar yang akan menjadi landasan perilaku karyawan di perusahaan.
  Banpu Spirit Training is to activate the 5 powers inside each employee to apply the core values that will be the basis of employee behavior in the company.

BANPU SPIRIT CHANGE LEADER BANPU SPIRIT CHANGE LEADER

Keterlibatan karyawan sebagai agen perubahan (*change agent*) yang dinamakan *Banpu Spirit Change Leader* dilaksanakan untuk mendorong budaya terinternalisasi dalam keseharian bekerja.

Employee involvement as a change agent called Banpu Spirit Change Leader is implemented to encourage the culture internalized in everyday work

SURVEI *BANPU SPIRIT* BANPU SPIRIT SURVEY

Pengukuran implementasi budaya perusahaan dilakukan setiap tahun dengan metode survei daring dan luring untuk pengukuran kuantitatif dan forum diskusi (FGD) untuk pengukuran kualitatif. Kegiatan FGD menjadi bahan evaluasi peningkatan internalisasi budaya perusahaan di tahun berikutnya. Berdasarkan hasil Survei *Banpu Spirit* 2017, pemahaman *Banpu Spirit* mencapai 81,5 %.

The measurement of corporate culture implementation is carried out annually by both online and offline surveys for quantitative measurement and discussion forums (FGDs) for qualitative measures. Focus Group Discussion (FGD) activity is an evaluation of the internalization enhancement of corporate culture in the following year. Based on Banpu Spirit Survey 2017, Banpu Spirit's understanding reached 81.5 %.





Keberagaman Dalam Kesetaraan

Selain karyawan yang berkerja di Kantor Pusat DKI Jakarta, seluruh karyawan, baik di bisnis pertambangan dan bisnis penunjang yang tersebar di provinsi Kalimantan Timur, Kalimantan Tengah, dan Kalimantan Selatan memiliki hak dan kewajiban yang sama dalam berkarya, sesuai dengan jenjang pekerjaan.

Kebijakan kesempatan berkarir yang setara ini kami tuangkan dalam Peraturan Perusahaan (PP) dan Perjanjian Kerja Bersama (PKB) sesuai prinsip *Equal Employment Opportunities* (EEO). Kami tidak menjadikan isu gender, suku, agama, ras (SARA) maupun antar golongan bahkan afiliasi politis, sebagai pertimbangan dalam rekrutmen. [102-41]

Hingga akhir tahun 2017, komposisi karyawan lebih banyak laki-laki sesuai dengan kondisi usaha di industri pertambangan yang membutuhkan banyak tenaga ahli di lapangan. Meskipun tidak ada perbedaan fasilitas kerja berdasarkan gender, merujuk UU No.13 tahun 2003 dan ketentuan PP dan PKB, Perusahaan memberikan beberapa kemudahan bagi karyawati dengan mempertimbangkan sifat kodrati mereka.

Diversity In Equality

In addition to employees working in DKI Jakarta Head Office, all employees, both in the mining and supporting businesses scattered in the provinces of East Kalimantan, Central Kalimantan, and South Kalimantan have the same rights and obligations, in accordance with the position level.

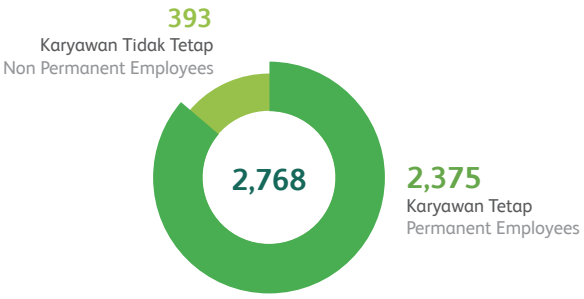
We include equal work opportunity in the company regulation (PP) and Collective Labor Agreement (CLA) which complies with the Equal Employment Opportunities (EEO) principle. We do not make gender, ethnic, religious, racial (SARA) or intergroup issues and even political affiliations, as consideration of recruitment. [102-41]

Until the end of 2017, the employee composition has more male employees due to business conditions in the mining industry that requires a lot of experts in the field. While there are no gender-based workplace differences, referring to Law No.13 of 2003 and the PP and CLA provisions, the Company provides some convenience to female employees taking into account their nature.

Jumlah Karyawan Berdasarkan Status, Gender, dan Lokasi | Number of Employees by Status, Gender, and Location

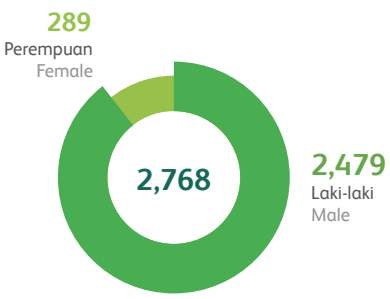
[102-8]

KARYAWAN ITM BERDASARKAN STATUS KEPEGAWAIAN
ITM EMPLOYEES BASED ON EMPLOYMENT STATUS



2016 **2,768** (2,367+401) 2015 **2,739** (2,423+316)

KARYAWAN ITM BERDASARKAN GENDER
ITM EMPLOYEES BASED ON GENDER



2016 **2,768** (2,479+289) 2015 **2,739** (2,443+296)

	2017	2016	2015
KARYAWAN ITM DI KANTOR PUSAT ITM EMPLOYEES AT HEAD OFFICE	281	254	262
KARYAWAN ITM BERDASARKAN LOKASI WIUP ITM EMPLOYEES BASED ON WIUP LOCATION	2,487	2,514	2,477
ITM – BALIKPAPAN	53	65	59
IMM – BONTANG	641	664	685
TRUST – BONTANG	800	769	693
TCM – MELAK	616	636	636
BEK – MELAK	101	106	114
KTD - TDM, BONTANG	9	6	12
KTD - EMB, SAMARINDA	144	145	154
JBG – JORONG	123	123	124

Keterangan | Note

Dari jumlah karyawan ITM, tidak ada karyawan yang masih dalam supervisi. [102-8]
No ITM employees are still under supervision or undergoing Geologist & Engineer Trainee (GET) program 2017.

Jumlah karyawan di lokasi penempatan dihitung berdasarkan Wilayah Izin Usaha Pertambangan (WIUP), memenuhi ketentuan dalam pencatatan kecelakaan kerja dan perhitungan lainnya.
The number of employees at the placement locations is calculated based on the Mining Business License Area (WIUP), fulfilling the requirements of the recording of occupational accidents and other calculations.

TIS belum beroperasi dan berproduksi.
TIS is not yet in operation and producing.

Ketentuan UU dan PKB menjamin salah satu syarat penerimaan karyawan baru, adalah usia minimal 18 tahun dan tidak ada yang berusia di bawah umur atau sebagai pekerja anak. Selain itu, perlindungan atas pekerja juga ditegakkan melalui pencantuman bahasan 'pemberlakuan hari kerja, waktu kerja, dan kerja lembur' di dalam PKB. Dengan demikian, maka ITM tidak pernah melakukan pemaksaan kerja kepada setiap karyawan.

The provisions of laws and CLA guarantee that one of the requirements for the new employee recruitment, is a minimum age of 18 years and no underage or child labor. In addition, the protection of workers is also enforced through the inclusion of 'work day, work time, and overtime' in the CLA. Thus, ITM never imposed work on every employee.

Pemenuhan Manfaat Kerja [401-2]

Sejalan dengan prinsip Perusahaan untuk memberikan kesempatan yang setara bagi setiap karyawan, maka kami tidak membedakan besaran imbalan jasa pekerjaan antara karyawan laki-laki dan perempuan. Upah minimum terendah yang diberikan Perusahaan telah memenuhi 102% UMP daerah. Perbedaan terjadi karena status kepegawaian, penilaian kinerja, posisi/jabatan dan lama bekerja sesuai dengan ketentuan dan perjanjian kerja bersama (PKB) yang berlaku.

Employee Benefit Fulfillment [401-2]

In line with the Company's principle to provide equal opportunity for each employee, we do not distinguish the amount of employee benefits between the male and female employees. The lowest of minimum wage provided by company has reach 102% of provincial minimum wage. Differences occur due to employment status, performance assessment, position/job and duration of work in accordance with applicable provisions and collective labor agreement (CLA).

Manfaat Karyawan berdasarkan Status Kepegawaian[1] | Employee Benefits Based on Civil Service Status[1]

JENIS FASILITAS TYPE OF FACILITY	KARYAWAN TETAP PERMANENT EMPLOYEES	KARYAWAN TIDAK TETAP NON PERMANENT EMPLOYEES
FASILITAS KESEHATAN HEALTH FACILITY	Ada Available	Ada Available
PROGRAM KESEHATAN HEALTH PROGRAM	Ada Available	Ada Available
ASURANSI KECELAKAAN KERJA WORK ACCIDENT INSURANCE	Ada Available	Ada Available
ASURANSI KEMATIAN LIFE INSURANCE	Ada Available	Ada Available
CUTI MELAHIRKAN MATERNITY LEAVE	Ada Available	Ada[2] Available[2]
DANA PENSIUN JHT PENSION FUND JHT	Ada Available	Ada Available
PEMBAGIAN KEUNTUNGAN PROFIT SHARING	Tidak Ada Not Applicable	Tidak Ada Not Applicable
KEPEMILIKAN SAHAM SHARE OWNERSHIP	Tidak Ada Not Applicable	Tidak Ada Not Applicable

Keterangan | Note

[1]Manfaat karyawan diberikan kepada setiap karyawan. Dalam hal ini, tidak ada wilayah operasi yang dinilai lebih signifikan dibanding yang lain.
[1]Employee benefits are given to each employee. In this case, no area of operation is considered more significant than others.

[2]sesuai kontrak
[2]as per contract

ITM memiliki sejumlah manfaat, fasilitas, dan program bagi karyawan yang didedikasikan untuk mendukung kondisi kerja yang prima dan hubungan kerja yang harmonis. Salah satunya adalah program *further study*, yaitu beasiswa bagi karyawan dengan pendidikan tingkat lanjut yang sesuai kebutuhan bisnis perusahaan. Pada tahun 2017, terdapat 3 karyawan yang menjalani *further study*.

ITM has a number of benefits, facilities, and programs for employees dedicated to supporting excellent working conditions and harmonious working relationships. One of them is the further study program, which is scholarship for employees with advanced education according to the Company's business needs.

Kesejahteraan Bagi Karyawan Purnabakti [401-2]

Berdasarkan *HR Policy*, Perusahaan memberikan perhatian bagi karyawan yang memasuki usia purnabakti, yaitu di usia 55 tahun. Selama tahun 2017, ITM menyelenggarakan pembekalan bagi 19 karyawan dalam bentuk imbalan kerja dan pelatihan kewirausahaan.

Welfare for Retirees [401-2]

Based on the HR Policy, the Company pays close attention to employees who are retiring at the age of 55 years. During 2017, ITM organized precondition for 19 employees in the form of employee benefits and entrepreneurship training.

Kerangka Program Purnabakti | Retirement Program Framework

MASA PERSIAPAN PENSIUN PRE-PENSION PERIOD

Tiga bulan menjelang usia pensiun, karyawan didaftarkan sebagai peserta program Masa Persiapan Pensiun (MPP). Karyawan terdaftar tidak diwajibkan bekerja dan dipersiapkan secara *mental* untuk menjalani bisnis dan mendapatkan beberapa Jaminan Sosial.

Three months prior to turning into retirement age, employees are enrolled as participants of the Pension Preparation Period (MPP) program. Registered employees are not required to work and be mentally prepared for business and receive some benefits from Social Security.

IMBALAN PENSIUN DAN IMBALAN KERJA JANGKA PANJANG PENSION BENEFITS AND SERVICE AWARD

Bentuk imbalan pascakerja iuran pasti sesuai amanat dari UU No.13 tahun 2003 adalah Jaminan Hari Tua dari BPJS dan sesuai peraturan PP dan PKB.

The defined contribution form of post-employment benefits in accordance with Law No.13 of 2003 is the Old Age Security from BPJS in accordance to PP and CLA.

