ITM

VALUE CREATION, CULTURE INTEGRATION

MENCIPTAKAN NILAI, MENGINTEGRASIKAN BUDAYA



2018

Laporan Keberlanjutan
Sustainability Report

PT INDO TAMBANGARAYA MEGAH TBK

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.

VALUE CREATION, CULTURE INTEGRATION



MENCIPTAKAN NILAI, MENGINTEGRASIKAN BUDAYA

ITM menjalankan pengembangan diversifikasi usaha secara berkelanjutan sejak tahun 2013 untuk bertumbuh secara organik dan in-organik. Pengembangan usaha juga dilakukan oleh anak perusahaan ITM, yaitu PT TRUST dan PT GasEmas yang ikut memberikan kontribusi perolehan laba bagi ITM.

Di tahun 2018, ITM mengawali kebijakan investasi digitalisasi dengan mempersiapkan infrastruktur IT dan sumber daya manusia yang siap beradaptasi terhadap perubahan dengan mengintegrasikan nilai budaya korporasi baru, yaitu 'Banpu Heart'. Transformasi dan digitalisasi tiada henti di sepanjang rantai pasokan merupakan jawaban ITM dalam merespon tantangan dan perubahan yang ada, untuk mencapai keberlanjutan perusahaan

ITM has been continuously developing business diversification since 2013 to grow organically and inorganically. Business development is also carried out by ITM subsidiaries, PT TRUST and PT GasEmas also contributed to the profitability for ITM.

In 2018, ITM initiated a digitalization investment policy by developing IT infrastructure and human resources that are ready to adapt the change through integration of new corporate culture, 'Banpu Heart'. Continuous transformation and digitalization along the supply chain is ITM's way in responding to the existing challenges and changes, to achieve the company's sustainability.

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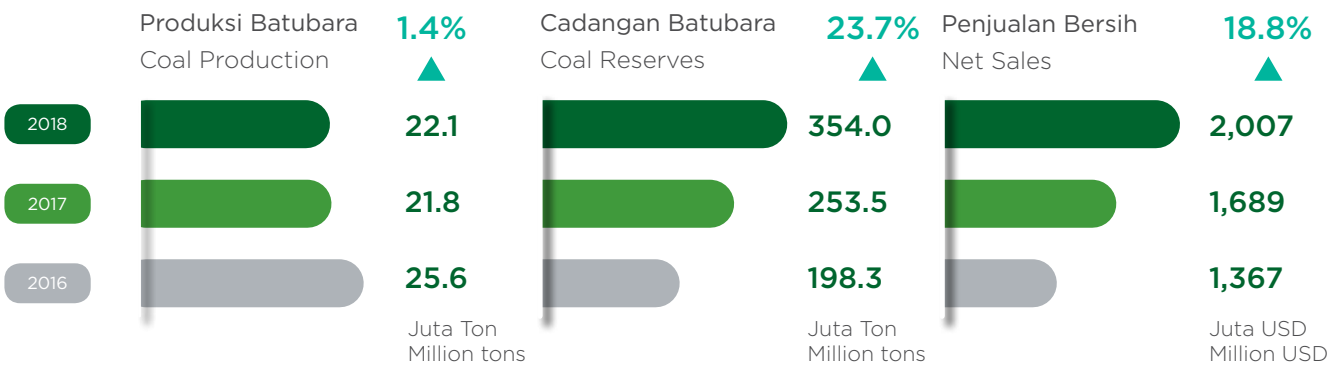
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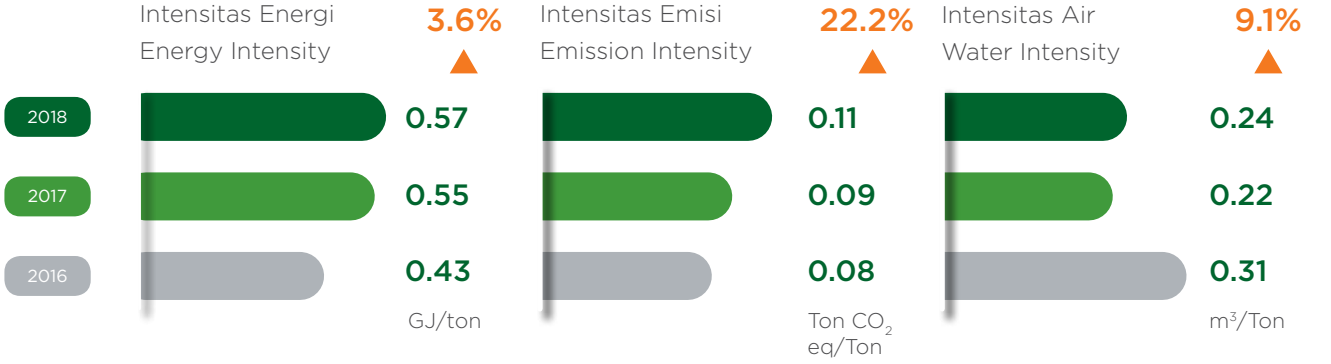
Ikhtisar Kinerja Keberlanjutan

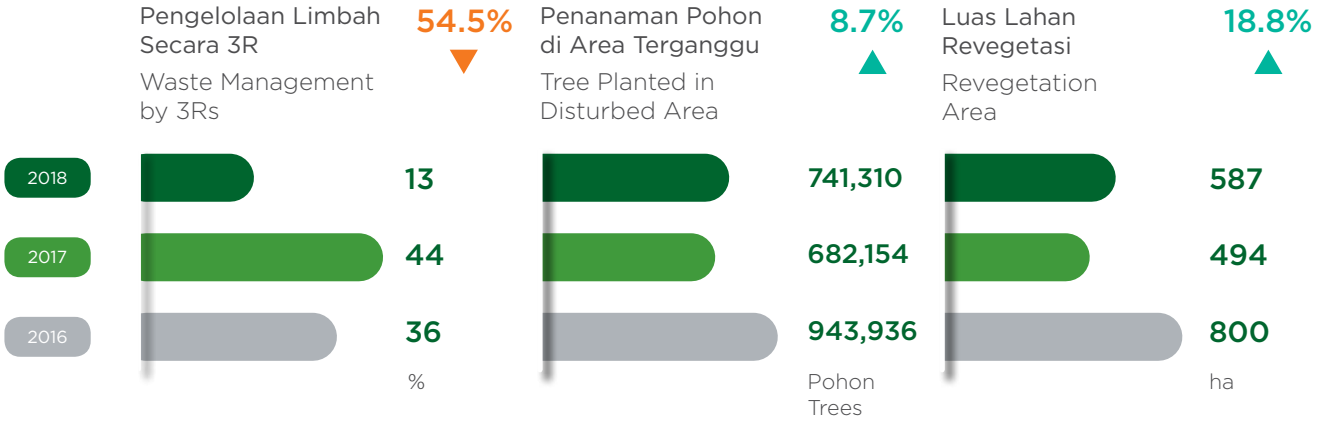
Sustainability Performance Highlights

Pertumbuhan Ekonomi
Economic Growth



Pelestarian Lingkungan Hidup*
Environmental Preservation*





Pengembangan Ketenagakerjaan
Manpower Development

Rasio Tenaga Kerja Lokal (Kalimantan) — 2.6% ▼
Local Manpower Ratio (Kalimantan)

Jam Pelatihan setiap Pekerja — 21.2% ▼
Training Hours per Employee

Jumlah Kecelakaan Kerja ITM & Kontraktor — 33.3% ▲
Total Work Accidents of ITM & Contractors









Pengembangan dan Pemberdayaan Masyarakat (PPM)
Community Development & Involvement

Jumlah Desa Dampingan — 0% ▲
Total Fostered Villages

Penyerapan Dana PPM — 30.4% ▲
Absorption of Community Development Funds

Jumlah Kegiatan PPM — 134% ▲
Number of Community Development Activities



*Di tahun 2018, ITM melengkapi perhitungan energi dan emisi secara *operation of control* dengan penggunaan sumber energi baru, biodiesel. Hal serupa juga dilakukan dalam perhitungan limbah dengan menambah pencatatan jenis limbah baru, seperti oli bekas dan aki bekas.
*In 2018, ITM improved the scope of calculation in energy, and emission based on operation of control along with the usage of new energy source, biodiesel. The same improvement also been done for waste calculation to increase the type of recordable waste sources, such as used oil and used batteries.

Sambutan Direktur Utama

Message from President Director [102-14]

Pemangku kepentingan yang kami hormati,

Pada Laporan Keberlanjutan ITM tahun lalu, kami menyampaikan adanya tantangan yang dihadapi industri tambang karena harga batubara yang berfluktuasi. Kami juga menyampaikan bahwa komitmen transformasi dari bisnis yang berfokus pada *integrated coal producer* menjadi *integrated energy provider* tetap kami jalankan di tengah pemenuhan kinerja lingkungan dan tanggung jawab sosial. Di tahun 2018, kami merealisasikan komitmen tersebut melalui pengembangan anak usaha, yaitu PT TRUST dan PT GasEmas yang memberikan efisiensi rantai pasokan dan mendukung perolehan laba bagi ITM. Kami juga berhasil melakukan akuisisi PT Nusa Persada Resources yang diharapkan mampu menambah cadangan batubara. Inilah salah satu strategi keberlanjutan yang telah kami lakukan.

Perolehan kinerja ekonomi berhasil membukukan laba sebesar USD258,7 juta, naik 2,4% dari laba bersih tahun sebelumnya. Untuk kinerja lingkungan, kami memperoleh PROPER Biru untuk PT Trubaindo Coal Mining, PT Kitadin Embalut, dan PT Jorong Barutama Greston. Selain itu, kami meningkatkan tanggung jawab sosial dengan menciptakan kemandirian ekonomi masyarakat melalui *integrated farming system* (IFS) di PT Kitadin Embalut dan home industry team di PT Indominco Mandiri.

Dear stakeholders,

In the ITM Sustainability Report last year, we disclosed the challenges facing the mining industry due to fluctuating coal prices. We also expressed that we continued the transformation commitment from the business focusing on integrated coal producer to the integrated energy provider amidst our effort in fulfilling environmental performance and social responsibility. In 2018, we realized this commitment through expansion of subsidiaries, PT TRUST and PT GasEmas, which provided efficient supply chain and increased profitability for ITM. We also managed to acquire PT Nusa Persada Resources, which is expected to increase the ITM coal reserves. This has been one of the sustainability strategies that we have done.

The economic performance managed to record a profit of USD258.7 million, up 2.4% from the previous year's net profit. For environmental performance, we received Blue PROPER for PT Trubaindo Coal Mining, PT Kitadin Embalut, and PT Jorong Barutama Greston. In addition, we enhanced social responsibility by creating economic independence for the community through integrated farming system (IFS) at PT Kitadin Embalut and home industry team at PT Indominco Mandiri.



Kirana Limpaphayom
Direktur Utama
President Director

"Kami melakukan pemetaan isu penting dengan berdialog langsung pada pemangku kepentingan untuk membina hubungan baik, mengetahui kebutuhan dan menciptakan nilai yang lebih bagi mereka."

"We mapped significant issues by having dialogue with stakeholders directly to build good relations, identify their needs and create more values for them."

Untuk lebih mendekatkan diri pada pemangku kepentingan kami juga mulai memetakan isu penting dengan melakukan diskusi langsung. Kami melakukan dialog *(Focus Group Discussion)* untuk menerima input dari masyarakat; pemerintah pusat dan daerah; pelanggan; media; lembaga swadaya masyarakat; dan pekerja. Hasil pemetaan dan respon kami terhadap isu yang relevan tersebut, disampaikan pada laporan keberlanjutan ini. Kami menilai bahwa pemetaan isu penting dengan berdialog langsung pada pemangku kepentingan sangat berguna untuk membina hubungan baik melalui komunikasi yang efektif. Dengan demikian, kami juga akan mampu melakukan perbaikan dan peningkatan, serta mengetahui kebutuhan dan harapan semua pemangku kepentingan.

Dalam mempersiapkan perubahan bisnis menjadi melakukan penyesuaian, ITM melakukan penyesuaian dengan pelibatan pemangku kepentingan. Penyesuaian ini meliputi beberapa pembaharuan besar, diantaranya adalah kebijakan investasi digital, pengenalan budaya perusahaan yang baru, perencanaan kegiatan pengembangan dan pemberdayaan masyarakat (PPM) melalui Master Plan, dan pembentukan departemen *Digital Center of Excellence*, serta departemen Corporate Social Responsbility (CSR). Semua perubahan ini kami laksanakan untuk mengikuti perkembangan bisnis dan menciptakan nilai tambah bagi semua pemangku kepentingan.

Menuju Integrasi Budaya

Di tengah pencapaian transformasi bisnis, tahun 2018 merupakan tahun yang melanjutkan perubahan ITM menuju integrasi. Integrasi kami laksanakan dengan memperkenalkan digitalisasi pada proses produksi dan budaya kerja 'Banpu Heart'. Kedua penyesuaian ini menjadi langkah penting untuk mengawali perubahan pada tahap selanjutnya.

Sebagai perusahaan penyedia energi dengan diversifikasi anak usaha yang luas, kami memahami pentingnya peranan jaringan informasi dalam

To get closer to stakeholders we also began to map significant issues by directly holding discussions. We held dialogues (Focus Group Discussion) to receive input from the community; central and regional governments; customers; media; non-governmental organizations; and employees. The results of the mapping and our response to the relevant issues were presented in this sustainability report. We consider that mapping significant issues by holding direct dialogue with stakeholders, which is very useful to build good relations through effective communication. Thus, we will also be able to make improvements and enhancements, as well as identifying the needs and expectations of all stakeholders.

In the process of transformation business to become an 'integrated energy provider, ITM has made adjustments with the involvement of stakeholders. This adjustments include several major reforms, including digital investment policy, the introduction of new corporate culture, planning of community development and empowerment (PPM) activities through Master Plan, and the establishment of the Digital Center of Excellence department, as well as the Corporate Social Responsibility (CSR) department. All of these changes have been made to keep up with business developments and create value added for all stakeholders.

Towards Cultural Integration

In achieving business transformation, 2018 was the year in which ITM continue the transformation towards integration. We implement the integration by introducing digitalization in the production process and work culture 'Banpu Heart'. Both of these adjustments are major steps to start the transformation at the next stage.

As an energy provider company with a broad diversification of subsidiaries, we understand the importance of the role of information networks in

mengkoordinasikan setiap fungsi yang beragam. Perusahaan mengawali kebijakan investasi pada proses digitalisasi tahap pertama di tahun 2018.

Pada tahap pertama, digitalisasi dibangun melalui persiapan IT *infrastructure*. Pada tahap lebih lanjut, digitalisasi nantinya akan berfokus pada peningkatan kegiatan pengadaan barang dan jasa secara elektronik.

Proses perubahan ini diikuti dengan perubahan pada budaya organisasi. Untuk mengoptimalkan peluang dari pengembangan bisnis dan adanya kehadiran infrastruktur IT yang baru, ITM juga menyesuaikan budaya kerja yang lebih mengutamakan karakter setiap individu ITM pada tiga *shared value*, yaitu 'passionate', 'innovative', dan 'committed'. Ketiga nilai ini menjadi dasar bagi ITM untuk menjalankan budaya kerja baru melalui 'Banpu Heart'.

Dengan demikian, manfaat dari investasi digital dan perubahan budaya organisasi secara perlahan namun pasti, akan memberikan efisiensi jangka panjang.

Keberlanjutan dalam Rantai Pasokan

Sejak 2017, ITM telah memiliki Direktorat Sustainable & Risk Management (S&RM) yang memiliki empat fungsi, yaitu menyelaraskan tujuan Sustainable Development, mengelola Health, Safety, Environment, & Community Development (HSEC), Risk Management & Performance Management, serta Compliance. Melalui Direktorat S&RM, kami memastikan penerapan terbaik dalam praktek keberlanjutan untuk dapat diterapkan di setiap unit kerja ITM. Direktorat S&RM mengarahkan dan mengevaluasi target kinerja tahunan operasional secara umum dan khususnya terkait dengan HSEC, serta memperhatikan pemenuhan kepatuhan dengan mempertimbangkan manfaat jangka panjang bagi pemangku kepentingan. Saat ini perumusan target kinerja HSEC menjadi tantangan yang kami akan jawab di masa depan.

Salah satu prestasi penting dalam kinerja keberlanjutan yang dapat kami sampaikan adalah pemenuhan salah salah satu kewajiban IPPKH yaitu penanaman dalam

coordinating every function. The company initiated an investment policy in the digitalization process for the first phase in 2018.

For the first phase, digitalization was built began through development of IT infrastructure. At the next stage, digitalization will focus on increasing the procurement of goods and services in electronic way.

This transformation process is followed by changes in organization's culture. To optimize the opportunities of business development and the new IT infrastructure, ITM has also adopted a work culture that prioritizes the character of each individual of ITM in three shared values, 'passionate', 'innovative', and 'committed'. These three values are the basis for ITM to implement a new work culture through 'Banpu Heart'.

Thus, the benefits of digital investment and changes in organizational culture slowly but surely will provide long-term efficiency.

Sustainability in the Supply Chain

Since 2017, ITM has established a Sustainable & Risk Management (S&RM) Directorate that has four functions, namely aligning the goals of Sustainable Development, managing Health, Safety, Environment, & Community Development (HSEC), Risk Management & Performance Management, and Compliance & Governance. Through the S&RM Directorate, we ensure the best practices in sustainability to be implemented in each work unit of ITM. The S&RM Division provides directions and evaluates annual performance in general and specifically related to HSEC performance, as well as to ensures compliance by considering long-term benefits for stakeholders. At present the formulation of HSEC's performance targets is a challenge that we will respond in the future..

One of the notable achievements in sustainability performance that we can convey is the fulfillment of one of the obligation for Borrow and Use of Forest

rangka rehabilitasi DAS. ITM melalui anak perusahaan PT. Indominco Mandiri melakukan serah terima hasil penanaman dalam rangka rehabilitasi DAS di Taman Nasional Kutai kepada Pemerintah seluas 3.000 ha di tahun 2018 dan 600 ha di tahun 2017. Dengan luasan tersebut, PT. IMM total telah menyerahkan sebesar 3.600 Ha yang menjadikan IMM sebagai pemegang IPPKH dengan penyerahan hasil reabilitasi DAS terbesar di Indonesia.

Capaian signifikan di bidang sosial juga diraih dengan selesainya penyusunan Master Plan Pengembangan dan Pemberdayaan Masyarakat (PPM) yang mengacu pada cetak biru Pemerintah Kalimantan Timur dalam memenuhi Keputusan Menteri Energi dan Sumber Daya Mineral No.1824/ 2018. Berdasarkan PPM Master Plan, Kami mengelompokkan kembali enam bidang Pengembangan Masyarakat (CD) menjadi delapan bidang Pengembangan & Pemberdayaan Masyarakat (PPM). Dengan demikian, program kemasyarakatan dapat ditingkatkan juga untuk menguatkan partisipasi dan kelembagaan masyarakat.

Mencipta Nilai Masa Depan

Kami memberikan apresiasi yang tinggi kepada seluruh pemangku kepentingan atas dukungan dan kepercayaan selama ini sehingga mendukung pencapaian kinerja dan tanggung jawab sosial perusahaan yang baik. Ke depannya, kami sadar bahwa perubahan terjadi dengan cepat dan kami harus selalu beradaptasi dengan tepat. Proses digitalisasi akan melalui tahapan dan penyesuaian yang menjadi tantangan tersendiri, sedangkan memperkuat nilai organisasi memerlukan komitmen kuat dan waktu dalam penerapannya. Namun demikian, ITM akan terus berdedikasi dan mengatasi semua tantangan ini.

Areas Permit (IPPKH) by conducting tree planting in the watershed. ITM through its subsidiary PT Indominco Mandiri (IMM) has conducted handover of the results of planting for watershed rehabilitation in Kutai National Park Center to the government with an area of 3,000 ha in 2018 and 600 ha in 2017. Therefore, IMM has handover 3,600 ha, which made IMM the holder of IPPKH with the submission of the largest watershed rehabilitation in Indonesia.

The significant achievements in the social field were also achieved with the completion of the Master Plan of Community Development and Empowerment (PPM), which referred to the blueprint of East Kalimantan Government in fulfilling the Decree of the Minister of Energy and Mineral Resources No.1824/2018. Based on the PPM Master Plan, we re-grouped six sectors of Community Development (CD) to eight sectors of Community Development & Empowerment (PPM). Thus, community programs can also be enhanced to strengthen community participation and institutions.

Creating Future Values

We would like to express our high appreciation to all stakeholders for their support and trust that supported the achievement of good corporate social responsibility performance. Going forward, we are aware of rapid changes and we must always adapt accordingly. The digitalization process will go through stages and adjustments which become the challenges, while strengthening the value of the organization requires strong commitment and time in its implementation. However, ITM will continue to dedicate and overcome all of these challenges.

Kami telah memasuki budaya organisasi yang baru, kami akan melangkah menuju era digitalisasi, dan kami akan terus menjalin hubungan yang harmonis dengan pemangku kepentingan. Nilai ekonomi yang kami capai, akan kami seimbangkan dengan nilai sosial dan lingkungan, sehingga keberlanjutan yang menyeluruh dapat tercapai di masa depan.

We have renewed organization's culture as we move towards the era of digitalization, and we will continue to engage our stakeholders in harmony. The economic value that we generate will be balanced with the social and environmental values, to achieve comprehensive sustainability in the future.

Jakarta, Februari 2019
Jakarta, February 2019



Kirana Limpaphayom
Direktur Utama | President Director

Tentang Laporan

About This Report



Laporan Keberlanjutan 2018 disajikan untuk periode 1 Januari hingga 31 Desember 2018. Laporan ini diterbitkan setiap tahun dan merupakan kesinambungan dari Laporan Keberlanjutan 2017 yang telah diterbitkan pada tanggal 1 Maret 2018. Dalam laporan terdapat pernyataan kembali *(restatement)* atas informasi energi, emisi, dan limbah dengan metode dan ruang lingkup perhitungan yang lebih komprehensif. [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 Disclosure (MMSD) yang dikeluarkan oleh Global Reporting Initiative (GRI). Laporan ini disusun berdasarkan standar GRI: Opsi 'Core'. [102-54]

Bagian dari laporan keberlanjutan ini, yaitu informasi terkait 'energi', 'emisi', dan 'keselamatan dan kesehatan kerja' telah diverifikasi oleh pihak independen melalui proses penjaminan *(assurance)* yang dilakukan oleh badan independen, yaitu Lloyd's Register Quality Assurance (LRQA) dari Bangkok, Thailand. Proses assurance dilaksanakan dengan kunjungan lapangan dari tanggal 17 hingga 19 Oktober 2018 dan finalisasi laporan melalui *teleconference* pada 14 Februari 2019. [102-55. 102-56]

The 2018 Sustainability Report is presented for the period 1 January to 31 December 2018. The report is published annually and is a continuation of the 2017 Sustainability Report that was published on 1 March 2018. This report also presents restatements on information regarding energy, emissions, and waste with more comprehensive calculation method. [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 Disclosure (MMSD) 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 'energy', 'emission', and 'occupational health & safety' have been verified by an independent party through the assurance process conducted by independence body, namely Lloyd's Register Quality Assurance (LRQA) from Bangkok, Thailand. The assurance process was carried out by site visit on October 17, 2018 for three days and final report verified by teleconference on February 14 2019. [102-55. 102-56]

Untuk informasi atas laporan ini, silahkan menghubungi: [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:

a. **Keterlibatan pemangku kepentingan**, yaitu dengan dilakukannya survei dan wawancara pada saat penentuan topik material dan eksplorasi isu signifikan.

b. **Konteks keberlanjutan**, dilakukan dengan mengidentifikasi risiko dan memperhatikan kebutuhan pemangku kepentingan.

c. **Materialitas**, ditentukan setelah mengidentifikasi isu yang signifikan dan berdampak tinggi, yang didapat dari input pemangku kepentingan.

d. **Kelengkapan**, dilakukan dengan menyampaikan data dan informasi yang relevan dalam laporan ini.

Kualitas pelaporan memperhatikan prinsip:

a. **Keseimbangan**, disampaikan dengan informasi yang positif, netral dan tantangan, serta adanya kejadian yang perlu mendapat perbaikan.

b. **Komparabilitas**, disampaikan untuk setiap topik material dengan menyajikan data selama tiga tahun terakhir, sesuai dengan kebutuhan dan ketersediaan data.

c. **Akurasi**, dilakukan dengan memeriksa ulang data dan narasi yang disampaikan dalam laporan.

d. **Ketepatan Waktu**, dicapai dengan pembuatan tata waktu sehingga laporan selesai sesuai dengan target, yaitu tersedia pada saat RUPS.

e. **Kejelasan**, disajikan dengan penuturan bahasa yang mudah dipahami.

f. **Keandalan**, dicapai dengan dilakukannya penjaminan, walaupun belum semua bagian dalam laporan.

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:

a. **Stakeholder inclusiveness**, which is conducted through surveys and interviews at the time of material topic determination and exploration of significant issues.

b. **Sustainability context**, which is conducted by identifying risks and addressing the stakeholders' needs.

c. **Materiality**, which is determined after identifying the significant and high impact issues from stakeholders' input.

d. **Completeness**, which is carried out by disclose relevant data and information in this report.

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

a. **Balance**, which is to present positive and neutral information, as well as challenges and issues that need to be improved.

b. **Comparability**, which is delivered to each material topic by presenting data in the past three years, in accordance with the needs and availability of data.

c. **Accuracy**, which is conducted by reviewing the data and narration presented in the report.

d. **Timeliness** is to meet the completion target by making the timeline so that the report is available at the time of GMS.

e. **Clarity**, is to present with language that is easy to understand.

f. **Reliability** is achieved by performing assurance, although not the entire parts of the report.

Tahapan 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 menggali isu dan menentukan prioritas topik material melalui Focus Group Discussion (FGD) dengan pemangku kepentingan dan survei melalui kuesioner dengan skala 1 hingga 4 kepada pemangku kepentingan. Kuesioner dibagikan kepada pemerintah, vendor (mitra usaha), komunitas lokal, media, Lembaga Swadaya Masyarakat (LSM), pelanggan, dan investor.

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 26 November 2018.

4. **Tinjauan**

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

Stages of Determining Report Content:

1. **Identification**

   Relevant sustainability contexts were identified based on the characteristics of the mining industry and their impact on stakeholders.

2. **Prioritization of topics** [102-43]

   We explored issues and prioritize material topics through Focus Group Discussion (FGD) with stakeholders and surveys through questionnaires to stakeholders on a scale of 1 to 4. Questionnaires are distributed to the government, vendors (business partners), local communities, media, non-governmental organizations (NGOs), customers, and investors.

3. **Validation**

   All material topics were discussed and approved by the Director of Sustainability and Risk Management to prioritize the information to be presented in this report. This discussion was held at ITM Head Office in Jakarta, on 26 November 2018.

4. **Review**

   The previous year's report was reviewed by taking into account the feedbacks from both internal and external stakeholders. The feedback received came from various award events and discussions with experts on sustainability report.

Diagram Alur Pelibatan Pemangku Kepentingan Dalam Menentukan Prioritas Topik Material
Stakeholder Inclusiveness Flow Chart in Determining the Priority Material Topics

3 April 2018

FGD dengan 11 orang personal kunci perwakilan Pemerintah Pusat dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK), Kementrian Energi dan Sumber Daya Mineral (ESDM) dan Polisi Republik Indonesia.

FGD with 11 key personnel of the Central Government representatives from the Ministry of Environment and Forestry (KLHK), Ministry of Energy and Mineral Resources (ESDM) and National Police the Republic of Indonesia

4 April 2018

FGD dengan 7 orang perwakilan vendor (mitra kerja) dari PT Trifita Perkasa, PT Sefas Pelindotama, PT United Tractors, dan PT Mitsui Indonesia

FGD with 7 representatives of vendors from PT Trifita Perkasa, PT Sefas Pelindotama, PT United Tractors, and PT Mitsui Indonesia

10 April 2018

FGD dengan 9 orang perwakilan masyarakat Ring I dari Kampung Muara Bunyut, Kampung Besiq, dan Kampung Mendika

FGD with 9 representatives of Ring 1 community from Muara Bunyut Village, Besiq Village, and Mendika Village

11 April 2018

- FGD dengan 9 orang perwakilan media dari Bontang Post, Tribun Kaltim, PKTV, Klik Bontang, dan Kaltim Post
- FGD dengan 3 orang perwakilan dari LSM Yayasan Bioma dan Bontang Environmental Community
- FGD with 9 media representatives from Bontang Post, Tribun Kaltim, PKTV, Klik Bontang, and Kaltim Post
- FGD with 3 representatives from NGO Bioma Foundation and Bontang Environmental Community

12 April 2018

FGD dengan 13 orang perwakilan pemerintah daerah dari Dinas Lingkungan Hidup Kaltim, Polda Kaltim, KSOP Syahbandar, BPDASHL Mahakam, Dinas Kehutanan Kaltim, BPKH wil. IV Samarinda dan Dinas ESDM Kaltim

FGD with 13 regional government representatives from the East Kalimantan Environmental Agency, East Kalimantan Regional Police, Port Authority Head Office, Mahakam Watershed Area and Forest Protection Management Agency (BPDASHL), East Kalimantan Forest Agency, Forest Gazettement Agency (BPKH) IV Samarinda and East Kalimantan Energy and Mineral Resources Agency

17 April 2018

FGD dengan 11 orang perwakilan masyarakat Ring I dari Desa Karang Tejo, Desa Betalang, Desa Simpang Empat Sungai Baru, Desa Asam-Asam, dan Desa Swarangan

FGD with 11 representatives of Ring I community from Karang Tejo Village, Betalang Village, Simpang Empat Sungai Baru Village, Asam-Asam Village, and Swarangan Village

18 April 2018

- FGD dengan 9 orang perwakilan pemerintah daerah dari BPDASHL Barito, Dinas ESDM KALSEL, POLRES Tanah Laut, BPKH wil. V Banjarmasin, Disnakerin Tanah Laut, DPRKPLH Kalsel
- FGD dengan 1 orang perwakilan media dari Radar Banjarmasin
- FGD with 9 local government representatives from BPDASHL Barito, South Kalimantan Energy and Mineral Resources Agency, Tanah Laut Resort Police, BPKH V Banjarmasin, Tanah Laut Manpower & Industry Agency, People housing, Residential Area and Environment Agency (DPRKPLH) of South Kalimantan
- FGD with 1 media representative from Radar Banjarmasin

26 April 2018

FGD dengan 1 orang perwakilan pelanggan dari PT S2P-PLTU Cilacap

FGD with 1 customer representative from PT S2P-PLTU Cilacap

15 Mei 2018

FGD dengan 4 orang perwakilan media dari CNBC Media, Majalah Tambang, Bisnis Indonesia, dan Asia Coal Magazine

FGD with 4 media representatives from CNBC Media, Tambang Magazine, Bisnis Indonesia, and Asia Coal Magazine

16 Mei 2018

FGD dengan 4 orang perwakilan investor dari Mirue Asset, UOB Kay Hian Sekuritas, Danareksa Sekuritas, dan Macquarie Sekuritas Indonesia

FGD with 4 investor representatives from Mirue Asset, UOB Kay Hian Securities, Danareksa Securities, and Macquarie Securities Indonesia

"Kami melakukan identifikasi topik material pada awal 2018 dan menyampaikan upaya kami menanggapi, serta mengelola topik material tersebut dalam laporan keberlanjutan 2018 ini".

"We identified material topics in early 2018 and delivered our efforts to respond to these material topics and manage them in this 2018 sustainability report."

Perubahan Topik Material [102-49]

Dalam laporan ini, tidak ada perubahan dasar periode laporan dan ruang lingkup. Namun demikian terdapat perubahan prioritas pada topik material. Pada laporan 2018, disajikan 6 material topik utama sebagai prioritas. Perubahan topik material ini terjadi karena perbedaan metode penentuan prioritas topik.

Kami melakukan identifikasi isu-isu keberlanjutan berdasarkan keterlibatan pemangku kepentingan, kemudian mengelompokkannya ke dalam topik-topik keberlanjutan yang dianggap relevan. Kemudian, kami menentukan prioritas topik yang dianggap tinggi berdasarkan kepentingan dan isu yang mendesak. Dengan demikian, penentuan topik material di awal tahun 2018 ini lebih relevan karena langsung merujuk pada kebutuhan pemangku kepentingan, baik internal maupun eksternal. Kami menyampaikan upaya kami menanggapi dan mengelola topik material tersebut dalam laporan keberlanjutan 2018 ini.

Topik Material [102-47]

Kami menetapkan enam prioritas informasi material yang berada pada kategori ‘tinggi’ yaitu kesehatan dan keselamatan kerja, masyarakat lokal, kinerja ekonomi, limbah padat dan cair, keanekaragaman hayati, dan emisi. Topik ‘rehabilitasi pascatambang’ disatukan dengan topik ‘keanekaragaman hayati’. Informasi mengenai air, energi, dan ketenagakerjaan tidak lagi menjadi prioritas topik material karena tidak ada isu mendesak terkait hal ini. Namun demikian, kami tetap menyampaikan kinerja pengelolaan semua topik yang relevan dalam laporan ini.

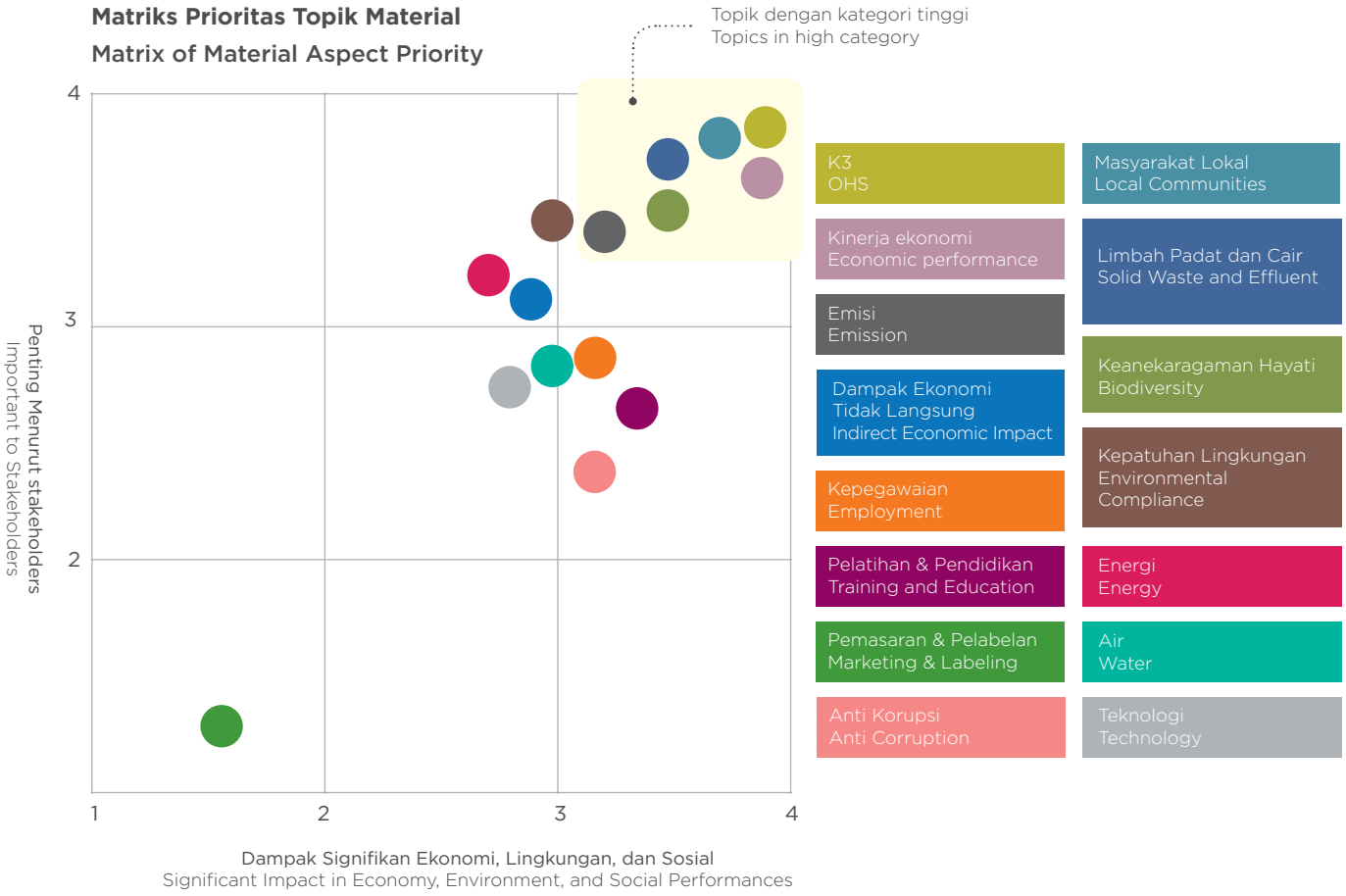
Changes in Material Topics [102-49]

There has been no essential change in the reporting period and scope. However there was a change of priority on material topics. In the 2018 report, there were 6 main material topics as priority. The material topics changed due to different method in prioritization of topics.

We identified sustainability issues based on stakeholder inclusiveness, then grouped them into relevant sustainability topics. Afterwards, we prioritized topics that were considered high based on urgency of interests and issues. Thus, the determination of material topics at the beginning of 2018 was more relevant because it directly referred to the needs of both internal and external stakeholders. We delivered our efforts to respond to these material topics and manage them in this 2018 sustainability report.

Material Topics [102-47]

We established six priorities of material information in the ‘high’ category, namely: occupational health and safety, local communities, economic performance, solid waste and effluent, biodiversity, and emissions. The’post-mining rehabilitation’ topic was incorporated into the ‘biodiversity’ topic. Information about water, energy and employment has no longer been a priority material topic due to the absence of urgent issues on this topic. However, we still delivered the management performance of all relevant topics in this report.



Ruang lingkup informasi yang disampaikan dalam kesehatan dan keselamatan kerja, masyarakat lokal, kinerja ekonomi, limbah padat dan cair, keanekaragaman hayati, dan emisi dihitung berdasarkan *operation of control,* yaitu ITM bertanggung jawab penuh atas kinerja masing-masing anak perusahaan. Kinerja 2018 tidak mencakup PT TIS dan PT NPR yang masih berada pada tahap pra-operasi. [102-46]

Topik material disajikan dengan memperhatikan dampak pengaruhnya terhadap pemangku kepentingan, baik di dalam maupun di luar Perusahaaan.

Batasan Dampak Topik Material Terhadap Pemangku Kepentingan

[102-46, 102-47, 103-1]

Semua topik material yang relevan disampaikan dalam laporan keberlanjutan ini untuk memenuhi kebutuhan informasi pemangku kepentingan.

The information presented in the occupational health and safety, local communities, economic performance, solid waste and effluent, biodiversity, and emissions was calculated based on operation of control, in which ITM has full responsibility for the performance of each subsidiary. The 2018 performance information scope did not include PT TIS and PT NPR as they were still in the pre-operation stage. [102-46]

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

Material Topics Boundary on Stakeholders Approach

[102-46, 102-47, 103-1]

All material topics that relevant are presented in this sustainability report to fulfill the stakeholders need of the information.

