



Tanggung Jawab Sosial Perusahaan

Corporate Social Responsibility





CSR, Investasi Sosial Demi Keberlangsungan Masa Depan Perusahaan

CSR, Social Investment for the Company's Future Sustainability



rogram CSR adalah salah satu kunci untuk menentukan keberlanjutan Perusahaan secara jangka panjang. Sewatama secara aktif memperkuat budaya tanggung jawabnya terhadap masyarakat sekitar maupun

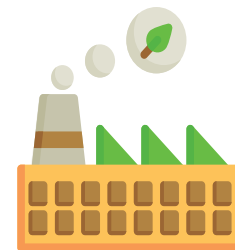
lingkungan tempat operasi Perusahaan, di samping juga turut mendukung program-program Pemerintah terkait kelestarian alam dan aspek keberlanjutan.

Di tahun 2016, dari total budget program CSR Sewatama, sebesar Rp467.000.000, pada realisasinya hanya terpakai sebesar Rp186.630.000 atau 40% dari total budget. Tidak terserapnya keseluruhan dana, disebabkan oleh adanya perubahan strategi dan perubahan struktur organisasi Perusahaan. Dengan penyesuaian budget ini, Sewatama memilih untuk lebih memfokuskan programnya pada peningkatan kompetensi karyawan site yang mayoritas merupakan tenaga kerja lokal dengan mengadakan sejumlah pelatihan dan sertifikasi kelistrikan, sesuai dengan program Perusahaan yang telah disusun.

Pengalokasian bantuan dana sosial dialihkan untuk qurban dan penyelenggaraan perayaan hari kemerdekaan Indonesia 17 Agustus baik di lini TP, O&M maupun IPP. Beberapa program yang semula direncanakan di 2016, antara lain pembangunan sarana ibadah berupa sejumlah masjid di proyek Meppogen dan juga donasi berupa komputer untuk sekolah di Bovend Digoel dicanangkan untuk direalisasikan sebagai program CSR di tahun 2017. Tentunya Sewatama terus berkomitmen untuk menjalankan dan meningkatkan pelaksanaan program-program yang telah berjalan terkait pengembangan kompetensi dan kapasitas sumber daya manusia,

Corporate Social Responsibility (CSR) program is key to ensure the Company's long-term sustainability. Sewatama actively strengthens the development of its social responsibility to the surrounding communities and environment where the Company operates, as well as in supporting the Government's nature conservation and sustainability programs.

In 2016, Sewatama spent only Rp186,630,000 or 40% of its overall annual budget of Rp467,000,000 for the CSR program. This adjustment was due to the Company's change in strategy and organizational structure. Sewatama focuses the available fund on its programs to increase the capacity of site employees, who majority are local workforce, by organising electricity-related trainings and certifications according to the program that has been determined by the Company.



Program CSR, selain merupakan upaya terstruktur dari Perusahaan untuk berbagi visi dan kepedulian sosialnya terhadap masyarakat dan lingkungan

Aside from being a structured effort of the Company to share its vision and social awareness of the community and the environment

penerapan kebijakan rasio 70:30 local hire, serta pengimplementasian system monitoring dampak lingkungan dan pelaksanaan tata kelola dan kode etik Perusahaan yang lebih baik.

Untuk mendukung program-program ini, Sewatama telah mengembangkan program kewargaan perusahaan/ Corporate Citizenship (CC) sebagai upaya Perseroan dalam menumbuhkan budaya atau perilaku yang sesuai dengan nilai-nilai Perusahaan sehingga selaras dengan standar reputasi dan kompetensi Perusahaan baik dalam hubungan internal dan terutama dalam hubungan eksternal seperti dengan mitra bisnis. Sewatama juga membentuk sebuah inisiatif Sumberdaya Sewatama Volunteerism (SSV) sebagai payung program untuk mengakomodir karyawan Perusahaan untuk terlibat di dalam pelaksanaan program CSR.

Program CSR, selain merupakan upaya terstruktur dari Perusahaan untuk berbagi visi dan kepedulian sosialnya terhadap masyarakat dan lingkungan, dari sisi strategik juga membantu Perusahaan dalam mengelola dan menghadapi risiko sosial di wilayah-wilayah dimana Sewatama beroperasi, seperti contohnya terkait beberapa proyek Sewatama di 2016 yang mengalami penundaan pelaksanaan dan/atau penurunan pendapatan.

Risiko-risiko sosial ini dapat digolongkan menjadi: 1) Risiko Kerusakan Lingkungan dan Keselamatan Kerja Karyawan (Environment Violation and Health, Safety and Environment (HSE), 2) Risiko Tuntutan Masyarakat akan Lapangan Pekerjaan (Community Demand on Employment & Participation), dan yang terakhir, 3) Risiko Pelanggaran Etika dan Good Corporate Governance (Ethics and Governance violations).