PELATIHAN PERSIAPAN PURNABAKTI DAN PROGRAM KEWIRAUSAHAAN
RETIREMENT PREPARATION TRAINING AND ENTREPRENEURSHIP PROGRAM

ITM memberikan pembekalan atau prakondisi sebagai persiapan karyawan yang memasuki usia pensiun. Pembekalan ini dimulai dari persiapan mental, pengelolaan keuangan, kesehatan, sosialisasi hak pensiun, dan pelatihan wirausaha yang diikuti dengan kunjungan ke pelaku bisnis yang telah sukses. Kebijakan ini diharapkan mampu memicu semangat usaha mandiri setelah pensiun.

ITM provides preconditions as preparation for employees entering retirement age. This preconditions begins with mental preparation, financial management, health, dissemination of pension rights, and entrepreneurship training participated through visits to successful businesses. This policy is expected to trigger the spirit of entrepreunership after retirement.

Pengembangan Standar Kompetensi

Faktor penting yang mempengaruhi hasil evaluasi dan pengembangan karir karyawan adalah pemenuhan standar kompetensi. Secara berkesinambungan, ITM menyelenggarakan berbagai seminar, lokakarya, pelatihan dan sertifikasi yang disusun berdasarkan kebutuhan pemenuhan standar kompetensi dan kerangka kerja Strategic People Development. Realisasi investasi pengembangan SDM di tahun 2017 mencapai USD743.286.

Development of Competency Standards

An important factor that influences employee evaluation and career development outcomes is the fulfillment of competency standards. ITM continuously organizes seminars, workshops, trainings and certifications that are tailored to meet the requirements of competency standard fulfillment and the Strategic People Development framework. Realization of human resource development investment in 2017 reached USD743.286.

Rerata Jam Pelatihan Karyawan Berdasarkan Gender dan Jabatan
Average Training Hour of Employees Based on Gender and Position

URAIAN DESCRIPTION	JUMLAH KARYAWAN YANG MENGHADIRI PELATIHAN TOTAL EMPLOYEES ATTENDING TRAINING	JAM PELATIHAN TRAINING HOURS	RATA-RATA JAM PELATIHAN SETIAP KARYAWAN AVERAGE TRAINING HOURS PER EMPLOYEE
JUMLAH TOTAL	1,524	50,134	33
BERDASARKAN GENDER BASED ON GENDER			
LAKI-LAKI MALE	1,350	44,714	33
PEREMPUAN FEMALE	174	5,420	31
BERDASARKAN POSISI/JABATAN BASED ON POSITION/JOB			
STRATEGIC LEADER	30	789	26
SENIOR OPERATIONAL LEADER	59	2,144	36
OPERATIONAL LEADER	193	7,938	41
FIRST LINE LEADER	417	17,887	43
FOREMAN BELOW	825	21,377	26

Memasuki tahun 2017, ITM meningkatkan kualitas implementasi *HR Information System* dengan pelatihan teknologi informasi. Di tahun depan, ITM akan menjalankan *Global HR Information System*, yaitu melibatkan *user* dalam proses sistem HR berstandar internasional, baik sejak rekrutmen hingga evaluasi kinerja.

Entering 2017, ITM improves the quality of HR Information System implementation with information technology training. Next year, ITM will apply Global HR Information System, which involves users in international standard HR system processes, from recruitment to performance evaluation.

Jumlah Hari Pelatihan Berdasarkan Jenis Program | Total Days of Training Based on Type of Program

PROGRAM PROGRAM	JUMLAH PESERTA TOTAL PARTICIPANTS	JUMLAH HARI PELATIHAN TOTAL DAYS OF TRAINING
SEMINAR SEMINAR	30	38
LOKAKARYA WORKSHOP	1	2
PELATIHAN TRAINING	2,758	5,639
SERTIFIKASI CERTIFICATION	243	1,525
TOTAL TOTAL	3,032	7,204

Sistem Manajemen K3

Upaya pelaksanaan program K3 yang terpadu di seluruh wilayah kerja, ITM wujudkan melalui penerapan Sistem Manajemen Keselamatan Pertambangan Mineral dan Batubara (SMKP Minerba) dan Sistem Manajemen K3 (SMK3). SMK3 di kelola oleh Departemen *Quality, Safety,* and *Environment*. Beberapa anak usaha ITM juga telah mendapatkan sertifikasi internasional OHSAS 18001:2007.

OHS Management System

ITM realizes the efforts to implement an integrated OHS program at the entire work areas by adopting Safety Management System for Mining Industry and OHS management system. The OHS management system is carried out by the Department of Quality, Safety, and Environment. Several ITM's subsidiaries also has obtained international certification of OHSAS 18001: 2007.



MISI MANAJEMEN K3 OHS MANAGEMENT MISSION

1. Nihil kecelakaan yang berakibat hilangnya hari kerja
   Zero accident resulting lost time injury
2. Nihil terulangnya kecelakaan
   Zero recurrence accident
3. Nihil pelanggaran persyaratan dan pemenuhan standar K3 & KO
   Zero violation of OHS & safety operation standards & policy
4. Mencegah gangguan kesehatan dan nihil penyakit akibat kerja
   Prevent health issue and zero occupational disease
5. Memenuhi aspek keselamatan operasional pertambangan baik sarana, prasarana, instalasi dan peralatan
   In compliance to safety standards for mining's facilities, infrastructure, installations, and equipmenets.

TARGET MANAJEMEN K3 OHS MANAGEMENT TARGET

- Injury Frequency Rate (IFR) : <0.19
- Injury Severity Rate (ISR) : <1.83
- Safety Health Environmental Accountability Program (SHEAP) : ≥45 %
- Hazards Report (AWAS) : ≥17.5 % of total employees
- CMS EHS : ≥80 % Green Level
- SMKP Minerba : ≥80 % Green Level

STRATEGI 3 PILAR 3 PILLARS STRATEGY

PILAR ORGANISASI DAN SISTEM
ORGANIZATION AND SYSTEM PILLAR

Menjaga pelaksanaan SMK3 melalui kebijakan OHS, HSE Management System, Contractor Management System, dan Online Incident Report

Ensure the implementation of OHS Management System through OHS policy, HSE Management System, Contractor Management System, and Online Incident Report.

PILAR MANUSIA DAN PERILAKU
MAN AND BEHAVIOR PILLAR

Mengembangkan SDM yang memiliki kompetensi, kepedulian, dan kepemimpinan K3 yang dilengkapi dengan sistem pelaporan AWAS (Amati, Waspadai, dan Segera Laporkan) dan Safety Health Environmental Accountability Program.

Develop human resources with competency, awareness, and leadership in OHS, equipped with Hazard/Near-Miss Report and Safety Health Environmental Accountability Program.

PILAR PERALATAN DAN PROSES
EQUIPMENT AND PROCESS PILLAR

Memastikan sarana, prasarana, instalasi, dan peralatan yang baik dan layak pakai untuk keamanan operasional.

Ensure facilities, infrastructure, installations, and equipment are in fit and proper conditions for operational safety.

Penerapan SMKP Minerba dan SMK3 dimulai dengan menimbulkan kesadaran dan pentingnya risiko kerja melalui kegiatan komunikasi K3, pembahasan K3 dalam PKB, dan pembentukan komite K3 di tingkat manajemen. PKB yang berlaku melindungi 100 % atau seluruh karyawan dan menjadi acuan penyelesaian perselisihan hubungan industrial. [102-41]

The implementation of Mining Safety Management System and OHS management system begins with raising the importance to recognize safety through OHS communication activities, OHS subjects in CLA, and establishment of OHS committee at managerial level. The prevailing CLA covers 100 % of all employees and becomes a reference to the settlement of industrial relations disputes. [102-41]

Pembahasan K3 diatur dalam PKB | OHS Subjects Stipulated in the CLA

TOPIK K3 DALAM PKB OHS TOPICS IN THE CLA	MATERI PKB CLA MATERIAL
KETENTUAN NASIONAL NATIONAL PROVISIONS	- -
ALAT PELINDUNG DIRI (APD) PERSONAL PROTECTIVE EQUIPMENT (PPE)	Ada Included
PARTISIPASI PERWAKILAN DALAM INSPEKSI, AUDIT DAN INVESTIGASI PARTICIPATION OF REPRESENTATIVES IN INSPECTION, AUDIT AND INVESTIGATION	Ada Included
PENDIDIKAN DAN PELATIHAN K3 OHS EDUCATION AND TRAINING	Ada Included
MEKANISME KELUHAN DAN PENGADUAN COMPLAINT AND GRIEVANCE MECHANISM	Ada Included
HAK MENOLAK PEKERJAAN YANG TIDAK AMAN THE RIGHT TO REFUSE UNSAFE WORK	Ada Included
KETENTUAN INTERNASIONAL INTERNATIONAL PROVISIONS	- -
MEKANISME PENYELESAIAN MASALAH PROBLEM SOLVING MECHANISM	Ada Included

Berdasarkan Peraturan Menteri Ketenagakerjaan (Permenaker) RI No. PER.04/MEN/1987 dan Permen ESDM No.38 tahun 2014 tentang Sistem Manajemen Keselamatan Pertambangan, setiap anak perusahaan ITM membentuk Komite K3 yang disebut Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) atau Komite Keselamatan Pertambangan yang diketuai oleh Kepala Teknik Tambang. Anggota P2K3 adalah karyawan dari tingkatan manajemen hingga pengawas dari setiap departemen.

In compliance to Manpower Department Regulation No. PER.04/MEN/1987 and MEMR Department Regulation no.38 year 2014, each ITM subsidiary has an OHS Committee called P2K3 or Mining Safety Committee chaired by Technical Mine Manager. OHS Committees consist of employees from management and supervisor level from every department.

Penerapan SMK3 telah memetakan dan mengidentifikasi jenis pekerjaan dalam kategori berisiko tinggi, yakni kerja di ketinggian, kerja dengan menggunakan alat berat, berkendaraan di jalan angkutan batubara, dan di ruang terbatas. Dengan demikian, bahaya pekerjaan berisiko tinggi dapat diminimalkan. [403-3]

During 2017, OHS management system has mapped and audited types of job in high-risk categories including working at height, working with heavy equipment, unit interaction in hauling road, and confined space. Thus, the hazards of high-risk jobs can be minimized. [403-3]

Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [403-3]
Types of High-Risk Jobs and Their Management

JENIS PEKERJAAN TYPE OF JOB	UPAYA PENGELOLAAN SESUAI PKB LAMPIRAN IV EFFORTS FOR MANAGEMENT BASED ON CLA APPENDIX IV
KESELAMATAN BERKENDARA DRIVING SAFETY	Mewajibkan ketentuan mengemudi yang aman, seperti menggunakan sabuk pengaman, tidak mengemudikan kendaraan terlalu dekat, tidak memarkir kendaraan dan menghalangi kendaraan lain, dan wajib memiliki SIMPER. Require a safe driving conditions, such as using seat belts, do not driving too close, do not parking and blocking other vehicles, and required to have SIMPER license.
ISOLASI & PENGUNCIAN ISOLATION & LOCK OUT	Mewajibkan pemasangan *personal lock* dan *tag* pada titik isolasi saat melakukan pekerjaan. Require the installation of personal lock and tag at isolation point while working.
BEKERJA DI KETINGGIAN WORK AT HEIGHT	Mewajibkan penggunaan *platform* kerja yang aman seperti *scaffolding* dan *fall protective device*. Require the use of secure work platform such as scaffolding and fall protective device.
BEKERJA DI RUANG TERBATAS WORK IN CONFINED ROOM	Melarang memasuki atau bekerja di ruang terbatas tanpa surat izin. Prohibit entry or work activity in confined room without a permit.

Beberapa Komunikasi K3 | K3 Communications [404-3]

KAMPANYE DAN PROMOSI OHS OHS CAMPAIGN AND PROMOTION

Sharing informasi terkait isu-isu keselamatan dan kesehatan secara intranet seperti *email, banner, leaflet, sticker* dan cinderamata agar karyawan ITM mengetahui dan sadar pentingnya menjaga keselamatan dan kesehatan.

Sharing information regarding health and safety issues through intranet, such as email, banner, leaflet, sticker, and souvenirs to maintain employees' awareness to uphold health and safety.

BULAN K3 OHS MONTH

Pada tahun 2017, ITM melaksanakan bulan K3 dengan Tema 'Dengan Budaya K3 Kita Tingkatkan Kualitas Hidup Manusia Menuju Masyarakat yang Selamat, Sehat dan Produktif'. Didalamnya terdapat serangkaian kegiatan, antara lain: senam bersama, donor darah, Audit 5S "*Safety*" dan lomba fotografi bertema '*Safety Home*'.