Isu Penting dalam Topik Material

Semua topik material yang relevan disampaikan dalam laporan keberlanjutan ini untuk memenuhi kebutuhan informasi pemangku kepentingan.

Significant Issues in Material Topics

All material topics that relevant are presented in this sustainability report to fulfill the stakeholders need of the information.

Topik dan Isu Topics & Issues	Pemangku kepentingan Stakeholders
Kesehatan dan Keselamatan Kerja Occupational Health & Safety	
Pencapaian *Zero Accident* Zero Accident Performance	Internal: Pekerja Internal: Employee Eksternal External
Masyarakat Lokal Local Communities	
• Kemandirian masyarakat saat pascatambang • Penyaluran program beasiswa kepada putra daerah • Community Independence in post-mining stage • Scholarship programs for regional students	Internal: Pekerja Internal: Employee Eksternal: Masyarakat Lokal, Pemerintah, Media External: Local Communities, Government, Media
Kinerja Ekonomi Economic Performance	
• Mempertahankan kinerja ekonomi dan menjaga pasar • Menyampaikan dana reklamasi • Sustainable economic performance and market presence • Reclamation cost	Internal: Pekerja Internal: Employee Eksternal: Pemegang Saham dan Investor, Pelanggan External: Shareholders and Investor, Customer

Topik dan Isu Topics & Issues	Pemangku kepentingan Stakeholders
Limbah Padat dan Cair Solid and Liquid Waste	
Penyelesaian persepsi negatif atas pengelolaan air di pelabuhan Mechanism to resolve the negative perception regarding water discharge pollution at port	Internal: Pekerja Internal: Employee Eksternal: Masyarakat, Pemerintah, Media External: Community, Government, Media
Keanekaragaman Hayati Biodiversity	
• Reklamasi & keselamatan kerja lahan bekas tambang • Rehabilitasi Daerah Aliran Sungai (DAS) • Konservasi Hutan Lindung • Reclamation and occupational safety in former mine area • Watershed rehabilitation • Biodiversity conservation	Internal: Pekerja Internal: Employee Eksternal: Pemerintah External: Government
Emisi Emission	
Emisi berdasarkan sumber gas, terutama gas sulfur GHG Emission sourced by gas type, especially sulphur gas	Internal: Pekerja Internal: Employee Eksternal: Pelanggan External: Customers




BEK

Profil Perusahaan

Company Profile

Pondok Indah Office Tower III, 3rd floor Jl. Sultan Iskandar Muda Kav V-TA, Pondok Indah Jakarta 12310, Indonesia

Kantor Pusat
Head Office
[102-3]

Pertambangan
Mining

Bidang Usaha
Line of Business
[102-2]

PT Indo Tambangraya Megah Tbk

ITM

Nama Perusahaan
Company Name
[102-1]



Bentuk Legal
Legal Form
[102-5]

Perusahaan Terbuka
Public Company

Landasan Hukum
Legal Basis
[102-5]

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 pada 20 Januari 1989.

Deed of Establishment No. 13 dated 2 September 1987 by Notary Benny Kristianto S.H., with approval No. No.C2-640.HT.01.01. TH'89 by Ministry of Justice of Republic of Indonesia dated 20 Januari 1989.



Kepemilikan Saham
Shareholding
[102-5]

- **65,14% Banpu Minerals (Singapura) Pte. Ltd.**
- **2,95% Saham Treasuri**
- **31,90% Publik**

- 65,14% Banpu Minerals (Singapore) Pte. Ltd.
- 2,95% Treasury Shares
- 31,90% Public

PT. Indo Tambangraya Megah Tbk, atau dikenal "ITM", didirikan pada tahun 1987 dan merupakan anak perusahaan Banpu Group dari Thailand. Melalui investasi, survei tambang, pengujian nilai bisnis dan pembangunan infrastruktur tambang, ITM telah tumbuh menjadi salah satu perusahaan pertambangan terbesar di Indonesia dalam produksi batubara termal.

Di tahun 2018, ITM kembali melakukan pengembangan usaha melalui akuisisi 100% saham PT Nusa Persada Resources (NPR). Konsesi NPR saat ini belum beroperasi dan berlokasi di Kalimantan Tengah yang berdekatan dengan tiga anak perusahaan lainnya, yaitu PT Bharinto Ekatama (BEK), PT Trubaindo Coal Mining (TCM), dan PT Tepian Indah Sukses (TIS). Akuisisi ini memberikan peningkatan cadangan batubara ITM sebesar 77 juta ton dengan nilai kalori 5.500 kkal/kg. [102-10]

PT Indo Tambangraya Megah Tbk, or referred to as "ITM", was founded in 1987 and is a subsidiary of Banpu Group from Thailand. Through investment, mine surveys, business value testing and mine infrastructure development, ITM has grown into one of the largest mining companies in Indonesia in thermal coal production.

In 2018, ITM developed business through the acquisition of 100% stake in PT Nusa Persada Resources (NPR). The NPR concession is not yet operational and is located in Central Kalimantan, which is adjacent with three other subsidiaries, PT Bharinto Ekatama (BEK), PT Trubaindo Coal Mining (TCM), and PT Tepian Indah Sukses (TIS) This acquisition has increased ITM coal reserves to 77 million tons with a calorific value of 5,500 kcal/kg. [102-10]



Skala Organisasi

Scale of Organization [102-7]

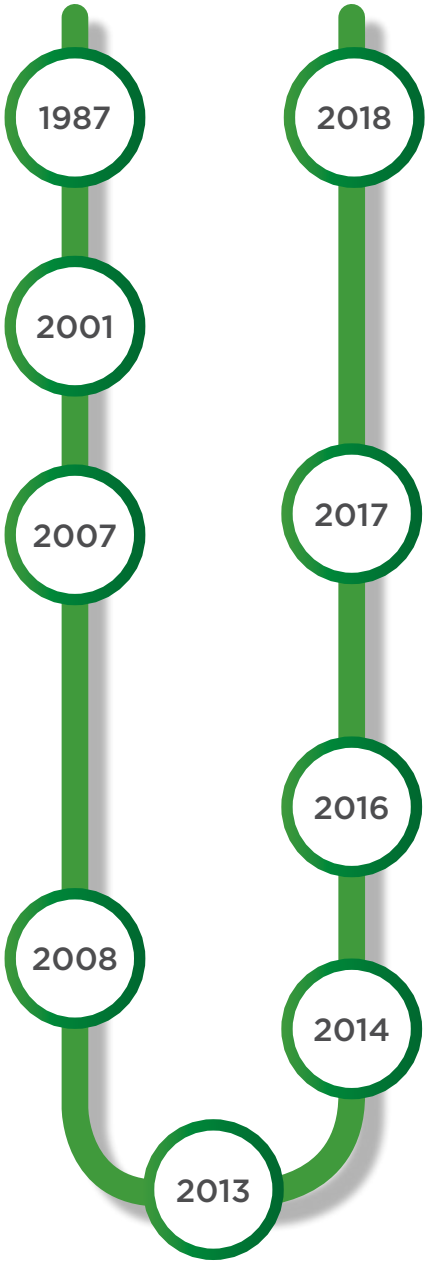
		2018	2017	2016
Jumlah Pekerja Total Employees	Orang People	2,844	2,768	2,768
Jumlah Penjualan Batubara Total Sales of Coal	Juta Ton Million Ton	23.5	23.1	26.7
JUMLAH LINGKUP OPERASI TOTAL SCOPE OF OPERATIONS				
Konsesi Pertambangan Mining Concession	Area Area	5	7	6
FASILITAS PELABUHAN PORT FACILITY				
• Tongkang Barge	Satuan Unit	3	3	3
• Pelabuhan Kapal Vessel	Satuan Unit	1	1	1
Logistik Bahan Bakar Fuel Logistics	Satuan Unit	1	1	0
Kontraktor Tambang Mine Contractor	Satuan Unit	1	1	1
PRODUKSI DAN CADANGAN BATUBARA COAL PRODUCTION AND RESERVES				
Cadangan Batubara Coal Reserves	Juta Ton Million Tons	354.0	253.5	198.3
Produksi Batubara Coal Production	Juta Ton Million Tons	22.1	21.8	25.6
NERACA BALANCE SHEET				
Jumlah Aset Total Assets	Ribu USD Thousand USD	1,442,728	1,358,663	1,209,792
Jumlah Kewajiban Total Liabilities	Ribu USD Thousand USD	472,945	400,524	302,362
Jumlah Ekuitas Total Equity	Ribu USD Thousand USD	969,783	958,139	907,430

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

Dalam merespon perubahan teknologi informasi dan diversifikasi bisnis dari yang sebelumnya hanya produksi batubara menjadi integrated energy provider, ITM memperbarui kemampuan warga ITM untuk terus dapat beradaptasi terhadap perubahan. Penyesuaian ini dilakukan melalui penerapan nilai budaya korporasi baru, yaitu 'Banpu Heart'. Semangat *'Banpu Heart'* mengawali perubahan perilaku yang responsif di tengah pengembangan digitalisasi. [102-10]

In responding to changes in information technology and business diversification from previously only coal production into integrated energy provider, ITM renewed its people ability to keep adapting to changes. This adjustment was applied through a new corporate culture value, 'Banpu Heart'. The spirit of 'Banpu Heart' initiated a change in behavior to be responsive amid the digitalization development. [102-10]

Jejak Langkah
Milestones



1987
Pendirian PT Indo Tambangraya Megah Tbk,
Establishment of PT Indo Tambangraya Megah Tbk

2001
ITM diakuisisi oleh Banpu Group dari Thailand
ITM acquired by Banpu Group from 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 (Singapura) 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
- Anak perusahaan PT ITM Indonesia mengakuisisi PT GasEmas
  Subsidiary PT ITM Indonesia acquired PT GasEmas

2018
- ITM mengakuisisi PT Nusa Prasada Resources
  ITM acquired PT Nusa Prasada Resources
- ITM memperbarui budaya 'Banpu Spirit' menjadi 'Banpu Heart' yang disertai pembaharuan Corporate Identity
  ITM renewed the 'Banpu Spirit' culture to 'Banpu Heart' accompanied by renewal of Corporate Identity
- ITM mengawali investasi digitalisasi tahap 2018-2023
  ITM initiated digitalization investment 2018-2023

Wilayah Kerja
Working Area [102-4]

ITM adalah pemegang saham mayoritas dari 13 anak perusahaan dan mengoperasikan delapan Wilayah Izin Usaha Pertambangan (WIUP) seluas 80.699 ha yang berada di pulau Kalimantan, Indonesia. Lokasi delapan WIUP ITM yang berdekatan dan beroperasi dalam sebuah jaringan distribusi terintegrasi memberikan peluang bagi perusahaan untuk memenuhi kebutuhan pasar yang beragam di beberapa negara. Untuk menjalankan kebutuhan operasional administrasi, ITM memiliki kantor pusat di Jakarta dan kantor perwakilan di Balikpapan.

ITM is the majority shareholder of 13 subsidiaries and operates eight Mining Business Permit Areas (WIUP) covering 80,699 ha located on the Indonesian island of Kalimantan. The neighboring sites of ITM's eight WIUPs and operate in an integrated distribution network provide opportunities for the company to meet diverse market needs in several countries. To carry out operational administrative needs, ITM has a head office in Jakarta and a representative office in Balikpapan.



80,699
ha



Luas Wilayah Izin Usaha Pertambangan Anak Perusahaan
Total Mining Business License Area of Subsidiaries

Anak Perusahaan Subsidiaries	Area Operasi Operating Area	Luas Wilayah Total Area
PT Indominco Mandiri (IMM)	Kabupaten Kutai Kartanegara Dan Kutai Timur, Provinsi Kalimantan Timur. Kutai Kartanegara Regency and East Kutai, East Kalimantan.	24,121
PT Trubaindo Coal Mining (TCM)	Kabupaten Kutai Barat, Provinsi Kalimantan Timur. West Kutai Regency, East Kalimantan Province.	22,687
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
PT Kitadin (KTD)	Embalut, Kabupaten Kutai Kartanegara, Provinsi Kalimantan Timur. Embalut, Kutai Kartanegara Regency, East Kalimantan.	2,973
	Tandung Mayang, Kabupaten Kutai Timur, Provinsi Kalimantan Timur. Tandung Mayang, East Kutai Regency, East Kalimantan Province.	2,338

Anak Perusahaan Subsidiaries	Area Operasi Operating Area	Luas Wilayah Total Area
PT Jorong Barutama Greston (JBG)	Kabupaten Tanah Laut, Provinsi Kalimantan Selatan. Tanah Laut Regency, East Kalimantan Province.	4,883
PT Tepian Indah Sukses (TIS)	Kabupaten Kutai Barat, Provinsi Kalimantan Timur. West Kutai Regency, East Kalimantan Province.	2,065
PT Nusa Persada Resources (NPR)	Kabupaten Barito Utara, Provinsi Kalimantan Tengah Kabupaten Barito Utara, Provinsi Kalimantan Tengah	4,291
	Total Luas WIUP Total Area of WIUP	80,699

Keterangan:

- 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 Banpu Power (IBP) sedang dalam pengembangan.
- PT Tambang Raya Usaha Tama (TRUST) dan PT GasEmas (PTGE) beroperasi di dalam WIUP anak perusahaan lainnya.

Notes:

- 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) under development.
- PT Tambang Raya Usaha Tama (TRUST) dan PT GasEmas (PTGE) operating within WIUP of other subsidiary.




Wilayah Kerja
Working Area
Kalimantan Utara
North Kalimantan
Kalimantan Timur
East Kalimantan
Mahakam River
PT Kitading (Tandung Mayang)
PT Trubaindo Coal Mining
PT Indominco Mandiri
PT Nusa Persada Resorces
PT Kitadin (Embalut)
Bontang Coal Terminal
PT Tepian Indah Sukses
Embalut Port
PT Bharinto Ekatama
Muara Berau (Anchorage)
Kalimantan Barat
West Kalimantan
Bunyut Port
Samarinda
Muara Jawa (Anchorage)
Kalimantan Tengah
Central Kalimantan
Balikpapan
Selat Makasar
Makasar Strait
Palangkaraya
Kalimantan Selatan
South Kalimantan
Banjarmasin
PT Jorong Barutama Greston
Jorong Port
Pelabuhan
Port
Anchorage
Coal Landing Port
Tambang
Mine
Kotamadya
Municipality
Ibu Kota Provinsi
Capital City

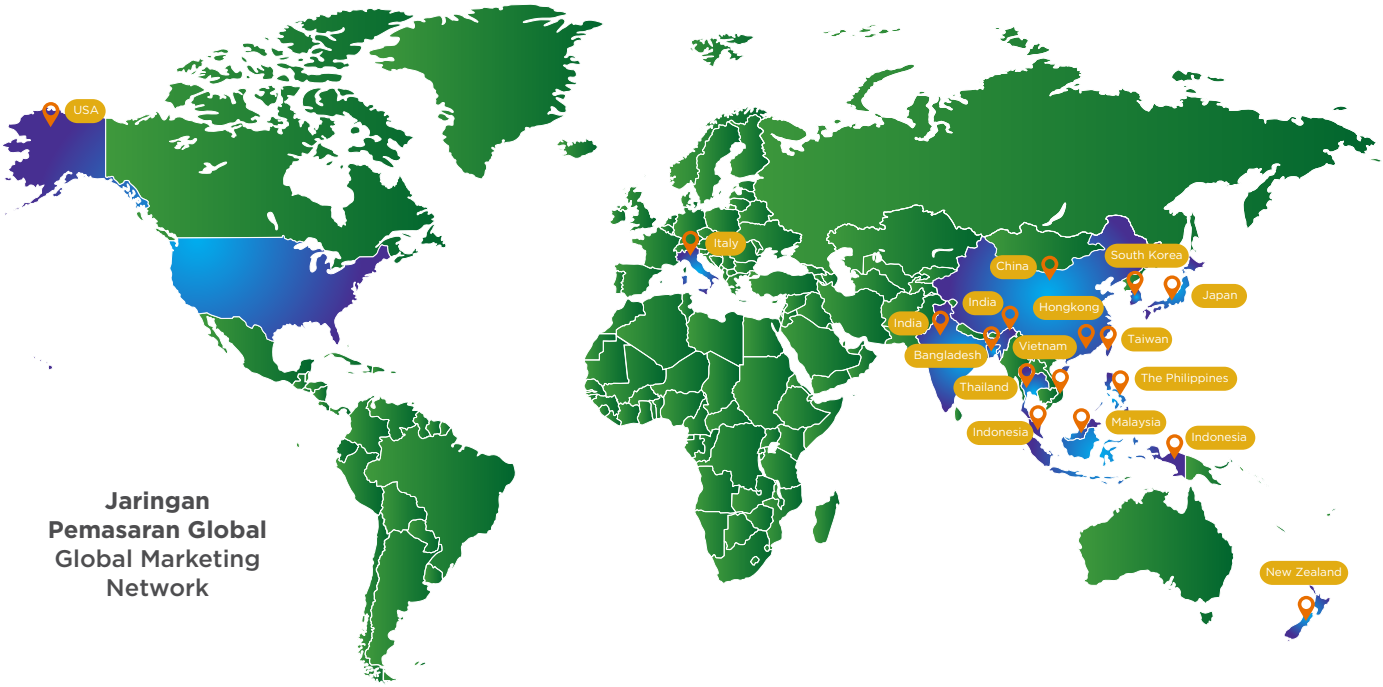
Pasar Terlayani
Served Market [102-6]

Pada 2018, hasil produksi batubara ITM mencapai 22.1 Juta ton dengan jenis spesifikasi batubara: sulfur 0,1% - 2,0% dan nilai kalori 4.300 – 6.300 cal/g (arb). Di tahun 2018, ITM mulai mengawali ekspor kebutuhan batubara ke Vietnam dan ke 15 negara lainnya di seluruh dunia. Jumlah yang diekspor mencapai 87,4% dari total penjualan batubara dan sebanyak 12,6% digunakan untuk memenuhi kebutuhan pasar domestik Indonesia. Dalam penjualannya, ITM memenuhi kekurangan dari pemenuhan 25% pasar domestik yang diatur oleh regulasi Domestic Market Obligation 2018 melalui *transfer kuota*.

In 2018, ITM's coal production reached 22.1 million tons with coal specifications: sulfur 0.1% - 2.0% and calorific value 4,300 - 6,300 cal/g(arb). In 2018, ITM began to export coal to Vietnam and 15 other foreign countries. The export volume reached 87.4% of total coal sales and as much as 12.6% was used to meet the demand of Indonesian domestic market. In its sales, ITM filled the shortage of 25% of domestic market required by the 2018Domestic Market Obligation regulation through quota transfer.



12.6% Penjualan untuk Pasar Domestik
Sales for Domestic Market



Jaringan Pemasaran Global
Global Marketing Network

Rantai Pasokan Terpadu
Integrated Supply Chain [102-9]

Logistik memiliki peran yang sangat penting dalam mendukung seluruh kegiatan pertambangan ITM. Untuk memenuhi permintaan yang semakin tinggi dan harapan akan pengiriman produk yang sesuai dan tepat waktu, ITM mendirikan beberapa anak perusahaan yang berfokus dalam menangani manajemen rantai pasokan. Sebanyak enam anak perusahaan ITM berperan sebagai fasilitas penunjang kegiatan pertambangan yang mencakup operasi pertambangan, perbengkelan, jasa konsultasi & ketenagalistrikan, pengangkutan batubara, serta pembangkit listrik.

Logistics plays a very important role in supporting all of ITM mining operations. In meeting the increasingly high demand and expectation of precise and timely product delivery, ITM has established several subsidiaries that focus on handling supply chain management. Six ITM subsidiaries have a role as supporting facilities for mining activities covering mining operations, workshops, consulting & electricity services, coal transportation, and power plants.

Rantai Pasokan Penghasil Energi Terintegrasi
Integrated Energy Supply Chain

UPSTREAM
Pengembangan dan Penambangan Sumber Daya Batubara
Coal Resource Development and Mining

MIDSTREAM
Manajemen Rantai Pasokan, Logistik Batubara dan Perdagangan Bahan Bakar
Supply Chain Management, Coal Logistics and Fuel Trading

DOWN STREAM
Pembangkit Listrik Tenaga Uap dan tenaga terbarukan
Coal-Fired Power Plant and Renewable Based Power

Keterangan: ITMI, IBU, IEU, TIS belum beroperasi.
Note: ITMI, MOM, IEU, TIS not yet in operation

Sertifikasi
Certification

ITM berupaya memberikan nilai tambah di sepanjang rantai pasokan. Upaya tersebut, kami wujudkan melalui perolehan sertifikasi yang relevan dengan kegiatan operasional yang dilaksanakan di masing-masing anak perusahaan.

ITM strives to give added value along the supply chain. We realize this through the relevant certifications for the operating activities carried out in each of the subsidiaries.

Sertifikasi
Certification [102-12]

Anak Perusahaan Subsidiaries	ISO 9001: 2015 Sistem Manajemen Mutu Quality Management System	ISO 14001: 2015 Sistem Manajemen Lingkungan Environmental Management System	OHSAS 18001: 2007 Sistem Manajemen Keselamatan dan Kesehatan Kerja Occupational Safety and Health Management System
Penyelenggara dan Masa Berlaku Lorem Ipsum Dolores			
PT Indominco Mandiri	SGS Indonesia, hingga 2019 SGS Indonesia, up to2019	SGS Indonesia, hingga 2019 SGS Indonesia, up to2019	SGS Indonesia, hingga 2019 SGS Indonesia, up to2019
PT Trubaindo Coal Mining	SAI Global, hingga 2019 SAI Global, up to 2019	SAI Global, hingga 2019 SAI Global, up to 2019	SAI Global, hingga 2019 SAI Global, up to 2019
PT Bharinto Ekatama	BSI Indonesia, hingga 2020 BSI Indonesia, up to 2020	BSI Indonesia, hingga 2020 BSI Indonesia, up to 2020	BSI Indonesia, hingga 2020 BSI Indonesia, up to 2020
PT Jorong Barutama Greston	SGS United Kingdom Ltd, Hingga 2020 SGS United Kingdom Ltd, up to 2020	N/A	N/A

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

Keanggotaan Asosiasi
Association Membership [102-13]

Selain menjamin sistem manajemen yang terakreditasi, ITM menjalin dan menjaga kemitraan strategis dengan bergabung dalam keanggotaan asosiasi nasional. Di tahun 2018, ITM menduduki posisi Ketua Bidang I yang membawahi Komite Teknik & Tata Kelola Pertambangan, Komite Lingkungan & Kehutanan, dan Komite Pengembangan Nilai Tambah Batubara & Kelistrikan dalam Asosiasi Pertambangan Batubara Indonesia (APBI). ITM berperan aktif merumuskan metode baru dalam penilaian kinerja *benchmark* lingkungan PROPER.

In addition to ensure accredited management system, ITM builds and maintains strategic partnerships by joining the membership of national associations. In 2018, ITM holds the position of chairman Chairperson of Division I who oversees the Mining Engineering & Governance Committee, Environment & Forestry Committee, and Value Added Coal & Electricity Development Committee in the Indonesian Coal Mining Association (APBI) and. ITM played an active role to formulate a new methods in environmental benchmarks for performance evaluation of PROPER.


Keanggotaan Asosiasi
Association Membership
Ikatan Akuntan Indonesia (IAI)
Indonesian Institute of Accountant (IAI)
Kamar Dagang & Industri Indonesia (KADIN)
Indonesian Chamber of Commerce and Industry (KADIN)
Bimasena
The Mines and Energy Society
Indonesian Corporate Secretary Association (ICSA)
Asosiasi Emiten Indonesia
Indonesian Public Listed Companies Association
Corporate Forum for Community Development (CFCD)
Asosiasi Pertambangan Batubara Indonesia (APBI)
Indonesian Coal Mining Association (ICMA)
Asosiasi Pertambangan Indonesia (API)
Indonesia Mining Association (IMA)
Forum Rehabilitasi Lahan Bekas Tambang
Forum for Rehabilitation on Mined Land

Visi
Vision

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.

Visi, Misi, dan Nilai Perusahaan

Vision, Mission and Corporate Values [102-16]

Nilai-nilai Perusahaan 'Banpu Heart'

Corporate Values of Banpu Heart

Passionate

PASSIONATE
STRIVING FOR THE FUTURE:

- Pursue for success: We leverage full potential and professionalism for continuous growth and success.
- Can do more: We value different ideas and support each other to make things beyond expectation.
- Be agile and change: We collaborate to strengthen teamwork that enhance positive change in responsive and effective ways.
- Express care and share: We are humble embrace differences and sincerely value one another.

PASSIONATE
BERJUANG DEMI MASA DEPAN:

- Mengejar Kesuksesan: Kami memanfaatkan potensi maksimum dan profesionalisme untuk pertumbuhan dan kesuksesan yang berkelanjutan.
- Mampu Berbuah Lebih: Kami menghargai keragaman ide dan mendukung satu sama lain untuk menghasilkan hal yang melebihi ekpektasi (harapan).
- Gesit dan Siap Berubah: Kami berkolaborasi untuk memperkuat kerja sama tim yang meningkatkan perubahan positif dengan cara yang efektif dan responsif.
- Peduli dan Berbagi: Dengan kerendahan hati merangkul semua perbedaan dan menghargai satu sama lain dengan tulus.

Innovative

INNOVATIVE
NEW IDEAS,
NEW SOLUTIONS:

- Transcend the trend: We maximize results by thinking ahead of the game and working smarter.
- Ideate and get real: We make a difference, experiment prototype, and make it happen for continuous improvement of process, products, and services.
- Learn fast, do first: We are empowered to take risks, do, learn, and grow.

INNOVATIVE
IDE-IDE BARU,
SOLUSI-SOLUSI BARU:

- Mendahului Tren: Kami memaksimalkan hasil dengan proaktif dan bekerja lebih cerdas.
- Menciptakan Ide dan Mewujudkannya: Kami membuat perbedaan, bereksperimen dengan rancangan, dan mewujudkannya untuk peningkatan yang berkelanjutan dalam hal proses, produk, serta servis.
- Belajar Cepat, Bertindak: Kami didorong untuk mengambil risiko, bertindak, belajar, dan tumbuh.

Committed

COMMITTED
SUCCESS IS THE ONLY OPTION:

- Adhere to Integrity and Ethics: We do the right things, always.
- Synergize and network: We build strong connection to all stakeholders for win-win outcomes.
- Engage to sustainability development: We are responsible for the well-being of social and environmental sustainability.

COMMITTED
SUKSES (KEBERHASILAN) ADALAH SATU-SATUNYA PILIHAN:

- Teguh Memegang Integritas dan Etika: Kami selalu melakukan hal-hal yang benar.
- Bersinergi dan Membina Jejaring: Kami membangun relasi yang kuat dengan seluruh pemangku kepentingan untuk menciptakan hasil yang saling menguntungkan.
- Berpartisipasi dalam Pengembangan Berkelanjutan: Kami bertanggung jawab atas kesejahteraan serta keberlanjutan sosial dan lingkungan.

Tata Kelola

Governance





Kehadiran Direktorat Sustainable & Risk Management (S&RM) diharapkan mampu mengelola risiko keberlanjutan.

The Sustainable & Risk Management (S&RM) Directorate is expected to manage sustainability risks.

Keselarasan fungsi HSE dan Community Development menjadi satu tujuan telah dilakukan oleh Departemen CSR dan akan dirumuskan dalam target kinerja di tahun 2019. Pembentukan Departemen CSR dibentuk berdasarkan Surat Keputusan No. 3234/A/ITM/HR/10/2018. Peningkatan kinerja yang terpadu juga dilakukan melalui penerapan digitalisasi yang dikelola oleh Departemen Digital Center of Excellence (DCOE) berdasarkan Surat Keputusan No.2896/A/ITM/HR/9/2018. Kinerja Departemen DCOE diawasi langsung oleh Direktur Utama. [102-10]

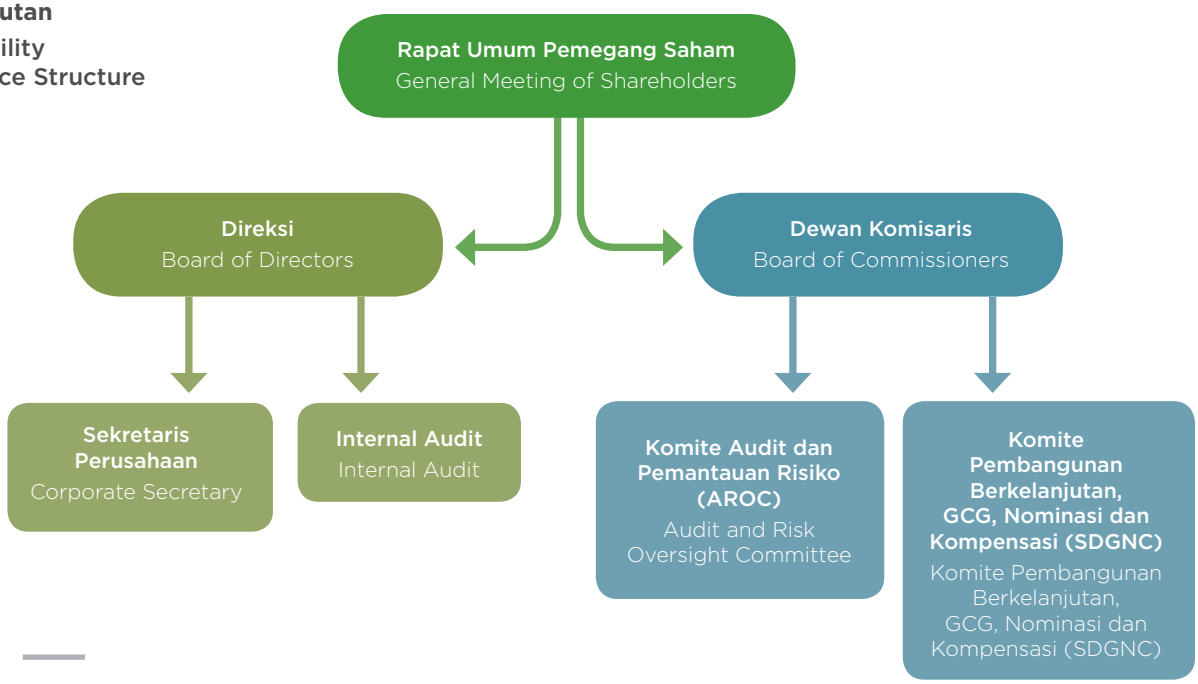
The alignment of HSE and community development functions into one goal has been formulated by CSR Department in the performance target for 2019. The establishment of CSR Department was based on Decree No. 3234/A/ITM/HR/10/2018. Integrated performance improvement is also implemented through the digitalization managed by the Digital Center of Excellence (DCOE) Department based on Decree No.2896/A/ITM/HR/9/2018. The DCOE Department's performance is under direct supervision of President Director. [102-10]

Struktur Tata Kelola
Governance Structure [102-18]

Kegiatan tata kelola perusahaan yang baik atau good corporate government (GCG) didukung oleh organ-organ, dengan kedudukan, fungsi, dan kewenangan masing-masing. Pelaksanaan tata kelola berpegang erat pada pedoman yang sesuai dengan standar nasional maupun internasional.

Good corporate governance (GCG) activities are supported by organs with their respective positions, functions and authorities. The implementation of governance adheres to guidelines that are in compliance with national and international standards.

Struktur Tata Kelola Keberlanjutan
Sustainability Governance Structure



Komposisi Dewan Komisaris dan Direksi disampaikan secara komprehensif dalam laporan tahunan 2018 yang saling melengkapi laporan keberlanjutan ini.

The composition of the Board of Commissioners and Board of Directors is presented comprehensively in the 2018 annual report which complements this sustainability report.



“Upaya penyelarasan arti tujuan keberlanjutan dikomunikasikan melalui penerapan key behavior ‘Engage to Sustainable Development’ dalam budaya ‘Banpu Heart’ dan menjadi kerangka dasar dalam melakukan usaha”.

“Efforts to align the meaning of sustainability goals are communicated through the application of ‘Engage to Sustainable Development’ key behavior in the ‘Banpu Heart’ culture and become the basic framework for doing business”.

Direktorat Sustainability & Risk Management

Sustainability & Risk Management Directorate

[102-11, 102-20]

Perusahaan menyadari bahwa tantangan risiko pada tahap produksi, distribusi, hingga pascatambang tidak terlepas dari risiko lingkungan dan sosial. Pemenuhan kinerja *triple bottom line* ini telah menjadi aspek penting untuk dikelola oleh ITM.

Upaya untuk meminimalisasi dan mengelola risiko keberlanjutan dilakukan melalui Direktorat Sustainable & Risk Management (S&RM) yang memiliki empat fungsi besar, yaitu:

1. **Sustainable Development**

   Menyelaraskan tujuan strategis keberlanjutan dalam setiap penerapan program terbaik di bidang keselamatan dan kesehatan kerja, pelestarian lingkungan, dan pemberdayaan masyarakat untuk dapat diimplementasi di setiap unit kerja ITM. Fungsi ini juga mengarahkan dan mengevaluasi target kinerja HSEC untuk memperhatikan ketaatan peraturan. Hingga akhir tahun 2018, penyuluhan atas pemahaman keberlanjutan dan pentingnya pelaporan keberlanjutan telah dikomunikasikan kepada warga ITM.

2. **Health, Safety, Environment, & Community Development**

   Mengelola tiga aspek tanggung jawab sosial perusahaan berdasarkan ISO 26000 yaitu Kesehatan dan Keselamatan Kerja, Pelestarian Lingkungan dan Pengembangan Masyarakat (HSEC) agar sesuai dengan sasaran keberlanjutan ITM. HSEC berperan dalam mengelola standarisasi, mengelola dampak, mengevaluasi kinerja di bidang HSEC. Pelaksanaan QAR (Quality Assurance Review) pada tahun 2018 di semua lokasi mine site adalah salah satu bentuk implementasi pemantauan kinerja HSEC di masing-masing lokasi.

The company realizes that the risk challenges at the production, distribution and post-mining stages are closely related with environmental and social risks. Fulfillment of the triple bottom line performance has become an important aspect to be managed by ITM.

Efforts to minimize and manage sustainability risks are carried out through the Sustainable & Risk Management (S&RM) Directorate which has four main functions, namely:

1. Sustainable Development

   Aligning the strategic sustainability goals in implementing the best programs of occupational health and safety, environmental preservation, and community development to be implemented in each work unit of ITM. This function also directs and evaluates HSEC performance targets to pay attention to compliance with regulations. Until the end of 2018, dissemination on sustainability understanding and the importance of sustainability reporting has been communicated to 121 ITM people.

2. Health, Safety, Environment, & Community Development

   Managing the three aspects of corporate social responsibility based on ISO:26000, namely Occupational Health and Safety, Environmental Preservation and Community Empowerment (HSEC) to align with ITM's sustainability goals. HSEC has a role in managing standardization, managing impacts, evaluating performance in the HSEC aspects. The implementation of Quality Assurance Review (QAR) in 2018 at all mine sites was a form of HSEC performance monitoring in each site.

3. **Risk Mangement & Performance Management**

Direktorat melakukan identifikasi dan menyusun seluruh risiko yang signifikan terkait kinerja ekonomi, lingkungan, dan sosial, serta menentukan langkah tepat dalam menanggulangi risiko keberlanjutan. Dalam melakukan tugas ini, Direktorat bekerja sama dengan Komite Manajemen Risiko. Salah satu kegiatan yang telah dilakukan adalah penguatan peran komite pascatambang dalam persiapan program pascatambang yang berkelanjutan, diantaranya pemanfaatan lubang bekas tambang untuk perikanan masyarakat.

4. **Compliance**

Pengelolaan yang menyeluruh dalam *triple bottom line* turut memastikan penerapan kepatuhan yang transparan dan dikelola dengan baik. Direktorat menjalankan fungsi ini melalui pelaporan keberlanjutan dan pelatihan untuk memastikan pemenuhan kepatuhan terhadap peraturan dan menjaga keberlanjutan kegiatan operasi.

3. Risk Management & Performance Management

The Directorate identifies and prepares all significant risks related to economic, environmental and social performance, as well as determining the right mesures in addressing sustainability risks. The Directorate jointly performs this task with the Risk Management Committee. One of the activities that has been conducted is strengthening the role of post-mining comittees in developing sustainable post-mining programs, including the utilization of ex-mining pits for the community's fisheries.

4. Compliance

Comprehensive management of the triple bottom line helps ensure a transparent and manageable compliance implementation. The Directorate performs this function through sustainability reporting and training to ensure the compliance with regulations and maintain the sustainability of operations.



Pengelolaan Beberapa Risiko Prioritas Terkait Keberlanjutan
Management of Priority Risks on Sustainability

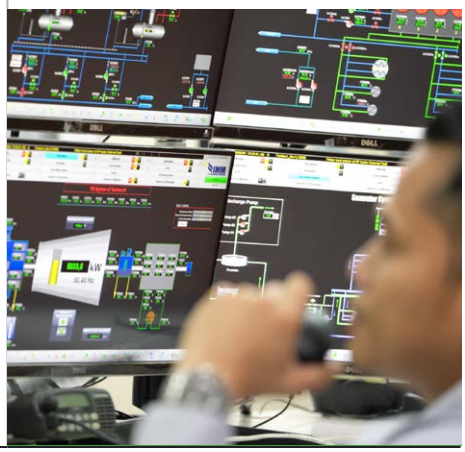
EKONOMI ECONOMY	KETENAGAKERJAAN DAN LINGKUNGAN MANPOWER AND ENVIRONMENT	SOSIAL SOCIAL
Risiko Rantai Pasok Supply Chain Risk	Risiko kesehatan dan keselamatan kerja Occupational health and safety risks	Risiko Sosial dan Komunitas Social and Community Risk
1. Meningkatkan jumlah produksi batu bara sesuai dengan spesifikasi permintaan dari pelanggan melalui strategi penambangan yang selektif dan memastikan kinerja kontraktor yang optimal. Increase coal production in accordance with the specification of requirement from Customer through selective mining strategy and ensuring contractor performance. 2. Melakukan koordinasi regular antar pihak terkait untuk memastikan kesesuaian antara rencana produksi dan rencana penjualan Coordinate among related parties to match production and sales plan.	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. Merealisasikan program Pengembangan & Pemberdayaan Masyarakat yang mengacu pada 8 aspek PPM sesuai dengan KKepMen ESDM No. 1824/2018. Realizing the Community Empowerment & Development Program which refers to 8 aspects of Community Empowerment Development in according with Minister of ESDM Decree No. 1824/2018. 2. Meningkatkan kapasitas personil CDO untuk perbaikan program PPM yang berkelanjutan, dengan mendapat informasi lebih lanjut terkait dengan perkembangan konteks CD – CSR – SDGs saat ini. Increasing competencies of CDO personnel to improve sustainability PPM program with further information related to context development of CD-CSR-SDGs.
Risiko Kontraktor Contractor Risk	Risiko Lingkungan Environmental Risk	
1. Mempersiapkan standar evaluasi kinerja kontraktor sebagai dasar monitoring dan perpanjangan kontrak. Prepare standard contractor performance evaluation as monitoring tools and key factor for contract renewal justification 2. Memastikan ketersediaan dan kehandalan peralatan dan memastikan operasional berjalan seimbang antara kecepatan pekerjaan dan pengendalian kinerja. Ensure sufficient and efficient tools for managing contractor's performance and ensure the operational process is well balanced between speed and control	1. Memastikan Sistem Manajemen Lingkungan telah dijalankan di semua aspek kegiatan operasional perusahaan. Ensure Environmental Management System has implemented in all corporate aspect. 2. Melakukan koordinasi dan kolaborasi dengan semua pihak terkait dengan pembelajaran geohydrology untuk memastikan bahwa proses pertambangan tidak berdampak buruk pada sumber air bawah tanah dan kondisi air dipermukaan. Coordination and Collaborate with all site related with Geohydrology study to ensure mining process does not have bad impact in underground water or surface water.	





