2019

Laporan Keberlanjutan
Sustainability Report

SUSTAINABLE DEVELOPMENT GOALS

CHANGE AT THE HEART OF SUSTAINABILITY

Perubahan Sebagai Kunci dari Keberlanjutan



ITM
PT Indo Tambangraya Megah Tbk



SANGGAHAN DAN BATASAN TANGGUNG JAWAB:
Laporan ini berisi pernyataan-pernyataan yang dapat dianggap sebagai pandangan masa depan *(forward looking statements)* sehingga hasil-hasil nyata Perusahaan, 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 dan 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.

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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.

PERUBAHAN SEBAGAI PENGGERAK DARI KEBERLANJUTAN

Change at the Heart of Sustainability



Perubahan menuju kinerja yang efisien dan berkelanjutan adalah kunci bagi PT Indo Tambangraya Megah Tbk (ITM) untuk mengelola tantangan di industri batubara yang sangat dinamis. Transformasi digital yang telah memasuki fase 3 berhasil meningkatkan efektifitas operasi dan memberikan potensi tambahan produksi. Di bawah kelola Direktorat Sustainability & Risk Management (S&RM) dan sinergi antar fungsi lainnya, ITM membangun kinerja keberlanjutan yang semakin terarah menuju target kinerja untuk memberikan manfaat dan pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Meskipun kondisi pasar, khususnya bisnis batubara sangat menantang, ITM tetap berkomitmen dan melakukan perubahan kinerja yang lebih baik untuk masa depan. Sesuai dengan nilai inti 'Banpu Heart', perubahan untuk keberlanjutan telah menjadi jantung dari organisasi untuk mempersiapkan ITM menjadi perusahaan yang tangguh, siap menghadapi tantangan, menjadi perusahaan "Energy Solution".

Efficiency and sustainability are the key considerations for PT Indo Tambangraya Megah Tbk (ITM) management to face the challenges in a very dynamic coal industry. The digital transformation has completed its 3 phases successfully in increasing operational effectivity and production. Under the management of the Directorate of Sustainability & Risk Management (S&RM), as well as the collaboration among all functions, ITM has institutionalized the sustainability performance of the company. In achieving the targets it contributes to 'shared value' and benefiting its stakeholders and neighboring communities, thus, achieve a broader Sustainable Development Goals (SDGs).

Despite the challenging economic conditions, particularly in coal business, ITM continues to commit and strive for a better performance and a better future. In accordance with the core values namely 'Banpu Heart', change for sustainability has been at the heart of our organization to equip ITM to be a better and ready to face a challenges and transform ITM into an 'energy solution' company.

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IKHTISAR KINERJA KEBERLANJUTAN

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PERTUMBUHAN EKONOMI
Economic Growth

Produksi Batubara
Coal Production

6% ▲

2019	23.4
2018	22.1
2017	21.8

Juta Tons
Million Tons

Cadangan Batubara
Coal Reserves

7% ▼

2019	330.9
2018	354.0
2017	253.5

Juta Tons
Million Tons

Pendapatan Bersih
Net Revenue

14% ▼

2019	1,716
2018	2,007
2017	1,689

Juta USD
Million USD

PELESTARIAN LINGKUNGAN HIDUP*
Environmental Preservation*

Intensitas Energi
Energy Intensity

10.5% ▲

2019	0.51
2018	0.57
2017	0.55

GJ/ton

Intensitas Emisi GRK
GHG Emmision Intensity

18.2% ▲

2019	0.09
2018	0.11
2017	0.09

Ton CO_2 eq/Ton

Intensitas Air
Water Intensity

0.0%

2019	0.24
2018	0.24
2017	0.22

M^3/Ton

Pengelolaan Limbah Secara 3R
Waste Management by 3Rs

400.0% ▲

2019	67
2018	13,4
2017	44

%

Penanaman Pohon di Area Terganggu
Tree Planted in Disturbed Area

41.1% ▲

2019	1,046,050
2018	741,310
2017	682,154

Pohon
Tree

Luas Lahan Revegetasi
Revegetation Area

40.7% ▲

2019	826
2018	587
2017	494

ha

* **Di tahun 2019, ITM melengkapi perhitungan energi dan emisi secara operational of control dengan penggunaan biofuel. Hal serupa juga dilakukan dalam perhitungan limbah dengan menambah pencatatan jenis limbah baru, seperti oli bekas dan aki bekas.**
* In 2019, ITM impoved the scope of calculation in energy and the emission calculations based on the operation of control along with the usage of biofuel The same improvement has also been done for the waste calculation by increasing the type of recordable waste sources, such as used oil and used batteries.

PENGEMBANGAN KETENAGAKERJAAN
Manpower Development

Rasio Tenaga Kerja Lokal (Kalimantan)
Local Manpower Ratio (Kalimantan)
1.3% ▼

2019	74
2018	75
2017	77

%

Jam Pelatihan Setiap Pekerja
Training Hours per Employee
38.5% ▼

2019	16
2018	26
2017	33

Jam/Pekerja
Hours/Emplloyees

Jumlah Kecelakaan Kerja ITM & Kontraktor
Total Work Accidents of ITM & Contractors
37.5% ▼

2019	11
2018	8
2017	6







PENGEMBANGAN DAN PEMBERDAYAAN MASYARAKAT (PPM)
Community Development & Empowerment

Jumlah Desa Dampingan
Total Fostered Villages
0%

2019	43
2018	43
2017	43

Desa
Villages

Penyerapan Dana PPM
PPM Budget Utilization
2.4% ▼

2019	24.7
2018	25.3
2017	19.4

Miliar Rupiah
Billion Rupiah

Jumlah Kegiatan PPM
Number of Community Development Activity
19.0% ▼

2019	281
2018	347
2017	148

Kegiatan
Activities

▲ Warna hijau menyatakan peningkatan / increase
▼ Warna merah menyatakan penurunan / decrease

SAMBUTAN DIREKTUR UTAMA [102-14]

Message from President Director

Ketika perusahaan tambang mengelola keanekaragaman hayati dan melakukan perubahan sebagai kunci untuk masa depan, di tengah berbagai tantangan, itulah komitmen kami menuju keberlanjutan

When mining company manage biodiversity and make significant changes to the future landscape, despite various challenges, that is our commitment toward sustainable development.



Kirana Limpaphayom
Direktur Utama
President Director

Pemangku kepentingan yang kami hormati,

Tahun 2019 adalah tahun yang penuh tantangan bagi industri batubara dan bagi industri ekstraktif secara umum di Indonesia. Penurunan harga batubara telah memberikan tekanan bagi perusahaan pertambangan dan pemangku kepentingan. Di tengah kondisi ini, kami tetap berupaya untuk mempertahankan komitmen keberlanjutan di semua aspek operasional. ITM telah mengambil langkah-langkah strategis untuk mengelola biaya sebaik mungkin, memanfaatkan teknologi digital sebagai bagian dari efisiensi, dan memprioritaskan proyek yang memberikan nilai tambah di masa depan.

Untuk memetakan potensi dan isu keberlanjutan, ITM memiliki Direktorat Sustainability & Risk Management (S&RM) yang menentukan langkah-langkah penting untuk menerapkan kinerja *triple bottom line*. Melalui Direktorat S&RM, kami membangun sinergi yang terkelola antar fungsi dan berhasil merumuskan sejumlah target kinerja tahunan berdasarkan aspek lingkungan, sosial dan tata kelola (LST). Di tahun ini, kami juga telah menentukan program kerja yang mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Di tahun mendatang, kami akan mengklasifikasikan rencana kerja yang menciptakan shared value dan added value. Program-program unggulan ini akan kami prioritaskan untuk membangun identitas perusahaan ITM.

Dear respected stakeholders,

The year of 2019 has been a year full of challenges for the Indonesian coal and extractive industries in general. The decline in coal prices has put pressure on mining companies and their stakeholders. In the midst of these conditions, we continue to strive to maintain our commitment to sustainability in all aspects of our operations. ITM has taken strategic steps to manage costs, utilize digital technology to increase efficiency, and prioritize projects that will provide added values in the future.

For mapping the potential and sustainability issues ITM has established Directorate for Sustainability & Risk Management (S&RM) which defined the important measures to achieve a triple bottom line performance. Through the S&RM Directorate, we built a synergy across departments and successfully formulate a number of annual performance targets which are based on environmental, social and governance (ESG) aspects. This year, we have also established a work plan which supports the achievement of the Sustainable Development Goals (SDGs). For the coming year, we will identify from our work plans the items that create shared and added values. We will prioritize these excellent programs to strengthen ITM corporate identity.

Sinergi antar fungsi ini tidak terlepas dari kemampuan teknologi yang mendukung pengelolaan proses operasi yang terpadu. Sejak 2018, kami telah mengawali investasi pada proses digitalisasi dan membentuk fungsi Digital Center of Excellence (DCOE). Digitalisasi dan keberlanjutan telah menjadi penggerak perubahan untuk mempersiapkan ITM di masa depan dengan melakukan diversifikasi bisnis menjadi "energy solution".

OPTIMALISASI PERTAMBANGAN YANG UNGGUL

Di tahun 2019, 3 fase transformasi digital telah diselesaikan yang mencakup yaitu Melak Digital Center (MDC), Mine Operation Collaboration Application (MOCA), Coal Hauling Tracking, Pit-slope Monitoring Application (PMA), dan Joint Contractor Operations Improvement (JCOI) telah berhasil diselesaikan. Keseluruhan sistem yang terintegrasi pada MDC memungkinkan tim di lapangan memantau informasi rencana dan pelaksanaan tambang, pengangkutan batubara, hingga kinerja kontraktor secara digital. Monitoring kinerja di lapangan dapat dilakukan secara visual dan real time di MDC Control Room.Pengelolaan yang efisien di seluruh rantai pasokan telah memberikan tambahan produksi batubara. Produksi batubara tahun 2019 mencapai 23,4 juta ton atau 98% dari target produksi.

MEMBANGUN SUMBER DAYA MANUSIA

Melalui transisi penggunaan teknologi digital yang lebih handal, ITM berusaha membangun sistem pembelajaran mandiri yang sesuai dengan potensi lokal dan kebutuhan pekerja di masing-masing wilayah izin usaha pertambangan, maupun di unit bisnis lainnya Pengembangan sistem Human Capital Management Process telah memasuki fase I dan berhasil melengkapi database HR dengan cloud system. Sistem ini memampukan setiap pekerja untuk mendapat akses informasi secara komperhensif dan terintegrasi. Manfaat sistem ini akan lebih dirasakan ketika memasuki fase II di tahun 2020 karena proses rekrutmen dapat dilakukan secara digital.

Disertai dengan perubahan nilai inti 'Banpu Heart', ITM memperbarui semangat pekerja untuk dapat beradaptasi terhadap perubahan. Di tahun 2019, perubahan membangun SDM yang kreatif dan bernilai ini kami lanjutkan dengan mentransformasi program Kelompok Peningkatan Aktivitas Kerja (KOMPAK) menjadi Innovation on Future Initiative and Creativity (Infinity). Selain itu, kami memprioritaskan peningkatan kapasitas yang mengarah pada design thinking, advanced analytics, dan revolusi industri 4.0.

PROYEK PENGEMBANGAN PLTS

Di tahun 2019, ITM mulai mengembangkan sumber energi terbarukan untuk kebutuhan proses bisnis dengan investasi teknologi panel surya. PT Indominco Mandiri (IMM) sudah membangun 3MW *Solar Hybrid Plant* dan sudah dalam tahap *Commercial Operation Date (COD)* pada akhir tahun 2019 dan direncanakan beroperasi penuh untuk konsumsi internal IMM pada 2020. Investasi ini merupakan salah satu upaya ITM dalam meningkatkan efisiensi energi, mengurangi emisi, dan mendukung pencapaian TPB nomor 13. Penanganan Perubahan Iklim.

Synergy across functions is inseparably linked to the technological capabilities to support managing integrated operations processes. Since 2018, we have started investing in the digitalization process and created the Department of Digital Center of Excellence (DCOE). Digitalization and sustainability have been the drivers of change to prepare ITM for the future by diversifying our business towards "energy solution".

EXCELLENT MINING OPTIMIZATION

In 2019, 3 phases digital transformation has been completed, covering Melak Digital Center (MDC), Mine Operation Collaboration Application (MOCA), a Coal Hauling Tracking, a Pit-slope Monitoring Application (PMA) and a Joint Contractor Operations Improvement (JCOI) have been successfully completed. The system which is integrated in MDC allows the field team to monitor information on mine plans and implementation, coal hauling, and contractor performance digitally. Performance monitoring in the field can be done visually and in real time in the MDC Control Room. The efficient management throughout the supply chain has led to increased coal production. Hence, the coal production in 2019 has reached 23.4 million tons or 98% of the production target.

BUILDING HUMAN RESOURCES

Through the usage of reliable digital technology, ITM seeks to build independent learning systems tailored to the local potential and the needs of the staff in each mining business permit area, and other bussiness units. Phase 1 of the digitalization process included the development of the Human Capital Management Process and an HR database that is connected to the cloud. This system enables every worker to access comprehensive and integrated information. In 2020 when entering Phase II, the system benefits will increase, as the recruitment process may be conducted digitally.

Along with the introduction of the 'Banpu Heart' core values ITM renewed the spirit of employee to be able to adapt to changes. In line, in 2019, we change the creative and valuable human resource management by transforming the Work Activities Improvement Group (KOMPAK) program into Innovation on Future Initiative and Creativity (Infinity). In addition, we prioritize capacity building in accordance to the thematic areas of design thinking, advanced analytics, and the industrial revolution 4.0.

SOLAR POWER PLANT DEVELOPMENT PROJECT

In 2019, ITM began to develop new renewable energy sources in business processes by investing in solar panel technology. PT Indominco Mandiri (IMM) has developed 3 MW Solar Hybrid Plant and has been in Commercial Operation Date (COD) by end 2019 and is expected to be fully in operation for IMM internal consumption in 2020. This investment is one of our efforts to increase energy efficiency, reduce greenhouse gas emissions, and supporting the Sustainable Development Goals (SDGs) number 13. Climate Action.

PENCAPAIAN RENCANA PASCATAMBANG

Kami memastikan pemenuhan kepatuhan Perusahaan terhadap rencana di Kitadin (KTD) Tandung Mayang. Di tahun 2019, realisasi rencana perawatan tanaman telah mencapai 100% dari rencana pascatambang, yaitu 234,72 hektar. Reklamasi atas lahan ini telah dikembalikan menjadi kawasan hutan sesuai dengan peruntukannya dan mampu menyerap karbon sebesar 6.157 ton sejak tahun pertama reklamasi tambang 2016. Tingkat kemandirian dan penerimaan masyarakat di enam desa telah mencapai 100%. Seluruh pencapaian realisasi ini telah melewati target yang ditentukan dalam rencana pascatambang dan menunjukkan kesiapan KTD Tandung Mayang dalam melaksanakan pascatambang hingga serah terima kepada pemerintah.

Keberhasilan di KTD Tandung Mayang telah menjadi contoh bagi area tambang lainnya, terutama JBG yang seyogyanya akan memasuki pascatambang di tahun 2019. Sejalan dengan kebijakan Kementerian Energi dan Sumber Daya Mineral (ESDM) untuk melakukan konservasi sumber daya alam dan meningkatkan ketahanan energi, ITM didorong untuk menilai kembali cadangan layak tambang batubara yang masih ada. Dengan demikian, operasi tambang Jorong Barutama Greston (JBG) yang sebelumnya direncanakan berakhir dan memasuki rencana pascatambang di 2019, kini diperpanjang hingga 2026 sesuai dengan hasil studi kelayakan dan lingkungan. JBG mampu memberikan ketahanan ekonomi yang lebih lama sehingga dapat memaksimalkan nilai ekonomi bagi pemangku kepentingan.

Sesuai rencana pascatambang, kami juga secara aktif melakukan pengelolaan keanekaragaman hayati, terutama di area tambang yang masuk dalam kawasan hutan. Melalui kerja sama penelitian yang terjalin sejak 2010, Lembaga Ilmu Pengetahuan Indonesia (LIPI) mencatat proses konservasi beserta seluruh tahapannya dan hasilnya dipublikasikan dalam buku "Ketika Tambang Mengelola Keanekaragaman Hayati". Buku ini merupakan salah satu upaya ITM dalam melakukan komunikasi pengelolaan bisnis tambang yang semakin hijau dan semakin pintar. Implementasi dari revegetasi lahan bekas tambang tidak hanya memperhatikan nilai keanekaragaman hayati, tetapi juga nilai kemanfaatannya bagi pemangku kepentingan lainnya, khususnya masyarakat.

PEMENUHAN REHABILITASI DAERAH ALIRAN SUNGAI

Sebagai pemegang Izin Pinjam Pakai Kawasan Hutan (IPPKH), ITM telah melakukan serah terima lahan daerah aliran sungai (DAS) seluas 4.500 hektar kepada Kementerian Lingkungan Hidup dan Kehutanan serta telah mempersiapkan 4.700 hektar untuk diserahterimakan kepada pemerintah di tahun 2020. Dalam pelaksanaan rehabilitasi DAS, beberapa tantangan telah dihadapi oleh sebagian besar pemegang IPPKH di Indonesia. Salah satu tantangan itu adalah penetapan area penanaman DAS yang memiliki jarak tempuh yang jauh dari lokasi pemegang IPPKH dan tantangan tersendiri didalam melaksanakan kinerja pemeliharaan yang optimal.

ACHIEVEMENT OF POST-MINING PLANS

We ensure the achievement of the Company's compliance with the plans in Kitadin (KTD) Tandung Mayang. In 2019, the realization of plant maintenance plans has reached 100% of the post-mining plan, which is 234.72 hectares. The land has been rehabilitated into forest area in accordance with its previous designation and is able to absorb 6,157 tons since the iniatial implementation of mine reclamation in 2016. The level of independence of the communities of the six affected villages has reached 100%. All of these achievements have exceeded the targets in the mining closure plan and demonstrate the readiness of KTD Tandung Mayang to conduct post-mining activities until the handover to the government.

The success of KTD Tandung Mayang has become an example for other mining site, for example JBG which was supposed to enter the post-mining phase in 2019. In line with the Ministry of Energy and Mineral Resources (ESDM) policy to conserve natural resources and increase energy security, ITM is encouraged to re-assess the existing coal reserves. Thus, the work contract permit for Jorong Barutama Greston (JBG) mine operation which was previously planned to be completed and enter the post-mining phase by 2019, was extended until 2026 based on result of due diligence and environmental permits. Therefore, The JBG extension means longer economic activities in order to maximize economic values for all stakeholders.

In accordance with the mine closure plan, we also actively manage the biodiversity, especially in mining areas which is included in forest areas. Through ITM's research cooperation with the Indonesian Institute of Sciences (LIPI) since 2010, the conservation efforts have been documented in all its stages, which were also published in the book "When Mines Manage Biodiversity". This book is one of ITM's efforts to communicate greener and smarter management approaches in the mining business. Revegetation of mined land is not only considered valuable for global biodiversity, but also serves many benefits for the stakeholders, particularly to the local community.

ACHIEVEMENT OF THE WATERSHED REHABILITATION

As the holder of a Lease-to Use Forest Permit (IPPKH), ITM has handed over 4,500 hectares of watershed land (DAS) to the Ministry of Environment and Forestry has prepared 4,700 hectares to be handed over to the government by 2020. In the implementation of watershed rehabilitation, several challenges exist for most IPPKH holders in Indonesia. One of the challenges is the establishment of a watershed planting area that is far from the IPPKH holder location and thus slows the optimal maintenance of that site.

Merespon tantangan ini, ITM melalui JBG, melibatkan masyarakat sekitar untuk mengembangkan kawasan DAS. Kerja sama dengan masyarakat telah berhasil memberikan manfaat dan menjadi percontohan bagi pemegang IPPKH lainnya. Keberhasilan ini menjadi penggerak perubahan Permen LHK No.P.89 ke Permen LHK No.P.59 tentang pedoman penanaman DAS. Pedoman ini mengatur komposisi penanaman dengan 75% tanaman pokok yang sesuai dengan parameter rehabilitasi DAS dan 25% tanaman sela yang memiliki nilai manfaat dan ekonomi bagi masyarakat.

Responding to this challenge, ITM via JBG, involved the surrounding community to develop the watershed area. The collaboration with the community has proven very successful and beneficial and has become a model for other IPPKH holders. The success was also the driving force behind the change in LHK Minister Regulation No. P.89 to LHK Minister Regulation No. P.59 regarding guidelines for watershed planting. This guideline regulates that the composition of plantations should consist of 75% of staple crops that follow the parameters of the watershed and 25% of intercrops which have benefits and economic values to the community.

SINERGI UNTUK PEMBERDAYAAN MASYARAKAT

Sinergi pemberdayaan masyarakat dilakukan di semua area operasional ITM, salah satunya di JBG dengan mengembangkan panel solar cell untuk peternakan ayam di Desa Batalang. Capaian yang baik dalam pengelolaan lingkungan dan pemberdayaan masyarakat tersebut memperoleh apresiasi PROPER Hijau. Selain itu, kami juga memprioritaskan penyediaan air bersih bagi masyarakat melalui program "Air Roda Kehidupan" yang dilaksanakan IMM. Sejak tahun 2013, kami membantu menjawab kebutuhan dasar air bersih masyarakat dan telah menjangkau 751 kepala keluarga. Secara keseluruhan, ITM merealisasikan biaya sebesar IDR24,7 miliar untuk menunjang Program Pengembangan dan Pemberdayaan Masyarakat (PPM) di tahun 2019.

Selanjutnya, melalui sinergi fungsi Human Resource dan fungsi-fungsi terkait lainnya, kami mendukung terciptanya lingkungan kerja yang inklusif. Kesetaraan peluang kerja yang sama juga kami berikan kepada semua pekerja baik lokal dan non lokal.

SYNERGY FOR COMMUNITY EMPOWERMENT

Synergy in community empowerment is carried out in all ITM operational areas, and one of them is JBG by developing solar cell panels for chicken farms in Batalang Village. The good achievements of the environmental management and the community empowerment has been appreciated by Green compliance rating from the Programme for Pollution Control, Evaluation and Rating (PROPER). In addition, we also prioritize the provision of clean water for community through the "Wheel of Life Water" program implemented by IMM. Since 2013, we provides clean water to 751 households. Overall in 2019, ITM spend IDR 24.7 billion to support the Community Development and Empowerment Program (PPM).

Further, through the alignment of the Human Resource and all related functions, we support an inclusive work environment. We provide equal employment opportunities for all employees, local and non local.

APRESIASI

Kami mengucapkan terima kasih kepada seluruh pemangku kepentingan atas dukungannya dalam pencapaian kinerja 2019. Di tengah kondisi ekonomi yang semakin menantang, kinerja dan capaian yang semakin meningkat, kami akan terus melakukan perubahan untuk membangun masa depan yang lebih baik. Perubahan untuk keberlanjutan ini menjadi jantung dari organisasi kami, menjadi kunci dari setiap langkah kami: **'Change at The Heart of Sustainability'**.

Mari kita berjalan bersama menuju perubahan untuk masa depan.

APPRECIATION

We thank all of our stakeholders for their support to achieve our targets in 2019. In the midst of challenging economic conditions, increasing performances and achievements continue to take place, we will continue to transform to build a better future. This drive towards sustainability is at the heart of our organization, the key to every step we walk **'Change at the Heart of Sustainability'**.

Let's walk together to change for the coming future.

Jakarta, 28 Februari 2020
Jakarta, February 28, 2020



Kirana Limpaphayom
Direktur Utama | President Director

TENTANG LAPORAN

About The Report

Laporan Keberlanjutan ITM tahun 2019 disajikan untuk periode 1 Januari hingga 31 Desember 2019. Laporan ini diterbitkan setiap tahun dan merupakan kesinambungan dari Laporan Keberlanjutan 2018 yang telah diterbitkan pada tanggal 1 Maret 2019. Dalam laporan terdapat pernyataan kembali *(restatement)* atas informasi jumlah pekerja dengan metode perhitungan yang lebih komprehensif, serta perhitungan air dengan penyesuaian pengelompokan penggunaan air. [102-48, 102-50, 102-51, 102-52]

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 2018 Sustainability Report that was published on 1 March 2019. This report also presents restatements regarding the number of the employees due to a more comprehensive calculation method, and also adjusting the water use grouping in the water calculation. [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' dengan pengungkapan lengkap untuk keanekaragaman hayati, dan limbah dan efluen. [102-54]

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 with full disclosure for biodiversity, and waste and effluent. [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). Proses *assurance* dilaksanakan dengan kunjungan lapangan dari tanggal 30 September – 4 Oktober 2019 dan finalisasi laporan melalui teleconference pada 10 - 11 Februari 2020. [102-56]

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). The assurance process was carried out by site visit on 30 September - 4 October 2019. and final report verified by teleconference on 10 - 11 February, 2020. [102-56]

Untuk informasi atas laporan ini, silahkan menghubungi: [102-53]
For more information regarding this report please contact:

Monika Ida Krisnamurti
Corporate Secretary

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PENENTUAN ISI DAN BATASAN DAMPAK TOPIK MATERIAL [102-46]

Defining the Contents and Material Topics Boundary

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, yang didapat dari input pemangku kepentingan dan dihubungkan dengan strategi perusahaan.
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. Selain itu, ITM menyampaikan respon isu keberlanjutan yang menjadi concern cukup tinggi dari pemangku pemangku kepentingan dalam laporan ini.
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 verifikasi oleh pihak independen, walaupun belum semua bagian dalam laporan.

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) described after stakeholder inputs identifying the significant issue from stakeholders input and alligned with company strategic.
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 - presenting positive and neutral information, as well as challenges and issues that need to be improved. In addition, in this report, ITM provides a response to specific sustainability issues which have raised high concern among stakeholders.
b. Comparability – elaborate on each topic by presenting data of the past three years, in accordance with the needs and availability of the data.Accuracy, which is conducted by reviewing the data and narration presented in the report.
c. Accuracy – Provide scrutiny in reviewing the data and narrative presented in the report.
d. Timeliness – Time the completion of the report so that it is available for the GMS.
e. Clarity – use language and narratives that can be understood easily.
f. Reliability – achieve through verification by independent party, eventhough still not for all indicators on the report.

TAHAP PENETAPAN ISI LAPORAN [102-43]

ITM melibatkan pemangku kepentingan untuk menentukan topik material dan isu yang signifikan melalui proses survei dengan metode Diskusi Kelompok Terarah dan wawancara. Sejak tahun 2017, ITM secara rutin melibatkan pemangku kepentingan untuk mengindentifikasi isu keberlanjutan yang signifikan bagi perusahaan.

STAGES FOR DETERMINING ISSUE LEVELS

ITM determined the topics and significant sustainability issues of its stakeholders by conducting a survey and interviews. Since 2017, ITM has used this process to identify the Company's important sustainability issues.

Alur Penentuan Topik Material

Determining Materiality Topics Workflow



1. PELIBATAN PEMANGKU KEPENTINGAN MELALUI DISKUSI KELOMPOK TERARAH DAN WAWANCARA

Pada tahun 2019, ITM melaksanakan survei pemangku kepentingan memakai metode Diskusi Kelompok Terarah dan wawancara melalui telepon untuk memetakan topik-topik material yang dilaporkan pada Laporan Keberlanjutan tahun 2019. Untuk mencapai maksud tersebut, Diskusi Kelompok Terarah dilaksanakan oleh para akademisi yang dianggap sebagai pihak independen oleh pemangku kepentingan. Diskusi Kelompok Terarah dilaksanakan sejak 19 Maret – 14 Mei 2019 di Kantor ITM Jakarta, Site PT Trubaindo Coal Mining (TCM) dan PT Bharinto Ekatama (BEK) Melak, Kalimantan Timur, Site PT Indominco Mandiri (IMM) di Bontang, Kalimantan Timur, Site PT Kitadin Embalut (EMB), Kalimantan Timur dan Site PT Jorong Barutama Greston (JBG), Jorong, Kalimantan Selatan.

Total peserta Diskusi Kelompok Terarah sebanyak 241 orang berasal dari berbagai pemangku kepentingan ITM, yaitu pekerja, pemerintah, kontraktor, masyarakat, media, LSM, investor, pelanggan, vendor dan akademisi. Pemangku kepentingan dipilih berdasarkan relevansi hubungannya dengan operasi bisnis ITM, yaitu kedekatan *(proximity)*.

1. STAKEHOLDER ENGAGEMENT THROUGH FOCUS GROUP DISCUSSIONS (FGD) AND INTERVIEW

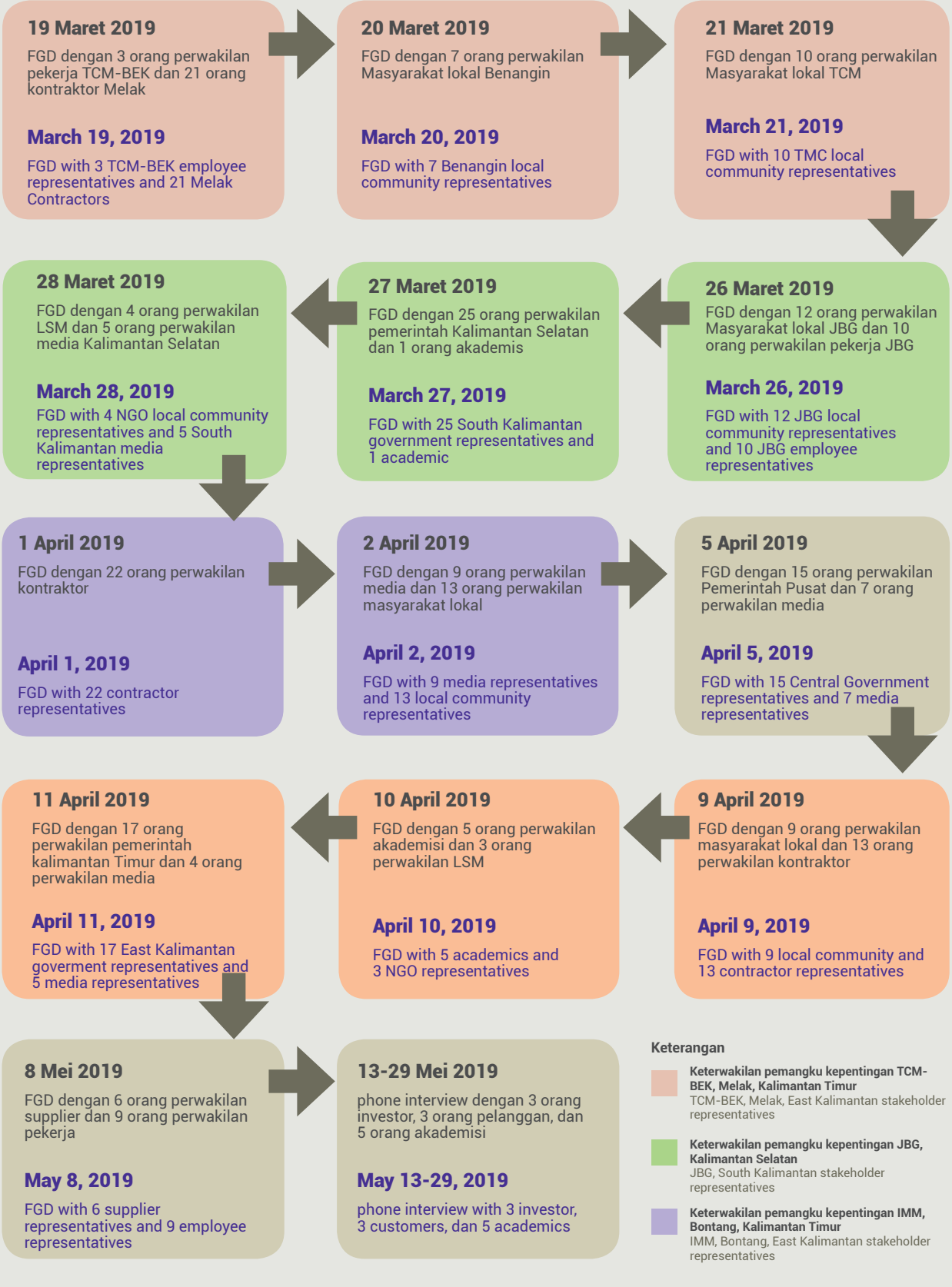
In 2019, ITM conducted a stakeholder survey using the FGD method and interview to map the material topics to be reported in the 2019 Sustainability Report. To reach objectivity, the FGDs were conducted by academics, who are regarded by the stakeholders as independent. The FGD were carried out between 19 March - 14 May 2019 at the ITM Jakarta Office, PT Trubaindo Coal Mining (TCM) site, and at PT Bharinto Ekatama (BEK) Melak, East Kalimantan, PT Indominco Mandiri (IMM) site in Bontang, East Kalimantan, PT Kitadin Embalut (EMB) site, East Kalimantan and PT Jorong Barutama Greston (JBG) site, Jorong, South Kalimantan.

At the FGDs, there were a total of 241 participants from various ITM stakeholders, namely the employees, government, contractors, communities, media, NGOs, investors, customers, vendors and academics. The stakeholder selection method was based on their proximity to ITM business operations.



Alur Pelibatan Pemangku Kepentingan dalam Menentukan Prioritas Topik Material

Stakeholder Engagement for Determining Material Topics Workflow



2. ANALISIS DAN PEMETAAN ISU YANG PERLU DITINDAKLANJUTI KE DALAM TOPIK GRI

Berdasarkan survei tersebut, isu keberlanjutan yang signifikan bagi ITM kemudian didiskusikan dengan Direktorat Sustainability and Risk Management (S&RM) pada tanggal 12 Juni 2019 untuk mengindentifikasi relevansi dan batasan dampak dari setiap isu keberlanjutan pada operasi bisnis. Isu-isu yang perlu ditindaklanjuti oleh Perusahaan kemudian dipetakan ke dalam topik berdasarkan GRI.

2. ANALYSIS AND MAPPING THE ISSUES TO BE ADDRESSED TO GRI TOPICS

Following the surveys, significant ITM sustainability issues were discussed with the Directorate for Sustainability and Risk Management (S&RM) on 12 June 2019 to identify the relevance and boundary of each sustainability issue on business operations. Issues that need to be followed up by the Company were then mapped to GRI topics.

Pemangku Kepentingan Stakeholder	**Isu yang Perlu Ditindaklanjuti** Issues that Need to be Addressed	**Topik GRI** GRI Topic
Pekerja Employee	**Keluh kesah** I Grievance mechanism	Human rights assessment (401)
	Kontrak pekerja pensiun I Retirees contracts	Employment (404)
	Program persiapan pensiun I Pension preparation program	
	Promosi, KPI, gaji dan benefit I Promotions, KPI, salaries and benefits	
Pemerintah Government	**Rencana pascatambang** Mine closure plan	Biodiversity (304)
		Indirect economic impacts (203)
	Reklamasi I Reclamation	Environmental compliance (307)
	Lubang bekas tambang I Void	Water (303)
		Waste and effluents (306)
	Penerimaan Negara Bukan Pajak (PNBP) Non-Tax State Revenue (PNBP)	Economic performance (201)
	Pengembangan masyarakat I Community development	Local communities (413)
Masyarakat Local Comunity	**Tenaga kerja lokal** Local employement	Indirect economic impacts (203)
		Procurement practices (204)
	Konflik perbatasan I Border conflicts	Socioeconomic compliance (419)
	Realisasi dana pengembangan masyarakat Community development budget realization	Community development
	Reputasi perusahaan I Company reputation	
Kontraktor Contractors	**Implementasi K3 di site** I On site OHS implementation	Occupational health and safety (403)
	Sterilisasi tambang dan hauling road Mines and hauling roads sterilization	
	Fasilitas evakuasi medis I Medical evacuation facilities	
	Urgensi kerja pada kehadiran pemangku kepentingan tertentu Urgency of work due to presence of certain stakeholders	Human rights assessment (412)
	Forum konsultatif masyarakat I Community development forum	Local communities (413)
	Performa Gas Emas I Gas Emas Performance	Supplier social assessment (414)
LSM NGO	**Banjir Sungai Nayah (TCM)** Flooding on Nayah River	Water (303)
		Waste and effluents (306)
Media	**Peningkatan performa media relation** Improved media relations performance	Principles: Stakeholder Inclusiveness
	Efisiensi konfirmasi berita negatif Efficiency to counter negative news	Principles: Stakeholder Inclusiveness
	Branding perusahaan I Company branding	Principles: Stakeholder Inclusiveness
Vendor	**Permintaan perpanjangan kontrak** Requests for contract extensions	Economic performance (201)
	Automasi purchase request form (PRF) Purchase request form (PRF) automation	Economic performance (201)
Pelanggan I Customer	**Kualitas batubara** I Quality of coal	Economic performance (201)
Investor	**Kepatuhan pada peraturan** Comply to regulation	Socioecomic compliance (419)
Akademisi Academician	**Reklamasi** Reclamation	Environmental compliance (307)
		Biodiversity (304)
	Void I Lubang bekas tambang	Water (303)
		Waste and effluents (306)

Sebagai langkah awal untuk menindaklanjuti isu keberlanjutan yang disampaikan oleh pemangku kepentingan, ITM mengadakan sosialisasi hasil *materiality survey* kepada pimpinan dari unit bisnis dan setiap fungsi terkait pada bulan Agustus 2019 di Kantor ITM Balikpapan.

3. PEMETAAN ISU YANG PERLU DITINDAKLANJUTI KE DALAM TOPIK GRI

ITM menggunakan referensi internal untuk menentukan parameter kualitatif pada dua sumbu matriks materialitas. ITM mengukur tingkat kepentingan isu terhadap pemangku kepentingan (sumbu Y) serta dampak isu terhadap ekonomi, lingkungan, dan sosial (sumbu X).

As the first step to following up on the sustainability issues raised by the stakeholders, ITM socialized the materiality survey results to head of bussiness units and each related functions in August 2019 at the ITM Balikpapan Office.

3. MAPPING THE ISSUES THAT NEED TO BE ADDRESSED TO GRI TOPICS

ITM used the internal references to determine the qualitative parameters for the two materiality matrix axes. ITM measured the issue's level of interest to the stakeholders (Y axis), and the economy, environment, and social impact of the issue (X axis).

Y axis = Degree of impact* x Stakeholder influence
(Impact to Stakeholder)

X axis = Degree of impact x Stakeholder influence**
(Impact to Company)

* Reversibility of significant impact on health and safety aspects, assets, income, and/or attitude.

** Reversibility of significant impact on loss, operation, reputation and regulation.

4. PENENTUAN TOPIK MATERIAL DAN DUKUNGAN TERHADAP PEMBANGUNAN BERKELANJUTAN [102-47, 102-49]

Hasil analisis kemudian dipresentasikan kembali kepada Direktur S&RM. Setelah melalui tahapan *focus group discussion* (FGD) internal yang dihadiri oleh Direktur S&RM pada 20 Juni 2019, ITM menentukan 13 topik material.

Penentuan topik material dilakukan dengan mempertimbangkan relevansi isu keberlanjutan terhadap Perusahaan, dan pemangku kepentingan internal dan eksternal. Keseluruhan topik material tersebut telah disetujui oleh Direktur S&RM pada 20 Juni 2019 untuk menjadi prioritas informasi yang akan disampaikan dalam laporan ini.

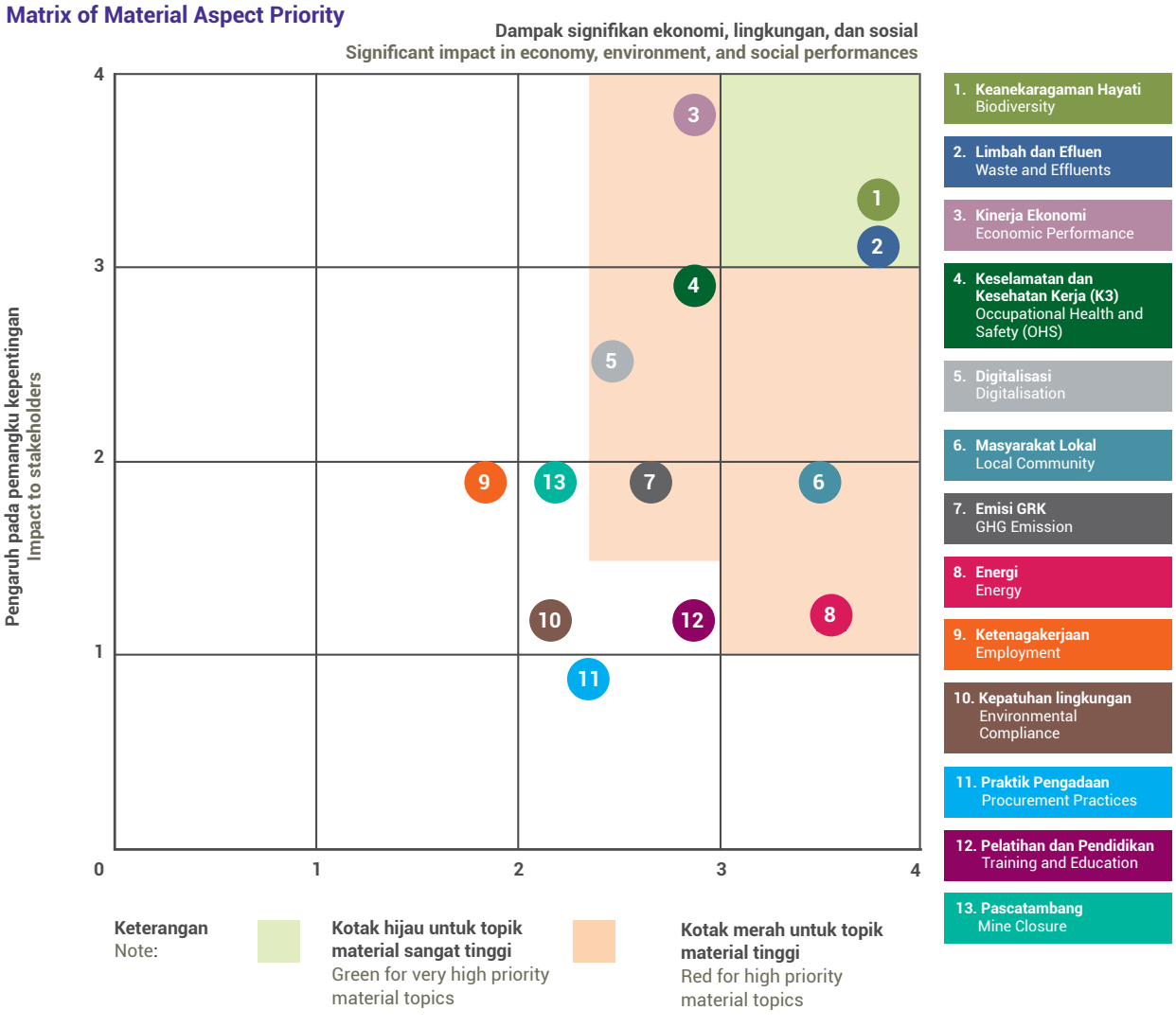
4. DETERMINE RELEVANT TOPICS AND SUPPORTS FOR SUSTAINABLE DEVELOPMENT

The analysis results were then presented to the S&RM Director. After going through the internal focus group discussion (FGD) stages attended by the S&RM Director on June 20, 2019, ITM determined 13 material topics.

The material topics determination were made after considering the sustainability issues relevance to the Company, and to the internal and external stakeholders. All material topics approved by the S&RM Director on June 20, 2019 were prioritized for inclusion in this report.



Penentuan Prioritas Topik
Matrix of Material Aspect Priority



Dari 13 topik material yang telah ditentukan, ITM memetakan 8 topik material dengan kategori tinggi dan sangat tinggi. 2 topik diantaranya, yaitu keanekaragaman hayati, dan limbah dan efluen, menjadi topik dengan pengungkapan lengkap, disebabkan mayoritas pemangku kepentingan memiliki perhatian terhadap kinerja pengelolaannya oleh Perusahaan dan sejalan dengan arah strategis Perusahaan yang bergerak di bidang pengelolaan sumber daya alam (energi), serta didukung oleh kelengkapan data di internal. 5 topik lainnya yang memiliki kategori rendah, akan direspon sesuai dengan kebutuhan pemangku kepentingan melalui rencana kerja oleh setiap unit bisnis terkait.

Topik material yang telah ditentukan, kemudian dipetakan pada dukungan ITM atas pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Pemetaan dilakukan dengan skala 1 (kurang terkait) sampai dengan skala 5 (sangat terkait).

Dari 17 tujuan TPB, terdapat 6 tujuan yang menjadi prioritas ITM berkaitan dengan kegiatan operasional dan strategi Perusahaan.