In 2017, ITM held 'OHS Month' themed 'Along with OHS Culture we improve the quality of livelihood towards a safe, healthy, and productive community'. During that month, ITM had a series of events, such as gymnastics, blood donor activity, Audit 5S Safety and photograph competetion themed 'Safety Home'.

HEALTH TALK HEALTH TALK

Menyediakan informasi terkait kesehatan yang diberikan oleh dokter perusahaan atau praktisi kesehatan kepada karyawan di kantor pusat dan *Site*.

Providing information regarding health by doctor from company or health physician to employee in head office and site.



Pencapaian Kinerja K3

Kesungguhan kami dalam memperhatikan aspek K3 di setiap kegiatan ITM membuahkan hasil menggembirakan. Capaian ini salah satunya adalah penerimaan penghargaan *Zero Accident Award* di tingkat Kalimantan Timur oleh PT Indominco Mandiri & PT Kitadin Site Embalut selama 11 tahun sejak 2006.

OHS Performance Achievement

Our commitment in paying attention to OHS aspect in every activity of ITM has yielded encouraging results. One of the achievements was the acceptance of Zero Accident Award in East Kalimantan level by PT Indominco Mandiri & PT Kitadin Site Embalut for 11 years since 2006.

Tingkat dan Jumlah Kecelakaan Kerja | Injury Rate and Number of Occupational Accident [403-2]

TINGKAT KECELAKAAN KERJA INJURY RATE	WILAYAH IZIN USAHA PERTAMBANGAN[5] MINING CONCESSION AREA[5]					
	IMM	TCM	BEK	KTD EMB[3]	KTD TDM[4]	JBG
KEGIATAN OPERASI ANAK USAHA ITM | ITM SUBSIDIARIES' OPERATING ACTIVITIES						
KECELAKAAN KERJA[1] OCCUPATIONAL ACCIDENT[1]	1	0	0	0	0	0
• **RINGAN[2]** MINOR[2]	0	0	0	0	0	0
• **BERAT** MAJOR	1	0	0	0	0	0
• **FATAL** FATAL	0	0	0	0	0	0
INJURY FREQUENCY RATE (IFR)	0.73	0	0	0	0	0
LOST DAY RATE (LDR)	4,409	0	0	0	0	0

TINGKAT KECELAKAAN KERJA
INJURY RATE

	WILAYAH IZIN USAHA PERTAMBANGAN[5] MINING CONCESSION AREA[5]					
	IMM	TCM	BEK	KTD EMB[3]	KTD TDM[4]	JBG
KEGIATAN OPERASI PERUSAHAAN MITRA KERJA | BUSINESS PARTNERS' OPERATING ACTIVITIES						
KECELAKAAN KERJA[1] OCCUPATIONAL ACCIDENT[1]	1	2	0	1	0	1
• **RINGAN[2]** MINOR[2]	0	0	0	0	0	0
• **BERAT** MAJOR	1	2	0	1	0	1
• **FATAL** FATAL	0	0	0	0	0	0
INJURY FREQUENCY RATE (IFR)	0.05	0.11	0	0.40	0.00	0.53
LOST DAY RATE (LDR)	0.23	333.39	0	6.74	0.00	32.08
KEGIATAN OPERASI ANAK USAHA ITM & KEGIATAN OPERASI PERUSAHAAN MITRA KERJA OPERATING ACTIVITIES OF ITM SUBSIDIARIES & BUSINESS PARTNERS						
KECELAKAAN KERJA[1] OCCUPATIONAL ACCIDENT[1]	2	2	0	1	0	1
• **RINGAN[2]** MINOR[2]	0	0	0	0	0	0
• **BERAT** MAJOR	2	2	0	1	0	1
• **FATAL** FATAL	0	0	0	0	0	0
INJURY FREQUENCY RATE (IFR)	0.09	0.10	0	0.36	0.00	0.46
LOST DAY RATE (LDR)	256.81	303.00	0	6.12	0.00	27.44

Keterangan | Note

[1]Kecelakaan Kerja: tidak ada karyawan perempuan yang mengalami kecelakan kerja. [403-2]
Occupational Accident: no female employees experienced occupational accidents.

[2]Pencatatan IFR, LDR, dan angka kecelakaan kerja dilakukan berdasarkan 1 juta jam kerja mengacu pada KEPMEN 555.K/26/M.PE/1995 dan ketentuan GRI:
Recorded IFR, LDR, number of occupational accidents was based on on 1 million man hours complied to Minister of Manpower Decree No. 555.K/26/M.PE/1995 and also equal with GRI requirement:
- Ringan: gangguan namun tidak mempengaruhi performa kerja yang menyebabkan 1- 21 hari kerja hilang.
  Minor: health problems but not affecting work performance, causing 1 - 21 lost day.
- Berat: gangguan kesehatan dan menyebabkan ≥21 hari kerja hilang.
  Major: health problems and causing ≥21 lost day.
- Fatal: kerusakan kesehatan secara permanen dengan kecacatan serius atau kematian yang menyebabkan 6.000 hari kerja hilang. Berdasarkan 555.K (p.33), fatal adalah kecelakan kerja yang menyebabkan karyawan meninggal dunia dalam 24 jam terhitung sejak kecelakaan terjadi.
  Fatal: permanent health damage with serious disability or death, causing 6,000 lost day. Base on 555k (p.33), fatal is any accident causing the death of mineworker within 24 hours calculated from the time the accident accurred.

[3]Kecelakaan kerja terjadi di WIUP Kitadin Site Embalut.
Occupational accident occur at Kitadin Site Embalut mining concession.

[4]Nihil di WIUP Kitadin Site Tandung Mayang. Mengingat WIUP KTD Tandung Mayang dalam periode penutupan tambang.
There is zero accident in Kitadin Site Tandung Mayang as its in mining closure period.

[5]TRUST merupakan kontraktor dari WIUP IMM dan WIUP JBG. WIUP TIS belum beroperasi.
TRUST is a contractor of IMM and JBG mining concession. TIS Mining Concession Area has not been in operation.

ITM berkomitmen untuk memenuhi pelaksanaan kesehatan kerja melalui kegiatan *medical check up*, donor darah, kegiatan olahraga, serta pengobatan yang tersedia di 5 klinik *on site*, 3 pos kesehatan, dan lebih dari 10 rumah sakit rekanan di Kalimantan dan Jakarta. Berdasarkan laporan pemeriksaan kesehatan 2017 di Klinik *on-site* dan juga hasil pemeriksaan kesehatan regular tahunan (MCU), ITM memetakan adanya penyakit endemik ISPA dan gangguan profil lemak (*cholesterol*) yang mulai banyak diderita karyawan.

Merespon hasil tersebut, ITM memberikan konsultasi personal di klinik, sosialisasi melalui jaringan intranet, menyediakan fasilitas sanitasi yang baik, serta masker, hingga pengobatan bagi yang membutuhkan.

ITM is also committed to comply with the occupational health implementation through medical check-up, blood donation, sport activities, as well as medical treatment through on site clinic, 7 health posts and more than 10 partner hospitals in Kalimantan and Jakarta. Based on health examination report 2017 at on-site Clinic and result of annual regular Medical Check Up (MCU), ITM mapped the presence of endemic disease of Upper Respiratory Tract Infection (URI) and Lipid Profile Disorder (Cholesterol) that began to influence many employees.

Responding to this issue, ITM conducted personal consultations at the clinic, dissemination through the intranet network, provided proper sanitation facilities, masks, as well as treatment for those who need it.

Jumlah kunjungan Klinik *On Site* | Number of Onsite Clinic Visits

WILAYAH IZIN USAHA PERTAMBANGAN MINING BUSINESS LICENSE AREA	JUMLAH KUNJUNGAN KLINIK ON-SITE NUMBER OF ON SITE CLINIC VISITS
IMM	717
TCM	232
BEK	62
KTD	66
JBG	24
TOTAL	1,101

Keterangan | Note
WIUP TIS belum beroperasi dan berproduksi.
TIS Mining Concession Area has not been in operation and in production.

Sejak 2016, ITM melalui Indominco Mandiri telah melakukan sosialisasi pengendalian HIV/AID melalui *inhouse training* dan *safety talk* kepada 727 peserta karyawan dan penyuluhan kepada 120 peserta dari masyarakat. Komitmen atas ini memperoleh apresiasi Penghargaan Kategori 'Gold' atas Program Pencegahan dan Penanggulangan dari Gubernur Kalimantan Timur.

Since 2016, ITM through Indominco Mandiri has conducted dissemination on HIV/AIDS control through inhouse training and safety talk to 727 employees and counseling to 120 participants from the community. This commitment has earned award of Gold Category for the HIV/AIDS Prevention and Control Program from the Governor of East Kalimantan.

Peningkatan K3 Bersama Perusahaan Mitra Kerja

Menindaklanjuti satu kasus kecelakaan fatal yang melibatkan karyawan perusahaan mitra kerja di tahun 2016, ITM telah meningkatkan kualitas penerapan *Contractor Management System* (CMS). Dengan kerjasama yang terjalin, kinerja K3 menghasilkan perbaikan dengan diraihnya *zero fatality* di seluruh perusahaan mitra kerja.

Pada tahun 2017, sistem pemantauan kinerja K3 anak usaha ITM telah diintegrasikan dengan perusahaan mitra kerja. Integrasi ini menjadikan pemantauan kinerja dilakukan bersama-sama untuk pencapaian prestasi bersama.

Enhanced Joint OHS with Business Partners

Following up a case of fatal accident involving employees of a business partner in 2016, ITM has enhanced the quality of its Contractor Management System (CMS) implementation. With the established cooperation, OHS performance improved with zero fatality achieved in all business partners' companies.

In 2017, ITM subsidiaries' OHS performance management system was integrated with its Business Partners. The integration made the performance monitoring to be jointly performed for common achievement.







PENGEMBANGAN MASYARAKAT

COMMUNITY DEVELOPMENT



ITM melakukan kegiatan pengembangan masyarakat (*Community Development*/CD) melalui 148 kegiatan di 43 Desa. Di antara program CD yang berjalan, 5 program andalan telah memperoleh nilai rata-rata indeks kepuasan masyarakat sebesar 67% atau 'Puas'.

ITM carries out Community Development (CD) activities through 148 activities in 43 villages. Among the current CD programs, five programs have received the average satisfaction index of 67 % or 'Satisfied'.



98 Pendekatan Pengembangan Masyarakat
Community Development Approach

100 Cakupan Wilayah Program Pengembangan Masyarakat
Scope of Community Development Program

101 Forum Konsultasi Masyarakat
Community Consultative Committee

104 Pelaksanaan Kegiatan Pengembangan Masyarakat
Implementation of Community Development Activities

TARGET TARGET

- Penyerapan dana
  Realization of CD Budget **≥70%**
- Indeks Kepuasan Masyarakat
  Community Satisfaction Index **≥66%**

PENCAPAIAN ACHIEVEMENTS

- Penyerapan dana
  Realization of CD Budget **78%**
- Indeks Kepuasan Masyarakat
  Community Satisfaction Index **≥67%**

Pendekatan Pengembangan Masyarakat

COMMUNITY DEVELOPMENT APPROACH [413-1]

Dalam menyusun peta jalan tanggung jawab sosial dan cetak biru rencana penerapan, serta rencana kerja program pengembangan masyarakat (*community development*/ CD), ITM merujuk pada panduan standar internasional ISO 26000 on *Social Responsibility* dan *AA1000 on Stakeholder Engagement Standard*.

In preparing social responsibility roadmap and blueprint of implementation plan as well as work plan of community development (CD) program, ITM refers to international guideline standard ISO 26000 on Social Responsibility and AA1000 on Stakeholder Engagement Standard.

Pendekatan Program Pengembangan Masyarakat melalui Empat Pilar
Community Development Approach through Four Pillars

EKONOMI ECONOMY

Perusahaan berkomitmen meningkatkan kesejahteraan masyarakat melalui penyediaan pelatihan dan akses bahan baku.

The Company is committed to improving the community's welfare through the provision of training and access to raw materials.