EKONOMI ECONOMY	KETENAGAKERJAAN DAN LINGKUNGAN MANPOWER AND ENVIRONMENT
Risiko Pengembangan Bisnis Business Development Risk	Risiko Sumber Daya Manusia Human Resources Risk
1. Meningkatkan proses strategis khususnya dalam proses perencanaan dan manajemen kinerja serta membangun komunikasi dengan pihak terkait. Evaluate and improve strategic process especially planning and performance evaluation and build communication to related parties. 2. Mempertimbangkan kembali pendekatan strategis dalam pengembangan bisnis baru terutama pembangkit listrik dengan fokus pada proyek-proyek kecil menengah, dan Merger & Akuisisi terhadap aset yang sudah dalam tahap operasional. Reconsider strategic approach in new power development, focus on small to medium size project and M&A for operating asset rather than greenfield development.	1. Membangun dan meningkatkan kompetensi pekerja melalui pelatihan internal maupun eksternal yang mendukung pekerjaan dan *soft skill*. Develop and increasing competency of manpower by conduct in house training or external training that support job or soft skills. 2. Melakukan evaluasi kompetensi dari supervisor dan timnya terkait Standard Operating Prosedur dan HIRADC dari Pekerjaannya. Evaluate competency of Supervisor and subordinate/ employee related understanding about standard operational procedure and HIRADC from job activities.



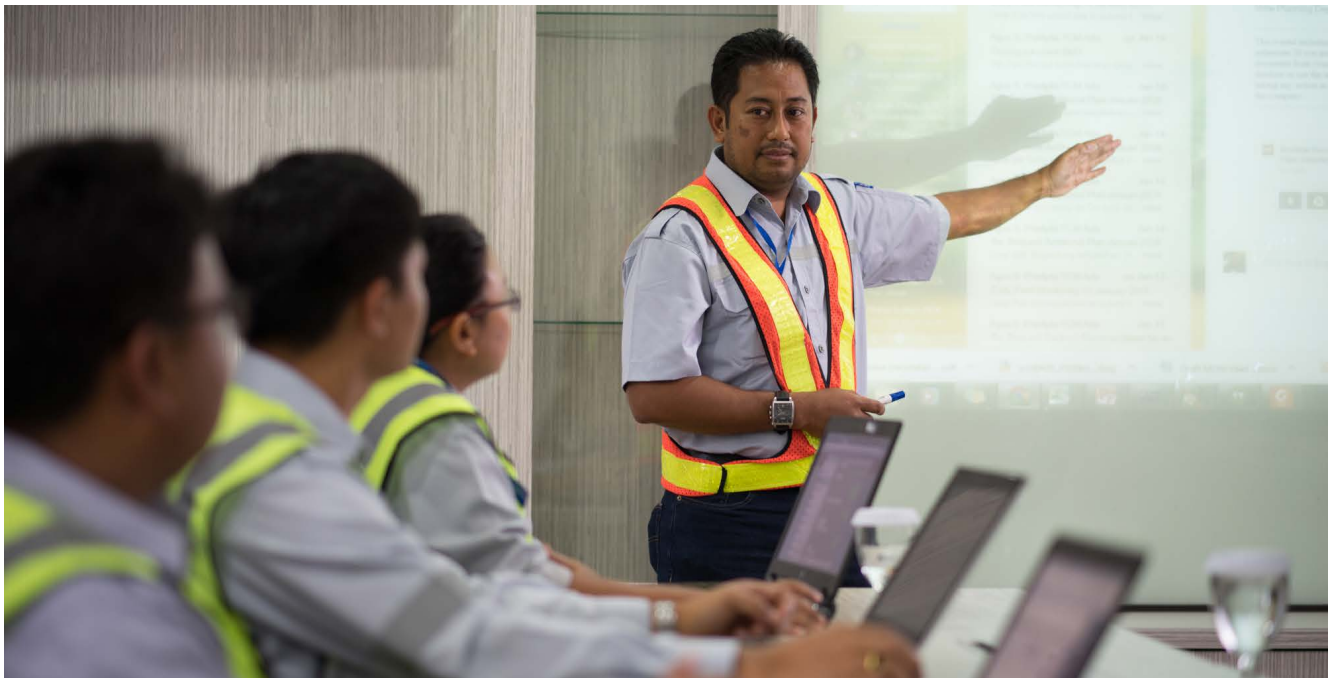




Prinsip Etika Bisnis
Principles of Business Ethics

Untuk mewujudkan tata kelola perusahaan yang profesional, ITM berupaya mencegah terjadinya benturan kepentingan dengan menyusun standar etika perusahaan *(code of conduct / COC).* COC menjadi acuan bersama bagi seluruh warga ITM dan pemangku kepentingan dalam menjalankan kegiatan usaha, serta membangun iklim bisnis yang beretika, terbuka, dan patuh terhadap ketetapan peraturan yang berlaku.

To realize professional corporate governance, ITM seeks to prevent conflicts of interest by establishing a code of conduct (COC). COC is a common reference for all ITM people and stakeholders in carrying out business activities, as well as building a business climate that is ethical, transparent, and comply with the provisions of laws.



Kode Etik: Aturan Perilaku
Code of Conduct: 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

Pokok Bahasan Kode Etik Code of Ethics Subject
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 Warga ITM, Pelanggan, Mitra dan kreditur Policies & Practices toward ITM People, 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

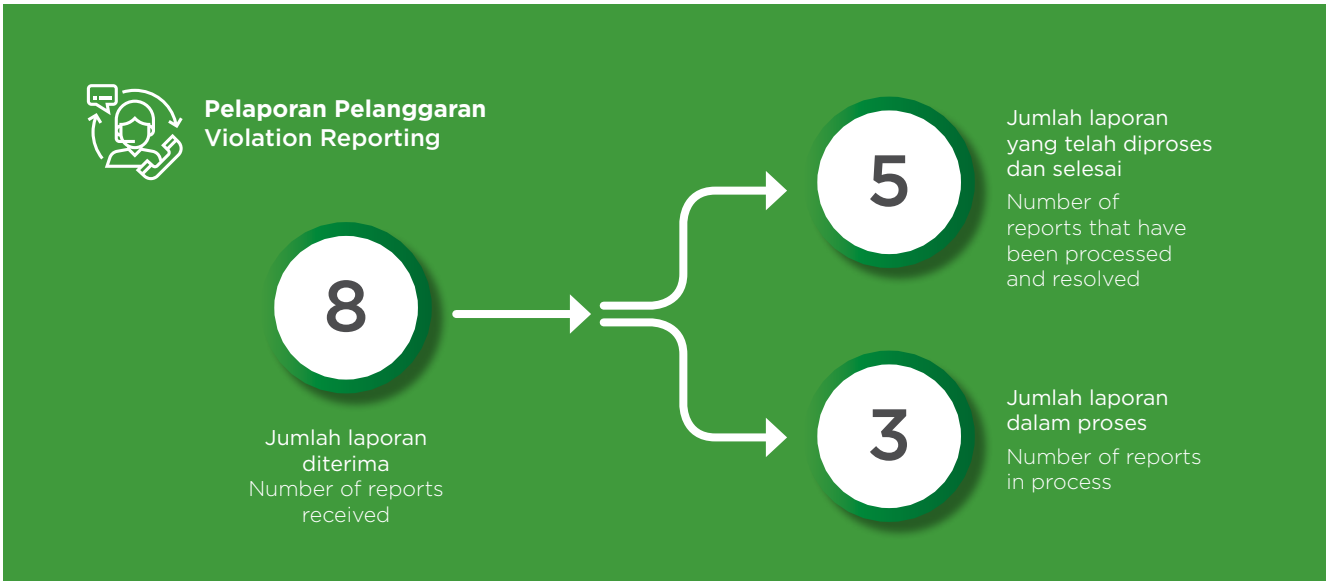
Kebijakan Anti Korupsi dan Whistleblowing System
Anti Corruption Policy and Whistleblowing System

Dalam menjalankan bisnis yang bersih dan menghindari segala bentuk kecurangan, secara berkesinambungan ITM meningkatkan pemahaman anti korupsi bagi seluruh warga ITM, termasuk anggota Direksi dan Komisaris.. Upaya membangun sikap anti korupsi diwujudkan, di antaranya melalui komunikasi tata kelola seperti CG Day yang merujuk pada standar UK Anti-bribery Act, dan ISO 37001 terkait perbaikan sistem prosedur pengadaan barang dan jasa, serta penerapan sistem pelaporan pelanggaran.

Selain itu, ITM juga menerapkan fasilitas Independent Whistleblower Center (IWBC) yang dapat diakses melalui website www.iwbcitmg.com. Dengan demikian, segala bentuk pelanggaran yang terjadi dapat langsung dikelola dan ditindaklanjuti sesuai dengan prosedur yang berlaku. Selama tahun pelaporan 2018, IWBC menerima delapan laporan. Pihak yang mengelola pengaduan adalah Ombudsman, untuk kemudian ditindaklanjuti oleh Komite Investigasi.

In running a clean business and avoiding all forms of fraud, ITM continuously enhances the anti-corruption awareness for ITM people at all levels, including Board of Directors and Board of Commissionaires. Efforts to shape an anti-corruption attitude are realized, including through governance communication such as CG Day which refers to the UK Anti-Bribery Act, and ISO 37001 standards related to the improvement of procedure system for the procurement of goods and services, and the implementation of a violation reporting system.

In addition, ITM also provides the Independent Whistleblower Center (IWBC) facility that can be accessed through the website www.iwbcitmg.com. Thus, all forms of violations committed can be directly handled and followed up according to applicable procedures. During 2018 reporting year, IWBC received eight reports. The body that handled the complaints was the Ombudsman, then followed up by the Investigation Committee.



Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Pemangku kepentingan adalah mitra strategis dalam menyelaraskan arah tujuan perusahaan. Keterlibatan berbagai pemangku kepentingan secara konstruktif membantu ITM menentukan keputusan dan menjalankan bisnis dengan penuh tanggung jawab. Analisis kebutuhan pemangku kepentingan dilakukan dengan metode *Focus Group Discussion* (FGD) dan *in-depth interview* pada awal tahun 2018. Proses dan metode ini merujuk pada standar AA1000 SES.

Stakeholders are strategic partners in aligning the direction of the company's goals. The engagement of various stakeholders constructively helps ITM in making decisions and running responsible business. Stakeholder needs analysis was conducted through Focus Group Discussion (FGD) and in-depth interviews methods at the beginning of 2018. These process and method refer to the AA1000 SES standard.

Pelibatan 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 • Pengaruh • Ketergantungan • Responsibility • Influence • Dependency	• Analyst Meeting • Rapat Umum Pemegang Saham • Analyst Meeting • General Meeting of Shareholders	Minimalsetahun sekali At least once a year	Keamanan dan tingkat pengembalian investasi Security and return on investment
Pelanggan Customer	• Tanggung Jawab • Pengaruh • Ketergantungan • Responsibility • Influence • Dependency	Manajemen Keluhan Pelanggan Customer Complaint Management	Minimal setahun sekali At least once a year	• Konsistensi kualitas produk. • Pengiriman tepat waktu. • Consistency of product quality • On time delivery

Kelompok Pemangku Kepentingan Stakeholder Group	Basis Identifikasi Identification Basis	Metode Pendekatan Method of Approach	Frekuensi Keterlibatan Engagement Frequency	Topik utama Main topics
Pekerja Employees	• Tanggung Jawab • Pengaruh • Proksimitas • Perwakilan • Responsibility • Influence • Proximity • Representation	• Serikat Pekerja • Forum Komunikasi Manajemen & Pekerja • Labor union • Management & Employee Communication Forum	Triwulan Quarterly	• Perlakukan adil dan setara dalam perencanaan karir dan remunerasi • Tempat kerja yang aman dan sehat • Perubahan iklim yang mempengaruhi proses produksi • Penggunaan air, energi dan emisi • Fair and equal treatment in career planning and remuneration • Safe and healthy workplace • Climate change that affects the production process • Use of water, energy and emissions
Pemerintah Government	• Tanggung Jawab • Pengaruh • Proksimitas • Perwakilan • Responsibility • Influence • Proximity • Representation	• Rapat-rapat • Kunjungan site • Sosialisasi peraturan baru • Meetings • Site visits • Dissemination of new regulation	Minimal dua kali setahun At least twice a year	• Hubungan yang konstruktif dengan regulator • Kepatuhan pada peraturan dan perundangan • Pengelolaan limbah • A constructive relationship with the regulator • Compliance with laws and regulations • Waste management
Mitra Usaha (vendor, pemasok, agen) Business Partners (vendors, suppliers, agents)	• Pengaruh • Proksimitas • Ketergantungan • Influence • Proximity • Dependence	• Pertemuan Regular • Sosialisasi kebijakan • Regular Meetings • Dissemination of policy	Minimal setahun sekali At least once a year	• Proses pengadaan yang wajar dan transparan • Pembayaran tepat waktu • Reasonable and transparent procurement process • Timely payment
Media Media	Pengaruh Influence	• Siaran pers • Pertemuan Media • Jumpa pers • Press release • Media Gatherings • Press conference	Minimal setahun sekali At least once a year	• Akurasi pelaporan. • Penyampaian informasi tepat waktu. • Accuracy of reporting • Timely delivery of information
Masyarakat dan Komunitas Society and Community	• Pengaruh, • Proksimitas • Influence • Proximity	• Forum Konsultatif Masyarakat • Program pengembangan dan pemberdayaan masyarakat • Community Consultative Committee • Community development program	Minimal setahun sekali At least once a year	• Kontribusi pada aspek ekonomi, sosial dan lingkungan untuk mempercepat kemandirian • Ketersediaan lapangan kerja • Pengembalian lahan seperti rona awal. • Contribute to the economic, social and environmental aspects to accelerate independence • Availability of employment • Land restoration to the baseline condition

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

Kepatuhan pada regulasi menjadi dasar bagi ITM dalam melaksanakan semua kegiatan operasi Perusahaan.

Compliance with regulations is the foundation for ITM in conducting all of the Company's operations.

Pendekatan Manajemen
Management Approach

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 Belanja (RKAB)
  Work Plan and Budget
- Key Performance Indicator (KPI)
  Key Performance Indicator (KPI)

KEPATUHAN HUKUM
LEGAL COMPLIANCE

- Undang-Undang No. 5 Tahun 1990 Tentang Konservasi Sumber Daya Hayati dan Ekosistemnya
  Law No. 5 of 1990 on Conservation of Natural Resources and Ecosystems
- Undang-Undang No. 32 Tahun 2009 tentang Perlindungan Dan Pengelolaan Lingkungan Hidup
  Law No. 32 of 2009 on Environmental Protection and Management
- Undang-Undang No. 41 Tahun 1999 tentang Kehutanan
  Law No. 41 of 1999 on Forestry
- Undang-Undang No. 30 tahun 2007 tentang Energi
  Law No. 13 of 2007 on Energy
- Undang-Undang No. 4 Tahun 2009 Tentang Mineral dan Batubara
  Law No. 4 of 2009 on Mineral and Coal Mining
- Peraturan Presiden No. 59 Tahun 2017 tentang Pelaksanaan Pencapaian Pembangunan Berkelanjutan
  Presidential Decree No. 59 of 2017 concerning Implementation of Achievement of Sustainable Development Goals



Pendekatan Manajemen
Management Approach

KEPATUHAN HUKUM
LEGAL COMPLIANCE

- Peraturan Menteri Ketenagakerjaan No.04 tahun 1987 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja
  Minister of Manpower Regulation No.04 of1987 on Occupational Safery and Health Supervisory Committee
- Peraturan Pemerintah No.27 Tahun 2012 tentang Izin Lingkungan
  Government Regulation No.27 of 2012 on Environmental Permits
- Peraturan Pemerintah No. 47 tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas
  Government Regulation No. 47 of 2012 on Social and Environmental Responsibility for Limited Company
- Peraturan Otoritas Jasa Keuangan No. 51 Tahun 2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik
  Financial Services Authority Regulation No. 51 of 2017 on Implementation of Sustainable Finance for Financial Service Institutions, Issuers and Public Companies
- Keputusan Menteri ESDM No. 1824 Tahun 2018 tentang Pedoman Pelaksanaan Pengembangan Dan Pemberdayaan Masyarakat
  Minister of ESDM Decree No. 1824 of 2018 on Guidelines for the Implementation of Community Development and Empowerment
- Keputusan Menteri ESDM No. 1827 Tahun 2018 tentang Pedoman Pelaksanaan Kaidah Pertambangan Yang Baik
  Minister of Energy and Mineral Resources Decree 1827 of 2018 on Guidelines for The Implementation of Good Mining Practice

Pendekatan Manajemen atas Topik Material
Management Approach on Material Topics

Target Kinerja Target Of Performance	Strategi Strategy	Pencapaian 2018 Achivement 2018	Departemen yang bertanggung jawab Department in Charge
KESEHATAN & KESELAMATAN KERJA | OCCUPATIONAL HEALTH & SAFETY			
• Injury Frequency Rate: <0.19 • CMS-HSE: ≥80% Green Level	• Penerapan 3 Pilar strategi dalam Sistem Manajemen K3 • Implementation of 3 pillars strategy in OHS management system	Injury Frequency Rate: 0.15 CMS-HSE: 89% Green & Gold Level for mining & hauling contractors	• Operation • HSEC
KOMUNITAS LOKAL | LOCAL COMMUNITIES			
• Penyerapan dana PPM: ≥80% • Realization of PPM Budget: ≥80%	• Pemberdayaan masyarakat dengan prinsip 4M melalui 4 pilar • Community Development with 4M principles through 4 pillars	• Penyerapan dana PPM: 93% • Indeks Kepuasan Masyarakat: >0,70 • Realization of PPM Budget: 93% • Community Satisfaction Index: 0.70	• HSEC • CSR
KINERJA EKONOMI | ECONOMIC PERFORMANCE			
• Produksi batubara: 22,5 juta ton • Penjualan batubara: 25,0 juta ton • Coal production: 22.5 million tons • Coal sales: 25.0 million tons	• Pertumbuhan bisnis secara optimalisasi usaha dan diversivikasi usaha • Peningkatan produktivitas dan rasionalisasi biaya • Manajemen nilai di rantai pasokan • Business growth through optimalization and diversification • Productivity improvements and cost rationalization • Value management in supply chain	• Produksi Batubara: 22.1 juta ton • Penjualan batubara: 23,5 Juta ton • Coal production: 22.1 million tons • Coal sales: 23.5 million tons	• Operations • Finance
LIMBAH PADAT & CAIR | WASTE & EFFLUENTS			
Pemenuhan Kepatuhan Compliance	• Pengelolaan 3R terhadap limbah padat dan pengawasan real-time terhadap limbah air buangan • Solid waste management by 3R method and real-time supervision of effluent	• Tidak adanya tumpahan bahan bakar minyak diatas 200L • No oil fuel spill above 200L	• Operation • HSEC
KEANEKARAGAMAN HAYATI | BIODIVERSITY			
Pemenuhan RPT Compliance to mine closure plan	• Pelaksanaan reklamasi dan pemantauan vegetasi • Implementation of reclamation and vegetation monitoring	• Rata-rata pencapaian kinerja reklamasi: 102% dari Rencana Kerja Anggaran dan Biaya. • Reclamation performance in average: 102% from target plan.	• Operation • HSEC
EMISI GRK | GHG EMISSION			
Penurunan emisi GRK 2020: 25% baseline 2012 GHG emission reduction 2020: 25% with baseline 2012	• Pelaporan Carbon Disclosure Project • Reporting based on Carbon Disclosure Project	• Penurunan Emisi GRK 2018: 24,6% baseline 2012 • GHG emission reduction 2017: 24.6% with baseline 2012	• Operation • HSEC

Optimalisasi Pertambangan dan Logistik

Mining and Logistics Optimization

TARGET
TARGET

Penjualan Batubara
Coal Sales

25.0
Juta Ton
Millions Tons

PENCAPAIAN
ACHIEVEMENT

Produksi Batubara
Coal production

22.1
Juta Ton
Millions Tons

TARGET
TARGET

Produksi Batubara
Coal Production

22.5
Juta Ton
Millions Tons



PENCAPAIAN
ACHIEVEMENT

Penjualan Batubara
Coal Sales

23.5
Juta Ton
Millions Tons



Perolehan laba bersih di tahun 2018 mengalami peningkatan 2,4% dibandingkan tahun sebelumnya. Peningkatan ini berhasil diraih melalui persiapan fasilitas produksi yang lebih baik oleh vendor, pengembangan transportasi hauling di PT TRUST, dan pemenuhan bahan bakar oleh PT GasEmas. Sinergi yang optimal dalam rantai pasokan memampukan ITM untuk terus tumbuh kuat bersama pemangku kepentingan.

Net income in 2018 achieved an increase by 2.4% from the previous year. This improvement was contributed through better preparation of facilities and equipment by vendors, development of hauling transportation by PT TRUST, and provision of fuel by PT GasEmas. Optimal synergy in supply chain enables ITM to sustainably growing stronger along with its stakeholders.

Optimalisasi Pertambangan dan Logistik
Mine and Logistics Optimization

54 **Operasi Tambang yang Unggul**
Mine Operational Excellence

57 **Transformasi Digital**
Digital Transformation

59 **Optimalisasi Produksi dan Biaya Logistik**
Optimizing Production and Logistics Costs

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CMS Bene ts for Business Partners

64 **Keunggulan ITM dalam Melayani Kebutuhan Pasar**
ITM's Advantages in Serving Market Demands

Operasi Tambang Yang Unggul
Mining Operational Excellence

Dalam upaya merealisasikan bisnis energi terpadu, sejak tahun 2013, secara bertahap ITM telah melakukan transformasi bisnis dengan menekankan pada proses rantai nilai operasi tambang. Tidak berhenti sampai di situ, kini ITM mulai mengembangkan digitalisasi untuk mendukung kegiatan pertambangan.

In an effort to realize an integrated energy business, ITM has gradually carried out business transformation since 2013 by emphasizing the value chain process in mining operation. It does not stop there, ITM is currently starting to develop digitalizing to support mining activities.

Keunggulan ITM
ITM Competitive Advantages



SALAH SATU PRODUSEN BATUBARA TERBESAR DI INDONESIA

ONE OF THE LARGEST COAL PRODUCER IN INDONESIA

ITM berhasil meningkatkan cadangan batubara menjadi 354,0 juta ton dengan luas WIUP sebesar 80.699 ha. Pencapaian ini diraih sebagai hasil dari pengembangan bisnis ITM mengaikuisisi PT Nusa Persada Resources (NPR) pada tahun 2018.

ITM succeeded in increasing coal reserves to 354.0 million tons with WIUP area of 80,699 ha by acquiring PT Nusa Persada Resources (NPR) in 2018.



PEMASARAN BATUBARA TERMAL YANG BERVARIASI

VARIED THERMAL COAL MARKETING

Berasal dari berbagai lokasi yang berbeda di Kalimantan menyebabkan batubara ITM memiliki beragam spesifikasi sehingga produk dapat dicampur dan dikombinasikan berdasarkan spesifikasi sesuai dengan kebutuhan pasar.

Originated from different sites in Kalimantan, ITM coal has wide range of product specifications that can be mixed and combined based on specifications to meet market demands.



MANAJEMEN RANTAI PASOKAN ENERGI

ENERGY SUPPLY CHAIN MANAGEMENT

Dari 13 anak perusahaan yang ITM miliki, sebanyak enam anak perusahaan ITM telah bergerak dalam operasi dan produksi batubara, dan dua anak perusahaan bergerak dalam sektor penunjang pertambangan. Memiliki perusahaan pertambangan sekaligus perusahaan penunjang pertambangan secara langsung meningkatkan efisiensi biaya logistik dan memaksimalkan nilai pemasaran energi.

Out of 13 subsidiaries of ITM, six subsidiaries are engaged in coal operation and production, and two subsidiary is engaged in the mining support sector. Owning mining and mining support companies directly increase efficiency in logistics cost and maximizes the value of energy marketing.





POSISI GEOGRAFIS YANG STRATEGIS

STRATEGIC GEOGRAPHIC POSITION

Keuntungan geografis pada jalur distribusi yang menjadi titik temu perdagangan batubara, menjadikan ITM mampu menawarkan layanan yang efisien dan efektif.

The geographical advantages in operations and distribution channels in the hub of coal trading, enables ITM to offer efficient and effective services



MATURE ORGANIZATION

MATURE ORGANIZATION

Sejak menjalankan program Kelompok Peningkatan Aktivitas Kerja (KOMPAK), ITM telah menjadi benchmark inovasi program di industri tambang bagi perusahaan tambang lainnya.

Since running the Work Activity Improvement Group (KOMPAK) program, ITM has become a benchmark for program innovation in the mining industry for other mining companies.



POSISI KEUANGAN YANG SEHAT

HEALTHY FINANCIAL POSITION

ITM memiliki posisi keuangan yang sehat. Hal ini dapat tercerminkan dari kemampuan ITM yang solid memenuhi kewajiban jangka pendeknya. Di tahun 2018, ITM mencatat nilai rasio lancar sebesar 196%, rasio iabilitas terhadap asset sebesar 33%, dan *rasio asset* terhadap asset sebesar 305%. Selain itu, ITM tidak memiliki pinjaman dengan nilai rasio pinjaman terhadap ekuitas adalah nihil.

ITM has a healthy financial position. This position can be reflected from ITM's solid ability to fulfill its short-term obligations. In 2018, ITM achieve a current ratio of 196%, liabilities to asset ratio of 33%, and total asset to liabilities of 305%. Moreover, ITM had no loan, as reflected in the zero debt to equity ratio.

Penghargaan
Awards

Apresiasi yang diperoleh ITM dari berbagai bidang menjadi salah satu tolok ukur pencapaian perusahaan yang diakui oleh berbagai pihak.

The appreciation earned by ITM from various sectors became one of the benchmarks for the company's achievements that are recognized by various parties.

Penghargaan
Awards

Penghargaan Awards
KINERJA KETENAGAKERJAAN MANPOWER PERFORMANCE
Peringkat Utama - Penghargaan Pengelolaan Keselamatan Pertambangan kepada PT BEK, PT TRUST **Utama Rating** – Mining Safety Management Award to PT BEK, PT TRUST
Penghargaan Kecelakaan Nihil kepada BEK, TRUST, dan KTD EMB oleh Pemerintah Provinsi Kalimantan Timur **Zero Accident Award** to BEK, TRUST, and KTD-EMB from East Kalimantan Provincial Government
Penghargaan Kecelakaan Nihil kepada BEK, TRUST, dan KTD EMB oleh Kementerian Tenaga Kerja Republik Indonesia **Zero Accident Award** to BEK, TRUST, and KTD-EMB from Ministry of Manpower of the Republic of Indonesia
Sertifikat SMK3 tahun 2018-2021 kepada PT Indominco Mandiri **OHSMS Certificate** of 2018-2021 to PT Indominco Mandiri
KINERJA LINGKUNGAN ENVIRONMENTAL PERFORMANCE
Peringkat Pratama - Penghargaan Pengelolaan Lingkungan Pertambangan kepada PT BEK, PT TCM **Pratama Rating** - Mining Environmental Management Award to PT BEK, PT TCM
Peringkat Biru PROPER tahun 2017-2018 kepada PT Kitadin Embalut, PT Jorong Barutama Greston dan PT Trubaindo Coal Mining dari Kementerian Lingkungan Hidup dan Kehutanan **Blue Rating** - PROPER of 2017-2018 to to PT Kitadin Embalut, PT Jorong Barutama Greston and PT Trubaindo Coal Mining from Ministry of Environment and Forestry
Peringkat Hijau - PROPER tahun 2017-2018 kepada PT Indominco Mandiri dari Gubernur Kalimantan Timur **Green Rating** - PROPER of 2017-2018 to PT Indominco Mandiri from East Kalimantan Governor
KINERJA KEMASYARAKATAN COMMUNITY PEFORMANCE
Dari Majalah Business Review: • TOP CSR Award dari kepada PT Bharito Ekatama dalam Pengelolaan Air Bersih • TOP Leader in CSR kepada Direktur Padungsak Thanakij **From Business Review Magazine:** • TOP CSR Award for PT Bharito Ekatama in Clean Water Management • TOP Leader in CSR for Director, Padungsak Thanakij

Penghargaan Awards
Penghargaan Indonesian Sustainable Development Awards (ISDA) oleh Badan Standarisasi Nasional & Corporate Forum on Community Development dengan kategori: SILVER AWARD • KTD TDM - Tujuan SDGs 4 terkait pendidikan berkualitas GOLD AWARD • KTD Embalut - Tujuan SDGs 2 terkait 'tanpa kelaparan' • IMM - Tujuan SDGs 4 terkait pendidikan berkualitas • IMM - Tujuan SDGs 14 terkait penanaman mangrove **Indonesian Sustainable Development Award (ISDA)** by National Standardization Body & Corporate Forum for Community Development (CFCD) in the category: SILVER AWARD • KTD TDM - Fourth Goal of SDGs related to quality education GOLD AWARD • KTD Embalut - Second Goal of SDGs related to 'without hunger' • IMM - Fourth Goal of SDGs related to hungry prevention • IMM - Fourteenth Goal of SDGs related to hungry prevention
Penghargaan Emas – dari Kementerian Tenaga Kerja Republik Indonesia dalam kategori Penghargaan Program P2-HIV & AIDS di Tempat Kerja kepada PT Indominco Mandiri **Gold Award** – from Ministry of Manpower of the Republic of Indonesia in the category IV/AIDS Prevention and Control Program in the Workplace Award for PT Indominco Mandiri
Penghargaan ESDM Siap Bencana - Penghargaan atas partisipasi PT Indominco Mandiri dalam mengirimkan Emergency Response Team pada Bencana Gempa di Nusa Tenggara Barat **Disaster Preparedness of Energy & Mineral Resources Award** – for PT Indominco Mandiri's participation in sending Emergency Response Team to area hit by Earthquake Disasters in West Nusa Tenggara
Penghargaan ESDM Siap Bencana - Penghargaan atas partisipasi PT Indominco Mandiri sebagai Tim ESDM Siaga Bencana gempa bumi, tsunami, dan likuifaksi di Provinsi Sulawesi Tengah **Disaster Preparedness of Energy & Mineral Resources Award** - for PT Indominco Mandiri's participation as an Energy & Mineral Resources Disaster Management Team for earthquake, tsunami and liquefaction disasters in Central Sulawesi Province

Transformasi Digital [102-10]
Digital Transformation

Ketersediaan akses informasi yang cepat dan akurat atas perubahan kondisi dari lapangan dalam kegiatan pertambangan kerap menghadapi kendala akses dan beban dalam prasarana yang dimiliki. Hal ini berujung pada terbatasnya sistem informasi dalam membantu pembuatan keputusan yang tepat secara optimal dan dalam tingkat kesigapan respon yang cepat.

Struktur organisasi dan keberadaan tim yang tersebar dalam rentang geografis yang luas ikut mempengaruhi kesigapan pengambilan keputusan dan keterbatasan akses terhadap informasi. Menjawab tantangan ini, ITM secara optimis berinvestasi dalam transformasi digital atau digitalisasi.

Sesuai dengan rencana digitalisasi jangka panjang 2018–2023, tiga aspek transformasi digital - yaitu penerapan teknologi baru, pengembangan sumber daya manusia, serta penyesuaian organisasi dalam menyerap cara kerja baru telah dilakukan secara simultan untuk mendukung bisnis ITM yang semakin kompetitif.

Bekerja sama dengan pihak eksternal, transformasi digital fase 1 telah dimulai sejak bulan Agustus dari Cluster Melak, dengan berfokus pada penyiapan infrastuktur IT. Sistem ini memungkinkan informasi pergerakan, kecepatan, dan kapasitas angkutan setiap unit truk dari Run of Mine (ROM) ke *crusher* di pelabuhan Bunyut dapat dimonitor secara visual dan *real-time*.

Kesiapan sumber daya manusia juga dibangun melalui pelatihan yang diikuti oleh setiap warga ITM dari berbagai fungsi di Melak dan di Jakarta. Materi yang diberikan di fase awal ini berpusat pada penanaman konsep metodologi *design thinking* dan cara kerja *Agile* yang mampu merubah pola pikir baru dalam mejalankan bisnis.

The availability of fast and accurate information access on changing conditions from the site in mining operations often faces constraints of access and load in the infrastructure. This leads to limited support of information system in making the right decision optimally and in the promptness of response.

The structure of organization and the existence of teams spread over a wide geographical range affect the promptness of decision making and the limited access to information. ITM addressed this challenge by optimistically investing in digital transformation or digitalization.

In accordance with the 2018-2023 long-term plan of digitalization, three aspects of digital transformation - namely new technology application, human resource development, and organizational adjustments to adopt new working methods have been carried out simultaneously to support the increasingly competitive ITM business.

In collaboration with accredited external parties, Phase 1 digital transformation has been started since August from Melak Cluster, with a focus on developing IT infrastructure. This system allows information on the movement, speed, and transport capacity of each truck unit from Run of Mine (ROM) to the crusher at Bunyut port to be monitored visually and in real-time.

Readiness of human resources was also developed through training attended by every ITM people from various functions in Melak and Jakarta. The materials given in this initial phase centered on planting the concept of Design Thinking methodology and Agile way of work that are able to change into the new mindset in running a business.

Dalam tahap lebih lanjut, digitalisasi yang dikembangkan ITM akan berfokus pada:

a. Mengembangkan fitur Coal Haul Tracking fase 1 yang memperhatikan visibilitas kinerja tiap *shift*, status *crusher*, dll.

b. Menjadikan Control Room sebagai sumber tunggal informasi yang akurat untuk memantau kinerja di lapangan dibandingkan dengan target jangka pendek dan indikator kinerja.

c. Mengoptimalkan pasokan batubara antara produksi dan kontrak penjualan melalui Short-Term Supply Chain (STSC).

d. Meraih nilai tambah dari kontrak-kontrak kerjasama dengan pihak ketiga, meningkatkan proses monitoring distribusi dan konsumsi bahan bakar, serta digitalisasi pada proses tender (*e-procurement*).

In a further stage, digitalization developed by ITM will focus on:

a. Developing the feature of Coal Haul Tracking phase 1 that pays attention to the performance visibility of each shift, crusher status, etc.

b. Making Control Room a single source of accurate information to monitor performance on site compared to short-term targets and performance indicators.

c. Optimizing coal supply between production and sales contracts through STSC (Short-Term Supply Chain).

d. Achieving added value from cooperation contracts with third parties, improving the process of monitoring distribution and fuel consumption, and digitalizing the tender process (e-procurement).

Melalui pengembangan digitalisasi, ITM berharap dapat meningkatkan proses pengadaan barang dan jasa, ketersediaan informasi kepada pemasok, serta menyertakan penilaian aspek kualitas dan harga dalam pemilihan pengadaan alat berat.

Through digitalization development, ITM hopes to increase the procurement process of goods and services, the availability of information for suppliers, and include an assessment of quality and price aspects in the selection process of heavy equipment procurement.



Optimalisasi Produksi dan Biaya Logistik
Optimizing Production and Logistic Costs



Produksi batubara ITM di tahun 2018 mencapai 98% dari yang ditargetkan. Pencapaian ini lebih baik dibandingkan tahun sebelumnya yang mencapai 86% target produksi. Perbaikan ini berhasil diraih melalui persiapan fasilitas dan peralatan yang lebih baik oleh PT TRUST telah meningkatkan kegiatan transportasi dan produksi, misalnya melalui investasi peremajaan infrastruktur dan penambahan *hauling truck* yang menambah jangkauan operasi dalam melayani kebutuhan transportasi.

Optimalisasi kinerja rantai pasokan juga terlihat dari kontribusi PT GasEmas dalam menjaga pasokan bahan bakar yang merupakan biaya operasional terbesar, yaitu hingga 20% dari biaya produksi setiap tahun. Melalui PT GasEmas, ITM berhasil memasok kebutuhan bahan bakar di beberapa anak usaha dan menjaga nilai beban bahan bakar tetap berada di bawah USD 0,7/liter. Di tahun mendatang, ITM akan mempersiapkan pengembangan digitalisasi dalam pembelian dan penyimpanan bahan bakar untuk mengoptimalkan biaya yang lebih baik.

ITM's coal production in 2018 reached 98% of target. This achievement was better than the previous year at 86% of the production target. This improvement was achieved through better preparation of facilities and equipment by PT TRUST, has increased transportation and production activities, for example through infrastructure rejuvenation investments and the additional hauling trucks with 40-50 tons capacity which expanded the operational coverage in serving transportation needs..

Optimization of supply chain performance was also evident from the contribution of PT GasEmas in maintaining fuel supply as the largest operational cost, which was up to 20% of production costs every year. Through PT GasEmas, ITM managed to supply fuel needs in several subsidiaries and keeping the fuel expenses below USD0.7/liter. In the coming year, ITM will prepare for the development of digitalization in purchasing and storing fuel to optimize costs.

Upaya Efisiensi lainnya
Other Efficiency Efforts



EFISIENSI PENGELOLAAN TRANSPORTASI *HAULING*
EFFICIENCY IN HAULING TRANSPORTATION MANAGEMENT

PT Tambang Raya Usaha Tama (TRUST) melakukan beberapa strategi untuk mengurangi penggunaan bahan bakar dalam kegiatannya sebagai kontraktor PT Indominco Mandiri (IMM). Beberapa kegiatan yang dilakukan adalah memantau Road Gradient, menambah motor grader, merubah komposisi dan mengganti *hauling* fleet ke kapasitas yang lebih besar 150 Ton. Melalui kegiatan tersebut, TRUST dapat menghemat biaya bahan bakar hingga Rp32,3 miliar selama tahun 2018.

PT Tambang Raya Usaha Tama (TRUST) has been conducting several strategies to reduce fuel consumption in its activities as a contractor of PT Indominco Mandiri (IMM). Some of the activities are monitoring the Road Gradient, adding motor graders, changing the composition and replacing hauling fleet to a larger capacity of 150 tons. Through these activities, TRUST can save fuel costs up to Rp32.3 billion during 2018.