Out of 13 material topics that have been determined, ITM has mapped 8 material topics with a high and highest category. 2 of them, namely biodiversity, and waste and effluent become topics with complete disclosure, due to the majority of stakeholders concerned about the performance of its management by the Company and in line with the Company strategic which managing natural resources (energy), and also is supported by the completeness of internal data. 5 other topics in the low category were responded by the Company as according to the stakeholders need through the action plans for each related business units.

After determined the material topics, ITM mapped the topics to support of the achievement of Sustainable Development Goals (SDGs). The mapping uses scale of 1 (less relevant) until 5 (most relevant).

From the 17 objectives of SDGs, there are 6 goals that become ITM's priorities related to the Company's operational activities and strategies.

Pemetaan Topik Material pada Tujuan Pembangunan Berkelanjutan

Material Topics Mapping to Sustainable Development Goals

Topik Material / Material Topic — TPB / SDGs	Keanekaragaman Hayati / Biodiversity	Limbah dan Efluen / Waste and Effluents	Kinerja Ekonomi / Economic Performance	Keselamatan dan Kesehatan Kerja (K3) / Occupational Health & Safety (OHS)	Digitalisasi / Digitalization	Masyarakat Lokal / Local Community	Emisi GRK / GHG Emission	Energi / Energy	Total Skor / Total Scores
1		★★	★★★★			★★★			9
2									0
3				★★★★★		★★★★★			10
4	★★	★★★		★★★★★	★★★★★	★★★★★	★★★	★★★	26
5			★★						2
6		★★★★★				★★★★★			10
7								★★★★	4
8			★★★			★★★		★★	8
9		★★	★★★★★	★★	★★★★★				14
10		★★	★★★			★★★			8
11						★★★			3
12						★★	★★	★★	6
13	★★★						★★★★★	★★★★★	13
14	★★★★★					★★			7
15	★★★★★					★★	★★★★		11
16			★★★★						4
17							★★		2

Prioritas TPB I SDGs Priority

1. 2. 3. 4. 5. 6.

Dalam laporan ini, tidak ada perubahan dasar periode laporan dan ruang lingkup. Namun demikian terdapat perubahan prioritas pada topik material. Perubahan topik material ini terjadi karena peningkatan keterlibatan kelompok pemangku kepentingan dalam penentuan isu-isu keberlanjutan yang signifikan bagi ITM. Walau demikian, kami tetap menyampaikan kinerja pengelolaan semua topik yang relevan dalam laporan ini.

Ruang lingkup informasi yang disampaikan dalam Keselamatan dan Kesehatan 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 2019 tidak mencakup PT TIS dan PT NPR yang masih berada pada tahap pra-operasi. [102-46]

There has been no essential change in the reporting period and scope. However there was a change of priority on material topics. The relevant topics changed due to the involvement of stakeholder groups in determining relevant sustainability topics for ITM. However, we still delivered the management performance of all relevant topics in this report.

The scope of 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 2019 performance information scope excluded PT TIS and PT NPR as they were still in the pre-operation stage. [102-46]

BATASAN DAMPAK TOPIK MATERIAL TERHADAP PEMANGKU KEPENTINGAN [102-46, 102-47, 103-1]

Material Topics Boundary on Stakeholders Approach

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

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

Topik Topics	**Isu** Issue	**Pemangku Kepentingan** Stakeholder		**Ruang Lingkup** Boundary
		Internal	**Eksternal** External	
Keanekaragaman Hayati Biodiversity	1. **Pengelolaan wilayah dengan nilai keanekaragaman tinggi di sekitar area operasi** 2. **Reklamasi lahan sesuai peraturan (termasuk rehabilitasi DAS)** 1. Management of areas with high diversity value around the operational area 2. Reclamation in accordance with regulations (including rehabilition of watersheds)	**Pekerja** Employee	1. **Pemerintah** 2. **Masyarakat dan Komunitas** 1. Government 2. Local Community	Site
Limbah dan Efluen Waste and Effluents	1. **Kajian dan pengelolaan void** 2. **Kajian isu banjir Sungai Nayah** 1. Study and void management 2. Study of the issue of flooding in the Nayah River	**Pekerja** Employee	1. **Pemerintah** 2. **Pekerja** 3. **LSM** 1. Government 2. NGO 3. Academician	Site
Kinerja Ekonomi Economic performance	1. **Kinerja pembayaran PNBP** 2. **Permintaan perpanjangan kontrak** 3. **Automasi PRF** 4. **Kualitas batubara** 1. Performance of PNBP payments 2. Request for contract extension 3. PRF Automation 4. Coal quality	**Pekerja** Employee	1. **Pelanggan** 2. **Mitra usaha** 3. **Pemerintah** 1. Customer 2. Business Partner 3. Government	**Head Office (HO) dan Site** Head Office (HO) and Site
Kesehatan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)	1. **Implementasi K3 di site** 2. **Sterilisasi tambang dan hauling road** 3. **Fasilitas medical evacuation** 1. On site OHS implementation 2. Mines and hauling roads sterilization 3. Medical evacuation facilities	**Pekerja** Employee	**Mitra usaha** Business Partner	Site
Digitalisasi Digitalisation	**Transformasi digital untuk mendukung kinerja perusahaan** Digital transformation to support company performance	**Pekerja** Employee	1. **Pemegang saham dan Investor** 2. **Mitra usaha** 1. Shareholders and Investor 2. Business Partner	**Head Office (HO) dan Site** Head Office (HO) and Site

Topik Topics	**Isu** Issue	**Pemangku Kepentingan** Stakeholder		**Ruang Lingkup** Boundary
		Internal	**Eksternal** External	
Masyarakat Local Community	**Pengembangan masyarakat** Community development	**Pekerja** Employee	1. **Pemerintah** 2. **Masyarakat dan Komunitas** 3. **Mitra usaha** 1. Government 2. Local Community 3. Business Partner	Site
Emisi GRK GHG Emission	**Manajemen emisi Gas Rumah Kaca (GRK)** GHG Emission management	**Pekerja** Employee	**Pemerintah** Government	Site
Energi Energy	1. **Manajemen energi** 2. **Energi terbarukan** 1. Energy management 2. Renewable energy	**Pekerja** Employee	**Pemerintah** Government	**Head Office (HO) dan Site** Head Office (HO) and Site
Kepatuhan Lingkungan Environmental compliance	**Kepatuhan pada peraturan pemerintah terkait pengelolaan lingkungan** Compliance with government regulations related to environmental management	**Pekerja** Employee	1. **Pemegang saham dan Investor** 2. **Pemerintah** 3. **Akademisi** 1. Shareholders and Investor 2. Government 3. Academician	**Head Office (HO) dan Site** Head Office (HO) and Site
Praktik Pengadaan Procurement practices	**Tenaga kerja lokal** Local employment	**Pekerja** Employee	1. **Masyarakat dan Komunitas** 2. **Mitra Usaha** 1. Local Community 2. Business Partner	Site
Pelatihan dan Pendidikan Training and Education	**Peningkatan kapasitas pekerja terkait digitalisasi dan nilai inti Perusahaan** Increased employee capacity related to digitalization and corporate culture	**Pekerja** Employee	**Pemegang saham dan Investor** Shareholders and Investor	**Head Office (HO) dan Site** Head Office (HO) and Site
Pascatambang Post-mining	**Rencana pascatambang** Post-mining plan	**Pekerja** Employee	1. **Masyarakat dan Komunitas** 2. **Mitra Usaha** 3. **Pemerintah** 1. Local Community 2. Business Partner 3. Government	Site

PROFIL PERUSAHAAN
Company Profile



Nama Perusahaan [102-1]
Company Name

PT Indo Tambangraya Megah Tbk

Kantor Pusat [102-3]
Head Office

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

Landasan Hukum [102-5]
Legal Basis

Akta Pendirian No. 13 tanggal 2 September 1987 oleh Notaris Benny Kristianto S.H., dengan persetujuan No.C2-640.HT.01.01. TH'89 oleh Kementerian Kehakiman Republik Indonesia 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.

Bidang Usaha [102-2]
Line of Business

Pertambangan batubara melalui anak usaha
Coal Mining through subsidiaries

Bentuk Legal [102-5]
Legal Form

Perusahaan Terbuka
Public Company

Kepemilikan Saham [102-5]
Shareholding

65% Banpu Minerals (Singapura) Pte. Ltd.
3% Saham Treasuri
32% Publik

65% Banpu Minerals (Singapore) Pte. Ltd.
3% Treasury Shares
32% Public

PT Indo Tambangraya Megah Tbk, atau dikenal "ITM", didirikan pada tahun 1987 dan tercatat dalam Bursa Efek Indonesia (BEI) pada tahun 2007. Melalui investasi, survei cadangan tambang, pengujian nilai bisnis dan pembangunan infrastruktur tambang, ITM terus bertumbuh untuk memenuhi kebutuhan pasar batubara yang beragam di beberapa negara.

PT Indo Tambangraya Megah Tbk, or referred to as "ITM", was founded in 1987 and listed in Indonesia Stock Exchange (IDX) on 2007. Through investments, resources mine surveys, business value testing and mine infrastructure development, ITM continous to grow in meeting the need of variety market in several countries.

Skala Organisasi [102-7]
Scale of the Organization

Uraian Description	**Satuan** Unit	**2019**	**2018**	**2017**
Jumlah Pekerja Total Employees	**Orang** People	2,912	2,844	2,768
Jumlah Penjualan Batubara Total Sales of Coal	**Juta Ton** Million Ton	25.2	23.5	23.1
Jumlah Lingkup Operasi Total Scope of Operations				
Konsesi Pertambangan Mining Concession	**Area** Area	8	8	7
Fasilitas Pelabuhan Port Facility		4	4	4
Logistik Bahan Bakar Fuel Logistics		1	1	1
Produksi Dan Cadangan Batubara Coal Production And Reserves				
Cadangan Batubara[1] Coal Reserves[1]	**Juta Ton** Million Tons	330.9	354.0	253.5
Produksi Batubara Coal Production	**Juta Ton** Million Tons	23.4	22.1	21.8
Neraca Balance Sheet				
Jumlah Aset Total Assets	**Ribu USD** Thousand USD	1,209,041	1,442,728	1,358,663
Jumlah Kewajiban Total Liabilities	**Ribu USD** Thousand USD	324,576	472,945	400,524
Jumlah Ekuitas Total Equity	**Ribu USD** Thousand USD	884,465	969,783	958,139

[1]Estimasi Cadangan berdasarkan Standar Pelaporan Batubara Internasional (JORC Code)
[2]TIS & NPR belum beroperasi dan berproduksi.
[1]Estimated Reserves based on International Coal Reporting Standard (JORC Code)
[2]TIS & NPR have not been in operation

JEJAK LANGKAH
MILESTONES



2019

- **Pembelian sisa saham PT Tepian Indah Sukses sebesar 30% sehingga kepemilikan saham menjadi 100%.**
  The final acquired of the remaining shares of PT Tepian Indah Sukses by 30% to become 100%.

2018

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

2017

- **ITM mengakuisisi PT Tepian Indah Sukses, sebesar 70% kepemilikan saham.**
  ITM acquired PT Tepian Indah Sukses by 70% shares.
- **Anak perusahaan PT ITM Indonesia mengakuisisi PT GasEmas.**
  PT ITM Indonesia, subsidiary of ITM acquired PT GasEmas.

2016

ITM mendirikan anak usaha PT ITM Banpu Power.
ITM established subsidiary PT ITM Banpu Power.

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.

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.

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.

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.

2001

ITM diakuisisi oleh Banpu.
ITM acquired by Banpu.

1987

Pendirian PT Indo Tambangraya Megah Tbk.
Establishment of PT Indo Tambangraya Megah Tbk.



Sejak tahun 2018, penerapan nilai nilai inti perusahaan 'Banpu Heart' menjadi landasan bagi pekerja dalam beradaptasi terhadap perubahan. ITM merespon perubahan untuk memanfaatkan teknologi digital dalam meningkatkan produksi dan diversifikasi bisnis batubara menjadi "energy solution" dengan terus melakukan penyesuaian. ITM juga mendorong pembaruan kemampuan pekerja agar dapat menjalankan peran tugasnya secara optimal, serta penuh tanggung jawab dalam mengawali proses transformasi dan digitalisasi dalam perusahaan. [102-10]

Since 2018, the adoption of the 'Banpu Heart' has been the foundation for employee to adapt to change. ITM responds to changes and increases its production by utilizing digital technology and by continuously making adjustments to diversify the coal business into an "energy solution". ITM also encourages its employee to conduct upgrades to achieve optimal performances, as well as to take up full responsibility for the process of transformation and digitalization within the company. [102-10]

Di sisi lain, ITM telah berhasil mengakuisisi sisa 30% saham PT Tepian Indah Sukses, sehingga kepemilikan menjadi 100%. Melalui capaian tersebut, ITM semakin berfokus untuk meningkatkan sumber daya dan jumlah cadangan layak tambang, dengan tetap memprioritaskan kualitas batubara sesuai kriteria yang ditetapkan serta mengoptimalkan pemanfaatan infrastuktur tambang yang sudah ada. [102-10]

Continuously growing, ITM has succeeded in acquiring the remaining 30% of PT Tepian Indah Sukses's shares, bringing ownership to 100%. Through these achievements, ITM is increasingly focused on expanding the number of mine-worthy reserves, continue high quality coal standards and optimise the currently existing mining infrastructure. [102-10]

Wilayah Kerja
Geographical Spread of ITM's Operation



WILAYAH KERJA [102-4]
Working Area

ITM memiliki saham mayoritas di 13 anak perusahaan. Lokasi kegiatan operasi penambangan ITM berada di delapan Wilayah Izin Usaha Pertambangan (WIUP) seluas 80.669 ha yang berada di pulau Kalimantan, Indonesia. ITM mengintegrasikan jaringan distribusi melalui wilayah WIUP dan unit bisnis ITM lainnya yang berdekatan untuk meningkatkan peluang dan memaksimalkan kinerja pemenuhan pasar di berbagai Negara. Untuk menjalankan kebutuhan operasional administrasi, ITM memiliki kantor pusat di Jakarta dan kantor cabang di Balikpapan.

ITM has the majority share of 13 subsidiaries. The locations of ITM's mining operations are in eight 'Mining Business Permit Areas' (WIUP) covering 80,669 ha of the island Kalimantan. ITM integrates distribution networks in the neighbouring sites of ITM's WIUPs and its other bussiness unit to increase the business opportunities and illustrate the market performance to various countries. ITM has an head office in Jakarta and branch office in Balikpapan to carry out administrative and operational tasks.

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
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 North Barito Regency , Central Kalimantan Province	4,291
Total Luas WIUP Total Area of WIUP		80,669

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.

PASAR TERLAYANI [102-6]

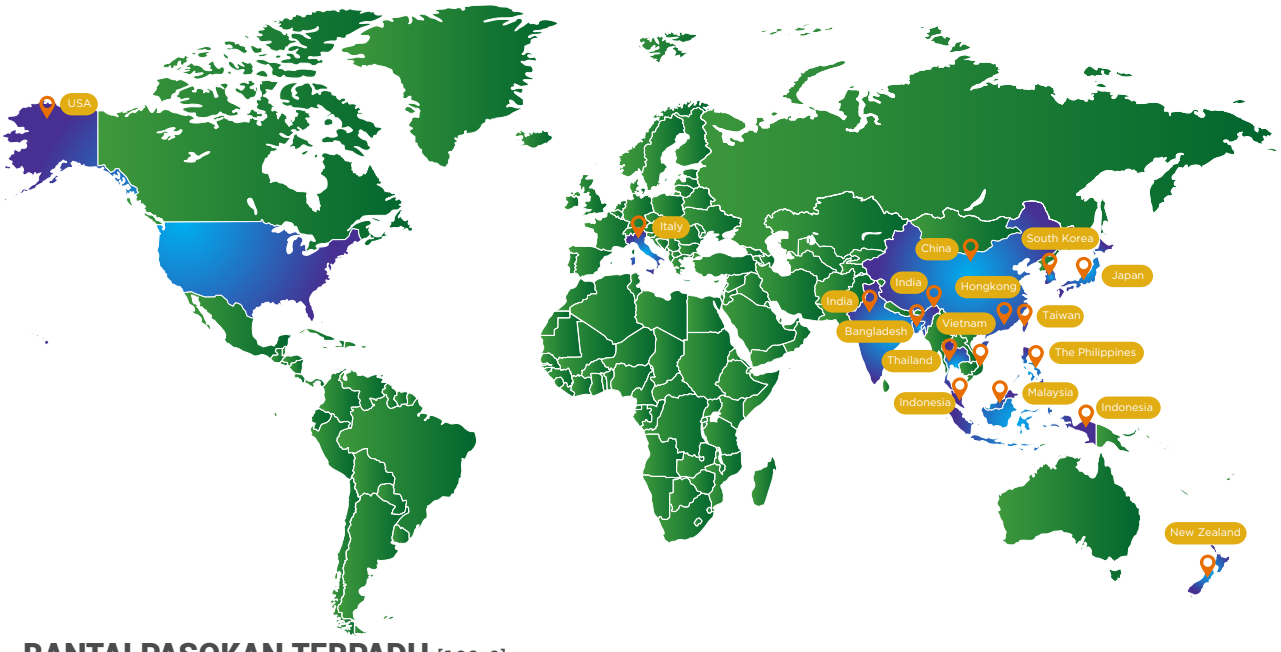
Market Share

Produksi batubara ITM mencapai 23,4 juta ton dengan jenis spesifikasi batubara sulfur 0,1% - 2,0% dan nilai kalori 4.300-6.300 cal/g (arb). Selain memenuhi kebutuhan domestik, ITM juga mengekspor batubara ke 13 negara lainnya di dunia. Jumlah ekspor batubara mencapai 87% dari total penjualan batubara dan sebanyak 13% yang bisa memenuhi kebutuhan pasar domestik berdasarkan spesifikasi kualitas batubara. ITM melakukan transfer kuota untuk memenuhi kekurangan dari pemenuhan 25% pasar domestik yang diatur oleh regulasi Domestic Market Obligation (DMO) 2019.

ITM's coal production reached 23.4 million tons with coal specifications: sulfur 0.1% - 2.0% and calorific value 4,300-6,300 cal/g (arb). In addition to meeting domestic needs, ITM also exports coal to 13 other countries in the world. The export volume reached 87% of total coal sales and as much as 13% was used to meet the demand of the Indonesian domestic market base on coal quality specification. ITM do quota transfer to fullfil the shortage of 25% of the 2019 Domestic Market Obligation (DMO) regulation.

6% **Peningkatan Produksi Batubara**
Coal Production Increased

Jaringan Pemasaran Global
Global Marketing Network

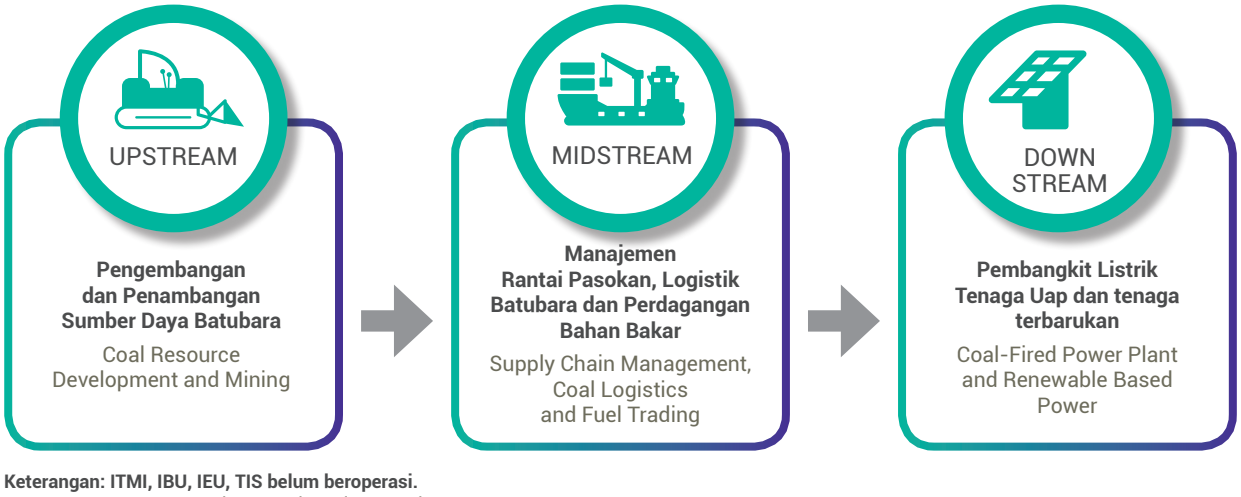


RANTAI PASOKAN TERPADU [102-9]
Integrated Supply Chain

Logistik memiliki peran yang sangat penting dalam mendukung seluruh kegiatan pertambangan ITM. Untuk memenuhi permintaan yang semakin tinggi serta pengiriman produk yang sesuai dan tepat waktu, ITM mendirikan beberapa anak usaha yang berfokus dalam menangani manajemen rantai pasokan. Sebanyak tujuh anak usaha ITM berperan sebagai fasilitas penunjang kegiatan pertambangan yang mencakup operasi pertambangan, pengangkutan batubara, penyediaan bahan bakar, pemasaran, jasa konsultasi & ketenagalistrikan, 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. Seven ITM subsidiaries have a role as supporting facilities for mining activities covering mining operations, coal transportation, marketing, consulting & electricity services, and power plants.

Rantai Pasokan Penghasil Energi Terintegrasi
Intergrated Energy Supply Chain



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

SERTIFIKASI [102-12]
Certification

ITM berupaya memberikan nilai tambah di sepanjang rantai pasokan. Upaya tersebut diwujudkan 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.

Anak Perusahaan Subsidiaries	Sistem Manajemen Mutu Quality Management System ISO 9001:2015	Sistem Manajemen Lingkungan Environmental Management System ISO 14001:2015	Sistem Manajemen Keselamatan dan Kesehatan Kerja Occupational Safety and Health Management System OHSAS 18001:2007 ISO 45001:2018
	Penyelenggara dan Masa Berlaku Organization and Validity		
PT Bharinto Ekatama	BSI Indonesia, hingga 2020 BSI Indonesia, up to 2020	BSI Indonesia, hingga 2020 BSI Indonesia, up to 2020	OHSAS 18001:2007 oleh BSI Indonesia, hingga 2020 OHSAS 18001:2007 by BSI Indonesia, up to 2020
PT Indominco Mandiri	SGS Indonesia, hingga 2021 SGS Indonesia, up to 2021	SGS Indonesia, hingga 2022 SGS Indonesia, up to 2022	ISO 45001:2018 oleh SGS Indonesia, hingga 2022 ISO 45001:2018 by SGS Indonesia, up to 2022
PT Jorong Barutama Greston	SGS United Kingdom Ltd, Hingga 2020 SGS United Kingdom Ltd, up to 2020	N/A	N/A
PT Trubaindo Coal Mining	SAI Global, hingga 2022 SAI Global, up to 2022	SAI Global, hingga 2021 SAI Global, up to 2021	ISO 45001:2018 oleh SAI Global, hingga 2022 ISO 45001:2018 by SAI Global, up to 2022

KEANGGOTAAN ASOSIASI [102-13]
Membership of Associations

Selain menjamin sistem manajemen yang terakreditasi, ITM menjalin kemitraan strategis dengan bergabung dalam keanggotaan asosiasi nasional. Di tahun 2019, ITM menduduki posisi Ketua Bidang I Komite Tata Kelola Pertambangan, Lingkungan Hidup & Kehutanan, dan Humas & Hubungan Eksternal dalam Asosiasi Pertambangan Batubara Indonesia (APBI). Selain itu, ITM berperan aktif merumuskan metode baru dalam penilaian kinerja *benchmark* lingkungan PROPER.

In addition to ensuring an accredited management system is in place, ITM established strategic partnerships by joining several national associations. ITM holds the position of the Deputy Chairperson of the Mining Governance, Environment & Forestry, and Public Relations & External Relations Committee in the Indonesian Coal Mining Association (APBI). Besides, ITM has an active role in formulating 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)
- **Asosiasi Emiten Indonesia** Indonesian Public Listed Companies Association
- Indonesian Corporate Secretary Association (ICSA)
- **Asosiasi Pertambangan Indonesia (API)** Indonesia Mining Association (IMA)
- **Asosiasi Pertambangan Batubara Indonesia (APBI)** Indonesian Coal Mining Association (ICMA)
- **Forum Rehabilitasi Lahan Bekas Tambang** Forum for Rehabilitation on Mined Land
- Corporate Forum for Community Development (CFCD)
- Indonesia Corporate Counsel Association (ICCA)

Visi, Misi, dan Nilai Perusahaan

Vision, Mission and Corporate Values [102-16]

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.
2. Menciptakan nilai yang berkelanjutan bagi pemangku kepentingan dengan menyediakan produk dan jasa berkualitas.
3. Menjadi warga korporat yang teladan dengan menjalankan bisnis secara beretika, bertanggung jawab sosial dan berwawasan ramah lingkungan.
4. Menjadikan kerangka Pembangunan Berkelanjutan sebagai landasan untuk semua inisiatif dan kegiatan bisnis.

1. To have a synergistic investment along th energy value chain.
2. To create sustainable value to stakeholder by delivering quality product and services.
3. To be a good corporate citizen by conducting business in an ethically, socially and environmentally responsible manner.
4. To have a Sustainable Development platform as the driving force for all initiatives and business activities.



BanpuHeart

Passionate

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.

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.

Innovative

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.

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.

Committed

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.

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.

TATA KELOLA
Governance



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

The Sustainable & Risk Management (S&RM) Directorate manages sustainability risks.

TATA KELOLA KEBERLANJUTAN [102-18]
Sustainability Governance

Penerapan tata kelola perusahaan yang baik *(Good Corporate Governance/GCG*) merupakan bagian integral dalam operasi Perusahaan. Penerapan GCG mengacu pada Undang-undang No. 40 Tahun 2007 tentang Perseroan Terbatas, Undang-undang No. 8 Tahun 1995 tentang Pasar Modal, Peraturan Otoritas Jasa Keuangan (OJK) dan Bursa Efek Indonesia (BEI). Untuk membangun tata kelola yang transparan dan mencapai kinerja yang terukur, ITM menerapkan strategi keberlanjutan melalui struktur organisasi.

Sejak terbentuknya di tahun 2017, Direktorat Sustainability & Risk Management (S&RM) merupakan fungsi yang merekomendasikan arah penerapan kinerja *triple bottom line* dan mensinergikan strategi antar fungsi guna mewujudkan visi dan misi perusahaan tentang keberlanjutan.

Disamping itu, pada tahun 2018 dibentuk fungsi Digital Center of Excellence (DCOE) guna menjalankan program digitalisasi yang ikut mendukung pengelolaan proses operasi yang efisien dan efektif. DCOE diawasi langsung oleh Direktur Utama.

ITM sangat memperhatikan aspek kepatuhan terhadap peraturan perundangan-undangan. Sepanjang tahun 2019, tidak ada denda material dan sanksi non-keuangan yang dikenakan terhadap Perusahaan. [419-1]

Di tahun 2019, ITM telah merumuskan sejumlah target kinerja tahunan berdasarkan aspek *Environment, Social, and Governance* (ESG). Selain itu beberapa dokumen terkait sinergi dalam proses bisnis dan payung program keberlanjutan juga sedang dalam proses penyusunan. Di masa mendatang, Perusahaan akan memetakan program kerja yang menghasilkan *shared value* dan *added value*, serta mengelompokkannya dalam payung program yang menguatkan corporate branding ITM.

The implementation of Good Corporate Governance (GCG) is an integral part of Our operations. The implementation of GCG refers to the Law No.40 of 2007 concerning Limited Liability Companies, and Law No.8 of 1995 concerning Capital Market, as well as the regulations of Financial Services Authority (OJK) and the Indonesia Stock Exchange (IDX). To build a transparent governance and achieve its measurable outcomes, ITM implement sustainability strategy through a structured organization.

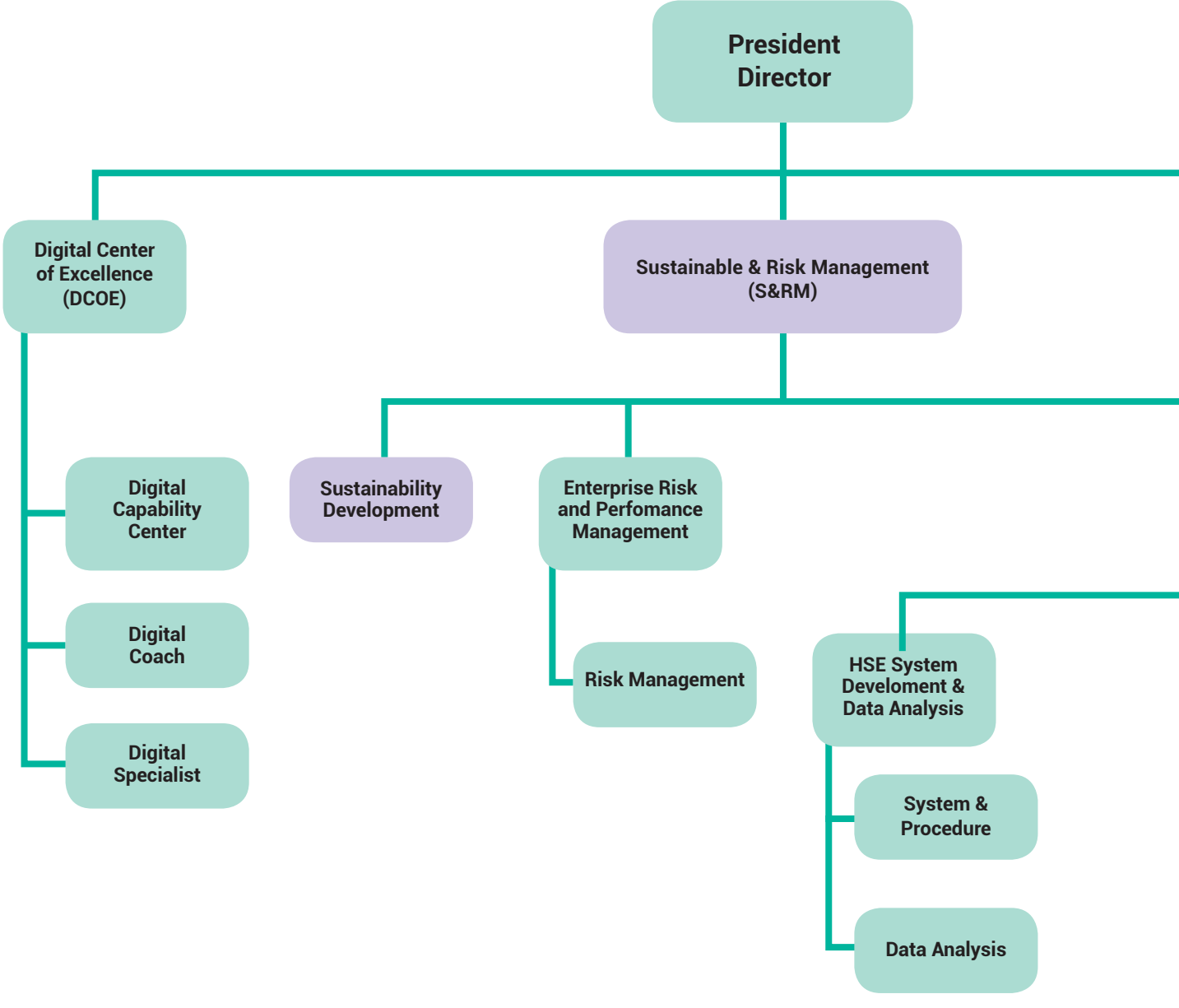
Since its establishment in 2017 the Directorate for Sustainability & Risk Management (S&RM) has been providing recommendations on the direction of triple bottom line performance and synergizing inter-functions strategy to materialized the company's vission and mission on sustainability.

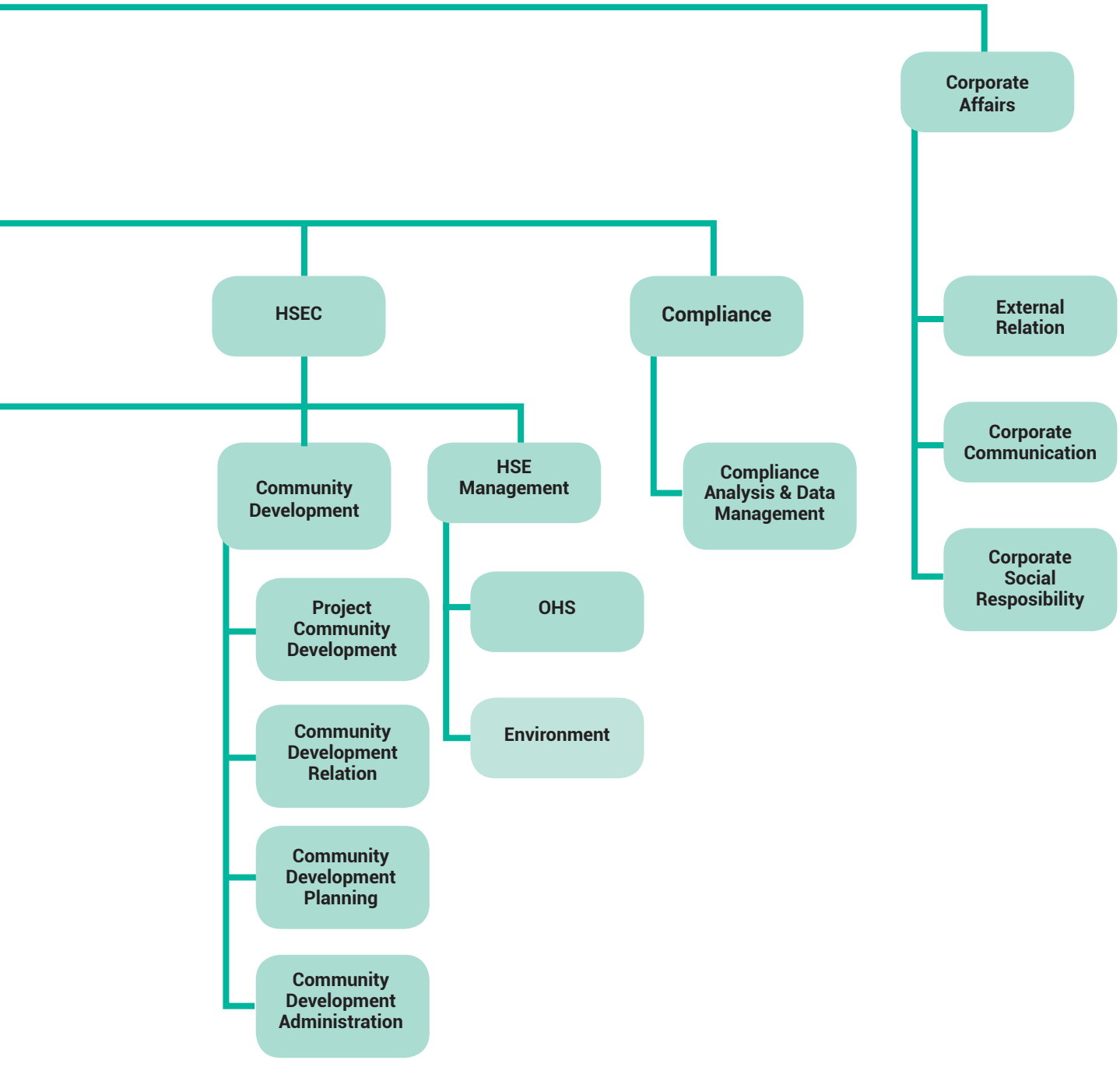
Thus, in 2018 the Digital Center of Excellence (DCOE) was established to implement digitalization programme to support an efficient and effective operations. DCOE is oversee directly by the President Director.

ITM is very concerned about aspects of complience with laws and regulations. During 2019, there were no significant fines and non-monetary sanctions imposed to the Company. [419-1]

In 2019, ITM has set several targets based on performance of Environment, Social, and Governance (ESG). In addition, several documents related to synergy in the business process and sustainability strategy are also under development. In the future, the Company will identify work programs that could create shared value and added value, and then classify them into one program as sustainability strategy that builds ITM corporate branding.

STRUKTUR ORGANISASI KEBERLANJUTAN
Sustainability Organization Structure




Corporate Affairs
HSEC
Compliance
External Relation
Community Development
HSE Management
Compliance Analysis & Data Management
Corporate Communication
Corporate Social Resposibility
Project Community Development
OHS
Community Development Relation
Environment
Community Development Planning
Community Development Administration

DIREKTORAT SUSTAINABILITY & RISK MANAGEMENT [102-11, 102-20]

Direktorat Sustainability & Risk Management

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

1.Sustainable Development
Menyelaraskan tujuan strategis keberlanjutan di setiap unit kerja ITM dalam setiap proses perencanaan, penerapan, hingga evaluasi program untuk mempertimbangkan aspek ekonomi, lingkungan dan sosial. Tujuan keberlanjutan ini diselaraskan untuk dapat berkontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB). Selain itu, fungsi Sustainable Development juga berperan untuk menumbuhkan dan meningkatkan kesadaran pekerja mengenai keberlanjutan melalui sosialisasi yang terencana.

2. Health, Safety, Environment, & Community Development
Mengelola tiga aspek tanggung jawab sosial perusahaan berdasarkan ISO 26000 yaitu Keselamatan dan Kesehatan Kerja, Pelestarian Lingkungan dan Pengembangan Masyarakat (HSEC) agar sesuai sasaran keberlanjutan ITM. HSEC berperan dalam mengelola standarisasi, mengelola dampak, mengevaluasi kinerja di bidang HSEC. Pelaksanaan *Quality Assurance Review* (QAR) di semua lokasi tambang adalah salah satu bentuk implementasi pemantauan kinerja HSEC di masing-masing unit bisnis.

3. Risk Management & Performance Management
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, fungsi Risk Management & Performance Management bekerja sama dengan Komite Manajemen Risiko.

4. Compliance
Mengelola penerapan kepatuhan yang transparan dan dikelola dengan baik. Terjalinnya hubungan yang harmonis dengan pemangku kepentingan, menjadikan tidak adanya denda atau sanksi terkait ketidakpatuhan peraturan dan perundangan dalam kinerja ekonomi lingkungan dan hubungan masyarakat.

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 objectives at each work unit in every process of planning, implementation, and evaluation to consider economic, environment, and social aspect. This sustainability objectives should contribute to the Sustainable Development Goals (SDGs). In addition, Sustainable Development also serves to foster and increase the employee awareness about sustainability through scheduled dissemination.

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) at all mine sites was a form of HSEC performance monitoring in each bussiness units.

3. Risk Mangement & Performance Management
The S&RM Directorate identifies and prepares all significant risks related to economic, environmental and social performance, as well as determining the right measures in addressing sustainability risks. In carrying out this task, the Risk Management & Performance Management function works closely with the Risk Management Committee.

4. Compliance
Implement a transparent and well managed governance to enforce compliance. Establishing harmonious relationships with stakeholders, has resulted in no fines or sanctions over law and regulations non-compliance in economic, environmental performance and public relations.

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 Keselamatan dan Kesehatan Kerja** Occupational Health and Safety Risks	**Risiko Sosial dan Komunitas** Social and Community Risk
Peristiwa Risiko Risk Event Perbedaan kuantitas dan kualitas produk batubara yang berasal dari produksi internal dan pihak ketiga yang berdampak pada kepuasan pelanggan Differentiation in quantity and quality of coal products originating from internal production and third parties which have impact to customer satisfaction	**Peristiwa Risiko** Risk Event Ketidakcukupan manajemen keselamatan dalam mengantisipasi peningkatan kegiatan di area operasi kritikal yang berdampak pada kecelakaan kerja Insufficient safety management which causes occupational accidents from intensified activities in critical operating areas.	**Peristiwa Risiko** Risk Event • Keluhan dan komplain dari masyarakat terhadap kegiatan operasional pertambangan • Belum memadainya keberlanjutan dari program pengembangan masyarakat (CD) termasuk dalam tahapan pascatambang • Grievances and complaints from the community regarding to mining operations • Inadequate sustainability of community development program, including post-mining process
Pengelolaan Risiko Risk Management • Melakukan koordinasi dengan baik kepada pihak yang terkait dengan pengiriman, jadwal kapal, dan kesesuaian produksi dan penjualan • Melakukan pemantauan terkait data kualitas dari pihak ketiga melalui kunjungan lapangan secara regular serta memberikan rekomendasi yang diperlukan • Mengembangkan opsi pencampuran untuk menstabilkan persyaratan kualitas produksi sesuai kebutuhan dari pelanggan • Coordinate with related parties regarding shipping, schedules, and ensure the conformity of production and sales • Evaluate third parties' quality management through regular field visit and provide the necessary recommendations • Developing blending options to stabilize production quality requirements according to customer requirements	**Pengelolaan Risiko** Risk Management • Memastikan sistem dan organisasi yang cukup dalam melakukan pengawasan terhadap aktivitas di area operasional • Melakukan implementasi program HSE secara rutin dan memastikan terpenuhinya standar HSE untuk kontraktor baru • Melakukan inspeksi, penilaian, dan pengujian keselamatan pada area kerja operasional secara berkala terutama di lokasi kritikal • Ensure adequate systems and organizations to oversee the activities in the operation area • Implement HSE program regularly and ensure the compliance of HSE standard for new contractors • Conduct periodic safety inspection and assessment in working areas, especially at critical locations	**Pengelolaan Risiko** Risk Managemen • Merealisasikan program Pengembangan Pemberdayaan Masyarakat yang mengacu pada tujuan TPB dan peraturan pemerintah • Merumuskan rencana induk PPM berdasarkan social mapping dan kebijakan CD yang telah dikonsultasikan kepada masyarakat, pemerintah, dan manajemen ITM • Meningkatkan strategi komunikasi dalam membangun reputasi dan hubungan yang baik dengan komunitas masyarakat lokal dan pemangku kepentingan lainnya • Implement a Community Empowerment & Development program that refers to the SDGs and government regulations • Develop Community Empowerment & Development master plan based on social mapping and CD policy that have been consulted with the community, government, and ITM management • Improve communication strategies in building good reputation and engagement with the local community and other stakeholders

EKONOMI ECONOMY	KETENAGAKERJAAN DAN LINGKUNGAN MANPOWER AND ENVIRONMENT	
Risiko Kontraktor Contractor Risk	**Risiko Lingkungan** Environmental Risk	
Peristiwa Risiko Risk Event Penurunan kinerja kontraktor yang mempengaruhi target produksi Decline of contractor's performance which affects production targets	**Peristiwa Risiko** Risk Event Ketidakcukupan manajemen lingkungan dalam mengantisipasi dampak peningkatan kegiatan operasional terhadap lingkungan (pencemaran air, kekeringan dll) Insufficient environmental management to anticipate the impact of intensified operational activity to environment (water pollution, drought, etc)	
Pengelolaan Risiko Risk Management 1. Memastikan kesiapan kontrak dan melakukan monitoring aktifitas kontraktor dengan standar evaluasi untuk memastikan pencapaian target 2. Memastikan ketersediaan dan kehandalan peralatan serta kesiapan sumber daya manusia untuk memastikan operasional berjalan seimbang antara kecepatan pekerjaan dan pengendalian kinerja. 1.Ensure appropriate contract preparation and implement evaluation standard of contractor's activity to ensure target achievement. 2.Ensure sufficient and efficient tools for managing contractor's performance and human resources readiness to ensure the operational process is well balanced between speed and control	**Pengelolaan Risiko** Risk Management 1.Memastikan Sistem Manajemen Lingkungan telah dijalankan di semua aspek kegiatan operasional perusahaan. 2.Melakukan koordinasi dan kolaborasi dengan semua pihak terkait dengan pembelajaran geohidrologi untuk memastikan bahwa proses pertambangan tidak berdampak buruk pada sumber air bawah tanah dan kondisi air dipermukaan. 1.Ensure Environmental Management System is appropriately implemented in all operation aspects. 2.Coordinate and collaborate with all site related to geohydrology study to ensure mining process does not have negative impact to underground and surface water.	