SOSIAL SOCIAL

Perusahaan mengangkat kualitas hidup dengan memastikan masyarakat mendapatkan layanan publik yang dibutuhkan, berupa kesehatan dan pendidikan secara memadai.

The Company improves the quality of life by ensuring the community receives the required public services, in the form of health and education adequately.

LINGKUNGAN HIDUP ENVIRONMENT

Perusahaan berkomitmen membangun kesadaran masyarakat mengenai pentingnya menjaga dan melestarikan lingkungan sekitar.

The Company is committed to building community awareness on the importance of maintaining and preserving the surrounding environment.

HUBUNGAN KEMASYARAKATAN COMMUNITY RELATIONS

Perusahaan selalu berupaya menyelaraskan pandangan pemangku kepentingan untuk dapat saling memahami dan terbangunnya kebersamaan.

The Company always strives to align the stakeholders' views to understand and build togetherness.





Berdasarkan empat pilar pengembangan masyarakat, ITM mengembangkan program pengembangan masyarakat berdasarkan 6 bidang, yaitu: ekonomi, pendidikan, sosial budaya, kemasyarakatan, kesehatan, lingkungan hidup, dan infrastruktur.

Based on the four pillars of community development, ITM develops community development program based on 76areas: economy, education, social, cultural and comunity, health, the environment, and infrastructure.

Proses Pengembangan Program CD:

Process on Developing CD Program:

TUJUAN PURPOSE → TARGET TARGET → KELUARAN OUTPUT → KEGIATAN ACTIVITY → BAGIAN-BAGIAN KEGIATAN SUB-ACTIVITY

Cakupan Wilayah Program Pengembangan Masyarakat

ITM melaksanakan program-program pengembangan masyarakat di semua wilayah operasi pertambangan, yaitu 7 wilayah izin usaha penambangan yang terdiri dari 3 provinsi, 5 kabupaten, 1 kota, 10 kecamatan, dan 43 desa.

Coverage of Community Development Program Areas

ITM conducts community development programs in all mining operations areas, consisting of seven mining business license area in three provinces, five regencies, one city, 10 districts, and 43 villages.

Lokasi Pengembangan Masyarakat | Community Development Locations

1 **INDOMINCO MANDIRI**
Kalimantan Timur, Kab. Kutai Timur, Kab. Kutai Kartanegara, dan Kota Bontang (3 Kecamatan dan 10 Desa)

2 **KITADIN SITE TANDUNG MAYANG**
Kalimantan Timur, Kab. Kutai Timur, Kab. Kutai Kartanegara (2 Kecamatan dan 6 Desa)

3 **KITADIN SITE EMBALUT**
Kalimantan Timur, Kab. Kutai Kartanegara (1 Kecamatan dan 4 Desa)

4 **TRUBAINDO COAL MINING**
Kalimantan Timur, Kab. Kutai Barat (4 Kecamatan dan 20 Desa)

5 **JORONG BARUTAMA GRESTON**
Kalimantan Selatan, Kab. Tanah Laut (1 Kecamatan dan 6 Desa)

6 **BHARINTO EKATAMA**
Kalimantan Timur & Kalimantan Tengah
Kab. Kutai Barat dan Kab. Barito Utara (3 Kecamatan dan 6 Desa)

7 **TEPIAN INDAH SUKSES**
Kalimantan Timur, Kab. Kutai Barat (1 Kecamatan dan 1 Desa)



Forum Konsultasi Masyarakat [413-1]

Dalam membentuk program pengembangan masyarakat, ITM memiliki Forum Konsultasi Masyarakat (FKM) sebagai jembatan komunikasi masyarakat dengan ITM. Pertemuan FKM dengan perusahaan untuk berdiskusi dilaksanakan minimal setiap satu tahun sekali untuk mengevaluasi kegiatan CD. FKM terdiri dari tokoh agama, pemuda, kader PKK, dan aparat desa yang dipilih sendiri oleh warga. Hingga tahun 2017, terdapat 43 FKM yang tersebar di desa-desa dampingan di wilayah operasi perusahaan.

Untuk memfasilitasi program-program pengembangan, ITM memiliki *community development officer* (CDO) sebagai perwakilan perusahaan yang mendampingi setiap pelaksanaan program, baik di tingkat ITM maupun anak perusahaan. Selama tahun 2017, terdapat 38 orang personel CDO.

ITM berkomitmen untuk terus meningkatkan kompetensi personel CDO agar dapat memberikan pendampingan yang berkualitas pada masyarakat melalui berbagai pelatihan, diantaranya:

1. Pelatihan dasar pemetaan sosial dan pemetaan pemangku kepentingan
2. Penyusunan grand desain program dan bisnis model
3. Keterampilan untuk negosiasi dengan penduduk asli
4. Pelatihan *Holistic Person Development System* (HOPES)

Hingga tahun 2017, ITM telah melaksanakan 148 kegiatan pengembangan di seluruh wilayah operasional anak perusahaan, yang jumlahnya menurun dibandingkan tahun sebelumnya. Penurunan disebabkan karena beberapa kegiatan belum terlaksana di tahun 2017 dan Perusahaan telah mencadangkan anggaran yang belum terpakai ke tahun berikutnya.

Community Consultative Committee [413-1]

In establishing community development programs, ITM has a Community Consultative Committee (CCC) as a bridge of communication between community and ITM. The Community Consultative Committee convenes with the Company for discussion at least once a year to evaluate CD activities. The FKM consists of religious leaders, youth, PKK cadres, and village officials who are elected by the residents. Until 2017, there have been 43 FKMs scattered in the assisted villages in the Company's operating areas.

To facilitate development programs, ITM has a community development officer (CDO) as the company's representative who accompanies every program implementation, both at the ITM level and its subsidiaries. During 2017, there were 38 CDO personnel.

ITM is committed to continuously improve the competence of CDO personnel in order to provide quality assistance to the community through various training programs, including:

1. Basic social mapping training and stakeholder mapping
2. Preparation of grand design program and business model
3. Negotiation skills with indeginous community
4. Holistic Person Development System (HOPES) Training

Until 2017, ITM has implemented 148 development activities at all operating areas of subsidiaries, whose numbers decreased compared to the previous year. The decrease was due to several activities not yet implemented in 2017 and the Company has reserved the unused budget to the following year.

Jumlah Kegiatan Pengembangan Masyarakat di Seluruh Wilayah Operasi
Number of Community Development Activities at All Operating Areas

Kegiatan | Activity

BIDANG PROGRAM AREA OF PROGRAM	2017	2016	2015
PROGRAM EKONOMI ECONOMIC PROGRAM	82	72	94
PROGRAM PENDIDIKAN EDUCATION PROGRAM	26	21	31
PROGRAM SOSIAL BUDAYA, DAN HUBUNGAN KEMASYARAKATAN CULTURAL SOCIAL AND COMMUNITY RELATIONS PROGRAM	7	7	9
PROGRAM KESEHATAN HEALTH PROGRAM	11	18	22
PROGRAM LINGKUNGAN ENVIRONMENTAL PROGRAM	4	7	11
PROGRAM INFRASTRUKTUR INFRASTRUCTURE PROGRAM	18	35	39
TOTAL	148	160	206





ITM menyediakan alokasi biaya untuk pelaksanaan program pengembangan masyarakat. Total anggaran yang direaliasikan pada tahun 2017 mencapai Rp19,4 miliar, turun sebesar 32% dibanding tahun 2016 yaitu sebesar Rp28,5 miliar. Jumlah dana terbesar yaitu Rp6,4 miliar yang dialokasikan untuk pembinaan kelompok program pengembangan infrastruktur dasar.

ITM allocates funds for the implementation of community development programs. Total budget realized in 2017 reached IDR19.4 billion, down 32% compared to IDR28.5 billion in 2016. The largest amount of fund was IDR6.4 billion which was allocated for development of basic infrastructure development program group.

Biaya Pengembangan Masyarakat (Juta Rupiah) | Cost of Community Development (Million IDR)

Juta Rupiah | Million Rupiah

BIDANG PROGRAM PENGEMBANGAN AREA OF DEVELOPMENT PROGRAM	2017	2016
EKONOMI ECONOMY	2,743	6,820
PENDIDIKAN EDUCATION	4,113	5,183
SOSIAL BUDAYA DAN HUBUNGAN MASYARAKAT CULTURAL SOCIAL AND COMMUNITY RELATIONS	3,972	6,110
KESEHATAN HEALTH	1,726	1,863
PELESTARIAN LINGKUNGAN ENVIRONMENTAL PRESERVATION	482	3,126
PEMBANGUNAN INFRASTRUKTUR INFRASTRUCTURE DEVELOPMENT	6,431	5,420
TOTAL	19,467	28,524

PELAKSANAAN KEGIATAN PENGEMBANGAN MASYARAKAT

IMPLEMENTATION OF COMMUNITY DEVELOPMENT ACTIVITIES [413-1]

Pelaksanaan pengembangan masyarakat dilakukan berdasarkan hasil pemetaan sosial dan asesmen dampak sosial. Pemetaan ini melibatkan pihak independen, pemerintah daerah dan masyarakat setempat. Program diprioritaskan untuk memenuhi kebutuhan masyarakat, terutama masyarakat yang tertinggal dan rentan.

Community development is implemented based on the result of social mapping and social impact assessment. This mapping involves independent parties, local government and local communities. Programs are prioritized to meet the community's needs, especially the disadvantaged and vulnerable communities.

Program CD dan Pencapaian Target | CD Program and Target Achievement [413-1]

KEGIATAN ACTIVITY	TARGET TARGET	PENCAPAIAN ACHIEVEMENT
EKONOMI ECONOMY		
Pertanian terpadu Integrated Farming System	Kelompok petani memiliki kombinasi kegiatan pertanian yang terpadu dengan peternakan Farmers groups that have combined activities of integrated farming and husbandry	• Telah dimanfaatkan lahan seluas 5 ha untuk pertanian hortikultura dan peternakan ayam. Land with 5 ha area has been used for horticulture farming and poultry husbandry • Terlibatnya 12 kepala keluarga atau 65 jiwa dalam pengelolaan IFS Involving 12 families or 65 people in IFS management
Pengembangan pupuk organik bokashi Development of bokashi organic fertilizer	Terbangunnya kesadaran ramah lingkungan dan tersedianya suplai pupuk bokashi 10 ton per bulan Environmental awareness has been established and availability of bokashi fertilizer supply of 10 tons per month	Penyediaan pupuk bokashi telah mencapai produksi 12 ton per bulan guna mendukung pertanian warga serta reklamasi dan rehabilitasi lahan yang digunakan JBG Availability of bokashi fertilizer has reached production of 12 tons per month to support people's farming as well as reclamation and rehabilitation of land used by JBG
PENDIDIKAN EDUCATION		
Pengembangan CLC (PKBM) Malahing, CLC (PKBM) Damai Mandiri, dan CLC (PKBM) Salaka Development of CLC (PKBM) Malahing, CLC (PKBM) Damai Mandiri, and CLC (PKBM) Salaka	Menjadikan komunitas yang kurang akses pendidikan menjadi memiliki kemampuan membaca dan menulis Enable communities who lack access to education to become literate	Komunitas pemanfaat yang mampu baca tulis telah dientaskan sejumlah 145 orang di tahun 2017. Sehingga sejak awal tahun 2011 sampai tahun 2017 telah mengentaskan sejumlah 1.248 penerima manfaat. A total of 145 beneficiarie have become literate in 2017. Thus, since early 2011 until 2017, a total of 1,248 beneficiaries have been alleviated.
INFRASTRUKTUR INFRASTRUCTURE		
Pembangunan Sarana Air bersih di Santan Tengah, Kutai Kartanegara dan Penyediaan air minum isi ulang di Benangin V, Bharito Utara. Development of Water Facility in Central Santan, Kutai Kartanegara and supply of drinking water refill in Benanging V, North Barito	Terpenuhinya rumah tangga yang sulit air bersih mendapat akses air bersih dan air minum Fulfillment of clean water supply for households that have difficulties in accessing clean water and drinking water	• Telah terbangunnya terminal air bersih yang dapat menyambungkan air kepada 230 kepala keluarga (KK) di site IMM Clean water terminal has been established that distributing water to 230 families at IMM site • Menyediakan air minum isi ulang kepada 942 jiwa di site BEK. Provide drinking water refill to 942 people at BEK site

Pusat Kegiatan Belajar Masyarakat (PKBM)

ITM berkomitmen untuk menyediakan kesempatan pendidikan yang berkualitas bagi masyarakat. Komitmen tersebut diwujudkan dalam pembentukan pusat kegiatan pembelajaran masyarakat (PKBM). Kurikulum yang diajarkan adalah Kejar Paket A (setara SD), B (setara SLTP), dan C (setara SLTA), serta peningkatan keterampilan dan pemberdayaan perempuan.