INOVASI TEKNIK PENGAPURAN MEKANIS MELALUI PERBEDAAN ELEVASI
AUTOMATIC LIMING TECHNIQUE INNOVATION THROUGH DIFFERENT ELEVATION

PT Jorong Barutama Greston (JBG) melakukan efisiensi energi dalam mengelola air dengan memanfaatkan perbedaan elevasi untuk pendistribusian kapur cair dari *outlet* ke *inlet* pada salah satu lokasi *settling pond* selama enam bulan. Dengan memanfaatkan perbedaan elevasi tersebut, JBG dapat membuat alat pengapuran mekanis sehingga mengurangi biaya sebesar Rp5,09 miliar.

PT Jorong Barutama Greston (JBG) has applied energy efficiency in managing water by utilizing elevation differences to distribute liquid lime from the outlet to the inlet at one of the settling pond locations for six months. By utilizing these differences in elevation, JBG was able to make automatic liming equipment which managed to reduce costs by Rp5.09 billion.

PENGEMBANGAN JARINGAN LISTRIK PLN
DEVELOPMENT OF PLN ELECTRICITY GRID

Pengembangan jaringan listrik PLN di area Port PT Kitadin-Embalut (EMB) berhasil mengurangi 25% (Rp64,3 juta) biaya operasional genset selama 6 bulan. Dari yang sebelumnya area *port* hanya menggunakan genset sebagai sumber listrik, kini EMB memiliki jaringan listrik ke PLN sehingga genset hanya dipakai pada saat terjadi pemadaman listrik.

The development of PLN electricity grid in the port area of PT Kitadin-Embalut (EMB) has managed to reduce 25% (Rp64.3 million) of generator set operating costs for 6 months. Previously, the port area was only used generator sets electricity source, while currently EMB has an electricity grid to PLN that the generator is only used when there is a power outage.

Didukung dengan penguatan harga komoditas batubara yang signifikan sejak 2017, optimalisasi produksi dan biaya berhasil menjaga kemampuan Perusahaan dalam mendistribusikan manfaat ekonomi kepada pemangku kepentingan melalui marjin usaha yang positif.

Supported by the significant strengthening of coal commodity prices since 2017, optimizing production and costs has managed to maintain the Company's ability to distribute economic benefits to stakeholders through positive business margins.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (ribu USD)

Economic Value Generated and Distributed (Thousand USD) [201-1]

NILAI EKONOMI YANG DIHASILKAN ECONOMIC VALUE GENERATED	2018	2017	2016
Pendapatan Bersih Net Revenues	2,007,630	1,689,525	1,367,498
Pendapatan Bunga Bank dan Deposito Income Bank Interest and Time Deposit	4,850	3,387	2,381
Hasil Investasi pada Anak Perusahaan Return on Investments in Subsidiaries			
• Pendapatan/ (Pengeluaran) Selisih Kurs • Foreign Exchange Income/(Expenses)	(9,696)	(349)	(3,826)
• Pendapatan/ (Pengeluaran) Lain-Lain • Other Income/(Expenses)	(59,841)	(29,069)	(15,122)
Nilai Ekonomi yang Dihasilkan Economic Value Generated	1,942,943	1,663,494	1,350,931
NILAI EKONOMI YANG DIDISTRIBUSIKAN **ECONOMIC VALUE DISTRIBUTED**	**2018**	**2017**	**2016**
Biaya Operasional Operational Costs	1,081,666	956,703	837,400
Gaji Pekerja dan Benefit Lainnya: Employee Salaries and Other Benefits			
• **Pekerja Operasional** • Operational Employees	48,665	43,642	38,711
• **Pekerja Administrasi dan Penjualan** • Administrative and Sales Staff	17,358	15,663	12,004
Jumlah Gaji Pekerja dan Manfaat Lainnya Total Employee Salaries and Other Benefits	66,023	59,305	50,715
Pembayaran kepada Penyandang Dana **Payments to providers of capital**			
• **Dividen kepada Pemegang Saham** • Dividend to Shareholders	249,373	199,050	41,573
• **Bunga Pinjaman kepada Bank** • Loan Interest to the Bank	183	52	59
Pengeluaran untuk Pemerintah (Pajak, Royalti, dan lainnya) Payments to Government (Taxes, Royalty, and others)	343,218	322,073	235,965
Pengeluaran untuk Masyarakat Community Investments	1,782	1,117	2,175
Nilai Ekonomi yang Didistribusikan Economic Value Distributed	1,742,245	1,538,300	1,167,887
Nilai Ekonomi Yang Ditahan Economic Value Retained	200,698	125,194	183,044
NILAI EKONOMI YANG DITAHAN SEBELUM DIVIDEN **ECONOMIC VALUE RETAINED EXCLUDING DIVIDEND**	**450,071**	**324,244**	**224,617**

Keterangan: [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.
Note: 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.

Manfaat CMS bagi Mitra Kerja
CMS Benefits for Business Partners



TOLOK UKUR CMS LINGKUNGAN, KESEHATAN DAN KESELAMATAN KERJA (HSE)

HEALTH AND SAFETY, ENVIRONMENTAL (HSE) CMS MEASUREMENTS

CMS-HSE memampukan ITM untuk menciptakan pencapaian kinerja Kesehatan dan keselamatan kerja, serta lingkungan yang berstandar dan menyeluruh.

CMS-HSE enables ITM to create standardized and comprehensive performance in health and safety, as well as environment.



SINERGI MELALUI FORUM COMMUNITY DEVELOPMENT

SYNERGY THROUGH COMMUNITY DEVELOPMENT FORUM

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

The Community Development Forum synergizes the community development program carried out by ITM and all its contractors. Thus, the coverage of the development of the community around the operating area expands with the effective absorption of funds.



PROGRAM POOLING BAHAN BAKAR

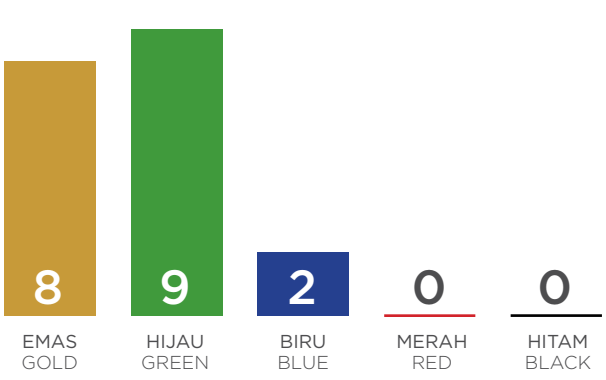
FUEL POOLING PROGRAM

Pooling bahan bakar mengamankan pasokan bahan bakar bagi ITM dan seluruh kontraktor di operasional site. Disertai perolehan diskon pembelian bahan bakar dan efisiensi logistik, program ini tidak hanya dapat menurunkan biaya bahan bakar tetapi juga mengendalikan risiko terbatasnya ketersediaan bahan bakar.

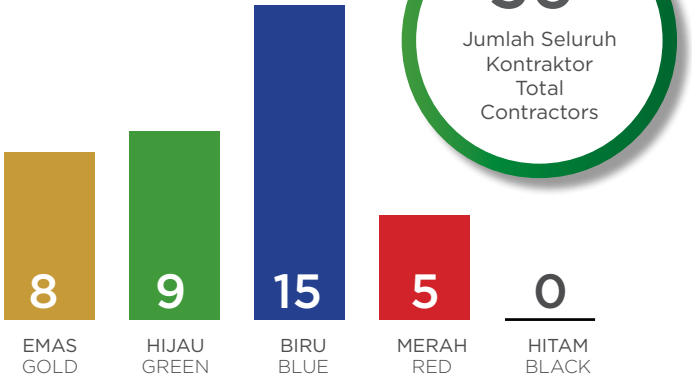
Fuel Pooling secures fuel supply for ITM and all contractors at operational sites. With discounted prices on fuel purchases and logistics efficiency, the program not only reduces fuel costs but also controls the risk of low availability of fuel.

Penilaian CMS-HSE kepada Kontraktor
CMS-HSE assessment on Contractor

Kontraktor Pertambangan dan Hauling
Mining and Hauling Contractors



Kontraktor Penunjang
Support Contractors



Keterangan: tingkat 'emas' adalah penilaian tertinggi
Note: 'gold' is the highest rating

Mitra Kerja Lokal Dalam Rantai Pasokan

Sejalan dengan Peraturan Kementarian Energi dan Sumber Daya Mineral (ESDM) No.28 Tahun 2009, ITM mendukung penyerapan pendapatan asli daerah dengan memprioritaskan pemasok dan kontraktor lokal dalam memasok barang maupun jasa. Dari jumlah pemasok dan kontraktor terdaftar, 97,3% diantaranya berasal dari Indonesia dengan nilai kontrak pekerjaan mencapai 99,0% dari keseluruhan nilai pengadaan barang dan jasa.

Local Business Partners in the Supply Chain

In line with the Ministry of Energy and Mineral Resources Regulation No.28 of 2009, ITM supports the absorption of local revenue by prioritizing local suppliers and contractors in its procurement of goods and services. Of the total registered suppliers and contractors, 97.3% of them originated from Indonesia with a contract value of 99.0% of total value in procurement of goods and services.

Jumlah Pemasok dan Nilai Pengadaan Barang dan Jasa (dalam USD)
Number of Vendor And Value of Procurement for Goods and Services (USD)

Kategori Category	Jumlah Vendor dan Kontraktor Number of Vendors and Contractors	Nilai Pengadaan Barang dan Jasa Value of Procurement for Goods and Services	Persentase nilai Pengadaan Percentage of Procurement Value
Kalimantan	980	52,500,000.00	42%
Nasional National	500	65,000,000.00	52%
Internasional International	20	7,500,000.00	6%
Jumlah Total	**1.500**	**125,000,000.00**	**100%**



Dukungan penyerapan ekonomi asli daerah juga dilakukan melalui pemberdayaan putera daerah. ITM telah menyerap tenaga kerja asal daerah berdasarkan *point of hire* dari wilayah operasional pertambangan yaitu Kalimantan. Melalui proses seleksi yang sesuai dengan kualifikasi dan kompetensi yang dibutuhkan, ITM berhasil memberdayakan 2.131 warga ITM dan 4% diantaranya berhasil menempati posisi *operational leader* ke atas.

Support for the absorption of local economies is also carried out through empowering local people. ITM has employed local workforce based on point of hire from the mining operations area in Kalimantan. Through a selection process that is in accordance with the required qualifications and competencies, ITM managed to empower 2,131 ITM people and 12% of them managed to occupy the operational leader and higher positions.

Keunggulan ITM Dalam Melayani Kebutuhan Pasar
ITM's Advantages in Serving Market Demands

Sejalan dengan jenis industrinya, ITM telah memiliki pelanggan berdasarkan perjanjian jangka panjang maupun jangka pendek. Perpaduan kedua jenis pelanggan ini mengoptimalkan perolehan laba di tengah kondisi pasar yang sangat dinamis. Di satu sisi, kontrak perjanjian penjualan jangka panjang mampu mengelola risiko perubahan harga pasar serta menjamin kestabilan pasokan. Namun di sisi lain, kebijakan relaksasi ini juga mempengaruhi melemahnya harga batubara ketika harga pasar *on spot* mengalami kenaikan. Untuk itu, ITM mempertahankan nilai tambah Perusahaan untuk menjaga posisi pasar yang kuat melalui diversifikasi produk, layanan purna jual, dan manajemen mutu.

In line with the type of industry, ITM has customers based on long-term and short-term agreements. The combination of these two types of customers optimizes profit amid the highly dynamic market conditions. On the one hand, long-term sales agreement contracts can manage the risk of changes in market prices and ensure supply stability. On the other hand, this relaxation policy also affects the weakening of coal prices when the on-spot market price increases. Therefore, ITM maintains the Company's added value to sustain strong market position through product diversification, after-sales service and quality management.

Keunggulan ITM Dalam Melayani Kebutuhan Pasar
ITM's Advantages in Serving Market Demands



Pemasaran batubara *blending* yang memiliki spesifikasi tersendiri dan turunannya untuk memperluas target pasar.

Marketing of coal blending product with its own specifications and derivatives to expand the target market.

Pemasaran batubara domestik ditujukan langsung kepada user tanpa melalui perantara.

Domestic Coal marketing is conducted directly to the user without intermediary.

Pengelolaan diversifikasi penjualan dan perdagangan batubara dengan kontrak jangka panjang dan pasar *on spot*.

Managing diversified sales and trading of coal with long term contracts and on-spot markets



Penjaminan kualitas batubara dengan manajemen mutu dan asuransi selama perjalanan dan disertai layanan *quality assurance*.

Coal quality assurance by quality management and insurance during the delivery as well as quality assurance services.



Layanan utama bagi pelanggan dengan kategori *platinum* dan *gold* yang memberikan manfaat prioritas dan purnajual, meliputi dukungan ahli khusus pembakaran batubara.

Priority services for customer with platinum and gold category that provides priority and after sales service benefits including support from specialist in coal combustion.

ITM menerapkan manajemen mutu, mulai dari tahap penambangan, pengangkutan, penyimpanan dan pengolahan, hingga tahap pengapalan. Selain itu, ITM juga melaksanakan dan menerima kunjugan dari pelanggan guna memastikan kualitas produk dan menerima informasi bila terjadi perubahan regulasi. Namun demikian, ITM belum melakukan survei kepuasaan pelanggan.

ITM applies quality management, starting from the stages of mining, transportation, storage and processing, to the shipping. In addition, ITM also implements and receives visits from customers to ensure product quality and receive information if there are changes in regulations. However, ITM has not yet conducted customer satisfaction survey.

Kerangka Kerja Manajemen Mutu
Quality Management Framework

Menjaga konsistensi mutu produk sesuai kontrak
Maintain product quality consistency according to contract

Menerima saran peningkatan mutu dari pelanggan
Accept quality improvement suggestions from customers

Fleksibel dalam jadwal kirim
Flexible in delivery schedule

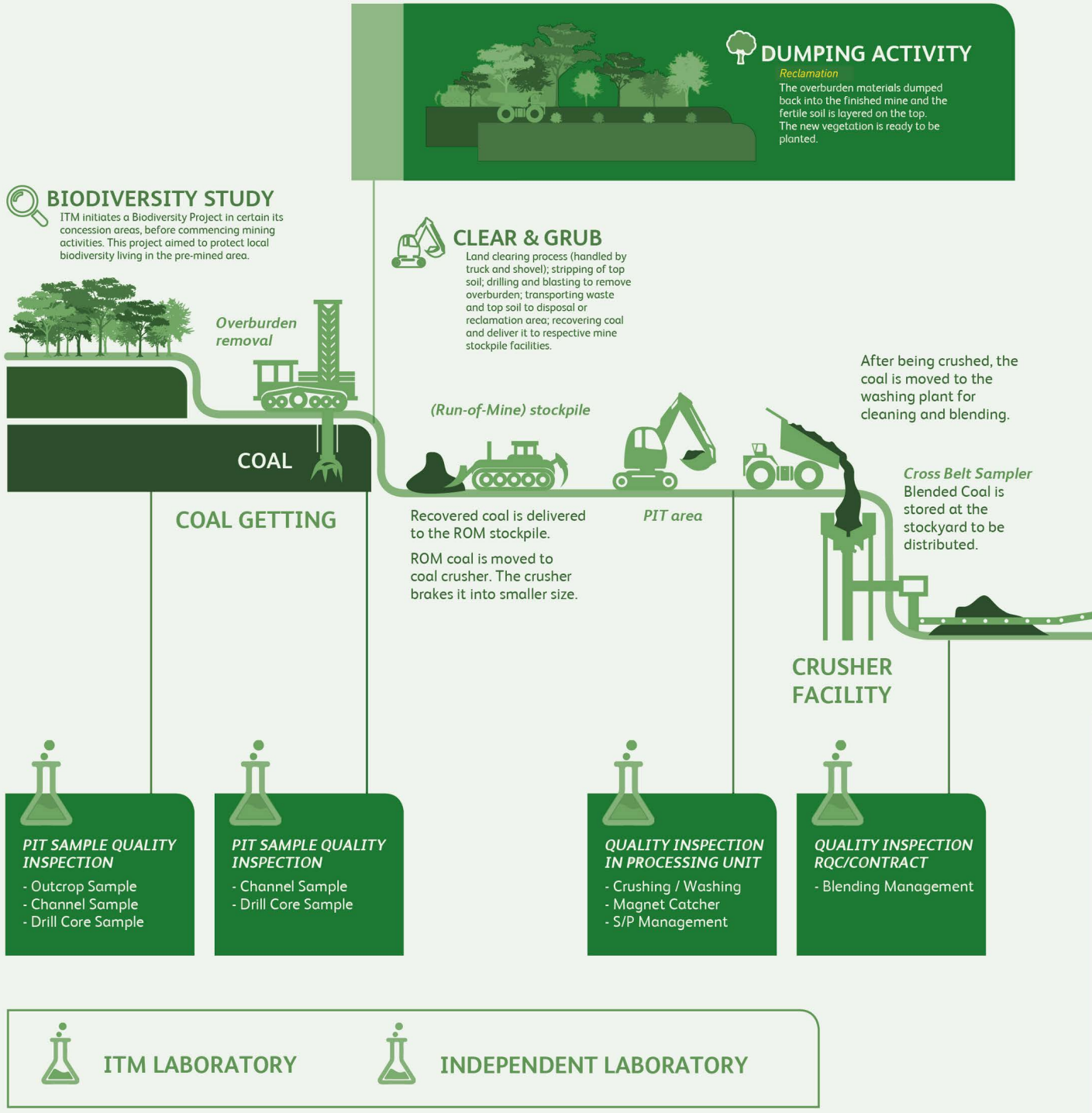


Menyediakan layanan total termasuk penggunaan batubara dan emisi di pembangkit listrik pelanggan
Provide total services including coal usage and emissions at customer power plants

Memperhatikan dan menanggapi dengan baik keluhan pelanggan sesuai dengan pedoman layanan
Paying attention and respond to customer complaints in accordance with the service guidelines

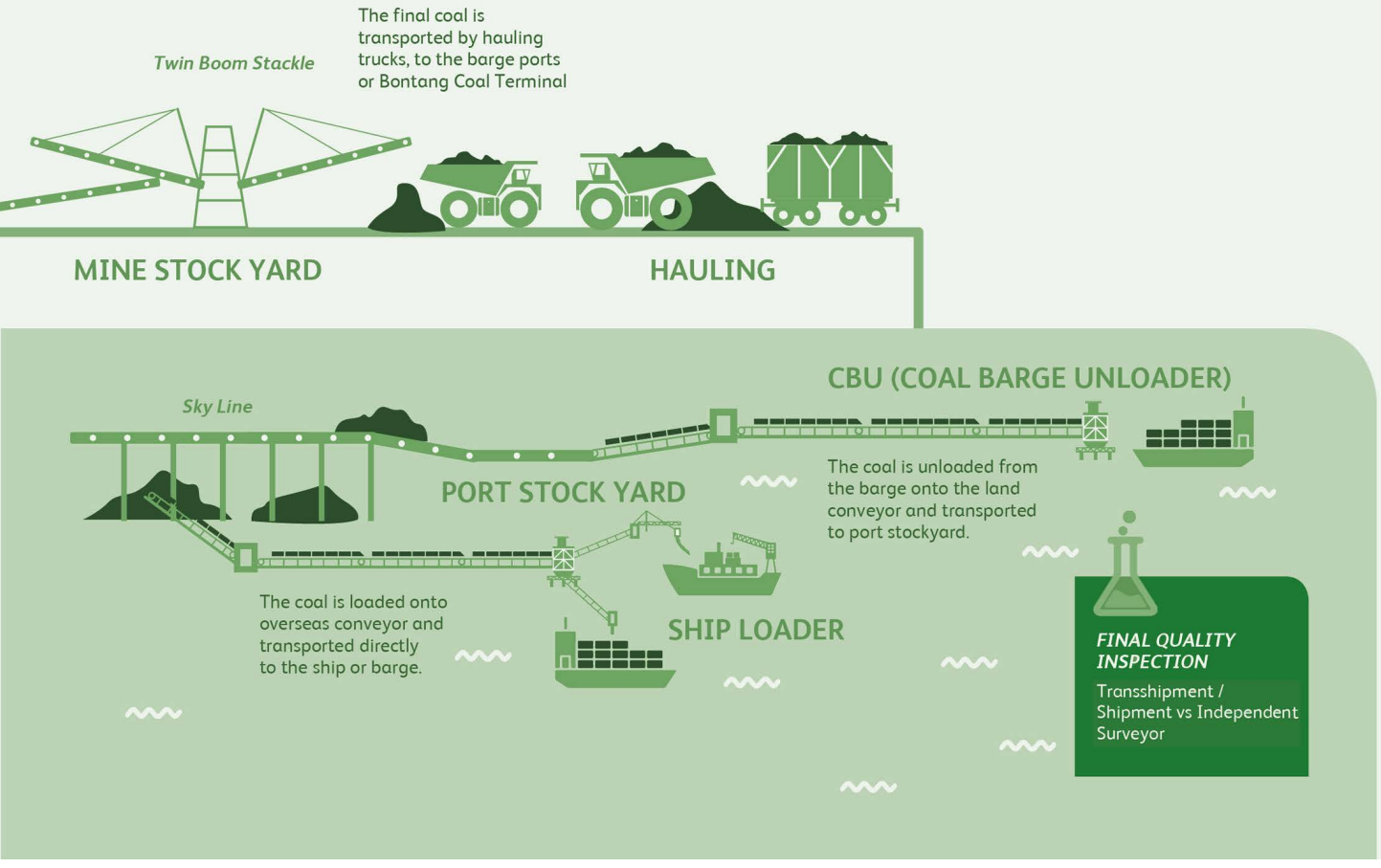


Manajemen Mutu di Beberapa Tahapan Operasi
Quality Management in Several Stages of Operation



ITM menerapkan sistem In-Pit Crushing & Conveying (IPCC) pengelolaan jarak tempuh transportasi yang aman. ITM juga menjaga keamanan spesifikasi batubara melalui laboratorium yang bersertifikat internasional. Melalui prosedur ini, kami memastikan kualitas seluruh produk sehingga tidak ada penarikan kembali produk.

ITM implements In-Pit Crushing & Conveying (IPCC) system for secured transportation mileage. ITM also secures the safety of coal specification through an internationally certified laboratory. Through this procedure, we ensure the quality of the product, so there is no product recalled.



Pengelolaan Lingkungan

Environmental Management

TARGET
TARGET

Penurunan Emisi GRK 25% Baseline 2012 – 2020

GHG Emission Reduction: 25% with Baseline 2012-2020

25%

PENCAPAIAN
ACHIEVEMENT

Rata-rata pencapaian kinerja reklamasi dari RKAB

Average Reclamation Performance Achievement from Target Plan

94,9%

TARGET
TARGET

Pemenuhan Rencana Reklamasi RKAB

Compliance with Work Plan and Budget

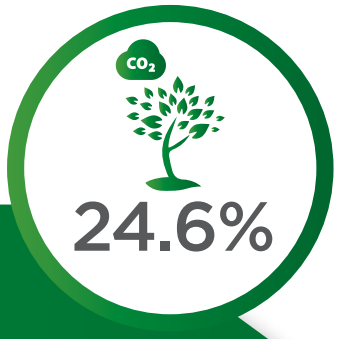
100%



PENCAPAIAN
ACHIEVEMENT

Penurunan Emisi GRK: 24,6% Baseline 2012-2018

GHG Emission Reduction: 24.6% with 2012-2018 Baseline





Untuk menjaga keberlanjutan usaha dalam menghadapi perubahan iklim, ITM membangun sistem manajemen lingkungan untuk meminimalkan dampak lingkungan di setiap aspek usaha.

To maintain business sustainability in the face of climate change, ITM has developed environmental management system to minimize environmental impacts in every aspect of business.

Pengelolaan Lingkungan
Environmental Management

70 **Sistem Manajemen Lingkungan**
Environmental Management System

71 **Manajemen Pascatambang**
Post-mining Management

76 **Rehabilitasi DAS dan Pengendalian Curah Hujan**
Watershed Rehabilitation and Rainfall Control

80 **Pengelolaan Air**
Water Management

82 **Manajemen Energi**
Energy Management

83 **Manajemen Emisi Gas Rumah Kaca (GRK)**
Green House Gas (GHG) Emission Management

85 **Pengelolaan Limbah**
Waste Management

Sistem Manajemen Lingkungan
Environmental Management System

Sejalan dengan Sistem Manajemen K3 & Lingkungan (SMK3L), ITM menetapkan dasar kepatuhan yang ketat sesuai peraturan lingkungan dan memantau penggunaan energi yang efisien. Di bawah tanggung jawab Departemen Health, Safety, Environment, and Community Development (HSEC) dan didukung Departemen CSR, ITM menjalankan SMK3L dan memperoleh sertifikasi ISO 14001:2015 yang menjadi standar internasional dalam pengelolaan lingkungan.

Komitmen ITM dalam upaya memulihkan dan melestarikan lingkungan diwujudkan dengan menyediakan biaya lingkungan. Total biaya lingkungan tahun 2018 mencapai USD26,4 juta.

In line with the OHS & Environment Management System HSEMS, ITM established a rigorous compliance foundation in accordance with environmental regulations and monitors energy use efficiency. ITM implements HSEMS through Department of Health, Safety, Environment and Community Development (HSEC) and supported by CSR Department, and earned ISO 14001: 2015 certification which is an international standard in environmental management.

ITM's commitment in effort to restore and preserve the environment is realized by providing environmental expenditure. The total environmental expenditures in 2018 reached USD26.4 millions.

"Dalam proses pascatambang, ITM memastikan pemenuhan tanggung jawab melalui aspek legalitas, kesempatan melanjutkan karir warga ITM, realisasi rencana reklamasi, dan kemandirian masyarakat."

"In the post-mining process, ITM ensures fulfillment of responsibilities, through legal aspects, opportunities to continue ITM people careers, reclamation plan realization, and community independence."

Sistem Manajemen Lingkungan Dalam SMK3L
Environmental Management System in HSEMS

MISI MANAJEMEN LINGKUNGAN
ENVIRONMENTAL MANAGEMENT MISSION

- Mencegah, meminimalkan dan mengelola dampak terhadap lingkungan
- Mengupayakan pelestarian sumber daya alam melalui pengelolaan yang berkelanjutan
- Prevent, minimize and manage impacts on the environment
- Strive for the preservation of natural resources through sustainable management

TARGET MANAJEMEN LINGKUNGAN
ENVIRONMENTAL MANAGEMENT TARGET

- Pemenuhan standar baku mutu kualitas air limbah
- Pemenuhan standar baku mutu emisi udara
- 100% limbah B3 terkelola sesuai peraturan
- Pengelolaan dan pemanfaatan sumber daya secara efisien
- Konservasi dan perlindungan lingkungan
- Konservasi keanekaragaman hayati
- Penurunan beban emisi gas rumah kaca (GRK) sebesar 25% di tahun 2020, base year 2012
- Compliance with quality standards of effluent
- Compliance with quality standards of air emissions
- 100% of hazardous and toxic waste is managed according to regulations
- Management and efficient use of resources
- Conservation and preservation of environment
- Conservation on biodiversity
- Reduction of greenhouse gas (GHG) emissions by 25% in 2020, base year 2012

STRATEGI
STRATEGIES

- Penguatan dan peningkatan kapasitas SDM
- Pemantauan kualitas lingkungan secara berkesinambungan
- Peningkatan kualitas dan validitas data lingkungan
- Evaluasi kinerja hasil pemantauan kualitas lingkungan
- Pelaksanaan pengelolaan lingkungan melalui pendekatan keberlanjutan
- HR capacity strengthening and enhancement
- Continuous monitoring of environmental quality
- Increasing quality and validity of environmental data
- Performance evaluation of environmental quality monitoring results
- Implementation of environmental management through a sustainability approach

Manajemen Pascatambang
Post-Mining Management

ITM berkomitmen untuk mengelola kegiatan pascatambang secara baik dan bertanggung jawab melalui kegiatan reklamasi, revegetasi, dan pemantauan lingkungan, serta program sosial budaya dan ekonomi. Kegiatan pascatambang ini bertujuan untuk menciptakan manfaat dan kemandirian bagi masyarakat sekitar.

Wilayah Izin Usaha Pertambangan (WIUP) KTD Tandung Mayang yang telah berhenti beroperasi sejak 2016, menjadi salah satu contoh penerapan pascatambang yang telah berhasil dijalankan. Sesuai penerapan Rencana Pascatambang (RPT) di KTD Tandung Mayang, ITM memastikan bahwa tanggung jawab terpenuhi, melalui aspek legalitas, kesempatan melanjutkan karir warga ITM, realisasi rencana reklamasi, dan kemandirian masyarakat. Salah satu keberhasilan penerapan RPT di KTD Tandung Mayang direalisasikan melalui pencapaian area vegetasi sebesar 234,7 ha. Reklamasi lahan akan dikembalikan menjadi kawasan hutan sesuai peruntukannya.

Rencana pascatambang seyogyanya akan berjalan pada tahun 2019 untuk JBG dengan perhitungan nilai jaminan pascatambang sebesar Rp82,9 miliar. Namun demikian, sejalan dengan kebijakan Kementerian ESDM untuk melakukan konservasi sumber daya alam dan meningkatkan ketahanan energi, ITM didorong untuk menilai kembali cadangan batubara yang ada. Maka, berdasarkan peninjauan ulang, JBG dinilai masih mampu untuk terus beroperasi hingga 2026.

Pada tahun 2018, JBG melakukan optimasi pit sehingga mendapatkan penambahan cadangan terbukti sebanyak 8,6 juta ton dan cadangan terkira sebesar 9,8 juta ton (akhir tahun 2018). Temuan ini mendorong kebijakan Pemerintah untuk melanjutkan perpanjangan izin pertambangan hingga 2026. Legalitas proses perijinan tambang JBG yang sebelumnya memasuki penutupan di 2019, kini memperoleh revisi dokumen AMDAL, izin lingkungan, dan studi kelayakan yang sudah diajukan kepada Kementerian ESDM.

ITM is committed in managing post-mining activities responsibly through reclamation, revegetation and environmental monitoring activities, as well as socio-cultural and economic programs. This post-mining activities aim to create benefits and independence for the surrounding community.

The KTD Tandung Mayang Mining Business Permit Area (WIUP), which has halted operations since 2016, is an example of successful post-mining implementation. In accordance with the Post-Mining Plan (RPT) implementation at KTD Tandung Mayang, ITM ensures the fulfillment of responsibilities, through in legal aspects, opportunities to continue ITM people careers, reclamation plan realization, and community independence. One of achievements from the RPT implementation in KTD Tandung Mayang was the achievement of 234,7 ha vegetation area. Land reclamation will restore forest area according to its designation.

The next post-mining plan should run in 2019 for JBG with a post-mining guarantee value of Rp82.9 billion. However, according to the Energy & Mineral Resources Ministry's policy to conserve natural resources and improve energy security, ITM is encouraged to review current coal reserves. Thus, based on the review, JBG is still considered capable of continuing its operations until 2026.

In 2018, JBG conducted pit optimization to gain an additional 8.6 million tons of proven reserves and 9.8 million tons of estimated reserves (end of 2018). This finding prompted the Government to issue a policy to continue the process of mining permit extension until 2026. The legality of JBG mining permit process which was previously entering the period of closure in 2019, has now received several revisions for Environmental Impact Analysis & Management (AMDAL), environmental permit, and feasibility study that has been submitted to the Ministry of Energy and Mineral Resources.

Reklamasi dan Keanekaragaman Hayati
Reclamation and Biodiversity

Kegiatan penambangan yang bersifat terbuka berdampak langsung terhadap bentang alam dan keanekaragaman hayati, serta habitat yang ada di atasnya. Untuk memperbaiki kondisi lingkungan pascatambang, maka ITM melakukan pemulihan habitat pascatambang dengan kegiatan reklamasi.

Open pit mining operations have a direct impact on the shape of landscape and biodiversity, as well as the habitat on it. In bids to improve post-mining environmental conditions, ITM conducted post-mining habitat recovery with reclamation activities.

Beberapa Upaya Pengelolaan Lahan Terganggu
Disturbed Land Management Efforts

AKTIVITAS 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 dengan memperhatikan aspek keamanan dan kestabilan timbunan dan revegetasi lahan sesuai dengan rencana reklamasi Reclamation accordance with safety standard and slop dumping stability and revegetation of land in accordance with the reclamation plan	2. Melakukan penanaman tanaman penutup untuk meminimalkan tingkat erosi Planting the cover crop to minimize the erosion rate
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 5. Memelihara dan memantau pertumbuhan tanaman revegetasi Preserve and monitor the growth of revegetation plants

Pelestarian lahan reklamasi dan kawasan hutan alam sekitar WIUP dilakukan bersama perusahaan mitra yang dipantau secara berkala oleh Pemerintah. Hingga akhir tahun 2018, ITM melakukan reklamasi dengan akumulatif lahan seluas 12.028 ha.

Preservation of reclaimed land and natural forest areas around WIUP has been carried out along with partner companies and monitored periodically by the Government. Until the end of 2018, ITM conducted reclamation on an accumulative area of 12,028 ha.

Realisasi Kegiatan Reklamasi di Lokasi Tambang
Realization of Reclamation and Revegetation at Mine Sites [304-4]

Parameter Parameter	Satuan Unit	Akumulasi Accumulation	2018	2017	2016
Lahan Terganggu Disturbed Area	ha	23,883	827	891	949
Lahan Reklamasi Reclaimed Area	ha	12,028	708	562	955
Lahan Revegetasi Revegetated Area	ha	11,820	587	494	800
Jumlah Pohon Number of Trees	Batang Trees	6,606,300	741,310	682,154	943,936



ITM telah menjalankan rencana konservasi keanekaragaman hayati melalui anak usaha BEK dan IMM. Upaya konservasi dilakukan bekerja sama dengan Lembaga Ilmu Pengetahuan Indonesia (LIPI) dan Unit Pelayanan Teknis (UPT) Kebun Raya Purwodadi. Melalui kerjasama ini, diharapkan UPT (dibawah LIPI) dapat melestarikan tanaman endemik yang berada di lokasi sebelum kegiatan pembukaan lahan, hingga nanti akan dikembalikan ke lokasi bekas tambang.

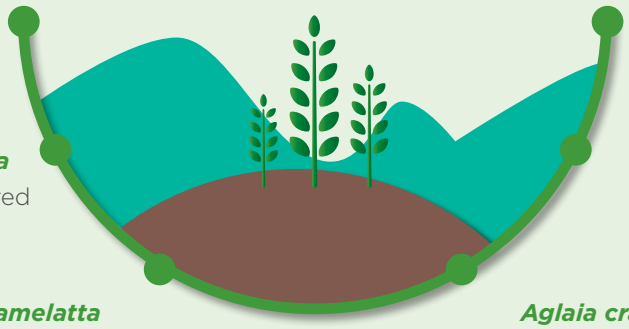
Hingga tahun 2018, ITM telah menanam sekitar 6,6 juta pohon yang mencakup 2,5 juta pohon tanaman lokal yang tumbuh di kawasan hutan, seperti pohon Meranti *(Shorea balangeran)*, Gaharu *(Aquilaria malacensis)*, Ulin *(Eusideroxylon swager)*, Nyatoh *(Palaquium walsurifolium)*, Kapur *(Dryobalanop lanciolata)*, dan tanaman lokal lainnya.

ITM has implemented the biodiversity conservation plan through its subsidiaries, BEK and IMM. Conservation efforts were carried out in collaboration with the Indonesian Institute of Sciences (LIPI) and the Technical Service Unit (UPT) of Purwodadi Botanical Garden. Through this collaboration, it is expected that UPT (under LIPI) can preserve endemic plants that were on site before land clearing activities, until years later they will be returned to the former mine site.

As of 2018, ITM has planted around 6.6 million trees, consisting 2.5 miliion local tree plantsin the forest areas, such as Meranti timber *(Shorea balangeran)*, Agarwood *(Aquilaria malacensis)*, Ulin or ironwood *(Eusideroxylon swager)*, Nyatoh *(Palaquium walsurifolium)*, Kapur *(Dryobalanop lanciolata)*, and other local plants.

Daftar Flora Dilindungi di Lahan Reklamasi*
List of Protected Flora at Reclaimed Land

* Status Perlindungan berdasarkan IUCN
* IUCN Protection Status



Psydrax dicoccos
Vulnerable

Shorea agami
Endangered

Shorea smithiana
Critically endangered

Hopea pachycarpa
Vulnerable

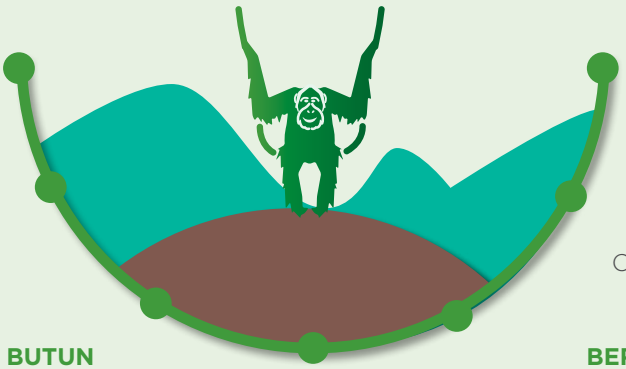
Shorea lamelatta
Critically endangered

Aglaia crassinervia
Near threatened

Shorea peltata
Critically endangered

Daftar Fauna Dilindungi di Lahan Reklamasi*
List of Protected Fauna on Reclaimed Land

* Status Perlindungan berdasarkan IUCN
* IUCN Protection Status



BERUANG MADU
Helarctos malayanus
Vulnerable

GARANGAN EKOR PENDEK
Herpestes brachyurus
Least Concern

LANDAK BUTUN
Hystrix brachyuran
Least Concern

KERA
Macaca fascicularis
Least Concern

BERUK
Macaca nemestrina
Vulnerable

ORANGUTAN
Pongo pygmaeus
Critically Endangered

MUSANG LEHER KUNING
Martes flavigula
Least Concern

Lokasi Operasi yang Berdekatan dengan Kawasan Kawasan Lindung dan Kawasan Dengan Nilai Keanekaragaman Hayati Tinggi Di Luar Kawasan Lindung
Operating Sites That are Adjacent to Protected Areas and Areas with High Biodiversity Values Outside Protected Areas



ITM KANTOR PUSAT
ITM HEAD OFFICE
Non Hutan
Non-forest

ITM BALIKPAPAN
Non Hutan
Non-forest

IMM BONTANG
Hutan Lindung dan Hutan Produksi Terbatas
Protected Forests and Limited Production Forests
24,121 ha

TCM MELAK
Hutan Tanaman Industri
Industrial Plantation Forest
Area Penggunaan Lain
Area for Other Purposes
Konsesi: 22,687 ha
Concession: 22,687 ha

KTD EMB, SAMARINDA
Area Penggunaan Lain
Area for Other Purposes
2,065.70 Ha

JBG JORONG
Hutan Produksi
Production Forests
Konsesi: 4,883 ha
Concession: 4,883 ha

KTD TDM & TRUST, BONTANG
Hutan Produksi
Production Forests
Konsesi: 2,338 ha
Concession: 2,338 ha

BEK MELAK
Hutan Produksi
Production Forests
17,311 Ha



Launching Buku "KETIKA TAMBANG MENGELOLA KEANEKARAGAMAN HAYATI"

Book Launching of "Ketika Tambang Mengelola Keanekaragaman Hayati"



Direktur ITM, **Ignatius Wurwanto** bersama Panelis dalam Membedah Buku

Director of ITM, **Ignatius Wurwanto** and Panelists in Book Review during launching event

Pada tahun 2018, ITM merilis buku penelitian berjudul "Ketika Tambang Mengelola Keanekaragaman Hayati" yang dibedah oleh Direktur ITM, Ignatius Wurwanto bersama tiga panelis independen; Direktur Southeast Asean Regional Center for Tropical Biology, Kepala Pusat Konservasi Tumbuhan Kebun Raya Bogor, dan Koordinator peneliti Balai Konservasi Tumbuhan Kebun Raya Purwodadi. Buku ini merupakan hasil penelitian LIPI terkait konservasi diversitas tumbuhan di kawasan pra tambang anak usaha PT BEK dan PT IMM selama 2010-2017. Di tahun 2019 mendatang, buku keanekaragaman hayati ini akan diseminasikan ke perguruan tinggi di Kalimantan Timur.