EKONOMI ECONOMY	**KETENAGAKERJAAN DAN LINGKUNGAN** MANPOWER AND ENVIRONMENT	
Risiko Pengembangan Bisnis Business Development Risk	**Risiko Sumber Daya Manusia** Human Resources Risk	
Peristiwa Risiko Risk Event Pengembangan bisnis baru di luar batubara sebagai bagian dari strategi diversifikasi usaha tidak berjalan sesuai rencana Diversification strategy of new business development apart from coal mining does not run according to plan	**Peristiwa Risiko** Risk Event Belum memadainya sumber daya dan desain organisasi untuk merespon pertumbuhan dan transformasi perusahaan Inadequate business resources and design to support company's transformation and growth	
Pengelolaan Risiko Risk Management 1. Mengembangkan bisnis dan peluang ekonomi baru berdasarkan hasil inovasi fungsi DCOE 2. Mempertimbangkan kembali pengembangan bisnis baru di luar bisnis batubara dalam rantai pasok energi melalui analisa kelayakan dan risiko 3. Mengoptimalkan Pendapatan dan Biaya dalam Bisnis baru Dengan menyempurnakan sistem dan proses bisnis. 1. Develop new business and economic opportunities based on the innovations of DCOE Department 2. Reconsider the development of new business outside the coal business in the energy supply chain through a feasibility and risk analysis 3. Optimize Revenues and Costs in new business by improving business systems and process	**Pengelolaan Risiko** Risk Management 1 Membangun dan meningkatkan kompetensi pekerja melalui pelatihan internal maupun eksternal yang mendukung pekerjaan dan soft skill 2 Memenuhi kebutuhan bisnis melalui pengembangan karyawan yang ada dan merekrut tenaga profesional 3 Membangun model organisasi yang efektif sesuai dengan kebutuhan perusahaan 1 Build and improve employee's competency through internal and external training that supports work and soft skills 2 Meet the business needs by developing existing employees and recruiting experts to meet business needs 3 Build an effective organizational model according to company needs	

MANAJEMEN KEBERLANGSUNGAN USAHA
Business Continuity Management

Jika sebuah krisis menimpa dan melumpuhkan sebuah organisasi, maka organisasi tersebut akan menghadapi beberapa konsekuensi, seperti hilangnya kemampuan untuk menanggapi kebutuhan pelanggan dan kerusakan status keuangan, daya saing, dan kredibilitas. ITM menyikapi risiko krisis ini dengan menerapkan Business Continuity Management (BCM).

If a crisis befalls and cripples an organization, they will face a number of consequences, such as inability to meet customer needs and harm its financial status, competitiveness, and credibility. ITM addresses the risks of a crisis by implementing Business Continuity Management (BCM).

Sejak 2018, penerapan BCM dilakukan melalui manajemen krisis yang dijalankan oleh Emergency Response Team (ERT) Gabungan, yang dibentuk di masing-masing lokasi. ERT Gabungan untuk mengkomunikasikan kesadaran, mengkoordinasi tanggap darurat di kinerja operasional, hingga menyiapkan rencana mitigasi bila situasi darurat berkembang ke tingkat bencana yang lebih luas. Beberapa pelatihan seperti Bantuan Hidup Dasar, *Fire Fighting, Rescue from Height, Vehicle Accident*, dan Water Rescue secara terjadwal dilakukan setiap tahun untuk menjaga kompetensi tim ERT yang handal.

Since 2018, BCM has been implemented through crisis management carried out by the Joint Emergency Response Team (ERT), which was established in each business unit. Joint ERT communicates awareness, coordinates emergency response, and designs mitigation plans when an emergency situation develops to a broader level of disaster. Some training such as Basic Life Support, Fire Fighting, Rescue from Height, Vehicle Accident, and Water Rescue are regularly scheduled every year to maintain the competence of a reliable ERT team.

Di tahun 2019, tim ERT Gabungan membantu korban bencana banjir dan longsor di Bengkulu, Samarinda, dan Bontang. Kegiatan evakuasi dan pemberian bantuan medical treatment dilakukan oleh ERT di masing-masing anak usaha IMM, TCM, KTD Embalut berkoordinasi dengan CSR ITM dan Posko Kementerian ESDM. Bantuan logistik sebesar IDR210 juta direalisasikan dalam bentuk obat-obatan, makanan pokok, perlengkapan bayi dan selimut, serta bantuan lainnya.

In 2019, the Joint ERT team provided disaster relief for the victims of floods and landslides in Bengkulu, Samarinda and Bontang. The evacuation activities and the provision of medical treatment assistance were carried out by ERT in each subsidiary of IMM, TCM, KTD Embalut in coordination with CSR ITM and the Ministry of Energy and Mineral Resources (MEMR) Post. Logistics assistance of IDR 210 million was distributed in the form of medicines, staple foods, baby essentials and blankets, as well as other assistance.

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 anggota dewan komisaris, direksi, pekerja dan pemangku kepentingan dalam menjalankan kegiatan usaha, serta membangun iklim bisnis yang beretika, terbuka, dan patuh terhadap ketetapan peraturan yang berlaku serta praktek terbaik.

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 members of board of commissioners, board of directors, employees 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
Keselamatan & Kesehatan 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

ITM memiliki komitmen tinggi untuk memberantas korupsi. Sikap anti-korupsi diwujudkan melalui komunikasi tata kelola yang baik dan penerapan fasilitas Independent Whistleblowing Center (IWBC). Setiap tahun, ITM menyelenggarakan Corporate Governance (CG) Day yang berfokus pada etika bisnis dan pada tahun 2019, tema CG Day adalah "*Culture & Business Ethics toward Sustainable Business*", yang dihadiri oleh pemangku kepentingan perusahaan seperti para kontraktor, pemasok, karyawan di semua lokasi kerja yang disiarkan secara langsung melalui video.

ITM has a high commitment to eradicate corruption. Anti-corruption is reinforced through communication of good governance and the implementation of the Independent Whistleblower Center (IWBC). Every year, ITM held Corporate Governance (CG) Day event and for 2019 the theme was "Culture & Business Ethics toward Sustainable Business", attended by the company's stakeholder such as contractors, vendor, employees of working locations through video conference .



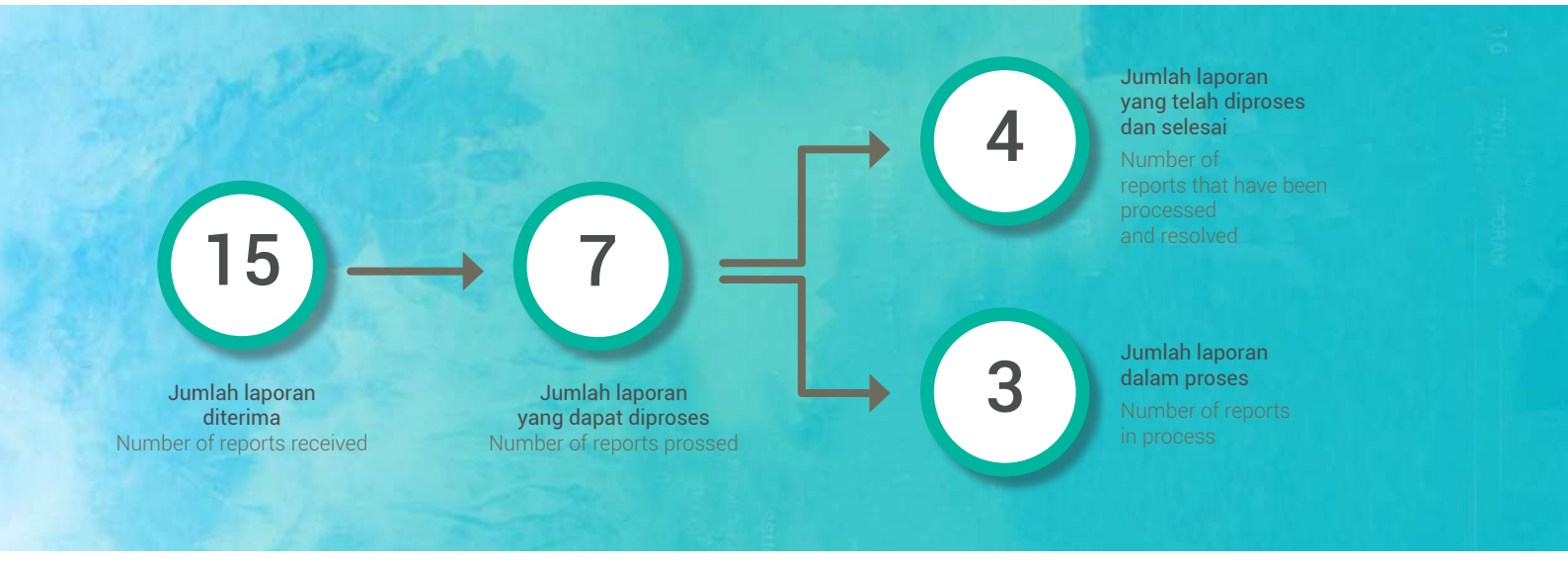
Disamping itu perusahaan juga telah memberikan pemahaman kebijakan anti-korupsi bagi seluruh jajaran Direksi, Dewan Komisaris dan pekerja serta pemangku kepentingan lainnya.

In addition, the company also has been socializing an anti-corruption policy for the entire Board of Directors, Board of Commissioners and employees, as well as other stakeholders.

Sejak 2011, keberadaan IWBC telah mengelola dan menindaklanjuti berbagai bentuk pelanggaran sesuai dengan prosedur yang berlaku. Pihak yang mengelola pengaduan adalah Ombudsman, dengan hasil temuan yang ditindaklanjuti oleh Komite Investigasi. IWBC dapat diakses melalui website www.iwbcitmg.com.

Since 2011, the implementation of IWBC has received and resolved various forms of wrongdoing reports in accordance with applicable procedures. The party that received the wrongdoing reports was Ombudsman, with the findings being followed up by the Investigation Committee. IWBC can be accessed through the website www.iwbcitmg.com.

Pengaduan Laporan IWBC 2019
Whistleblowing Report via IWBC 2019



PELIBATAN PEMANGKU KEPENTINGAN
Stakeholder Engagement



Sejak tahun 2018, analisis kebutuhan pemangku kepentingan telah dilakukan dengan metode *Focus Group Discussion* (FGD) dan *in-depth interview* pada setiap awal tahun berjalan. Proses dan metode yang digunakan merujuk pada standar AA1000 SES. Keterlibatan berbagai pemangku kepentingan secara konstruktif membantu ITM menentukan keputusan dan menjalankan bisnis dengan penuh tanggung jawab. FGD tahun 2019 dilakukan pada tanggal 19 Maret – 29 Mei 2019.

Since 2018, annual analysis of stakeholder needs has been conducted through the Focus Group Discussion (FGD) method and in-depth interviews at the beginning of each year. The processes and methods used refer to the AA1000 SES standard. The constructive involvement of various stakeholders helps ITM to make decisions and conduct business responsibly. The 2019 FGD was conducted on March 19 - May 29, 2019.



"Kami mengapresiasi upaya ITM melibatkan pemangku kepentingan untuk mendapatkan masukan dalam laporan keberlanjutan. Semoga saran yang diberikan dapat ditindaklanjuti"

"We appreciate ITM's efforts for involving stakeholders to get any input for the sustainability report. Hopefully the advice given can be followed up."

Nandra Dedhy
Pemerintah Daerah Kalimantan Selatan, Panit I Unit 3 Subdit IV Dit. Krimsus Polda Kalsel

South Kalimantan Government Panit I Unit 3 Sub-Directorate IV Directorate of Special Crimes Investigation, South Kalimantan Regional Police

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	Rapat Umum Pemegang Saham diadakan minimal setahun sekali Analyst Meeting diadakan 4 kali dalam setahun General Meeting of Shareholders is convened at least once a year Analyst Meeting is convened 4 times 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 • Fair and equal treatment in career planning and remuneration • Safe and healthy workplace
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 • A constructive relationship with the regulator • Compliance with laws and regulations
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 • Contribute to the economic, social and environmental aspects to accelerate independence • Availability of employment

PENDEKATAN MANAJEMEN [103-1, 103-2, 103-3]
Management Approach

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.

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



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 DAN DUKUNGAN TERHADAP TPB

Management Approach on Material Topics and Support toward SDGs

ITM berkomitmen untuk mendukung beberapa tujuan TPB yang telah ditentukan oleh manajemen perusahaan.

ITM is committed to support several SDGs goals that have been determined by company management.



Keanekaragaman Hayati

Perbaikan terus-menerus: Indek Keragaman sesuai AMDAL

Target 2019 :
1. Menciptakan Inovasi (Berbagi Nilai)
2. Menyusun Peta Jalan Keanekaragaman Hayati

Strategi: Pelaksanaan dan pemantauan dari reklamasi dan penanaman
Fungsi terkait: • Operation • HSEC • CSR

Biodiversity

Continous Improvement: Diversity Index as stated in AMDAL

Target of 2019:
1. Creating Innovation (Shared Value)
2. Establish Bio-diversity Roadmap

Strategy: Implementation and monitoring of reclamation and vegetation
Department in charge: • Operation • HSEC • CSR



Limbah & Efluen

Perbaikan terus-menerus: Kepatuhan 100% dan Pengurangan Intensitas Limbah

Target 2019: Intensitas Limbah ≤ 0,10

Strategi :
1. Pemastian Kepatuhan
2. Menciptakan Inovasi (berbagi nilai)
3. Kepedulian
4. Pemastian Data

Pencapaian 2019 :
Intensitas limbah non B3: 0,10
Intensitas limbah B3: 0,37

Fungsi terkait: • Operation • HSEC

Waste & Effluents

Continous Improvement:100% Compliance and Reduction of Waste Intensity

Target of 2019: Waste Intensity ≤ 0.10

Strategy:
1. Ensuring Compliance,
2. Creating Innovation (Shared Value),
3. Building People Capability
4. Data Assurance

Performance of 2019:
Non-hazardous waste intensity: 0.10
Hazardous waste intensity: 0.37

Department in charge: • Operation • HSEC



Kinerja Ekonomi

Perbaikan terus-menerus: Efisiensi biaya bisnis
Strategi: Return on Investment (ROI) 15%
Fungsi terkait: • Operation • Finance • Sales & Logistic

Economic Performance

Continous Improvement: Cost efficiency business
Strategy: ROI 15%
Department in charge: • Operations • Finance • Sales & Logistic



Keselamatan dan Kesehatan Kerja (K3)

Perbaikan terus-menerus: Nihil Kematian

Target 2019: Angka Kekerapan Kecelakaan (IFR) < 0,14

Strategi: Promosi dan Memastikan 4 Nihil:
1. Nihil Kecelakaan,
2. Nihil Kecelakaan yang berulang,
3. Nihil Penyakit Akibat Kerja,
4. Nihil Toleransi

Kinerja 2019: IFR: 0.19 dan Nihil Kematian

Fungsi terkait: • Operation • HSEC

Occupational Health and Safety (OHS)

Continous Improvement: Zero Fatality

Target of 2019: Injury Frequency Rate (IFR): <0.14

Strategy: Promoting & Driving 4 Zero;
1. Zero Incident,
2. Zero Repeat,
3. Zero Occupational Illness,
4. Zero Tolerance

Performance of 2019: IFR: 0.19 and No Fatality Incident

Department in charge: • Operation • HSEC



Digitalisasi

Perbaikan terus-menerus:
1. Ruang Kontrol Terintegrasi (MDC)
2. Aplikasi Kolaborasi Operasional Tambang (MOCA)
3. Tracking Pengangkutan Batubara (CHaT)
4. Aplikasi Monitoring Lereng Pit (PMA)
5. Peningkatan Operasional Lintas Kontraktor (JCOI)
6. Program-program pembelajaran

Target 2019:
1. Peningkatan selisih pencapaian produksi batubara terhadap rencana: 13,7%
2. Pengurangan kehilangan batubara: 0,12%

Strategi: Menciptakan fleksibilitas pengelolaan di seluruh rantai pasokan untuk meningkatkan kinerja bisnis, efisiensi, pemanfaatan teknologi dan kemampuan sumberdaya manusia

Fungsi terkait: • DCOE • Operation

Digitalization

Continous Improvement:
1. Integrated Control Room (MDC)
2. Mine Operation Collaboration Application (MOCA)
3. Coal Hauling Tracking (CHaT)
4. Pit-slope Monitoring Application (PMA)
5. Joint Contractor Operations Improvement (JCOI)
6. Learning Program

Target of 2019:
1. Increase coal production achievement per annum as planned: 13.7%
2. Reduction in coal loss: 0.12%

Strategy:
Enable flexibility and management throughout supply chain to improve the performance of business efficient, technology, and its people

Department in charge: • DCOE • Operation



Masyarakat Lokal

Perbaikan terus-menerus: Budget realization ≥ 80%

Target 2019: Indek Kepuasan Masyarakat: 0,66-0,82

Strategi: Penerapan CSR, CD dan Peta Jalan PPM

Pencapaian 2019: Realisasi penggunaan budget: 93%, Indek Kepuasan Masyarakat: 0,75

Fungsi terkait: • HSEC • CSR

Local Community

Continous Improvement: Budget realization ≥ 80%

Target of 2019: Community satisfaction index: 0.66-0.82

Strategy: Implementation of CSR, CD and PPM Roadmap

Performance of 2019: Budget realization: 93%, Community Satisfaction Index: 0.75

Department in charge: • HSEC • CSR



Emisi GRK

Perbaikan terus-menerus: Pengurangan Emisi GRK

Target 2019: Intensitas Emisi GRK ≤ 0,09

Kinerja 2019: Intensitas Emisi GRK: 0,09

Fungsi terkait: • Operation • HSEC

GHG Emission

Continous Improvement: Reducing Emissions

Target of 2019: GHG Emission Intensity ≤ 0.09

Performance of 2019: GHG Emission Intensity: 0.09

Department in charge: • Operation • HSEC



Energi

Perbaikan terus-menerus: Penghematan Energi

Target 2019: Intensitas Energi < 0,51

Strategi:
1. Pemastian Kepatuhan
2. Menciptakan Inovasi (berbagi nilai),
3. Kepedulian,
4. Pemastian Data

Kinerja 2019: Intensitas pemakaian energi < 0,51

Fungsi terkait: • Operation • HSEC

Energy

Continous Improvement: Energy Savings

Target of 2019: Energy intensity < 0.51

Strategy:
1. Ensuring Compliance,
2. Creating Innovation (Shared Value),
3. Building People Capability,
4. Data Assurance

Performance of 2019: Energy intensity < 0.51

Department in charge: • Operation • HSEC

SUSTAINABLE DEVELOPMENT GOALS

Source: United Nations Secretariat Building, Department of Economic and Social Affairs, Division for Sustainable Development

OPTIMALISASI PERTAMBANGAN DAN LOGISTIK

Mine and Logistics Optimization



Di tengah melemahnya pasar batubara sepanjang tahun 2019, Jumlah produksi batubara ITM lebih tinggi 6% daripada produksi di tahun 2018

Amidst the weakening coal bussiness along 2019, ITM coal production was 6% higher compared to production in 2018.

	TARGET Target	PENCAPAIAN Achievement
PRODUKSI BATUBARA Coal Production	23.6 Juta Ton Million Tons	23.4 Juta Ton Million Tons
PENJUALAN BATUBARA Coal Sales	26.5 Juta Ton Million Tons	25.3 Juta Ton Million Tons

OPERASI TAMBANG YANG UNGGUL
Excellence in the Mining Operation






Sejak tahun 2013, ITM telah melakukan transformasi bisnis secara bertahap pada proses rantai nilai operasi tambang menuju bisnis energi terpadu di tahun 2020. ITM juga terus mengembangkan teknologi informasi untuk mendukung kegiatan pertambangan.

Since 2013, ITM has been undergoing a process of gradual business transformation in the mining value chain to achieve an integrated energy business by 2020. ITM also continues to develop information technology that supports the mining activities.

Keunggulan ITM
ITM Excellences



Salah Satu Produsen Batubara Terbesar di Indonesia
One of the Largest Coal Producers in Indonesia

Pada akhir tahun 2019 cadangan batubara ITM sebesar 330,9 juta ton dengan luas WIUP sebesar 80.699 ha.

In the end of 2019 ITM coal reserves amounted to 330.9 million tons with *WIUP* area of 80,699 ha.



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.

As ITM coal comes from different sites in Kalimantan, it has a wide range of product specifications that can be mixed and combined based on the market needs.



Manajemen Rantai Pasokan Energi

Energy Supply Chain Management

Dari 13 anak perusahaan yang ITM miliki, sebanyak 6 anak perusahaan ITM telah bergerak dalam operasi dan produksi batubara, dan 2 anak perusahaan bergerak dalam sektor penunjang pertambangan di bidang kontraktor tambang dan penyedia bahan bakar. Memiliki perusahaan pertambangan sekaligus perusahaan penunjang pertambangan secara langsung meningkatkan efisiensi biaya logistik dan memaksimalkan nilai pemasaran energi.

Out of 13 subsidiaries of ITM, 6 subsidiaries are engaged in coal operations and production; and 2 subsidiaries is engaged in the mining support sector at mine contractor and fuel supply. Owning mining and mining support companies increases the efficiency of the logistics cost and maximizes the marketing efforts.



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 concentration of operations and distribution channels as well as being located in the hub of coal trading, enables ITM to offer efficient and effective services.



Komitmen Terhadap Inovasi

Commitment to Innovation

Transformasi program Kelompok Peningkatan Aktivitas Kerja (KOMPAK) menjadi Infinity (Innovation on Future Initiative and Creativity), sejalan dengan 'Banpu Heart'. Dengan branding tersebut, ITM berkomitmen untuk menjawab tantangan transformasi bisnis melalui inovasi yang kreatif dan memberi nilai tambah, didukung dengan adopsi teknologi yang memadai.

The programme 'Transforming the Work Activity Improvement Group (KOMPAK)' was changed into the 'Innovation on Future Initiative and Creativity' (INFINITY) programme, which allignes with the 'Banpu Heart'. With this branding, ITM is ready to face the challenges caused by the business transformation through creative and valuable innovation and the adoption of adequate technologies.



Komitmen Keuangan yang Sehat

Healthy Financial Position

Sepanjang 2019, nilai rasio lancar ITM membaik menjadi 203% dan rasio liabilitas terhadap aset menjadi 27%. Selain itu, rasio pinjaman terhadap ekuitas hanya tercatat sebesar 1%.

Throughout 2019, ITM's current ratio improved to 203% and liabilities to asset to 27%. Moreover, debt to equity ratio only recorded at 1%.

PENGHARGAAN
Awards

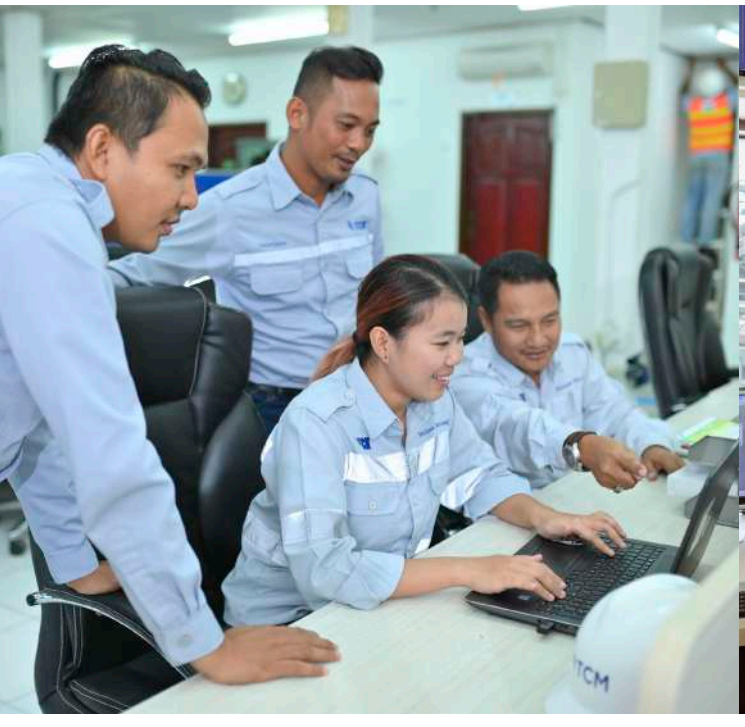
Apresiasi dari berbagai pihak menjadi tolak ukur ITM untuk terus mengoptimalisasikan kinerja perusahaan secara berkelanjutan.

The appreciations from various parties motivates ITM to contionue to sustainably optimize the company's performance.

TATA KELOLA
Penghargaan Kelompok Contact Liason Terbaik kepada ITM oleh Bank Indonesia
Peringkat Platinum dalam Asia Sustainability Report Rating (ASRRAT) 2019 kepada ITM oleh the National Center for Sustainability Reporting (NCSR)
Penghargaan Best Responsibility of the Board berdasarkan ASEAN CG Scorecard pada 11th Indonesia Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award kepada ITM oleh Indonesia Institute for Corporate Directorship (IICD)
Perusahaan Paling Inovatif di Sektor Pertambangan pada IDX Channel Innovation Awards 2019 kepada ITM
KINERJA KETENAGAKERJAAN
Penghargaan Nihil Kecelakaan Kerja kepada BEK, KTD-EMB, dan TRUST oleh Gubernur Kalimantan Timur
Penghargaan Nihil Kecelakaan Kerja kepada BEK, KTD-EMB, TRUST, dan TCM oleh Kementerian Ketenagakerjaan Republik Indonesia
Penghargaan Hak Asasi Manusia kepada ITM oleh Foundation for International Human Right Reporting Standard (FIHRRST)
KINERJA LINGKUNGAN
Peringkat Hijau – PROPER 2018-2019 kepada JBG oleh Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia
Peringkat Hijau – PROPER tahun 2018-2019 kepada BEK, KTD-EMB dan TCM oleh Gubernur Kalimantan Timur
Peringkat Biru – PROPER tahun 2018-2019 kepada BEK, KTD-EMB, dan TCM oleh Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia
Peringkat Biru – PROPER tahun 2018-2019 kepada IMM oleh Gubernur Kalimantan Timur
Apresiasi Mitra Pemerintah dalam Menjaga Kawasan Konservasi kepada IMM oleh Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia
KINERJA KEMASYARAKATAN
Penghargaan atas kontribusi BEK dalam 'Pembangunan bidang Pendidikan' oleh Bupati Kutai Barat
Penghargaan atas kontribusi BEK sebagai Mitra Sekolah Adiwiyata oleh Bupati Kutai Barat
Penghargaan kepada JBG sebagai Mitra Pembina Bank oleh Pemerintah Daerah Kabupaten Tanah Laut

GOVERNANCE
Best Contact Liason Group given to ITM by the Bank of Indonesia
Platinum in the Asia Sustainability Report Rating (ASRRAT) 2019 given to ITM from the National Center for Sustainability Reporting (NCSR)
Best Responsibility of the Board based on ASEAN CG Scorecard at the 11th Indonesia Institute for Corporate Directorship (IICD) Corporate Governance Conference & Award given to ITM by the Indonesian Institute for Corporate Directorship (IICD)
The Most Innovative Company in the Mining Sector given at the IDX Channel Innovation Awards 2019
MANPOWER PERFORMANCE
Zero Accident Award to BEK, KTD-EMB, and TRUST from the Governor of the East Kalimantan Province
Zero Accident Award to BEK, KTD-EMB, TRUST, and TCM from Ministry of Manpower
Human Right Award for ITM oleh Foundation for International Human Right Reporting Standard (FIHRRST)
ENVIRONMENTAL PERFORMANCE
Green Rating - PROPER of 2018-2019 to JBG from Ministry of Environment and Forestry
Green Rating - PROPER of 2018-2019 to BEK, KTD-EMB and TCM from the Governor of the East Kalimantan Province
Blue Rating - PROPER of 2018-2019 to BEK, KTD-EMB and TCM from Ministry of Environment and Forestry
Blue Rating - PROPER of 2018-2019 to IMM from the Governor of the East Kalimantan Province
Appreciation as a Government Partner in Protecting Conservation Areas to IMM from Ministry of Environment and Forestry
COMMUNITY PERFORMANCE
Award for BEK as its contribution in Education Development from West Kutai Regent
Award for BEK as Mitra Sekolah Adiwiyata from West Kutai Regent
The award for JBG as Coaching Partner of Waste Bank from Tanah Laut Regency Government

TRANSFORMASI DIGITAL [102-10]
Digital Transformation





Sejak tahun 2018, ITM mengintegrasikan transformasi digital dalam rantai nilai bisnis pertambangannya sebagai respon terhadap perkembangan teknologi era revolusi industri 4.0 serta kebutuhan akses data dan informasi yang cepat dan akurat dalam mengantisipasi setiap perubahan kondisi yang terjadi.

Struktur organisasi dan keberadaan tim yang tersebar dalam rentang geografis yang luas membutuhkan kesigapan dalam pengambilan keputusan yang ditunjang kecepatan akses dan analisa terhadap informasi di lapangan. Dengan melakukan digitalisasi, ITM akan mampu meminimalkan tantangan akses dan prasarana untuk meningkatkan kinerja di sepanjang proses operasional pertambangan.

ITM telah menetapkan rencana digitalisasi jangka panjang tahun 2018 – 2023, yang berfokus pada tiga aspek transformasi digital. Aspek transformasi tersebut meliputi 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.

Since 2018, ITM has integrated digital transformation in its mining business value chain as a response to the technological development era of the industrial revolution 4.0. which focuses on providing fast and accurate data to be able to adapt to continuously changing conditions.

The structure of the organization and the existence of teams spread over a wide geographical challenges fast access and analysis of information from the field that is relevant for decision making processes. Through digitalization, ITM will be able to minimize the access and infrastructure challenges and to improve the performance throughout the mining operations.

ITM has set up a long-term digitalization plan for 2018-2023 focusing on three aspects of digital transformation, namely: 1) new technology applications, 2) human resource development, and 3) organizational adjustments in adopting the new working methods. These aspects have been carried out simultaneously to support the competitiveness of ITM.

Key Achievements and Impacts Delivered



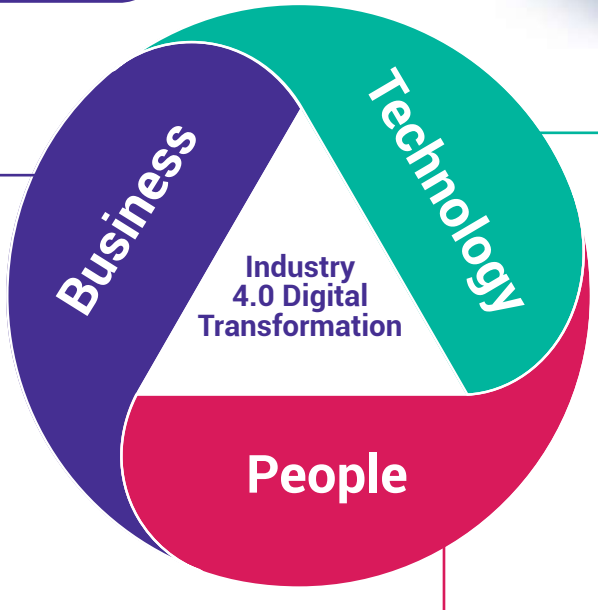
30%

Solusi-solusi digital berdampak bisnis

Impact driven digital solutions

Solusi-solusi bisnis berorientasi pelanggan dengan target dampak yang jelas terhadap produktivitas dan pertumbuhan

Business-led customer-back solutions with clear impact targetson productivity and growth



20%

Analisa data secara real-time dan teknologi yang inovatif

Real time data analytics & innovative technology Multi-speed

Pengembangan multi-kecepatan dan akses kepada ekosistem teknologi

Developmentand access to technology ecosystem

50%

DNA Agile, cara-cara baru dalam bekerja

Agile DNA, new ways of working

Peningkatan pola pikir dan kemampuan, Pelengkapan peran-peran dan keahlian digital yang harus dimiliki

Upgraded talent capabilities and mindset,new digital roles and skills

PENERAPAN TEKNOLOGI UNTUK MENDUKUNG BISNIS

Di tahun 2019 adalah tahun pertama transformasi digital yang sudah menyelesaikan tiga tahap yaitu Melak Digital Center (MDC) telah selesai diluncurkan. Sistem yang terintegrasi pada MDC memungkinkan tim di lapangan memantau informasi rencana dan operasi penambangan, coal hauling, hingga kinerja kontraktor berbasis digital. Monitoring kinerja di lapangan dapat dilakukan secara visual dan *real time* di MDC *Control Room*.

TECHNOLOGY APPLICATIONS TO SUPPORT THE BUSINESS

Year 2019 is first year of digital transformation which is three stages completed by establishing the 'Melak Digital Center' (MDC), has been completed. The integrated system in the MDC allows the team in the field to digitally monitor digitally information on mining plans and operations, coal hauling, as well as the performance of contractors. Monitoring of the performance in this field can be done visually and in real-time in the MDC Control Room.

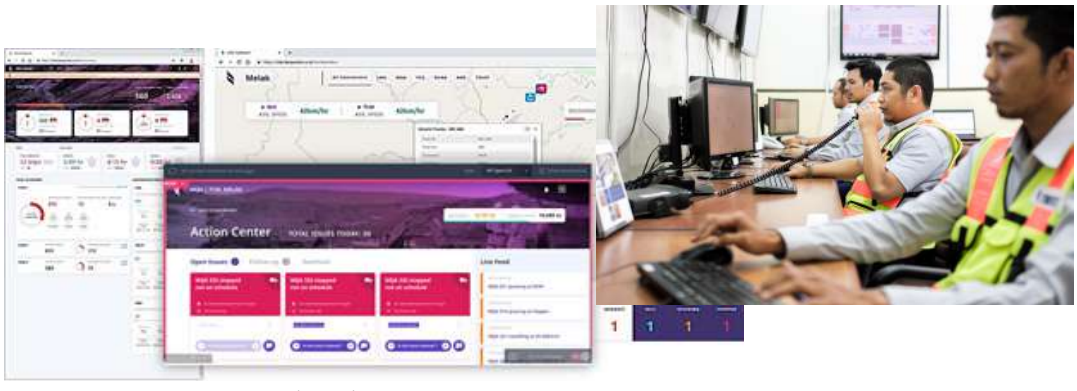






Kegiatan pertambangan di Cluster Melak dimulai dengan koordinasi pada MDC Morning Meeting untuk menentukan prioritas serta target harian berdasarkan kondisi pit. Saat operasi penambangan berlangsung, visualisasi *in-pit* dan data produksi dapat diinformasikan langsung oleh kontraktor melalui Tableau dashboard dan CCTV. Inisiasi tindak lanjut *mine planning* kepada kontraktor dapat dilakukan secara cepat oleh tim internal melalui aplikasi pesan singkat.

The Mining activities in the Melak Cluster begin with coordination at the MDC Morning Meeting to determine priorities and daily targets based on the pit conditions. During mining operations, the contractor can inform the MDC via in-pit visualization and production data using the tableau dashboard and CCTV. Monitoring and follow-up to the contractors can be effected quickly by the internal MDC team through short digital messages.



Sistem Coal Hauling Tracking (CHaT)

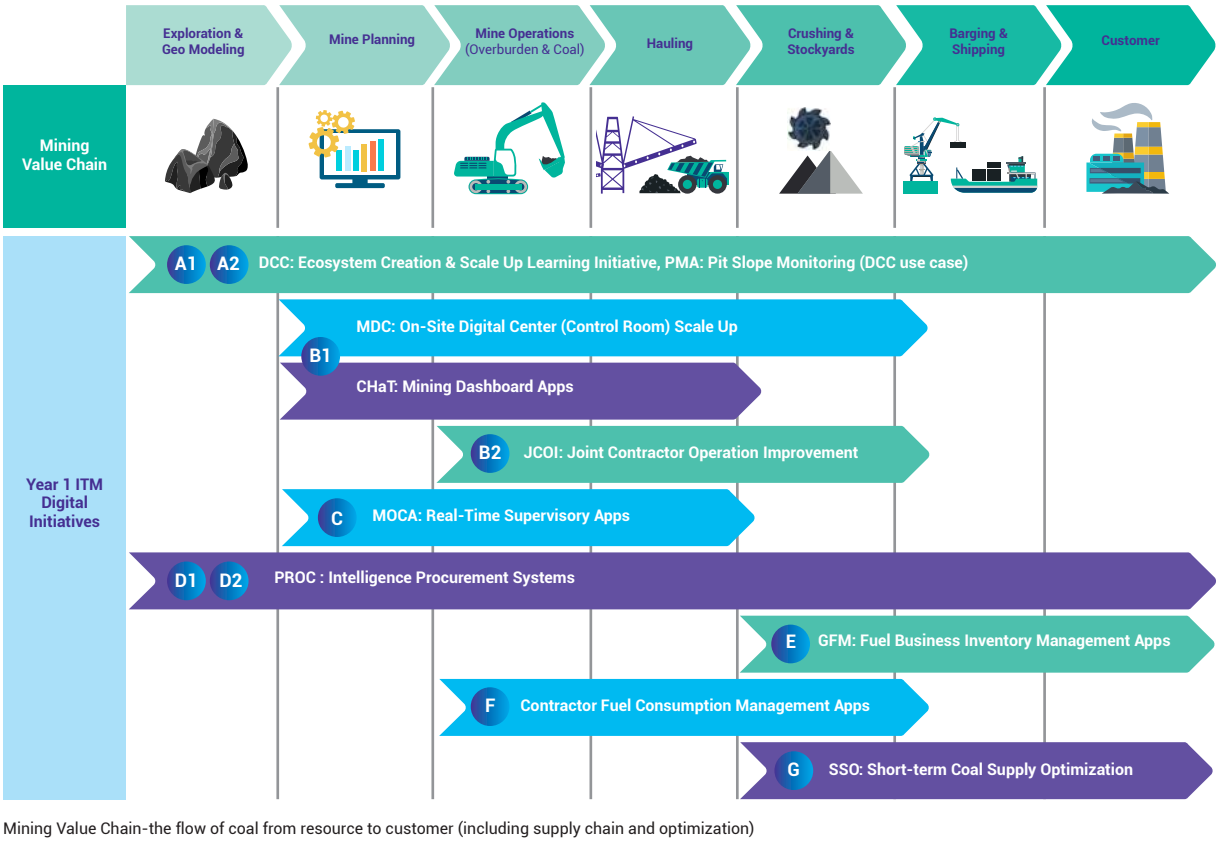
Di sisi lain, pemantauan pergerakan, kecepatan, dan kapasitas angkutan setiap unit truk dari Run of Mine (ROM) ke crusher di pelabuhan Bunyut dapat dimonitor secara visual dan *real-time* melalui dashboard Coal Hauling Tracking (CHaT). Pada dashboard tersebut, tim juga dapat mengakses visibilitas kinerja produksi secara langsung.

Saat ini, tidak kurang dari sepuluh inisiatif digitalisasi telah dijalankan di sepanjang rantai nilai usaha ITM mulai dari tahap perencanaan pra-penambangan, tahap produksi hingga tahap pengiriman produk ke konsumen. Implementasi inisiatif tersebut telah mencatatkan optimalisasi hingga USD36 juta.

In addition, the movement, speed, and transport capacity of each truck from the Run of Mine (ROM) to the crusher at Bunyut Port can be monitored visually and in real-time through the Coal Hauling Tracking (CHaT) dashboard. Watching the dashboard, the team can visually directly assess the production performance.

Currently, there are at least ten digitalization initiatives that have taken place along the ITM's business value chain, from pre-mining planning, production, shipping products up to consumer engagement. The implementation of these initiatives has saved up to USD 36 million.

Transformasi Digital ITM - Inisiatif digital menjawab rantai nilai awal-sampai-akhir
ITM Digital Transformation - Digital initiatives addressing end-to-end value chain



Mining Value Chain-the flow of coal from resource to customer (including supply chain and optimization)

MEMBANGUN KESIAPAN SUMBER DAYA MANUSIA

Tranformasi digital pada proses bisnis ITM membutuhan kesiapan sumber daya manusia. Oleh sebab itu, ITM mendorong peningkatan kapasitas tim di lapangan melalui pelatihan yang diikuti oleh setiap pekerja dari berbagai fungsi di Melak dan Jakarta.

Pada 8 Juli 2019, ITM meresmikan fasilitas fisik Digital Capability Center (DCC) di Kantor Pusat ITM, Jakarta sebagai ruang kolaborasi Perusahaan bersama mitra-mitra digitalisasi dalam menemukan solusi teknologi yang tepat bagi kebutuhan bisnis. Selain itu, DCC menjadi pusat berbagai kegiatan pengembangan kapabilitas digital bagi warga ITM bekerja sama dengan berbagai mitra penyedia teknologi digital kreatif, lembaga pelatihan, dan akademisi.

Sepanjang tahun 2019, ITM telah melaksanakan program peningkatan kapasitas bagi lebih dari 988 peserta yang berasal dari umum, influencer, dan core team internal Perusahaan. Jenis pelatihan yang diberikan berkaitan dengan *design thinking, advanced analytics*, dan revolusi industri 4.0.

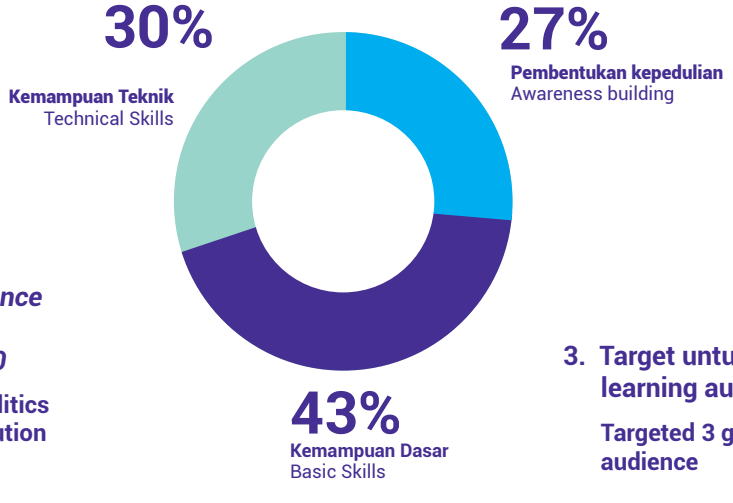
BUILDING HUMAN RESOURCES READINESS

Digital transformation in the ITM business processes requires the readiness of human resources. Therefore, ITM trains the team in Melak and Jakarta, regardless of the employee' position.

On the 8 July 2019, ITM inaugurated the physical facilities of the Digital Capability Center (DCC) at the ITM Headquarters, Jakarta. This site intends to collaborate with partners in digitization to identify the right technological solutions for their business needs. Besides that, DCC is also a center for various digital capacity development activities for ITM teams which are carried out in collaboration with creative digital technology providers, training institutions, and the academics.

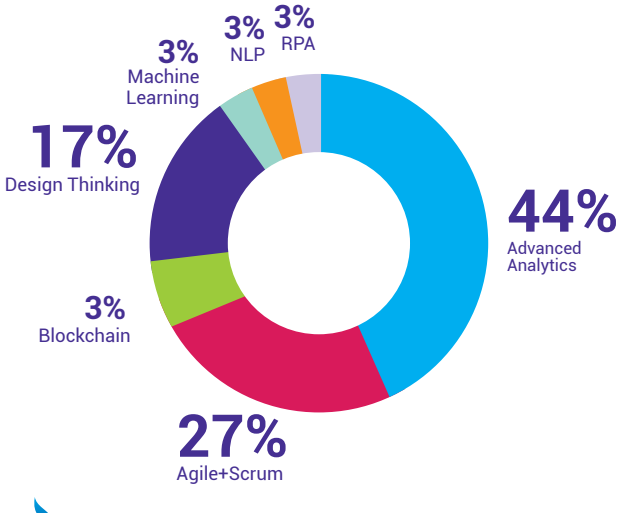
In 2019, ITM has implemented capacity building programs for more than 988 participants from the public, influencers as well as and the company's internal core team. The training provided is related to design thinking, advanced analytics, and the industrial revolution 4.0.

1. 3 Tipe Program untuk 988 peserta
Covered 3 program types for-988 participants



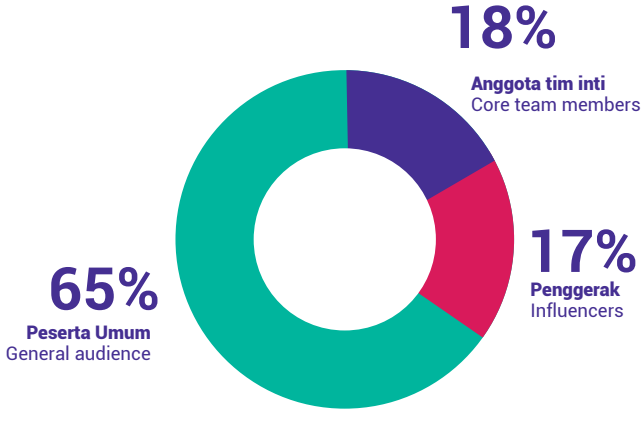
2. Fokus pada topik *Advance Analitics* dan *other Industry Revolution 4.0*

Focused on Advance Analitics and other Industry Revolution 4.0 topics



3. Target untuk 3 grup learning audience

Targeted 3 groups of learning audience



ITM terus berupaya menumbuhkan ekosistem *Digital Capability Center* (DCC) untuk mengembangkan solusi digital dalam rantai nilai pasokan. Selain itu, ITM mendukung upaya perbaikan berkelanjutan bagi setiap individu dan kepentingan bisnis dengan mendorong adanya transformasi cara kerja baru. Upaya ini menjadi salah satu fokus strategi ITM untuk memastikan tercapainya hasil yang diharapkan dari setiap inisiatif digitalisasi yang dilakukan.