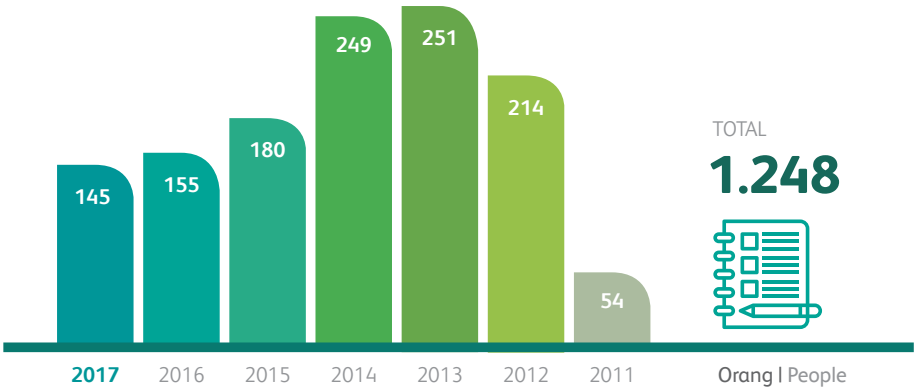
Program PKBM memberikan dampak positif bagi masyarakat berupa kesadaran terhadap manfaat belajar dan memiliki pengetahuan umum. Selain itu, masyarakat yang semula buta huruf menjadi dapat membaca dan menulis serta memiliki keterampilan kreatif, seperti membuat kerajinan tangan. Penerima manfaat yang mengikuti PKBM diharapkan dapat memiliki kompetensi dasar untuk melakukan kegiatan produktif, mengembangkan kegiatan wirausaha, dan siap memasuki lapangan kerja. Hingga tahun 2017, ITM melalui IMM telah mengembangkan 3 PKBM yaitu PKBM Malahing, PKBM Damai Mandiri dan PKBM Salaka.

Community Learning Center (PKBM)

ITM is committed to provide opportunities of quality education for community. The commitment is realized in the community learning center (CLC). The curriculum of education provided are Kejar Paket A (equivalent to elementary school), B (equivalent to junior high school), and C (equivalent to senior high school), as well as skill improvement and women empowerment.

CLC program provides positive impact for community in the form of awareness of the benefit of learning and possessing general knowledge. In addition, the community who were illiterate before, has become literate and having creative skills, such as making handicrafts. The beneficiaries who attended CLC is expected to have basic competencies to conduct productive activities. Until 2017, ITM through IMM has developed 3 CLCs, CLC Malahing, CLC Damai Mandiri and CLC Salaka.

Jumlah penerima manfaat Baca Tulis dan Keterampilan Hidup | Total beneficiaries of Literacy and Life Skills



Target program PKBM pada tahun 2017-2020 selanjutnya adalah memberikan paket A, B, C bagi 757 penerima manfaat dan menurunkan penerima program keaksaraan fungsional menjadi nihil, yang menunjukkan bahwa tidak ada lagi masyarakat yang buta aksara.

CLC program target in 2017-2020 is to provide packages A, B, C for 757 beneficiaries and lower the beneficiaries of literacy program to zero, which indicates there is no longer illiteracy in the community.

Air Bersih dan Sanitasi

Dalam menjamin ketersediaan air bersih dan sanitasi yang layak bagi masyarakat, ITM melalui IMM menyediakan akses layanan air bersih di Desa Santan Tengah, Kutai Kartanegara. Penyaluran air bersih tersebut dilakukan melalui BUMDES Program "Air Bersih untuk Kehidupan" Santan tengah.

Program penyediaan air bersih ini dimulai sejak tahun 2013, dengan memasang pipa yang menjangkau 40 rumah dan 230 kepala keluarga (KK).

Clean Water and Sanitation

In securing clean water supply and proper sanitation for the community, ITM through IMM provide access to clean water in Santan Tengah Village, Kutai Kartanegara. The clean water supply is distributed through BUMDES program "Clean Water for Life" in Santan Tengah.

The provision of clean water program has started since 2013, with pipe installation that reach 40 homes and 230 families.

Realisasi Program 'Penyediaan Air Bersih untuk Kehidupan ' | Realization of 'Clean Water Supply for Life' Program

	2017	2016	2015	2014	2013
ACTION PLAN ACTION PLAN	Bak air, pemipaan fase kedua Water tank, pipe installation of second phase	*Hydro Multi Pump* dan pemipaan Hydro Multi Pump and pipe installation	Power, Bak Air, Meteran Air Power, water tank, water meter	*Hydro Multi Pump* Hydro Multi Pump	Pengeboran dan pemipaan Drilling and piping
PENERIMA MANFAAT BENEFICIARIES KK/ sambungan | families/installation	230	200	150	40	20
JUMLAH AIR DISALURKAN TOTAL VOLUME OF WATER DISTRIBUTION m^3/hari | m^3/day	184	160	120	32	16

Dengan adanya aliran air bersih, maka masyarakat tidak lagi menggunakan air keruh. Selain itu, masyarakat lebih mudah menjangkau sumber air karena adanya tandon (penampungan air dan pipa), dibandingkan sebelumnya harus menempuh jarak jauh untuk mengambil air di sungai atau membeli air.

Selain menyediakan air bersih bagi masyarakat, program ini juga memperhatikan pengelolaan dengan prinsip konservasi air, pemberian pelatihan tentang air bersih kepada masyarakat, dan pemeliharaan infrastruktur yang baik.

With the clean water supply, the community no longer used turbid water. It is easier for community to access water source with the availability of water tank and pipe installation, compared to having to go far to withdraw water in the river or buy water.

Aside from providing clean water for the community, this program also considers the management with water conservation principle, organizing training on clean water for community, and proper maintenance of infrastructure.

Integrated Farming System (IFS)

ITM mengembangkan program pengembangan *Integrated Farming System* (IFS). Bekerja sama dengan Balai Penelitian Teknologi Pertanian (BPTP), ITM melalui Kitadin Site Embalut mendampingi Kelompok petani IFS "Mandiri Bersama" di Desa Embalut, Kutai Kartanegara, Kalimantan Timur.

Kegiatan petani yang lebih produktif melalui IFS dapat meningkatkan perekonomian. Petani yang semula hanya memiliki pendapatan sejumlah Rp500.000 per bulan kini meningkat menjadi Rp1.900.000 per bulan. Peningkatan perekonomian ini diharapkan dapat menumbuhkan kelompok baru lainnya.

Integrated Farming System (IFS)

ITM develops empowerment program of Integrated Farming System (IFS). In collaboration with Agricultural Technology Research Center (BPTP), ITM through Kitadin Site Embalut facilitated IFS farmers group "Mandiri Bersama" in Embalut Village, Kutai Kartanegara, East Kalimantan.

The farmers' activities that are more productive through IFS can improve the economy. The farmers who originally only earned IDR500,000 per month, can now earn IDR1,900,000 per month. The economic improvement is expected to foster other new groups.

PENERIMA MANFAAT IFS DESA EMBALUT
IFS BENEFICIARIES IN EMBALUT VILLAGE

2015-2017	2012-2014	2011
12	8	6
keluarga | family (65 orang | people)	keluarga | family (32 orang | people)	keluarga | keluarga (19 orang | people)

Program Pupuk Bokashi

ITM mengembangkan pelatihan pembuatan pupuk bokashi bagi para petani di wilayah dampingan JBG. Pupuk bokashi tersebut merupakan pupuk organik yang berasal dari sekam padi.

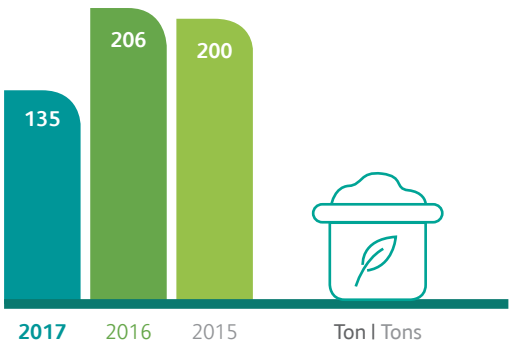
Sejak tahun 2014, pelatihan telah dilaksanakan di *workshop* pembuatan pupuk bokashi Desa Karang Rejo yang dikelola oleh Kelompok Sumber Makmur. Hingga tahun 2017, pelatihan telah diikuti oleh 6 desa dampingan JBG dan diikuti oleh 29 petani.

Bokashi Fertilizer Program

ITM develops bokashi fertilizer production for farmers in JBG's fostered areas. The bokashi fertilizer is organic fertilizer made from rice husks.

Since 2014, the training has been held at the bokashi fertilizer workshop in Karang Rejo Village managed by Sumber Makmur group. Up to 2017, the training has been attended by JBG's six fostered villages and participated by 29 farmers.

Produksi Pupuk Organik Bokashi | Bokashi Production





KEGIATAN PEMBERDAYAAN MASYARAKAT BERDASARKAN WILAYAH OPERASI ANAK PERUSAHAAN

COMMUNITY EMPOWERMENT ACTIVITIES BASED ON OPERATING AREA OF SUBSIDIARIES [413-1]

PT Indominco Mandiri (IMM)

Hingga akhir 2017, IMM memiliki 10 desa dampingan yang tersebar di Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara, dan Kota Bontang. Jumlah biaya yang dialokasikan untuk program pengembangan masyarakat pada tahun 2017 sebesar Rp8,3 miliar, turun dibanding tahun 2016 yang mencapai Rp17,4 miliar. Fokus program pengembangan masyarakat adalah pengembangan infrastruktur dasar dan Kesehatan.

Pengembangan ekonomi bagi masyarakat dampingan IMM dilakukan melalui Home Industry Team Indominco Mandiri (HITIM) yang mengembangkan unit usaha kuliner tradisional bernama Kedai HITIM, mengembangkan kelompok perkebunan melon emas (golden melon), serta mengembangkan pertanian padi varietas unggul melalui beberapa kelompok tani di Desa Teluk Pandan, Kutai Timur.

PT Indominco Mandiri (IMM)

Up to 2017, IMM has had 10 fostered villages scattered in East Kutai Regency, Kutai Kartanegara Regency, and Bontang City. The funds allocated to community development program in 2017 was IDR8.3 billion, down compared to IDR17.4 billion in 2016. Focus of community development program was on basic infrastructure development and health.

The economic development for IMM's assisted community was conducted through Home Industry Team of Indominco Mandiri (HITIM) that developed traditional culinary business unit, Kedai HITIM, golden melon plantation group, as well as superior variety of rice through several farmers group in Teluk Pandan Village, East Kutai.

PT Trubaindo Coal Mining (TCM)

Pada tahun 2017, TCM memiliki 20 desa dampingan di Kabupaten Kutai Barat, yang meliputi wilayah Kecamatan Melak, Bentian Besar, Muara Lawa dan Damai. Selama tahun 2017 TCM menyediakan biaya untuk program pengembangan masyarakat sebesar Rp5,7 miliar, turun dibanding tahun 2016 sebanyak Rp6,3 miliar. Fokus program pengembangan yang dilaksanakan meliputi bidang pengembangan infrastruktur dasar dan pengembangan ekonomi.

PT Trubaindo Coal Mining (TCM)

In 2017, TCM has 20 fostered villages in West Kutai Regency that covered the areas of Melak, Bentian Besar, Muara Lawa and Damai districts. During 2017, TCM provided IDR5.7 billion in funds to community development program, a decrease compared to IDR6.3 billion in 2016. The focus of development program include basic infrastructure development and economic development.