In 2018, ITM released a research book with title "Ketika Tambang Mengelola Keanekaragaman Hayati" or When the Mine Manages Biodiversity, which was reviewed by ITM Director, Ignatius Wurwanto, with three independent panelists; Director of the Southeast Asean Regional Center for Tropical Biology, Head of Plant Conservation Center for Bogor Botanical Gardens, and Researcher Coordinator of Plant Conservation Center for Purwodadi Botanical Garden. This book is the result of Indonesian Institute of Science LIPI's research on conservation of plant diversity in pre-mining areas of subsidiaries PT BEK and PT IMM during 2010-2017. In 2019, this book on biodiversity will be disseminate to universities in East Kalimantan.

Rehabilitasi DAS dan Pengendalian Curah Hujan
Watershed Rehabilitation and Rainfall Control

Rehabilitasi DAS
Watershed Rehabilitation



"Kegiatan rehabilitasi DAS dilakukan sebagai upaya untuk memulihkan, mempertahankan dan meningkatkan fungsi DAS sebagai pendukung sistem penyangga kehidupan"

"Watershed rehabilitation activities are carried out as an effort to restore, maintain and improve the watershed function as life support system"

Sebagai pemegang Izin Pinjam Pakai Kawasan Hutan (IPPKH), ITM melalui anak perusahaan berkewajiban untuk melaksanakan penanaman dalam rangka rehabilitasi Daerah Aliran Sungai (DAS). Penanaman dalam rangka rehabilitasi DAS dilaksanakan di luar kawasan tambang dan juga diluar wilayah IPPKH, sesuai dengan lokasi yang ditetapkan yang ditetapkan oleh pemerintah. Kegiatan ini dilakukan sebagai upaya untuk memulihkan, mempertahankan dan meningkatkan fungsi DAS sebagai pendukung sistem penyangga kehidupan.

Penanaman dalam rangka rehabilitasi DAS dilakukan selama 3 tahun meliputi penanaman (P0), pemeliharaan tahun pertama (P1) dan pemeliharaan tahun kedua (P2) untuk kemudian diserahkan kepada Pemerintah jika sudah memenuhi kriteria keberhasilan penanaman.

As a holder of Borrow and Use of Forest Areas Permit (IPPKH), ITM through its subsidiaries is required to carry out planting for rehabilitation of Watershed (DAS). The planting for watershed rehabilitation has been carried out outside the mining area and also outside the IPPKH area, according to the watershed location set by the government. This activity was carried out as an effort to restore, maintain and improve the function of the watershed as the life support system.

The watershed rehabilitation has been running for 3 years including planting (P0), maintenance of the first year (P1) and maintenance of the second year (P2) to be handed over later to the Government if it has met the criteria for successful planting.

Sesuai penetapan lokasi dari Pemerintah, area-area yang menjadi kewajiban untuk dilakukan penanaman dalam rangka rehabilitasi DAS dilaksanakan di dua provinsi yaitu Kalimantan Timur dan Kalimantan Selatan:

1. Taman Nasional Kutai (IMM, TCM dan KTD)
2. Hutan Lindung Kota Bontang (IMM)
3. Hutan Lindung Kabupaten Tanah Laut (JBG)
4. Hutan Lindung Gunung Beratus (BEK)
5. Hutan Lindung Buring Ayok (TCM)
6. Hutan Konservasi Tahura Sultan Adam (JBG)
7. KHDTK Hutan Penelitian dan Pendidikan Bukit Soeharto, Universitas Mulawarman (TCM dan BEK).

In accordance with the location determination by the Government, the areas that are mandatory for planting for watershed rehabilitation are located in two provinces, East Kalimantan and South Kalimantan:

1. Kutai National Park (IMM, TCM and KTD)
2. Bontang City Protected Forest (IMM)
3. Tanah Laut Regency Protection Forest (JBG)
4. Mount Beratus Protection Forest (BEK)
5. Buring Ayok Protection Forest (TCM)
6. Conservation Forest of Sultan Adam Grand Forest Park (JBG)
7. KHDTK of the 'Bukit Soeharto' Research and Education Forest, Mulawarman University (TCM and BEK).

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.27/Menlhk/Setjen/ Kum.1/7/2018 tentang Pedoman Pinjam Pakai Kawasan Hutan.

Minister of Environment Regulation No.P.27/ menlhk/setjen/ kum.1/6/2018 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.

Hingga tahun 2018, salah satu anak perusahaan ITM, yaitu PT Indominco Mandiri (IMM) telah melakukan serah terima areal sebesar 3.600 ha yang terletak di Taman Nasional Kutai kepada Pemerintah. Penyerahan lahan DAS yang dinilai berhasil ini menjadikan IMM sebagai pemegang IPPKH dan penyerah hasil rehabilitasi DAS terbesar di Indonesia.

Selain sebagai upaya pemenuhan kewajiban, ITM juga turut memberikan nilai tambah terhadap rehabiitasi ini melalui manfaat sosial. ITM memiliki standar kebijakan untuk melibatkan masyarakat lokal dalam kegiatan penanaman ini sebagai penyedia jasa penanaman ataupun melalui program pemberdayaan masyarakat.

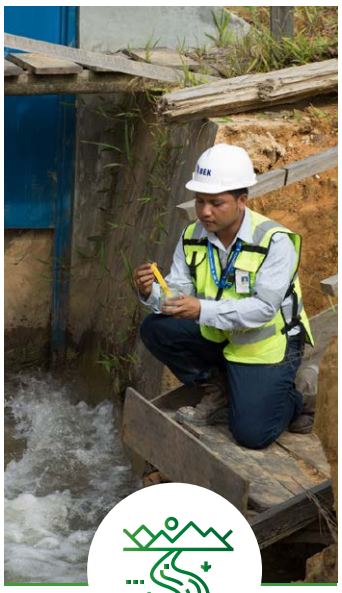
As of 2018, one of ITM's subsidiaries, PT Indominco Mandiri (IMM), has handed over an area of 3,600 ha located in Kutai National Park to the Government. The handover of watershed land that was considered successful has made IMM as the largest IPPKH holder that handed over the result of Watershed rehabilitation in Indonesia.

Other than as a compliance, ITM also contributes value added for social benefit through this watershed rehabilitation. PT ITM has a policy standard to involve local communities in these planting activities as provider of planting services or through community empowerment programs.

Pada tahun 2018, ITM melalui beberapa anak perusahaan terus menjalankan kegiatan penanaman dan pemeliharaan untuk ditargetkan dapat dilakukan serah terima pada tahun 2019. Rencana yang akan diserahkan, antara lain oleh IMM sebesar 3.000 ha, KTD TDM sebesar 900 ha, dan JBG sebesar 279 ha.

During 2018, ITM through several subsidiaries, continue for planting and preservation that aims to be submitted in 2019. It is planned to be submitted by IMM of 3,000 ha, KTD TDM of 900 ha, and JBG of 279 ha.

Realisasi Kegiatan Rehabilitasi DAS (dalam hektar)
Realization of Watershed Rehabilitation Activities (in hectares)



Kinerja Rehabilitasi DAS Watershed Rehabilitation Performance	Akumulasi Accumulation
Kewajiban Penanaman DAS hingga 2026 Watershed Planting Obligation until 2026	46,241
Lahan DAS yang telah ditanam Watersheds that have been planted	
Penanaman (P0) Planting (P0)	17,645
Pemeliharaan tahun pertama (P1) First year maintenance (P1)	9,359
Pemeliharaan tahun kedua (P2) Second year maintenance (P2)	4,798
Lahan DAS yang telah diserah terimakan Watershed land that has been handed over	3,600

Pengendalian Dampak Curah Hujan
Rainfall Impact Control

Curah hujan yang tinggi di lokasi pertambangan berpengaruh terhadap jam operasional dan dapat mengurangi jumlah batubara yang diproduksi. Hal ini memengaruhi jam operasional dan menyebabkan tidak terpenuhi 2% dari target produksi 2018.

High rainfall at the mine site affects the operating hours and can reduce the amount of coal produced. If this condition occurs, there will be a 2% risk of not meeting the 2018 production target.

Sebanyak 64 kolam pengendapan berkapasitas 7,3 juta m^3 menjadi salah satu upaya pengelolaan yang ITM persiapkan dalam mengelola aliran larian air permukaan karena hujan. Kolam penampungan juga dapat dimanfaatkan sebagai pengontrol sedimentasi dan kualitas air, sebelum dialirkan ke badan sungai atau dimanfaatkan kembali untuk menunjang kegiatan pertambangan.

To overcome this situation, 64 settling ponds with a capacity of 7.3 million m^3 serve as an effort to control water runoff. In addition, settling ponds can also be used to control sedimentation and water treatment before discharged to the river, or reused to support mining activities.

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



Mengoperasikan 62 kolam pengendapan dengan kapasitas 7,3 juta m^3 sebagai outlet untuk mengontrol erosi, menampung air, sedimentasi, dan mengolah aliran air untuk pemanfaatan kembali maupun pembuangan

Operate 64 settling ponds with a capacity of 7.3 million m^3 as outlets to control sedimentation, water treatment, retain water, and process water flow for reuse and discharge.



Mengelola limpasan air hujan di lokasi penimbunan batubara dengan cara mengalirkan air ke saluran-saluran drainase dan mengelolanya di kolam pengendapan

Managing rainwater runoff at coal stockyards by channel it to the drainage channels and manage the water treatment in settling pond.



Secara berkala mengeruk kolam sedimentasi guna mempertahankan kemampuan tampung air dan menempatkan hasil kerukan keluar lokasi

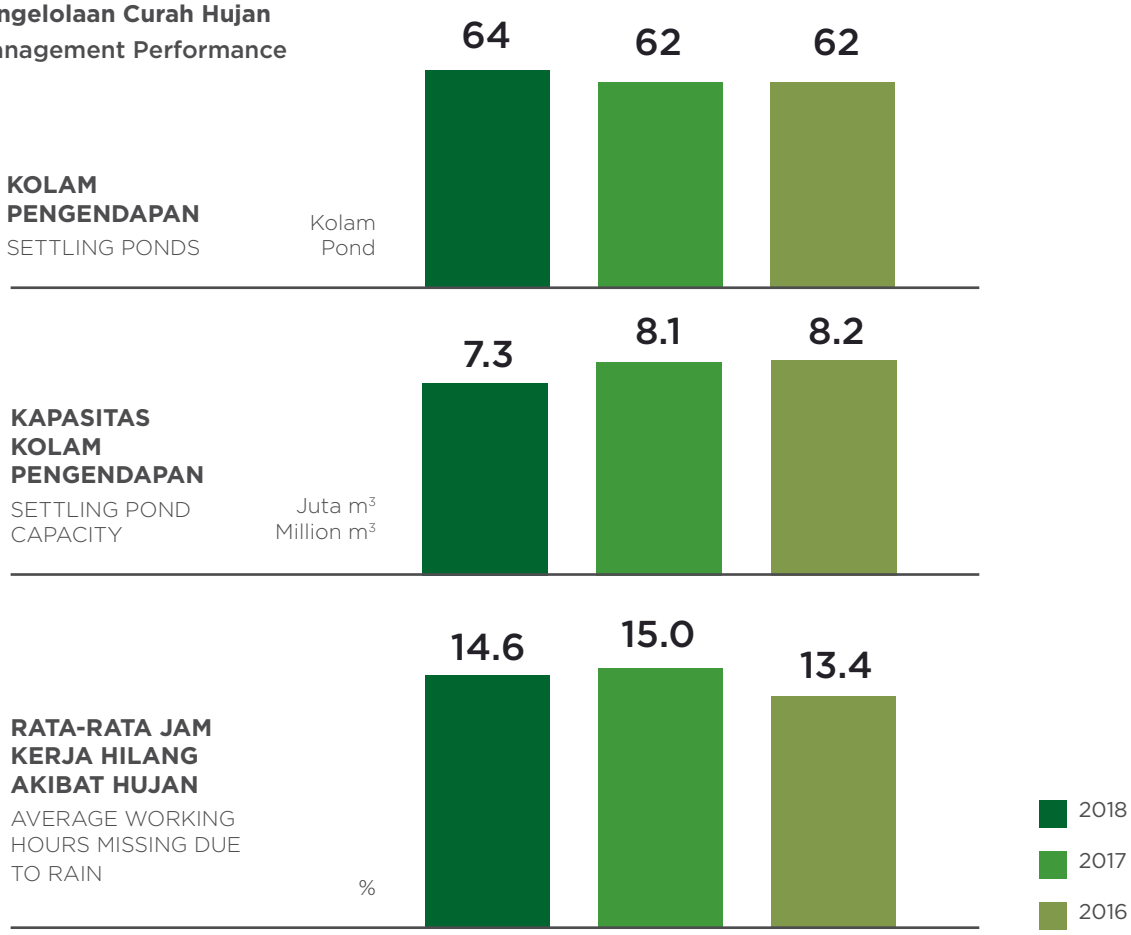
Periodically dredge Periodically dredge sedimentation ponds and place dredged results in coal stockpiling



Melakukan kerjasama dengan BMKG untuk memantau tingkat curah hujan setiap kuartal

Cooperate with BMKG to monitor the level of rainfall every quarter

Kinerja Pengelolaan Curah Hujan
Rainfall Management Performance



Pengelolaan Air
Water Management

Meskipun curah hujan yang tinggi mampu mengganggu operasi pertambangan, namun keberadaan air hujan tetap dibutuhkan sebagai sumber air olahan dan memenuhi hampir 58% dari total kebutuhan air. Melalui pengolahan kolam endapan, ITM berhasil memanfaatkan aliran air hujan *(run off)* untuk penyiraman jalan, kendaraan dan fasilitas tambang, serta penyemprotan di stockpile. Sementara, pemanfaatan danau buatan dan air tanah dipakai sebagai sumber untuk memenuhi kebutuhan air domestik.

Although high rainfall can disrupt mining operations, rainwater is still needed as a source of processed water and meets almost 58% of the total water need. Through processing of settling ponds, ITM has succeeded in utilizing runoff for watering roads, vehicles and mining facilities, and stockpile spraying. Meanwhile, the artificial lakes and groundwater are used as sources to meet domestic water needs.

Hingga akhir periode pelaporan, intensitas kebutuhan air yang dikonsumsi mencapai 0,24 m^3/ton, naik dibandingkan tahun 2017 yang mencapai 0,23 m^3/ton. Kenaikan ini disebabkan karena pengembangan kegiatan anak usaha PT TRUST dalam transportasi *hauling*.

Until the end of the reporting period, the intensity of water consumption reached 0.24 m^3/ton, increased from 2017 which reached 0.23 m^3/ton. This increase was due to the activity expansion of subsidiary, PT TRUST, in hauling transportation.

Penggunaan Air Berdasar Sumber (m^3)
Use of Water by Source

Uraian Description	**Satuan** Unit	2018	2017	2016
Penggunaan air hujan dalam kolam endapan untuk kebutuhan tambang Use of rainwater in settling pond for mining activitiy	m^3	3,094,303	2,487,237	6,372,483
Penggunaan air laut untuk Kebutuhan Pembangkit PLTU Use of sea water for Coal Fired Power Plant	m^3	1,555,022	1,699,668	778,476
Penggunaan air permukaan dan air tanah untuk kebutuhan operasional dan domestik Use of surface water and groundwater for operational and domestic needs	m^3	703,329	803,720	862,546
Jumlah Penggunaan Air Water Consumption	m^3	5,352,655	4,990,625	8,013,505
Jumlah produksi Total Production	Juta Ton Million Ton	22.1	22.1	25.6
Intensitas pemakaian air Water consumption intensity	m^3/Ton	0.24	0.23	0.31

Keterangan: Perhitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam endapan dan gedung yang dipantau dari meteran air yang telah terpasang.

Notes: The calculation of water consumption is done through management of settling ponds and buildings monitored from water meter that has been installed.

ITM aktif memperhatikan kualitas air buangan dari kegiatan tambang hingga kegiatan di area pelabuhan. Di Desa Swarangan yang berdekatan dengan pelabuhan di JBG, perusahaan kini mampu memantau pengukuran baku mutu air secara real-time melalui pengembangan digitalisasi, dari sebelumnya yang memakai pH meter secara manual. Sepanjang tahun 2018, ITM juga memastikan tidak ada insiden tumpahan bahan bakar minyak yang lebih dari 200 liter dalam kegiatan operasional.

ITM actively monitors the effluent quality from mining to activities in the port area. In Swarangan Village, which is adjacent to the port at JBG, Company is now able to monitor the measurement of water quality standards in real time through the development of digitalization, from previously using a pH meter manually. Throughout 2018, ITM also ensured that there were no more than 200 liters of oil fuel spills in shipping activities.

Hasil Pengukuran Kualitas Air Limbah
Results of Effluent Quality Measurement

Parameter	Satuan Unit	Baku mutu Pemerintah* Government Quality Standard*	Nilai Tertinggi Highest Score		
			2018	2017	2016
pH	-	6.0-9.0	8.72	8.9	8.5
TSS	mg/L	≤300	246	283	272
Fe	mg/L	≤7.0	7	6.2	1.4
Mn	mg/L	≤4.0	3.949	3.96	3.3
Cd	mg/L	≤0.05	0.008	0.005	0.004

* Peraturan Daerah Kalimantan Timur No.02/2011 & Peraturan Gubernur Kalimantan Selatan No.36/2008.
* East Kalimantan Regional Regulation No.02/2011 and Governor of South Kalimantan No.36/2008.



Manajemen Energi
Energy Management

Pemanfaatan energi digunakan untuk mendukung kegiatan operasional dan produksi di setiap unit bisnis. Dalam kegiatan penambangan, solar masih menjadi sumber energi utama untuk pengoperasian alat berat dan generator. Sementara untuk memenuhi ±8% kebutuhan energi listrik, ITM membangun PLTU 2x7 MW di PT IMM dengan sumber batubara produksi sendiri. Sebagian kebutuhan energi lainnya, ITM penuhi dengan generator berbahan bakar solar dan listrik dari PLN.

Energy is used to support operational and production activities in each business unit. In mining activities, diesel fuel is still the main energy source for the operation of heavy equipment and generators. Meanwhile, to meet approximately 38% of electricity consumption, ITM built a 2x7 MW power plant at PT IMM sourced from our own coal production. The other energy consumption in ITM are supplied by diesel fuel generators and electricity from PLN.

Sejalan dengan Permen ESDM No.12 tahun 2015, ITM mendukung penggunaan energi terbarukan dengan berpartisipasi dalam Program Mandatori Biodiesel. Melalui program ini, bahan bakar solar untuk beberapa kegiatan mulai dicampur dengan bahan bakar nabati berbasis kelapa sawit dengan kadar 20%. Pemanfaatan biodiesel mulai digunakan di kuartal empat tahun 2018.

In compliance with Minister of Energy and Mineral Resources (ESDM) Regulation No.12 of 2015, ITM support the utilization of renewable energy by participating the Biodiesel Mandatory Program. Through this program, the diesel fuel consumption in several activities began to be mixed with 20% palm oil based biofuel. The usage of diesel started in fourth quarter of 2018.

Energi Berdasarkan Sumber
Energy by Sources [302-1]

Uraian Description	**Satuan** Unit	2018	2017	2016
Energi Terbarukan Renewable Energy				
Biodiesel Biodiesel	GJ	408,984	-	-
Energi tidak terbarukan Non Renewable Energy				
Solar Diesel Fuel	m^3/Ton	11,596,699	11,211,790	10,003,670
Batubara Coal	GJ	1,068,827	898,470	987,090
Listrik dari PLN Electricity from PLN	GJ	6,443	4,240	4,730
Bensin Gasoline	GJ	1,055	1,000	1,130
Jumlah penggunaan energi Amount of Energy Usage	GJ	13,082,007	12,115,500	10,996,620
Jumlah produksi Total Production	Juta Ton Million Ton	22.1	22.1	25.6
Intensitas pemakaian energi Intensity of Energy Usage	GJ/Ton	0.59	0.55	0.43

Keterangan: 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.

Note: 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.

Manajemen Emisi Gas Rumah Kaca (GRK)
Green House Gas (GHG) Emission Management

Ketergantungan yang besar terhadap bahan bakar berkaitan erat dengan jumlah emisi yang dihasilkan. Untuk turut serta dalam upaya pengendalian emisi, maka ITM mengelola Gas Rumah Kaca (GRK) dengan menjadi anggota dalam *Carbon Disclosure Project* (CDP) sejak tahun 2015. Sebagai anggota CDP, ITM memenuhi tanggung jawabnya dengan melakukan pelaporan kinerja pengurangan, pengendalian, dan pengelolaan emisi GRK dari berbagai sumber.

The high dependence on fuel is closely related to the amount of emissions generated. In effort to participate in efforts to control emissions, ITM has been managing Greenhouse Gas (GHG) by joining the Carbon Disclosure Project (CDP) as a member since 2015. As a CDP member, ITM fulfills its responsibilities by reporting on reduction, control and management performance of GHG emissions from various sources.

Sistem Perhitungan Berdasarkan Sumber Emisi
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	Sistem Perhitungan Calculation System
Bahan bakar biodiesel, solar, dan bensin untuk kendaraan bergerak Biodiesel, 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.
***Refrigerator* 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 Berdasarkan Sumber
GHG Emissions by Sources [305-1] [305-2] [305-4]

Uraian Description	Satuan Unit	2018	2017	2016
Emisi dari Kegiatan Pertambangan & Penunjang Emissions from Mining & Supporting Activities				
Scope 1: Solar Scope 1: Diesel Fuel	Ton CO_2eq	1,374,441	847,957	756,586
Emisi dari Kegiatan Pertambangan Emissions from Mining activities				
Scope 1: Batubara Scope 1: Coal	Ton CO_2eq	81,740	67,986	75,552
Scope 1: Bahan Peledak Scope 1: Explosives	Ton $CO2_2$eq	7,938	6,663	5,350
Scope 1: Emisi dari Kegiatan Open Pit Scope 1: Emissions from Open Pit	Ton CO_2eq	912,988	989,987	1,088,642
Emisi dari Kegiatan Penunjang Emissions from Supporting Activities				
Scope 1: Bensin Scope 1: Gasoline	Ton CO_2eq	546	68.96	77.78
Scope 1: Refrigerant Scope 1: Refrigerant	Ton CO_2eq	3,175	2,722	4,269
Jumlah Emisi Scope 1 Total Emission Scope 1	Ton CO_2eq	2,380,828	1,915,384	1,930,477
Emisi dari Kegiatan Penunjang Emissions from Supporting Activities				
Scope 2: Listrik PLN Scope 2: Purchased Electricity from PLN	Ton CO_2eq	2,489	1,770	1,978
Emisi pembakaran biodiesel dari kegiatan pertambangan Emission from the combustion of biodiesel in mining activities				
Emisi Biogenik Biogenic Emission	Ton CO_2eq	42,320	-	-
Jumlah Emisi Total Emissions	Ton CO_2eq	2,425,637	1,917,155	1,932,454
Jumlah Produksi Total Production	JutaTon Million Ton	22.1	22.1	25.6
Intensitas Emisi GRK GHG Emission intensity	Ton CO_2eq/ Ton produksi	0.11	0.09	0.08

Keterangan:
- Perhitungan emisi GRK dilakukan berdasarkan Operational Control, yaitu ITM bertanggung jawab penuh atas kinerja masing-masing anak perusahaan.
- Perhitungan emisi GRK 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, HFCs.
- Emisi biogenik mulai dihitung di tahun 2018 sejalan dengan dimulainya pemanfaatan biodiesel.

Note:
- The calculation of GHG emissions is based on Operational Control, whereas ITM is fully responsible for the performance of each subsidiary.
- GHG emissions calculations use the emission factor value based on A Corporate Accounting and Reporting Standard (Revised Edition), Global Warming Potential (GWP) referring to the IPCC Fifth Assessment Report (AR5), and Provisions from our location. Calculation of GHGs includes CO_2 gas, CH_4, N_2O, HFCs.
- Biogenic emission begin to be calculated in 2018, in line with the commencement of biodiesel utilization.

Di tahun 2018, ITM melakukan perhitungan emisi berdasarkan Operation Control. Perbaikan perhitungan ini menggambarkan jumlah emisi yang mencakup seluruh pemakaian solar dan biodiesel di masing-masing anak perusahaan. Hal ini menyebabkan jumlah emisi yang dihasilkan dari sumber solar meningkat 62% dibandingkan tahun sebelumnya dengan tingkat intensitas emisi sebesar 0,11 ton CO2eq/ton produksi.

In 2018, ITM calculated emissions based on Operation Control. The revised calculation indicated the amount of emissions that cover all diesel fuel consumption in each subsidiary. This caused the amount of emissions generated from diesel fuel source to increase by 62% compared to the previous year with emission intensity of 0.11 tons of CO2eq/ton of production.

ITM terus mengupaya pengendalian emisi GRK, baik melalui efisiensi energi dan penanaman pohon di seluruh wilayah operasi. Penanaman hingga 2018 mencapai 6,6 juta pohon dan memberikan kontribusi besar terhadap serapan karbon. Dengan dasar perhitungan tahun 2012, ITM berhasil menurunkan emisi sebesar 24,6% di tahun 2018.

ITM continued the effort to control GHG emissions, both through energy efficiency and tree planting in all operating areas. Up to 2018, the planted trees reached 6.6 million trees and contributed greatly to carbon absorption. With baseline calculations of 2012, ITM managed to reduce emissions by 24.6% in 2018.

Pengelolaan Limbah
Waste Management

Berdasarkan jenisnya, limbah dibagi menjadi beberapa jenis yaitu limbah bahan berbahaya & beracun dalam bentuk cair & padat, dan limbah padat non B3 (domestik). Untuk mengurangi potensi pencemaran lingkungan, ITM melakukan pengelolaan serta pengolahan limbah yang dilakukan secara sendiri maupun melibatkan pihak ketiga.

Based on type, waste is divided into hazardous and toxic waste (B3) and non-B3 solid waste (domestic). To minimize the potential for environmental pollution, ITM manages and treats its own waste or involves third parties.

Pengelolaan limbah cair dilakukan melalui kolam pengendapan dan instalasi pengelolaan air limbah (IPAL). Air limpasan diolah dan dipantau secara berkala guna memenuhi baku mutu yang ditetapkan oleh pemerintah sebelum akhirnya dialirkan ke badan air. Sementara untuk mengelola limbah padat, ITM menerapkan prinsip 3R; *reduce* (mengurangi), *reuse* (memanfaatkan kembali), dan *recycle* (daur ulang). Pengelolaan limbah yang dihasilkan dari seluruh kegiatan dilakukan berdasarkan jenis dan karakteristiknya sesuai dengan SOP ITM-MS-HSE-006 dan diawasi oleh Departemen HSEC.

Management of effluent is carried out through settling ponds and wastewater treatment plant (WWTP). Runoff water is regularly processed and monitored to meet the quality standards set by the government before finally being discharged to water bodies. While to manage solid waste, ITM applies the 3R principle; reduce, reuse, and recycle. The management of waste generated from all activities is carried out according to the type and characteristics based on the ITM-MS-HSE-006 SOP and under the supervision of HSEC Department.

Berdasarkan SK Kementerian LH No.07.14.03 Tahun 2014 & SK KLH No.232/2013, ITM telah memiliki izin untuk mengelola beberapa hasil limbah B3. ITM memanfaatkan kembali limbah B3 yang dihasilkan

Based on Ministry of Environment Decree No. 07.14.03 of 2014 & Ministry of Environment Decree No.232/2013, ITM has the permit to manage several B3 waste products. ITM reused B3 waste fly ash and bottom

dari PLTU yaitu fly ash dan bottom ash sebagai bahan konstruksi paving block dan bahan industri semen. Selanjutnya, ITM juga memanfaatkan kembali limbah B3, seperti oli bekas untuk bahan campuran kegiatan peledakan (ANFO). Sementara limbah B3 lainnya dikelola oleh pihak ketiga yang telah memiliki izin.

Di tahun 2018, ITM mencatat peningkatan limbah yang dihasilkan. Hal ini dikarenakan upaya ITM dalam menambahkan pencatatan jenis limbah dengan melengkapi perhitungan seperti oli bekas dan aki bekas. Di tahun mendatang, ITM akan mengikutsertakan perhitungan ban bekas.

ash, generated from cola fired power plant (PLTU), as construction materials for paving blocks and cement industry materials. ITM also reuses B3 waste, such as used oil for blasting activities (ANFO). While other B3 wastes are managed by licensed third parties.

In 2018, ITM noted the increase in generated waste. This was due to ITM's efforts to increase the type of recordable waste by improving calculations in used oil and used batteries. In the coming year, ITM will include the calculation of used tires.

Jumlah Limbah B3 tahun 2018 (kg)
Total B3 Waste in 2018 (kg) [306-2]

Jenis Limbah B3 Type of B3 Waste	ITM		KONTRAKTOR		ITM & KONTRAKTOR		
	Dikelola Self-Managed	Dikirim Ke Pihak Ketiga Sent To Third Party	Dikelola Self-Managed	Dikirim Ke Pihak Ketiga Sent To Third Party	Dikelola Self-Managed	Dikirim Ke Pihak Ketiga Sent To Third Party	Jumlah Total
Used Oil	144,367	158,056	1,517,131	1,523,233	1,661,498	1,681,289	3,342,787
Used Grease	401	258	1,532	959	1,933	1,217	3,149
Oil Filter	11,519	11,390	234,751	260,015	246,270	271,405	517,675
Used Battery	13,640	4,943	1,484,960	1,468,720	1,498,600	1,473,663	2,972,263
Stationary	359	352			359	352	712
Clinical Waste	27	118	47	47	74	164	238
Contaminated Matter	5,081	6,201	294,461	106,038	299,541	112,239	411,780
Laboratory			1,035	450	1,035	450	1,485
Fly Ash	450,063				458,068	450	458,518
Bottom Ash	675,274				675,274		675,274
Other	29,807	39,842	136,550	102,430	158,352	141,822	300,174
Total	1,330,537	221,160	3,670,466	3,468,881	5,001,003	3,690,041	8,691,044

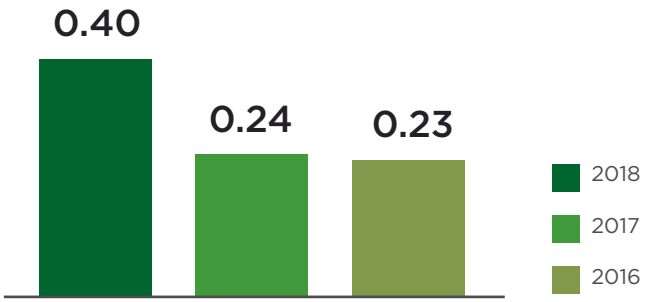
Pengelolaan Limbah Padat non B3 tahun 2018 (kg)
Non-B3 Solid Waste Management in 2018 (kg) [306-2]

Jenis Limbah Padat Non B3 Type of non-B3 Solid Waste		Jumlah Total
Organik Organic	Domestik Domestic	1,187,227
	Kertas Paper	1,659,118
	Lainnya Other	11,784
Non Organik Non-organic	Glass	820
	Plastik Plastic	73,310
	Lainnya Other	827
Metal		13,261
Jumlah Total		2,946,346

Pengelolaan Limbah 3R (kg)
Management of Solid Waste (kg) [306-2]

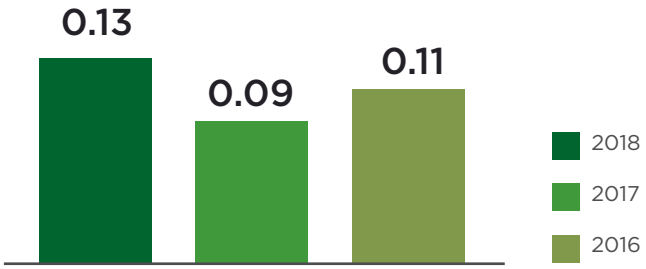
Pengelolaan 3R 3R Management		2018
Limbah B3: Fly Ash & Bottom Ash B3 Waste: Fly Ash & Bottom Ash	Dimanfaatkan sebagai konstruksi paving block dan diserahkan ke pihak ketiga berizin Used as paving block construction and licensed sent to third party	1,125,337
Limbah B3: Oli Bekas B3 waste: Used Oil	Dimanfaatkan sebagai campuran bahan peledak ANFO Used as mixture of ANFO explosive	41,632
Jumlah Limbah yang dikelola 3R Total Waste managed with 3Rs		1,166,969
Persentase Pengelolaan 3R oleh anak usaha ITM dan pihak ketiga Percentage of 3R processing by ITM subsidiaries and third party		13.4%

Intensitas Limbah B3 yang Dihasilkan (kg/ton produksi)
Intensity of B3 Waste Generated (kg/ton of production)



Intensitas Limbah B3
B3 Waste Intensity

Intensitas Limbah Non B3 yang Dihasilkan (kg/ton produksi)
Intensity of Non B3 Waste Generated (kg/ton of production)



Intensitas Limbah Non B3
Non B3 Waste Intensity



Membangun Sumber Daya Manusia

Developing Human Resources

PENCAPAIAN
ACHIEVEMENT

CMS-HSE: 89% Green & Gold Level for mining & hauling contractors

CMS-HSE: 89% Green & Gold Level for mining & Hauling Contractors

89%

TARGET
TARGET

CMS-HSE: ≥80% Green Level

CMS-HSE: ≥80% Green Level

≥80%

PENCAPAIAN
ACHIEVEMENT

Injury Frequency Rate: 0.18

Injury Frequency Rate: 0.18

102%

TARGET
TARGET

Injury Frequency Rate

Injury Frequency Rate

<0.19



TARGET
TARGET

Tingkat Keterikatan Pekerja: ≥80%

Employee Engagement Level: ≥80%

≥80%

PENCAPAIAN
ACHIEVEMENT

Tingkat Keterikatan Pekerja: 80%

Employee Eengagement Level: 80%

80%



Kami memperbarui Budaya 'Banpu Spirit' yang telah menjadi inspirasi ITM sejak 2005 menjadi 'Banpu Heart' untuk memberikan semangat baru dalam merespon perubahan bisnis dan membentuk karakter individu yang lebih kuat.

We have renewed the 'Banpu Spirit' Culture which has been the inspiration for ITM since 2005 into the 'Banpu Heart' to give a new spirit in responding to business changes and shaping stronger individual characters.

Membangun Sumber Daya Manusia
Developing Human Resources

90 **Strategi HR ITM**
ITM HR Strategy

91 **Budaya 'BANPU HEART'**
'BANPU HEART' Culture

94 **Kesejahteraan bagi Warga ITM**
Welfare for ITM's People

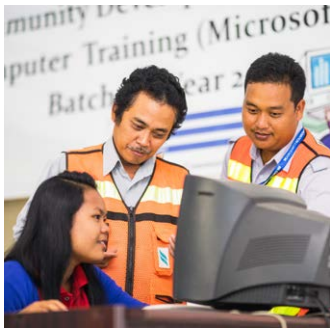
97 **Manajemen dan Pencapaian Kinerja K3**
OHS Management and Performance Achievements

Strategi HR ITM
ITM HR Strategy

Perencanaan dan pengembangan sumber daya manusia di seluruh anak perusahaan dikelola oleh Departemen HR melalui Strategi HR ITM. Di dalam strategi besar ini, ITM menentukan strategi pengembangan manusia yang mengacu pada standar kompentensi dan budaya untuk mencapai Visi ITM dalam membangun bisnis berkelanjutan. Penerapan Strategi HR ITM juga selaras dengan semangat 'Banpu Heart' dan sesuai dengan penerapan teknologi digitalisasi.

Human resource planning and development at all subsidiaries is managed by the HR Department through the ITM HR Strategy. In this grand strategy, ITM determines a human development strategy that refers to competency and cultural standards to achieve ITM's Vision in building a sustainable business. The application of ITM HR Strategy is also in line with the spirit of 'Banpu Heart' and in accordance with the application of digitalization technology.

Strategi HR ITM
ITM HR Strategy



Visi & Misi HR ITM
ITM HR Vision & Mission

Visi

Menjadi Mitra Bisnis yang Profesional untuk Membangun Pertumbuhan Bisnis Berkelanjutan

Vision

To be Professional Business Partner to enable Sustainable Business Growth

Misi

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

Mission

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



HR Strategic Pyramid (Goals)
HR Strategic Pyramid (Goals)

- Membangun Model Operasi HR yang Efektif
  Effective HR Operating Model
- Budaya Perusahaan yang Berkelanjutan: Sustainable Corporate Culture:
  Banpu Heart Survey Score ≥80%
- Keterikatan pekerja yang berkelanjutan:
  Sustainable Employee Engagement:
  Employee Engagement Survey (EES) Score ≥80%
- Analisis Metrik HR yang handal dan efektif
  Effective and reliable HR Metric Analytic
- Kesiapan pemimpin posisi kunci untuk memenuhi persyaratan yang diperlukan
  Readiness of Leadership Pipeline with required skill set in all key positions



HR Framework

HR Framework menerjemahkan visi dan misi perusahaan ke dalam bentuk rancangan organisasi dan strategi penerapan budaya perusahaan. Untuk mencapai kedua hal tersebut, diperlukan SDM yang memenuhi standar kompetensi.

The HR Framework translates the Company's vision and mission into organizational design and strategy of corporate culture implementation. It requires human resources that meet competency standards to achieve them.

Survei keterikatan pegawai, tingkat kepuasan pegawai, serta tingkat penerapan budaya 'Banpu Heart' dilakukan sebagai indikator pengelolaan SDM. Survei ini dilakukan oleh ITM dengan bantuan pihak independen, yaitu AON Hewitt.

Employee engagement survey, employee satisfaction level, and the application level of 'Banpu Heart' culture are carried out as indicators of HR management. This survey was conducted by ITM with the assistance of an independent party, AON Hewitt.