ITM continues to enlarge the Digital Capability Center (DCC) to develop digital solutions in the supply value chain. Furthermore, ITM supports the efforts on digital, sustainable improvements for individual and business interests by encouraging new working methods. This effort is one of the focuses of ITM's strategy to ensure that the expected results of each digitization initiative can be achieved.

"Penggunaan teknologi untuk *monitoring* kegiatan di *hauling road* secara digital memberikan nilai tambah bagi kontraktor. Dengan adanya pemantauan kecepatan dan posisi kendaraan menggunakan *Global Positioning System*, kontraktor juga dapat ikut memantau pegawainya dalam melaksanakan pengangkutan barubara. Harapannya, penerapan digitalisasi ini dapat meningkatkan kesadaran pengemudi terhadap keamanan berkendara."

"The use of technology to digitally monitor digitally activities on hauling roads provides added value for the contractors. By monitoring vehicle speed and position using the Global Positioning System, contractors can monitor their employees in carrying out coal transportation. Hopefully, the application of this digitization can increase drivers' awareness of driving safely."

Yosafat Pujiono
Mitra Usaha I Business Partner
Project Manager
PT Lancarjaya Mitra Abadi (ELMA)

OPTIMALISASI PRODUKSI DAN BIAYA LOGISTIK
Optimization of the Production and Costs for Logistics





Di tahun 2019, ITM mencatatkan produksi batubara sebesar 23,4 juta ton atau mencapai 99% dari target produksi. Di tengah kondisi pasar yang kurang menguntungkan, ITM terus melakukan berbagai inisiatif untuk mengelola biaya sehingga lebih efisien. Beberapa upaya tersebut melalui integrasi transformasi digital dalam rantai nilai bisnis pertambangan, efisiensi biaya bahan bakar dalam pengelolaan transportasi hauling oleh PT TRUST serta pengembangan jaringan listrik PLN di area Port PT Kitadin- Embalut (EMB). Upaya ini memungkinkan perusahaan dalam menjaga distribusi nilai ekonomi yang baik bagi pemegang saham dengan tanpa mengesampingkan perlindungan lingkungan dan pemberian manfaat sosial.

In 2019, ITM recorded coal production of 23.4 million tons or 99% of the production target. In the midst of unfavorable market conditions, ITM continues to undertake various initiatives to manage costs more efficiently. Some of these efforts through digital transformation in its mining business value chain, fuel cost efficiency in hauling transportation management by PT TRUST and the development of the PLN electricity grid at the PT Kitadin-Embalut (EMB) Port. These efforts enables the company to maintain a good distribution of economic value for shareholders without compromising environmental protection and providing social benefits.

Upaya Efisiensi lainnya
Other Efficiency Efforts

Efisiensi pengelolaan transportasi hauling PT Tambang Raya Usaha Tama
Efficiency in hauling transportation management

(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 USD583.400 selama tahun 2019.

PT Tambang Raya Usaha Tama (TRUST) has developed several strategies to reduce fuel consumption in its activities as a contractor for PT Indominco Mandiri (IMM). Some of the activities carried out were: 1) monitoring the Road Gradient; 2) adding motor graders; 3) change the composition and 4) replace hauling fleets to a larger capacity of 150 tons. Through these activities, TRUST was able to save USD583,400 fuel costs during 2019.

Pengembangan jaringan listrik PLN
Development of PLN electricity grid

Pengembangan jaringan listrik PLN di area Port PT Kitadin-Embalut (EMB) berhasil mengurangi USD52.846 biaya operasional genset selama 1 tahun. 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 the PLN electricity grid at the PT Kitadin-Embalut (EMB) Port area has succeeded to reduce USD52,846 consumed by diesel generators. Previously, the Port area only used generators as a source of electricity, while currently, the EMB has an electricity grid to PLN, so that the generators are only used when there is a power outage.

Pemanfaatan Energi pada Air Asam Tambang sebagai Penggerak Suhu Turbin pada Unit Pengolahan Air Limbah
Energy Utilization of Acid Mine Water as a Turbine Driver in a Wastewater Treatment Unit

PT Jorong Barutama Greston (JBG) melakukan efisiensi energi dalam mengelola air limbah dengan memanfaatkan instalasi turbin air untuk pendistribusian bubuk kapur pada kegiatan tambang batubara. Automasi pada kegiatan ini dapat mengurangi bahan bakar minyak sehingga menurunkan emisi GRK sebesar 16,7 ton CO2-eq per tahun yang setara dengan penghematan sebesar Rp76,4 juta per tahun.

PT Jorong Barutama Greston (JBG) implements energy efficiency by utilizing wastewater in a turbine installation to distribute lime powder in the coal mine. Automation in this activity can reduce the fuel oil thereby reducing GHG emissions by 16.7 tons of CO2-eq per year and conventional emissions by 0.000037 tons of SO2 per year and achieve fuel savings of Rp 76.4 million per year.

Meskipun dihadapkan pada kondisi melemahnya harga batubara dunia, ITM berhasil mempertahankan kinerja yang baik melalui efisiensi biaya produksi seiring dengan menurunnya harga bahan bakar dan nisbah kupas. ITM juga menerapkan tiga strategi inti dalam menghadapi penurunan harga batubara global, yaitu:

1. Peningkatkan marjin laba dengan memusatkan penjualan pada pasar premium dan menggiatkan kegiatan pencampuran batubara untuk meningkatkan mutu produk.
2. Efisiensi biaya melalui inovasi efektivitas biaya dan transformasi digital guna menjaga efisiensi biaya.
3. Mengoptimalkan manajemen keuangan.

Despite the decrease in global coal prices, ITM managed to maintain a good performance through its efficiency in production costs. ITM also implemented three core strategies in dealing with the decline in global coal prices:

1. Increase profit margins by focusing the sales on the premium market and intensifying coal mixing activities to improve the product quality.
2. Cost efficiency through innovations and digital transformation.
3. Optimizing the financial management.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (ribu USD) [201-1]
Economic Value Generated and Distributed (Thousand USD)

NILAI EKONOMI YANG DIHASILKAN ECONOMIC VALUE GENERATED	2019	2018	2017
Pendapatan Bersih Net Revenues	1,715,592	2,007,630	1,689,525
Pendapatan Bunga Bank dan Deposito Income from Bank Interest and Deposits	6,214	4,850	3,387
• Pendapatan/ (Pengeluaran) Selisih Kurs • Foreign Exchange Income/(Expenses)	4,319	(9,696)	(349)
• Pendapatan/ (Pengeluaran) Lain-Lain • Other Income/(Expenses)	(5,151)	(59,841)	(29,069)
Nilai Ekonomi yang Dihasilkan Economic Value Generated	1,720,974	1,942,943	1,663,494
NILAI EKONOMI YANG DIDISTRIBUSIKAN **ECONOMIC VALUE DISTRIBUTED**	**2019**	**2018**	**2017**
Biaya Operasional Operational Costs	1,105,525	1,081,666	956,703
Gaji Pekerja dan Benefit Lainnya: Employee Salaries and Other Benefits			
• **Pekerja Operasional** • Operational Employees	46,945	48,665	43,642
• **Pekerja Administrasi dan Penjualan** • Administrative and Sales Staff	16,162	17,358	15,663
Jumlah Gaji Pekerja dan Manfaat Lainnya Total Employee Salaries and Other Benefits	63,107	66,023	59,305
Pembayaran kepada Penyandang Dana Payments to providers of capital			
• **Dividen kepada Pemegang Saham** • Dividend to Shareholders	203,420	249,373	199,050
• **Bunga Pinjaman kepada Bank** • Loan Interest to the Bank	346	183	52
Pengeluaran untuk Pemerintah (Pajak, Royalti, dan lainnya) Payments to Government (Taxes, Royalty, and others)	257,409	343,218	322,073
Pengeluaran untuk Masyarakat Community Investments	1,748	1,782	1,117
Nilai Ekonomi yang Didistribusikan Economic Value Distributed	1,631,554	1,742,245	1,538,300
Nilai Ekonomi Yang Ditahan Economic Value Retained	89,420	200,698	125,194
NILAI EKONOMI YANG DITAHAN SEBELUM DIVIDEN **ECONOMIC VALUE RETAINED EXCLUDING DIVIDEND**	**292,840**	**450,071**	**324,244**

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.

KEBERLANJUTAN DALAM CONTRACTOR MANAGEMENT SYSTEM (CMS)
A Sustainable Contractor Management System (CMS)

Evaluasi kinerja kontraktor dilakukan melalui CMS yang dikelola oleh fungsi Operation secara konsisten dan menyeluruh. Melalui sistem CMS, ITM menerima laporan secara berkala untuk menyusun evaluasi tahunan pemasok dan kontraktor. Laporan tersebut dapat menjadi pertimbangan ITM dalam memperoleh umpan balik, pemilihan vendor di masa mendatang dan melaksanakan pembinaan.

The performance evaluation of the contractors is consistently and thoroughly carried out by a CMS that is managed by the Operations Department. Through the CMS system, ITM receives periodic reports to compile an annual evaluation of suppliers and contractors. The report is used by ITM to receive feedback, coach the contractors and to select vendors in the future.

Manfaat CMS bagi Mitra Kerja
CMS Benefits for Business Partners



Tolak Ukur CMS, Keselamatan dan Kesehatan Kerja, Lingkungan (HSE)

Health and Safety, Environmental (HSE) CMS Measurements

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

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



Sinergi melalui Forum Community Development

Synergy via the 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.



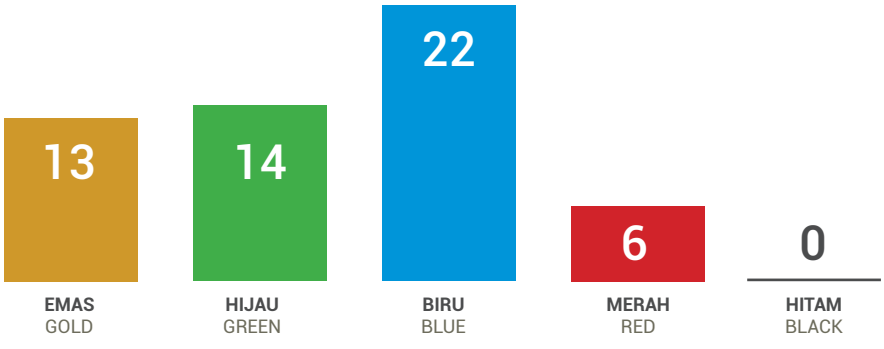
Program *Pooling* Bahan Bakar

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 kehilangan persediaan 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 losing fuel stock.

Penilaian CMS-HSE Kepada Kontraktor [102-10]
CMS-HSE Assessment on Contractors



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

MITRA KERJA LOKAL DALAM RANTAI PASOKAN

ITM mendukung penyerapan pendapatan asli daerah dengan memprioritaskan pemasok dan kontraktor lokal dalam memasok barang maupun jasa berdasarkan Peraturan Kementarian Energi dan Sumber Daya Mineral (ESDM) No.28 Tahun 2009. Dari jumlah pemasok dan kontraktor terdaftar, 848 di antaranya berasal dari Indonesia dengan nilai kontrak pekerjaan mencapai USD 141,815,068.53 dari keseluruhan nilai pengadaan barang dan jasa.

LOCAL BUSINESS PARTNERS IN THE SUPPLY CHAIN

ITM supports the distribution of the revenue to the local economy by prioritizing local suppliers and contractors in its procurement of goods and services based on the Ministry of Energy and Mineral Resources (ESDM) Regulation No. 28, the Year 2009. From the 848 registered suppliers and contractors, of them originated from Indonesia with a contract value of 141,815,068.53 of the total value spend on goods and services procurement.

Kategori Category	**Jumlah Vendor dan Kontraktor** Number of Vendors and Contractors	**Nilai Pengadaan Barang dan Jasa** Value of Goods and Services Procurement	**Persentase nilai Pengadaan** Percentage of Procurement Value
Kalimantan	569	62,510,453.18	44%
Nasional National	279	79,304,615.35	55%
Internasional International	28	1,121,198.57	1%
Jumlah Total	876	142,936,266.57	100%



ITM juga mendukung penyerapan ekonomi asli daerah dengan memprioritaskan pemasok dan kontraktor lokal, dan penyerapan tenaga kerja lokal. ITM telah menyerap tenaga kerja lokal dari Kalimantan sebagai wilayah operasional pertambangan. Melalui proses seleksi yang sesuai dengan kualifikasi dan kompetensi yang dibutuhkan, ITM berhasil memberdayakan 2.166 pekerja. Sejumlah 98 di antaranya berhasil menempati posisi *operational leader* ke atas.

ITM also supports the distribution to the local economy through prioritze the lokal supplier and contractor, and local workforce absorbtion. ITM selects the local workforce from Kalimantan region, as this is where the mines are operational. Through a selection process in accordance with the required qualifications and competencies, ITM managed to employ 2,166 employee, of which 98 succeeded in occupying operational leader and higher positions.

MANAJEMEN MUTU
Quality Management

Penerapan manajemen mutu produksi batubara dimulai dari tahap penambangan, pengangkutan, penyimpanan dan pengolahan, hingga tahap pengapalan. Untuk memastikan kualitas produk dan adanya pengaruh dari perubahan regulasi, ITM juga memungkinkan pelanggan untuk melakukan kunjungan langsung pada wilayah operasional pertambangan ITM.

The implementation of coal production quality management starts from the mining, transportation, storage and processing stages up to the shipping stage. To ensure the product quality and the impact of regulatory changes, ITM also allows customers to make direct visits to ITM's mining operations.

Kerangka Kerja Manajemen Mutu Produksi Batubara
Coal Production Quality Management Framework



Menjaga konsistensi mutu produk sesuai kontrak.

Maintain product quality consistency according to contracts.



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.



Menerima saran peningkatan mutu dari pelanggan.

Accept quality improvement suggestions from the customers.

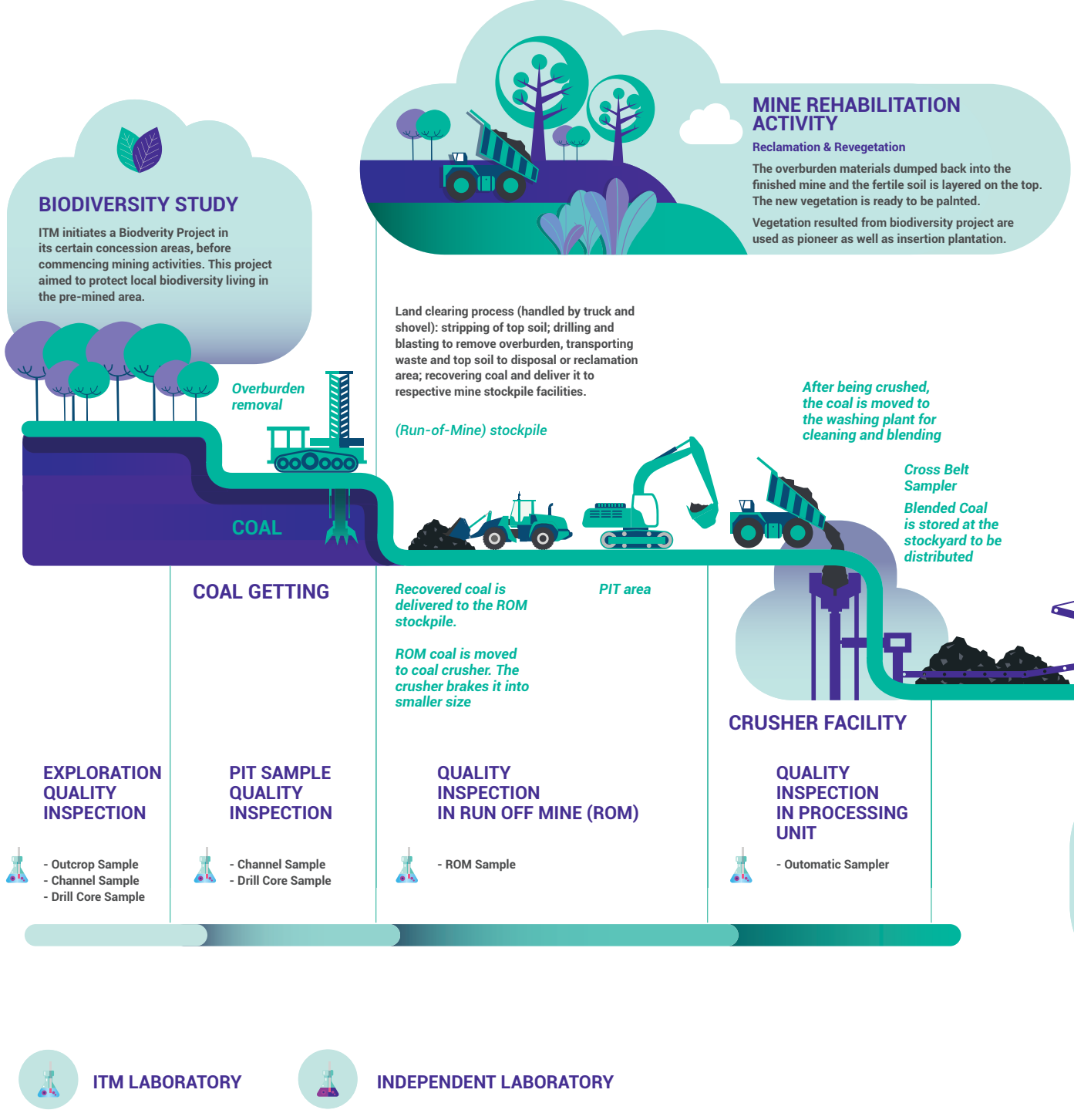


Memperhatikan dan menanggapi dengan baik keluhan pelanggan sesuai dengan pedoman layanan

Paying attention and respond to customer complaints in accordance with the service guidelines.



Manajemen Mutu Operasi Tambang Batubara
Quality Management in Coal Mining Operation



Di Crushing Plant
At Crushing Plant

ITM melaksanakan proses pengolahan batubara pada proses pengolahan (CPP) dengan peralatan pendukung untuk menjaga kualitas produk yang dimulai dari crusher, screen, metal detector, magnetic catcher, automatic sampler, belt scale sepanjang sabuk berjalan hingga water spraying sebelum dilakukan penumpukan di stockpile dan atau pengangkutan ke pelabuhan.

ITM process coal handling at Coal Processing Plant (CPP) with support equipment to ensure product quality which its start from crusher, screen, metal detector, magnetic catcher, automatic sampler, belt scale along belt conveyer until water spraying before stock in stockpile and or hauling to port.

Di Perjalanan menuju port stockyard
On the way to the Stockyard Port

ITM mengelola jalur pengangkutan dengan memantau kualitas jalan, meminimalisir kondisi tidak aman dengan menjaga grade jalan dan kelokan, dan memantau kecepatan kendaraan untuk memastikan kegiatan pengakutan berjalan aman dan efisien.

ITM manages transport routes by hauling road quality monitoring, minimize unsafe condition with road grade and sharp curves maintain, and equipment speed monitoring to ensure hauling road activity run safely and efficient.

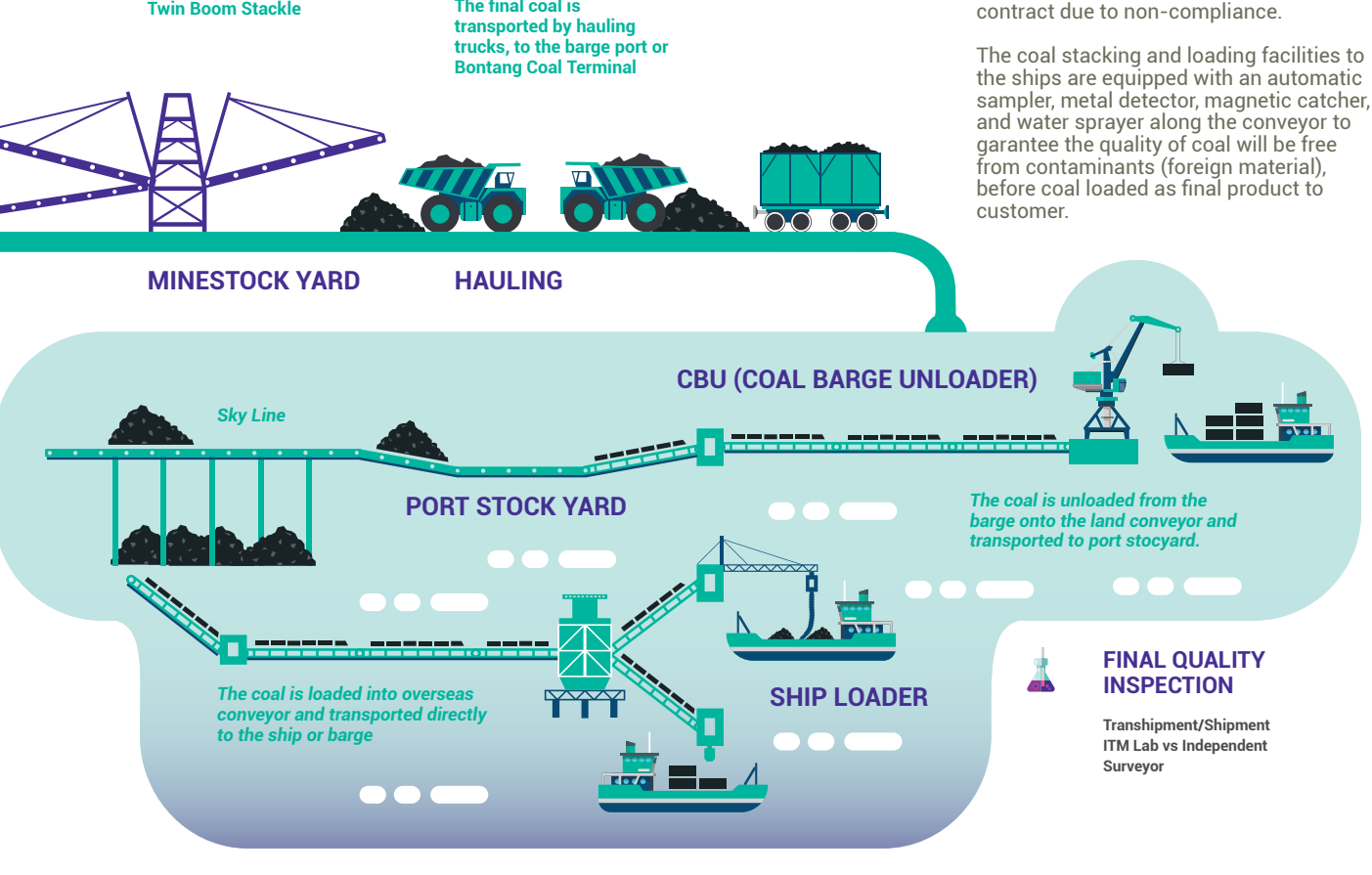
Di Bontang Coal Terminal (BoCT)
At Bontang Coal Terminal (BoCT)

ITM melakukan kontrol kualitas dan menjaga keamanan spesifikasi batubara melalui laboratorium yang bersertifikat internasional. Kebijakan manajemen mutu yang diterapkan dengan tegas memastikan pelanggan untuk memperoleh sampel yang disertai certificate of analysis. Dengan demikian, seluruh batubara yang dikirim telah sesuai dengan spesifikasi kebutuhan pasar, tanpa adanya insiden penarikan/ penghentian kontrak kerja akibat ketidakpatuhan hukum.

Fasilitas penumpukan dan pemuatan batubara menuju kapal dilengkapi dengan automatic sampler, metal detector, magnetic catcher dan water sprayer sepanjang conveyor untuk menjamin kualitas batubara dari kontaminasi material (foreign material), sebelum batubara masuk ke dalam kapal sebagai produk akhir yang akan dikirim kepada pelanggan.

ITM carries out quality controls and maintains the safety of coal specifications through internationally certified laboratories. A quality management policy that is implemented firmly ensures customers obtain samples accompanied by a certificate of analysis. Thus, all coal delivered is following the market's requirements, without any incident of withdrawal/ termination of the work contract due to non-compliance.

The coal stacking and loading facilities to the ships are equipped with an automatic sampler, metal detector, magnetic catcher, and water sprayer along the conveyor to garantee the quality of coal will be free from contaminants (foreign material), before coal loaded as final product to customer.



PENGELOLAAN LINGKUNGAN
Environmental Management



Mengelola dampak lingkungan bukanlah sesuatu yang mudah, di saat industri batubara banyak menghadapi tekanan di situasi ekonomi yang dinamis. Disinilah kami akan tetap beroperasi sesuai standard, namun tetap memperhatikan pengelolaan lingkungan yang berstandar internasional.

Managing environmental impacts are not easy, as the coal industry is exposed to dynamic price fluctuations. However, we commit ourselves to provide our stakeholders with economic gains, while still performing an international standardized environmental management system.

	TARGET Target	PENCAPAIAN Achievement
INTENSITAS LIMBAH Waste Intensity	≤ 0.10	0.10
INTENSITAS ENERGI Energy Intensity	≤ 0.51	0.51
INTENSITAS EMISI GRK GHG Emission Intensity	≤ 0.09	0.09
PENURUNAN EMISI GRK 2016 – 2020 GHG Emission Reduction with Baseline 2016 – 2020	25%	27%

SISTEM MANAJEMEN LINGKUNGAN
Environmental Management System

Memahami potensi dampak terhadap lingkungan, ITM melakukan pemetaan dampak lingkungan dan mitigasinya. Dengan demikian pengelolaan lingkungan telah diterapkan di setiap tahapan penambangan, pengolahan, hingga pemenuhan kewajiban pascatambang. Komitmen pengelolaan lingkungan juga diwujudkan melalui pelaksanaan Sistem Manajemen K3 & Lingkungan (SMK3L) dan standar internasional pengelolaan lingkungan ISO14001:2015.

Understanding the potential impacts on the environment, ITM conducts regular asessments and provides mitigation solutions. The environmental management has been applied at every stage of mining. The commitment on environmental management is also realized through the implementation of the OHS and Environment Management System (SMK3L) and the international environmental management standard ISO14001: 2015.

Sistem Manajemen Lingkungan Dalam SMK3L
Environmental Management System in HSEMS



1 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

2 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

3 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

Di bawah manajemen Direktorat S&RM, Perusahaan mengarahkan pengelolaan lingkungan yang holistik dan memperhatikan manfaat jangka panjang bagi pemangku kepentingan. Oleh karenanya, Departemen Health, Safety, Environment, and Community Development (HSEC) bekerja sama dengan dengan Departemen CSR di tahun 2019 telah melahirkan beberapa kegiatan yang terintegrasi seperti reklamasi lahan pascatambang yang dapat menciptakan *shared value* dengan program pemberdayaan masyarakat.

Sebagai hasil atas upaya bersama dalam menghemat energi, mengurangi emisi, dan mengelola limbah, Perusahaan berhasil mendapatkan penilaian kinerja lingkungan hidup (PROPER) peringkat 'Hijau' di anak usaha JBG, dan peringkat 'Biru' di anak usaha lainnya. Capaian ini menunjukkan bahwa pengelolaan lingkungan telah sesuai dengan yang dipersyaratkan peraturan. Di tahun 2019, ITM telah merealiasikan biaya pengelolaan lingkungan sebesar USD19,2 juta.

Under the management of the S&RM Directorate, the Company introduced a holistic environmental management and took into account the long-term benefits for its stakeholders. Therefore, the Department of Health, Safety, Environment, and Community Development (HSEC) in collaboration with the CSR Department have made several innovations in 2019, such as a post-mining land reclamation program that can be synergized with the community empowerment programs.

As a result of the integrated efforts to conserve energy, reduce emissions, and manage waste, the Company succeeded in obtaining a 'Green' environmental performance rating (PROPER) in JBG subsidiary, and a 'Blue' rating in other subsidiaries. These achievements show that the environmental management has complied with the required actions of regulations. In 2019, ITM has spent USD19.2 million for the environmental management activities.

MANAJEMEN PASCATAMBANG [MM10]
Post-Mining Management

Sejak 2016, KTD Tandung Mayang telah menghentikan kegiatan penambangan dan memasuki tahap pascatambang yang direncanakan selesai tahun 2021. KTD Tandung Mayang dengan tanggung jawab melaksanakan kewajibannya sesuai ketentuan dokumen Rencana Pascatambang (RPT) yang telah disetujui Pemerintah. Di bawah kepemimpinan Kepala Teknik Tambang, sejak tahun 2016 KTD Tandung Mayang telah memberikan pelatihan kewirausahaan kepada seluruh pekerja dan kesempatan kepada 417 pekerja untuk berkarir di perusahaan lain di bawah grup ITM.

Di tahun 2019, realisasi rencana perawatan tanaman telah mencapai 100% dari rencana pascatambang, yaitu 234,72 ha. Reklamasi lahan ini telah dikembalikan menjadi kawasan hutan sesuai dengan peruntukannya dan meningkatkan serapan karbon. Sementara tingkat kemandirian dan penerimaan masyarakat di 6 desa telah mencapai 100%. Seluruh pencapaian realisasi ini telah melewati standar yang ditentukan dalam RPT dan menunjukkan kesiapan KTD Tandung Mayang dalam melaksanakan pascatambang hingga serah terima kepada pemerintah.

Since 2016, the KTD Tandung Mayang has stopped the mining activities and entered the post-mining phase which will be finalized in 2021. The KTD Tandung Mayang has carried out its environmental obligations in accordance with the Post-Mining Plan (RPT) document which was approved by the government. Under the leadership of the Head of Mining Engineering, since 2016 KTD Tandung Mayang has provided entrepreneurial training to all employee and given opportunities for 417 employee to pursue careers in other companies under the ITM group.

In 2019, the company has realized 100% of the plant maintenance according to the post-mining plan, covering 234.72 ha. The post-mining land has been rehabilitated into forest areas in accordance with their allotment, and has increased carbon absorption while the level of independence and acceptance of 6 villages has reached 100%. All of these achievements have exceeded the standards specified in the RPT and demonstrate the readiness of the KTD Tandung Mayang in implementing the post-mining program until its handover to the government.

Nilai Potensi Serapan Karbon Area Reklamasi KTD Tandung Mayang (ton)
Potencial Carbon Absorption Value of the KTD Tandung Mayang Reclamation Area (ton)

Tahun Tanam Planting Year	"Luas (Ha)"	Total karbon per tahun tanam (ton)	Total karbon per tahun tanam per satuan luasan (ton/Ha)
2006	17.50	675.01	38.57
2008	6.10	344.82	56.53
2009	4.30	258.91	60.21
2011	4.49	423.01	94.21
2012	15.14	842.25	55.63
2013	65.81	2,496.15	37.93
2014	23.90	469.79	19.66
2015	12.66	138.60	10.95
2016	69.95	508.80	7.27
Total	**219.85**	**6,157.32**	**380.96**

Keberhasilan di KTD Tandung Mayang telah menjadi contoh bagi WIUP lainnya, terutama JBG yang seyogyanya akan memasuki pascatambang di tahun 2019. 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. Dengan demikian, operasi tambang JBG yang sebelumnya direncanakan berakhir dan memasuki rencana pascatambang di 2019, kini diperpanjang hingga 2026.

Di tahun 2019, izin pengelolaan tambang JBG dari Kementerian ESDM telah beralih dari hanya pemegang Perjanjian Karya Pengusahaan Pertambangan Batubara (PKP2B) menjadi Kontrak Karya. Izin Kontrak Karya ini diberikan kepada JGB untuk melakukan pendalaman di sekitar 1.600 ha yang sudah dikerjakan beberapa tahun sebelumnya tanpa ada penambahan luasan. Kontrak karya JBG mampu memberikan ketahanan ekonomi yang lebih lama sehingga dapat memaksimalkan nilai ekonomi bagi pemangku kepentingan.

The success of the KTD Tandung Mayang has become an example for the other WIUPs, especially JBG which will enter the post-mining in 2019. However, in line with the Ministry of Energy and Mineral Resource's policy to conserve natural resources and increase the energy security, ITM has reassessed the current coal reserves. Therefore, the JBG's mining operation which was originally planned to end and enter into the post-mining phase in 2019, has now been extended until 2026.

In 2019, the JBG mining operation permit from the Ministry of Energy and Mineral Resources has shifted from only the holder of a Coal Mining Concession Work Agreement (PKP2B) to a Contract of Work. This Contract of Work permission was given to JGB to deepen around 1,600 ha as had been done in the previous years. The JBG contract of work is able to provide a longer economic resilience so as to maximize the economic value for stakeholders.

Optimalisasi Sumber Daya Batubara Untuk Memperpanjang Usia Tambang [MM10]
Optimizing Coal Resource to Prolong Life of Mine

Optimalisasi Sumber Daya Batubara
Perpanjangan masa operasi produksi memberikan nilai laba yang optimal dan berjangka panjang bagi pemegang saham.

Pemberdayaan Tenaga Kerja
Perpanjangan kegiatan operasi produksi memberikan peluang bekerja dan berusaha bagi masyarakat di sekitar tambang. Di tahun 2019, tidak ada pengurangan pekerja dan tidak ada karyawan yang dirumahkan.

Pemenuhan Tanggung Jawab Reklamasi Lahan Bekas Tambang
Pemenuhan tanggung jawab reklamasi bekas tambang akan dilakukan sesuai dengan rencana reklamasi tahunan, dengan total biaya reklamasi lebih dari IDR12,8 miliar pada tahun 2019. Reklamasi lahan akan dikembalikan menjadi kawasan hutan sesuai dengan peruntukannya.

Pengembangan Masyarakat
Pengembangan masyarakat di enam desa dampingan dilakukan secara berkesinambungan sejak tahun 2005. Perpanjangan usia tambang memberikan tambahan anggaran biaya pengembangan masyarakat lebih dari IDR1,2 miliar untuk tahun 2019.

Selain menyikapi perpanjangan usia tambang di JBG, Perusahaan juga tetap menjaga komitmen pengelolaan pascatambang yang akan dihadapi di tahun 2026 mendatang. ITM menempatkan jaminan pascatambang sebesar IDR82,9 miliar rupiah untuk JBG.

Optimization of Coal Resources
The extension of production periode provides optimal and long-term profit value for shareholders.

Workforce Empowerment
The extension of production periode provides employment and entrepreneurship opportunity for the surrounding communities. In 2019, there was no employment reduction and lay offs.

Fulfillment of the Reclamation Responsibilities Of Mined Out Area
The fulfillment of post-mining reclamation responsibilities was be carried out in accordance with annual reclamation plan, with more than IDR12.8 billion reclamation cost for 2019. The land of rehabilitation will be returned to forest areas in accordance with its allotment.

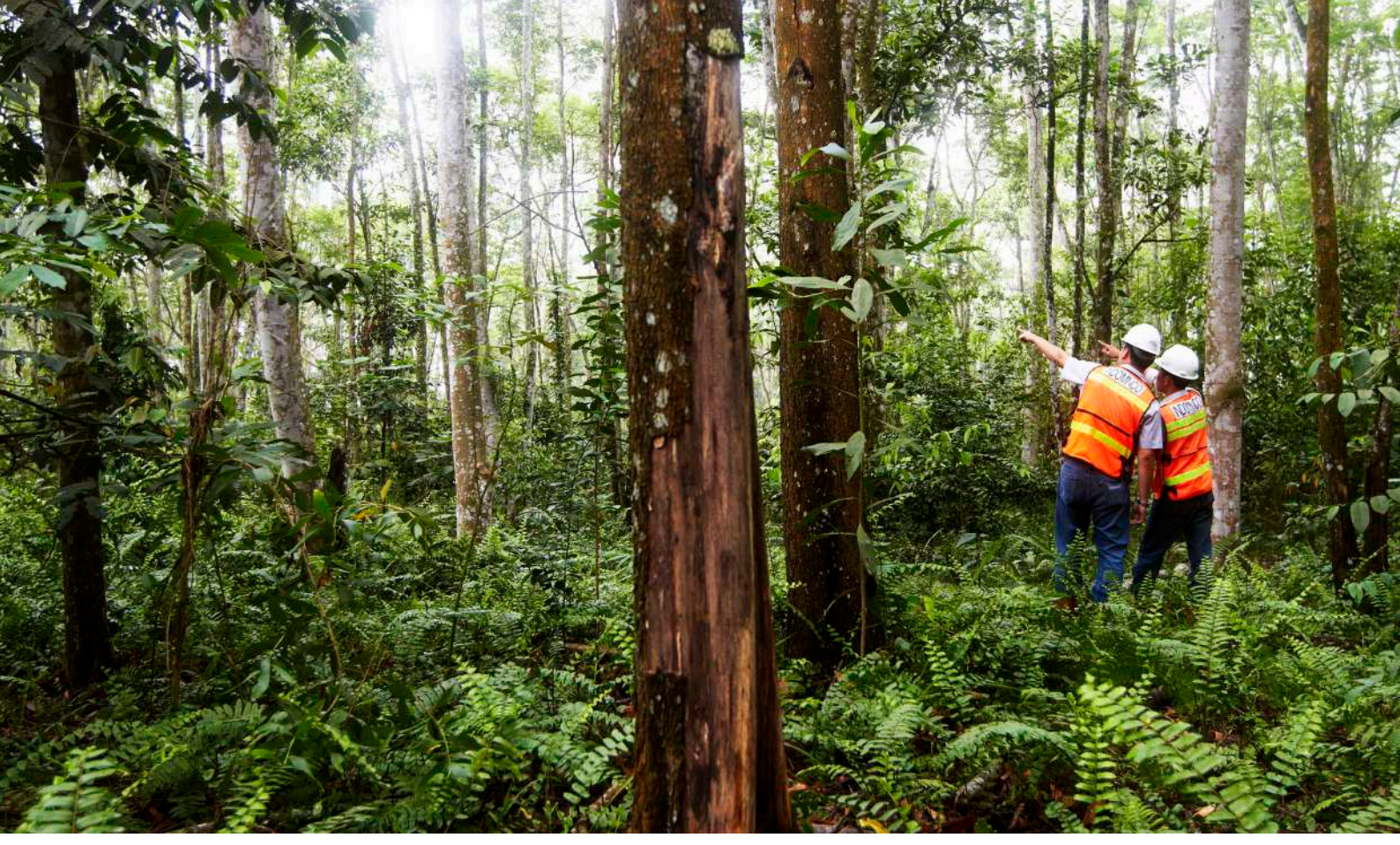
Community Development
The community development in six fostered villages has been carried out continuously since 2005. The extension of the life of mine provided an additional community development budget of more than IDR1.2 billion for 2019.

Despite the mining-period extension of JBG, the Company adheres to its post-mining management commitments that will be necessary in 2026. For that purpose, ITM placed post-mining guarantees of IDR82.9 billion for JBG.

REKLAMASI DAN PELESTARIAN KEANEKARAGAMAN HAYATI DI LAHAN PASCATAMBANG
Reclamation and Biodiversity Conservation in the Post-Mining Land

Dampak dari perubahan bentuk alam akibat penambangan telah memberikan variasi habitat, seperti area reklamasi, area penambangan, area kolam pengendapan, dan area lainnya untuk sementara waktu. ITM berkomitmen untuk mengembalikan fungsi lahan melalui rencana pengelolaan lahan terganggu dan reklamasi sesuai dengan pedoman AMDAL. [304-2]

The impacts of the natural topography changes due to mining process have resulted in various land use ares, such as rehabilitation areas, mining areas, sedimentation pond areas, and others. ITM is committed to restoring the ecosystem functions through land management and rehabilitation plans in accordance with the AMDAL. [304-2]



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

Penanaman beragam spesies tanaman lokal dan tanaman bernilai ekonomis di lahan pascatambang merupakan salah satu upaya pemulihan habitat yang sebelumnya terganggu akibat kegiatan operasi. Hingga tahun 2019, ITM telah menanam 2,5 juta pohon tanaman lokal yang tumbuh di kawasan hutan. Spesies yang ditanam, antara lain pohon Meranti (*Shorea balangeran*), Gaharu (*Aquilaria malacensis*), Ulin (*Eusideroxylon swager*), Nyatoh (*Palaquium walsurifolium*), Kapur (*Dryobalanop lanciolata*), dan tanaman lokal lainnya.

One of the efforts to restore the habitats previously disturbed by the operational activities is through planting various local and economically valuable plants on the post-mining lands. Until 2019, ITM has planted 2.5 million indigenous trees that grow in the forest area. The species planted include Meranti (*Shorea balangeran*), Gaharu (*Aquilaria malacensis*), Ulin (*Eusideroxylon swager*), Nyatoh (*Palaquium walsurifolium*), Limestone (*Dryobalanop lanciolata*), and other local plants.