PT Bharinto Ekatama (BEK)

Jumlah desa dampingan BEK sampai akhir periode pelaporan ada 6 desa dampingan, tersebar di Kabupaten Kutai Barat dan Barito Utara. Fokus program pengembangan masyarakat yang dilaksanakan meliputi bidang pendidikan dan pengembangan ekonomi masyarakat. Total alokasi dana pemberdayaan masyarakat pada tahun 2017 mencapai Rp2,8 miliar bertambah 180% dibanding tahun 2016 sebesar Rp1 miliar.

PT Bharinto Ekatama (BEK)

Number of BEK's fostered villages until the end of reporting period was six villages, located in West Kutai and North Barito regencies. The focus of community empowerment program include education and community economic development. Total fund allocation for community empowerment in 2017 reached IDR2.8 billion, increased by 180% compared to IDR1 billion in 2016.

PT Kitadin Site Embalut (EMB)

Alokasi dana pengembangan masyarakat di tahun 2017 sebesar Rp915 juta, turun dibanding tahun 2016 sebanyak Rp992 juta. Wilayah operasi EMB memiliki keunikan karena berdekatan dengan wilayah permukiman warga yang berada di Kecamatan Tenggarong Seberang, Kabupaten Kutai Kartanegara. Oleh karena itu, program pengembangan masyarakat difokuskan pada bidang sosial budaya dan hubungan masyarakat, serta pengembangan ekonomi masyarakat di 4 desa dampingan.

PT Kitadin Site Embalut (EMB)

Fund allocation for community development in 2017 was IDR915 million, a decrease from IDR992 million in 2016. Operating area of EMB is unique for its proximity with residential area in Seberang Tenggarong District, Kutai Kartanegara Regency. Therefore, the community development programs focus on social culture and community relations, as well as community economic development in four fostered villages.

PT Jorong Barutama Greston (JBG)

Hingga akhir tahun 2017, PT JBG memiliki 6 desa dampingan yang berada di Kecamatan Jorong, Kabupaten Tanah Laut. Fokus program pengembangan masyarakat meliputi bidang pendidikan dan pengembangan ekonomi masyarakat. Total biaya yang dialokasikan untuk pelaksanaan program pengembangan masyarakat pada tahun 2017 mencapai Rp930 juta, berkurang dibanding tahun 2016 sebesar Rp985 juta.

PT Jorong Barutama Greston (JBG)

Until the end of 2017, PT JBG fostered six villages in Jorong District, Tanah Laut Regency. Focus of community development program include education and community economic development. Total fund allocation for community empowerment program implementation in 2017 reached IDR930 million, a decrease from IDR985 million in 2016.




JBG

LAMPIRAN

APPENDIX

Jumlah Karyawan Berdasarkan Entitas Usaha | Number of Employees based on business entity [102-8]

ENTITAS | ENTITY	2017	2016	2015
PT INDO TAMBANGRAYA MEGAH	142	158	153
PT INDOMINCO MANDIRI	725	740	765
PT TRUBAINDO COAL MINING	650	666	667
PT BHARINTO EKATAMA	112	116	125
PT KITADIN	176	174	189
PT JORONG BARUTAMA GRESTON	144	145	148
PT TAMBANG RAYA USAHA TAMA	800	769	692
PT GASEMAS	19	-	-
TOTAL	2,768	2,768	2,739

Jumlah Karyawan Berdasarkan Kewarganegaraan dan Gender | Number of Employees Based on Citizenship and Gender [102-8]

ENTITAS | ENTITY	2017				2016				2015			
	INDONESIA		EXPATRIATE		INDONESIA		EXPATRIATE		INDONESIA		EXPATRIATE	
	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀
PT INDO TAMBANGRAYA MEGAH	101	29	11	1	109	28	17	4	102	29	18	4
PT INDOMINCO MANDIRI	632	90	3	0	638	84	18	0	659	88	18	0
PT TRUBAINDO COAL MINING	555	88	7	0	562	90	13	1	562	90	14	1
PT BHARINTO EKATAMA	97	14	1	0	100	15	1	0	105	19	1	0
PT KITADIN	148	26	2	0	146	25	3	0	155	27	6	1
PT JORONG BARUTAMA GRESTON	130	13	1	0	131	13	1	0	133	14	1	0
PT TAMBANG RAYA USAHA TAMA	771	26	3	0	731	28	9	1	663	23	6	0
PT GASEMAS	17	2	0	0	0	0	0	0	0	0	0	0
	2,451	288	28	1	2,417	283	62	6	2,379	290	64	6
TOTAL	2,768				2,768				2,739			

Jumlah Karyawan Berdasarkan Status Kepegawaian | Number of Employee Based on Employment Status [102-8]

ENTITAS | ENTITY	2017 Tetap Permanent	2017 Kontrak Contract	2016 Tetap Permanent	2016 Kontrak Contract	2015 Tetap Permanent	2015 Kontrak Contract
PT INDO TAMBANGRAYA MEGAH	120	22	116	42	113	40
PT INDOMINCO MANDIRI	706	19	696	44	718	47
PT TRUBAINDO COAL MINING	593	57	607	59	625	42
PT BHARINTO EKATAMA	97	15	106	10	115	10
PT KITADIN	165	11	166	8	176	13
PT JORONG BARUTAMA GRESTON	140	4	142	3	145	3
PT TAMBANG RAYA USAHA TAMA	552	248	534	235	531	161
PT GASEMAS	2	17	-	-	-	-
TOTAL	2,375	393	2,367	401	2,423	316
	2,768		2,768		2,739	

Jumlah Karyawan Berdasarkan Lokasi *Point of Hire* | Number of Employees based on Point of Hire location [102-8]

ENTITAS | ENTITY	2017	2016	2015
KALIMANTAN TIMUR EAST KALIMANTAN	2,011	1,991	1,950
KALIMANTAN SELATAN SOUTH KALIMANTAN	119	112	113
LUAR KALIMANTAN OUTSIDE KALIMANTAN	638	665	676
TOTAL	2,768	2,768	2,739

Jumlah Karyawan Berdasarkan Tingkat Pendidikan | Number of Employees based on Level of Education [102-8]

PENDIDIKAN | EDUCATION	2017 Pria Male	2017 Wanita Female	2016 Pria Male	2016 Wanita Female	2015 Pria Male	2015 Wanita Female
SD ELEMENTARY SCHOOL	76	14	80	15	82	16
SMP JUNIOR HIGH SCHOOL	153	6	152	7	151	6
SMA SENIOR HIGH SCHOOL	1,449	54	1,415	58	1,394	59
D3 ASSOCIATE'S DEGREE	190	55	197	59	193	56
S1 BACHELOR'S DEGREE	563	148	585	138	571	147
S2 MASTER'S DEGREE	47	12	45	12	47	12
S3 DOCTORAL'S DEGREE	1	0	5	0	5	0
TOTAL	2,479	289	2,479	289	2,443	296
	2,768		2,768		2,739	

Jumlah Karyawan Berdasarkan Masa Kerja | Number of Employees Based on Working Period [102-8]

	0 - 5	6 - 11	12 - 17	18 - 23	24 - 29	>30	Jumlah
ENTITAS | ENTITY							
PT INDO TAMBANGRAYA MEGAH	55	59	13	8	7	0	142
PT INDOMINCO MANDIRI	106	212	50	314	42	1	725
PT TRUBAINDO COAL MINING	124	240	274	9	2	1	650
PT BHARINTO EKATAMA	57	22	27	5	1	0	112
PT KITADIN	31	90	10	22	18	5	176
PT JORONG BARUTAMA GRESTON	10	29	95	10	0	0	144
PT TAMBANG RAYA USAHA TAMA	335	341	67	48	6	3	800
PT GASEMAS	19	0	0	0	0	0	19
JUMLAH 2017	718	993	536	416	76	10	2,768

Jumlah Karyawan Berdasarkan Usia dan Gender | Number of Employees Based on Age and Gender [102-8]

	2017		2016		2015	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
KELOMPOK UMUR | AGE GROUP						
18 - 25	105	31	128	40	138	46
26 - 35	953	155	995	150	1,034	159
36 - 45	987	87	947	88	912	80
46 - 55	414	13	386	9	337	9
>56	20	3	23	2	22	2
TOTAL	2,479	289	2,479	289	2,443	296
	2,768		2,768		2,739	

Perputaran Karyawan Berdasarkan Penempatan Kerja | Employee Turnover Based on Job Placement

ENTITAS | ENTITY	Mengundurkan diri Resignation	Pensiun Pension	Meninggal Passed Away	Habis Kontrak Contract Expiry	Tutup Tambang Mine Closure	Pelanggaran Violation	% Perputaran Karyawan % Employee Turnover
PT INDO TAMBANGRAYA MEGAH	5	2	0	4	0	0	7.7 %
PT INDOMINCO MANDIRI	5	12	3	6	0	0	3.6 %
PT TRUBAINDO COAL MINING	16	5	2	13	0	0	5.5 %
PT BHARINTO EKATAMA	10	1	0	2	0	1	12.5 %
PT KITADIN	0	2	0	2	0	0	2.3 %
PT JORONG BARUTAMA GRESTON	1	1	0	0	0	0	1.4 %
PT TAMBANG RAYA USAHA TAMA	16	1	0	7	0	1	3.1 %
PT GASEMAS	3	0	0	0	0	0	15.8 %
TOTAL	56	24	5	34	0	2	

Jam Pelatihan Berdasarkan Gender | Training Hours based on Gender [404-1]

ENTITAS | ENTITY	Jam Pelatihan Training Hours		Jumlah Karyawan Total Employees		Rata-rata Jam Latihan Average Training Hours per Employee	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT INDO TAMBANGRAYA MEGAH	2,378	376	68	12	35	31
PT INDOMINCO MANDIRI	16,441	2,299	527	68	31	34
PT BHARINTO EKATAMA	2,505	300	53	9	47	33
PT JORONG BARUTAMA GRESTON	941	148	51	9	18	16
PT KITADIN	3,867	814	142	24	27	34
PT TAMBANG RAYA USAHA TAMA	9,144	391	324	16	28	24
PT TRUBAINDO COAL MINING	9,439	1,092	185	36	51	30
TOTAL	44,714	5,420	1,350	174	33	31

Jumlah Kecelakaan Kerja | Number of Occupational Accident [403-2]

	2017			2016			2015		
	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor
WIUP									
PT BHARINTO EKATAMA	0	0	0	1	1	0	0	1	0
PT KITADIN SITE EMBALUT	0	1	0	0	0	0	0	0	0
PT KITADIN SITE TANDUNG MAYANG	0	0	0	0	0	0	0	0	1
PT INDOMINCO COAL MINING	0	2	0	0	2	0	0	2	1
PT JORONG BARUTAMA GRESTON	0	1	0	0	0	1	0	1	1
PT TRUBAINDO COAL MINING	0	2	0	0	1	0	1	3	0
TOTAL	0	6	0	1	4	1	1	7	3

[1]TRUST merupakan kontraktor dari WIUP IMM dan WIUP JBG.
[1]TRUST is a contractor from WIUP IMM and WIUP JBG

Injury Rate dan Lost Day Rate | Injury Rate dan Lost Day Rate [403-2]

	2017		2016		2015	
	Injury Rate	Lost Day Rate	Injury Rate	Lost Day Rate	Injury Rate	Lost Day Rate
WIUP						
PT BHARINTO EKATAMA	0.00	0.00	0.35	1064.00	0.14	5.97
PT KITADIN SITE EMBALUT	0.36	6.12	0.00	0.00	0.00	0.00
PT KITADIN SITE TANDUNG MAYANG	0.00	0.00	0.00	0.00	0.37	6.66
PT INDOMINCO COAL MINING	0.09	256.81	0.10	0.57	0.14	1.16
PT JORONG BARUTAMA GRESTON	0.46	27.44	0.48	0.48	0.93	144.38
PT TRUBAINDO COAL MINING	0.10	303.00	0.05	1.26	0.18	281.44
TOTAL	0.11	221.12	0.12	117.39	0.19	112.48

[1]TRUST merupakan kontraktor dari WIUP IMM dan WIUP JBG.
[1]TRUST is a contractor from WIUP IMM and WIUP JBG

LRQA Assurance Statement

Relating to PT. Indo Tambangraya Megah Tbk's environmental and social indicators within the Sustainability Report for the calendar year 2017

This Assurance Statement has been prepared for PT. Indo Tambangraya Megah Tbk in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

Lloyd's Register Quality Assurance Ltd. (LRQA) was commissioned by PT. Indo Tambangraya Megah Tbk (ITM) to provide independent assurance on its Sustainability Report 2017 ("the report") against the assurance criteria below to a limited level of assurance and at the materiality of the professional judgement of the verifier using LRQA's verification approach. LRQA's verification approach is based on current best practice and uses the principles of AA1000AS (2008) - inclusivity, materiality, responsiveness and reliability of performance data and processes defined in ISAE3000.