TINGKAT KETERIKATAN PEKERJA

EMPLOYEE ENGAGEMENT LEVEL 80%



SURVEI 'BANPU HEART'

'BANPU HEART' SURVEY

Survei mulai dilakukan di 2019
Survey begins in 2019

Budaya 'BANPU HEART'
'BANPU HEART' Culture

Budaya 'Banpu Heart' menitikberatkan karakter setiap warga ITM pada tiga *share values*, yaitu 'passionate', 'innovative', dan 'committed'. Penegakkan budaya 'Banpu Heart' ini diawali dengan sosialisasi yang dilakukan di Thailand, Indonesia, dan China, untuk menentukan nilai budaya baru dan perilaku utamanya lalu dilanjutkan dengan Launching Banpu Heart di Bangkok dan di ITM serta anak perusahaannya. Integrasi budaya 'Banpu Heart' juga disertai perbaharuan *corporate identity,* seperti warna elemen perusahaan dan *business stationary*.

The 'Banpu Heart' culture emphasizes the character of every ITM people on three shared values, 'passionate', 'innovative', and 'committed'. The culture of 'Banpu Heart' began with dissemination held in Thailand, Indonesia, and China to determine the new culture value and core value, which was later launched in Bangkok, followed by ITM, and its subsidiaries. Cultural Integration of 'Banpu Heart' is also accompanied by renewal of corporate identity, such as corporate color elements and business stationary.

Nilai Budaya 'Banpu Heart'

'Banpu Heart' Cultural Values

[102-16]

Passionate

- PURSUE FOR SUCCESS
- CAN DO MORE
- BE AGILE AND CHANGE
- EXPRESS CARE AND SHARE

Innovative

- TRANSCEND THE TREND
- IDEATE AND GET REAL
- LEARN FAST, DO FIRST

Committed

- ADHERE TO INTEGRITY AND ETHICS
- SYNERGIZE AND NETWORK
- ENGAGE TO SUSTAINABILITY DEVELOPMENT

Upaya Sosialisasi dan Penerapan Budaya 'Banpu Heart'

Dissemination and Implementation of 'Banpu Heart' Culture

Roadshow **dan Kampanye Nilai 'Banpu Heart'** 'Banpu Heart' Value Roadshow and Campaign	Peserta Participants
Roadshow 'Banpu Heart' dilakukan di Jakarta dan lima WIUP sejak 15 Oktober 2018 hingga 5 Januari 2019. The 'Banpu Heart' roadshow was held in Jakarta and five WIUPs from 15 October 2018 to 5 January 2019.	**100%** **Pekerja** Employees
Roadshow **dan Kampanye Nilai 'Banpu Heart'** 'Banpu Heart' Value Roadshow and Campaign	
• **Pelatihan kode etik dan nilai budaya** Training on code of conduct and cultural values • **Pelatihan 'Banpu Heart' untuk mengaktifkan lima *power* yang ada pada setiap diri individu** Training to activate the five powers that exist in each individual	**180** Pekerja Employees
'Banpu Heart' Change Leader	
Keterlibatan warga ITM sebagai agen perubahan *(change agent)* yang dinamakan 'Banpu Heart' Change Leader dilaksanakan untuk mendorong budaya terinternalisasi dalam keseharian bekerja. The involvement of ITM people as change agents called Banpu Heart Change Leaders is aimed to promote an internalized culture in their daily work.	**39** 'Banpu Heart' Change Leader
Survei 'Banpu Heart' 'Banpu Heart' survey	
Pengukuran implementasi budaya perusahaan dilakukan setiap tahun dengan metode survei daring dan luring untuk pengukuran kuantitatif dan forum diskusi (FGD) untuk pengukuran kualitatif. The measurement of the corporate culture implementation is carried out every year with online and offline survey methods for quantitative measurement and discussion forums (FGD) for qualitative measurement.	**Dilaksanakan 2019** Conducted in 2019

Keberagaman dalam Kesetaraan

Diversity In Equality

Kesadaran ITM akan sumber daya yang berasal dari beragam latar belakang mendasari terbentuknya kebijakan Equal Employment Opportunities (EEO). Kebijakan tersebut berlandaskan pemahaman bahwa hak seluruh warga ITM dihargai sebagaimana mestinya. Keberagaman dalam kesetaraan diyakini ITM sebagai salah satu peluang dalam mengembangkan usaha yang berkelanjutan.

ITM memastikan proses rekrutmen dilakukan tanpa ada isu gender, suku, agama, ras (SARA), agama dan pandangan politik. Meskipun demikian, pada komposisi gender, warga ITM didominasi oleh kaum pria karena jenis kegiatan usaha ITM yang membutuhkan banyak tenaga ahli di pertambangan.

ITM's awareness of human resources from diverse backgrounds underlies the establishment of an Equal Employment Opportunities (EEO) policy. The policy is based on the understanding that the rights of all ITM people are appreciated accordingly. ITM believes that diversity in equality is an opportunity in developing a sustainable business.

ITM ensures that the recruitment process is carried out regardless of gender, ethnicity, religion, race, class (SARA) and political views. However, in the composition of gender, ITM people are dominated by men due to ITM's type of business activities that require many mining specialists.

Jumlah Pekerja Berdasarkan Status, Gender, dan Lokasi
Number of Employees by Status, Gender, and Location [102-8]

Uraian Description	2018	2017	2016
Jumlah Pekerja ITM Total ITM Employees	2,844	2,768	2,768
Pekerja ITM berdasarkan Status Kepegawaian ITM Employees based on Employment Status			
Pekerja Tetap Permanent Employees	2,486	2,375	2,367
Pekerja Tidak Tetap Non Permanent Employees	358	393	401
Pekerja ITM berdasarkan Gender ITM Employees based on Gender			
Laki-laki Male	2,527	2,479	2,479
Perempuan Female	317	289	289
Pekerja ITM di Kantor Pusat ITM Employees at Head Office	299	262	254
Pekerja ITM berdasarkan lokasi WIUP ITM Employees based on WIUP location	2,844	2,768	2,768
Kantor Pusat Jakarta	275	281	254
ITM – Balikpapan	60	53	65
IMM – Bontang	650	641	664
TRUST – Bontang	802	800	769
TCM – Melak	625	616	636
BEK – Melak	110	101	106
KTD – TDM Bontang	9	9	6
KTD – EMB, Samarinda	142	144	145
JBG – Jorong	125	123	123
IBP – JKT	9	-	-
GEM – JKT	15	-	-
GEM - Site (Kaltim)	21	-	-
TIS – Melak	1	-	-

Keterangan:
- Dari jumlah pekerja ITM, tidak ada pekerja yang masih dalam supervisi atau menjalani program Geologist & Engineer Trainee (GET) 2017. [102-8]
- Jumlah pekerja di lokasi penempatan dihitung berdasarkan Wilayah Izin Usaha Pertambangan (WIUP), memenuhi ketentuan dalam pencatatan kecelakaan kerja dan perhitungan lainnya.
- TIS & NPR belum beroperasi dan berproduksi.

Note:
- No ITM employees are still under supervision or undergoing Geologist & Engineer Trainee (GET) program 2017. [102-8]
- 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 & NPR is not yet in operation and producing.

Merujuk ketentuan Undang-Undang No. 13 tahun 2003, ITM memperhatikan perlindungan hak pekerja terkait pemberlakuan hari kerja, waktu kerja, serta kerja lembur dan menuangkannya di dalam aturan Perjanjian Kerja Bersama (PKB). Untuk menghindari tindakan pekerja anak dan kerja paksa, ITM memberlakukan syarat usia penerimaan pekerja dan sistem pergantian jam kerja *(shift)* dari dua hingga tiga *shift* dalam satu hari. Dengan demikian, kewajiban ITM dalam menjamin hak pekerja telah berjalan sesuai dengan peraturan ketenagakerjaan.

Referring to the provisions of Law No. 13 of 2003, ITM pays attention to the protection of employees' rights related to the implementation of work days, working hours, and overtime works and include them in the provisions of Collective Labor Agreement (CLA). To avoid child labor and forced labor, ITM applies the minimum age requirements for employee recruitment and a change of working hours from two to three shifts a day. Thus, ITM's obligation to guarantee employees' rights has been carried out in accordance with regulations on manpower.

Kesejahteraan Bagi Warga ITM
Welfare for ITM's People



Kesejahteraan warga ITM menjadi prioritas perusahaan dalam memperhatikan kenyamanan bekerja. Pekerja yang sejahtera akan bertambah kebahagiaan hidupnya dan meningkatkan produktifitas dalam melakukan pekerjaannya.

The ITM people welfare is our priority in paying attention to the comfort of work. Prosperous employees will increase their happiness in life and productivity in performing their jobs.

Pemenuhan Manfaat Kerja
Employee Benefit Fulfillment

Perusahaan memberikan remunerasi kepada pekerja sesuai dengan beberapa kriteria, antara lain fungsi jabatan, masa kerja, serta capaian kinerja tanpa membedakan pria dan wanita. Manfaat yang diterima pekerja, baik pekerja tetap maupun tidak tetap adalah sama, meliputi fasilitas dan asuransi kesehatan; asuransi kecelakaan kerja; asuransi kematian; cuti melahirkan; dan dana pensiun jaminan hari tua. Pemberian manfaat tidak dibedakan untuk wilayah operasi yang dinilai lebih signifikan dibanding wilayah lain.

Untuk menunjang peningkatan kualitas sumber daya manusia, ITM memiliki program studi dalam bentuk beasiswa pendidikan tingkat lanjut bagi pekerja berprestasi. Hingga akhir periode pelaporan, sebanyak 5 pekerja telah menjalani program studi lanjut. Komitmen ITM untuk menjaga keberadaan SDM yang berkualitas juga dituangkan dalam bentuk bantuan pendidikan kepada 104 anak pekerja yang berprestasi.

Berdasarkan kebijakan HR, Perusahaan memiliki program bagi pekerja yang memasuki purnabakti di usia 55 tahun. Di dalam program ini, Perusahaan melaksanakan kegiatan masa persiapan pensiun, pemenuhan jaminan hari tua dan imbalan pensiun lainnya, serta pelatihan terkait prakondisi dan kewirausahaan. Hingga akhir tahun 2018, ITM telah menyisihkan imbalan pensiun dan jangka panjang lainnya sebesar USD37,7 juta yang dilakukan oleh aktuaria independen kepada seluruh pekerja.

The company provides remuneration to employees according to several criteria, including job functions, years of service, and performance achievements regardless of gender. The benefits received by both permanent and non-permanent employees remain the same, comprising health facilities and insurance; work accident insurance; life insurance; maternity leave; and pension plans. There is no difference in provision of benefits for operating areas that are considered more significant than other regions.

To support the improvement of the human resources quality, ITM has a study program in the form of further study scholarships for outstanding employees. Until the end of the reporting period, as many as 5 employees have undergone further study program. ITM's commitment to maintain the high quality human resources is also implemented in the form of education assistance to 104 employees' children with outstanding achievement.

Based on HR policies, the Company has a program for retiring employees at the age of 55. In this program, the Company holds retirement preparation activities, fulfillment of old age security and other pension benefits, as well as training on precondition and entrepreneurship. Until the end of 2018, ITM has set aside pension benefits and other long-term payments of USD37.7 million conducted by independent actuary to all employees.

Program Kegiatan Purnabakti
Retirement Program Activities



MASA PERSIAPAN PENSIUN
PENSION PREPARATION PERIOD



IMBALAN PENSIUN DAN IMBALAN KERJA JANGKA PANJANG
PENSION BENEFITS AND LONG-TERM EMPLOYEE BENEFITS



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

Pengembangan Standar Kompetensi
Strategic People Development

Dalam mendukung pertumbuhan SDM yang berkualitas, ITM menyelenggarakan program pengembangan kompetensi, baik berupa seminar, lokarya, pelatihan, serta sertifikasi. Di tahun 2018, ITM mengalokasikan dana pengembangan SDM hingga USD1,09 juta yang disesuaikan berdasarkan standar kompetensi dan kerangka kerja

In supporting the growth of quality human resources, ITM organizes competency development programs, in the form of seminars, workshops, training and certification. In 2018, ITM allocated up to USD1.09 million for HR development funds which were adjusted based on standards of competency and the Strategic People Development framework.

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

Uraian Description	Jumlah Pekerja yang memperoleh pelatihan Total Employees Receiving Training	Jam Pelatihan Training Hours	Rata-rata Jam Pelatihan setiap pekerja Average Training Hours per employee
Jumlah Total	1,230	32,416	26
Berdasarkan Gender Based on Gender			
Laki-laki Male	1,100	29,040	26
Perempuan Female	130	3,376	26
Berdasarkan Posisi/Jabatan Based on Position/Job			
Executives	3	80	27
Strategic Leader	25	744	30
Senior Operational Leader	56	1,808	32
Operational Leader	160	5,600	35
First Line Leader	298	9,400	32
Foreman Below	688	14,784	21

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

Uraian Description	Jumlah peserta Total Participants	Jumlah hari Pelatihan Total Days of Training
Seminar	6	8
Lokakarya Workshop	73	143
Pelatihan Training	1,930	3,307
Sertifikasi Certification	176	594
Total	2,185	4,052



Investasi digital yang mulai dilakukan, turut mendorong fokus Strategic People Development untuk menarik minat setiap warga ITM belajar melakukan transisi penggunaan teknologi yang lebih handal. Dalam transisi teknologi ini, ITM melaksanakan Design Thinking Workshop yang terdiri dari 12 modul pelatihan yang diberikan kepada 111 pekerja. Disamping itu, dilakukan juga kunjungan ke Digital Capability Center di Singapura oleh manajemen dan pekerja untuk lebih memahami perubahan digitalisasi.

Digital investment that has started to be implemented contributed to the focus of Strategic People Development to attract every ITM People to learn about the transition to use more reliable technology. In this technology transition, ITM implemented a Design Thinking Workshop consisting of 12 training modules provided to 111 employees. In addition, there were also visits to the Digital Capability Center in Singapore by management and employees to better understand the changes in digitalization.

ITM Succession Planning

ITM memahami pentingnya perencanaan suksesi jabatan, terutama dalam menjaga konsistensi kualitas kerja dan komunikasi kepada pihak eksternal. Untuk merespon tantangan ini, setiap mutasi dan promosi/demosi direncanakan lebih awal dan disertai kegiatan orientasi jabatan. Semua rencana suskesi jabatan tercantum dalam HR Framework.

ITM is aware of the importance of job succession planning, especially in maintaining consistency of work quality and communication with external parties. To respond to this challenge, each transfer and promotion/demotion is planned earlier and accompanied by job orientation activities. All succession plans are listed in the HR Framework.

HR Framework juga dilengkapi dengan infrastruktur Career Management System sebagai alat untuk memilah kandidat suksesor, mengambil keputusan, dan membina kandidat. Dengan target kandidat suksesor untuk 15 jabatan, ITM telah mempersiapkan 11 kandidat suksesor di tahun 2018. Dengan demikian, seorang suksesor di departemen pangadaan dapat langsung mengakses informasi dari *tools* yang tersedia dan berkoordinasi dengan vendor sesuai fungsinya agar tidak terjadinya keterlambatan pemesanan pembelian.

The HR Framework is also equipped with the Career Management System infrastructure as a tool for shortlisting successor candidates, making decisions, and coaching the candidates. With the target of successor candidates for 15 positions, ITM has prepared 11 successor candidates in 2018. Thus, a successor in the procurement department can directly access information from available tools and coordinate with vendors according to their functions so as not to delay the purchase order.

Manajemen dan Pencapaian Kinerja K3
OHS Management and Performance Achievements

Pada proses operasional pertambangan, risiko pekerjaan bagi para pegawai tergolong tinggi. Untuk itu, pengelolaan kesehatan dan keselamatan kerja (K3) yang prima menjadi sangat penting. Di tahun 2018, ITM membentuk Departemen Health & Safety, and Environment, Community (HSEC) dan didukung Departemen CSR yang memastikan pelaksanaan Sistem Manajemen Keselamatan Pertambangan

In mining operations, job risks for employees are high. Therefore, excellent management of occupational health and safety (OHS) is very important. In 2018, ITM formed the Department of Health & Safety, and Environment, Community (HSEC) and is supported by the CSR Department to ensure the implementation of the Mineral Mining Safety Management System (SMKP Minerba) and Occupational Health, Safety

Mineral (SMKP Minerba) dan Sistem Manajemen K3 & Lingkungan (SMK3L), hingga mengelola kinerja lingkungan dan kemasyarakatan.

Dalam pelaksanaan SMK3L, beberapa anak usaha ITM telah bersertifikasi OHSAS 18001:2007, yaitu standar SMK3 internasional. Di tahun mendatang, ITM akan memenuhi ISO45001:2018 yang baru dirilis pada Mei 2018, menggantikan 18001:2007. Dengan adanya sertifikasi ini, maka dukungan jumlah pekerja yang terlindungi SMK3L diharapkan semakin besar.

and Environment Management System (HSEMS), to manage environmental and community performance.

In the HSEMS implementation, several ITM subsidiaries have been certified with ISO 45001:2018, as the new international OHSEMS standard. In the coming year, ITM will comply with ISO45001:2018 which was released in May 2018, replacing 18001:2007. With this certification, the number of employees protected by HSEMS is expected to increase.

Persentase Pekerja yang Dilindungi oleh SMK3L

Percentage of Employees Protected by HSEMS

Pekerja dalam wilayah operasi yang dilindungi oleh sistem manajemen K3 Employees in the operating areas protected by OHS management system		**Pekerja dalam wilayah operasi yang dilindungi oleh sistem manajemen K3 dan telah diaudit secara internal** Employees in the operating areas protected by OHS management system and have been audited internally		**Pekerja dalam wilayah operasi yang dilindungi oleh sistem manajemen K3 dan telah diaudit atau bersertifikasi eksternal*** Employees in the operating areas protected by the OHS management system and have been audited or certified externally*	
Jumlah Total	% Total pekerja % Total Employees	**Jumlah** Total	% Total pekerja % Total Employees	**Jumlah** Total	% Total pekerja % Total Employees
16,310	100%	16,310	100%	14,270	87%

* Wilayah operasi yang memiliki ISO45001: IMM, TCM, dan BEK
* Operating areas that have ISO45001: IMM, TCM, and BEK



Sistem Manajemen K3 dalam SMK3L
OHS Management in HSEMS

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

1. Injury Frequency Rate (IFR):

   ≤0.19
2. Injury Severity Rate (ISR):

   ≤1.83
3. Safety Health Environmental Accountability Program (SHEAP):

   ≥45%
4. Hazards Report (AWAS):

   ≥17.5%
   of total employees
5. CMS-HSE:

   ≥80%
   Green Level
6. SMKP Minerba:

   ≥80%
   Green Level



STRATEGI 3 PILAR
3 PILLARS STRATEGY

PILAR ORGANISASI & SISTEM
ORGANIZATION & SYSTEM PILLAR

- Menjaga pelaksanaan SMK3L melalui kebijakan OHS, HSE Management System, Contractor Management System, dan Online Incident Report.

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

PILAR MANUSIA & PERILAKU
MAN & BEHAVIOR PILLAR

- Mengembangkan SDM yang dengan 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 & PROSES
EQUIPMENT & 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.

Kepatuhan pada pelaksanaan K3 diawali dengan membangun kesadaran pentingnya risiko kerja. Untuk membangun kesadaran tersebut, ITM menjalankan beberapa kebijakan:

1. Mencantumkan Pembahasan K3 dalam PKB

PKB yang berlaku melindungi 100% atau seluruh pekerja dan menjadi acuan penyelesaian perselisihan hubungan industrial. [102-41]

Pembahasan K3 diatur dalam PKB, termasuk topik alat pelindung diri; partisipasi dalam audit dan investigasi; pendidikan dan pelatihan K3; mekanisme keluhan dan pengaduan; hak menolak pekerjaan yang tidak aman; serta penyelesaian masalah ketenagakerjaan. Pengaturan topik K3 dalam PKB memberikan acuan bagi pelaksanaan K3 dengan lebih maksimal.

2. Mengkomunikasikan Budaya K3

Komunikasi K3 yang dilakukan secara berkala merupakan kewajiban Perusahaan untuk menumbuhkan kesadaran K3 bagi seluruh pemangku kepentingan, termasuk kontraktor yang bekerja di wilayah kerja ITM.

Compliance with OHS implementation begins with raising awareness of the importance of job risks. To raise this awareness, ITM has implemented several policies:

1. Incorporating OHS subject in CLA

The applicable CLA protects 100% or all employees and becomes a reference to resolve industrial relations disputes. [102-41]

OHS subjects stipulated in the Collective Labor Agreement include the topic of personal protective equipment; participation in audit and investigations; OHS education and training; complaints and grievance mechanism; the right to refuse unsafe work; as well as solving employment problems. OHS topics stipulated in the CLA provide optimal reference for OHS implementation.

2. Communicating OHS Culture

OHS communication that is carried out regularly is the Company's obligation to raise OHS awareness of all stakeholders, including contractors working in ITM's working areas.

Program Komunikasi K3
OHS Communication Program [403-3]

KAMPANYE & PROMOSI OHS
OHS CAMPAIGN & PROMOTION

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

Sharing the information on health and safety issues via intranet, such as e-mail, banners, leaflets, stickers and souvenirs to inform ITM people and to be aware of the importance of maintaining health and safety.

Menyediakan papan informasi kecelakaan kerja yang dapat dibaca seluruh pegawai di area kerja dan adanya selogan berupa tulisan "Utamakan Keselamatan Kerja" yang tersebar di seluruh WIUP.

Providing information boards on work accident that can be read by all employees in the work area and the availability of signs that read "Utamakan Keselamatan Kerja" (safety first) at the entire WIUP.

BULAN K3
OHS MONTH

Pada tahun 2018, ITM melaksanakan bulan K3 dengan Tema "Melalui Budaya Keselamatan dan Kesehatan Kerja (K3) Mendorong Terbentuknya Bangsa yang Berkarakter".

In 2018, ITM held OHS month with the theme "Through Occupational Health and Safety (OHS) Culture for a Nation with Character".

HEALTH TALK



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

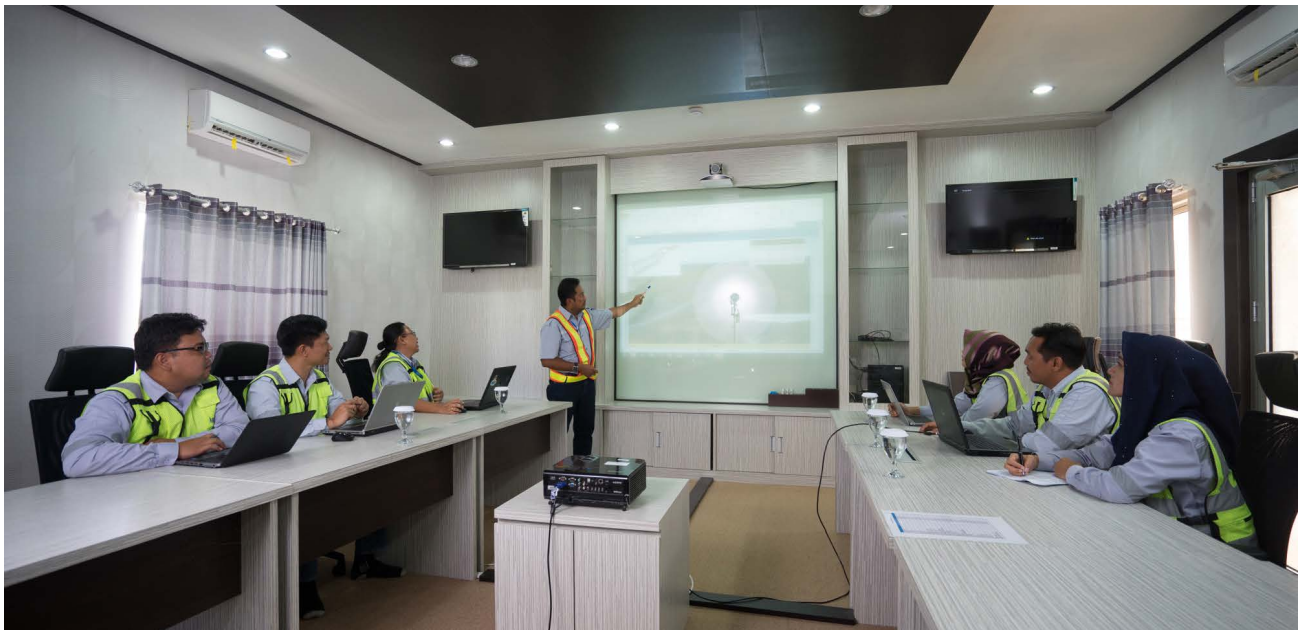
Providing information regarding health by doctor from company or health physician to ITM people in head office and site.

3. Membentuk Komite K3 di tingkat Manajemen

Komite K3 yang dibentuk disebut Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3). Susunan pengurus P2K3 terdiri atas Kepala Teknik Tambang sebagai pimpinan, dengan anggota pekerja mulai dari tingkat manajemen hingga pengawas dari tiap departemen. Melalui P2K3, ITM melakukan komunikasi budaya K3 dan memastikan penerapan K3 sesuai dengan peraturan.

3. Establishing OHS Committee at the Management level

The OHS Committee established by the Occupational Health and Safety Advisory Committee (P2K3) or Safety Committee. P2K3 board consists of the Technical Mine Manager as the chairman, employees ranging from the management to the supervisory levels of each department. Through P2K3, ITM communicates OHS culture and ensures the implementation of OHS in compliance with regulations.



4. Menerapkan K3 Bersama Kontraktor Melalui CMS

Melalui program Contractor Management System (CMS), ITM terus meningkatkan kesadaran K3 bagi vendor di lingkungan kerja. Untuk memastikan penerapan K3 berjalan efektif, secara berkala, perusahaan melakukan audit keselamatan di seluruh WIUP, termasuk evaluasi terhadap kepatuhan seluruh kontraktor dalam melaksanakan prosedur dan proses keselamatan.

Selama 2018, Perusahaan telah melaksanakan audit K3 sebanyak tiga kali, meliputi audit internal oleh Departemen HSEC di masing-masing WIUP, audit quality assurance review di aspek HSE oleh Kantor Pusat, dan audit eksternal oleh badan bersertifikasi.

4. Implementing OHS with Contractors Through CMS

Through the Contractor Management System (CMS) program, ITM continues to raise vendors' awareness of OHS in the working environment. To ensure effective implementation of OHS, the company periodically conducts safety audit at all WIUP sites, including evaluation of all contractors' compliance in implementing safety procedures and process.

During 2018, the Company conducted three OHS audits, including internal audit by the HSEC Department in each WIUP, the audit of quality assurance review on HSE aspect by the Head Office, and external audit by a certified body.

Pencapaian Kinerja K3
OHS Performance Achievements

Dalam menekan angka kecelakaan kerja dan mewujudkan *zero accident*, diperlukan peran serta seluruh pihak, baik manajemen maupun pekerja. Penerapan *standard operating procedure* (SOP) dapat menjadi langkah utama untuk menekan tingkat kecelakaan kerja.

Di tahun 2018, ITM mencatat terjadinya delapan kecelakaan kerja dengan satu di antaranya masuk kategori 'fatal'. Kejadian ini berimbas pada hilangnya 6.000 hari kerja. Kecelakaan fatal terjadi di site BEK yang menyebabkan satu korban jiwa akibat pelanggaran SOP dan instruksi kerja, saat mengoperasikan *submersible pump* untuk membersihkan batubara di *tunnel* IV. Insiden ini telah ditanggapi oleh Kepala Teknik Tambang dengan melaporkannya kepada Kementerian ESDM dan menerima 13 rekomendasi perbaikan kinerja K3.

In reducing the number of work accidents and realizing zero accident, require the participation of all parties, both management and employees. The application of standard operating procedures (SOPs) can be the main step to reduce the level of work accidents.

In 2018, ITM recorded eight work accidents with one of them being categorized as 'fatal'. These incidents caused 6,000 lost days. Fatal accident occurred at BEK site took one life due to violations of SOP and work instructions, when operating the submersible pump to clean the coal in tunnel IV. This incident was addressed by Technical Mine Manager by reporting it to the Ministry of Energy and Mineral Resources and receiving 13 recommendations for OHS performance improvement.

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

Tingkat Kecelakaan Kerja Injury Rate	Wilayah Izin Usaha Pertambangan [3] Mining Business License Area [3]					Jumlah Total
	IMM	TCM	BEK	KTD EMB	JBG	
Kegiatan Operasi Anak Usaha ITM ITM Subsidiaries' Operating Activities						
Kecelakaan Kerja [1] Occupational Accident [1]	1	0	0	0	0	1
Ringan [2] Minor [2]	0	0	0	0	0	0
Berat Major	1	0	0	0	0	1
Fatal	0	0	0	0	0	0
Injury Frequency Rate (IFR)	0.66	0	0	0	0	0.24
Lost Day Rate (LDR)	3.30	0	0	0	0	1.18

Tingkat Kecelakaan Kerja Injury Rate	Wilayah Izin Usaha Pertambangan [3] Mining Business License Area [3]					Jumlah Total
	IMM	TCM	BEK	KTD EMB	JBG	
Kegiatan Operasi Perusahaan Mitra Kerja Business Partners' Operating Activities						
Kecelakaan Kerja [1] Occupational Accident [1]	3	2	1	0	1	7
Ringan [2] Minor [2]	0	0	0	0	1	1
Berat Major	3	2	0	0	0	5
Fatal	0	0	1	0	0	1
Injury Frequency Rate (IFR)	0.14	0.12	0.13	0	0.44	0.14
Lost Day Rate (LDR)	0.52	0.62	807.33	0	1.33	121.14

Tingkat Kecelakaan Kerja Injury Rate	Wilayah Izin Usaha Pertambangan [3] Mining Business License Area [3]					Jumlah Total
	IMM	TCM	BEK	KTD EMB	JBG	
Kegiatan Operasi ITM & Kegiatan Operasi Perusahaan Mitra Kerja Operating Activities of ITM Subsidiaries and Business Partners						
Kecelakaan Kerja [1] Occupational Accident [1]	4	2	1	0	1	8
Ringan [2] Minor [2]	0	0	0	0	1	1
Berat Major	4	2	0	0	0	6
Fatal	0	0	1	0	0	1
Injury Frequency Rate (IFR)	0.18	0.11	0.13	0.00	0.39	0.15
Lost Day Rate (LDR)	0.71	0.55	777.87	0.00	1.16	111.69

Keterangan:

[1] Kecelakaan Kerja: tidak ada pekerja perempuan yang mengalami kecelakan kerja. [403-2]

[2] Pencatatan IFR, LDR, dan angka kecelakaan kerja dilakukan berdasarkan 1 juta jam kerja mengacu pada Peraturan Kementerian ESDM 1827K/30/MEM/2018 dan ketentuan GRI:
a. Ringan: gangguan namun tidak mempengaruhi performa kerja yang menyebabkan 1- 21 hari kerja hilang.
b. Berat: gangguan kesehatan dan menyebabkan ≥21 hari kerja hilang.
c. Fatal: kerusakan kesehatan secara permanen dengan kecacatan serius atau kematian yang menyebabkan 6.000 hari kerja hilang. Berdasarkan lampiran III-A, fatal adalah kecelakan kerja yang menyebabkan pekerja meninggal dunia akibat kecelakaan tersebut.
d. IFR = Jumlah seluruh kecelakaan kerja, yaitu cedera ringan, berat, dan fatal / Jumlah jam kerja x 1.000.000. IFR mencakup jumlah absen akibat kecelakaan kerja.
e. LDR = Jumlah hari kerja yang hilang dari yang dijadwalkan / jumlah jam kerja x 1.000.000. LDR mencakup jumlah absen akibat kecelakaan kerja.

[3] TRUST merupakan kontraktor dari WIUP IMM dan WIUP JBG. WIUP TIS & NPR belum beroperasi.

Notes:

[1] Occupational Accident: no female employees experienced occupational accidents. [403-2]

[2] Recorded IFR, LDR, and number of occupational accidents were based on on 1 million man hours complied to Decree of Minister of ESDM KEPMEN 1827K/30/MEM/2018 and also equal with GRI requirement:
a. Minor: health problems but not affecting work performance, causing 1 - 21 lost day.
b. Major: health problems and causing ≥21 lost day.
c. Fatal: permanent health damage with serious disability or death, causing 6,000 lost day. Based on appendix III-A, fatal is any accident causing the death of employee from the accident
d. IFR = Total number of occupational accident, including minor, major, and fatal / Total man hours x 1,000,000. IFR include leaves due to injury.
e. LDR = Total number of day lost from scheduled work days / Total man hours x 1,000,000. LDR include leaves due to injury.

[3] TRUST is a contractor of IMM and JBG Mining Business License Area. TIS & NPR Mining Business License Area has not been in operation.

Melalui penerapan SMK3L, Perusahaan telah melakukan pemetaan dan mengidentifikasi pekerjaan yang termasuk kategori risiko tinggi. Manfaat pemetaan pekerjaan berisiko tinggi secara signifikan mampu membantu ITM menentukan prioritas dan mengelola risiko K3 dengan lebih baik.

Through the implementation of HSEMS, the Company has mapped and identified jobs that are in the high risk category. The benefits of mapping high-risk jobs are significantly able to help ITM determine priorities and manage OHS risks better.



Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya

Types of High-Risk Jobs and Their Management

[403-3]

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 Surat Izin Mengemudi Perusahaan (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

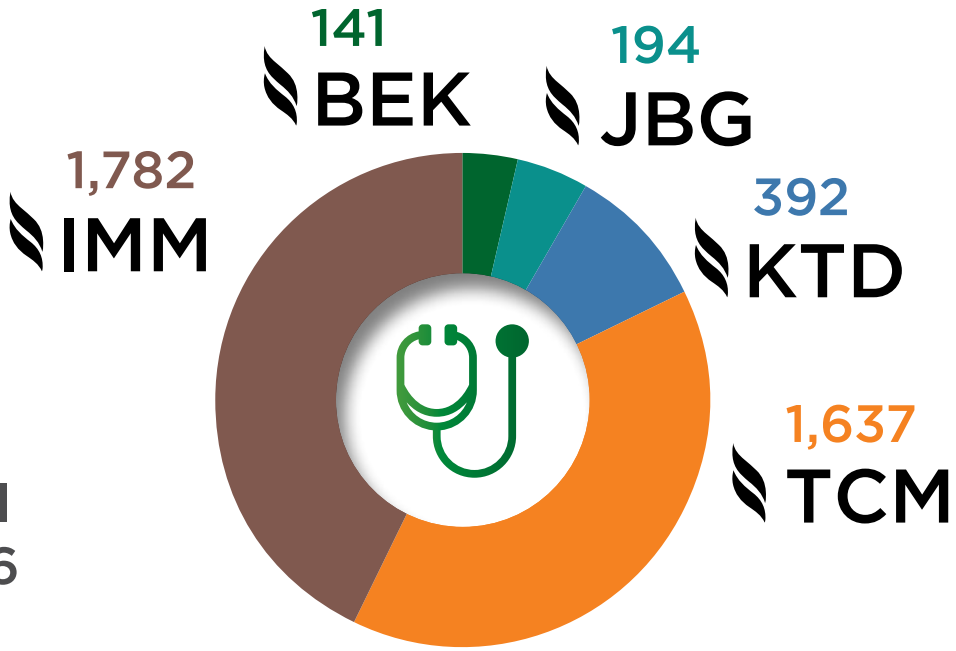
Di bidang kesehatan kerja, ITM terus berupaya meningkatkan kualitas lingkungan kerja yang sehat, antara lain menyediakan ruang istirahat, ruang makan, fasilitas sanitasi yang memadai, hingga kantin yang terjaga kebersihannya. Pemantauan dan pengendalian paparan kebisingan, cahaya, gas dan debu di lingkungan kerja juga rutin dilaksanakan Perusahaan secara berkala.

Perusahaan melaksanakan berbagai aktifitas yang bersifat promotif dan preventif terhadap penyakit endemik berbahaya maupun penyakit akibat kerja secara berkesinambungan. Kegiatan tersebut mencakup *medical check up*, donor darah, dan kegiatan olahraga yang melibatkan pekerja, keluarga pekerja, maupun masyarakat sekitar. Dalam menjamin kesehatan seluruh pekerja, ITM menyediakan fasilitas pengobatan di lima klinik *on site*, tiga pos kesehatan, dan kerjasama dengan lebih dari 10 rumah sakit yang tersebar di Kalimantan dan Jakarta.

In occupational health, ITM continues to improve the quality of a healthy work environment, including providing rooms to rest, dining rooms, adequate sanitation facilities, and clean canteens. Monitoring and controlling exposure to noise, light, gas and dust in the work environment is also carried out regularly by the Company.

The company continuously carries out various promotive and preventive activities to address endemic dangerous diseases and occupational diseases. These activities include medical check-ups, blood donations, and sports activities involving employees, employees' families, and local community. In ensuring the health of all employees, ITM provides medical facilities in five on site clinics, three health posts, and cooperation with more than 10 hospitals spread across Kalimantan and Jakarta.

Jumlah kunjungan Klinik *On Site*
Number of On Site Clinic visits



Total
4,146

Keterangan:
WIUP TIS & NPR belum beroperasi dan berproduksi.
Note:
TIS & NPR Mining Business License Area has not been in operation and in production.





Berdasarkan hasil kegiatan *medical check up* dan pemeriksaan di klinik *on site*, ITM mengidentifikasi tidak adanya penyakit akibat kerja. Namun demikian, penyakit endemik, seperti infeksi saluran pernafasan akut (ISPA) dan gangguan profil lemak *(cholesterol)* dipetakan sebagai penyakit yang paling banyak diderita pekerja. Menjawab tantangan terhadap kedua penyakit tersebut, ITM menyediakan informasi mengenai penyakit ini melalui jaringan internet, menyediakan fasilitas konsultasi personal di klinik, serta pengobatan jika diperlukan. [403-3]

Sementara, di anak perusahaan Indominco Mandiri, ITM memetakan adanya penyakit berbahaya di masyarakat sekitar, seperti HIV/AIDS. Penyakit ini merupakan tantangan sosial secara nasional dan memerlukan partisipasi semua pihak untuk menanggulanginya. Kesadaran akan pentingnya pemberantasan HIV/AIDS disosialisasikan melalui pelatihan internal yang diikuti 132 peserta pekerja dan 90 Siswa SMA Negeri 1 Teluk Pandan, Kutai Timur. Komitmen ITM untuk mencegah dan menanggulangi penyebaran HIV/AIDS ini telah diapresiasi sejak tahun 2016 dengan didapatnya penghargaan predikat 'Gold' dari Gubernur Kalimatan Timur.

The results of medical check-up and examination at the on-site clinics, ITM identified that there is no disease related to occupation. However, ITM identified endemic diseases, such as acute respiratory infections (ARI) and cholesterol disorders, as the most common diseases suffered by employees. In responding to the challenge of the two diseases, ITM has been providing information about the diseases through the internet, facilities for personal consultations at the clinics, and treatment if needed. [403-3]

Meanwhile, at Indominco Mandiri subsidiary, ITM has mapped dangerous diseases among surrounding community, such as HIV/AIDS. This disease is a national social challenge and requires the participation of all parties for its mitigation. Awareness of the importance to eradicate HIV/AIDS has been disseminated through internal training attended by 132 employees and 90 students of SMAN 1 State Senior High School, Teluk Pandan, East Kutai. ITM's commitment to prevent and fight the spread of HIV/AIDS has been recognized since 2016 with the 'Gold' award from East Kalimantan Governor.