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

Parameter Parameter	Satuan Unit	Akumulasi Accumulation	2019	2018	2017
Lahan Terganggu Disturbed Area	ha	24,734	851	827	891
Lahan Reklamasi Reclaimed Area	ha	12,904	876	708	562
Lahan Revegetasi Revegetated Area	ha	12,646	826	587	494
Jumlah Pohon Number of Trees	**Batang** Trees	**7,670,350**	**1,064,050**	**741,310**	**682,154**



ITM juga secara aktif melakukan pengelolaan keanekaragaman hayati dengan memerhatikan status yang telah ditetapkan sebagai kawasan yang dilindungi. Luas area pertambangan di anak usaha IMM mencapai 24.121 ha yang di dalamnya terdapat 4.131 ha kawasan hutan lindung. Sementara untuk wilayah operasi BEK yang telah diidentifikasi memiliki nilai keanekaragaman hayati tinggi, kami telah mengalokasikan 30 ha area hutan produksi sebagai area konservasi. Meskipun masih berstatus hutan produksi, BEK berkomitmen untuk mempertahankan area tersebut dan tidak akan terganggu oleh kegiatan pembukaan lahan atau pertambangan, serta akan diperkaya keanekaragaman hayatinya. [304-3]

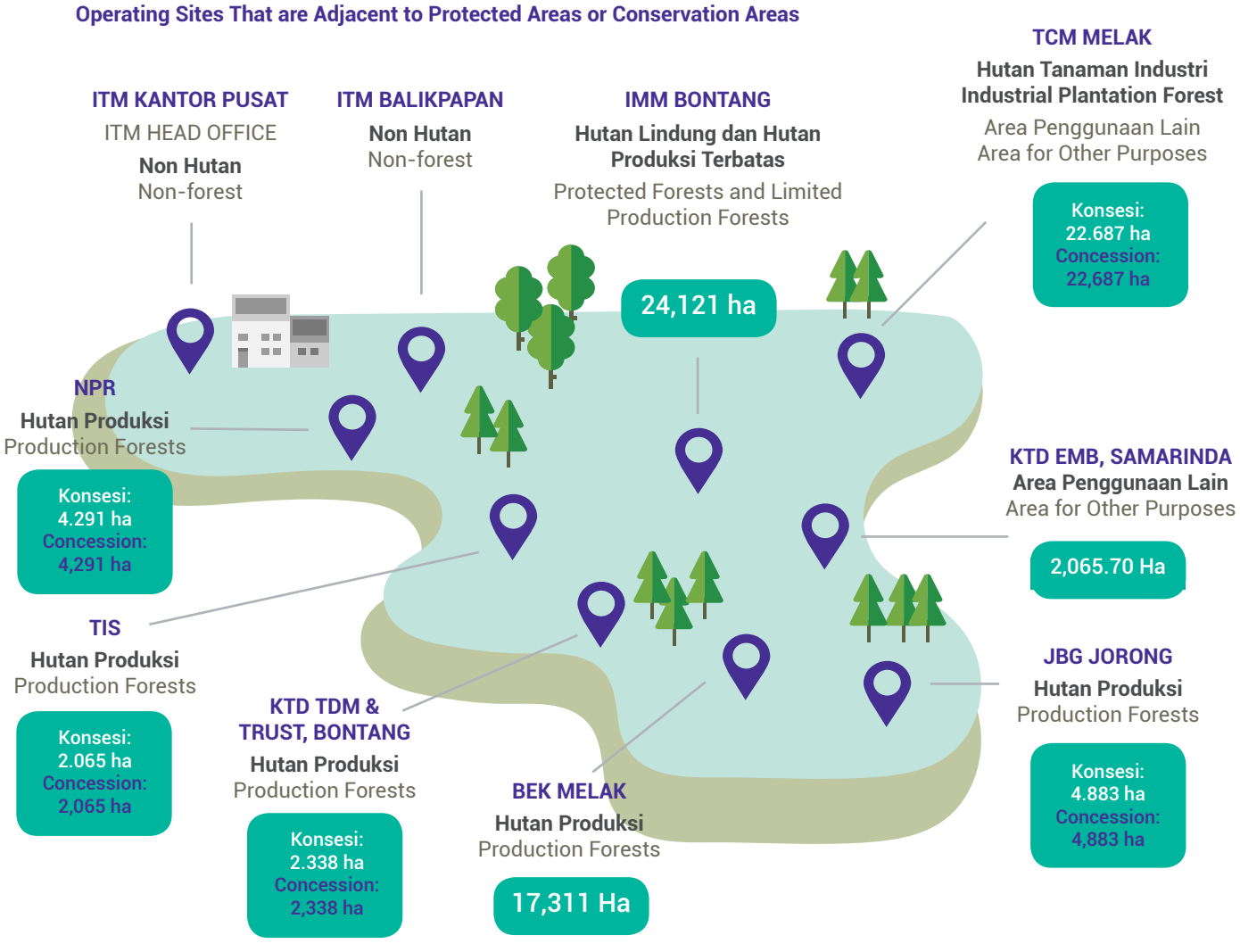
ITM belum melakukan studi *High Conservation Value* (HCV), namun Perusahaan telah melakukan studi dampak lingkungan melalui AMDAL dan menunjuk Lembaga Ilmu Pengetahuan Indonesia (LIPI) dan Unit Pelaksana Teknis Balai Konservasi Tumbuhan (UPT-BKT) Kebun Raya Purwodadi untuk melakukan studi keanekaragaman hayati di IMM dan BEK. Berdasarkan studi indeks kepekaan lingkungan dan indeks keanekargaman hayati yang dilakukan, IMM dan BEK telah memetakan satwa langka dan tanaman endemik terdaftar IUCN Red List yang perlu dilestarikan. Kerjasama yang terjalin akan memastikan pelestarian tanaman endemik dapat kembali tumbuh dengan baik di wilayah bekas tambang. [304-1]

ITM also actively implemented biodiversity management outside the reclamation land by paying attention to the status that has been designated as a protected area. The total mining area of the IMM subsidiary reaches 24,121 ha, where 4,131 ha of it is protected forest area. The BEK operational area has been identified as having high biodiversity values. Therefore, the Company allocated 30 ha of production forest areas as a conservation area. Despite of the production forest status, the BEK committees to maintain the area and will not disturb it by land clearing nor mining activities. Moreover, the Company will make efforts to enrich the biodiversity. [304-3]

Even though ITM has not conducted a High Conservation Value (HCV) study, the Company has conducted an environmental impact study through AMDAL and appointed the Indonesian Institute of Sciences (LIPI) and the Technical Services Unit (UPT) of the Purwodadi Botanical Garden to conduct biodiversity studies at IMM and BEK. Based on the studies of the environmental sensitivity index and biodiversity index conducted by IMM and BEK, they have also mapped endangered species and endemic plants registered with the IUCN Red List. The collaboration will ensure that the preservation of endemic plants can grow well in the post-mining areas. [304-1]

Wilayah Operasi yang Berada di atau Berdekatan dengan Kawasan Hutan Lindung Atau Hutan Konservasi

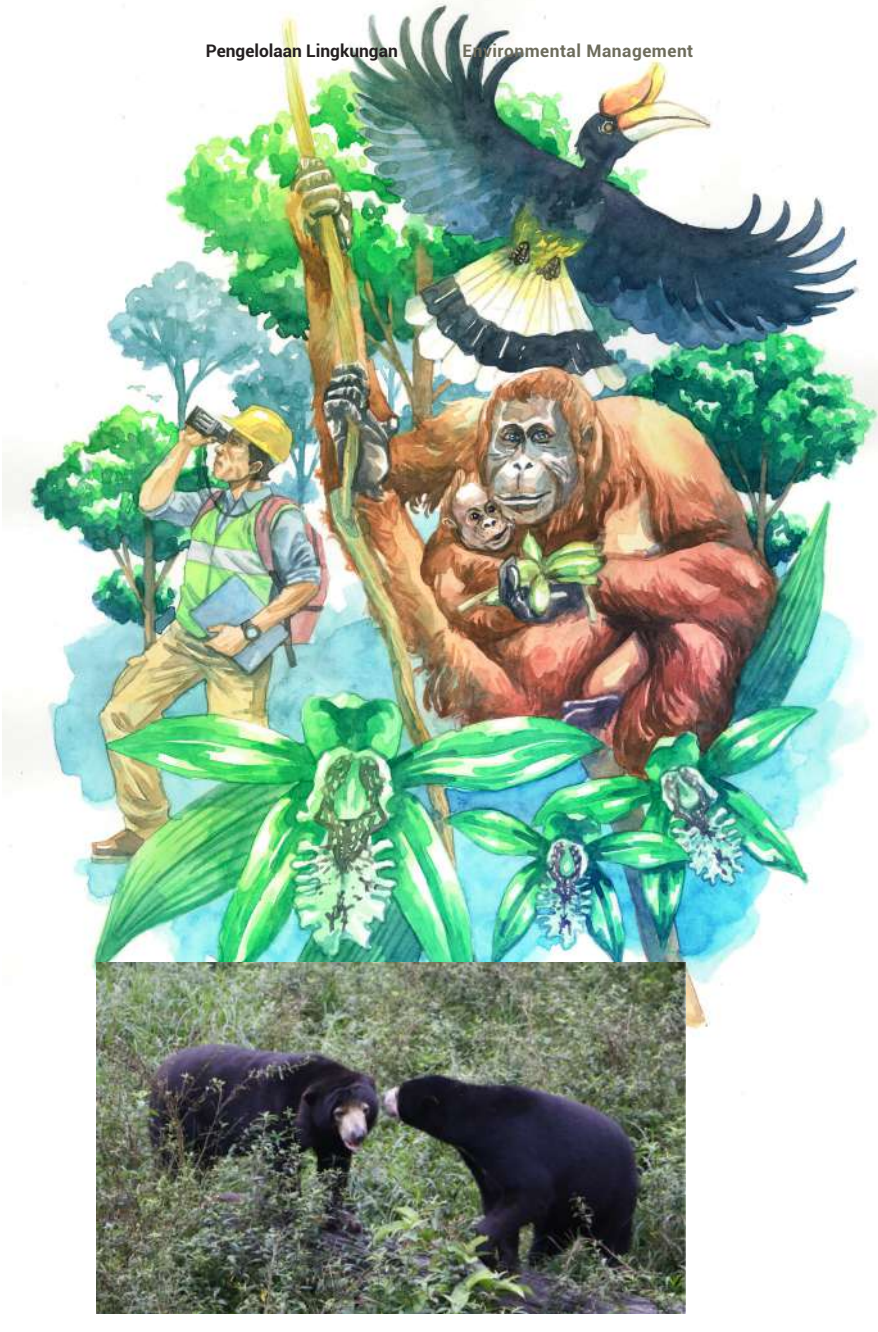
Operating Sites That are Adjacent to Protected Areas or Conservation Areas



Upaya Perlindungan Habitat yang Dilindungi [304-3]

Protected Habitat Protection Measures

Wilayah Operasi Operations Area	Kemitraan Partnership	Luas Wilayah yang Dilindungi Total of Protected Area	Metode/Standar pengukuran Measurement methods/ standards
IMM Bontang	Kerja sama LIPI untuk melakukan studi keanekaragaman hayati In collaboration with LIPI to conduct biodiversity studies	4.131 ha hutan lindung 4,131 ha of protected forest	Sesuai rencana AMDAL dan rekomendasi studi keanekaragaman hayati dari LIPI In accordance with the AMDAL plan and the biodiversity study recommendations from LIPI
BEK Melak	Kerja sama LIPI untuk melakukan studi keanekaragaman hayati In collaboration with LIPI to conduct biodiversity studies	30 ha hutan produksi yang dialokasi sebagai area konservasi 30 ha of production forest has allocated as conservation areas	Sesuai rencana AMDAL dan rekomendasi studi keanekaragaman hayati dari LIPI In accordance with the AMDAL plan and the biodiversity study recommendations from LIPI
JBG Jorong	Kerja sama Universitas Lambung Mangkurat untuk melakukan studi konservasi hutan galam In collaboration with Lambung Mangkurat University to conduct conservation galam forest	99,46 ha hutan galam 99.46 ha of galam forest	Sesuai rencana AMDAL dan rekomendasi studi konservasi dari Universitas Lambung Mangkurat In accordance with the AMDAL plan and the conservation study recommendations from Lambung Mangkurat University



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

* Status Perlindungan berdasarkan IUCN
* IUCN Protection Status

Psydrax dicoccos
Vulnerable

Aglaia crassinervia
Near threatened

Shorea smithiana
Critically endangered

Shorea agami
Endangered

Shorea lamelatta
Critically endangered

Hopea pachycarpa
Vulnerable

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

BERUK
Macaca nemestrina
Vulnerable

GARANGAN EKOR PENDEK
Herpestes brachyurus
Least Concern

ORANGUTAN
Pongo pygmaeus
Critically Endangered

LANDAK BUTUN
Hystrix brachyuran
Least Concern

MUSANG LEHER KUNING
Martes flavigula
Least Concern

MONYET EKOR PANJANG
Macaca fascicularis
Least Concern

Melalui kerja sama penelitian yang terjalin sejak 2010, LIPI mencatat proses konservasi dan seluruh tahapannya dengan hasil yang dipublikasikan dalam buku Ketika Tambang Mengelola Keanekaragaman Hayati di tahun 2018. Buku ini merupakan salah satu upaya ITM dalam mengkomunikasikan pengelolaan bisnis tambang yang kian semakin hijau dan semakin pintar. Implementasi dari revegetasi lahan bekas tambang tidak hanya memerhatikan nilai keanekaragaman hayati, tetapi juga nilai kemanfaatannya bagi masyarakat.

Through a collaborative research that has existed since 2010, LIPI documented the conservation process and published the results in the book When Mines Manage Biodiversity in 2018. This book is one of ITM's efforts in communicating that mining business management is getting greener and smarter. The implementation of re-vegetation of post-mining land not only pays attention to the value of biodiversity, but also the value of its benefits to the community.

Di tahun 2019, ITM bersama Universitas Mulawarman kembali melakukan bedah buku "Ketika Tambang Mengelola Keanekaragaman Hayati" untuk mendiskusikan masukan dan kritik. Diskusi ini dipimpin langsung oleh Direktur ITM, Ignatius Wurwanto dan dihadiri Rektor dan Dekan Fakultas Kehutanan Universitas Lambung Mangkurat, dan Kepala Dinas Pertambangan dan Energi Kalimantan Timur. Di acara yang sama, ITM juga melakukan nota kesepahaman bersama Universitas Mulawarman untuk memfasilitasi penelitian dan menyediakan pendidikan, serta pengabdian kepada masyarakat.

In 2019, ITM together with the University of Mulawarman published a book 'When mines manage biodiversity' and conducted a public feedback session. The discussion was led by the ITM Director Ignatius Wurwanto and was attended by Rector of Lambung Mangkurat University and Dean of Foresty Faculty, and the Head of the East Kalimantan Mining and Energy Office. At the same event, ITM also held a memorandum of understanding with the University of Mulawarman to facilitate research and provide education as well as community services.

PELESTARIAN KEANEKARAGAMAN HAYATI DI LUAR WILAYAH OPERASI TAMBANG

Biodiversity Conservation Outside of the Mining Operation Area

1. REHABILITASI DAS

Seiring berjalannya pelaksanaan rehabilitasi DAS, beberapa tantangan telah dihadapi oleh sebagian besar pemegang IPPKH di Indonesia. Merespon tantangan tersebut, ITM telah melakukan pengelolaan DAS sesuai dengan pemenuhan hukum yang berlaku.

1. WATERSHED REHABILITATION

As the implementation of the watershed rehabilitation progressed, there were several challenges faced by most IPPKH holders in Indonesia. To respond to these challenges, ITM, in accordance with the related laws, has carried out a watershed management system.

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.87 /Menhut-Ii/2014 Tentang Pedoman Penanaman Bagi Pemegang Izin Pinjam Pakai Kawasan Hutan Dalam Rangka Rehabilitasi Daerah Aliran Sungai

Minister of Environment Regulation No.P.87/Menlhk-Ii/2014 concerning concerning Guidelines for Planting By Holder Of Forest Area Borrow-Use Permit In Order To Rehabilitate Watershed 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 concerning Guidelines for Planting By Holder Of Forest Area Borrow-Use Permit In Order To Rehabilitate Watershed Area.

Permen LHK No.P.59/Menlhk/setjen/kum.1/11/2018 Tentang Pedoman Penanaman Bagi Pemegang Izin Pinjam Pakai Kawasan Hutan Dalam Rangka Rehabilitasi Daerah Aliran Sungai

Minister of Environment Regulation No.P.59/Menlhk/ setjen/kum.1/11/2018 concerning Guidelines for Planting By Holder Of Forest Area Borrow-Use Permit In Order To Rehabilitate Watershed Area

Penanaman dalam rangka rehabilitasi DAS dilaksanakan di luar kawasan tambang dan juga di luar wilayah IPPKH, sesuai dengan izin lokasi DAS yang ditetapkan oleh pemerintah. Program Rehabilitasi DAS dilakukan selama tiga tahun meliputi penanaman (P0), pemeliharaan tahun pertama (P1) dan pemeliharaan tahun kedua (P2) untuk kemudian diserahkan kepada Pemerintah jika sudah memenuhi kriteria keberhasilan penanaman.

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).

The planting for watershed rehabilitation has been carried out outside the mining area and also outside the IPPKH area, according to the watershed location permit set by the government. The watershed rehabilitation program 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.

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).

Seiring berjalannya pelaksanaan rehabilitasi DAS, beberapa tantangan telah dihadapi oleh sebagian besar pemegang IPPKH di Indonesia. Merespon tantangan tersebut, ITM telah melakukan pengelolaan DAS sesuai dengan pemenuhan hukum yang berlaku.

As the implementation of the watershed rehabilition progressed, there were several challenges faced by the most IPPKH holders in Indonesia. To respond to these challenge, ITM, in accordance with the related laws, has carried out a watershed management system.

Strategi Pengelolaan DAS 2019
Watershed Management Strategy 2019

Tantangan Rehabilitasi DAS Watershed Rehabilitation Challenges	Strategi Pengelolaan DAS Watershed Rehabilitation Strategies
1. Beberapa area penanaman DAS yang ditentukan memiliki jarak tempuh yang jauh dari lokasi Pemegang IPPKH. Hal ini menyebabkan biaya logistik yang besar dan menghambat kinerja pemeliharaan rehabilitasi DAS yang optimal. 1. Some identified planting areas for the watershed conservation are quite far from the IPPKH Holder location. This results in large logistical costs and impedes optimal maintenance performance of the watershed rehabilitation programme.	Pemegang IPPKH, termasuk ITM mendapatkan andil dalam menentukan area rehabilitasi DAS sehingga membantu pengelolaan logistik dan pemberdayaan pihak ketiga yang lebih terjangkau, termasuk masyarakat sekitar. Hal ini sejalan dengan perubahan Permen LHK No.P.89 ke Permen LHK No.P.59 tentang pedoman penanaman DAS. Kerja sama dengan masyakarat di JBG telah diterapkan dengan efektif dan menjadi sebuah percontohan bagi pemegang IPPKH lainnya. IPPKH holders, including ITM, have taken part in determining the watershed rehabilitation area empower of third parties, including the surrounding community to service it. This is in line with the amendment of the Environmental Ministerial Regulation No.P.89 to the Environmental Ministerial Regulation No.P.59 regarding watershed planting guidelines. The collaboration with the communities at JBG was successful and has become a model for other IPPKH holders.
2. Perusakan hutan yang terus berkembang hingga bahkan merambah ke hutan lindung Taman Nasional Kutai. Hal ini menyebabkan tanaman DAS yang masih dalam tahap pemeliharaan atau telah diserah terima, gagal tumbuh dengan baik. 2. Forest destruction continues to grow and even penetrates into the protected forest of the Kutai National Park. This causes the watershed plants that are still in the maintenance stage or have been handed over, fail to grow properly.	ITM melibatkan masyarakat bersama untuk mengembangkan kawasan DAS dengan komposisi 75% tanaman pokok yang sesuai dengan parameter DAS dan 25% tanaman sela yang memiliki nilai ekonomi bagi masyarakat. Hal ini sejalan dengan program pemerintah daerah Kutai Kartanegara yang diatur dalam Permen LHK No. P.59 tahun 2018 menggantikan Permen LHK No.P.89 tahun 2016 tentang pedoman penanaman DAS. ITM engaged the community to develop a watershed area with a composition of 75% of staple plants and 25% of intercrops that have economic value for the community. This is in line with the program of the regional government of Kutai Kartanegara regulated in LHK Regulation No. P.59 of 2018 replaces LHK Ministerial Regulation No.P.89 of 2016 concerning guidelines for planting watersheds.
3. Musim kemarau yang panjang menyebabkan kondisi kering dan menghambat pertumbuhan tanaman DAS. Kondisi alam ini berdampak pada terlambatnya jadwal serah terima kawasan DAS dari yang telah disepakati. 3. The long dry season causes dry conditions and inhibits the growth of watershed plants. This natural condition has an impact on the delay in the handover schedule of the watershed area than agreed upon.	ITM membangun embung air dan menara api di beberapa titik rawan api untuk mengurangi kondisi kering pada tanah dan memitigasi risiko kebakaran hutan. ITM built water reservoirs and fire towers at several hotspots to reduce dry conditions on the ground and mitigate the risk of forest fires.
4. Penetapan Objek Vital Nasional yang melintasi kawasan pemeliharaan DAS untuk pembangunan jalan tol Samarinda-Balikpapan. 4. Determine the area that will be crossed of the watershed area for the Samarinda-Balikpapan toll road.	ITM telah melaporkan luasan kawasan DAS yang perlu direlokasi. Lokasi baru untuk DAS diharapkan dapat ditentukan di 2020. ITM has reported the extent of the watershed area that needs to be relocated. The new location for the watershed is expected to be determined in 2020.

Dari 20.099 Ha yang telah ditanam, ITM melalui beberapa anak usaha telah melakukan serah terima lahan DAS, antara lain IMM seluas 3.600 ha serta KTD TDM seluas 900 ha. Penyerahan lahan DAS yang dinilai berhasil ini menjadikan IMM sebagai pemegang IPPKH dan penyerah hasil rehabilitasi DAS terbesar di Indonesia. Adapun 4.700 ha lahan DAS telah dipersiapkan untuk diserah terimakan di tahun 2020.

Of the 20,099 hectares that have been planted, ITM through several subsidiaries has designated watershed land, including IMM covering an area of 3,600 ha and the KTD TDM covering an area of 900 ha. The surrender of watershed land which was considered successful made IMM the holder of IPPKH and the largest rehabilitation of a watershed area in Indonesia. The 4,700 ha of watershed land has been prepared to be handed over in 2020.



PENGELOLAAN SPESIES INVASIF DAN SPESIES ASLI DI DAS [304-2]
Management of Invasive and Original Species in Watersheds

Tujuan kehadiran ITM di lahan DAS yang kritis adalah merehabilitasi fungsi hutan di kawasan DAS. Rehabilitasi ini mengelola dampak ekologi tanah dan spesies invasif yang dikategori reversible. Perubahan bentang alam secara alami menyebabkan tanah media tanam menjadi jenis tanah yang berbatu. Tantangan ini telah ITM identifikasi dan kelola dengan meningkatkan kesuburan tanah media tanam dengan pupuk organik bersertifikasi. Hal ini sejalan dengan peraturan pemerintah untuk menghindari penggunaan pupuk konvensional yang mengandung senyawa kimia dan menyebabkan polusi.

Dalam pengelolaan spesies, ITM telah mengidentifikasi adanya spesies invasif seperti tanaman gulma yang bersifat endemik dan pohon akasia jenis exotic yang berasal dari Indonesia Timur. Apabila dibiarkan, maka spesies invasif akan menjadi kompetisi dan predasi bagi tumbuhnya jenis tanaman hutan asli Kalimantan. Oleh karenanya, ITM menggunakan herbisida, serta melakukan penjarangan dan intervensi tanaman asli seperti pohon Meranti, Ulin, Kapur, Bangkirai, dan lainnya. Di masa depan, ekosistem ini mengembalikan tanaman buah dan mengundang kembali fauna asli seperti orang utan dan bekantan. Meskipun durasi waktu dari rehabilitasi DAS sebagai pemegang IPPKH hanya 3 tahun, mulai dari penanaman, perawatan dan penyerahan kepada pemerintah. Pekerjaan dilakukan dengan melibakan 14 kontraktor lokal dimana kegiatan ini akan menggerakkan roda ekonomi melalui penyerapan tenaga kerja dan penyediaan bibit tanaman. Di masa depan Perusahaan meyakini bahwa rehabilitasi akan mengkonversi kembali lahan kritis ke fungsi hutan aslinya.

The purpose of ITM's presence in critical watersheds is to rehabilitate the function of forests in the watershed area. This rehabilitation manages the ecological impact of soils and invasive species that are identified as reversible. Changes in the land usage caused the soil to become a rocky soil type. This challenge has been identified by ITM and managed by increasing soil fertility in the planted areas with certified organic fertilizer. This is in line with government regulations to avoid the use of conventional fertilizers that contain chemical compounds and cause pollution.

In species management, ITM has identified the presence of invasive species such as endemic weed plants and exotic acacia trees which come originally from Eastern Indonesia. If left unchecked, invasive species will become a competition and will stop the growth of native Kalimantan forest plants. Therefore, ITM uses herbicides, as well as thinning and planting intervening native plants such as Meranti, Ulin, Limestone, Bangkirai, and others. In the future, this ecosystem will host again fruit trees and invite native fauna such as Orang Utan and Proboscis monkeys. Although the duration of the rehabilitation of the watershed as an IPPKH holder is only 3 years for planting maintenance and hand over to goverment. This job conducted by involving lokal contractor in oder to create entrepreneurship and employment by providing the plant seed. In the future the Company believes that rehabilitation will convert back critical land to its original forest functions in the future.

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	46,140.94
Lahan DAS yang telah ditanam Watersheds that have been planted	
Penanaman (P0) Planting (P0)	20,099
Pemeliharaan tahun pertama (P1) First year maintenance (P1)	15,327
Pemeliharaan tahun kedua (P2) Second year maintenance (P2)	8,218
Lahan DAS yang telah diserah terimakan Watershed land that has been handed over	4,500



Keterangan: Jumlah pohon yang ditanam dan diserahkan mencapai lebih dari 11 juta pohon. Estimasi perhitungan ini memperhatikan pola penanaman yang berbeda, baik secara intensif dengan minimal 1.100 pohon/ha dan pengkayaan dengan 625 pohon/ha.

Note: The number of trees planted and handed over reached more than 11 million trees. This estimated calculation takes into account the different planting patterns, both intensively with a minimum of 1,100 trees/ha and enrichment with 625 trees/ha

REHABILITASI DAS DI CILIWUNG
Watershed rehabilitation in Ciliwung

ITM juga memulai rehabilitasi DAS di luar kewajiban kami sebagai IPPKH. Di hulu sungai Ciliwung, kami telah bekerja sama dengan Komunitas Ciliwung Puncak Rungkun Awi yang beranggotakan relawan lokal untuk melakukan program Asuh Pohon. Di tahun 2019, terdapat 50 pekerja yang berpartisipasi dalam program asuh untuk 100 bibit pohon dengan pilihan tanaman khas daerah ciliwung seperti kopi, bambu, dan buah-buahan *multipurpose tree species*. Sistem monitoring dilakukan dengan pemberian *name tag* dan *barcode* untuk memastikan pemantauan yang terukur. Meskipun masih terbatas, diharapkan upaya ini dapat membantu meningkatkan tingkat penyerapan air di DAS di masa depan dan mengurangi potensi banjir di kawasan hilir.

ITM also started watershed rehabilitation beyond its obligations as an IPPKH holder. Upstream of the Ciliwung river, ITM has collaborated with the Ciliwung Puncak Rungkun Awi Community, which consists of local volunteers to carry out the Tree Fostering program. In 2019, there were be 50 employee participated in fostering programs for 100 tree seedlings consisting of typical tree species such as coffee, bamboo and fruit trees multipurpose tree species. The monitoring system marks the trees with name tag and barcodes to ensure long-term monitoring possibilities. These efforts will increase water absorption rates in the watershed in the future and reduce the potential for flooding in the downstream areas.

2. PELESTARIAN DAERAH PESISIR [304-2]

Pelibatan masyarakat dalam pelestarian keanekaragaman hayati juga dilakukan di daerah pesisir Kecamatan Bontang Lestari dan Desa Santan Ilir Kabupaten Kutai Kartanegara yang merupakan cakupan dari wilayah desa dampingan ring I. Dua lokasi ini memiliki tingkat abrasi yang tinggi dan kondisi pulau-pulau karang yang tenggelam saat air pasang. Pelestarian daerah pesisir dilakukan melalui anak usaha IMM dengan kegiatan penanaman mangrove dan terumbu karang.

Kegiatan penanaman mangrove dan terumbu karang dilakukan untuk menunjang fungsi penyaring alami dalam mencegah abrasi pantai dan fungsi ekosistem biota laut dalam meningkatkan keanekaragaman hayati. Hutan mangrove juga direncanakan akan dikembangkan menjadi ekowisata mangrove yang mampu mengembangkan nilai ekonomi bagi masyarakat. Pelestarian daerah pesisir yang telah dilakukan sejak 2010 ini telah berhasil mengembalikan masyarakat lokal yang pada dasarnya adalah masyarakat nelayan yang kehidupannya bergantung dari sumber daya laut.

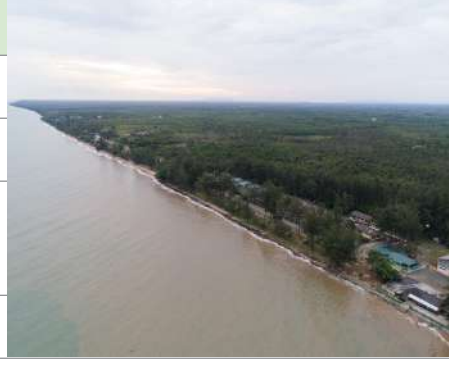
2. PRESERVATION OF COASTAL AREAS

Community involvement in biodiversity conservation has also been carried out in the coastal areas of Bontang Lestari District and Santan Ilir Village, Kutai Kartanegara District, which are part of the ring I-assisted village area. The preservation of the coastal area is carried out through a subsidiary of IMM by planting mangrove and conducting coral reef rehabilitation activities.

Mangrove and coral reef planting activities are carried out to support the function of natural filters in preventing coastal abrasion and the function of increased biodiversity to create a better marine ecosystem. Mangrove forests are also seen as ecotourism attractions that are able to develop economic value for the community. Almost one decade lasting efforts in preservation of coastal areas have succeeded to recover the local community live that basicly was fishery community that their live depand on ocean resources.

Realisasi Kegiatan Pelestarian Daerah Pesisir
Results of the Coastal Conservation Area

Kinerja Pelestarian Daerah Pesisir Coastal Area Conservation Performance	Akumulasi Accumulation
Penanaman Bibit Mangrove Mangrove Planting	5,000
Luas Area Penanaman Mangrove (ha) Mangrove Planting Area (ha)	5 Ha
Transplantasi Terumbu Karang Coral Branching (Block/kubah beton) Transplantation of reef coral branching on dome-shape concrete	500
Jumlah Kelompok Petani Mangrove dan Terumbu Karang Number of Mangrove and Coral Reef Farmer Groups	2



Realisasi Kegiatan Pelestarian Daerah Pesisir
Results of the Coastal Conservation Area

Kinerja Pelestarian Daerah Pesisir Realization of Coastal Areas Conservation Activities	2019	2018	2017
Tingkat Kerapatan Mangrove Mangrove Density Level	1.100	1.066 pohon/ha 1,066 trees/ha	Belum dilakukan Have been done
Indeks Keanekaragaman Hayati Hutan Mangrove Mangrove Forest Biodiversity Index	Belum diukur Have been measured	Belum diukur Have been measured	Belum diukur Have been measured
Tingkat Kerapatan Terumbu Karang Density of Coral Reefs	72%	64%	42%

Keterangan: Sesuai rencana kerja, tidak ada pengukuran kerapatan dan indeks keanekaragam hayati di tahun 2019
Note: According to work plan, there was no activity of measurement of density or biodiversity index scheduled in2019

Rencana Penanaman Mangrove
Mangrove Planting Plan

2010-2014	2015-2017	2018-2020	Persiapan Pascatambang 2021-2023 Preparation of Post-Mining 2021-2023	Pascatambang 2024-2028
Studi ekologi area mangrove Mangrove area ecology study		**Studi ekologi area mangrove** Mangrove area ecology study		
Sosialisasi masyarakat Community outreach				
Penanaman bibit Mangrove Mangrove planting				
		Monitoring: Perhitungan Karbon dan Indeks Keanekaragaman Hayati Monitoring: Carbon Calculation and Biodiversity Index		
			Studi dan evaluasi manfaat mangrove bagi masyarakat Study and evaluate the benefits of mangroves for the community	

Nilai Keanekaragaman Plankton dan Benthos di Daerah Pesisir
Plankton and Benthos Diversity Index (H') in Coastal Areas

	2019				2018				2017			
	Q I	Q II	Q III	Q IV	Q I	Q II	Q III	Q IV	Q I	Q II	Q III	Q IV
Individual Amount/Liter	315	325	350	300	945	819	882	1134	693	504	315	82
Indeks Keanekaragaman (H') Diversity Index	1.73	1.99	1.87	1.7	1.15	1.84	2.04	2.24	1.72	1.91	1.33	1.97

MANAJEMEN ENERGI
ENERGY MANAGEMENT

ITM menggunakan beberapa sumber energi dalam operasi pertambangan. Kegiatan penambangan dilakukan dengan mengoperasikan alat berat dan generator pembangkit listrik yang digerakkan dengan energi solar. Meskipun jumlahnya terbatas, sebagian bahan bakar solar mulai dicampur dengan bahan bakar nabati berbasis kelapa sawit dengan kadar 20% sejak kuartal IV 2018. Kebijakan ini sejalan dengan Program Mandatori Biofuel B20 yang ditetapkan dalam Permen ESDM No.12 tahun 2015.

Kebutuhan listrik untuk kegiatan operasi dan domestik lainnya dipenuhi dari pihak ketiga PT PLN milik negara. Sebagian kecil dari kebutuhan listrik juga dipenuhi ITM melalui IMM dengan mengoperasikan pembangkit PLTU 2x7 MW berbahan bakar batubara produksi sendiri. Guna mengelola dan menghemat energi secara terukur, maka perhitungan energi dilakukan melalui audit energi internal dan diverifikasi oleh pihak independen bersertifikasi.

ITM uses several energy sources in its mining operations. Mining activities are carried out by operating heavy equipment and generators powered by solar energy. Several diesel fuel began to be mixed with 20% palm oil based biofuel started in fourth quarter of 2018, even though the amount is limited. The initative is in line with the B20 Biofuel Mandatory Program stipulated in the Minister of Energy and Mineral Resources (ESDM) Regulation No.12 of 2015.

Electricity consumption for other operational and domestic activities are supplied from third-party, state-owned PT PLN. A small portion of electricity needs are also fulfilled by ITM through IMM by operating a 2x7 MW coal-fired power plant from its own production. In order to manage and save the energy in a measurable manner, the energy calculation is carried out through an internal energy audit and verified by a certified independent party.

Energi berdasarkan Sumber [302-1]
Energy by Sources

Uraian Description	Satuan Unit	2019	2018	2017
Energi Terbarukan Renewable Energy				
Kegiatan Penambangan dan Penunjang I Mining and Supporting Activities				
Biodiesel (Sejak Q4 2018) Biodiesel (Since Q4 2018)	GJ	2,203,207	408,984	-
Energi tidak terbarukan Non Renewable Energy				
Kegiatan Penambangan dan Penunjang I Mining and Supporting Activities				
Solar Diesel Fuel	GJ	8,812,828	11,596,699	11,211,790
Kegiatan Pertambangan I Mining Activity				
Batubara Coal	GJ	927,396	1,068,827	898,470
Kegiatan Penunjang I Supporting Activity				
Listrik dari PLN Electricity from PLN	GJ	6,346	6,443	4,240
Bensin Gasoline	GJ	2,978	1,055	1,000
Jumlah penggunaan energi Amount of Energy Usage	GJ	11,019,013	13,082,007	12,115,500
Jumlah produksi Total Production	**Juta Ton** Million Ton	23.4	22.1	21.8
Intensitas pemakaian energi Intensity of Energy Usage	GJ/Ton	0.51	0.59	0.55

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.

ENERGI TERBARUKAN MELALUI PANEL SURYA
Solar Power Plant Project

Di tahun 2019, ITM mulai mengembangkan sumber energi terbarukan untuk kebutuhan proses bisnis dengan investasi teknologi panel surya. Proyek pengembangan PLTS dilakukan di IMM dengan kapasitas 3 MW dan ditargetkan akan beroperasi di tahun 2020. Investasi ini merupakan salah satu upaya ITM dalam meningkatkan efisiensi energi, mengurangi emisi, dan mendukung pencapaian TPB 13.

In 2019, ITM began to develop new renewable energy sources in business processes by investing in solar panel technology. The solar power plant development project was developed in IMM with a capacity of 3 MW and targeted to be in operation by 2020. This investment is one of our efforts in increasing energy efficiency, reducing emissions, and supporting the SDGs 13.

MANAJEMEN EMISI GAS RUMAH KACA (GRK)
Management of Greenhouse Gas (GHG) Emission

Dalam proses penambangan batubara, emisi GRK dilepaskan lewat proses peledakan dan pengangkutan batubara yang memanfaatkan sumber energi fosil. Untuk mengelola emisi, ITM melakukan perhitungan dan pengendalian emisi GRK dengan menghitung karbon dioksida (CO2), methane (CH4), dan nitrous oxide (N2O), dan hidro-fluoro-carbon (HFCs).

GHG emissions are released in the process of blasting and coal transportation process that utilizes foosil-energy sources. ITM has been managing emission by calculating and controlling the GHG emissions, including carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and hydro-fluoro-carbon (HFCs).

Sistem Perhitungan Berdasarkan Sumber Emisi
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	**Sistem Perhitungan** Calculation System
Bahan bakar biofuel, solar, dan bensin untuk kendaraan bergerak Biofuel, 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 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	2019	2018	2017
Emisi GRK dari Kegiatan Pertambangan & Penunjang GHG Emission from Mining & Supporting Activities				
Scope 1: Solar Scope 1: Fuel	Ton CO_2eq	907,428	1,374,441	847,957
Emisi GRK dari Kegiatan Pertambangan GHG Emission from Mining activities				
Scope 1: Batubara Scope 1: Coal	Ton CO_2eq	67,708	81,740	67,986
Scope 1: Bahan Peledak Scope 1: Explosives	Ton $CO2_2$eq	7,022	7,938	6,663
Scope 1: Emisi GRK dari Kegiatan Open Pit Scope 1: GHG Emission from Open Pit	Ton CO_2eq	964,228	912,988	989,987
Emisi GRK dari Kegiatan Penunjang GHG Emission from Supporting Activities				
Scope 1: Bensin Scope 1: Gasoline	Ton CO_2eq	1,542	546	68.96
Scope 1: Refrigerant Scope 1: Refrigerant	Ton CO_2eq	4,733	3,175	2,722
Jumlah Emisi GRK Scope 1 Total GHG Emission Scope 1	Ton CO_2eq	1,952,662	2,380,828	1,915,384
Emisi GRK dari Kegiatan Penunjang GHG Emission from Supporting Activities				
Scope 2: Listrik PLN Scope 2: Purchased Electricity from PLN	Ton CO_2eq	2,615	2,489	1,770
Emisi GRK pembakaran biofuel dari kegiatan pertambangan GHG Emission from the combustion of biofuel in mining activities				
Emisi GRK Biogenik Biogenic GHG Emission	Ton CO_2eq	226,857	42,320	-
Jumlah Emisi GRK Total GHG Emission	Ton CO_2eq	2,182,134	2,425,637	1,917,155
Jumlah Produksi Total Production	JutaTon Million Ton	23.4	22.1	21.8
Intensitas Emisi GRK GHG Emission intensity	Ton CO_2eq/ Ton produksi	0.09	0.11	0.09

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 GRK biogenik mulai dihitung di tahun 2018 sejalan dengan dimulainya pemanfaatan biofuel.

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 biofuel utilization.

PENGELOLAAN AIR [303-3], [303-4], [303-5]
Water Management



Kegiatan penambangan ITM mengelola 65 kolam endapan dengan kapasitas lebih dari tujuh juta meter kubik yang mampu mengendalikan dan mengolah limpasan air hujan (run off) ke saluran drainase. Meskipun Perusahaan tidak menggunakan air tersebut, namun pengelolaan air kolam endapan memastikan kemampuan operasi tambang menghadapi perubahan iklim, yaitu curah hujan yang tinggi. Selain itu, ITM memiliki kolam penampungan air hujan yang dimanfaatkan dalam kegiatan penyiraman jalan, kendaraan dan fasilitas tambang, serta penyemprotan di stockpile. Jumlah penggunaan air hujan ini belum dihitung dan akan kami laporkan di tahun 2020.

Pengoperasian PLTU di anak usaha IMM memanfaatkan air laut untuk proses pendinginan dan siklus uap air. Sementara kebutuhan air untuk kegiatan domestik dan operasional lainnya dipenuhi dari sumber air tanah dan danau buatan. Di tahun 2019, intensitas penggunaan air mencapai 0,24 m^3/ton.

The mining activities of ITM manages 65 sediment ponds with a capacity of more than seven million cubic meters that are able to control and treat runoff to the drainage channels. Even though the Company does not use the water, the management of sediment ponds ensures the ability of the mining operations to deal with climate change, namely the high rainfall rates. In addition, ITM has a rainwater collection pond which is used for watering the roads, vehicles and mining facilities, as well as spraying the stockpile. The amount of rainwater collected has not been monitored and will be reported in 2020.

The operation of a power plant in a subsidiary of IMM utilizes sea water for the cooling and water vapor cycle process while water needs for the domestic and other operational activities are met from groundwater sources and artificial lakes. In 2019, the intensity of water use reached 0.24 m^3/tons.

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

Uraian Description	Satuan Unit	2019	2018	2017
Penggunaan air permukaan untuk kebutuhan operasional dan domestik Use of surface water for operational and domestic needs	m^3	3,497,684	3,094,303	2,487,237
Penggunaan air laut untuk Kebutuhan Pembangkit PLTU Use of sea water for Coal Fired Power Plant	m^3	1,323,657	1,555,022	1,699,668
Penggunaan air tanah untuk kebutuhan domestik Use of groundwater for domestic needs	m^3	783,110	703,329	803,720
Jumlah Penggunaan Air Water Consumption	m^3	5,604,451.50	5,352,655	4,990,625
Jumlah produksi Total Production	Juta Ton Million Ton	23.4	22.1	22.1
Intensitas pemakaian air Water consumption intensity	m^3/Ton	0.24	0.24	0.23

Keterangan: Perhitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam endapan dan pemantauan meteran air yang telah terpasang. Di tahun 2019, terdapat restatement untuk menyesuaikan pengelompokan air endapan yang dikelola dari sumber air hujan dan air yang digunakan dari sumber air lain.

Notes: The calculation of water consumption is done through management of settling ponds and buildings monitored from water meter that has been installed. In 2019, there was a restatement to set the classification of sedimentary water management sourced by rainwater apart from water used

ITM juga melakukan pemantauan di 31 sungai yang menjadi tujuan badan air buangan. Perusahaan menyadari bahwa beberapa sungai tersebut merupakan sumber air bagi masyarakat sekitar, di antaranya Sungai Mayang (IMM), Sungai Mahakam (KTD-EMB), Sungai Biangan (BEK), Sungai Lawa (TCM), dan Sungai Katal-katal (JBG). Oleh karena itu, ITM melakukan pengolahan air limbah sebelum dialirkan ke badan air melalui 65 kolam endapan (sedimentasi) dan instalasi pengelolaan air limbah (IPAL).

ITM also monitors 31 rivers that which are used as wastewater outlets for the company. The Company is aware that some of the rivers are the water source for the surrounding communities, including the Mayang River (IMM), Mahakam River (KTD-EMB), Biangan River (BEK), Lawa River (TCM), and Katal-catalytic River (JBG). Therefore, ITM carries out wastewater treatment via 65 sedimentation ponds and wastewater management installations (IPAL) before it disperses its waste water into the water bodies.

Pemantauan baku mutu air dilakukan secara real-time yang merupakan hasil dari pengembangan digitalisasi yang berlangsung sejak 2018. Area pemantauan mencakup lokasi tambang, pelabuhan, hingga badan air di Desa Swarangan yang berdekatan dengan pelabuhan di JBG. Berdasarkan hasil pemantauan yang dilakukan oleh laboratorium yang terakreditasi, kualitas air buangan telah memenuhi baku mutu dan tidak mempengaruhi habitat di dalamnya dengan nilai

Monitoring of water quality standards is carried out in real-time as a result of the 2018 digitalization development within the company. The monitoring area covers the location of mines, ports, to water bodies in Swarangan Village, which are adjacent to the port in JBG. Based on the results of the monitoring conducted by an accredited laboratory, the quality of waste water has met the quality standards and does not affect the habita. The biodiversity values range from 0.08 - 2.77.

keanekaragaman hayati berkisar antara 0,08 – 2,77. Seluruh pengelolaan limbah air dilakukan di dalam atau di bawah kelola perusahaan dan tidak ada yang diserahkan ke pihak ketiga. ITM juga memastikan tidak ada insiden tumpahan bahan bakar minyak yang lebih dari 200 liter dalam kegiatan perkapalan. [306-1] [306-3] [306-5]

All waste water management is carried out within or under the company management and none are handed over to third parties. ITM ensured that there were no more than 200 liters of oil fuel spills in shipping activities. [306-1] [306-3] [306-5]

Hasil Pengukuran Kualitas Air Limbah [306-1]
Results of Effluent Water Quality Measurement

Parameter	Satuan Unit	Baku mutu Pemerintah* Government Quality Standard*	Nilai Tertinggi Highest Score		
			2019	2018	2017
pH	-	6.0-9.0	8.89	8.72	8.9
TSS	mg/L	≤300	233	246	283
Fe	mg/L	≤7.0	5.93	7	6.2
Mn	mg/L	≤4.0	3.95	3.949	3.96
Cd	mg/L	≤0.05	0.005	0.008	0.005

* **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.

PENGELOLAAN LIMBAH
Waste Management

Selain mengelola limbah air, ITM juga mengelola limbah padat non-B3 dan limbah bahan beracun & berbahaya (B3). Guna meminimalkan potensi pencemaran lingkungan, maka ITM melakukan pengelolaan limbah sesuai dengan jenis dan karakteristiknya dengan berpedoman pada SOP ITM-MS-HSE-006 dan diawasi oleh Departemen HSE. Limbah padat non-B3 seperti sampah organic sisa makanan dimanfaatkan sendiri menjadi kompos sesuai prinsip 3R; *reduce* (mengurangi), *reuse* (memanfaatkan kembali), dan *recycle* (daur ulang). Sementara plastik, kertas, dan sampah domestik lainnya diserahkan kepada pihak ketiga dan TPS Pemda.

In addition to managing waste water, ITM also manages non hazardous and hazardous waste. In order to minimize the potential for environmental pollution, ITM carries out waste management according to the type and characteristics based on the SOP ITM-MS-HSE-006 unders the supervision of the HSE Department. Non-hazardous solid waste, such as organic waste and leftover food is used to compost according to the 3R principle; reduce, reuse, and recycle while plastic, paper, and other domestic waste are handed over to third parties and the Regional Government TPS.