Pelaksanaan CSR untuk Menekan Risiko Kerusakan Lingkungan dan K3 (Environment Violation and HSE)

a. Kerusakan Lingkungan

Risiko-risiko yang termasuk Environment Violation and HSE mencakup antara lain terkait polusi suara, polusi udara dan pembuangan limbah guna menjaga kualitas lingkungan dan kehidupan masyarakat di seputar pembangkit, terutama sehubungan dengan kegiatan Sewatama di pembangkit listrik tenaga diesel (PLTD). Risiko-risiko ini berhasil diminimalisasi dengan:

The fund for social donation was allocated for qurban and the local celebration of Indonesian Independence Day on 17 August both in TP, O & M and IPP lines. Some of the programs originally planned for 2016, such as the construction of religious facilities like mosques at the Meppogen project as well as the computer donation for schools in Bovend Digoel site, are to be realized as CSR programs in 2017. Sewatama is committed to continue to implement and improve its on going programs in human resource capacity and competency development, the implementation of 70:30 local hire ratio policy, as well as the implementation of a better environmental monitoring and good corporate governance including code of conduct.

To support these programs, Sewatama has developed a program called Corporate Citizenship (CC) as an effort to foster a corporate culture and employee behavior that concurrent with the Company's values to up hold the reputation and competency standards in both internal and external relations, in particular with its partners. Sewatama also established Sewatama Volunteerism (SSV), which is an umbrella program that accommodates and organizes employees' involvement in CSR programs.

Aside from being a structured effort of the Company to share its vision and social awareness of the community and the environment, strategically CSR program also helps to manage and deal with social risks in areas where Sewatama operates. For an example, in some projects in 2016 that are experiencing slower growth and/or delay.

These social risks can be categorized as: 1) Environmental Violation and Health, Safety and Environment (HSE) Risk, 2) Community Demand on Employment & Participation Risk, and the last, 3) Ethics and Governance Violations Risks.

Implementation of CSR to Suppress the Environment Violation and HSE Risks

a. Environmental Violation

Environment Violation and HSE Risks include, among others, related to noise pollution, air pollution and waste disposal in order to safeguard the quality of environment and community life surrounding the plant, especially in relation to Sewatama's activities in diesel power plants (PLTD). These risks are successfully minimized by:



- mengganti atau memodifikasi mesin sedemikian rupa sehingga kebisingan dapat direduksi ke tingkat minimum
- mengelola, memelihara dan memonitor kinerja mesin dengan lebih intensif (preventive maintenance).
- melakukan kegiatan pengukuran lingkungan udara secara rutin di area kerja (office, site, depo) di seluruh Indonesia untuk memastikan udara di lingkungan kerja memenuhi standar Nilai Ambang Batas (NAB) yang aman bagi kesehatan.
- menjalin kerjasama dengan mitra bisnis yang khusus bergerak dalam hal pengelolaan limbah, serta menyeleksi secara ketat kontraktor pembangunan penampungan limbah.
- replacing or modifying the machine as such that the noise can be reduced to a minimum level
- manage, maintain and monitor machine performance more intensively (preventive maintenance).
- conducting routine air environmental measurements in the work area (office, site, depo) throughout Indonesia to ensure the air in these areas meets the standards of the safe threshold limit for health.
- collaborating with business partners, who specializes in waste management, as well as being extremely selective in selecting contractors for wastewater builders.

Terkait pengelolaan pembuangan limbah, di tahun 2016 Sewatama berhasil melakukan pengujian efektifitas pengelolaan limbah cair PLTD dengan cara memelihara ikan di bak terakhir oil trap, dan pengujian air limbah di laboratorium. Pengujian ini dilakukan dengan tujuan akhir sebagai acuan untuk desain pembuangan air oil trap agar lebih aman bagi lingkungan.

b. Kesehatan dan Keselamatan Kerja (K3)

Terkait Kesehatan dan Keselamatan Kerja (K3), risiko meningkatnya jumlah kecelakaan kerja dapat diatasi melalui sosialisasi dan kampanye budaya K3 melalui berbagai media, menghadirkan titik-titik layanan kesehatan bagi karyawan, dan melakukan sertifikasi serta audit pelaksanaan K3. Secara rutin dan konsisten Sewatama menyelenggarakan sejumlah program pelatihan sertifikasi bertemakan Keselamatan dan Kesehatan.

Pada tahun 2016 Sewatama memperoleh sejumlah sertifikat K3, antara lain:

In relation to waste disposal management, in 2016 Sewatama managed to test the effectiveness of liquid waste management of its diesel power plants by keeping fish in the last tub of oil trap, and doing some laboratory testing of the waste water. The tests are conducted as a reference to design an oil trap water disposal that is more environmentally safe.

b. Occupational Health and Safety

With regard to Occupational Health and Safety, the risks of having increasing number of occupational accidents can be addressed through organizing socialization and campaign of Occupational Health and Safety culture through various media, presenting health service points for employees, and conducting certification and Occupational Health and Safety audit. Sewatama consistently organizes a number of Health and Safety certification training programs regularly.