Our assurance engagement covered ITM's operations and activities in Indonesia only and specifically the following requirements:

- Evaluating the reliability of data and information for the selected indicators listed below:
  - *Environmental*:
    GRI 302-1 Energy Consumption
    GRI 302-3 Energy Intensity
    GRI 305-1 GHG Emissions Scope 1
    GRI 305-2 GHG Emissions Scope 2
    GRI 305-4 GHG Emissions Intensity
  - *Social*:
    GRI 403-2 Type of injury and rates of injury occupational diseases, lost days and absenteeism and number of work related fatalities
    Note: LRQA was asked to verify only Injury Frequency Rate and Lost Day Rate for this indicator.
- Evaluating whether these selected indicators had followed the data compilation requirements of GRI, both the Standard and the Mining and Metal Sector Disclosure.

Our assurance engagement excluded all of ITM's operation outside of Indonesia. Our assurance engagement also excluded the data and information of ITM's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to ITM. LRQA disclaims any liability or responsibility to others as explained in the end footnote. ITM's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of ITM.

LRQA's opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that ITM has not:

- Met the requirements above
- Disclosed reliable performance data and information for the selected indicators as no errors or omissions were detected.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing ITM's data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems. We also spoke with those key peoples responsible for compiling the data and writing the report.
- Sampling the consolidated data and information at ITM head office in Jakarta and visiting Indominco Mine and Coal terminal at Kalimantan.

Observations

Further observations and findings, made during the assurance engagement, are:

- Reliability:
  Whilst ITM has a centralized data management system for energy consumption and associated GHG data, we believe that similar systems should be employed on for the social performance indicators.

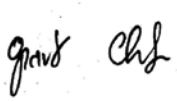
- Future reports:
  To further improve the completeness of its data & information disclosures, ITM should consider expanding the scope of its data management system and verification controls to cover all its operations, such as Barging and office activities. Likewise, the social performance indicator GRI 403-2 should also disclose the occupational disease rate and absentee rate.

LRQA's competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only work undertaken by LRQA for ITM and as such does not compromise our independence or impartiality.

Signed Dated: 9 February 2018



Opart Charuratana
LRQA Lead Verifier
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REFERENSI SILANG GRI STANDARD & POJK REFERENSI SILANG GRI STANDARD & POJK	PENGUNGKAPAN DISCLOSURE		HALAMAN DAN/ LAMAN PAGE NUMBERS &/URLS	TIDAK DICANTUMKAN OMISSION
GRI 101: DASAR 2016 I GRI 101: FOUNDATION 2016				
PENGUNGKAPAN UMUM I GENERAL DISCLOSURES				
GRI 102: Pengungkapan Umum 2016 **GRI 102: General Disclosures 2016**	**102-1**	Nama organisasi *Name of the organization*	21	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	102-2	Kegiatan, merek, produk, dan jasa *Activities, brands, products, & services*	21	
	102-3	Lokasi kantor pusat *Location of headquarters*	21	
	102-4	Lokasi operasi *Location of operations*	24	
	102-5	Kepemilikan dan bentuk hukum *Ownership and legal form*	21	
	102-6	Pasar yang dilayani *Markets served*	26	
	102-7	**Skala organisasi** *Scale of the organization*	23	
	102-8	Informasi mengenai karyawan *Information on employees*	83, 84, 111-113	
	102-9	Rantai pasokan *Supply chain*	27	
	102-10	Perubahan signifikan *Significant changes*	35, 38, 54	
	102-11	Pendekatan atau Prinsip Pencegahan *Precautionary Principle or approach*	39	
	102-12	Inisiatif eksternal *External initiatives*	28	
	102-13	Keanggotaan asosiasi *Membership of associations*	29	
	102-14	Pernyataan dari pembuat keputusan senior *Statement from senior decision-maker*	6-9	
	102-16	Nilai, prinsip, standar, dan norma perilaku *Values, principles, standards, and norms of behavior*	30, 36, 37, 81	
	102-18	Struktur tata kelola *Governance structure*	33	
	102-40	Daftar kelompok pemangku kepentingan *List of stakeholder groups*	42	
	102-41	Perjanjian perundingan kolektif *Collective bargaining agreements*	83, 89	
	102-42	Mengidentifikasi dan memilih pemangku kepentingan *Identifying and selecting stakeholders*	42	
	102-43	Pendekatan terhadap keterlibatan pemangku kepentingan *Approach to stakeholder engagement*	13, 42	
	102-44	Topik utama dan masalah *Key topics and concerns*	42	
	102-45	Entitas yang termasuk dalam laporan keuangan dikonsolidasi *Entities included in the consolidated financial statements*	53	

Keterangan I Note

Pengungkapan berwarna Hijau: Pemenuhan Referensi POJK dan GRI Standar
Disclosure with Green Color: Compliance to POJK Reference & GRI Standard

REFERENSI SILANG GRI STANDARD & POJK REFERENSI SILANG GRI STANDARD & POJK		PENGUNGKAPAN DISCLOSURE	HALAMAN DAN/ LAMAN PAGE NUMBERS &/URLS	TIDAK DICANTUMKAN OMISSION
PENGUNGKAPAN UMUM | GENERAL DISCLOSURES				
GRI 102: Pengungkapan Umum 2016 **GRI 102: General Disclosures 2016**	102-46	Menetapkan isi laporan dan Batasan topic *Defining report content and topic Boundaries*	12, 17, 18	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	102-47	Daftar topik material *List of material topics*	16, 18	
	102-48	Penyajian kembali informasi *Restatements of information*	11	
	102-49	Perubahan dalam pelaporan *Changes in reporting*	15	
	102-50	Periode pelaporan *Reporting period*	11	
	102-51	Tanggal laporan terbaru *Date of most recent report*	11	
	102-52	Siklus pelaporan *Reporting cycle*	11	
	102-53	Kontak *Contact*	11, 127	
	102-54	Kesesuaian dengan Standar GRI *In accordance with the GRI Standards*	11	
	102-55	Indeks isi GRI *GRI content index*	11	
	102-56	*Assurance* oleh pihak eksternal *External assurance*	11	
POJK 51/OJK.03/2017	2.	Ikhtisar kinerja aspek keberlanjutan *An overview of the sustainability performance aspect*	4, 45	-
	5.a	Tugas bagi Direksi dan Dewan Komisaris terkait kinerja keberlanjutan *Board of Directors and Board of Commissioners duties on sustainability performance*	9, 35	-
	5.b	Pengembangan kompetensi anggota Direksi terkait kinerja keberlanjutan *Competencies development carried out on members of the Board of Directors regarding to sustainability performance*	AR 2017 page 65	-
	5.c	Penjelasan mengenai prosedur Perusahaan Publik dalam mengendalikan risiko keberlanjutan *Company procedures in controlling the risk of sustainability*	39	-
	5.e	Permasalahan terkait kinerja keberlanjutan *Issues related to sustainability performance*	39, 41-45	-
	6.a	Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik *Activities to build a sustainability culture in the internal Public Company*	30, 36, 37, 81, 82	-

REFERENSI SILANG GRI STANDARD & POJK REFERENSI SILANG GRI STANDARD & POJK	PENGUNGKAPAN DISCLOSURE		HALAMAN DAN/ LAMAN PAGE NUMBERS &/URLS	TIDAK DICANTUMKAN OMISSION
TOPIK MATERIAL | MATERIAL TOPICS				
KINERJA EKONOMI | ECONOMIC PERFORMANCE				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan manajemen yang bertanggung jawab]. Rencana target kinerja akan dibangun pada 2019. *Information unavailable for 103-2 & 103-3 [management approach on target, strategy, achievement, and management in charge]. The target on performance is plan to be established in 2019.*
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
GRI 201: Kinerja Ekonomi 2016 **GRI 201: Economic Performance 2016**	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan *Direct economic value generated and distributed*	53	-
POJK 51/OJK.03/2017	6.b.1	Perbandingan target dan kinerja produksi, portofolio, pembiayaan, pendapatan dan laba rugi *Comparison of targets and performance of production, portfolio, financing, income and profit and loss*	23, 45 & AR 2017 page 148	-
	6.b.2	Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada proyek yang sejalan dengan Keuangan Berkelanjutan Comparison *of portfolio targets and performance, financing targets, or investments in projects in line with Sustainable Finance.*	-	Tidak Relevan *Not Applicable*
	6.c.1	Komitmen Perusahaan untuk memberikan produk dan/atau jasa yang setara kepada konsumen The *Company's commitment to provide products and / or services equivalent to consumers*	26, 57, 59	-
	6.f.1	Inovasi dan pengembangan Produk Berkelanjutan *Innovation and development of Sustainable Products*	26, 27, 57, 58	-
	6.f.2	Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan *Number and percentage of products and services that have been evaluated for the customer's safety*	57-59	-
	6.f.3	Dampak positif dan dampak negatif yang ditimbulkan dari Produk dan/atau Jasa dan proses distribusi *Positive and negative impact of Product and / or Services and distribution process*	58-59	-
	6.f.4	Jumlah produk yang ditarik kembali dan alasannya *Number of products withdrawn and the reason*	57	-
	6.f.5	Survei kepuasan pelanggan *Survey of customer satisfaction*	59	-

REFERENSI SILANG GRI STANDARD & POJK REFERENSI SILANG GRI STANDARD & POJK	PENGUNGKAPAN DISCLOSURE		HALAMAN DAN/ LAMAN PAGE NUMBERS &/URLS	TIDAK DICANTUMKAN OMISSION
TOPIK MATERIAL | MATERIAL TOPICS				
KESEHATAN DAN KESELAMATAN KERJA | OCCUPATIONAL HEALTH & SAFETY				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	*This disclosure cannot be omitted*
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
	403-2	Jenis kecelakaan kerja dan tingkat kecelakaan kerja, penyakit akibat pekerjaan, hari kerja yang hilang, dan ketidakhadiran, serta jumlah kematian terkait pekerjaan - *Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities*	92, 93,115	Informasi tidak tersedia untuk 403-2 [Absantee Rate and Occupational Disease Rate, Injury Frequency Rate berdasarkan gender, dan injury rate di kantor dan aktivitas barging]. Sistem informasi kinerja K3 dalam standarisasi. Informasi akan dilengkapi di SR 2019. *Information unavailable for 403-2 [Absantee Rate, Occupational Disease Rate, Injury Frequency breakdown by gender, and injury rate in corporate office & contractor for barging activity]. Our data collection system is under standardization. This data will be available in SR 2019.*
	403-3	Para pekerja dengan risiko kecelakaan atau penyakit berbahaya tinggi terkait dengan pekerjaan mereka *Workers with high incidence or high risk of diseases related to their occupation*	90, 91	Informasi tidak tersedia untuk 403-3 [Pekerja dengan risiko tinggi terkena penyakit]. Informasi tersebut akan diungkapkan pada 2019. *Information unavailable for 403-3 [Workers with high risk of diseases]. The information will be disclosed in 2019.*
POJK 51/OJK.03/2017	6.c.2.c	Lingkungan bekerja yang layak dan aman *Decent and safe working environment*	88-95	-
REHABILITASI PASCA TAMBANG | *POST MINING REHABILITATION*				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	*This disclosure cannot be omitted*
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
G4 Mining & Metal Sector Supplement 2013 **G4 Suplemen Sektor Pertambangan dan Logam 2013**	MM10	Jumlah dan Persentase operasi yang telah memiliki rencana penutupan tambang *Number and percentage of operations with closure plans*	62-66	Informasi tidak tersedia untuk MM10 (Persentase area). Informasi akan diungkapkan pada 2019. *Information unavailable for MM10 [Percentage of area]. The information will be disclosed in 2019.*