Kesiapan Penanganan Bencana
Disaster Management

Dalam merespon beberapa kejadian bencana 2018 yang terjadi di Lombok, Palu-Donggala, dan Banten-Lampung, ITM meningkatkan kembali kesiapan penanganan bencana melalui *drilling* pada 5 Desember 2018. Dalam *drilling* tersebut, Perusahaan melakukan simulasi dampak gempa dengan kekuatan 7,5 skala richter yang mengakibatkan kantor tidak dapat digunakan kembali. Warga ITM mempraktikkan tindakan darurat dengan tiga langkah pertama, yaitu *drop*, *cover* and *hold,* hingga akhirnya memperoleh instruksi evakuasi dari Emergency Response Team (ERT). Pelatihan ini diharapkan meningkatkan kesadaran semua warga ITM dan memberikan rasa tenang dalam bertindak apabila terjadi bencana.

In response to several disasters in 2018 that hit Lombok, Palu-Donggala, and Banten-Lampung, ITM increased the awareness of disaster management through drill held on 5 December 2018. During the drilling activity, the Company simulated the impact of the earthquake with a magnitude of 7.5 on the Richter scale that caused damage to the office and unable to be used. ITM people practiced the emergency measures with the first three steps, drop, cover and hold, until finally receiving evacuation instructions from the Emergency Response Team (ERT). This drilling activity is expected to raise the awareness of all employees and provide a sense of composure in how to act when a disaster occurs.



Pengembangan dan Pemberdayaan Masyarakat

Community Development And Empowerment

PENCAPAIAN
ACHIEVEMENT

Indeks Kepuasan Masyarakat
Community Satisfaction Index

0,70

TARGET
TARGET

Indeks Kepuasan Masyarakat
Community Satisfaction Index

0,66–0,82

PENCAPAIAN
ACHIEVEMENT

***Social Return on Investment* Berdasarkan Penilaian Praktisi Internal**
Social Return on Investment Based on Internal Practitioner Assessment

Program Pengembangan Pupuk Bokashi (JBG) Bokashi Fertilizer Development Program (JBG): **8,8**
Program Air Roda Kehidupan – Penyediaan akses air bersih (IMM) Life Wheel Water Program - Provision of clean water access (IMM): **4,75**
Program Sekolah Adiwiyata (IMM) Adiwiyata School Program (IMM): **4,52**
Program Beasiswa Akademi Perawat (BEK) Nurse Academy Scholarship Program (BEK): **2,35**

TARGET
TARGET

Social Return on Investment
Social Return on Investment

>1



TARGET
TARGET

Realisasi Anggaran
Budget Realization

≥80%

PENCAPAIAN
ACHIEVEMENT

Realisasi Anggaran
Budget Realization

93%



Pembuatan Rencana Induk Pengembangan dan Pemberdayaan Masyarakat menjadi strategi ITM dalam melakukan program Pengembangan dan Pemberdayaan Masyarakat agar lebih terarah dan terencana dengan melibatkan kemitraan antar pemangku kepentingan.

Development of a master plan for Community Development and Empowerment, known as PPM has been a strategy for ITM to implement community programs that deliver social benefit on target and well planned, involving partnerships among stakeholders."

Pengembangan dan Pemberdayaan Masyarakat
Community Development & Empowerment

110 **Rencana Induk Pengembangan dan Pemberdayaan Masyarakat**
Master Plan of Community Development and Empowerment

112 **Tumbuh Bersama Masyarakat**
Growing with Community

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PPM Highlight Programs

Rencana Induk Pengembangan dan Pemberdayaan Masyarakat

Community Development and Empowerment Master Plan [413-1]

Melalui Keputusan Menteri Energi dan Sumber Daya Mineral (ESDM) No.1824 K/30/MEM/2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat , Pemerintah Indonesia mengatur kembali tata kelola pemberdayaan masyarakat di sektor mineral dan batubara. Kebijakan ini mendorong ITM untuk menyelaraskan penerapan program Community Development (CD) yang merujuk pada cetak biru *(blueprint)*.

Penyusunan blueprint ini melibatkan seluruh pemangku kepentingan. Dengan mempertimbangkan hasil musyawarah perencanaan serta pembangunan (Musrenbang), Rencana Pembangunan Jangka Menengah (RPJM) nasional dan daerah, maupun rencana tata ruang dan wilayah (RTRW) nasional dan daerah yang saling berkontribusi untuk mencapai Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs) yang telah dicanangkan oleh pemerintah dalam Perpres No 59 Tahun 2017.

Sejalan dengan Keputusan Menteri tersebut, ITM merumuskan rencana induk program Pengembangan dan Pemberdayaan Masyarakat (PPM) sebagai *roadmap* di setiap lokasi operasional ITM dalam menjalankan program PPM. Berbeda dengan tahun 2017 yang hanya mencakup 6 bidang CD, di tahun 2018 program PPM telah disesuaikan dan dikembangkan menjadi 8 bidang PPM. Perubahan bidang yang terjadi di tahun 2018 telah sejalan dengan tujuan ITM untuk berkontribusi dalam menciptakan kemandirian ekonomi dan peningkatan sosial bagi masyarakat sekitar wilayah operasional ITM.

Through the Decree of Minister of Energy and Mineral Resources (ESDM) No. 1824/2018 on Guidelines for Community Development and Empowerment Implementation, the Indonesian Government rearranges the governance of community empowerment in the mineral and coal sector. This policy prompted ITM to align the the Community Development program (CD) implementation which referred to the blueprint.

The preparation of this blueprint involved all stakeholders. It took into account the results of Planning and development forum (Musrenbang), national and regional Medium Term Development Plans (RPJM), and national and regional spatial and regional plans (RTRW) that contribute to achieving Sustainable Development Goals (SDGs) that has been declared by the government in Presidential Regulation No. 59 of 2017.

In line with the Ministerial Decree, ITM formulated a master plan for Community Development and Empowerment (PPM) program as a roadmap in each ITM operating site in implementing the PPM program. Unlike the programs in 2017 which only covered 6 CD sectors, in 2018 PPM program has been adjusted and developed into 8 PPM sectors. The changes of sectors in 2018 have been in line with ITM's goals to contribute to establishment of economic independence and social improvement for communities around ITM's operating areas|.

Transisi Program CD sesuai format PPM Kepmen ESDM 1824 K/30/MEM/2018
CD Program Transition according to PPM format Energy and Mineral Resources Ministerial Decree 1824 K/30/MEM/2018

Bidang CD 2017 CD Sectors in 2017	Bidang PPM 2018 PPM Sectors in 2018
Program Ekonomi Economic Program	**Pendidikan** Education Development
Program Pendidikan Education Program	**Kesehatan** Health Development
Program Kesehatan Health Program	**Tingkat Pendapatan Riil atau Pekerjaan** Economic Development and Employment
Program Lingkungan Environmental Program	**Kemandirian Ekonomi** Income Generating and Small Business Development
Program Infrastruktur Infrastructure Program	**Sosial dan Budaya** Culture and Social Development
Program Sosial Budaya dan Hubungan Kemasyarakatan Social and Culture Programs and Community Relations	**Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan** Sustainable Environment Management
	Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community institutions Development
	Pembangunan Infrastruktur yang Menunjang PPM Infrastructure Development

Perumusan rencana induk PPM diawali dengan social mapping yang dilakukan di 43 desa dampingan dan mengacu pada blueprint PPM provinsi dan Kepmen ESDM No. 1824/2018. Rencana induk ini kemudian dikonsultasikan kepada pemerintah setempat, baik provinsi maupun kabupaten.

Berdasarkan Kepmen ESDM No.1824, ITM mengalokasi dana PPM sesuai rencana usia tambang. Melalui perhitungan ini, jumlah produksi batubara hingga tutup tambang dapat diperkirakan untuk menentukan proporsi jumlah anggaran PPM. Dengan demikian, maka metode anggaran PPM yang sebelumnya menggunakan realisasi anggaran dari produksi batubara tahun berjalan, tidak lagi digunakan.

Dengan adanya kebebasan anggaran PPM dan penerapan perhitungan *life of mine planning*, maka ITM dapat merealisasikan anggaran PPM dengan lebih terencana. Anggaran PPM ini juga disesuaikan dengan kebutuhan tahunan program PPM dengan strategi pengelolaan program yang akan mendukung kesiapan dan kemandirian masyarakat pada masa pascatambang.

The drafting of PPM master plan began with social mapping in 43 fostered villages based on PPM blueprint from provincial and decree of the Minister of ESDM No. 1824/2018. This master plan is then consulted with local government, from both provincial and district.

Compliance to the decree of minister of ESDM No.1824, ITM allocated PPM budget based on the life of mine planning. Through this calculation, the coal production volume up to the mine closure can be estimated to determine the proportion of the PPM budget. Thus, the PPM budget method that previously used the budget realization of coal production in the current year has no longer been used.

With the flexibility of PPM budget and the application of life of mine planning calculations, ITM is able to realize the PPM budget more planned. The PPM budget is also adjusted to the annual needs of PPM program with a program management strategy that will support the community's readiness and independence during the post-mining period.



Tumbuh Bersama Masyarakat
Growing With Community

Selama tahun 2018, ITM telah melaksanakan 347 aktivitas yang terkait dengan Program PPM yang melibatkan masyarakat lokal. Pengembangan ekonomi menjadi program utama yang bertujuan untuk meningkatkan kesejahteraan dan akselerasi kemandirian masyarakat sekitar Wilayah Izin Usaha Pertambangan (WIUP). Dengan meningkatnya kesejahteraan, maka ITM dapat tumbuh bersama dengan masyarakat sekitar.

Secara kumulatif, ITM telah melaksanakan program PPM yang berlokasi di 10 kecamatan, serta 43 Desa dengan sebaran di seluruh wilayah operasi pertambangan di Kalimantan. Jumlah ini belum mencakup wilayah kerja Nusa Persada Resources yang masih berada pada tahap pra-operasi.

During 2018, ITM has implemented the 347 activites related to PPM Program with the involvement of local communities. Economic development was the main program that aimed to improve the welfare of the communities around the Mining Business Permit Area (WIUP) and post-mining areas. With increasing prosperity, ITM can grow together with the local community.

Cumulatively, ITM has carried out community development programs in 10 districts, as well as 43 villages spread across the mining operations areas in Kalimantan. The number of areas did not include Nusa Persada Resources working area which was still in the pre-operation stage.



1 INDOMINCO MANDIRI

Kalimantan Timur

Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara, dan Kota Bontang (3 Kecamatan dan 10 Desa)

East Kalimantan

East Kutai Regency, Kutai Kartanegara Regency, and Bontang City (3 districts and 10 villages)

2 KITADIN TANDUNG MAYANG

Kalimantan Timur

Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara (2 Kecamatan dan 6 Desa)

East Kalimantan

East Kutai Regency, Kutai Kartanegara Regency (2 districts and 6 villages)

3 KITADIN EMBALUT

Kalimantan Timur

Kabupaten Kutai Kartanegara (1 Kecamatan dan 4 Desa)

East Kalimantan

Kutai Kartanegara Regency (1 district and 4 villages)

4 TRUBAINDO COAL MINING

Kalimantan Timur

Kabupaten Kutai Barat (4 Kecamatan dan 20 Desa)

East Kalimantan

West Kutai Regency (4 districts and 20 villages)

5 JORONG BARUTAMA GRESTON

Kalimantan Selatan

Kabupaten Tanah Laut (1 Kecamatan dan 6 Desa)

South Kalimantan

Tanah Laut Regency (1 district and 6 villages)

6 BHARINTO EKATAMA

Kalimantan Timur & Kalimantan Tengah

Kabupaten Kutai Barat dan Kabupaten Barito Utara (3 Kecamatan dan 6 Desa)

East Kalimantan & Central Kalimantan

West Kutai Regency dan North Barito Regency (3 districts dan 6 villages)

7 TEPIAN INDAH SUKSES

Kalimantan Timur

Kabupaten Kutai Barat (1 Kecamatan dan 1 Desa)

East Kalimantan

West Kutai Regency (1 district and 1 village)

8 NUSA PERSADA RESOURCES

Kalimantan Tengah

Kabupaten Barito Utara (1 Kecamatan dan 3 Desa). PPM belum berjalan di NPR karena masih berada dalam tahap pra-operasi.

Central Kalimantan

North Barito Regency (1 district and 3 village). PPM hasn't been implemented in NPR as it is still in the pre-operation stage.

Dalam jangka panjang, secara bertahap, ITM berupaya untuk mengurangi ketergantungan masyarakat terhadap keberadaan Perusahaan. Kemandirian harus diciptakan sedini mungkin agar ketika memasuki masa pascatambang, masyarakat telah siap untuk membangun perekonomian maupun sosial budaya secara mandiri.

In the long run, ITM strives to reduce the community's dependence on the Company. Independence must be created as early as possible so that when an operation in a WIUP has entered the post-mining period, the community is ready to develop the economy and socio-culture.

Kesiapan masyarakat untuk mandiri ditunjang dengan pembentukan Forum Konsultatif Masyarakat (FKM). Forum ini digunakan untuk menjalin komunikasi antara masyarakat dan ITM. Masyarakat terwakili oleh berbagai pihak, termasuk tokoh agama, pemuda, kader Pembinaan Kesejahteraan Keluarga (PKK), dan aparat desa. Penyelenggaraan pertemuan FKM diadakan paling sedikit setahun sekali sebagai wadah untuk merencanakan dan mengevaluasi kegiatan PPM agar sejalan dengan rencana pembangunan pemerintah daerah yang tertuang dalam rencana induk PPM.

Community readiness for independence is supported by the establishment of a Community Consultative Committee (CCC). This forum is used to establish communication between the community and ITM. The community is represented by various parties, including religious leaders, youth, cadres of Family Welfare Development (PKK), and village officials. The CCC is held at least once a year as a forum for planning and evaluating PPM activities to fit the community's needs, and in line with the regional government development plans stated in the PPM master plan.

Untuk menunjang kegiatan pengembangan dan pemberdayaan masyarakat sepanjang tahun 2018, ITM mengalokasikan biaya sebesar Rp25,3 miliar. Realisasi biaya ini meningkat sebesar 32% dibanding tahun 2017 yaitu Rp19,4 miliar. Biaya PPM meningkat dengan adanya transisi kegiatan dari enam program menjadi delapan program.

To support the activities of the PPM Master Plan during 2018, ITM allocated Rp25.3 billion in funds. Realization of these funds increased by 32% compared to 2017, which was Rp19.4 billion. PPM budget realization increased with the transition of activities from six programs to eight programs.

Realisasi Anggaran PPM (Rp juta)
Realization of PPM Budget (Million IDR)

Bidang Program Sector of Program	Target 2019	2018	**Bidang Program** Sector of Program	2017	2016
Pendidikan Education Development	6,089	4,289	**Ekonomi** Economy	2,743	6,820
Kesehatan Health Development	3,515	2,892	**Pendidikan** Education	4,113	5,183
Tingkat Pendapatan Riil atau Pekerjaan Economic Development and Employment	4,354	3,867	**Sosial Budaya, Keagamaan dan Hubungan Masyarakat** Cultural Social, Religion and Community Relations	3,972	6,110
Kemandirian Ekonomi Income Generating and Small Business Development	3,144	1,296	**Kesehatan** Health	1,726	1,863
Sosial dan Budaya Culture and Social Development	4,482	6,508	**Pelestarian Lingkungan** Environmental Preservation	482	3,126

Bidang Program Sector of Program	Target 2019	2018	Bidang Program Sector of Program	2017	2016
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Sustainable Environment Management	1,991	2,012	**Pembangunan Infrastruktur** Infrastructure Development	6,431	5,420
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community institutions Development	1,539	437			
Pembangunan Infrastruktur yang Menunjang PPM Infrastructure Development	3,984	4,091			
Jumlah Total	29,100	25,392	**Jumlah** Total	19,467	28,524

Program Unggulan PPM
PPM Highlight Programs

Pendidikan
Education Development

Untuk mencapai tujuan pembangunan berkelanjutan, ITM membantu masyarakat dalam meningkatkan kapasitas, kualitas, serta kapabilitasnya melalui bidang pendidikan.

Program-program yang dilaksanakan pada aspek pendidikan diantaranya :

To achieve sustainable development goals, ITM has been supporting the community in increasing capacity, quality, and capabilities through the education sector.

ITM Programs in Education Development Sector:

Program	Unit Bisnis	Capaian Achievement
Beasiswa Scholarship	IMM, BEK, TCM, JBG, TDM, TRUST	• **Bantuan pendidikan bagi siswa siswi berprestasi dan atau tidak mampu sebanyak 254 siswa/i** Education scholarship assistance for 254 outstanding students and/or from lower income families • **Akses ke perguruan tinggi melalui beasiswa penuh dan reguler sebanyak 137 mahasiswa.** Access to universities through full and regular scholarships for 137 students.
Pengembangan Karakter Character Building	IMM, BEK, TRUST	• **Terciptanya generasi yang berkarakter baik melalui seminar dan program berkala berkaitan dengan nilai disiplin dan tanggung jawab, bagi sebanyak 600 siswa** To achieve a good character generation both through periodic seminars and programs related to the value of discipline and responsibility, for 600 students
Kelengkapan Sarana Pendidikan Providing of Educational Facilities	BEK	• **Bantuan kelengkapan sarana bermain pada pendidikan anak usia dini** Assistance of playground facilities for early childhood education

Program	Unit Bisnis	Capaian Achievement
Bantuan tenaga pendidik Assistance of Teachers	BEK	• **Bantuan pengadaan guru tambahan TK, SD dan SMP guna meningkatkan kehadiran, kesejahteraan dan kualitas guru sebanyak 16 guru** Assistance in providing 16 additional teachers for kindergartens, elementary and junior high schools to increase the attendance, welfare and quality of teachers
Pengembangan sekolah Adiwiyata Development of Adiwiyata School	IMM, TCM, BEK	• **Pembinaan sekolah Adiwiyata dan sekolah hijau melalui program sosialisasi, mentoring penguatan kurikulum dan pengadaan fasilitas untuk 4 sekolah** Fostering Adiwiyata schools and green schools through dissemination programs, mentoring on curriculum strengthening and providing facilities for 4 schools
Indominco Mengajar Indominco for Education	IMM	• **Program *voluntary* pekerja yang melibatkan warga ITM dalam berbagi ilmu dan pengalaman profesi ke lebih dari 100 mahasiswa dan pelajar di universitas dan sekolah-sekolah** Employee voluntary program which involved employees to share knowledge and professional experience with more than 100 university students and students at universities and schools
Pelatihan mekanik alat berat Heavy equipment mechanic training	TDM	• **Terlaksananya pelatihan mekanik alat berat untuk pemuda setempat sebanyak 12 orang sebagai peningkatan keterampilan menghadapi industri kerja** The implementation of heavy equipment mechanic training for 12 local youth as skill improvement to face the working industry
Peningkatan kapasitas pengelolaan bank sampah Capacity building for waste banks	EMB	• **Terlaksananya kegiatan studi banding guna peningkatan pengelolaan bank sampah sebanyak 13 orang pengelola bank sampah** Implementation of comparative study to improve waste bank management by 13 people managing waste banks
Studi banding kelompok tani Comparative study of farmer groups	TCM	• **Terlaksananya kegiatan studi banding kelompok tani dampingan sebanyak 10 petani ke P4S Lau kawar guna meningkatkan kapasitas petani dalam pengelolaan pertanian** Implementation of comparative study of fostered farmer groups by 10 farmers to P4S Lau Kawar to increase farmer capacity in agriculture management
Peningkatan sarana prasarana sekolah Improvement of school infrastructure and facilities	TCM	• **Peningkatan sarana prasarana sekolah seperti renovasi gedung sekolah, perbaikan lapangan sekolah, pengadaan alat peraga sekolah sebanyak 8 sekolah TK, SD dan SMP** Improving school infrastructure and facilities such as renovating school buildings, repairing school fields, procuring school teaching aids for 8 kindergartens, elementary and junior high schools
Transportasi sekolah School transportation	IMM, TCM, EMB	• **Program bantuan transportasi anak sekolah untuk melayani antar jemput anak sekolah secara cuma-cuma sebagai perhatian akan keselamatan transportasi anak sekolah dan peningkatan motivasi sekolah kepada siswa-siswi** School children's transportation assistance program of free shuttle for school children in an effort to maintain safety of school children's transportation and increasing motivation to study for students

Salah satu program unggulan yang dicanangkan dalam bidang pendidikan adalah Pusat Kegiatan Belajar Masyarakat (PKBM). Rendahnya tingkat literasi dan angka putus sekolah yang tinggi menjadi resiko sosial tersendiri yang perlu diselesaikan melalui program PKBM. ITM melalui anak perusahaan IMM, telah membina 3 PKBM antara lain PKBM Malahing, PKBM Damai Mandiri dan PKBM Salaka.

Melalui PKBM, ITM membangun kesadaran masyarakat untuk merasakan manfaat belajar serta mempunyai pengetahuan umum. Penerima manfaat PKBM diharapkan dapat mandiri dalam melakukan kegiatan produktif, siap memasuki lapangan kerja, dan mampu mengembangkan kegiatan wirausaha.

One of the highlight programs launched in the education sector is the Community Learning Center (CLC/PKBM). The low level of literacy and high dropout rates is a particular social risk that needs to be resolved through the PKBM program. ITM, through its IMM subsidiary, has built 3 PKBM, including PKBM Malahing, PKBM Damai Mandiri and PKBM Salaka.

Through PKBM, ITM raises community awareness to benefit from learning and to have general knowledge. PKBM beneficiaries are expected to be independent in conducting productive activities, ready to join the workforce, and able to develop entrepreneurial activities.



Jumlah Penerima Manfaat Baca Tulis dan Keterampilan Hidup

Total Beneficiaries of Literacy and Life Skills



TUJUAN
OBJECTIVE

- **Menjadikan komunitas yang kurang akses pendidikan menjadi memiliki kemampuan membaca dan menulis**
  Transforming community who lack of access to education to be able to read and write

PENCAPAIAN 2018
ACHIEVEMENT OF 2018

- **Pengentasan buta huruf telah dicapai di tahun 2011 dan kemampuan menulis telah dimiliki oleh 1,364 penerima manfaat**
  Illiteracy alleviation has been achieved in 2011 and 1,364 beneficiaries have been able to write

Kesehatan
Health Development

Pelaksanaan program kesehatan bertujuan untuk meningkatkan kesadaran masyarakat akan pentingnya kesehatan, meningkatkan kualitas kesehatan masyarakat, meningkatkan kualitas pendidikan di bidang kesehatan serta mendukung perilaku hidup sehat dan bersih di lingkungan masyarakat.

The implementation of health programs aims to increase the community's awareness of the importance of health, improving the quality of community health, improving the quality of education in the health sector and supporting healthy and clean living behavior in the community.

Beberapa Program ITM dalam Bidang Kesehatan
ITM programs in Health Development Sector

Program	Unit Bisnis	Capaian Achievement
Peningkatan PHBS melalui Jamban Sehat Improved PHBS through Healthy Latrines	IMM	• **Bermitra dengan TNI dalam pengabdian masyarakat yang telah membangun 4 jamban komunal dan 50 jamban keluarga untuk peningkatan kualistas sanitasi dan lingkungan di masyarakat** Partnering with the Armend Forces (TNI) in community service that has built 4 communal latrines and 50 family latrines to improve sanitation and environmental quality in the community.
Peningkatan kompetensi tenaga medis, bidan dan kader posyandu Competence improvement of medical staff, midwives and integrated health post (posyandu) cadres	IMM, BEK, JBG	• **Pelatihan kepada 30 bidan dan perawat untuk peningkatan keterampilan dalam penanganan kelahiran pada tahap *pre*, *delivery* dan pasca *delivery* sebagai *excellent service* dalam penanganan kelahiran di Puskesmas** Training for 30 midwives and nurses to improve skills in handling births at the pre delivery, delivery and post delivery stages as service excellence in handling births at the community health center (Puskesmas) • **Sertifikasi tenaga medis dari 2 puskesmas dengan peserta 11 orang tenaga medis** Certified medical staff from 2 puskesmas with participants of 11 medical staff • **Pelatihan peningkatan keterampilan kader posyandu dengan tema kesehatan dan juga manajemen laktasi diikuti oleh 100 peserta** The training to improve the skills of posyandu cadres with health theme and lactation management that was attended by 100 participants
Pembinaan Posyandu Posyandu Facilitation	IMM, TCM, BEK, EMB, JBG, TDM, TRUST	• **Pendampingan dan pelaksanaan kegiatan Posyandu Balita, Lansia, ibu hamil dan menyusui untuk peningkatan kesadaran dan kesehatan masyarakat rentan dengan melayani 2004 jiwa bayi dan balita serta 884 jiwa lansia dan ibu hamil** Assistance and implementation of Posyandu activities for toddlers, elderly people, pregnant and lactating mothers to raise awareness and health of vulnerable communities by serving 2,004 infants and toddlers, as well as 884 elderly and pregnant women
Kampanye kesehatan di masyarakat dan sekolah Health campaigns in communities and schools	IMM, TDM, TRUST	• **Terlaksananya kampanye kesehatan masyarakat baik di komunitas dan disekolah mengenai pentingnya menjaga kesehatan, perilaku hidup sehat dan bersih serta anti narkoba diikuti oleh 450 peserta** Implementation of community health campaigns both in the community and schools on the importance of maintaining health, healthy and clean living behavior as well as anti-drugs, attended by 450 participants



Program	Unit Bisnis	Capaian Achievement
Kampung KB Family Planning Village	TCM	• **Dukungan akan pelaksanaan kampung KB nasional untuk menjadi kampung dengan perencanaan keluarga yang baik dengan penerima manfaat sebanyak 30 KK** Support for the implementation of a national family planning village to become a village with good family planning with 30 family beneficiaries
Sarana kesehatan ambulance Health facility in the form of ambulance	IMM, EMB	• **Bantuan 1 unit *ambulance* dan operasional 4 unit *ambulance* untuk mendukung aktivitas *emergency* dan mobil jenazah untuk masyarakat di sekitar area operasional perusahaan** Assistance of 1 ambulance unit and operation of 4 ambulance units to support emergency and hearse activities for communities around the company's operating areas.

Program unggulan dalam bidang kesehatan dilakukan dengan membangun kesehatan masyarakat melalui fasilitas pengelolaan air bersih yang dilaksanakan secara bertahap. Sejak tahun 2013, ITM melalui anak perusahaan IMM, menyediakan air bersih untuk menjangkau 548 Sambungan Rumah (SR) di 5 desa, yaitu Desa Santan Tengah, Kandolo, Suka Damai, Santan Ilir dan Bontang Lestari.

Penyediaan akses air bersih ini dilakukan dengan memperhatikan prinsip konservasi air, disertai dengan pemberian pelatihan pengelolaan air bersih dan pemeliharaan infrastruktur. Program air bersih secara bertahap dikelola swadaya oleh masyarakat yang kegiatan operasionalnya dilakukan melalui Badan Usaha Milik Desa (BUMDes) sebagai komite air bersih. Pengelolaan secara bertahap oleh masyarakat diharapkan dapat menimbulkan rasa kepemilikan yang kuat di masyarakat, sehingga infrastruktur yang telah dibangun diharapkan dapat terjaga keberlangsungannya.

The highlight programs in the health development sector are carried out by promotion of community health through clean water management facilities that are carried out in stages. Since 2013, ITM, through its IMM subsidiary, has provided clean water for 548 House Connection (SR) in 5 villages, namely Santan Tengah, Kandolo, Suka Damai, Santan Ilir and Bontang Lestari villages.

Water access and sanitation are carried out with regard to the principles of water conservation, along with providing training in clean water management and infrastructure maintenance. The clean water program is gradually managed independently by the community with operations are carried out through Village-Owned Enterprises (BUMDes) as clean water committee. The gradual shift of management by the community is expected to foster a strong sense of ownership in the community, which is expected the infrastructure that has been built can be maintained.



Realisasi Program Penyediaan Akses Air Bersih "Air Roda Kehidupan"
Realization of 'Clean Water Supply for Life' Program

Bidang Program Sector of Program	2018	2017	2016	2015	2014	2013
Action plan	Sumur dan pompa air, pemipaan, Peningkatan kapasitas Bak air Well, water pump, pipeline, and increased size of water tank	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	Pengeboran dan pemipaan Drilling and piping
Penerima manfaat Beneficiaries	548 House Connection	230 House Connection	200 House Connection	150 House Connection	40 House Connection	20 House Connection
Jumlah air disalurkan Total volume of water distribution	246 m^3/hari 246 m^3/day	200 m^3/hari 200 m^3/day	200 m^3/hari 200 m^3/day	150 m^3/hari 150 m^3/day	40 m^3/hari 40 m^3/day	20 m^3/hari 20 m^3/day

TUJUAN
OBJECTIVE

- **Terpenuhinya akses air bersih bagi masyarakat yang terjangkau dan berkualitas sebagai pemenuhan kebutuhan dasar bagi masyarakat**

Fulfillment of affordable and quality clean water access for the community to meet their basic needs

PENCAPAIAN 2018
ACHIEVEMENT OF 2018

- **Akses air bersih telah dibangun di lima desa dampingan bagi 548 KK penerima manfaat**

Access to clean water has been built in five fostered village for 467 family beneficiaries

Tingkat Pendapatan Riil atau Pekerjaan
Economic Development and Employment

Program-program 'tingkat pendapatan riil atau pekerjaan' bertujuan untuk mengembangkan program PPM dengan mengoptimalkan potensi lokal sebagai upaya mendorong peningkatan pendapatan masyarakat.

Programs of Economic Development and Employment aim to develop PPM by optimizing local potentials in an effort to boost community income.



Beberapa Program ITM dalam Menunjang 'Tingkat Pendapatan Riil atau Pekerjaan'
ITM Programs in Supporting Economic Development and Employment

Program	Unit Bisnis	Capaian Achievement
Pengembangan perikanan air tawar Development of freshwater fisheries	JBG, EMB, TCM, BEK	• **Pengembangan perikanan kolam tanah dan terpal di JBG telah berhasil panen sebanyak 2 ton ikan lele dan 3 ton ikan patin dengan penerima manfaat 49 orang** The development of land ponds and tarpaulins in JBG has harvested 2 tons of catfish and 3 tons of silver catfish with 49 beneficiaries. • **Pengembangan perikanan keramba jaring apung di Embalut telah menambah 100 kotak keramba dan 2 lokasi kolam pembenihan bibit ikan dengan penerima manfaat 93 orang** The development of floating net cages in Embalut has added 100 cage boxes and 2 locations for fish seed hatcheries with 93 beneficiaries. • **TCM dan BEK mengembangkan perikanan air tawar baik di IFS dan lokasi lainnya dengan penerima manfaat lebih dari 65 orang** TCM and BEK developed freshwater fisheries in both in IFS and other locations with beneficiaries of more than 65 people
Pengembangan perkebunan (kelapa sawit, coklat, karet) Plantation development (oil palm, cocoa, rubber)	IMM, TCM, BEK, TDM	• **Dukungan penyerahan 5000 bibit kelapa sawit di 3 Desa dampingan** Support for distribution of 5000 oil palm seedlings in 3 fostered villages
Budidaya jahe gajah Giant ginger cultivation	BEK	• **Pengembangan demplot budidaya jahe gajah di dua desa dampingan dengan total 45 penerima manfaat** Development of giant ginger cultivation demonstration plots in two fostered villages with a total of 45 beneficiaries
Pengembangan ayam petelur Layer poultry farming	BEK	• **Pendampingan perluasan usaha koperasi dampingan dalam budidaya ayam petelur dengan 10 orang anggota kelompok** Mentoring for expansion of fostered cooperatives in the cultivation of laying poultry with 10 group members
Pengembangan peternakan ayam Development of poultry farming	JBG, EMB	• **Pendampingan usaha peternakan ayam pedaging di kelompok dampingan sebanyak 6 kandang yang telah berproduksi sebesar 250 ton pada tahun 2018** Assistance of broiler farms for fostered groups in the form of 6 cages that have produced 250 tons in 2018


JBG
EGG STIMULANT

Kemandirian Ekonomi (UMKM)

Income Generating and Small Business Development (MSMEs)

Program ITM dalam menciptakan kemandirian ekonomi masyarakat meliputi Pengembangan Pupuk Organik Bokashi, Integrated Farming System (IFS), Home Industry Team Indominco Mandiri (HITIM) serta pengembangan produk olahan ikan yang melibatkan ibu-ibu nelayan sebagai pelaku usahanya.

The ITM program in developing Incoming Generating and Small Business comprises the Development of Bokashi Organic Fertilizer, Integrated Farming System (IFS), Indominco Mandiri Home Industry Team (HITIM) and the development of processed fish products involving fisherwomen as business actors.



PENGEMBANGAN PUPUK ORGANIK BOKASHI

Berawal dari aktifitas Peternak Sapi Karang Makmur yang menghasilkan limbah ternak dan belum terkelola dengan baik, ITM melihat tingginya potensi pengembangan kelompok Sumber Makmur untuk memproduksi pupuk organik bokashi. Disisi lain, pengembangan usaha pupuk organik bokashi didukung dengan adanya kebutuhan pupuk untuk rehabilitasi lahan tambang JBG dan kebutuhan pabrik kelapa sawit di sekitar kecamatan Jorong.

Manfaat dalam berbagi nilai / *creating shared value* dalam rantai bisnis JBG membuat program pengembangan pupuk organik bokashi dapat membentuk sinergitas antar perusahaan dengan pelaku usaha lokal.

Di tahun 2018, Desa Karang Rejo telah mendapat pelatihan pembuatan pupuk organik bokashi bersamaan dengan pelatihan integrated farming system. Desa ini telah mampu mengolah pupuk organik bokashi dan menghasilkan pendapatan kotor hingga lebih dari 400 juta rupiah dalam setahun.

DEVELOPMENT OF BOKASHI ORGANIC FERTILIZER

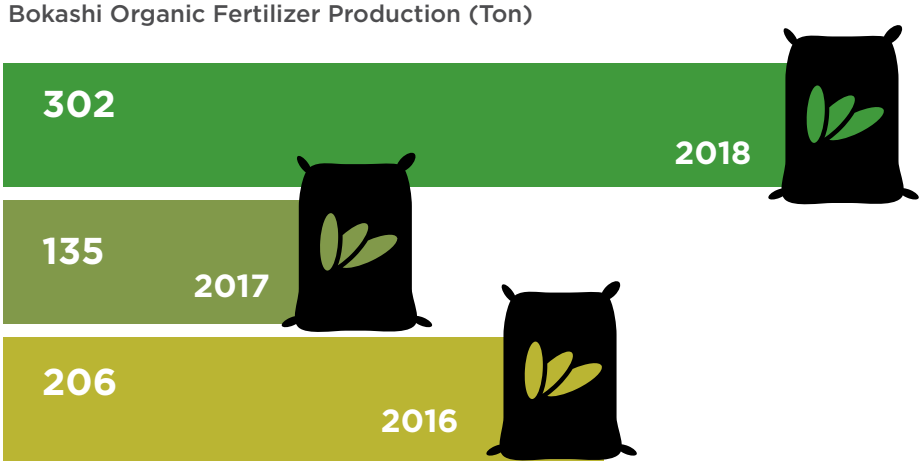
Starting from the activities of Karang Makmur Cow Breeders that generated cattle waste and have not been well managed, ITM saw the high potential for development of the Sumber Makmur group to produce bokashi organic fertilizer. On the other hand, the development of bokashi organic fertilizer business is supported by the need for fertilizer for the rehabilitation of the JBG mine and the need for palm oil plants around Jorong district.

The benefits of Creating Shared Value in JBG business chain have formed a synergy between the company and local businesses in the bokashi organic fertilizer development program.

In 2018, Karang Rejo Village received training in producing bokashi organic fertilizer together with training on integrated farming system. This village has been able to process bokashi organic fertilizer and generated gross income of more than Rp400 million in a year.



Produksi Pupuk Organik Bokashi (Ton)
Bokashi Organic Fertilizer Production (Ton)



TUJUAN
OBJECTIVE

- **Terbangunnya kesadaran ramah lingkungan dan tersedianya suplai pupuk organik bokashi sebanyak 10 ton perbulan**

The establishment of environmentally friendly awareness and the availability of 10 tons of bokashi organic fertilizer per month

PENCAPAIAN 2018
ACHIEVEMENT OF 2018

- **Pupuk organik bokashi telah mencapai produksi 18 ton per bulan. Pupuk ini digunakan untuk kebutuhan reklamasi dan revegetasi lahan di area rehabilitasi PT JBG serta kebutuhan pihak masyarakat sekitar**

Bokashi organic fertilizer has reached production of 18 tons per month. This fertilizer is used for land reclamation and revegetation in the rehabilitation area of PT JBG and the needs of the surrounding community

SISTEM PERTANIAN TERPADU (IFS)
INTEGRATED FARMING SYSTEM (IFS)

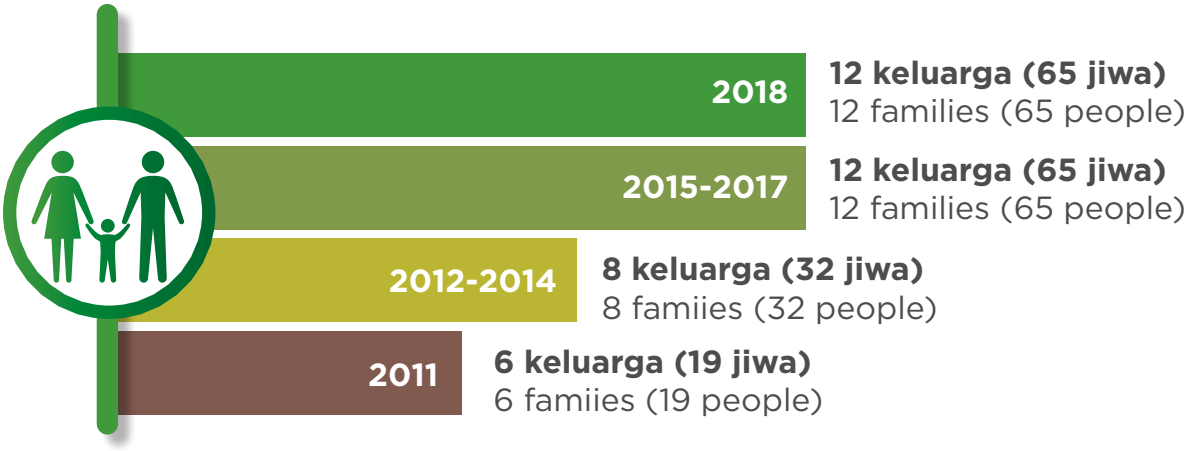
Program IFS dikembangkan ITM bekerja sama dengan Balai Penelitian Teknologi Pertanian (BPTP). Pada tahun 2018, ITM membina IFS di Desa Embalut yang dibina oleh KTD EMB. Melalui IFS, masyarakat dapat membudidayakan tanaman industri dan perkebunan yang terintegrasi dengan perikanan dan peternakan unggas

Untuk jangka panjang, pengembangan IFS diharapkan dapat memegang peran penting dalam merealisasikan Rencana Penutupan Tambang ITM melalui pemanfaatan lahan bekas tambang secara efektif dan efisien.