In 2016 Sewatama obtained a number of Occupational Health and Safety certificates, including:

Maret	1st Winner of Fire Fighter and Rescue, Bulan K3 Nasional TMT Grup 1st Winner of Fire Fighter and Rescue, OHS National TMT Group
Juli	Berhasil mempertahankan Safety Management Systems (SMS) Sertifikat OHSAS 18001:2007 Successfully maintained Safety Management Systems (QMS) Certificate OHSAS 18001:2007
Agustus	Berhasil mempertahankan Quality Management Systems (QMS) Sertifikat ISO 9001:2008 Successfully maintained Quality Management Systems (QMS) Certificate ISO 9001:2008
November	Berhasil mempertahankan Environmental Management Systems (EMS) Sertifikat ISO 14001:2004 Successfully maintained Environmental Management Systems (QMS) Certificate ISO 14001:2004
Desember	O&M Dewatering KPC successfully achieve 1,000,000 man-hours LTI free

Sebagai hasil, angka korban kecelakaan kerja pada tahun 2016 dapat ditekan menjadi seperti sebagaimana dijabarkan pada tabel berikut ini:

As a result, the number of casualties in 2016 can be reduced to as described in the following table:

No	Classification	2016												Subtotal
		Q1			Q2			Q3			Q4			
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
1	FATALITY	0	0	0	0	0	0	0	0	0	0	0	0	0
2	LOST TIME INJURY	1	0	0	0	0	0	0	0	0	0	0	0	1
3	RESTRICTED WORK CASE	0	0	1	0	1	0	0	1	0	0	0	0	3
4	MEDICAL TREATMENT CASE	0	0	0	0	0	0	0	0	0	0	0	0	0
5	FORST AID CASE	0	0	0	0	0	0	0	0	0	0	0	0	0
6	MOTOR VEHICLE CASE	0	0	0	0	0	0	0	0	0	1	0	0	1
7	PROPERTY DAMAGE CASE	0	1	0	0	1	0	0	1	3	1	0	0	7
8	ENVIRONMENT CONTAMINATION	0	0	0	0	0	0	0	0	0	0	0	1	1
9	OCCUPATIONAL DISEASE	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL (2016)		1	1	1	0	2	0	0	2	3	2	0	1	13

Sewatama melaporkan Total Cedera yang Terekam (Total Recordable Injury/TRI) dan Hari Kerja Hilang akibat Cedera (Lost Time Injury /LTI) di tahun 2016 adalah sebagai berikut:

Sewatama reports Total Recordable Injury (TRI) and Lost Time Injury (LTI) days in 2016 are as follows:

Perhitungan Jam Kerja Calculation of Work Hours Jumlah Jam Kerja: 3.893.168 Total Work Hours: 3,893,168 Jumlah Total Cedera yang Terekam (1 Jan - 31 Des 2016): 4 kasus Total Number of Injury Recorded (1 Jan-31 Dec 2016): 4 cases Jumlah Hari Kerja Hilang Akibat Cedera (1 Jan - 31 Des 2016): 1 kasus Total Working Day Loss due to Injury (1 Jan-31 Dec 2016): 1 case Keparahan Hari Kerja Hilang Akibat Cedera: 15 hari Worst Working Day Loss due to Injury: 15 days
Rasio Total Cedera yang Terekam = 1,03 kasus per 1.000.000 Jam Kerja Ratio of Total Injury Recorded = 1.03 cases per 1,000,000 Working Hours
Rasio Hari Kerja Hilang akibat Cedera = 0,26 kasus per 1.000.000 Jam Kerja Ratio of Working Day Loss due to Injury = 0.26 cases per 1,000,000 Working Hours
Rasio Hari Kerja Hilang akibat Cedera-Keparahan = 3,85 hari per 1.000.000 Jam Kerja Ratio Worst Working Day Loss due to Injury = 3.85 cases per 1,000,000 Working Hours

Angka-angka di atas mencerminkan komitmen Sewatama dalam bidang K3 dan hal ini telah mendapat pengakuan resmi dari PT Kaltim Prima Coal, bahwa per 10 Desember 2016, Sewatama telah menempuh 1 juta jam kerja tak tanpa kecelakaan yang berakibat kehilangan jam kerja.

The above figures reflect Sewatama's commitment in Occupational Health and Safety field. This has been officially recognized by PT Kaltim Prima Coal, that as of December 10, 2016, Sewatama has covered 1 million non-accidental working hours without resulting in lost working hours.