Pengelolaan Limbah Padat non B3 tahun 2019 (kg)
Non-B3 Solid Waste Management in 2019 (kg) [306-2]

Jenis Limbah Padat Non B3 Type of non-B3 Solid Waste		Jumlah Total
Organik Organic	**Domestik** Domestic	406,871
	Kertas Paper	1,928,787
	Lainnya Other	15,177
Non Organik Non-organic	Glass	59
	Plastik Plastic	83,078
	Lainnya Other	1,438
Metal		15,551
Jumlah Total		2,450,962

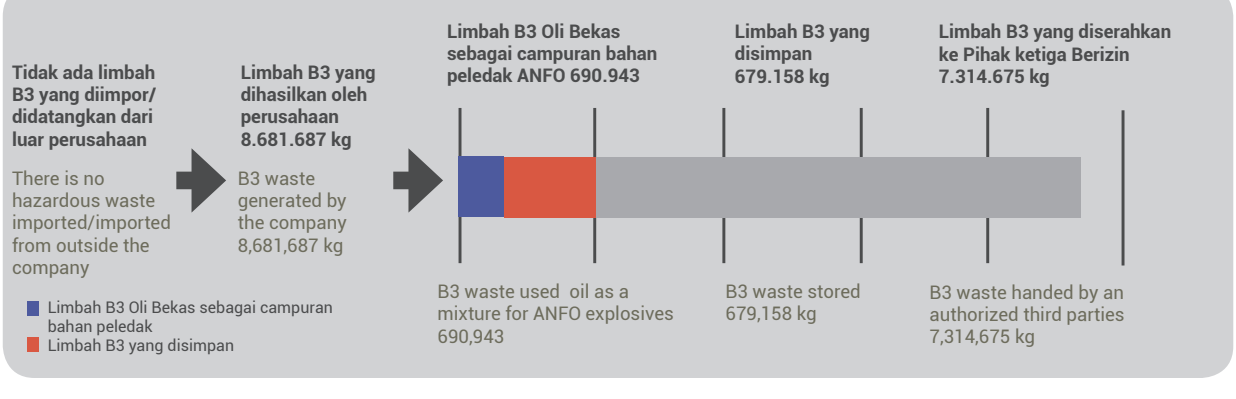
Pengelolaan Limbah 3R (kg) [306-2]
Management of Solid Waste (kg)

Pengelolaan 3R 3R Management		2019
Limbah Organik: Sisa makanan Organic Waste: leftover food	**Diolah menjadi kompos** Processed into compost	23,644
Limbah B3: Oli Bekas Hazardous waste: Used Oil	**Dimanfaatkan sebagai campuran bahan peledak ANFO** Used as mixture of ANFO explosive	690,943
Limbah B3 Hazardous waste	**Didaur ulang oleh pihak ketiga** Recycled by third party	6,757,268
Jumlah Limbah yang dikelola 3R Total Waste managed with 3Rs		7,471,855
Jumlah Limbah B3 dan Non B3 yang dihasilkan Total B3 and Non B3 waste generated		11,132,650
Persentase Pengelolaan 3R oleh anak usaha ITM dan pihak ketiga Percentage of 3R processing by ITM subsidiaries and third party		67%

Limbah padat B3 yang dihasilkan dari kegiatan operasional dan pendukung lainnya ditampung di TPS untuk kemudian diserahkan dan dikelola oleh pihak ketiga yang memiliki izin pengelolaan limbah B3, dimana sebagian limbah didaur ulang. Sepanjang tahun 2019 ITM melakukan pemanfaatan oli bekas untuk bahan campuran kegiatan peledakan (ANFO). Pengelolaan limbah B3 ini telah dilaksanakan berdasarkan izin SK Kementerian LH No.07.14.03/ 2014 & SK KLH No.232/ 2013. ITM juga melakukan pemanfaatan sisa makanan menjadi kompos pada limbah non B3.

B3 solid waste generated from operational and other supporting activities is accommodated at the TPS and then submitted and managed by a third party who has a B3 waste management permit, which some were recycled. Troughout 2019, ITM utilized used oil for blasting activities (ANFO). This B3 waste management follows the Ministry of Environment Decree No.07.14.03/ 2014 & KLH Decree No.232/ 2013. ITM also reused organic waste processed into compost in B3 waste.

Pengelolaan Limbah B3 ITM 2019
ITM B3 Waste Management 2019



Jumlah Limbah B3 tahun 2019 (kg) [306-2]
Total Hazardous and Toxic Waste in 2018 (kg)

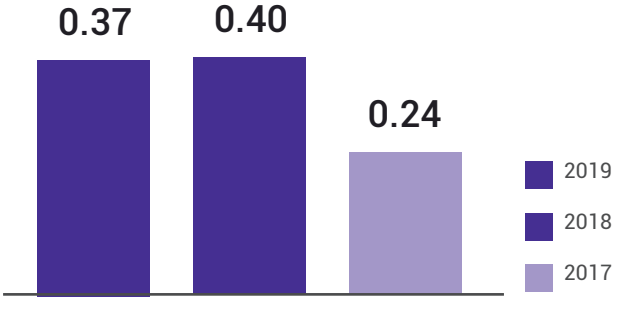
Jenis Limbah B3 Type of Hazardous and Toxic Waste	ITM & Kontraktor ITM & Contractor			
	Dihasilkan Produced	Dikirim ke pihak ketiga Sent To Third Party	Dimanfaatkan Used	Disimpan di TPS Stored at garbage dump
Used Oil	2,897,320	2,163,855	690,943	42,522
Used Grease	3,526	2,743		783
Oil Filter	490,161	344,855*		146,131
Used Battery	17,710	15,447		2,263
Stationary	944	2,904*		
Clinical Waste	47	47		
Contaminated Matter	180,306	169,993		10,313.60
Laboratory	16	20*		
Fly Ash	1,237,009	1,076,000		161,009
Bottom Ash	3,817,136	3,501,000		316,136
Other	37,512	37,812*		
Total	8,681,687	7,314,675	690,943	679,158

*** Jumlah termasuk sisa limbah tahun sebelumnya yang dikirim ke pihak ketiga**
*The amount includes previous year's residual waste sent to third party

Seiring dengan pengembangan digitalisasi dan penyempurnaan metode perhitungan limbah sejak 2018, ITM secara perlahan menambahkan pencatatan beberapa jenis limbah seperti oli bekas, aki bekas, dan ban bekas. Perubahan metode dan ruang lingkup ini menyebabkan jumlah limbah yang dihasilkan meningkat. Di tahun 2020, kami juga akan mengikutsertakan limbah domestik di kantor pusat di Jakarta dan kantor perwakilan di Balikpapan dalam perhitungan.

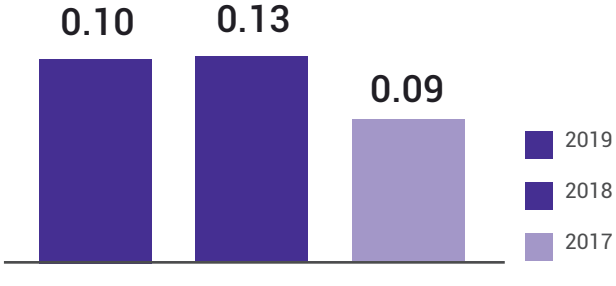
Along with the development of digitialization and refinement of waste calculation methods since 2018, ITM has slowly started with electronic monitoring of the types of waste such as used oil, used batteries, and used tires. Therefore, by adding these previously unrecorded items the amount of waste generated is increasing. In 2020, domestic waste at the head office in Jakarta and the representative office in Balikpapan will also be included in the calculation.

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



Intensitas Limbah B3
Hazardous and Toxic Waste Intensity

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



Intensitas Limbah Non B3
Non Hazardous and Toxic Waste Intensity

MEMBANGUN SUMBER DAYA MANUSIA

Developing Human Resources



Dalam strategi HR ITM, diyakini bahwa sukses sebuah aktivitas bisnis sangat bergantung pada ketersedian pekerja yang berkualitas dan handal. Kami terus meningkatkan kompetensi karyawan dalam upaya mengejar strategi usaha yang berkelanjutan.

"In developing ITM's HR strategy, we believe that the success of a business activity relies on the engagement of qualified and reliable employees. We keep improving employee's competencies to persue the company's strategy for sustainable business.

INJURY FREQUENCY RATE

TARGET Target	PENCAPAIAN Achievement
0.14	0.19

RATA-RATA CAPAIAN CMS-HSE
Average performance of CMS-HSE

TARGET Target	PENCAPAIAN Achievement
≥ 80%	78.1%

TINGKAT KETERIKATAN PEKERJA
Employee Engagement

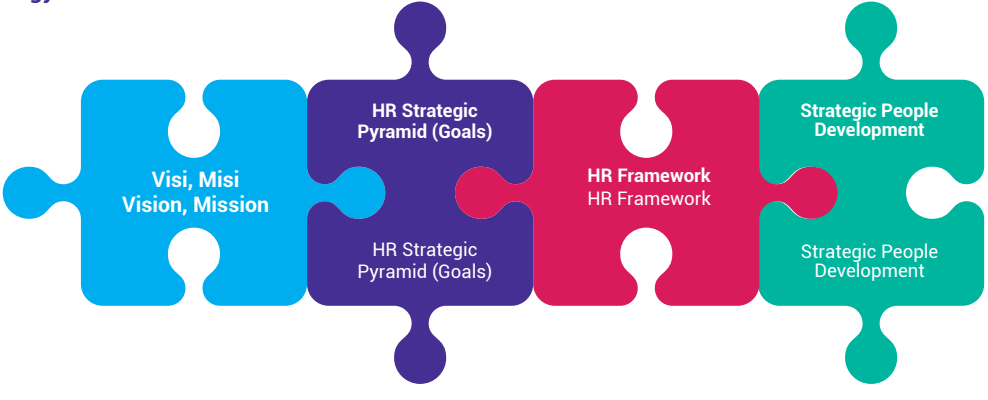
TARGET Target	PENCAPAIAN Achievement
≥ 80%	73%

STRATEGI HR ITM
ITM HR Strategy

Sejalan dengan upaya mencapai visi dan misi ITM dalam membangun pertumbuhan bisnis yang berkelanjutan, Departemen HR menetapkan strategi HR ITM. Strategi HR ITM menentukan fokus implementasi setiap fase pengembangan manusia berdasarkan standar kompentensi. Dalam penerapannya, strategi HR kemudian disesuaikan dengan kebutuhan dan dinamika perubahan. Sejak 2018, ITM berusaha mengembangkan kemampuan SDM yang lebih tangkas dan inovatif dengan menyelaraskan pengembangan teknologi dan digitalisasi, serta internalisasi nilai-nilai inti 'Banpu Heart'.

In line with our efforts to achieve the vision and mission in building sustainable business growth, the HR Department developed ITM's HR strategy. The Strategy determines the direction of each phase of human development based on competency standards. In its implementation, HR strategy is then adjusted to the needs and the dynamics of change. Since 2018, ITM has tried to develop more agile and innovative HR capabilities by aligning technology development and digitalization, as well as internalizing the 'Banpu Heart' core values.

Strategi HR ITM
ITM HR Strategy



Visi
Vision

Menjadi Mitra Bisnis yang Profesional untuk membangun Pertumbuhan Bisnis Berkelanjutan

To be Professional Business Partner to enable Sustainable Business Growth

Misi
Mission

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

To develop HR operational excellence in serving our customers with proactive, 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:** Banpu Heart Survey
  Sustainable Corporate Culture
- **Keterikatan pekerja yang berkelanjutan**:
  Employee Engagement Survey (EES), Sustainable Employee Engagement
- **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.

Strategic People Development

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

ITM People development is based on competency requirements, which consist of core, leadership and functional competencies. In order to equip ITM People in developing their careers, the Company established ITM Virtual University which consists of 12 faculties or streams in accordance with ITM business processes.

NILAI INTI 'BANPU HEART'
'BANPU HEART' Core Values

Pencapaian kinerja yang diiringi dengan berbagai prestasi dan penghargaan merupakan hasil dari keberhasilan internalisasi nilai-nilai dasar yang dibangun ITM. Tiga nilai 'Banpu Heart' yang disepakati adalah passionate, innovative, dan committed. Kami telah melaksanakan pendekatan yang signifikan selama dua tahun terakhir dalam mendemonstrasikan nilai inti 'Banpu Heart' yang menjadi jantung dari organisasi kami.

Our performance accompanied by various achievements and awards was the result of our efforts in internalizing the core values of ITM. The three 'Banpu Heart' values are passionate, innovative, and committed. We have made a significant approach over the past two years in setting the 'Banpu Heart' core values at the heart of our organization.

Nilai Inti 'Banpu Heart'
'Banpu Heart' Core 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

Internalisasi nilai inti 'Banpu Heart' telah diawali di tahun sebelumnya dengan melakukan *roadshow* ke semua lokasi perusahaan mengenai revitalisasi budaya korporasi, hingga pembentukan Banpu Heart *change leader*. Sosialisasi Banpu Heart, hingga pembentukan Banpu Heart *change leader* terus berlanjut di tahun 2019 dengan pelatihan di Jakarta dan lima WIUP dan anak usaha lainnya, serta survei penerapan 'Banpu Heart'. Selain itu, ITM juga melakukan survei mengenai keterikatan pekerja yang dilakukan oleh pihak independen, AON Hewitt.

The 'Banpu Heart' core values internalization had begun since previous year through the 'Banpu Heart' roadshow, corporate identity renewal, and the involvement of 'Banpu Heart' change leader. Enforcement of culture and the involvement of 'Banpu Heart' change leader continues in 2019 with training in Jakarta and five operational areas (WIUPs) and other business units, and a survey on the implementation of 'Banpu Heart'. In addition, ITM also evaluates HR performance through employee engagement survey conducted by an independent party, AON Hewitt.



TINGKAT KETERIKATAN PEKERJA
Employee engagement level



SURVEI PENERAPAN 'BANPU HEART'
'Banpu Heart' survey



'BANPU HEART' CHANGE LEADER

KESETARAAN DALAM KEBERAGAMAN
Equality in Diversity





Pekerja ITM memiliki latar belakang yang beragam dan dianugerahi keterampilan dan pengalaman yang berbeda. Karena itu, ITM memperhatikan pemenuhan lingkungan kerja yang inklusif. Dalam perekrutan hingga pengembangan karir, ITM tidak memberikan perlakuan diskriminasi atas gender dan usia. Kesetaraan peluang kerja yang sama juga tidak terkecuali kami berikan kepada pekerja penyandang disabilitas.

Kesetaraan peluang kerja tertuang dalam PKB sesuai dengan prinsip Equal Employment Opportunities (EEO). Kebijakan ini merupakan bentuk dukungan atas penerapan Tujuan Pembangan Berkelanjutan (TPB) di Indonesia, khususnya tujuan 8 dan 10 mengenai pekerjaan yang layak dan pengurangan kesenjangan.

ITM employees have diverse backgrounds as well as different skills and experiences. Therefore, we are committed to institute inclusive workplaces. From recruitment to career development, ITM does not make discrimination against gender and age. Equal employment opportunities are given with no exception for employees with disabilities.

Equal employment opportunities are disclosed in the Collective Labor Agreement in accordance with the principle of Equal Employment Opportunities (EEO). It is a declaration of our support for the implementation of decent work and gap reduction as stated in the goals 8 and 10 of Sustainable Development Goals (SDGs).

Jumlah Pekerja Berdasarkan Status, Gender, dan Lokasi [102-8]

Number of Employees by Status, Gender, and Location

Uraian Description	2019	2018	2017
Berdasarkan Status Kepegawaian Based on Employment Status			
Pekerja Tetap Permanent Employees	2,526	2,486	2,375
Pekerja Tidak Tetap Non Permanent Employees	386	358	393
Jumlah Total	2,912	2,844	2,768
Berdasarkan Gender Based on Gender			
Laki-laki Male	2,592	2,527	2,479
Perempuan Female	320	317	289
Jumlah Total	2,912	2,844	2,768
Berdasarkan Penempatan Kerja Based on WIUP location			
Kantor Pusat Jakarta Jakarta Head Office	288	275	262
ITM – Balikpapan	57	60	53
IMM – Bontang	610	650	641
TRUST – Bontang	885	802	800
TCM – Melak	622	625	616
BEK – Melak	138	110	101
KTD – TDM Bontang	7	9	9
KTD – EMB Samarinda	142	142	144
JBG – Jorong	127	125	123
IBP - Jakarta	0	9	0
GEM - Jakarta	13	15	3
GEM - Site (Kaltim)	18	21	16
TIS – Melak	2	1	0
NPR	3	0	0
Jumlah Total	2,912	2,844	2,768

Keterangan:
- **Tidak ada pekerja ITM yang masih dalam supervisi. Adapun ITM akan melakukan penerimaan pekerja tidak tetap difabel yang melalui bimbingan karir dan magang karyawan disabilitas di tahun 2020. [102-8]**
- **Terdapat restatement untuk mengklasifikasi pekerja di Jakarta dan di Wilayah Izin Usaha Pertambangan (WIUP). Hal ini untuk memenuhi ketentuan dalam pencatatan kecelakaan kerja.**
- **TIS & NPR belum beroperasi.**
- **Restatement**

Note:
- No ITM employees are still under supervision. However, ITM will recruit non-permanent employees with disabilities through career guidance and internship for disabled employees in 2020. [102-8]
- There is a restatement for classifying employees in Jakarta and set it apart from employees in the Mining Business License Area (WIUP). This was set to comply with the requirements in recording occupational accidents.
- TIS & NPR have not been in operation.
- Restatement

Untuk membentuk lingkungan kerja yang harmonis di tengah keberagaman ini, ITM dengan giat melakukan sosialisasi dan merevitalisasi budaya kerja. Selain itu, kebersamaan antar pekerja dari berbagai unit kerja terbentuk melalui kegiatan *employee and family gathering* dan ITM Cup yang dilaksanakan setiap tahun.

To develop a harmonious work environment in the midst of diversity, ITM actively promotes and revitalizes work culture. In addition, togetherness among employees from various work units are united through employee and family gathering activities and ITM Cup event which are held every year.

PEMENUHAN MANFAAT KERJA
Provision for Employee Benefits

Kesempatan yang setara bagi setiap pekerja juga kami terapkan dengan tidak membedakan besaran imbal jasa antara pekerja laki-laki dan perempuan. Memahami kodratinya, pekerja perempuan dijamin untuk dapat bekerja kembali ketika mengambil cuti istirahat sebelum dan setelah melahirkan. Jaminan serupa juga diberikan kepada pekerja yang pergi menunaikan ibadah haji. Adapun perbedaan atas jumlah manfaat kerja terjadi hanya karena adanya status dan fungsi jabatan, masa kerja, dan hasil penilaian kerja.

We also ensure equal opportunities for each employee by not differentiating the amount of compensation between male and female employees. Respecting their nature, female employee is guaranteed to be able to return to work when taking maternity leaves before and after giving birth. A similar guarantee is given to employee who is taking pilgrimage leave. The differences in the amount of work benefits take place only because of the status and function of the position, service year, and the results of the performance assessment.

Perusahaan memastikan manfaat kerja yang diberikan kepada pekerja tetap maupun tidak tetap adalah sama. Setiap pekerja memperoleh fasilitas dan asuransi kesehatan, asuransi kecelakaan kerja, asuransi kematian, dan dana pensiun jaminan hari tua. Pemberian manfaat juga tidak dibedakan untuk wilayah operasi yang dinilai lebih signifikan dibanding wilayah lain. Meskipun demikian, jenis kegiatan pertambangan yang membutuhkan tenaga ahli di lapangan berpengaruh pada komposisi pekerja yang lebih didominasi oleh kaum pria.

The company ensures that the work benefits provided to permanent and non-permanent employee are the same. Every employee entitled to receive health insurance and facilities, work accident insurance, life insurance, and pension plans. There is no difference in provision of benefits for operating areas that are considered more significant than other regions. Nevertheless, the nature of mining activities that require experts on the field affects the composition of employees which are dominated by men.

ITM juga memberikan program bagi pekerja yang memasuki purnabakti di usia 55 tahun. Di dalam program ini, Perusahaan memastikan pemenuhan jaminan dan imbalan pensiun, serta pelatihan terkait prakondisi usaha dan kewirausahaan. Hingga 2019, ITM melalui aktuaria independen telah mencatat imbalan pensiun dan jangka panjang lainnya kepada seluruh pekerja sebesar USD43,1 juta. [201-3] [404-2]

ITM also provides programs retiring employees at the age of 55. Under this program, the Company ensures the provision of guarantees for pension benefits, as well as training related to business pre-conditions and entrepreneurship. Until the end of 2019, ITM, through an independent actuary, has recorded pension benefits and other long-term benefits to all employees amounted to USD43.1 million. [201-3] [404-2]

Program Purnabakti
Pension Program Plans



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

Hak dan kewajiban setiap pekerja ITM dilindungi oleh Perjanjian Kerja Bersama (PKB) yang mematuhi ketentuan Undang-Undang No. 13 tahun 2003. Perusahaan memperhatikan perlindungan hak pekerja terkait pemberlakuan hari kerja, waktu kerja, serta kerja lembur dan menuangkannya di dalam aturan. ITM memastikan tidak mempekerjakan pekerja di bawah umur dan kerja paksa dengan memberlakukan syarat usia penerima pekerja serta menerapkan sistem pergantian jam kerja *(shift)* dari dua hingga tiga *shift* dalam satu hari.

The rights and responsibilities of every ITM employees are covered by a Collective Labor Agreement (CLA) that complies with the provisions of Law No. 13 of 2003. The company 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 agreement. ITM ensures that there is no practise of force and child labour with applies the minimum age requirements for employee recruitment and a shift work from two to three shifts in one day.

PENGEMBANGAN STANDAR KOMPETENSI
Development of Competency Standards

Kemampuan dan keterampilan pekerja dalam berkontribusi memberikan nilai tambah dan membangun kepemimpinan di ITM. Karena itu, program pengembangan kompetensi mencakup seminar, lokakarya, pelatihan, serta sertifikasi diberikan kepada pekerja. Di tahun 2019, Perusahaan memberikan pembekalan modul pelatihan baru, B Success system (SuccessFactors – SAP) yang membantu pekerja untuk mengikuti perubahan terkini. Realisasi dana pengembangan SDM di tahun 2019 mencapai USD1.141.726 dengan partisipasi pekerja yang memperoleh pelatihan sebanyak 2.131 pekerja, melampaui jumlah yang ditargetkan sebesar 1.457 pekerja.

Employee competencies can contribute to provide added value and to build leadership at ITM. Therefore, competency development programs in the form of seminar, workshop, training and certification are provided to employees. In 2019, the Company provides a new training module, B Success system (SuccessFactors - SAP) which helps employee to adapt with the latest change. The expenditure of HR development in 2019 reached USD1,141,726 with the participation of employees who received training reached 2,131 employees, exceeds the target of 1,457 employees.

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	2,131	34,237	16.1
Berdasarkan Gender Based on Gender			
Laki-laki Male	1,819	29,507	16.2
Perempuan Female	312	4,730	15.2
Berdasarkan Posisi/Jabatan Based on Position/Job			
Executives	13	64.5	5.0
Strategic Leader	106	885.5	8.4
Senior Operational Leader	241	2,432.5	10.1
Operational Leader	561	8,287.5	14.8
First Line Leader	645	12,161.5	18.6
Foreman Below	549	10,196.0	21
No category	16	209.5	13.1

Jumlah Hari Pelatihan Berdasarkan Jenis Program
Average Training Hour of Employees Based on Programme

Program Programme	Jumlah peserta Total Participants	Jumlah hari Pelatihan Total Days of Training
Seminar	48	62
Lokakarya Workshop	248	365
Pelatihan Training	1,563	3,082
Sertifikasi Certification	272	961
Total	**2,131**	**4,470**



Melalui transisi penggunaan teknologi digital yang lebih handal, ITM berusaha membangun sistem pembelajaran mandiri yang sesuai dengan potensi lokal dan kebutuhan pekerja di masing-masing WIUP. Pengembangan sistem *Human Capital Management Process* telah memasuki fase I dan menggantikan sistem sebelumnya yaitu '*Human Resource Information System*'. Sistem baru ini melengkapi database HR dengan *cloud system*, sehingga setiap pekerja mampu mengakses informasi identitas dan orgnisasinya secara *paperless*. Manfaat sistem ini akan lebih dirasakan ketika memasuki fase II di tahun 2020 karena proses rekrutmen dapat dilakukan secara digital.

In transition to bringing us all more reliable digital technology, ITM seeks to build independent learning systems that are more relevant with local potential and the needs of employees in each business area (WIUP). The development of the Human Capital Management Process system has entered phase I and replaced the previous system, 'Human Resource Information System'. This new system complements the HR database with the cloud system, so that each employee is able to access their employee identity and organizational information in paperless manner. The benefits of this system will be perceived more when entering phase II in 2020 as soon the recruitment process can be executed digitally.

ITM SUCCESSION PLANNING
ITM Succession Planning

Dalam membangun perjalanan karir pekerja, Departemen HR melakukan analisa dengan Career Management System untuk menentukan kandidat suksesor. Sistem ini membantu Perusahaan untuk mengatur kegiatan orientasi jabatan dan membina kandidat. Dengan demikian, seorang suksesor di sebuah unit kerja yang baru dapat beradaptasi cepat, mampu mengakses informasi dan *tools* yang tersedia, serta berkoordinasi dengan rekan kerja.

In developing employee career paths, HR Department conducts analysis with the Career Management System to determine successor candidates. The system helps the Company to organize job orientation activities and foster candidates. Thus, a successor in a new work unit can adapt right away, able to access information and tools at hand, and coordinate with colleagues.

Di tahun 2019, Career Management System telah dilengkapi oleh *feature* baru yang mampu menentukan tingkat potensial pekerja berdasarkan cakupan pekerjaan dan kompentesi. *Grading potential* dengan skala 'rendah' hingga 'tinggi' memberikan penilaian bagi kinerja yang lebih terukur dibandingkan sebelumnya yang hanya bergantung pada pencapaian KPI. Dalam memenuhi target kandidat suksesor untuk 24 jabatan, ITM telah mempersiapkan 35 kandidat suksesor.

In 2019, the Career Management System has been supplemented with new features that are able to determine the potential level of employee based on job coverage and compensation. Grading potential on a scale of 'low' to 'high' provides a reliable assessment for performance that is more measurable than before which previously only based on the achievement of KPIs. In meeting the target of successor candidates for 24 positions, ITM has nominated 35 successor candidates.

MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA (K3)
Occupational Health and Safety (OHS) Management

Keselamatan dan kesehatan kerja (K3) selalu menjadi hal yang utama dalam setiap kegiatan operasi. Komitmen ini diwujudkan melalui Sistem Manajemen Keselamatan Pertambangan Mineral (SMKP Minerba) dan Sistem Manajemen K3 & Lingkungan (SMK3L), hingga sertifikasi internasional ISO45001:2018. Sertifikasi ISO45001 baru dirilis di bulan Mei 2018 menggantikan OHSAS 18001:2007 dan diterapkan di ITM untuk mendorong partisipasi pekerja dalam pelaksanaan sistem manajemen K3.

Occupational health and safety (OHS) has always been important in carrying out every operation. ITM implement its commitment through the Mineral Mining Safety Management System (SMKP Minerba), Occupational Health, Safety, and Environment Management System (HSEMS), and international certification ISO45001: 2018. The new ISO45001 certification released in May 2018 replaces OHSAS 18001: 2007 and implemented to encourage worker participation in the implementation of OHS management system.

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
34,596	100%	34,596	100%	30,892	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):

   <0.14

2. Injury Severity Rate (ISR):

   <0.82

3. Safety Health Environmental Accountability Program (SHEAP):

   ≥70%

4. Hazards Report (AWAS):

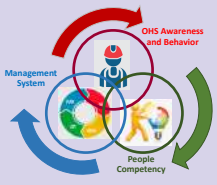
   ≥40%
   of total employees

5. CMS-HSE:

   ≥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 KOPETENSI KARYAWAN
PEOPLE COMPETENCY PILLAR

- Memastikan kopetensi setiap karyawan telah memadai dan sesuai dengan standar yang ditetapkan oleh perusahaan dan pemerintah.

  Ensuring adequate competency for each emplyees in accordance with standard set by company and goverment.

Pelaksanaan K3 secara disiplin terus Kami upayakan melalui beberapa kebijakan untuk membangun budaya K3. Beberapa kebijakan di antaranya adalah:

The implementation of OHS in a disciplined manner continues through several policies to build an OHS culture. Several policies include:

1. MENCANTUMKAN PEMBAHASAN K3 DALAM PERJANJIAN KERJA BERSAMA (PKB)

Pencantuman perihal K3 dalam PKB menegaskan tugas dan tanggung jawab seluruh pekerja (100%), baik manajamen maupun pekerja dalam penerapan K3. Pembahasan K3 dalam PKB mengatur ketentuan alat pelindung diri; partisipasi dalam audit dan investigasi; pendidikan dan pelatihan K3; mekanisme keluhan dan pengaduan; hak menolak pekerjaan yang tidak aman; serta penyelesaian perselisihan hubungan industrial. [102-41]

1. INCORPORATING OHS SUBJECT IN COLLECTIVE LABOUR AGREEMENT (CLA)

OHS topics stipulated in the CLA confirms the duties and responsibilities of all employee (100%), both management and employee in the implementation of OHS. OHS subjects 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. [102-41]

2. MENGKAMPANYEKAN BUDAYA K3

Setiap tahun, ITM bersama Kontraktor yang beroperasi di wilayah kerja melakukan beberapa program kampanye K3.

2. CAMPAIGNING OHS CULTURE

Every year, ITM with contractors operating in the working area conduct a number of OHS campaigns.

Program Komunikasi K3 [403-3]

OHS Communication Program

KAMPANYE & PROMOSI OHS OHS CAMPAIGN & PROMOTION	BULAN K3 OHS MONTH	HEALTH TALK
Menyediakan informasi terkait isu-isu Keselamatan dan Kesehatan Kerja secara intranet seperti email, banner, leaflet, sticker dan cinderamata, serta papan informasi kinerja kecelakaan kerja. Providing information on health and safety issues via intranet, such as e-mail, banners, leaflets, stickers and souvenirs, also boards on work accident.	Melaksanakan program Bulan K3 di tahun 2019 dengan tema "Optimalisasi Kemandirian Masyarakat Berbudaya K3 Pada Era Revolusi Industri 4.0 Berbasis Teknologi Informasi". Melalui sinergi program CSR, Bulan K3 juga memberikan pelatihan *safety at home* kepada keluarga pekerja di rumah. Held OHS month in 2019 with the theme "Optimizing the Independence of OHS Cultured Society in the Era of Industrial Revolution 4.0 based on Information Technology". Through the synergy of CSR programs, OHS Month also provided training about safety at home for employee's family at home.	 Menyediakan informasi terkait kesehatan yang diberikan oleh dokter dan praktisi kesehatan. Providing information regarding health by doctor from company or health physician.

3. MEMBENTUK KOMITE K3 DI TINGKAT MANAJEMEN

ITM memiliki Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) yang dipimpin oleh Kepala Teknik Tambang dengan partisipasi keanggotaan pekerja dari tingkat manajemen hingga pengawas yang mewakili setiap departemen.

3. ESTABLISHING OHS COMMITTEE AT THE MANAGEMENT LEVEL

ITM has the Occupational Health and Safety Advisory Committee (P2K3), lead by Technical Mine Manager, with participations of employees ranging from the management to the supervisory levels of each department.

4. MENERAPKAN K3 BERSAMA KONTRAKTOR MELALUI AUDIT K3 DAN CMS

ITM memastikan penerapan K3 berjalan efektif melalui audit keselamatan di seluruh WIUP, termasuk evaluasi terhadap kepatuhan seluruh kontraktor yang dikelola melalui Contractor Management System (CMS). Audit K3 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 OHS AUDIT AND CMS

ITM ensures the implementation of K3 works effectively through safety audits throughout all WIUP, including evaluating the compliance of all contractors managed through the Contractor Management System (CMS). OHS audits include internal audits by the HSEC Department in each WIUP, quality assurance review audits on HSE aspects by the Head Office, and external audits by certified party.

KINERJA KESELAMATAN KERJA
Safety Performance

ITM telah memetakan jenis pekerjaan dengan risiko K3 yang tergolong tinggi. Sejumlah empat jenis pekerjaan diidentifikasi memilki risiko keselamatan tinggi dan dikerjakan oleh pekerja. Untuk mengelola risiko tersebut, upaya mitigasi risiko telah disusun dalam sistem manajemen K3 dan diatur dalam PKB.

ITM has mapped and identified jobs that are in the high risk category. There are four type of jobs with high risk category carried out by employee. To manage these risks, risk mitigation efforts have been prepared in OHS management system and regulated in CLA.

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



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.

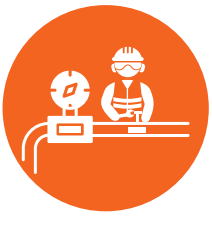


BEKERJA DI KETINGGIAN

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





Melalui penerapan K3, ITM terus membangun budaya keselamatan kerja yang lebih baik dan disiplin. Belajar dari insiden fatality yang terjadi di 2018, ITM telah menerapkan beberapa rekomendasi perbaikan yang diberikan oleh Kementerian ESDM. Di tahun 2019, ITM berhasil mencapai kinerja *zero fatality* dan tidak ditemukan adanya kasus penyakit akibat kerja.

Through the application of OHS, ITM continues to build a better culture of work safety that is more disciplined. Learning from the fatality incident that occurred in 2018, ITM has implemented a number of recommendations for improvement given by the Ministry of Energy and Mineral Resources. In 2019, ITM successfully achieved zero fatality performance and no cases of occupational illness.

Tingkat dan Jumlah Kecelakaan Kerja [403-9]
Injury Rate and Number of Occupational Accident

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	1	0	1
Ringan [2] Minor [2]	0	0	0	0	0	0
Berat Major	0	0	0	1	0	1
Fatal	0	0	0	0	0	0
Injury Frequency Rate (IFR)	0.0	0.0	0.0	3.77	0.0	0.23
Lost Day Rate (LDR)	0.0	0.0	0.0	15.10	0.0	0.94

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]	2	4	3	0	1	10
Ringan [2] Minor [2]	0	0	0	0	0	0
Berat Major	2	4	3	0	1	10
Fatal	0	0	0	0	0	0
Injury Frequency Rate (IFR)	0.10	0.24	0.32	0.0	0.36	0.19
Lost Day Rate (LDR)	1.75	4.01	11.45	0.0	69.96	7.73

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]	2	4	3	1	1	11
Ringan [2] Minor [2]	0	0	0	0	0	0
Berat Major	2	4	3	1	1	11
Fatal	0	0	0	0	0	0
Injury Frequency Rate (IFR)	0.09	0.21	0.31	0.28	0.32	0.19
Lost Day Rate (LDR)	1.63	3.62	11.03	1.11	62.49	7.22

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.

KINERJA KESEHATAN KERJA
Occupational Health Performance

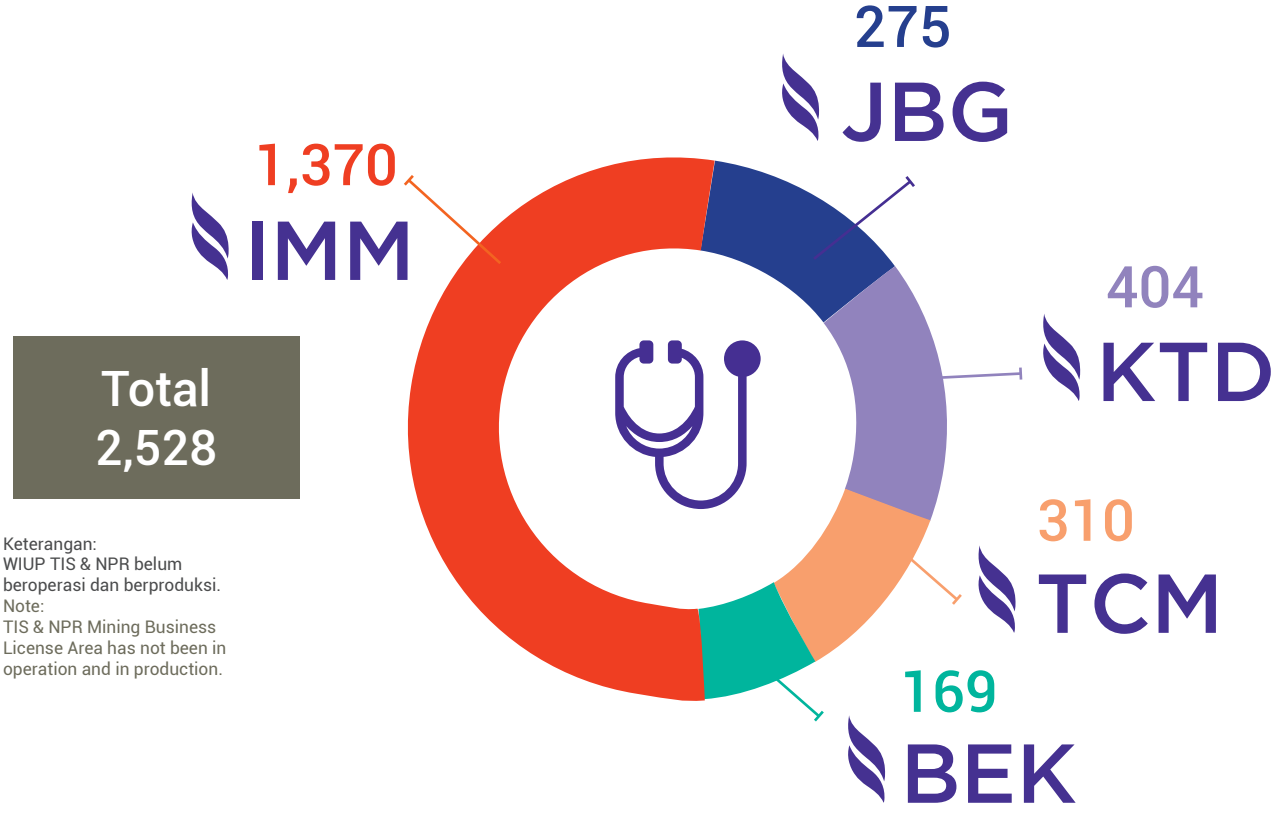
Dalam pengelolaan kesehatan kerja, Perusahaan belum mengidentifikasi jenis pekerjaan yang memiliki risiko kesehatan kerja tinggi. Meskipun demikian, menurut hasil *medical check up* dan pemeriksaan di klinik *on site*, banyak pekerja diidentifikasi menderita penyakit endemik seperti infeksi saluran pernafasan akut (ISPA) dan dyspepsia. Beberapa program kesehatan telah dilaksanakan untuk mencegah dan mengobati penyakit endemik berbahaya setiap tahun. [403-3]

ITM has not yet identified type of work with high occupational health risks in its occupational health management. Based on medical check-up result and examination at the on-site clinics, several employees suffered from diseases, such as acute respiratory infections (ARI) and dyspepsia. Several health programs have been implemented to prevent and treat dangerous diseases each year. [403-3]

Upaya Pengelolaan Kesehatan
Occupational Health Management Effort

Promotif	Preventif	Kuratif
• Penyuluhan kesehatan, medical *check up,* donor darah, dan kegiatan olahraga dan senam pagi yang melibatkan pekerja, keluarga pekerja, maupun masyarakat sekitar. • Health education, medical check-up, blood donation, sport activities, and morning exercises involving employee, worker's families, and the surrounding community.	• Menjaga kualitas lingkungan yang sehat dengan menyediakan ruang istirahat, ruang makan, fasilitas sanitasi yang memadai, hingga kantin yang terjaga kebersihannya. • Maintaining a healthy environment by providing a rest room, dining room, adequate sanitation facilities, and a clean canteen. • Pemantauan dan pengendalian secara berkala terhadap paparan kebisingan, cahaya, gas dan debu di lingkungan kerja. • Monitoring and controlling exposure to noise, light, gas and dust in the work environment carried out regularly.	• Menyediakan fasilitas pengobatan di lima klinik on site, tiga pos kesehatan, dan kerjasama dengan lebih dari sepuluh rumah sakit yang tersebar di Kalimantan dan Jakarta. • Providing treatment facilities in five clinics on site, three health centers, and collaboration with more than ten hospitals spread across Kalimantan and Jakarta.

Jumlah Kunjungan Klinik On Site
Number of On Site Clinic Visits



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

Wilayah Izin Usaha Pertambangan (WIUP) Mining Business Permit Area (WIUP)	**Jumlah Kunjungan Klinik on site** Number of On Site Clinic Visits
IMM	1,370
TCM	310
BEK	169
KTD EMB	404
JBG	275
Total	2,528

Selain itu, ITM melalui anak usaha IMM terus melanjutkan kegiatan pemberantasan HIV/AIDS yang telah dilaksanakan sejak 2016. Di tahun 2019, antisipasi dan penanganan dengan mengetahui gejala penyakit, proses penularan, dan pengobatan telah disosialisasikan secara internal kepada 30 pekerja dan secara eksternal di 167 siswa dari 3 sekolah di Kabupaten Kutai Timur. Kegiatan ini juga diiringi dengan penyuluhan dan pemeriksaan kesehatan grati yang dapat menambah wawasan pola hidup yang sehat

In addition, ITM through its IMM subsidiary continues the HIV/AIDS eradication activities that have been carried out since 2016. In 2019, anticipation and treatment by knowing the symptoms of the disease, the process of transmission, and treatment has been internally socialized to 30 employee and externally to 167 students from 3 schools in East Kutai Regency. This activity is also accompanied by counseling and free health examinations that can add insight into a healthy lifestyle.

TANGGUNG JAWAB SOSIAL PERUSAHAAN

Corporate Social Responsibility (CSR)



ITM melibatkan kemitraan antara pemangku kepentingan dalam menjalankan program-program pengembangan dan pemberdayaan masyarakat yang mendukung tujuan pembangunan berkelanjutan. Melalui Rencana Induk Pengembangan dan Pemberdayaan Masyarakat, pelaksanaan program pengembangan dan pemberdayaan masyarakat ITM lebih terarah dan terencana, sehingga mendorong terciptanya kemandirian bagi masyarakat.

ITM forms partnerships with stakeholders in carrying out community development and empowerment programs that support the Sustainable Development Goals. The Community Development and Empowerment Master Plan ensures that the implementation of the ITM community development and empowerment program is directed and planned, thus encouraging self-reliance of the community.

RASIO SOCIAL RETURN ON INVESTMENT

Note: Rasio SROI menunjukkan perbandingan antara IDR1 investasi dalam program CD menghasilkan IDR X pengembalian sosial
SROI ratio is a ratio between IDR1 of investment in CD Program resulting IDR X in social return

TARGET
Target

1: >1

PENCAPAIAN I Achievement

Berdasarkan Penilaian Praktisi Internal
1. Program Pupuk Bokashi = 1:4
2. Program Pusat Kegiatan Belajar Masyarakat = 1:2
3. Peternakan ayam dengan solar cell= 1:14

Based on Internal Practitioner Assessment
1. Bokashi Fertilizer Program = 1:4
2. Community Learning Center Program = 1:2
3. Poultry farm with solar cell = 1:14

INDEKS KEPUASAN MASYARAKAT
Community Satisfaction Index

TARGET
Target

0.66 - 0.82

PENCAPAIAN
Achievement

0.75

REALISASI ANGGARAN
Budget Realization

TARGET
Target

>80%

PENCAPAIAN
Achievement

93%

STRATEGI TANGGUNG JAWAB SOSIAL PERUSAHAAN
Corporate Social Responsibility (CSR) Strategic

Implementasi CSR ITM mengacu pada Undang-undang Perseroan Terbatas no. 40/2007 dan Peraturan Pemerintah no. 47/2012 tentang tanggung jawab sosial dan lingkungan perusahaan. ITM menerapkan tanggung jawab perusahaan sejalan dengan tujuh prinsip ISO 26000: Guidance on Social Responsibility, yang dituangkan dalam Integrated Stakeholder Engagement and CSR Blue Print PT. Indo Tambangraya Megah Tbk tahun 2014.

Sejak tahun 2018, ITM membentuk Departemen Corporate Social Responsibility (CSR) sebagai bentuk penyesuaian terhadap perkembangan bisnis dan menciptakan nilai tambah bagi semua pemangku kepentingan. Di tahun 2019, Departemen CSR menetapkan Kebijakan CSR dan *roadmap* CSR sebagai komitmen untuk untuk menjalankan bisnis yang beretika dalam aspek sosial, ekonomi dan lingkungan untuk berkontribusi pada tujuan pembangunan berkelanjutan dan sesuai aspirasi pemangku kepentingan.

The implementation of the ITM's CSR is guided by the Limited Liability Company Law No. 40/ 2007 and the Government Regulation No. 47/ 2012 concerning corporate social and environmental responsibility. ITM applies its corporate responsibilities in line with the seven principles of the ISO 26000: Guidance on Social Responsibility, as outlined in the Integrated Stakeholder Engagement and CSR Blue Print of PT. Indo Tambangraya Megah Tbk (2014).

Since 2018, ITM has established the Corporate Social Responsibility (CSR) Department to adjust their business development and create added values to its stakeholders. In 2019, the CSR Department established the CSR Policy and CSR roadmap which demonstrates the commitment to conduct a business which pays attention to social, economic, and environmental aspects and serves relevant stakeholders as well as the sustainable development goals.

Peta Jalan CSR
CSR Road Map

2015-2018 Diagnostic

1. Establishment and review blue print
2. Development CSR Organization, Policy and Committee
3. Setting target for sustainabillity program
4. CSR Management Standar

2019 Development

1. Integrated program for ITM's business function
2. Strengthen internal capabilities
3. Internalization company branding and value throough CSR program
4. Actively involved in CSR organization (local)

2020 Synchronize

1. Integrated program for all ITM subsidiary
2. Integrated program for all ITM business
3. Actively involved in CSR (global and regional)
4. Sharpening implementation CSR based on ISO 26000

Onward Establishment

1. Bring a role model of CSR for other company
2. Leading as a role moder of CSR energy company
3. Employee as an "CSR ambassador" for company
4. Social licence

CSR Strategic Branding



Sepanjang tahun 2019, ITM masih menyempurnakan integrasi fungsi Departemen CSR dengan seluruh fungsi yang ada di ITM. Seiring dengan hal tersebut, ITM telah melaksanakan program-program keberlanjutan di site sesuai dengan rencana induk program pengembangan dan pemberdayaan masyarakat yang disusun berdasarkan peraturan yang berlaku

Throughout 2019, ITM was still improving the alginment of the functions of the CSR Department with the all functions in ITM. Nevertheless, in accordance with the master plan for the community development and empowerment, ITM has implemented sustainability programs on site in accordance with the master plan for community development and empowerment which are prepared based on applicable regulations.