REFERENSI SILANG GRI STANDARD & POJK REFERENSI SILANG GRI STANDARD & POJK		PENGUNGKAPAN DISCLOSURE	HALAMAN DAN/ LAMAN PAGE NUMBERS &/URLS	TIDAK DICANTUMKAN OMISSION
TOPIK MATERIAL | MATERIAL TOPICS				
REHABILITASI PASCA TAMBANG | POST MINING REHABILITATION				
POJK 51/OJK.03/2017	6.d.1	Biaya Lingkungan Hidup yang dikeluarkan *Environmental costs incurred*	AR 2017 page 295	-
	6.e.2	Kegiatan atau wilayah operasional yang menghasilkan dampak lingkungan hidup *Activities or operational areas that have an impact to the surrounding environment*	64	-
	6.e.6	Jumlah dan materi pengaduan Lingkungan Hidup yang diterima dan diselesaikan *Number and material of the environment complaints received and completed*	41	-
LIMBAH DAN EFFLUEN | WASTE & EFFLUENTS				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan manajemen yang bertanggung jawab]. Rencana target kinerja akan dikembangkan pada 2019. *Information unavailable for 103-2 & 103-3 [management approach on target, strategy, achievement, and management in charge]. The target on performance is plan to be established in 2019.*
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
GRI 306: Limbah dan Effluen 2016 **GRI 306: Waste & Effluents 2016**	306-2	Limbah berdasarkan jenis dan metode pengelolaan *Waste by type and disposal method*	75	-
POJK 51/OJK.03/2017	6.d.2	Penggunaan material yang ramah lingkungan *Use of environmentally friendly materials*		Tidak Relevan *Not Applicable*
	6.e.5.a	Jumlah limbah dan effluen yang dihasilkan berdasarkan jenis *The amount of waste and effluent produced by type*	75	-
	6.e.5.b	Mekanisme pengelolaan limbah dan effluen *Waste and effluent management mechanisms*	74-76	-
	6.e.5.c	Tumpahan yang terjadi (jika ada) *Spill occurring (if any)*	AR 2017 page 297	
KEANEKARAGAMAN HAYATI | BIODIVERSITY				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*

REFERENSI SILANG GRI STANDARD & POJK REFERENSI SILANG GRI STANDARD & POJK	PENGUNGKAPAN DISCLOSURE		HALAMAN DAN/ LAMAN PAGE NUMBERS &/URLS	TIDAK DICANTUMKAN OMISSION
TOPIK MATERIAL | MATERIAL TOPICS				
KEANEKARAGAMAN HAYATI | BIODIVERSITY				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan manajemen yang bertanggung jawab]. Target kinerja akan dikembangkan pada 2019. *Information unavailable for 103-2 & 103-3 [management approach on target, strategy, achievement, and management in charge]. The target on performance is plan to be established in 2019.*
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
	-	-		
GRI 304: Biodiversity 2016 **GRI 304: Keanekaragaman Hayati 2016**	304-4	Spesies dilindungi dalam Daftar Merah IUCN *IUCN Red List species*	65	-
POJK 51/OJK.03/2017	6.e.3.a	Dampak dari wilayah operasional yang dekat atau berada di daerah konservasi *Impacts of operational areas that are near or in conservation area*	65	-
	6.e.3.b	Upaya konservasi keanekaragaman hayati *Efforts to conserve biodiversity*	65	-
KOMUNITAS LOKAL | LOCAL COMMUNITIES				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
GRI 413: Komunitas Lokal 2016 **GRI 413: Local Community 2016**	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan *Operations with local community engagement, impact assessments, and development programs*	98, 101, 104, 108	Informasi tidak tersedia untuk 413-1 (dampak sosial dan lingkungan). Informasi akan diungkapkan pada 2019. *Information unavailable for 413-1 [further social and environmental impacts]. The information will be disclosed in 2019.*
POJK 51/OJK.03/2017	6.c.3.b	Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti *The mechanism and number of public complaints received and acted upon*	101	-
	6.c.3.c	TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat *Social and environmental responsibility on sustainable development objectives includes the types and achievements of community empowerment program activities.*	104	Program masyarakat berdasarkan SDGs sedang dalam pengembangan. *Community program based on SDGs is under development.*

REFERENSI SILANG GRI STANDARD & POJK REFERENSI SILANG GRI STANDARD & POJK	PENGUNGKAPAN DISCLOSURE		HALAMAN DAN/ LAMAN PAGE NUMBERS &/URLS	TIDAK DICANTUMKAN OMISSION
TOPIK MATERIAL I MATERIAL TOPICS				
AIR I WATER				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan manajemen yang bertanggung jawab]. Rencana target kinerja akan dikembangkan pada 2019. *Information unavailable for 103-2 & 103-3 [management approach on target, strategy, achievement, and management in charge]. The target on performance is plan to be established in 2019.*
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
GRI 303: Air 2016 **GRI 303: Water 2016**	303-1	Pengambilan air berdasarkan sumber *Water withdrawal by source*	68	-
ENERGI I ENERGY				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan manajemen yang bertanggung jawab]. Rencana target kinerja akan dikembangkan pada 2019. *Information unavailable for 103-2 & 103-3 [management approach on target, strategy, achievement, and management in charge]. The target on performance is plan to be established in 2019.*
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
GRI 303: Energi 2016 **GRI 303: Energy 2016**	302-1	Konsumsi energi dalam organisasi *Energy consumption within the organization*	69, 70	-
POJK 51/OJK.03/2017	6.d.3.a	Jumlah dan intensitas energi *Number and intensity of energy*	70	-
	6.d.3.b	Upaya dan pencapaian efisiensi energi, termasuk sumber energi terbarukan *Efforts and achievements of energy efficiency, including renewable energy sources*	71	
EMISI I EMISSION				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	

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TOPIK MATERIAL | MATERIAL TOPICS				
EMISI | EMISSION				
GRI 305: Emisi2016 **GRI 305: Emission 2016**	305-1	Emisi GRK (Cakupan 1) langsung *Direct (Scope 1) GHG emissions*	71, 72	Informasi tidak tersedia untuk 305-1 & 305-2 (Gas SF6 dalam perhitungan). Perhitungan gas Sulphur hexafluoride belum terhitung karena pengelolan sistem informasi sedang dalam standarisasi. Informasi akan dilengkapi dalam SR 2019. *Information unavabilable for 305-1 & 305-2 [SF6 Gases included in calculation]. Our Sulphur hexafluoride recharged data are not available due to our data collection system is under standardization. This data will be include in SR 2019.*
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung *Energy indirect (Scope 2) GHG emissions*	71, 72	
	305-5	Pengurangan emisi GRK *Reduction of GHG emissions*	72, 73	-
POJK 51/OJK.03/2017	6.e.4.a	Jumlah dan intensitas emisi berdasarkan jenisnya *Number and intensity of emissions by type*	71, 72	-
SUMBER DAYA MANUSIA | HUMAN RESOURCES				
GRI 103: Pendekatan Manajemen 2016 **GRI 103: Management Approach 2016**	103-1	Penjelasan topik material dan Batasannya *Explanation of the material topics*	18, 44	Pengungkapan ini lengkap *This disclosure cannot be omitted*
	103-2	Pendekatan manajemen dan komponennya *The management approach and its components*	44, 45	
	103-3	Evaluasi pendekatan manajemen *Evaluation of the management approach*	44, 45	
GRI 401: Kepegawaian 2016 **GRI 401: Employment 2016**	401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu *Benefits provided to full-time employees that are not provided to temporary or part-time employees*	85, 86	-
POJK 51/OJK.03/2017	6.c.2.a	Kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak *Equality of employment opportunities and the presence or absence of forced labor and child labor*	83	-
	6.c.2.b	Persentase remunerasi pegawai tetap di tingkat terendah terhadap upah minimum regional *Percentage of permanent employee remuneration at the lowest level against the regional minimum wage*	85	-
	6.c.2.d	Pelatihan dan pengembangan kemampuan pegawai *Training and education for employees*	86, 88	-


BEK

POTONG HALAMAN INI CUT THIS PAGE

Lembar Umpan Balik

Laporan Keberlanjutan 2017 PT Indo Tambangraya Megah Tbk memberikan gambaran kinerja keuangan dan keberlanjutan. Kami mengharapkan masukan, kritik dan saran dari Bapak/Ibu/Saudara setelah membaca Laporan Keberlanjutan ini dengan mengirim email atau mengirim formulir ini melalui pos.

PROFIL ANDA

Nama (bila berkenan) : .....
Institusi/Perusahaan : .....
Surel : .....
Telp/Hp : .....

GOLONGAN PEMANGKU KEPENTINGAN

☐ PEMEGANG SAHAM DAN INVESTOR ☐ PELANGGAN ☐ KARYAWAN ☐ PEMERINTAH ☐ MEDIA

☐ MITRA USAHA ☐ MASYARAKAT DAN KOMUNITAS ☐ LAIN-LAIN, MOHON SEBUTKAN : .....

MOHON PILIH JAWABAN BERIKUT YANG PALING SESUAI DENGAN PERTANYAAN DI BAWAH.

	YA	TIDAK
1. Laporan ini mudah dimengerti.	☐	☐
2. Laporan ini bermanfaat bagi Anda.	☐	☐
3. Laporan ini sudah mengambarkan kinerja Perusahaan dalam pembangunan berkelanjutan.	☐	☐

MOHON BERIKAN PENILAIAN ATAS TINGKAT ASPEK MATERIAL YANG DINILAI PENTING MENURUT ANDA BAGI KEBERLANJUTAN PT INDO TAMBANGRAYA MEGAH TBK
(NILAI 1=PALING TIDAK PENTING S/D 6=PALING PENTING).

Kinerja Ekonomi	( )	Komunitas Lokal	( )
Keselamatan dan Kesehatan Kerja	( )	Air	( )
Rehabilitasi Pasca Tambang	( )	Energy	( )
Limbah Padat dan Cair	( )	Emisis Gas rumah kaca (GRK)	( )
Keanekaragaman Hayati	( )	Ketenagakerjaan	( )

TERIMA KASIH ATAS PARTISIPASI ANDA.
MOHON AGAR LEMBAR UMPAN BALIK INI DIKIRIMKAN KEMBALI KE ALAMAT:

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PT Indo Tambangraya Megah Tbk [102-53]
Pondok Indah Office Tower III, Lt. 3
Jl. Sultan Iskandar Muda, Pondok Indah Kav. V-TA,
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POTONG HALAMAN INI CUT THIS PAGE

Feedback Form

The 2017 Sustainability Report of PT Indo Tambangraya Megah Tbk provides an overview of financial and sustainability performance. We are looking forward to receive any inputs, critics and suggestions from you after reading this Sustainability Report by sending email or this form by mail.

YOUR PROFILE

Name (if you please) : .....
Institution/Company : .....
Email : .....
Phone/Mobile : .....

STAKEHOLDERS GROUP

☐ SHAREHOLDERS AND INVESTORS ☐ CUSTOMER ☐ EMPLOYEES ☐ GOVERNANCE ☐ MEDIA

☐ BUSINESS PARTNERS ☐ SOCIETY AND COMMUNITY ☐ OTHER, PLEASE STATE : .....

MOHON PILIH JAWABAN BERIKUT YANG PALING SESUAI DENGAN PERTANYAAN DI BAWAH.

	YES	NO
1. The report is comprehensible.	☐	☐
2. This report is useful to you.	☐	☐
3. This report describe Company's performance in sustainability development.	☐	☐

PLEASE GIVE ASSESSMENT LEVEL TO MATERIAL ASPECTS WHICH YOU DEEMED AS IMPORTANT FOR THE SUSTAINABILITY OF PT INDO TAMBANGRAYA MEGAH TBK (SCORE 1=LEAST IMPORTANT TO 6=MOST IMPORTANT).

Economic Performance	( )	Economic Performance	( )
Occupational Health and Safety	( )	Water	( )
Post-mining Rehabilitation	( )	Energy	( )
Effluent and Waste	( )	Greenhouse gas (GHG) emission	( )
Biodiversity	( )	Manpower	( )

THANK YOU FOR YOUR PARTICIPATION. KINDLY SEND THIS FEEDBACK FORM TO ADDRESS FOLLOWS:

Corporate Secretary
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Laporan Keberlanjutan **2017** Sustainability Report

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