The IFS program was developed by ITM in collaboration with Center for Agricultural Technology Research (BPTP). In 2018, ITM fostered IFS in Embalut Village through KTD EMB. The community through IFS managed to cultivate industrial plants and plantations that are integrated with fisheries and poultry farming.

For the long term, IFS development is expected to play an important role in realizing the ITM Mine Closure Plan through effective and efficient use of former mines.

Penerima Manfaat IFS
IFS Beneficiaries



HOME INDUSTRY TEAM INDOMINCO MANDIRI (HITIM)

Kegiatan HITIM meliputi pengembangan unit usaha kuliner tradisional bernama Kedai HITIM, pengembangan kelompok perkebunan melon emas, dan pertanian padi varietas unggul. Pengembangan dilakukan melalui beberapa kelompok tani di Desa Teluk Pandan, Kutai Timur. Pada tahun 2018 HITIM yang dikoordinir oleh Kelompok Usaha Bersama berhasil mereplikasi HITIM di KUBE Kasih ibu Kandolo.

HITIM's activities include the development of traditional culinary business unit called Kedai HITIM, the development of a gold melon plantation group, and superior rice varieties farming. The development was carried out through several farmer groups in Teluk Pandan Village, East Kutai. In 2018 HITIM coordinated by the Joint Business Group (KUBE) succeeded in replicating HITIM in KUBE Kasih Ibu in Kandolo.

PENGEMBANGAN PRODUK PENGOLAHAN IKAN
FISH PROCESSING PRODUCT DEVELOPMENT

Sejak Agustus 2016, JBG melakukan pengembangan produk olahan ikan yang melibatkan istri nelayan di Desa Swarangan sebanyak 7 orang dan 34 orang penerima manfaat tidak langsung. Potensi hasil tangkap nelayan yang tinggi mendorong ITM untuk memberikan pelatihan dalam mengolah ikan menjadi berbagai produk seperti amplang dan kerupuk ikan.

Pada tahun 2017, kelompok ini mampu berkembang dengan memasarkan produk olahan ikan di sekitar wilayah kecamatan. Produk olahan ikan yang dihasilkan telah mendapatkan sertifikat Panganan Industri Rumah Tangga (P-IRT) sebagai jaminan kualitas produk. JBG telah mendukung kegiatan pengembangan produk pengolahan ikan dengan menyediakan beragam sarana seperti perbaikan rumah produksi, *freezer*, *sealer* kemasan dan bantuan jaringan pemasaran. Dalam kurun waktu satu tahun, kelompok ini mampu memproduksi produk olahan ikan hingga 900 Kg dengan pendapatan 45 juta rupiah.

Since August 2016, JBG has developed 7 processed fish products involving fishermen's wives in Swarangan Village and 34 indirect beneficiaries. The fishermen's high yield potential has encouraged ITM to provide training in processing fish into various products such as amplang and other fish crackers.

In 2017, this group grew by marketing processed fish products in the surrounding areas of the district. The processed fish products have received certificate of Home Industry- Food (P-IRT) as a guarantee of product quality. JBG has supported the development of fish processing products by providing various facilities such as home production renovation, freezers, packaging sealers and marketing network assistance. Within a year, this group was able to produce processed fish products of up to 900 kg with revenues of Rp45 million.

Sosial Budaya
Culture and Social Development

ITM berupaya menjaga hubungan baik dengan masyarakat yang diwujudkan melalui dukungan kegiatan yang mencakup aspek sosial, budaya dan keagamaan di lingkungan masyarakat. Di tahun 2018, dukungan ITM berikan dalam mempertahankan kekayaan nilai-nilai sosial budaya meliputi:

a. Dukungan kegiatan keagamaan (Idul Fitri, Idul Adha, Natal, Paskah, Nyepi, dsb)
b. Dukungan kegiatan hari-hari besar nasional (Kemerdekaan, hari pahlawan, hari pramuka, dsb)
c. Dukungan masyarakat dalam pentas seni kelompok tari adat di sekolah dan kegiatan adat masyarakat

ITM seeks to maintain good relations with the community and realized it through the support of activities in social, cultural and religious aspects in the community. In 2018, ITM's support in maintaining the wealth of social and cultural values included:

a. Support for religious activities (Eid al-Fitr, Eid al-Adha, Christmas, Easter, Day of Silence or Nyepi, etc.)
b. Support for national holidays (Independence, Heroes' Day, Scout Day, etc.)
c. Community support in art performances of traditional dance groups in schools and customary community activities

Partisipasi Masyarakat Mengelola Lingkungan Berkelanjutan
Sustainable Environment Management

Kegiatan pengembangan lingkungan bertujuan untuk meningkatkan kesadaran pentingnya menjaga kelestarian lingkungan. ITM memiliki program unggulan dalam aspek pengelolaan lingkungan yaitu Program Peduli Sampah melalui 'Bank Sampah'. Permasalahan sampah di Desa Bangun Rejo, Kutai Kertanegara mendorong anak usaha PT Kitadin Embalut (KTD EMB) melaksanakan program pengelolaan sampah yang sudah dimulai sejak 2015. Program pengelolaan sampah diperuntukkan bagi kaum ibu yang merupakan perwakilan orang tua murid di PAUD 'Kasih Bunda'.

Di awal pembentukan, kelompok bank sampah 'Kasih Bunda' beranggotakan 47 orang. Hingga tahun 2018, program bank sampah terus berkembang dan memiliki pos pengumpulan sampah yang tersebar di 11 RT. Kini, sebanyak 415 orang yang terdiri dari kelompok ibu PKK dan ibu pengajian desa telah terlibat dalam pengelolaan bank sampah. Perusahaan berupaya memberikan fasilitas dengan membangun tempat sampah kering, alat transportasi sampah, dan memberikan bimbingan pengelolaan. Dengan semakin besarnya semangat kebersamaan dalam mengelola sampah, masyarakat membentuk kelompok baru di Desa Separi dengan nama 'Separi berseri' ('BERsih, SEhat, Rapi dan Indah').

Selain itu, beberapa kegiatan rutin yang dilakukan diantaranya:

a. Berpartisipasi pada hari lingkungan hidup dengan menyediakan bibit tanaman untuk penghijauan lingkungan masyarakat
b. Menjadi mitra dalam konservasi Taman Nasional Kutai
c. Menanam terumbu karang di Bontang Lestari bermitra dengan Angkatan Laut. Pada tahun 2018, ITM telah menanam 500 titik media dan bibit terumbu karang
d. Menanam mangrove di sepanjang garis pantai Bontang Lestari sebagai upaya pengendalian abrasi dan konservasi laut.

Environmental development activities aim to raise awareness of the importance of protecting the environment. ITM has a highlight program in environmental management, namely the Peduli Sampah or Waste Care Program through the 'Waste Bank'. The problem of garbage in Bangun Rejo Village, Kutai Kertanegara prompted subsidiary PT Kitadin Embalut (KTD EMB) to implement a waste management program that began in 2015. The waste management program is intended for mothers who are student parents' representatives in the early childhood education (PAUD) 'Kasih Bunda'.

At the beginning of the establishment, the waste bank group 'Kasih Bunda' consisted of 47 people. As of 2018, the waste bank program continued to grow and has had garbage collection posts spread across 11 neighborhood units (RT). Currently, as many as 415 people consisting of women of PKK and village Quran recitation members have been involved in the management of waste banks. The company seeks to provide facilities by building dry trash cans, waste transportation vehicles, and management mentoring. With the increasing spirit of togetherness in managing waste, the community formed a new group in the Separi Village under the name 'Separi berseri' ('BERSIH, SEhat, Rapid and Indah' or Clean, Healthy, Neat and Beautiful).

In addition, several regular activities carried out include:

a. Participating in environment day by providing plant seeds for the community's environment greening
b. Joining the conservation of Kutai National Park as partner
c. Planting coral reefs in Bontang Lestari partnering with Navy. In 2018, ITM has planted 500 media spots and coral seedlings
d. Planting mangroves along Bontang Lestari coastline as an effort to control abrasion and marine conservation.

Penguatan Kelembagaan yang menunjang PPM
Community Institutions Development



Perusahaan berupaya untuk memperkuat kelembagaan masyarakat sebagai dasar bagi pengembangan pelatihan dan pengetahuan. Kegiatan yang dilakukan, diantaranya :

a. Penguatan fasilitasi Forum Konsultatif Masyarakat sebagai mitra perusahaan dalam mengembangkan program-program PPM

b. Penguatan Badan Usaha Milik Desa (BumDes) di setiap desa sebagai upaya percepatan kemandirian masyarakat dengan meningkatkan kapasitas dan dan model bisnis BumDes. BumDes ini diharapkan mampu menjadi roda penggerak ekonomi desa dan pelayanan publik

c. Pengembangan koperasi di berbagai desa dampingan sebagai wadah bagi UMKM untuk mendapatkan fasilitas pengembangan usaha. Dengan demikian transfer pengetahuan dan mentoring antar unit usaha mikro dan kecil dapat terus berjalan di masyarakat.

The company seeks to strengthen community institutions as a basis for training and knowledge development. The activities include:

a. Strengthening facilitation of the Community Consultative Forum as the company's partner in developing PPM programs

b. Strengthening Village-Owned Enterprises (BumDes) in each village as an effort to accelerate the community's independence by building the capacity and business model of BumDes. The BumDes is expected to be a driving force for rural economy and public services

c. Development of cooperatives in a number of fostered villages as a forum for MSMEs to access business development facilities. Thus the transfer of knowledge and mentoring between micro and small business units can continue to run in the community.

Infrastruktur Penunjang PPM
Infrastructure Development

Infrastruktur penunjang PPM merupakan infrastruktur yang menunjang kegiatan masyarakat seperti pembangunan jalan, jembatan maupun irigasi sehingga mampu menghubungkan roda perekonomian melalui akses yang mudah dijangkau oleh masyarakat sekitar. Sepanjang tahun 2018, sebanyak 30 pembangunan sarana maupun prasarana telah berhasil dibangun dan juga diperbaiki. Pembangunan ini meliputi pengembangan infrastruktur lokal, seperti jalan, jembatan, kantor desa dan gedung serbaguna, serta bantuan akses infrastruktur listrik bagi masyarakat.

Infrastructure Development is an infrastructure that supports community activities such as the construction of roads, bridges and irrigation as connectivity of the economy through easy access for surrounding community. Throughout 2018, as many as 30 facilities and infrastructure were successfully built and repaired. This development included the development of local infrastructure, such as roads, bridges, village offices and multipurpose buildings, as well as assistance of access to electricity infrastructure for the community.

Beberapa Program ITM dalam Infrastruktur Penunjang PPM
ITM Programs in PPM Supporting Infrastructure

Wilayah Area	**Kegiatan** Activity	**Capaian** Achievement
Swarangan	**Perbaikan Jalan dan TPA** Road Repair and Landfill (TPA)	• **Diperbaikinya jalan dan pembuatan TPA di Desa Swarangan** Repairing the road and making TPA in Swarangan Village
Santan Ulu	**Pembangunan Jembatan** Bridge Construction	• **Terbangunnya jembatan untuk aktivitas ekonomi masyarakat** Bridge has been built for community economic activities
Suka Damai	**Peningkatan jalan usaha tani** Improving farm road	• **Telah selesainya kegiatan peningkatan jalan usaha tani untuk akses pertanian sepanjang 1.700 Meter** The farm road improvement has been completed to farm access of 1,700 meters long
Teluk Pandan	**Pipanisasi irigasi** Irrigation pipe facilities	• **Peningkatan irigasi di Teluk Pandan untuk menunjang pertanian 44 petani** Improved irrigation in Teluk Pandan to support agriculture for 44 farmers
Penarong	**Peningkatan Jalan** Road improvement	• **Peningkatan jalan kampung dengan semenisasi guna peningkatan akses perekonomian masyarakat** Improved village roads with concrete in order to increase access to the community's economy
Bangunrejo, Embalut, Separi, Kertabuana	**Perbaikan jalan desa** Village road repair	• **Perbaikan jalan desa di beberapa titik yang telah rusak berat guna peningkatan akses perekonomian masyarakat** Repaired village roads which at several points had been severely damaged, in order to increase access to the community's economy
Suakong, Empakuq, Muara Bunyut	**Penyambungan dan operasional listrik kampong** Installation and operation of village electricity	• **Terlayaninya lebih dari 600 jiwa dalam pengadaan listrik sebagai kebutuhan penerangan warga masyarakat** More than 600 people have been supplied with electricity to meet the lighting needs for the community

Evaluasi Kinerja
Performance Evaluation

Dalam mengukur kinerja program PPM, Perusahaan melakukan survei kepuasan masyarakat (*community satisfaction index* / CSI). Survei CSI dilaksanakan sebagai tolok ukur efektifitas pelaksanaan program dan sebagai umpan balik bagi Perusahaan dalam melaksanakan dan mengembangkan program PPM. Di tahun 2018, angka CSI mencapai nilai 0,7 yang berarti masyarakat puas terhadap program pengembangan dan pemberdayaan masyarakat yang dijalankan oleh ITM.

In measuring PPM program performance, the company conducts community satisfaction index (CSI) survey. The CSI survey is conducted as benchmark for the effectiveness of program implementation and as feedback for the Company in implementing and developing PPM program. In 2018, CSI was 0.7 which indicated the community's satisfaction towards community development and empowerment programs implemented by ITM.

Kegiatan pengembangan dan pemberdayaan masyarakat didampingi oleh tim Community Development Officer (CDO) sebagai perwakilan perusahaan, yang juga berfungsi untuk mengevaluasi setiap pelaksanaan program. Sepanjang tahun 2018, terdapat 38 anggota CDO.

Community development and empowerment activities are assisted by community development officer (CDO) team as the company's representative, who also serves to evaluate each program implementation. During 2018, there were 38 CDOs.

Sepanjang tahun 2018, kegiatan pengembangan dan pemberdayaan masyarakat telah memberikan manfaat kepada 20.477 penerima manfaat melalui 347 kegiatan pemberdayaan.

Throughout 2018, the community development and empowerment activities have benefited 20,477 beneficiaries through 347 empowerment activities.

Jumlah Kegiatan PPM di Seluruh Wilayah Operasi
Number of PPM Activities at All Areas of Operations

Bidang Program Sector of Program	2018	**Bidang Program** Sector of Program	2017	2016
Pendidikan Education Development	64	**Program Ekonomi** Economy Program	82	72
Kesehatan Health Development	35	**Program Pendidikan** Education Program	26	21
Tingkat Pendapatan Riil atau Pekerjaan Economic Development and Employment	65	**Program Kesehatan** Health Program	11	18
Kemandirian Ekonomi Income Generating and Small Business Development	13	**Program Lingkungan** Environmental Program	4	7

Bidang Program Sector of Program	2018	Bidang Program Sector of Program	2017	2016
Sosial dan Budaya **Culture and Social Development**	107	**Program Infrastruktur** Infrastructure Program	18	35
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Sustainable Environment Management	14	**Program Sosial Budaya dan Hubungan Kemasyarakatan** Cultural Social and Community Relations Program	7	7
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community institutions Development	6			
Pembangunan Infrastruktur yang Menunjang PPM Infrastructure Development	43			
Jumlah Total	347	**Jumlah** Total	148	160

Pembentukan Emergeny Response Team (ERT) Gabungan

Menanggapi beberapa kejadian bencana yang terjadi di Lombok, Palu-Donggala, Banten-Lampung, ITM meningkatkan kembali kesadaran pentingnya penanganan bencana melalui pembentukan ERT Gabungan. ERT Gabungan mengkoordinasikan strategi tanggap darurat antara ERT di *mine site* dan ERT di Jakarta. ERT gabungan tidak hanya difokuskan kepada tanggap darurat di kinerja operasional, tetapi juga dipersiapkan mampu menanggapi bencana alam.

ERT Gabungan memiliki tanggung jawab utama untuk mengevakuasi dan memberikan layanan pengobatan korban bencana alam. Setelah memasuki masa *recovery*, ERT Gabungan dan Departemen CSR memberikan bantuan logistik berupa makanan pokok, genset, terpal/tenda dan obat-obatan, hingga kebutuhan anak balita bagi korban bencana di Lombok, Palu-Donggala, Banten-Lampung. Jumlah realisasi bantuan logistik mencapai Rp600 juta.

Responding to several disasters that occurred in Lombok, Palu-Donggala, Banten-Lampung, ITM raised awareness of the importance of disaster management through the establishment of the Joint ERT. The joint team coordinates emergency response strategies between ERT at mine site and ERT in Jakarta. The joint ERT is not only focused on emergency response in operational performance, but is also prepared to be able to respond to natural disasters.

Joint ERT has the primary responsibility for evacuating and providing medical services for victims of natural disasters. After entering the recovery period, the Joint ERT and CSR Department provided logistics aid, ranging from staple food, generators, tarps/tents and medicines, to the needs of children under five, for disaster victims in Lombok, Palu-Donggala, Banten-Lampung. Total logistics aid realization reached Rp600 million.

Lampiran
Appendix

Jumlah Pekerja Berdasarkan Status, Gender, dan Lokasi
Number of Employees by Status, Gender, and Location [102-8]

Uraian Description	2018				2017				2016			
	WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT Indo Tambangraya Megah	108	32	17	2	771	26	3	0	731	28	9	1
PT Indominco Mandiri	627	94	18	0	101	29	11	1	109	28	17	4
PT Trubaindo Coal Mining	553	97	9	1	632	90	3	0	638	84	18	0
PT Bharinto Ekatama	96	20	5	0	555	88	7	0	562	90	13	1
PT Kitadin	144	26	2	0	148	26	2	0	146	25	3	0
PT Jorong Barutama Greston	131	12	1	0	97	14	1	0	100	15	1	0
PT Tambang Raya Usaha Tama	767	25	9	1	130	13	1	0	131	13	1	0
PT Gasemas	28	5	3	0	17	2	0	0	0	0	0	0
PT Nusa Persada Resources	2	0	0	0								
PT ITM Banpu Power	6	1	1	1								
PT Tepian Indah Sukses	1	0	0	0								
Jumlah Total	2,463	312	65	5	2,451	288	28	1	2,417	283	62	6
	2,775		70		2,739		29		2,700		68	
	2,844				2,768				2,768			

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

Uraian Description	2018		2017		2016	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
PT Indo Tambangraya Megah	129	30	552	248	534	235
PT Indominco Mandiri	695	44	120	22	116	42
PT Trubaindo Coal Mining	619	41	706	19	696	44
PT Bharinto Ekatama	104	17	593	57	607	59
PT Kitadin	159	13	165	11	166	8
PT Jorong Barutama Greston	136	8	97	15	106	10
PT Tambang Raya Usaha Tama	628	174	140	4	142	3
PT Gasemas	12	24	2	17	-	-
PT Nusa Persada Resources	0	2				
PT ITM Banpu Power	3	6				
PT Tepian Indah Sukses	1	0				
Jumlah Total	2,486	359	2,375	393	2,367	401
	2,844		2,768		2,768	

Jumlah Pekerja Berdasarkan Lokasi Point of Hire
Number of Employees Based on Point of Hire Location [102-8]

Wilayah Area	2018	2017	2016
Kalimantan Timur East Kalimantan	2,018	2,011	1,991
Kalimantan Selatan South Kalimantan	113	119	112
Luar Kalimantan Outside Kalimantan	714	638	665
Jumlah Total	2,844	2,768	2,768

Jumlah Pekerja Berdasarkan Tingkat Pendidikan
Number of Employees Based on Level of Education [102-8]

Pendidikan Education	2018		2017		2016	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
SD Elementary School	71	14	76	14	80	15
SMP Junior High School	141	6	153	6	152	7
SMA Senior High School	1,419	53	1,449	54	1,415	58
D3 Associate's Degree	189	55	190	55	197	59
S1 Bachelor's Degree	605	161	563	148	585	138
S2 Master's Degree	47	15	47	12	45	12
S3 Doctoral's Degree	4	0	1	0	5	0
Others Others	52	13	76	14	80	15
Jumlah Total	2,528	317	2,479	289	2,479	289
	2,844		2,768		2,768	

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

Entitas Entity	0 – 5	6 - 11	12 - 17	18 - 23	24 - 29	>30	Jumlah
PT Indo Tambangraya Megah	51	70	24	7	6	1	159
PT Indominco Mandiri	111	192	79	304	50	3	739
PT Trubaindo Coal Mining	99	238	312	7	3	1	660
PT Bharinto Ekatama	53	33	29	5	1	0	121
PT Kitadin	23	97	8	19	20	5	172
PT Jorong Barutama Greston	10	27	91	15	1	0	144
PT Tambang Raya Usaha Tama	299	346	88	56	11	2	802
PT Gasemas	35	0	1	0	0	0	36
PT Nusa Persada Resources	2	0	0	0	0	0	2
PT ITM Banpu Power	9	0	0	0	0	0	9
PT Tepian Indah Sukses	0	0	1	0	0	0	1
Total	692	1,003	633	413	92	12	2,844

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

Kelompok Umur Age Group	2018		2017		2016	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
18 - 25	71	14	76	14	80	15
26 - 35	141	6	153	6	152	7
36 - 45	1,419	53	1,449	54	1,415	58
46 - 55	189	55	190	55	197	59
>56	605	161	563	148	585	138
Jumlah Total	2,528	317	2,479	289	2,479	289
	2,844		2,768		2,768	

Perputaran Pekerja Berdasarkan Latar Belakang
Employee Turnover Based on Condition

Jumlah dan Latar Belakang Pekerja Meninggalkan Perusahaan Tahun 2018* Number and Reason for Workers Leaving the Company in 2018*							
Entitas Entity	Jumlah pekerja Number of workers	Undur diri Resign	Migrasi Migrate	Alasan kesehatan Unfit to work	Meninggal Death	Jumlah Total	Persentase Percentage
PT Indo Tambangraya Megah	739	14	0	0	0	14	1.9%
PT Indominco Mandiri	660	10	0	0	2	12	1.8%
PT Trubaindo Coal Mining	121	6	0	0	2	8	6.6%
PT Bharinto Ekatama	144	0	0	0	1	1	0.7%
PT Kitadin	172	3	0	0	0	3	1.7%
PT Jorong Barutama Greston	802	18	0	0	2	20	2.5%
PT Tambang Raya Usaha Tama	159	2	1	0	0	3	1.9%
PT Gasemas	36	14	0	0	0	14	38.9%
PT Nusa Persada Resources	2	0	0	0	0	0	0.0%
PT ITM Banpu Power	9	0	0	0	0	0	0.0%
PT Tepian Indah Sukses	1	0	0	0	0	0	0.0%
Jumlah Total	2,844	67	1	0	7	75	2.6%

* Pengunduran diri sukarela | Voluntary Resign
** Jumlah pekerja akfif per tanggal 31 Desember 2018 | Total employees as of December 31, 2018

Perputaran Pekerja
Employee Turnover

Jumlah dan Persentase Pekerja Meninggalkan Perusahaan* Number and Percentage of Workers Leaving the Company*			
Tahun **Year**	Total Pekerja Total Workers	Jumlah Pekerja Meninggalkan Perusahaan Number of Workers Leaving the Company	Persentase Percentage
2018	2,845	75	2.6%
2017	2,768	65	2.3%
2016	2,768	61	2.2%

* Pengunduran diri sukarela | Voluntary Resign
** Jumlah pekerja akfif per tanggal 31 Desember 2018 | Total employees as of December 31, 2018

Jam Pelatihan Berdasarkan Gender
Training Hours based on Gender

Kelompok Umur Age Group	Jam Pelatihan Training Hours		Jumlah pekerja yang memperoleh pelatihan Total Employees Receiving Training		Rata-rata jam pelatihan per pekerja Average Training Hours per Employee	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT Indo Tambangraya Megah	5,728	1,024	243	50	4%	5%
PT Indominco Mandiri	1,424	456	60	22	4%	5%
PT Trubaindo Coal Mining	312	48	15	3	5%	6%
PT Bharinto Ekatama	2,888	144	81	7	3%	5%
PT Kitadin	3,152	480	100	14	3%	3%
PT Jorong Barutama Greston	12,608	624	517	16	4%	3%
PT Tambang Raya Usaha Tama	2,744	464	78	15	3%	3%
PT Gasemas	120	24	4	1	3%	4%
PT Nusa Persada Resources	0	0	0	0	-	-
PT ITM Banpu Power	64	112	2	2	3%	2%
PT Tepian Indah Sukses	0	0	0	0	-	-
Jumlah Total	29,040	3,376	1,100	130	4%	4%
	32,416		1,230			

• TIS & NPR belum beroperasi dan berproduksi.
* TIS & NPR not yet in operation

Jumlah kecelakaan kerja
Number of Occupational Accident [403-2]

WIUP [1]	2018			2017			2016		
	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor
PT Bharinto Ekatama	1	0	0	0	0	0	1	1	0
PT Kitadin Embalut	0	0	0	0	1	0	0	0	0
PT Kitadin Tandung Mayang	0	0	0	0	0	0	0	0	0
PT Indominco Coal Mining	0	4	0	0	2	0	0	2	0
PT Jorong Barutama Greston	0	0	1	0	1	0	0	0	1
PT Trubaindo Coal Mining	0	2	0	0	2	0	0	1	0
Jumlah Total	1	6	1	0	6	0	1	4	1

[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 and Lost Day Rate [403-2]

Kelompok Umur Age Group	2018		2017		2016	
	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate
PT Bharinto Ekatama	0.13	777.87	0.00	0.00	0.35	1064.00
PT Kitadin Embalut	0.00	0.00	0.36	6.12	0.00	0.00
PT Kitadin Tandung Mayang	0.00	0.00	0.00	0.00	0.00	0.00
PT Indominco Coal Mining	0.18	0.71	0.09	256.81	0.10	0.57
PT Jorong Barutama Greston	0.39	1.16	0.46	27.44	0.48	0.48
PT Trubaindo Coal Mining	0.11	0.55	0.10	303.00	0.05	1.26
Jumlah Total	0.15	111.69	0.11	221.12	0.12	117.39

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

Independent Assurance Statement [102-56]

Lloyd's Register LRQA

LRQA Assurance Statement

Relating to PT. Indo Tambangraya Megah Tbk's environmental and social indicators within the Sustainability Report for the calendar year 2018

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 2018 ("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	Fatal, Injury Frequency Rate (IFR), and Lost Day Rate (LDR) only.

- 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 Trubaindo Coal Mining (TCM) at Kalimantan.

This document is subject to the provision on page 2.

Lloyd's Register LRQA

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 the social performance indicators
  - additional attention should be taken on fuel consumption data provided by subcontractors to ensure its accuracy.

- 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, especially relevant subsidiaries and offices.

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: 14 February 2019

Opart Charuratana
LRQA Lead Verifier

On behalf of Lloyd's Register Quality Assurance Ltd.
Lloyd's Register International (Thailand) Limited
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Klongton, Klongtoey, Bangkok 10110 THAILAND

LRQA reference: BGK00000233B

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Referensi POJK dan Indeks Isi GRI

POJK References and GRI Content Index [102-55]

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
GRI 101: Dasar 2016 GRI 101: Foundation 2016				
Pengungkapan Umum General Disclosures				
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	102-1	Nama Organisasi Name of the organization	24	Pengungkapan ini lengkap This disclosure cannot be omitted
	102-2	Kegiatan, merek, produk, dan jasa Activities, brands, products, & services	24	
	102-3	Lokasi kantor pusat Location of headquarters	24	
	102-4	Lokasi operasi Location of operations	29-31	
	102-5	Kepemilikan dan bentuk hukum Ownership and legal form	25	
	102-6	Pasar yang dilayani Markets served	32-33	
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	102-11	Pendekatan atau Prinsip Pencegahan Precautionary Approach or Principle	42-45	
	102-12	Inisiatif eksternal External initiatives	34	
	102-13	Keanggotaan asosiasi Membership of associations	34-35	
	102-14	Pernyataan dari pembuat keputusan senior Statement from senior decision maker	8	
	102-16	Nilai, prinsip, standar, dan norma perilaku Values, principles, standards, and norms of behavior	36-37, 91	
	102-18	Struktur tata kelola Governance structure	40	
	102-20	Organ tata kelola tertinggi bertanggung jawab atas kinerja keberlanjutan Executives responsible for sustainability performance	42-43	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	Pengungkapan Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	102-40	Daftar kelompok pemangku kepentingan List of stakeholder groups	48-49	Pengungkapan ini lengkap This disclosure cannot be omitted
	102-41	Perjanjian perundingan kolektif Collective bargaining agreements	100	
	102-42	Mengidentifikasi dan memilih pemangku kepentingan Identifying and selecting stakeholders	48-49	
	102-43	Pendekatan terhadap keterlibatan pemangku kepentingan Approach to stakeholder engagement	48-49	
	102-44	Topik utama dan masalah Key topics and concerns raised	48-49	
	102-45	Entitas yang termasuk dalam laporan keuangan dikonsolidasi Entities included in the consolidated financial statements	61	
	102-46	Menetapkan isi laporan dan Batasan topik Defining report content and topic Boundaries	16, 20	
	102-47	Daftar topik material List of material topics	19, 20	
	102-48	Penyajian kembali informasi Restatements of information	15	
	102-49	Perubahan dalam pelaporan Changes in reporting	19	
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	102-51	Tanggal laporan terbaru Date of most recent report	15	
	102-52	Siklus pelaporan Reporting cycle	15	
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	102-54	Kesesuaian dengan Standar GRI In accordance with the GRI Standards	15	
	102-55	Indeks isi GRI GRI content index	15, 140	
	102-56	Assurance oleh pihak eksternal External assurance	15, 138	

Keterangan | 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 GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
POJK 51/ OJK.03/2017	2.	Ikhtisar kinerja aspek keberlanjutan An overview of the sustainability performance aspect	6	Pengungkapan ini lengkap This disclosure cannot be omitted
	5.a	Tugas bagi Direksi dan Dewan Komisaris terkait kinerja keberlanjutan Board of Directors and Board of Commissioners duties on sustainability performance	42-43	
	5.b	Pengembangan kompetensi anggota Direksi terkait kinerja keberlanjutan Competency development of the Board of Directors' members related to sustainability performance	42, 75, 92	
	5.c	Penjelasan mengenai prosedur Perusahaan Publik dalam mengendalikan risiko keberlanjutan Explanation on Public Company procedures in controlling sustainability risk	43-45	
	5.e	Permasalahan terkait kinerja keberlanjutan Issues related to sustainability performance	43-45, 50-51	
	6.a	Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik Activities to build a sustainability culture in the internal Public Company	42, 90-92	
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 and boundaries	20, 50-51	Pengungkapan ini lengkap This disclosure cannot be omitted
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	50-51	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	50-51	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
GRI 403: Kesehatan dan Keselamatan Kerja 2016 GRI 403: Occupational Health & Safety 2016	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	102-103, 136-137	Informasi tidak tersedia untuk 403-2 [Absantee Rate, Occupational Disease Rate, dan Injury Frequency Rate di kantor dan aktivitas barging]. Sistem informasi kinerja K3 dicatat berdasarkan KEPMEN ESDM 1827K/30/MEM/2018. Penerapan GRI 403 (2018) akan dilaporkan di tahun 2020. Information unavailable for 403-2 [Absantee Rate, Occupational Disease Rate, and Injury Frequency rate in corporate office & contractor for barging activity]. Safety performances are recorded according to Minister of Energy and Mineral Resources Decree KEPMEN 1827K/30/MEM/2018. The application of GRI 403 (2018) will be disclosed in 2020.
	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	100, 104-106	Pengungkapan ini lengkap This disclosure cannot be omitted
POJK 51/ OJK.03/2017	6.c.2.c	Lingkungan bekerja yang layak dan aman Decent and safe working environment	97-106	
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	20, 50-51	Pengungkapan ini lengkap This disclosure cannot be omitted
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	50-51	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	50-51	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
GRI 413: Komunitas Lokal 2016 GRI 413: Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	110-115, 130-131	Pengungkapan ini lengkap This disclosure cannot be omitted
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	110, 114	Pengungkapan ini lengkap This disclosure cannot be omitted
	6.c.3.c	TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat Social and environmental responsibility on sustainable development goals includes the types and achievements of community empowerment program activities.	56, 110, 115-129	
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	20, 50-51	Pengungkapan ini lengkap This disclosure cannot be omitted
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	50-51	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan evaluasi]. Rencana target kinerja akan dibangun pada 2019. Information unavailable for 103-2 & 103-3 [management approach on target, strategy, and evaluation]. The target performance is planned to be established in 2019.
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	50-51	
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	61	Pengungkapan ini lengkap This disclosure cannot be omitted

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
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	51-53, 61	Pengungkapan ini lengkap This disclosure cannot be omitted
	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 Company's commitment to provide equal products and/ or services for consumers	64-67	Pengungkapan ini lengkap This disclosure cannot be omitted
	6.f.1	Inovasi dan pengembangan Produk Berkelanjutan Innovation and development of Sustainable Products	64-67	
	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	65-67	
	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	64-67	
	6.f.4	Jumlah produk yang ditarik kembali dan alasannya Number of products withdrawn and the reason	67	
	6.f.5	Survei kepuasan pelanggan Customer satisfaction survey	65	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
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	20, 50-51	Pengungkapan ini lengkap This disclosure cannot be omitted
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	50-51	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan evaluasi]. Rencana target kinerja akan dikembangkan pada 2019. Information unavailable for 103-2 & 103-3 [management approach on target, strategy, and evaluation]. The target performance is planned to be established in 2019.
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	50-51	
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	86-87	Pengungkapan ini lengkap This disclosure cannot be omitted
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 efluen yang dihasilkan berdasarkan jenis The amount of waste and effluent produced by type	81, 86-87	Pengungkapan ini lengkap This disclosure cannot be omitted
	6.e.5.b	Mekanisme pengelolaan limbah dan efluen Waste and effluent management mechanism	80-81, 85-87	
	6.e.5.c	Tumpahan yang terjadi (jika ada) Spill occurring (if any)	51, 81	
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	20, 50-51	Pengungkapan ini lengkap This disclosure cannot be omitted
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	50-51	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	50-51	
GRI 304: Biodiversity 2016 GRI 304: Keanekaragaman Hayati 2016	304-4	Habitat yang dilindungi atau direstorasi Habitats protected or restored	73	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
POJK 51/ OJK.03/2017	6.d.1	Biaya Lingkungan Hidup Environmental costs	70, 71	Pengungkapan ini lengkap This disclosure cannot be omitted
	6.e.2	Kegiatan atau wilayah operasional yang menghasilkan dampak lingkungan hidup Activities or operational areas that have an impact to the surrounding environment	72-73	
	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	74	
	6.e.3.b	Upaya konservasi keanekaragaman hayati Efforts to conserve biodiversity	73-75	
	6.e.6	Jumlah dan materi pengaduan Lingkungan Hidup yang diterima dan diselesaikan Number and material of the environmental complaints received and completed	43	
Energi Energy				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan Batasannya Explanation of the material topics	20, 50-51	Pengungkapan ini lengkap This disclosure cannot be omitted
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	50-51	Informasi tidak tersedia untuk 103-2 & 103-3 [pendekatan manajemen pada target, strategi, pencapaian, dan evaluasi]. Target kinerja akan dikembangkan pada tahun 2019. Information unavailable for 103-2 & 103-3 [management approach on target, strategy, and evaluation]. The target on energy efficiency is plan to be established in 2019.
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	50-51	
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	82	Pengungkapan ini lengkap This disclosure cannot be omitted
POJK 51/ OJK.03/2017	6.d.3.a	Jumlah dan intensitas energi Number and intensity of energy	82	
	6.d.3.b	Upaya dan pencapaian efisiensi energi, termasuk sumber energi terbarukan Efforts and achievements of energy efficiency, including renewable energy sources	82	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
Emisi Emission				
GRI 103: Management Approach 2016	103-1	Penjelasan topik material dan Batasannya Explanation of the material topics	20, 50-51	Pengungkapan ini lengkap This disclosure cannot be omitted
	103-2	Pendekatan manajemen dan komponennya The management approach and its components	50-51	
	103-3	Evaluasi pendekatan manajemen Evaluation of the management approach	50-51	
GRI 305 : Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	84	Informasi tidak tersedia untuk 305-1 & 305-2 (Gas SF6 dalam perhitungan). Perhitungan gas Sulphur hexafluoride belum terhitung karena spesifikasi pipa untuk proses pembakaran masih dalam konfirmasi ke vendor. Informasi akan dilengkapi dalam SR 2019. Information unavailable for 305-1 [SF6 Gases included in calculation]. Our sulphur hexafluoride recharged data are not available due to the tube specification for combustion is under vendor confirmation. This data will be included in SR 2019.
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	84	Pengungkapan ini lengkap This disclosure cannot be omitted
	305-4	Intensitas emisi GRK GHG emissions intensity	84	
POJK 51/ OJK.03/2017	6.e.4.a	Jumlah dan intensitas emisi berdasarkan jenisnya Number and intensity of emissions by type	83-84	
	6.e.4.b	Upaya dan pencapaian dalam penurunan emisi Efforts and achievements of emission reduction	83, 85	

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Lembar Umpan Balik

Laporan Keberlanjutan 2018 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
- ◯ Pekerja
- ◯ Pemerintah
- ◯ Media
- ◯ Mitra usaha
- ◯ Masyarakat dan komunitas
- ◯ Lain-lain, mohon sebutkan: .....

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

① Laporan ini mudah dimengerti	◯ Ya	◯ Tidak
② Laporan ini bermanfaat bagi Anda	◯ Ya	◯ Tidak
③ Laporan ini sudah mengambarkan Kinerja Perusahaan dalam pembangunan berkelanjutan	◯ Ya	◯ Tidak

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)

- ◯ Keselamatan dan Kesehatan Kerja
- ◯ Kinerja Ekonomi
- ◯ Keanekaragaman Hayati
- ◯ Komunitas Lokal
- ◯ Limbah Padat dan Cair
- ◯ Emisis Gas Rumah Kaca (GRK)

Terima kasih atas partisipasi Anda.
Mohon agar Lembar Umpan Balik ini dikirimkan kembali ke alamat:

Corporate Secretary
PT INDO TAMBANGRAYA MEGAH TBK [102-53]
Pondok Indah Office Tower III, Lt. 3
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Feedback Form

The 2018 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: .....

PLEASE SELECT YOUR ANSWER ACCORDING TO QUESTIONS BELOW.

① The report is comprehensible.	◯ Yes	◯ No
② This report is useful to you.	◯ Yes	◯ No
③ This report describe Company's performance in sustainability development.	◯ Yes	◯ No

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)

- ◯ Occupational Health and Safety
- ◯ Economic Performance
- ◯ Biodiversity
- ◯ Local Communities
- ◯ Effluent and Waste
- ◯ Greenhouse Gas (GHG) Emission

Thank you for your participation.
Kindly send this feedback form to address follows:

Corporate Secretary
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VALUE CREATION, CULTURE INTEGRATION

MENCIPTAKAN NILAI, MENGINTEGRASIKAN BUDAYA

2018
Laporan Keberlanjutan
Sustainability Report

PT INDO TAMBANGARAYA MEGAH TBK

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