RENCANA INDUK PROGRAM PENGEMBANGAN DAN PEMBERDAYAAN MASYARAKAT (PPM)
Master Plan for the Community Development and Empowerment [413-1]

Penerapan program Community Development (CD) merujuk pada cetak biru (blueprint) yang disusun berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral (ESDM) No. 1824 K/ 30/ MEM/ 2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat. Dalam penyusunan blueprint, ITM melibatkan seluruh pemangku kepentingan melalui hasil musyawarah perencanaan serta pembangunan (Musrenbang), Rencana Pembangunan Jangka Menengah (RPJM) nasional dan daerah, serta Rencana Tata Ruang dan Wilayah (RTRW) nasional dan daerah. ITM juga memastikan program CD sesuai dengan pencapaian Tujuan Pembangunan Berkelanjutan (TPB) yang telah dicanangkan oleh pemerintah dalam Perpres No 59 Tahun 2017.

The Community Development (CD) programs are compiled in a blue print document and orientate themselves on Ministry of Energy and Mineral Resources (ESDM) Ministerial Decree No. 1824 K/ 30/ MEM/ 2018 concerning Guidelines for Implementing Community Development and Empowerment. The blueprint was developed, by ITM conducting a planning- and development forum (Musrenbang) and reviews of the national and regional Medium-Term Development Plans (RPJM) as well as the national and regional Spatial Plans (RTRW). ITM also ensures that the CD program is in line with the achievement of the Sustainable Development Goals (SDGs) that have been declared by the Indonesian government through the Presidential Regulation No. 59 Year /2017.

ITM juga mengadopsi pedoman standar nasional dan internasional dalam mengembangkan roadmap pengembangan masyarakat, seperti PROPER, ISO 26000: 2010, dan AA 1000 SES. Dengan mengacu pada pedoman tersebut, ITM dapat membuat rencana implementasi yang komprehensif sebagai bagian dari tujuan strategis Perusahaan yang lebih luas.

ITM also adopted national and international standard guidelines in developing community development roadmaps, such as PROPER, ISO 26000: 2010, and AA 1000 SES. Reflecting on these guidelines, ITM has developed a comprehensive implementation plan as part of the broader strategic objectives of the company.

Sejak tahun 2018, ITM mengembangkan program-program pemberdayaan yang mencakup delapan bidang PPM sesuai dengan format PPM Kepmen ESDM 1824 K/ 30/ MEM/ 2018. Rencana induk PPM dirumuskan melalui pemetaan sosial yang dilakukan di 43 desa dampingan, mengacu pada blueprint PPM provinsi dan KEPMEN ESDM No. 1824/2018. Untuk menyelaraskan program pemberdayaan dengan kegiatan pemerintah, maka rencana induk tersebut kemudian dikonsultasikan kepada pemerintah setempat, baik provinsi maupun kabupaten.

Since 2018, ITM has been developing some empowerment programs that cover eight aspects of PPM in accordance with the ESDM Ministerial Decree 1824 K/ 30/ MEM/ 2018. The PPM master plan was formulated by drawing upon: 1) a social mapping conducted in 43 fostered villages; 2) the provincial PPM blueprint and 3) the ESDM Ministerial Decree No. 1824/ 2018. To align the empowerment program with government activities, the master plan then was further discussed with the local government, both provincial and district.

Program CD sesuai format PPM Kepmen ESDM 1824 K/30/MEM/2018

The CD Program according to the PPM format of the ESDM Ministerial Decree No. 1824 K/ 30/ MEM/ 2018:

Bidang PPM 2019 PPM Sectors in 2019	
1. **Pendidikan** Education Development	2. **Kesehatan** Health Development
3. **Tingkat Pendapatan Riil atau Pekerjaan** Economic Development and Employment	4. **Kemandirian Ekonomi** Income Generating and Small Business Development
5. **Sosial dan Budaya** Culture and Social Development	6. **Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan** Sustainable Environment Management
7. **Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM** Community institutions Development	8. **Pembangunan Infrastruktur yang Menunjang PPM** Infrastructure Development

Berdasarkan KEPMEN ESDM No.1824, proporsi jumlah anggaran PPM dialokasikan berdasarkan perkiraan jumlah produksi batubara hingga usia pascatambang. Melalui metode perhitungan ini juga, ITM berkomitmen untuk merealisasikan anggaran PPM dengan lebih terencana. Dengan adanya kebebasan anggaran PPM dan penerapan perhitungan life of mine planning, ITM tetap mampu mengoptimalkan realisasi anggaran PPM sesuai kebutuhan dengan strategi pengelolaan program, meskipun berada pada kinerja ekonomi yang fluktuatif.

In compliance with the ESDM Ministerial Decree No.1824, the PPM budget is allocated based on the estimated amount of the coal production on the life of mine planning (up to the mine closure). Through this calculation method, ITM administers the PPM budget in a more planned manner. Thus, ITM is still able to optimize PPM budget realization accordance with the needs of the program management strategy, despite its fluctuating economic performance.

TUMBUH BERSAMA MASYARAKAT

Growing with community

Sepanjang tahun 2019, ITM telah melaksanakan 281 aktivitas terkait Program PPM yang melibatkan masyarakat lokal. Tidak hanya berfokus pada peningkatan ekonomi, ITM juga memastikan program-program keberlanjutan dapat meningkatkan kualitas hidup masyarakat baik dari segi sosial maupun lingkungannya.

During 2019, ITM has implemented, with the involvement of local communities, 281 activities related to the PPM Program. Besides focusing on improving the economy, ITM also ensures that the programs can improve the social and environmental quality of life for the people at a sustainable basis.

ITM melaksanakan program tanggung jawab sosial dan lingkungan yang tersebar di 10 kecamatan dan 43 desa pada wilayah operasi pertambangan di Kalimantan. Jumlah ini belum mencakup wilayah kerja Tepian Indah Sukses dan Nusa Persada Resources yang masih berada pada tahap pra-operasi.

ITM carried out the community development programs in 10 sub-districts and 43 villages surrounding mining operations area in Kalimantan . This number does not include the Tepian Indah Sukses and Nusa Persada Resources working area which is still in the pre-operation stage.

Lokasi Pengembangan dan Pemberdayaan Masyarakat
Community Development and Empowerment Locations



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).

PPM belum berjalan di TIS karena masih berada dalam tahap pra-operasi.

East Kalimantan

West Kutai Regency (1 district and 1 village).

PPM hasn't been implemented in TIS as it is still in the pre-operation stage.

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.

Keterwakilan masyarakat untuk mempersiapkan kemandirian pasca tambang ditunjang melalui pembentukan Forum Konsultatif Masyarakat (FKM). Dalam forum ini, masyarakat terwakili oleh adanya berbagai pihak, termasuk tokoh agama, pemuda, kader Pembinaan Kesejahteraan Keluarga (PKK), dan aparat desa.

ITM memfasilitasi masyarakat untuk menjalin komunikasi langsung dengan perusahaan melalui pertemuan FKM secara rutin. Pertemuan dilaksanakan 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 representation to prepare for post-mining self-reliance is effected through the establishment of a Community Consultative Committee (FKM). In this forum, the communities are represented by various parties, including religious leaders, youths, groups of Family Welfare Development (PKK), and village officials.

ITM facilitates the communities to establish direct communication with the company through regular FKM meetings. The meeting is held at least once a year for planning and evaluating the CDE activities, to align them with the regional government development plans set out in the CDE master plan.

REALISASI ANGGARAN
Budget Realization

ITM mengalokasikan biaya sebesar IDR24,7 miliar untuk menunjang pengembangan program-program pemberdayaan di tiap site. Realisasi biaya ini lebih rendah sebesar 2% dibanding tahun sebelumnya.

ITM has allocated a budget of IDR24,7 billion to support the empowerment programs at all sites. This budget is 2% lower compared to the previous year.

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

Bidang Program Sector of Program	Target 2020	2019	2018
Pendidikan Education Development	5,225	4,846	4,289
Kesehatan Health Development	2,971	3,528	2,892
Tingkat Pendapatan Riil atau Pekerjaan Economic Development and Employment	4,848	3,917	3,867
Kemandirian Ekonomi Income Generating and Small Business Development	3,620	2,476	1,296
Sosial dan Budaya Culture and Social Development	3,701	4,271	6,508
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Sustainable Environment Management	2,136	865	2,012
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community institutions Development	2,015	1,217	437
Pembangunan Infrastruktur yang Menunjang PPM Infrastructure Development	2,641	3,602	4,091
Jumlah Total	27,161	24,726	25,392



MEMBERDAYAKAN MASYARAKAT KONSERVASI LAUT DAN PESISIR

Increase Marine and Coastal community-based Conservation

Peningkatan pelestarian dan pemanfaatan berkelanjutan ekosistem laut di Indonesia perlu didukung oleh keterlibatan semua pihak. Pelestarian ekosistem perairan menjadi salah satu komitmen dan kepedulian ITM terhadap peningkatan kualitas lingkungan, yang diwujudkan melalui Program Pemberdayaan dan Konservasi Laut dan Pesisir. Program tersebut telah dilaksanakan sejak lima tahun terakhir di Desa Santan Ilir, Kecamatan Marang Kayu, Kabupaten Kutai Kartanegara dan Perairan Tanjung Meranggas, Kota Bontang yang termasuk dalam wilayah operasi PT Indominco Mandiri.

Pelestarian dan pemberdayaan ekosistem laut dan pesisir diwujudkan ITM melalui penanaman mangrove dan transplantasi terumbu karang. Selama tahun 2019, ITM telah menanam 5.000 bibit mangrove di pesisir pantai Desa Santan Ilir dan Bontang Lestari, serta 600 blok transplantasi terumbu karang di perairan sekitar area pelabuhan Bontang Coal Terminal.

ITM juga melibatkan masyarakat sekitar pada program pelestarian ekosistem pesisir dan laut sejak awal hingga akhir pelaksanaan program. Keterlibatan tersebut diwujudkan melalu sosialisasi terkait rencana kegiatan penanaman mangrove dan transplantasi terumbu karang kepada masyarakat, keikutsertaan masyarakat pada proses penanaman mangrove dan transplantasi terumbu karang, serta monitoring dan evaluasi. Selain itu, terdapat forum konsultasi masyarakat terkait pelaksanaan program yang terdiri dari Divisi Community Development (CD) IMM, kepala desa, dan pemerintah terkait.

ITM merealisasikan sejumlah USD37.517,72 dengan rincian USD9.148,93 untuk pelestarian ekosistem laut dan USD28.368,79 untuk transplantasi terumbu karang. Berdasarkan kegiatan evaluasi dampak terhadap komponen biologi di Sungai Dusun Ajalang, Kutai Kartanegara, dan Perairan Tanjung Meranggas Kota Bontang, fungsi kelestarian ekosistem perairan dan ekonomi masyarakat semakin meningkat. Kegiatan ini dilaksanakan setiap enam bulan sekali oleh tim internal bekerja sama dengan TNI angkatan laut.

Increasing the preservation and sustainable use of marine ecosystems in Indonesia needs to involve all parties. The conservation of aquatic ecosystems is one of ITM's commitments and concerns to improve the local environment and thus has created a Marine and Coastal community-based conservation Program. The program has been carried out for the past five years in Santan Ilir Village, Marang Kayu District, Kutai Kartanegara District, and Tanjung Meranggas Waters, Bontang City, which is in the operational area of PT Indominco Mandiri.

The community-based marine and coastal conservation programme of ITM focuses on mangrove planting and transplantation of coral reefs. During 2019, ITM has planted 5,000 mangrove seedlings along the coast of Santan Ilir and Bontang Lestari Villages, as well as placing 600 coral reef blocks in the waters around the Bontang Coal Terminal port area.

ITM fully involves the surrounding communities in preserving the coastal and marine ecosystems, from the beginning to the end of the program. This involvement entails socialization of the plans, community participation in the mangrove planting and coral reefs transplanting process, as well as in the program monitoring and evaluation. In addition, there is a community consultation forum related to the implementation of the program which consists of the IMM Division of Community Development (CD), the village heads, and the relevant local governmental agencies.

ITM realized a total of USD37,517.72; USD9,148.93 for the preservation of marine ecosystems and USD 28,368.79 for the coral reef rehabilitation. Based on the impact evaluation regarding the biological component of the Ajalang Hamlet, Kutai Kartanegara River, and Tanjung Meranggas waters, Bontang City, it was recognized that the preservation of the aquatic ecosystem and the community's economic income are increasing. The impact evaluation is carried out every six months by the internal ITM team in collaboration with the Indonesian Navy.

Program Pelestarian Laut dan Ekosistem
The Marine and Ecosystem Conservation Program

Jenis program (dikaitkan dengan TPB) Program type (associated with SDGs)	Jumlah dan jenis penerima manfaat Number and types of beneficiaries
Partisipasi dalam pemberdayaan dan Konservasi laut dan Pesisir Community participation in the conservation of marine and coastal areas	**550 KK** 550 households
Tranplantasi terumbu karang Partisipasi dalam pemberdayaan dan Konservasi laut dan Pesisir Coral reef rehabilitation Participation in the community-based conservation of marine and coastal areas	**200 KK** Warga sekitar Perairan Tanjung Meranggas, Kota Bontang 200 households nearby the waters of Tanjung Meranggas, Bontang City

Target tahun 2019 2019 target	Realisasi tahun 2019 Realization in 2019	Target 2020 2020 target
5.000 bibit mangrove 5,000 mangrove seedlings	**5.000 bibit** 5,000 seedlings	**10.000 bibit** 10,000 seedlings
600 Block tranplantasi 600 block transplants	**600 Block tranplantasi** 600 block transplants	**500 block** 500 blocks

Strategi	Strategy
1. Komunikasi rencana kegiatan kepada masyarakat **2. Sosialisasi kepada masyarakat terkait rencana kegiatan penanaman mangrove** **3. Pelibatan Masyarakat pada program penanaman Mangrove** **4. Monitoring jangka panjang hasil kegiatan penanaman** **5. Evaluasi Hasil monitoring**	1. Communication of the planned activities to the community 2. Socialization of the mangrove planting activity plan to the communities 3. Community involvement in the Mangrove planting program 4. Long-term monitoring on the planting activities 5. Evaluation of themonitoring results
1. Komunikasi rencana kegiatan kepada masyarakat **2. Sosialisasi kepada masyarakat trkait rencana kegiatan terumbu karang** **3. Pelibatan Masyarakat pada program terumbu karang** **4. Monitoring jangka panjang hasil dari program terumbu karang** **5. Evaluasi Hasil monitoring**	1 Communication on the planned activities to the community 2. Socialization on the coral reef transplantation activity plan to the communities 3. Community involvement in the coral reef rehabilitation program 4. Long-term monitoring of the planting results 5. Evaluation of monitoring results

Dampak positif/negatif pada penerima manfaat	Positive/ negative impacts on the beneficiaries
1. Fungsi kelestarian **2. Peningkatan ekonomi masyarakat melalui program ekowisata** **3. Pendapatan hasil laut yang memanfaatkan mangrove sebagai naungan.**	1. Sustainability function 2. Community's economic improvement through ecotourism programs 3. Increased income due to the existance of the mangroves as (the fish) shades.
1. Fungsi kelestarian ekosistem perairan **2. Pendapatan masyarakat dalam penyedian bibit tranplantasi terumbu karang** **3. Pendapatan hasil laut yang memanfaatkan terumbu karang sebagai naungan** **4. Masyarakat sekitar ikut terlibat dalam menjaga ekosistem perairan khususnya terumbu karang**	1. The preservation function of the aquatic ecosystems 2. Community income from the provision of coral reef rehabiliation 3. Increased income due to the exixtance of the coral reefs as (the fish) shades 4. Nearby communities are involved in protecting of aquatic ecosystems, especially coral reefs

Dampak bagi ITM	Impacts for ITM
1. *Company image* **2. Operasional perusahaan berjalan sesuai dengan lancar seiring dengan bertambahnya pendapatan masyarakat**	1. The company image 2. Company operations run smoothly in line due to increasied community income
1. *Company image* **2. Operasional perusahaan berjalan sesuai dengan lancar seiring dengan bertambahnya pendapatan masyarakat**	1. The company image 2. Company operations run smoothly in line with increasing community income



MEMBANGUN HUTAN MELALUI REHABILITASI DAERAH ALIRAN SUNGAI (DAS)

Building Forests through Watershed Rehabilitation



ITM sebagai pemegang Izin Pinjam Pakai Kawasan Hutan (IPPKH) berkewajiban untuk melaksanakan penanaman dalam rangka rehabilitasi Daerah Aliran Sungai (DAS) melalui anak perusahaannya. Namun demikian, program tersebut juga memberikan nilai tambah bagi masyarakat melalui kegiatan pembibitan dan penyerapan tenaga kerja di dalam kegiatan rehabilitasi DAS. Kegiatan membangun hutan sosial dengan masyarakat dilaksanakan di Ring I IMM yaitu Desa Teluk Pandan dan Kandolo serta area Rehabilitasi DAS Melawan, Kutai Timur.

Keberhasilan program rehabilitasi DAS tentunya tidak lepas dari tantangan, beberapa di antaranya karena potensi adanya kebakaran hutan saat musim kemarau. Menghadapi hal tersebut, ITM membuat sejumlah embung air, serta menara pemantauan kebakaran.

Evaluasi penilaian dampak sosial program dilakukan oleh pihak eksternal dan pemangku kawasan. Evaluasi tersebut dilaksanakan setiap bulan dengan menggunakan konsultan Rekayasa Sosial dan pemangku kawasan (Balai Taman Nasional Kutai).

ITM holds a Lease-to-Use Forest Area Permit (IPPKH) and thus is obliged to rehabilitate watersheds (DAS) through its subsidiaries. The program also provides added value to the communities through nursery activities and employment in watershed rehabilitation activities. Some 'social forests' have been built together with the communities in the Ring I IMM, namely Teluk Pandan and Kandolo villages, and also in the rehabilitation area of the Melawan Watershed, East Kutai.

However, the successful undertaking of these efforts is not without challenges. The risk of forest fires during the dry season is one of the issues. To prevent this, ITM built some water reservoirs and fire monitoring towers.

The evaluation of the program's social impact assessment is carried out by external parties and regional stakeholders. The evaluation is done every month by the means of a social engineering consultant and regional stakeholders (Kutai National Park Service).

Bersama Membangun Hutan melalui Rehabilitasi Daerah Aliran Sungai (DAS)
Together Building Forests through Watershed Rehabilitation

Jenis program (dikaitkan dengan TPB)	Program type (associated with SDGs)
Indominco Mandiri Area Rehab DAS di Kawasan Taman Nasional Kutai (area Melawan dan Area Palakan), Kec. Sangatta Selatan, Kab Kutim	Indominco Mandiri Watershed Rehabilitation in the Kutai National Park Area (Melawan area and Palakan Area), South Sangatta District, East Kutai Regency

Jumlah dan jenis penerima manfaat	Number and types of beneficiaries
• **Masyarakat Ring Perusahaan terutama desa Telukpandan dan Kandolo** • **Masyarakat area Rehabilitasi DAS Melawan - Pemberdayaan dan peningkatan kesejahteraan masyarakat melalui kegiatan pembibitan dan penyerapan tenaga kerja di dalam kegiatan rehabilitasi DAS**	• The communities at the company ring area, esp. in Telukpandan and Kandolo villages • The communities at the Melawan watershed rehabilitation area – Community empowerment and welfare improvement through the nursery activities and employment in the watershed rehabilitation activities

Target tahun 2019	2019 target
• **Sosialisasi kepada masyarakat terutama lokasi Rehabilitasi DAS terkait dengan adanya Program Penanaman Rehabilitasi DAS** • **Pelaksanaan Pelatihan Pengelolaan Kebun Bibit dan Pengenalan Jenis Pohon** • **Pelaksanaan Pelatihan P3K dan Tanggap Darurat bagi pekerja Rehabilitasi DAS** • **Presentasi dan Audiensi ke Bupati Kutim terkait dengan kegiatan Rehabilitasi DAS** • **Pembuatan Kebun bibit/Nursery oleh masyarakat di desa Telukpandan dan Kandolo serta masyarakat di area Melawan** • **Pembuatan Kebun bibit/Nursery oleh IMM melalui Bumdes**	• Socialization on the watershed rehabilitation program to local communities • Implementation of training on Seedling Garden Management and Tree Types Introduction • Implementation of HSE Training and Emergency Response for Watershed Rehabilitation employee • Presentation and Hearings to Kutim Regent related to the Watershed Rehabilitation activities • Building nursery gardens by the communities of Telukpandan and Kandolo villages, also the Melawan community • Building nursery gardens by IMM through BumDes

Realisasi tahun 2019	Realization in 2019
• **Sosialisasi kepada masyarakat terkait dengan program Rehabilitasi DAS sudah mulai dilakukan pada bulan Februari 2019** • **Pelatihan Pengelolaan Kebun Bibit dan Pengenalan Jenis Pohon di bulan Mei 2019** • **Beberapa Nursery telah dibuat secara mandiri oleh masyarakat** • **Nursery binaan IMM melalui program Bumdes di bulan Nov 2019** • **Presentasi dan Audiensi ke Bupati Kutim di bulan Oktober 2019** • **Pelaksanaan Pelatihan P3K dan Tanggap Darurat di bulan April 2019**	• The socialization on Watershed Rehabilitation program began in February 2019 • Training on Seedling Garden Management and Tree Type Introduction in May 2019 • Several nursery have been made independently by the communities • IMM-fostered Nursery through Bumdes program in November 2019 • Presentation and Hearings to the Kutim Regent in October 2019 • Implementation of the First Aid Training and Emergency Response in April 2019

Target 2020	2020 Target
• **Penyerapan/pembelian bibit tanaman Rehabilitasi DAS dari kebun bibit masyarakat (sesuai persyaratan) oleh Vendor Rehab DAS untuk kegiatan Rehabilitasi DAS di area PT IMM (penyerapan 30% dari bibit Rehabilitasi DAS)**	• Absorption/seedling purchased from the community nurseries (as required) by vendors for the watershed rehabilitation program at PT IMM area (30% of watershed rehabilitation nurseries)

Strategi	Strategy
• **Sosialisasi intens kepada masyarakat terkait dengan manfaat program Rehabilitasi DAS dengan menggandeng pemangku kawasan dan Konsultan Rekayasa Sosial** • **Sinergi dan kolaborasi dengan dengan departemen terkait (CD, Mine Rehab, External Relation) dalam pelaksanaan sosialisasi deg masyarakat** • **Mendorong segera terbentuknya Kemitraan Konservasi antara TNK dengan masyarakat area Melawan** • **Penyampaian dan penekanan ke Vendor agar dalam pelaksanaan kegiatan melibatkan masyarakat (Pemberdayaan Masyarakat)**	• Socialization on the benefits of the Watershed Rehabilitation program in collaboration with the regional stakeholders and Social Engineering Consultants • Synergy and collaboration with the related departments (CD, Mining Rehabilitation, External Relation) in conducting program socialization to communities • Encouraging partnerships between TNK with the Melawan community • Emphasizing the importance of community participation by socializing to vendors (Community Empowerment)

Dampak positif/negatif pada penerima manfaat	Positive/ negative impacts on the beneficiaries
• **Kelompok masyarakat area Melawan yang mendukung kegiatan pada program Rehabilitasi DAS** • **Kelompok masyarakat pembalak secara diam-diam menentang karena khawatir mata pencaharian mereka terganggu.**	• Melawan Community groups that support the activities of the watershed rehabilitation program • Community groups that participate in illegal logging secretly oppose the program due to the disturbance of their economic activities.

8 DECENT WORK AND ECONOMIC GROWTH

MENCIPTAKAN KEMANDIRIAN EKONOMI MELALUI PENGEMBANGAN PUPUK ORGANIK BOKASHI

Creating self-reliance a through the Development of Bokashi Organic Fertilizers



ITM melalui anak perusahaan JBG bersinergi dengan masyarakat untuk mengelola limbah ternak menjadi pupuk organik Bokashi. ITM meningkatkan produksi pupuk Bokashi hingga 208 ton pada tahun 2019 untuk mendukung peningkatan pendapatan keluarga para anggota kelompok rata-rata sebesar 35% melalui perbaikan dan perluasan workshop. Untuk mendukung kelangsungan program, ITM merealisasikan USD2.857, 14.

ITM through its subsidiary (JBG) works in synergy with the community to produce organic fertilizer from livestock waste. In 2019, Bokashi ITM increased Bokashi fertilizer production to 208 tons and raised the family income of the beneficiaries by an average of 35%. through. To support the continuity of the program, ITM spent USD 2,857.14.

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. Di sisi 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/ Created Shared Value dalam rantai bisnis JBG membuat program pengembangan pupuk organik bokashi dapat membentuk sinergitas antar perusahaan dengan pelaku usaha lokal.

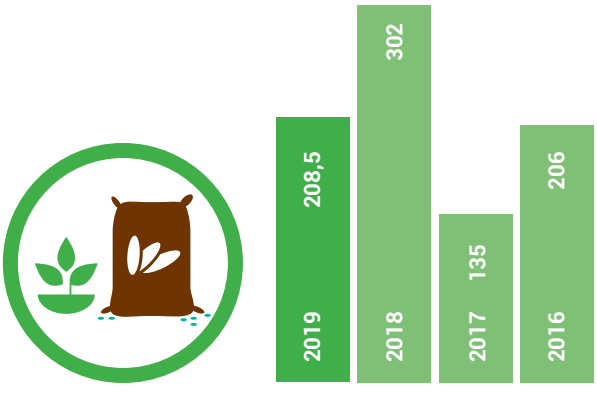
Karang Makmur cow breeders generated cattle waste which was not well managed. In addition there was a need for fertilizer for the rehabilitation of the JBG mine and for palm oil factories around Jorong district. Therefore, ITM saw a high potential for developing the Sumber Makmur group to produce bokashi organic fertilizer. Thus, the bokashi organic fertilizer development program, formed synergies between JBG needs and income generation for local businesses.

Di tahun 2019, Desa Karang Rejo telah mendapat pelatihan pembuatan pupuk organik bokashi bersamaan dengan pelatihan integrated farming system yang diikuti sebanyak 21 peserta. Desa ini telah mampu mengolah pupuk organik bokashi dan menghasilkan pendapatan kotor hingga lebih dari IDR300 juta dalam setahun.

In 2019, 21 people of the Karang Rejo Village received a training in the production of bokashi organic fertilizer and integrated farming system. This village has been able to produce bokashi organic fertilizer and generate a gross income of more than IDR300 million in a year

Produksi Pupuk Organik Bokashi (Ton)

Bokashi Organic Fertilizer Production (Ton)



Pengembangan Pupuk Organik Bokashi
Bokashi Organic Fertilizer Development

Jenis program (dikaitkan dengan TPB) Program type (associated with SDGs)	Jumlah dan jenis penerima manfaat Number and types of beneficiaries	Target tahun 2019 2019 target
JBG/ Ring 1 (Desa Karang Rejo) JBG/ Ring 1 (Karang Rejo village)	**Penerima Manfaat Langsung 13 orang, Penerima Manfaat tidak langsung 21 orang. Total 34 orang.** Direct Beneficiaries are 13 people, Indirect Beneficiaries are 21 people. Total 34 people.	• **Produksi minimal 17 ton/bulan.** • **Peningkatan efektivitas produksi dengan perbaikan sarana dan prasarana produksi.** • Minimum production 17 tons / month. • Increase the effectiveness of production by improving production facilities and infrastructure.

Realisasi tahun 2019 Realization in 2019	Target 2020 2020 Target	Strategi Strategy
• **90.59% produksi hingga Oktober rata-rata 13,85 ton/bulan. Pupuk ini digunakan untuk kebutuhan reklamasi dan revegetasi lahan di area rehabilitasi PT JBG serta kebutuhan pihak masyarakat sekitar.** • **Perbaikan dan perluasan workshop terlaksana 100%** • Average Production until October was 13.85 tons / month • Fertilizers are used for PT JBG's reclamation and revegetation needs as well as by the community • Repair and expansion of workshops were completed 100%	• **Peningkatan jumlah produksi sebanyak 18 ton per bulan** • **Adanya diversifikasi produk pupuk organik** • **Kelompok memiliki sistem prosedur operasi yang standar** • Increase in production by 18 tons per month. • Diversification of organic fertilizer products. • The group has a standard operating procedure system.	• **Bekerja sama dengan dinas pertanian dan peternakan untuk memantau kesehatan ternak sapi yang mempengaruhi kualitas pupuk bokashi.** • **Membantu kelompok dalam promosi dan menambah jaringan pemasaran, serta mengembangkan program pupuk organik** • Working closely with the agriculture and animal husbandry department to monitor the health of cattle that affects the quality of bokashi fertilizer. • Assist groups in promotion and marketing of the organic fertilizer

Dampak positif/negatif pada penerima manfaat	Positive/ negative impacts on the beneficiaries
Lingkungan **(+) Terkelolanya limbah di Desa Karang Rejo ± 703 Ton (YTD 2019) kotoran ternak** **(+) ± 1.476,5 Ton produksi pupuk organik yang diaplikasikan pada lahan reklamasi JBG seluas ± 800 hektar**	**Environment** (+) Managed waste in Karang Rejo village ± 703 tons (YTD 2019) livestock manure (+) ± 1,476.5 tons of organic fertilizer production applied to the JBG reclamation area of ± 800 hectares
Ekonomi **(+) Peningkatan pendapatan kelompok tani > IDR1.9 Milyar (YTD 2019)** **(+) Rata-rata pendapatan anggota kelompok tani ± IDR3 Juta per bulan**	**Economy** (+) Income increased of farmer groups> IDR1.9 Billion (YTD 2019) (+) Average income of farmer group members ± IDR3 million per month
Kesejahteraan **(+) 1 area sebagai pusat pelatihan pembuatan pupuk organik berbasis masyarakat dari kotoran ternak di Kabupaten Tanah Laut, Kalimantan Selatan** **(+) Peningkatan kualitas lingkungan & kesehatan masyarakat Jorong dengan budaya penggunaan pupuk organik**	**Well-being** (+) 1 area as a training center of community-based organic fertilizer from livestock manure in Tanah Laut District, South Kalimantan (+) Improving the quality of the environment & public health by using organic fertilizers
Sosial **(+) 13 orang terberdayakan sebagai penerima manfaat langsung & 21 orang sebagai penerima manfaat tidak langsung dari program** **(+) 3 lembaga sebagai pengguna produk pupuk organik (melingkupi pasar pada tingkat Provinsi Kalimantan Selatan)**	**Society** (+) 13 people are empowered as direct Beneficiaries & 21 people are indirect Beneficiaries of the program (+) ± 3 institutions used organic fertilizer products (covering the market at the level of South Kalimantan Province)

Dampak bagi ITM	Impacts on ITM
• **Meningkatkan 'image' positif Perusahaan, serta meningkatkan kesadaran masyarakat terhadap kehadiran Perusahaan.** • **Hubungan yang harmonis dengan masyarakat akan meminimalisir terjadinya gangguan operasional perusahaan. Secara tidak langsung, akan meningkatkan kinerja ekonomi Perusahaan.**	• Increase the positive 'image 'of the Company, and increase public awareness of the Company's presence. • A harmonious relationship with the community will minimize the disruption of the company's operations. Indirectly, it will improve the Company's economic performance.



MENGEMBANGKAN PENDAPATAN RIIL MELALUI INOVASI SOLAR CELL PADA PETERNAKAN

Developing Real Income through Solar Cell Innovations in Animal Husbandry



ITM memberikan nilai tambah pada pengembangan peternakan ayam Kelompok Pauh melalui pemanfaatan energi terbarukan solar cell. Peternak ayam kelompok Pauh saat ini mampu meningkatkan produksi hingga mencapai 154.439 ekor dari 6 kandang yang tersebar di masing-masing lahan anggota kelompok. Untuk mewujudkan operasional yang ramah lingkungan, ITM melalui CD JBG memberikan edukasi mengenai energi terbarukan dengan melakukan pemasangan Solar Cell pada kandang-kandang ayam.

Pemasangan sistem energi terbarukan pada kandang ayam tersebut dapat meminimalkan penggunaan listrik konvensional pada operasional peternakan sebesar 11,664 GJ/ tahun. Untuk mewujudkan pencapaian ini, ITM merealisasikan sebesar IDR67,5 juta bagi solar cell dengan kapasitas 270 kWh/ bulan. Inovasi ini berhasil mengantarkan PT JBG untuk mendapatkan PROPER Hijau di tahun 2019

ITM adds value to the Pauh Group's chicken farms through the use of renewable solar cells for electricity. The Pauh group chicken breeders currently produce 154,439 chickens, scattered across 6 cages across the Group's land. To implement an environmentally friendly operation, ITM via JBG CD educated them on the usage of renewable energy through solar cells installations in the chicken coops.

The renewable energy systems in the chicken coops can reduce the conventional electricity consumption in the farm operations by 11,664 GJ per year. To achieve this number, ITM realized IDR67,5 million for the solar cells with a capacity of 270 kWh/ month. Due to this innovation PT JBGT was awarded a Green PROPER certificate in 2019.



Dahlan
Masyarakat Binaan
Wakil Ketua FKM Batalang

The Fostered community
The Deputy Head of FKM Batalang

" ITM melalui JBG telah memberikan banyak hal di Desa Batalang sejak tahun 2010. Salah satunya program ternak ayam yang dikelola oleh anggota FKM. Saat ini, program ternak ayam dikelola oleh anggota FKM, namun kami berupaya mengajak peternak lain untuk bergabung. Kami berharap, ke depannya semakin banyak peternak yang mau bergabung, bahkan yang bukan menjadi anggota FKM, karena kami juga terus dibina dan didampingi oleh PT JBG.

Since 2010, ITM through JBG has provided many benefits to the Batalang Village. One of them is the chicken husbandry program managed by FKM members. Currently, the chicken farm program is managed by FKM members, but we try to invite more breeders to join. We hope that in the future more and more breeders are willing to join, even not FKM members, because PT JBG is willing to continue their support."

Inovasi Solar Cell pada Peternakan Ayam
Solar Cell Innovations in Poultry Farm

Jenis program (dikaitkan dengan TPB) Program type (associated with SDGs)	Jumlah dan jenis penerima manfaat Number and types of beneficiaries	Target tahun 2019 2019 target
JBG/ Ring 1 (Desa Batalang) JBG/ Ring 1 (Batalang village)	**Penerima Manfaat Langsung 8 orang, Penerima Manfaat tidak langsung 28 orang. Total 36 orang** 8 people direct beneficiaries, 28 people indirect beneficiaries. 36 people in total.	• **Jumlah produksi meningkat 50%** • **Peningkatan efisiensi biaya produksi sebesar 50% dengan metoda solar cell berkapasitas 270 kwh/ bulan** • 50% production increase • The 270 kwh/ month solar cells increase the efficiency of production costs by 50%.

Realisasi tahun 2019 Realization in 2019	Target 2020 2020 Target	Strategi Strategy
• **Jumlah produksi meningkat 8%** • **Peningkatan efisiensi biaya produksi dengan metode solar cell sebesar IDR372,600/bulan** • Increase 8% production • The solar cell installation increase the efficiency of the production costs by IDR372,600/ month	• **Jumlah Produksi meningkat sebesar 10%** • **Jumlah pelaku usaha/peternak ayam meningkat sebesar 10%** • Increase production by 10% • The number of chicken breeders increases by 10%	**Menggunakan Solar Cell sebagai strategi pengembangan peternakan ayam untuk meningkatkan efisiensi usaha dan memberikan nilai lebih dengan penggunaan energi terbarukan.** Solar Cell application as the chicken farm develop strategies to improve business efficiency provided added value.

Dampak positif/negatif pada penerima manfaat	Positive/ negative impacts on the beneficiaries
• **Dampak positif: menggeliatnya aktivitas perekonomian dan wawasan lingkungan di Desa Batalang.** • **Dampak Negatif: kebersihan lingkungan dan bau**	• Positive impact: Growing economic activities and environmental understanding in Batalang village. • Negative Impact: Neighborhood cleanliness and unpleasant odor.

Dampak bagi ITM	Impacts on ITM
• **Meningkatkan 'image' positif Perusahaan, serta meningkatkan kesadaran masyarakat terhadap kehadiran Perusahaan.** • **Hubungan yang harmonis dengan masyarakat akan meminimalisir terjadinya gangguan operasional perusahaan. Secara tidak langsung, akan meningkatkan kinerja ekonomi.**	• Increase the positive image of the Company, and increase public awareness of the Company's presence. • A harmonious relationship with the community will minimize the disruption of the company's operations. Indirectly, it will improve the Company's economic performance.



MENINGKATKAN KUALITAS PENDIDIKAN MELALUI PUSAT KEGIATAN BELAJAR MASYARAKAT (PKBM)

Improving the Quality of Education through the Community Learning Centers (PKBM)



ITM berupaya menurunkan angka putus sekolah dan meningkatkan literasi di masyarakat. Melalui anak perusahaan IMM, ITM telah membina tiga PKBM antara lain PKBM Malahing, PKBM Damai Mandiri dan PKBM Salaka. Keikutsertaan masyarakat pada kegiatan PKBM dapat meningkatkan kesadaran masyarakat untuk merasakan manfaat pendidikan serta menyiapkan masyarakat untuk semakin mandiri setelah pascatambang. Dengan kualitas pendidikan yang memadai, produktivitas masyarakat diharapkan dapat meningkat serta anggota masyarakat akan siap untuk memasuki lapangan kerja atau mengembangkan kegiatan wirausaha.

ITM strives to reduce school dropout rates and increase literacy in the community. Through its subsidiary (IMM), ITM has supported three PKBMs including PKBM Malahing, PKBM Damai Mandiri and PKBM Salaka. The community participation in the PKBM activities may increase public awareness of the benefits of education and prepare the community to become self-reliance after mine closure. With an adequate quality of education, it is expected that the community productivity will increase and the community members will be ready to join the workforce or develop some entrepreneurial activities.

Pusat Kegiatan Belajar Masyarakat (PKBM)
Community Learning Center (PKBM)

Jenis program (dikaitkan dengan TPB) Program type (associated with SDGs)	Jumlah dan jenis penerima manfaat Number and types of beneficiaries	Target tahun 2019 2019 target
PKBM Malahing, PKBM Damai Mandiri, PKBM Salaka Indominco Mandiri di delapan desa. PKBM Malahing, PKBM Damai Mandiri, PKBM Salaka Indominco Mandiri in eight villages.	**Masyarakat putus sekolah dan buta aksara 1.574 orang (2011-2019)** 1,574 people dropped out of school and are illiterate (2011-2019).	**Memberantas buta huruf dan Memberikan akses pendidikan non formal bagi masyarakat putus sekolah** Eradicate illiteracy and provide access to non-formal education for drop out of school people.

Realisasi tahun 2019 Realization in 2019	Target 2020 2020 Target	Strategi Strategy
Peningkatan total penerima manfaat baca tulis dan keterampilan hidup sebanyak 210 orang. Dengan demikian, total penerima manfaat sejak tahun 2011 menjadi 1.574 orang. Increased the total beneficiaries of literacy and life skills programs by 210 people. Therefore, the total beneficiaries since 2011 are 1,574 people.	• **Memberantas buta huruf dan Memberikan akses pendidikan non formal bagi masyarakat putus sekolah.** • Eradicate illiteracy and provide access to non-formal education for drop out of school people.	**Strategi kolaboratif bekerja sama dengan pemerintah, lembaga dan masyarakat dalam menyelenggarakan pendidikan non formal paket A, B dan C bagi masyarakat putus sekolah** A collaborative effort with government agencies, organizations, and local communities in organizing a non-formal education type A, B, and C for drop out of school people.

Dampak positif/negatif pada penerima manfaat	Positive/ negative impacts on the beneficiaries
Menjadikan komunitas yang kurang akses pendidikan memiliki kemampuan membaca dan menulis, serta keterampilan berguna lainnya	Enable communities that have not access to formal education to be able to read and write as well as having other useful skills.

Dampak bagi ITM	Impacts on ITM
• **Meningkatkan 'image' positif Perusahaan, serta meningkatkan kesadaran masyarakat terhadap kehadiran Perusahaan.** • **Hubungan yang harmonis dengan masyarakat akan meminimalisir terjadinya gangguan operasional perusahaan. Secara tidak langsung, akan meningkatkan kinerja ekonomi Perusahaan.**	• Increase the positive 'image 'of the Company, and increase public awareness of the Company's presence. • A harmonious relationship with the community will minimize the disruption of the company's operations. Indirectly, it will improve the Company's economic performance.

Selain membentuk PKBM, ITM juga membantu masyarakat untuk meningkatkan kapasitas, kualitas, serta kapabilitasnya melalui bidang pendidikan, melalui program-program lain sejalan dengan dukungan terhadap tujuan pembangunan berkelanjutan, misalnya pemberian beasiswa bagi siswa siswi berprestasi dan atau tidak mampu, kelengkapan sarana pendidikan berupa perlengkapan belajar mengajar, renovasi gedung sekolah dan bantuan tenaga pendidik.

Besides establishing PKBM, ITM also helps the communities to increase their capacity, quality, and capability through education via other programs, such as providing scholarships for high achieving and/ or poor students, provide learning equipment, renovate school buildings and provide assistance for teachers.



MENJAGA KESEHATAN MASYARAKAT MELALUI BANTUAN AIR BERSIH

Maintaining the Community's Health through A Clean Water



Peningkatan kualitas kesehatan masyarakat salah satunya dapat terwujud melalui ketersediaan air dan sanitasi yang memadai. Salah satu program unggulan ITM di bidang kesehatan ialah penyediaan fasilitas pengelolaan air bersih yang telah dilaksanakan sejak tahun 2013. ITM melalui anak perusahaan IMM, menyediakan air bersih untuk menjangkau 751 Sambungan Rumah (SR) di 5 desa, yaitu Desa Santan Tengah, Kandolo, Suka Damai, Santan Ilir dan Bontang Lestari.

Secara bertahap, program air bersih dapat dikelola secara swadaya oleh masyarakat, dan kegiatan operasionalnya dilakukan melalui Badan Usaha Milik Desa (BUMDes) sebagai komite air bersih. Pengelolaan berbasis masyarakat dilakukan untuk menimbulkan rasa kepemilikan dan kemandirian masyarakat dalam menjaga keberlangsungan infrastuktur yang telah diberikan.

Kesiapan masyarakat untuk mengelola air bersih sesuai dengan prinsip konservasi air yang berkelanjutan juga didukung dengan adanya pemberian pelatihan pengelolaan air bersih dan pemeliharaan infrastruktur. Sepanjang tahun 2019, ITM melalui anak usaha IMM melakukan pembangunan bendungan air bersih, pengadaan tandon air bersih, serta perpipaan air bersih untuk meningkatkan jangkauan layanan air bersih.

Untuk meningkatkan kualitas kesehatan masyarakat, ITM juga memberikan pelatihan kepada bidan dan perawat untuk peningkatan keterampilan dalam penanganan kelahiran, dukungan sarana prasarana untuk sertifikasi puskesmas, dan pelatihan peningkatan keterampilan kader posyandu serta pelayanan kesehatan ibu, anak dan lansia dengan jumlah penerima manfaat mencapai lebih dari 600 orang

An increase of the public health can be realized through the availability of adequate water and sanitation. One of ITM's excellent programs in the health sector is the provision of clean water management facilities that have been implemented since 2013. ITM through its IMM subsidiary provides clean water to 751 home connections (SR) in 5 villages, namely Santan Tengah, Kandolo, Suka Damai, Santan Ilir, and Bontang Lestari villages.

Gradually, the clean water programs can be managed independently by the communities and are operated by the Village Owned Enterprises (BUMDes) as the water committee. The community-based management is utilized to create community's ownership and self-reliance in maintaining the infrastructure provided.

Through clean water management and infrastructure maintenance training the community's readiness to manage a clean water system in accordance with the principles of sustainable water conservation is ensured. During 2019, ITM through its subsidiary IMM, constructed the clean water dams, procured clean water reservoirs, and constructed clean water pipelines to increase the coverage of the communities' clean water services.

To improve public health, ITM provided training to midwives and nurses to improve their skills in handling births. In addition, ITM provided equipment for supporting Puskesmas (health center) certification, and training to improve the skills of health employee. Therefore, ITM improved health services for about 600 women, children, and the elderly.