Pelaksanaan CSR untuk menjawab risiko tuntutan masyarakat akan lapangan pekerjaan

IMPLEMENTATION OF CSR TO ADDRESS COMMUNITY DEMAND ON EMPLOYMENT RISKS

Sewatama menerapkan kebijakan rasio perbandingan 30:70 antara jumlah karyawan pusat dan karyawan lokal dengan tujuan memajukan daerah dan juga kompetensi komunitas setempat, bahkan proyek O&M Borang menggunakan 100% karyawan lokal. Proses perekrutan karyawan lokal dilakukan sesuai dengan ketentuan yang telah ditetapkan guna mendapatkan karyawan dengan kualifikasi dan kompetensi terbaik, hingga dapat memberikan kontribusi positif bagi Perusahaan. Program pengembangan kapasitas karyawan baik lokal maupun pusat juga terus dilakukan, baik yang berupa keterampilan, pembinaan kepemimpinan, maupun sertifikasi sesuai dengan kebutuhan proyek dan daerah terkait. Semua kebijakan terkait lapangan pekerjaan didasari oleh prinsip kesetaraan dengan membuka kesempatan bagi seluruh putra dan putri terbaik bangsa untuk meniti karirnya di Sewatama tanpa memandang suku, agama dan golongan.

Di samping menyerap tenaga kerja lokal, Perusahaan kerap menyelenggarakan pelatihan keterampilan untuk membekali masyarakat umum di sekitar wilayah pembangkit terutama mereka yang dalam usia produktif, dengan terlebih dahulu melakukan pendekatan terhadap pemerintah daerah dan tokoh masyarakat. Pendekatan ini juga sangat penting dikala proyek yang telah direncanakan bahkan telah dipersiapkan tidak terealisasi atau tertunda, yang kemudian mengakibatkan pengangguran dan keresahan masyarakat, serta tercemarnya reputasi Perusahaan.

Pelaksanaan CSR untuk mencegah terjadinya risiko pelanggaran kode etik dan GCG.

Sewatama implements a 30:70 ratio policy between the number of head office employees and local employees with the objective of promoting local workforce as well as local competence, even more Borang O&M project hires 100% local employees. The process of recruiting local employees is done in accordance with the provisions that have been established in order to attain employees with the best qualifications and competencies, which will contribute positively to the Company. Employee capacity building programs both for local and head office employees also continue to be conducted, whether in the form of skills or leadership coaching, and certification in accordance with project needs and related areas. All employment related policies are based on the principle of equality by opening opportunities for all the best men and women of the nation to pursue their careers in Sewatama regardless of race, religion and class.

In addition to absorbing local workforce, the Company often organizes trainings to equip the general public around the plant area, especially those in productive age, by first approaching local government and community leaders. This approach is also important at times when projects that was planned is experiencing delay or cannot be realized, which may resulted in unemployment and public unrest, and affected the Company's reputation.

Implementation of CSR to Prevent the Violation of Ethics and Governance Risks

Sewatama senantiasa berupaya menegakan prinsip-prinsip Tata Kelola Perusahaan yang baik dengan tujuan membentuk, mengawasi dan melakukan kesesuaian etos kerja dan tata perilaku karyawan yang sesuai dengan kode etik dan budaya perusahaan dalam mencapai visi dan misi Perusahaan. Hal itu dilakukan dengan mengedepankan implementasi prinsip-prinsip GCG di antaranya transparansi dan kewajaran (Transparent & Fairness) di setiap kegiatan usaha, serta diterapkannya Whistle Blowing System (WBS) sebagai mekanisme pelaporan pelanggaran terhadap Kode Etik maupun kebijakan Perusahaan lainnya. Sebagai contoh inisiatif, di 89 proyek TP Sewatama telah dilengkapi dengan alat ukur polusi udara dan suara yang mumpuni guna mendapatkan hasil laporan yang lebih akurat dan transparan.

Sewatama constantly strives to uphold the principles of Good Corporate Governance with the aim of establishing, overseeing and adjusting work ethics and employee behavior in accordance with corporate ethical codes and culture in achieving the Company's vision and mission. This is done by prioritizing the implementation of GCG principles including transparency and fairness in all line of business, as well as the application of the Whistle Blowing System (WBS) as a mechanism to report violations of the Code of Ethics and other Company policies. As an example of this initiative, all 89 of Sewatama TP projects have been equipped with qualified air pollution and sound measuring instruments to obtain more accurate and transparent report.



Fokus pelaksanaan Bina Lingkungan bertumpu pada 4 aspek, yakni: Community Development's implementation focused on 4 aspects, as follow:

 <p>Pelibatan masyarakat Society involvement</p>	 <p>Pendidikan dan kebudayaan Education and culture</p>	 <p>Penciptaan tenaga kerja dan pengembangan keterampilan Create job opportunities and skill development</p>	 <p>Pengembangan dan akses teknologi Development and access of technology</p>
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