Bantuan Air Bersih
Clean Water Support

Jenis program (dikaitkan dengan TPB) Program type (associated with SDGs)	Jumlah dan jenis penerima manfaat Number and types of beneficiaries	Target tahun 2019 2019 target
Penyediaan air bersih "Roda Air Kehidupan" Provision of clean water "Wheel of Life Water"	**5 desa, 751 KK** 5 villages, 751 households	**Penambahan layanan air bersih 50 KK** Increase water services for additional 50 households

Realisasi tahun 2019	Realization in 2019	Target 2020 2020 Target
• **Sejak 2013, akses air bersih telah dibangun di lima desa dampingan untuk 751 KK penerima manfaat** • **Kajian geolistrik untuk mencari sumber air baku di tiga desa** • **Pembangunan bendungan air bersih bekerja sama dengan program Pamsimas** • **Pengadaan bak air bersih 2 x 5.000 liter**	• Since 2013 clean water access has been provided to five villages with 751 beneficiary households • A geoelectric study to find raw water sources in three villages • The construction of a clean water dam in collaboration with the Pamsimas program • Procurement of 2 units of 5,000 liters of water storage	**Penambahan layanan air bersih 50 KK** Increase water services for additional 50 households

Strategi	Strategy
Terpenuhinya akses air bersih bagi masyarakat yang terjangkau dan berkualitas bagi masyarakat melalui pengelolaan BUMdes.	Create access to qualified and affordable clean water for the communities through BUMdes management.

Dampak positif/negatif pada penerima manfaat	Positive/ negative impacts on the beneficiaries
1. Penghematan rumah tangga sebesar IDR150.000 per bulan/ KK **2. Peningkatan kualitas kesehatan masyarakat melalui layanan air bersih** **3. Munculnya bisnis-bisnis baru yang menggunakan sumber air bersih** **4. Pendapatan bagi Bumdes sebagai pengelola layanan air bersih**	1. Household savings of IDR150,000 per month per household 2. Improving public health quality through clean water services 3. The emergence of new businesses that use clean water sources 4. Income for the Bumdes as managers of the clean water services

Dampak bagi ITM	Impacts on ITM
• **Meningkatkan 'image' positif Perusahaan, serta meningkatkan kesadaran masyarakat terhadap kehadiran Perusahaan.** • **Hubungan yang harmonis dengan masyarakat akan meminimalisir terjadinya gangguan operasional perusahaan. Secara tidak langsung, akan meningkatkan kinerja ekonomi Perusahaan.**	• Increase the positive 'image' of the Company, and increase public awareness of the Company's presence. • A harmonious relationship with the community will minimize the disruption of the company's operations. Indirectly, it will improve the Company's economic performance.



MENGELOLA LINGKUNGAN YANG BERKELANJUTAN MELALUI BANK SAMPAH

Managing a Sustainable Environment through Waste Banks



Salah satu program unggulan ITM dalam aspek pengelolaan lingkungan yaitu Program Peduli Sampah melalui 'Bank Sampah'. Program ini dilatarbelakangi kepedulian perusahaan dan masyarakat terhadap permasalahan sampah di Desa Bangun Rejo, Kutai Kertanegara. ITM melalui anak usaha PT Kitadin Embalut (KTD EMB) melaksanakan program pengelolaan sampah yang sudah dimulai sejak 2015, dengan melibatkan perempuan dari perwakilan orang tua murid PAUD 'Kasih Bunda'.

Sepanjang tahun 2019, kelompok Bank Sampah 'Kasih Bunda' telah beranggotakan lebih dari 560 orang, berkembang 35% dibandingkan tahun sebelumnya. Penambahan anggota bank sampah juga menjangkau ibu-ibu PKK dan ibu pengajian di sekitar bank sampah. Kegiatan pengumpulan sampah dilaksanakan di pos pengumpulan sampah yang tersebar di lebih dari 20 titik dan mencakup 30 RT. Bank Sampah ini juga sebagai pionir terbentuknya unit Bank Sampah lain di Kecamatan Tenggarong Seberang, seperti di Desa Embalut, Separi, dan Kertabuana.

ITM juga memberikan fasilitas dengan membangun tempat sampah kering, alat transportasi sampah, dan memberikan bimbingan pengelolaan sampah. Perkembangan program juga diduplikasi di Desa Separi dengan nama 'Separi Berseri' ('BERsih, SEhat, Rapi dan Indah').

One of ITM's flagship programs concerning environmental management is the Waste Awareness Program via 'Waste Banks'. The program is motivated by the company's and the communities' concerns regarding waste management in the Bangun Rejo Village, Kutai Kertanegara. ITM through its subsidiary PT Kitadin Embalut (KTD EMB) has implemented a waste management program since 2015. The program involves women of the students' parents of PAUD (early childhood education) 'Kasih Bunda'.

In 2019, the 'Bunda' Waste Bank group consisted of more than 560 members and thus grew by 35% compared to the previous year. The additional members came from other women groups (PKK and Koran recitals women groups) near the waste bank. The waste collection activities are carried out at more than 20 waste collection posts and cover 30 neighborhoods (RTs). This Waste Bank is a role model for the other Waste Bank establishment in the Tenggarong Seberang District, such as in Embalut, Separi, and Kertabuana villages.

ITM also provides (waste) facilities such as building dry waste storage facilities, provide waste transportation equipment, and give waste management guidance. The program was also replicated in the Separi village under the name of 'Separi Berseri' ('BERsih, SEhat, Rapi dan Indah' – Clean, Healthy, Tidy, and Pretty).

Bank Sampah
Waste Bank

Jenis program (dikaitkan dengan TPB) Program type (associated with SDGs)	Jumlah dan jenis penerima manfaat Number and types of beneficiaries	Target tahun 2019 2019 target
Bank Sampah 'Bunda' 'Bunda' Waste Bank	**Penerima manfaat langsung:** • **1 Kelompok (12 orang) Pengelola Bank Sampah 'Bunda' di Desa Bangunrejo, seluruhnya perempuan/ ibu.** • **Penerima manfaat tidak langsung:** • **> 560 Orang nasabah di Desa Bangunrejo, mayoritas kelompok ibu-ibu dan siswa sekolah.** Direct beneficiaries: • 1 group (12 people) management board of 'Bunda' Waste Bank in Bangunrejo Village; all are women. • Indirect beneficiaries: • > 560 members of the waste bank from Bangunrejo village; the majority of the groups are women and school students.	• **Stabilisasi Kelompok Peduli Sampah dalam kelola 3R (Reduce, Reuse, Recycle) melalui pola embrio Bank Sampah di Desa Bangunrejo** • **Replikasi program ke desa sekitar (Ring 1) site Embalut, yaitu Desa Embalut, Separi, dan Kertabuana - Kecamatan Tenggarong Seberang.** • Establish an embrio group of waste bank practicing 3R (Reduce, Reuse, Recycle) in Bangunrejo Village • Replication of the program to the surrounding villages (Ring 1) of Embalut site, namely Embalut, Separi, and Kertabuana villages - Tenggarong Seberang District.

Realisasi tahun 2019 Realization in 2019	Target 2020 2020 target	Strategi Strategy
• **Kelompok Pengelola Bank Sampah Bangunrejo sudah cukup kuat/ stabil.** • **Replikasi program (menjadi role model) untuk terbentuknya Bank Sampah di Desa Embalut, Separi, dan Kertabuana. - Kecamatan Tenggarong Seberang, Kab. Kutai Kartanegara.** • The Bangunrejo Waste Bank Management Group is strong/ stable. • Replication of the waste bank program to other villages (the Bangunrejo Waste Bank becoming a role model for the establishment of a waste bank in Embalut, Separi, and Kertabuana villages - Tenggarong Seberang District, Kutai Kartanegara Regency.	• **Penguatan kelompok pengelola Bank Sampah hasil replikasi program.** • **Perluasan/ diversifikasi produk ekonomi kreatif hasil pengelolaan sampah (padat/ cair).** • Strengthening the management group of the replicated waste bank. • Diversification of creative economy products resulting from waste management (solid/ liquid).	• **Pendampingan dari CDO dan kelompok Bank Sampah Bangunrejo kepada Bank Sampah lain hasil replikasi.** • **Pengenalan teknologi daur ulang sampah (pengolahan sampah plastik menjadi minyak), dan pelatihan pengelolaan sampah lainnya.** • Assistance from the CDO and the Bangunrejo Waste Bank to other replicated Waste Banks. • Introduction of waste recycling technology (processing plastic waste into oil), and other waste management training.

Dampak positif/negatif pada penerima manfaat	Positive/ negative impacts on the beneficiaries
Lingkungan **(+) Penurunan beban sampah dinas/ pemerintah daerah sebesar 25,7 Ton sampah dan 11.630 keping sampah lainnya** **Ekonomi** **(+) Peningkatan pendapatan rumah tangga sebesar >IDR27 juta** **(+) Peningkatan pendapatan pengurus Bank Sampah sebesar >IDR30 juta** **Well-being** **(+) Peningkatan kesadaran lingkungan dan kesehatan masyarakat Komunitas** **(+) Meningkatkan kekompakkan kelompok ibu-ibu**	**Environment** (+) Decrease the municipal/ local governmental waste generation by 25.7 tons of garbage and 11,630 other waste debris **Economy** (+) Increased household income by >IDR27 million (+) Increase in income of the Waste Bank by >IDR30 million Well-being (+) Increasing environmental and public health awareness **Community** (+) Increase the solidarity of women groups

Dampak bagi ITM	Impacts on ITM
• **Pengurangan beban sampah perusahaan, disebabkan KTD Embalut juga menjadi nasabah Bank Sampah Bunda.** • **Reputasi positif perusahaan (KTD Embalut)**	• Reducing corporate waste loads, due to KTD Embalut participation in the Bunda Waste Bank. • Company positive image (KTD Embalut)

Dalam periode 2019, program ini mendapat Penghargaan:
1. Kategori Gold pada Indonesian Sustainable Goals Award (ISDA), September 2019 terhadap dukungan TPB #12: Konsumsi dan Produksi yang Bertanggung Jawab
2. Penghargaan Bupati Kutai Kartanegara pada April 2019. Bank Sampah Bunda dinyatakan telah turut berkontribusi dalam mendukung program pengurangan dan pengelolaan sampah daerah.
3. Juara 1 pada Hari Peduli Sampah Nasional dari Polres Kutai Kartanegara, Februari 2019.

In 2019, this program was awarded:
1. September: The Gold Category at the Indonesian Sustainable Goals Award (ISDA), for the support of SDGs #12: Responsible Consumption and Production
2. April: The Kutai Kartanegara Regent Award. The Bunda Waste Bank was declared to have contributed to the regional waste reduction and waste management program.
3. February: 1st place on the National Waste Awareness Day from the Kutai Kartanegara District Police Station.



Yuyun Purwanti
Masyarakat Binaan
Direktur Bank
Sampah Bunda

The Fostered
Community
The Director of the
Bunda Waste Bank

"Bank Sampah Bangun Rejo ini dimulai dari gagasan masyarakat, namun dengan binaan Kitadin kini kami sudah bisa mandiri. Dengan adanya bantuan dari perusahaan, kami jadi lebih semangat. Kitadin memfasilitasi kami untuk studi banding tentang bank sampah ke Kota Malang. Selama ini juga, kami dibantu untuk operasional bank sampah, didukung untuk ikut lomba serta sharing tentang Bank sampah ke wilayah lain. Selama ini, komunikasi kami dengan tim CD Kitadin cukup lancar melalui grup percakapan dan pertemuan rutin. Awalnya kami tidak menyangka akan sampai seperti ini, tapi ternyata program ini sangat bermanfaat bagi masyarakat sekitar. Dalam satu bulan, sampah yang tidak dibuang sia-sia karena kami tampung bisa mencapai 3 ton. Desa Bangun Rejo terdiri dari 34 RT, dan saat ini sudah ada 34 pos di masing-masing RT untuk melakukan kegiatan penimbangan."

"The Bangun Rejo Waste Bank started from the community's idea, and with the guidance of Kitadin we are now able to be self-sufficient. With the help from the company, we became even more excited. Kitadin facilitated us to conduct a site visit to learn about the waste bank in Malang. During that time, we have also been assisted with the operation of the waste bank, which motivated us to take part in waste bank competitions and share the waste bank (practice) to other regions. Until now, our communication with the Kitadin CD team has been fairly smooth through group discussions and regular meetings. At first, we did not expect that (the results) will be like this. It turned out that this program was very beneficial for the local communities. In a month, we could collect waste up to 3 tons. Bangun Rejo Village consists of 34 RTs (neighborhood groups), and currently, there are 34 weighing posts in each RT to measure the waste."

MENGEMBANGKAN SOSIAL BUDAYA, MENGUATKAN KELEMBAGAAN PPM, DAN MENDUKUNG INFRASTUKTUR MASYARAKAT

Developing the Social-Cultural Aspect and Strengthening the Organizational Aspect of PPM, also Supporting the Community Infrastructure



ITM juga menjaga hubungan baik dengan masyarakat melalui program-program yang mencakup aspek sosial, budaya, dan keagamaan. Di tahun 2019, ITM telah melaksanakan kegiatan:

a. Dukungan kegiatan keagamaan (Idul Fitri, Idul Adha, Natal, Paskah dan Nyepi)
b. Dukungan kegiatan hari-hari besar nasional (hari kemerdekaan, hari pahlawan, dan hari pramuka)
c. Dukungan masyarakat dalam pentas seni kelompok tari adat di sekolah dan kegiatan adat masyarakat, dengan bentuk bantuan berupa sarana prasarana dan bantuan pembinaan kelompok.

Untuk menguatkan kelembagaan yang menunjang PPM, ITM memfasilitasi kegiatan-kegiatan berupa:
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.

Di sisi lain, untuk menunjang kegiatan dan akses untuk meningkatkan ekonomi masyarakat, ITM melalui anak perusahaan memberikan bantuan pembangunan infrastruktur penunjang, meliputi pembangunan jalan, jembatan maupun irigasi.

Pada tahun 2019, ITM merealisasikan IDR3,6 miliar untuk pembangunan dan perbaikan sarana maupun prasarana, meliputi pengembangan infrastruktur lokal, seperti jalan, jembatan, kantor desa dan gedung serbaguna, serta bantuan akses infrastruktur listrik bagi masyarakat.

ITM maintains good relations with the community through programs that cover social, cultural, and religious aspects. In 2019, ITM has carried out activities:

a. Support religious festivities (Eid al-Fitr, Eid al-Adha, Christmas, Easter and the Hindu's silent day)
b. Support events at national holidays (the independence day, the heroes day, and the scout day)
c. Support in the tradition-related activities (school art performances, traditional community activities) in the form of providing equipment as well as coaching assistance.

To strengthen the organization of the PPM program, ITM facilitated the activities below:
a. Enhance the facilitation of the Community Consultative Forum as a corporate partner in developing the PPM programs
b. Increase the capacity and business model of the Village Owned Enterprises (BumDes) to accelerate the community's self-sufficiency. The BumDes is expected to be the motor of the village economy and public services.
c. Development of cooperatives in some supported villages as a place for SMEs to develop businesses. Thus, knowledge transfers and mentoring between micro and small business units can continue to run in the communities.

On the other hand, to support activities and accesses to improve the community's economy, ITM through its subsidiaries provides supporting infrastructure development, including the construction of roads, bridges, and irrigation.

In 2019, ITM realized IDR3.6 billion for the construction and improvement of facilities and local infrastructures, such as roads, bridges, village offices and multi-purpose building, as well as electricity infrastructure for the communities.

Wilayah Area	Kegiatan Activity
Swarangan, Jorong, Karang Rejo, Batalang, Simpang Empat Sungai Baru, Asam-asam	Renovasi bangunan sarana umum Perbaikan akses jalan masyarakat dan sarana drainase Public facilities upgrading Access road and drainage improvement
Muara Bunyut	Perbaikan jembatan penghubung antar kampung di kampung Muara Bunyut Repairing inter-village connecting bridge
Santan Tengah dan Santan Ilir	Program pembersihan kanal desa dan gorong-gorong Maintaining village canals and culverts
Santan Ulu	Semenisasi jalan penghubung di RT 05 dan RT 06 Building connecting roads between neighborhood (RT 05 and RT 06)
Suka Rahmat	Pembangunan lapangan olahraga bagi masyarakat Development of community sports field
Bangunrejo, Embalut, Separi, Kertabuana	Perbaikan jalan desa sepanjang 3.000 meter Village road improvement of 3,000 meters

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 2019, angka CSI mencapai nilai 0,75 yang berarti masyarakat puas terhadap program pengembangan dan pemberdayaan masyarakat yang dijalankan oleh ITM.

In measuring the PPM program performance, the company conducts a community satisfaction index (CSI) survey. The CSI survey is conducted as a benchmark for the effectiveness of program implementation and as a feedback for the company in implementing and developing the PPM program. In 2019, the 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 2019, terdapat 38 anggota CDO.

Community development and empowerment activities are assisted by a Community Development Officer (CDO) team as the company's representative, which are also the evaluators for each program implementation. In 2019, ITM employed 38 CDOs

Melalui CDO, ITM juga membuka jalur pengaduan masyarakat terkait program pemberdayaan, ataupun melalui jalur aduan yang telah disiapkan perusahaan yaitu Voice of Stakholder (VoiS) melalui www.voisitmg.com. Di tahun 2019, tidak terdapat pengaduan masyarakat terkait keluhan akan hubungan masyarakat dan kinerja pengembangan dan pemberdayaan masyarakat.

Through the CDOs, ITM has also opened a channel for public complaints related to the empowerment program, via an official grievance channel: Voice of Stakeholder (VoiS) through www.voisitmg.com. In 2019, there were no public complaints related to public relations and the performance of the community development and empowerment program.

Sepanjang tahun 2019, kegiatan pengembangan dan pemberdayaan masyarakat telah memberikan manfaat kepada 55.749 penerima manfaat melalui 281 kegiatan pemberdayaan.

In 2019, the community development and empowerment activities have reached 55,749 beneficiaries through 281 activities.

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

Bidang Program / Sector of Program	2019	2018
Pendidikan Education Development	49	64
Kesehatan Health Development	46	35
Tingkat Pendapatan Riil atau Pekerjaan Economic Development and Employment	41	65
Kemandirian Ekonomi Income Generating and Small Business Development	27	13
Sosial dan Budaya Culture and Social Development	76	107
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Sustainable Environment Management	12	14

Bidang Program Sector of Program	2019	2018
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community Institutions Development	8	6

Bidang Program Sector of Program	2019	2018
Pembangunan Infrastruktur yang Menunjang PPM Infrastructure Development	22	43

	2019	2018
Jumlah Total	281	347

LAMPIRAN
Appendix

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

Uraian Description	2019				2018				2017			
	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	109	33	18	3	107	32	17	2	101	29	11	1
PT Indominco Mandiri	588	83	17	0	627	94	18	0	632	90	3	0
PT Trubaindo Coal Mining	560	98	7	2	553	97	9	1	555	88	7	0
PT Bharinto Ekatama	123	28	10	0	96	20	5	0	97	14	1	0
PT Kitadin	141	24	2	0	144	26	2	0	148	26	2	0
PT Jorong Barutama Greston	132	12	1	0	131	12	1	0	130	13	0	0
PT Tambang Raya Usaha Tama	844	31	9	1	767	25	9	1	771	26	3	0
PT Gasemas	25	4	2	0	28	5	3	0	17	2	0	0
PT Nusa Persada Resources	2	1	0	0	2	0	0	0				
PT ITM Banpu Power	0	0	0	0	6	1	1	1				
PT Tepian Indah Sukses	2	0	0	0	1	0	0	0				
Jumlah Total	**2,526**	**314**	**66**	**6**	**2,462**	**312**	**65**	**5**	**2,451**	**288**	**28**	**1**
	2,840		**72**		**2,774**		**70**		**2,739**		**29**	
	2,912				**2,844**				**2,768**			

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

Uraian Description	2019		2018		2017	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
PT Indo Tambangraya Megah	133	30	129	29	120	22
PT Indominco Mandiri	663	25	695	44	706	19
PT Trubaindo Coal Mining	636	31	619	41	593	57
PT Bharinto Ekatama	130	31	104	17	97	15
PT Kitadin	154	13	159	13	165	11
PT Jorong Barutama Greston	143	2	136	8	140	4
PT Tambang Raya Usaha Tama	646	239	628	174	552	248
PT Gasemas	19	12	12	24	2	17
PT Nusa Persada Resources	0	3	0	2		
PT ITM Banpu Power	0	0	3	6		
PT Tepian Indah Sukses	2	0	1	0		
Jumlah Total	**2,526**	**386**	**2,486**	**358**	**2,375**	**393**
	2.912		**2,845**		**2,768**	

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

Wilayah Area	2019	2018	2017
Kalimantan Timur East Kalimantan	2,054	2,018	2,011
Kalimantan Selatan South Kalimantan	112	113	119
Luar Kalimantan Outside Kalimantan	112	713	638
Jumlah Total	**2,278**	**2,844**	**2,768**

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

Pendidikan Education	2019		2018		2017	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
SD Elementary School	68	14	72	14	76	14
SMP Junior High School	144	6	146	6	153	6
SMA Senior High School	1,439	56	1,449	58	1,449	54
D3 Associate's Degree	197	46	189	55	190	55
S1 Bachelor's Degree	615	166	619	168	563	148
S2 Master's Degree	43	16	48	16	47	12
S3 Doctoral's Degree	2	0	3	0	1	0
Lainnya Others	84	16	1	0	0	0
Jumlah Total	2,592	320	2,527	317	2,479	289
	2,912		2,844		2,768	

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

Entitas Entity	0 – 5	6 - 11	12 - 17	18 - 23	24 - 29	30- Up	Jumlah
PT Indo Tambangraya Megah	52	73	25	5	6	2	163
PT Indominco Mandiri	78	173	94	254	81	8	688
PT Trubaindo Coal Mining	115	212	331	4	3	2	667
PT Bharinto Ekatama	82	38	34	5	1	1	161
PT Kitadin	20	100	6	14	20	7	167
PT Jorong Barutama Greston	8	24	89	23	1	0	145
PT Tambang Raya Usaha Tama	380	331	100	55	16	3	885
PT Gasemas	30	0	1	0	0	0	31
PT Nusa Persada Resources	3	0	0	0	0	0	3
PT ITM Banpu Power	0	0	0	0	0	0	0
PT Tepian Indah Sukses	0	1	1	0	0	0	2
Total	**768**	**952**	**681**	**360**	**128**	**23**	**2,912**

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

Kelompok Umur Age Group	2019		2018		2017	
	Pria Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female
18 - 25	51	15	91	32	105	31
26 - 35	759	161	882	164	953	155
36 - 45	1,103	111	1,037	102	987	87
46 - 55	655	28	489	15	414	13
56 and Up	24	5	28	4	20	3
Jumlah Total	2,592	320	2,527	317	2,479	289
	2,912		2,844		2,768	

Perputaran Pekerja
Employee Turnover

Jumlah dan Persentase Pekerja Meninggalkan Perusahaan* Number and Percentage of Employee Leaving the Company*			
Tahun Year	**Total Pekerja** Total Employee	**Jumlah Pekerja Meninggalkan Perusahaan** Number of Employee Leaving the Company	**Persentase** Percentage
2019	2,912	101	3.6%
2018	2,845	75	2.6%
2017	2,768	65	2.3%

* **Pengunduran diri sukarela |** Voluntary Resign
** **Jumlah pekerja akfif per tanggal 31 Desember 2019 |** Total employees as of December 31, 2019

Perputaran Pekerja Berdasarkan Latar Belakang
Employee Turnover Based on Condition

Jumlah dan Latar Belakang Pekerja Meninggalkan Perusahaan Tahun 2019* Number and Reason for Employee Leaving the Company in 2019*							
Entitas Entity	**Jumlah pekerja** Number of employee	**Undur diri** Resign	**Migrasi** Migrate	**Alasan kesehatan** Unfit to work	**Meninggal** Deceased	**Jumlah** Total	**Persentase** Percentage
PT Indo Tambangraya Megah	163	4	2	0	0	6	3.7%
PT Indominco Mandiri	688	19	0	0	0	19	2.8%
PT Trubaindo Coal Mining	667	8	0	0	1	9	1.3%
PT Bharinto Ekatama	161	4	0	0	0	4	2.5%
PT Kitadin	167	1	0	0	1	2	1.2%
PT Jorong Barutama Greston	145	1	0	0	0	1	0.7%
PT Tambang Raya Usaha Tama	885	49	0	0	1	50	5.6%
PT Gasemas	31	5	0	0	0	5	16.1%
PT Nusa Persada Resources	3	0	0	0	0	0	0.0%
PT ITM Banpu Power	0	5	0	0	0	5	100%
PT Tepian Indah Sukses	2	0	0	0	0	0	0.0%
Jumlah Total	2,912	96	2	0	3	101	3.5%

* **Pengunduran diri sukarela |** Voluntary Resign
** **Jumlah pekerja aktif per tanggal 31 Desember 2019 |** Total employees as of December 31, 2019

Jumlah Limbah B3 tahun 2019 Berdasarkan Pengelola (kg) [306-2]
Total Hazardous Waste in 2019 Based on Its Management (kg)

Limbah B3	ITM			Kontraktor		
	Dihasilkan	Dikirim ke pihak ketiga	Disimpan di TPS	Dihasilkan	Dikirim ke pihak ketiga	Disimpan di TPS
Used Oil	249,991	249,590	401	2,647,329	1,914,265	42,121*
Used Grease	2,270	1,620	650	1,256	1,123	133.20
Oil Filter	24,316	25,141		465,845	319,714	146,131
Used Battery	343	343		17,367	15,104	2,263
Stationary	944	944			1,960	
Clinical Waste	26	26		20	20	
Contaminated Matter	22,369	19,593	2,775	157,937	150,399	7,538
Laboratory				16.00	20	
Fly Ash	1,237,009	1,076,000	161,009			
Bottom Ash	3,817,136	3,501,000	316,136			
Other	8,621	8,621		28,891	29,191	
Jumlah	**5,363,025**	**4,882,879**	**480,971**	**3,318,662**	**2,431,796**	**198,186**

* **Angka setelah dikurangi pemanfaatan oli bekas untuk ANFO**
*The amount exclude used oil utilization for ANFO

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	5,792	2,412	527	194	11	12.4
PT Indominco Mandiri	8,424	726	401	37	21	19.6
PT Trubaindo Coal Mining	7,016	688	249	31	28.2	22.2
PT Bharinto Ekatama	1,409.5	296	67	9	21	32.9
PT Kitadin	2,501.5	209	157	14	15.9	14.9
PT Jorong Barutama Greston	751.5	16	67	1	11.2	16
PT Tambang Raya Usaha Tama	5,374.5	391	426	28	12.6	14
PT Gasemas	490	56	26	3	18.8	18.7
PT Nusa Persada Resources	24	0	1	0	24	0
PT ITM Banpu Power	32	0	2	0	16	0
PT Tepian Indah Sukses	0	0	0	0	0	0
Jumlah Total	31,815	4,794	1,923	317	16.5	15.1
	36,609		2,240		15.8	

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

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

WIUP [1]	2019			2018			2017		
	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor
PT Bharinto Ekatama	0	3	0	1	0	0	0	0	0
PT Kitadin Embalut	0	1	0	0	0	0	0	1	0
PT Kitadin Tandung Mayang	0	0	0	0	0	0	0	0	0
PT Indominco Coal Mining	0	2	0	0	4	0	0	2	0
PT Jorong Barutama Greston	0	1	0	0	0	1	0	1	0
PT Trubaindo Coal Mining	0	4	0	0	2	0	0	2	0
Jumlah Total	0	11	0	1	6	1	0	6	0

[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 [403-2]
Injury Rate and Lost Day Rate

Kelompok Umur Age Group	2019		2018		2017	
	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate
PT Bharinto Ekatama	0.31	11.03	0.13	777.87	0.00	0.00
PT Kitadin Embalut	0.28	1.11	0.00	0.00	0.36	6.12
PT Kitadin Tandung Mayang	0.00	0.00	0.00	0.00	0.00	0.00
PT Indominco Coal Mining	0.09	1.63	0.18	0.71	0.09	256.81
PT Jorong Barutama Greston	0.21	62.49	0.39	1.16	0.46	27.44
PT Trubaindo Coal Mining	0.21	3.62	0.11	0.55	0.10	303.00
Jumlah Total	**0.19**	**7.22**	**0.15**	**111.69**	**0.11**	**221.12**

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

Pengelolaan Limbah B3 yang Diserahkan ke Pihak Ketiga
Hazardous Waste Recycled by Third Party

Limbah B3	Management	Final Destination	ITM & Kontraktor
Used Oil	Sold to waste collector	Recycle	2,163,855
Used Grease	Disposed via waste collector	Incinerated	2743
Oil filter	Disposed via waste collector	Incinerated	344,855
Used Battery	Sold to waste collector	Recycle	15,447
Stationary	Disposed via waste collector	Incinerated	2,904
Clinical Waste	Disposed via waste collector	Incinerated	47
Contaminated Matter	Sold to waste collector	Incinerated	169,993
Laboratory	Disposed via waste collector	Neutralization	20
Fly Ash	Disposed via waste collector	Recycle	1,076,000
Bottom Ash	Disposed via waste collector	Recycle	3,501,000
Other	Disposed via waste collector	Neutralization	19,996
Other (used solar)	Disposed via waste collector	Recycle	966
Other (hose bekas)	Disposed via waste collector	Incinerated	9,250
Other (sludge)	Disposed via waste collector	Solidificated	7,600
Jumlah			**7,314,675**

INDEKS POJK DAN STANDAR ISI GRI

POJK References & GRI Content Index

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	20	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	102-2	**Kegiatan, merek, produk, dan jasa** Activities, brands, products, & services	20	
	102-3	**Lokasi kantor pusat** Location of headquarters	20	
	102-4	**Lokasi operasi** Location of operations	24	
	102-5	**Kepemilikan dan bentuk hukum** Ownership and legal form	20	
	102-6	**Pasar yang dilayani** Markets served	25	
	102-7	**Skala organisasi** Scale of the organization	21	
	102-8	**Informasi mengenai pekerja dan pekerja lain** Information on employees and other employee	92, 130-132	
	102-9	**Rantai pasokan** Supply chain	26	
	102-10	**Perubahan signifikan dalam organisasi rantai pasokan** Significant changes to the supply chain organization	23, 50-55	
	102-11	**Pendekatan atau Prinsip Pencegahan** Precautionary Approach or Principle	34	
	102-12	**Inisiatif Eksternal** External Initiatives	27	
	102-13	**Keanggotaan asosiasi** Membership of associations	27	
	102-14	**Pernyataan dari pembuat keputusan senior** Statement from senior decision maker	6-9	
	102-16	**Nilai, prinsip, standar, dan norma perilaku** Values, principles, standards, and norms of behavior	28-29	
	102-18	**Struktur tata kelola** Governance structure	31-32	
	102-20	**Organ tata kelola tertinggi bertanggung jawab atas kinerja keberlanjutan** Executives responsible for sustainability performance	34	

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GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016	102-40	**Daftar kelompok pemangku kepentingan** List of stakeholder groups	41-42	Pengungkapan ini lengkap This disclosure cannot be omitted
	102-41	**Perjanjian perundingan kolektif** Collective bargaining agreements	98	
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	102-43	**Pendekatan terhadap keterlibatan pemangku kepentingan** Approach to stakeholder engagement	11-14, 41-42	
	102-44	**Topik utama dan masalah** Key topics and concerns raised	41-42	
	102-45	**Entitas yang termasuk dalam laporan keuangan dikonsolidasi** Entities included in the consolidated financial statements	58	
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	102-49	**Perubahan dalam pelaporan** Changes in reporting	15	
	102-50	**Periode pelaporan** Reporting period	10	
	102-51	**Tanggal laporan terbaru** Date of most recent report	10	
	102-52	**Siklus pelaporan** Reporting cycle	10	
	102-53	**Kontak** Contact point	10	
	102-54	**Kesesuaian dengan Standar GRI** In accordance with the GRI Standards	10	
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POJK 51/ OJK.03/2017	2.	**Ikhtisar kinerja aspek keberlanjutan** An overview of the sustainability performance aspect	4-5	**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	34	
	5.b	**Pengembangan kompetensi anggota Direksi terkait kinerja keberlanjutan** Competency development of the Board of Directors' members related to sustainability performance	34	
	5.c	**Penjelasan mengenai prosedur Perusahaan Publik dalam mengendalikan risiko keberlanjutan** Explanation on Public Company procedures in controlling sustainability risk	35-37	
	5.e	**Permasalahan terkait kinerja keberlanjutan** Issues related to sustainability performance	31	
	6.a	**Kegiatan membangun budaya keberlanjutan di internal Perusahaan Publik** Activities to build a sustainability culture in the internal Public Company	31	
	6.c.2.a	**Kesetaraan kesempatan bekerja, tenaga kerja paksa dan tenaga kerja anak** Equality of employment opportunities, forced labor and child labor	94	
	6.c.2.b	**Persentase remunerasi** Percentage of remuneration	93	
	6.c.2.c	**Lingkungan bekerja yang layak dan aman** Decent and safe working environment	96-99	
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Keanekaragaman Hayati Biodiversity				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**18-19**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**43-45**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**43-45**	
GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016	**304-1**	**Lokasi operasional yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung** Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	**70**	
	304-2	**Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati** Significant impacts of activities, products, and services on biodiversity	**75**	
	304-3	**Habitat yang dilindungi atau direstorasi** Habitats protected or restored	**70-71**	
	304-4	**Spesies daftar merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi** IUCN Red List species and national conservation list species with habitats in areas affected by operations	**70-72**	
POJK 51/ OJK.03/2017	**6.d.1**	**Biaya Lingkungan Hidup yang dikeluarkan** Environmental costs	**66**	

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Pengungkapan berwarna oranye: Pemenuhan Referensi POJK dan GRI Standar
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Limbah dan Effluen Waste & Effluents				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**18-19**	
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	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**43-45**	
GRI 306: Limbah dan Effluen 2016 GRI 306: Waste & Effluents 2016	**306-1**	**Pelepasan air berdasarkan kualitas dan tujuan** Water discharge by quality and destination	**85**	**Pengungkapan ini lengkap** This disclosure cannot be omitted **Tidak Relevan** Not Applicable
	306-2	**Limbah berdasarkan jenis dan metode pembuangan** Waste by type and disposal method	**86**	
	306-3	**Tumpahan yang signifikan** Significant spills	**85**	
	306-4	**Pengangkutan limbah berbahaya** Pengangkutan limbah berbahaya	**86**	
	306-5	**Badan air yang dipengaruhi oleh pelepasan dan/atau limpahan air** Water bodies affected by water discharges and/or runoff	**84-85**	
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Kinerja Ekonomi Economic Performance				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**18-19**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**43-45**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**43-45**	

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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	**58**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	201-3	**Kewajiban program pensiun manfaat pasti dan program pensiun lainnya** Defined benefit plan obligations and other retirement plans	**93**	
	419-1	**Kepatuhan sosial ekonomi** Socioeconomic compliance	**31**	
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	**-**	**Tidak Relevan** Not Applicable
	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.	**-**	
	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	**37,61**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	6.f.1	**Inovasi dan pengembangan Produk Berkelanjutan** Innovation and development of Sustainable Products	**48**	
	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	**61**	
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GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics and boundaries	**18-19**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**43-45**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**43-45**	
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	**100, 134-135**	**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** Employee with high incidence or high risk of diseases related to their occupation	**98-99**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
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GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**18-19**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
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	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**43-45**	
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	**106-127**	

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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	**127**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
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GRI 305: Emisi 2016 GRI 305: Emission 2016	**305-1**	**1 Emisi GRK (Cakupan 1) langsung** Direct (Scope 1) GHG emissions	**82**	
	305-2	**2 Emisi energi GRK (Cakupan 2) tidak langsung** Energy indirect (Scope 2) GHG emissions	**82**	
	305-4	**4 Intensitas emisi GRK** GHG emissions intensity	**82**	

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Pengelolaan Energi Energy Management				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**18-19**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**43-45**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**43-45**	
GRI 302: Energi 2016 GRI 302: Energy 2016	**302-1**	**Konsumsi energi dalam organisasi** Energy consumption within the organization	**80**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
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G4 Mining & Metal Sector Supplement	**MM10**	**Jumlah dan Persentase Operasi dengan rencana penutupan** Number and Percentage of Operations with closure plans	**66**	
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**18-19**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**40**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**40**	

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Ketenagakerjaan Employment				
GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016	**401-1**	**Perekrutan karyawan baru dan pergantian karyawan** New employee hires and employee turnover	**144**	
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PERNYATAAN ASURAN INDEPENDEN

Independent Assurance Statement

LR Independent Assurance Statement

Relating to PT. Indo Tambangraya Megah Tbk's Sustainability Report for the calendar 2019

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 Limited (LR) was commissioned by PT. Indo Tambangraya Megah Tbk (ITM) to provide independent assurance on its Sustainability Report 2019 ("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 LR's verification procedure. LR's verification procedure is based on current best practice, is in accordance with ISAE 3000[1] and uses the following principles of - inclusivity, materiality, responsiveness and reliability of performance data.

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

- Confirming whether the selected environmental and social indicators below were compiled according to GRI's Standard 2016 and GRI's Mining and Metal Sector Disclosure.
- Evaluating the reliability of data and information for only the selected environmental and social indicators listed below:

  Environmental

  - Energy Consumption (GRI 302-1)
  - Energy Intensity (GRI 302-3)
  - GHG Emissions Scope 1 (GRI 305-1)
  - GHG Emissions Scope 2 (GRI 305-2)
  - GHG Emissions Intensity (GRI 305-4) and

  Social

  - Work-related injuries together with Lost day rate (GRI 403-9 edition 2018).

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

LR's responsibility is only to ITM. LR 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.

LR's Opinion

Based on LR's approach nothing has come to our attention that would cause us to believe that ITM has not, in all material respects:

- Met the requirements above
- Disclosed reliable performance data and information as no errors or omissions were detected
- Covered all the issues that are important to the stakeholders and readers of this report.

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.

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[1] *GHG quantification is subject to inherent uncertainty.*

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. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LR's approach

LR'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, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Sampling the consolidated data and information at ITM head office in Jakarta and visiting Indominco coal mine and terminal at Kalimantan.

Observations

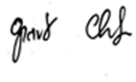
Further observations and findings, made during the assurance engagement, are:

- Reliability:
  Data management systems are considered to be well defined, but the implementation of these systems is variable at site level.
  Future reports should:
  - ensure data published to different stakeholders (e.g. authorities, investors and/or the general public) is consistent i.e. that the data covers identical time periods, uses same conversion factors, etc.
  - include R22 data within the GHG emission scope 1 indicator.
  - disclose high consequence work related injuries in order to be aligned completely with GRI's standards.

LR's standards, competence and independence

LR 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 LR for ITM and as such does not compromise our independence or impartiality.



Opart Charuratana
LR Lead Verifier

Dated: 24 February 2020

On behalf of Lloyd's Register Quality Assurance Ltd
Lloyd's Register International (Thailand) Limited
22nd Floor, Sirinrat Building, 3388/78 Rama IV Road
Klongton, Klongtoey, Bangkok 10110 THAILAND

LR reference: BGK00000375B

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RESPON TERHADAP UMPAN BALIK

Response to Feedback

Kami menanggapi masukan yang menjadi perhatian pemangku kepentingan melalui lembar umpan balik yang disampaikan kepada ITM saat pelaksanaan survei pemangku kepentingan di bulan Maret hingga Mei 2019. Melalui lembar umpan balik, sebagian besar pemangku kepentingan berpendapat bahwa Laporan Keberlanjutan ITM tahun 2018 mudah dimengerti, memberikan informasi dan data yang akurat, dan merespon perhatian, masukan dan saran yang sudah diberikan dari tahun sebelumnya, serta telah menggambarkan kinerja perusahaan dalam mendukung pembangunan berkelanjutan.

We identifies concerns from the relevant stakeholder through the feedback form submitted to ITM via the stakeholder survey that was conducted from March to May 2019. In that survey, most of the stakeholders believe that the 2018 ITM Sustainability Report is easy to understand, provide accurate information and data, and respond to the concern, input and advice given from the previous year, as well as adequately described the company's performance in supporting sustainable development.

Selain menyampaikan pendapatnya terhadap Laporan Keberlanjutan 2018, pemangku kepentingan juga memberikan penilaian terhadap aspek material di tahun 2019 terhadap topik-topik yang disampaikan di dalam laporan keberlanjutan tahun 2018. Berdasarkan penilaian pemangku kepentingan pada lembar umpan balik, responden mengurutkan topik dari kepentingan yang signifikan hingga kurang signifikan.

In addition to expressing their opinions about the quality of 2018 Sustainability Report, stakeholders also provided an assessment for the material topics in 2019 based on topics presented in the 2018 Sustainability Report. In the survey, respondents rank topics from very to less important.

Beberapa pemangku kepentingan juga menyampaikan saran melalui lembar umpan balik, di antaranya menambah penyampaian informasi terkait kinerja reklamasi tambang, pengelolaan lingkungan, pengembangan tenaga kerja lokal, praktik pengadaan melalui mitra lokal, pemberdayaan masyarakat, dan rehabilitasi DAS, serta pertumbuhan ekonomi.

Some relevant stakeholders suggested to add information related to: 1)The performance of mining reclamation; 2) environmental management; 3) local workforce development; 4) procurement practices through local partners; 5) community development; 6) watershed rehabilitation; and 7) economic growth.

Penilaian dan saran dari pemangku kepentingan tersebut kemudian menjadi salah satu pertimbangan ITM dalam menentukan topik dan informasi yang disampaikan pada Laporan Keberlanjutan 2019.

The suggestions made by the relevant stakeholders through the assessments has been considered by ITM when considering the topics for this 2019 Sustainability Report.

Kami menyampaikan apresiasi dan ucapan terima kasih atas semua saran yang positif dan berharap agar laporan ini dapat menjadi informasi yang bermanfaat bagi pemangku kepentingan dan peningkatan kinerja keberlanjutan.

We expresses it appreciation and gratitude to all the positive suggestions and hopes that this report provides useful information to the stakeholders regarding the increased sustainability efforts of ITM.

Lembar Umpan Balik

Laporan Keberlanjutan 2019 PT Indo Tambangraya Megah Tbk memberikan gambaran kinerja keuangan dan keberlanjutan. Kami mengharapkan masukan, kritik dan saran dari Bapak/Ibu/Saudara setelah membaca Laporan Keberlanjutan ini dengan mengirim email atau mengirim formulir ini melalui pos.

PROFIL ANDA

Nama (bila berkenan): .....

Institusi/Perusahaan: .....

Surel: .....

Telp/Hp: .....

GOLONGAN PEMANGKU KEPENTINGAN

- ◯ Pemegang Saham dan Investor
- ◯ Pelanggan
- ◯ Karyawan
- ◯ Pemerintah
- ◯ Media
- ◯ Mitra usaha
- ◯ Masyarakat dan komunitas
- ◯ Lain-lain, mohon sebutkan: .....

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

• Laporan ini mudah dimengerti	◯ Ya	◯ Tidak
• Laporan ini bermanfaat bagi Anda	◯ Ya	◯ Tidak
• 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)

◯ Keanekaragaman Hayati	◯ Kinerja Ekonomi	◯ Digitalisasi	◯ Emisi
◯ Limbah Padat dan Cair	◯ Keselamatan dan Kesehatan Kerja (K3)	◯ Komunitas Lokal	◯ Energi

Saran atau informasi lain yang perlu disampaikan terkait laporan

_____

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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
Jl. Sultan Iskandar Muda, Pondok Indah Kav. V-TA,
Jakarta 12310, Indonesia.
www.itmg.co.id
email: corsecitm@banpuindo.co.id

Feedback Form

The 2019 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.

• The report is comprehensible.	◯ Yes	◯ No
• This report is useful to you.	◯ Yes	◯ No
• 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)

◯ Biodiversity	◯ Economic Performance	◯ Digitalisation	◯ Emission
◯ Effluent and Waste	◯ Occupational Health and Safety	◯ Local Communities	◯ Energy

Other suggestions or information that need to be submitted related to the report

_____

_____

_____

_____

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

Corporate Secretary
PT INDO TAMBANGRAYA MEGAH TBK [102-53]
Pondok Indah Office Tower III, Lt. 3
Jl. Sultan Iskandar Muda, Pondok Indah Kav. V-TA,
Jakarta 12310, Indonesia.
www.itmg.co.id
email: corsecitm@banpuindo.co.id

CHANGE AT THE HEART OF SUSTAINABILITY

Perubahan Sebagai Kunci dari Keberlanjutan

2019

Laporan Keberlanjutan
Sustainability Report

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